

DYLAN WIWAD

Kellogg School of Management | Northwestern University
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ACADEMIC POSITIONS

2019 – **KELLOGG SCHOOL OF MANAGEMENT**, Northwestern University, Evanston, IL
DRRC Postdoctoral Fellow, Management and Organizations

EDUCATION

2019 **SIMON FRASER UNIVERSITY**, Burnaby, BC
Ph.D. in Social Psychology

2015 **SIMON FRASER UNIVERSITY**, Burnaby, BC
M.A. in Social Psychology

2013 **MACEWAN UNIVERSITY**, Edmonton, AB
B.A. (Hons.) in Psychology

RESEARCH INTERESTS

Inequality is a powerful force shaping social dynamics, conflict, and organizations around the globe. During the last year, the wealth gap in the United States has continued to widen as low-income workers bear the brunt of the COVID-19 pandemic through high-risk essential jobs and inequitable vaccine distribution. Despite this, employees at organizations like LinkedIn and Cisco have pushed back on corporate policies meant to redress these inequalities. The goal of my work is to generate and leverage psychological and organizational theory to address these, and other, pressing social problems head on.

In my work, I **(i)** have advanced psychological and organization theory surrounding biased belief systems that legitimize damaging inequalities, **(ii)** used these insights to develop and test interventions to correct these biases, and **(iii)** am developing a new comprehensive theoretical framework uncovering how people handle intergroup tensions at the societal, organizational, and individual level.

PUBLICATIONS

Wiwad, D., Mercier, B., Piff, P. K., Shariff, A. F., & Aknin, L. B. (2021). Recognizing the impact of COVID-19 on the poor alters attitudes towards poverty and inequality. *Journal of Experimental Social Psychology*, *93*, 104083. doi.org/10.1016/j.jesp.2020.104083

Piff, P. K.[†] & **Wiwad, D.**[†] Robinson, A. R., Aknin, L. B., & Shariff, A. F. (2020). Shifting attributions for poverty motivates opposition to inequality and promotes egalitarianism. *Nature Human Behavior*, *4*, 496-505. doi.org/10.1038/s41562-020-0835-8

- [†] Indicates co-first authors
- Dean's Award for Inclusionary Excellence, University of California, Irvine
- Covered by *CNN*; *Greater Good Magazine*

Mercier, B., **Wiwad, D.**, Aknin, L. B., Piff, P. K., & Shariff, A. F. (2020). Does belief in free will increase support for economic inequality? *Collabra: Psychology*, 6, 25. doi.org/10.1525/Collabra.303

Wiwad, D., Mercier, B., Maraun, M. D., Robinson, A. R., Piff, P. K., Aknin, L. B., & Shariff, A. F. (2019). The support for economic inequality scale: Development and adjudication. *PLoS ONE*, 14, e0218685. doi.org/10.1371/journal.pone.0218685

- **The SEIS is currently being translated into both Spanish and Turkish by international research teams**

Aknin, L. B., **Wiwad, D.**, & Girme, Y. U. (2019). Not all gifts are good: The potential practical costs of motivated gifts. *Journal of Applied Social Psychology*, 49, 75-85. doi.org/10.1111/jasp.12566

Aknin, L. B., **Wiwad, D.**, & Hanniball, K. (2018). Buying well-being: Spending behavior and happiness. *Social and Personality Psychology Compass*, 12, e12386. doi.org/10.1111/spc3.12386

- **Top 10% most downloaded papers in SPPC 2018 - 2019**
- **Top 20 most read paper in SPPC 2017-2018**

Wiwad, D., Aknin, L. B. (2017). Motives matter: The emotional consequences of recalled self- and other focused prosocial behavior. *Motivation and Emotion*, 41, 730-740. doi.org/10.1007/s11031-017-9638-2

Hanniball, K., Aknin, L. B., & **Wiwad, D.** (2017). Spending money well. In D. Dunn (Ed.), *Positive Psychology: Established and Emerging Issues*. New York, NY: Routledge.

Shariff, A. F., **Wiwad, D.**, & Aknin, L. B. (2016). Income mobility breeds tolerance for economic inequality: Cross-national and experimental evidence. *Perspectives on Psychological Science*, 11, 373-380. doi.org/10.1177/1745691616635596

MANUSCRIPTS IN REVISION AND UNDER REVIEW

Wiwad, D., Shariff, A., & Kteily, N. (*Initial Review*). Trade-offs in economic preferences: Both Democrats and Republicans prioritize poverty alleviation over equality and efficiency. *Proceedings of the National Academy of Sciences*

Wiwad, D., Jachimowicz, J., & Davidai, S. (*Initial Review*). Perceived upward workplace mobility shapes zero-sum thinking, quality of workplace relationships, and acceptance of higher CEO-to-median worker pay ratios. *Journal of Applied Psychology*

To, C., **Wiwad, D.**, & Kouchaki, M. (*Revise and Resubmit*). Inequality increases the acceptability of unethical behavior. *Journal of Personality and Social Psychology*

Schreiner, M. R., Frick, S., **Wiwad, D.**, Schmitt, M. C., Kelly, J. M., & Mercier, B. (*Under Review, Invited Submission*). The challenges of measurement invariance in “many analysts” research projects. *Religion, Brain, & Behavior*

SELECT RESEARCH IN PROGRESS

Wiwad, D., Jachimowicz, J., & Davidai, S. (*Data Collection and Analysis*). Exposure to prototypical racial discrimination decreases recognition of daily discrimination

Wiwad, D., & Stephens, N., M. (*Data Collection and Analysis*). A natural language processing approach to understanding cross-class contact.

Wiwad, D., Waldfogel, H., & Kteily, N. (*Data Collection Analysis*). Saying versus paying: Liberal and conservative preferences for equality versus equity.

ARTICLES FOR A POPULAR AUDIENCE

Wiwad, D., Piff, P. K., & Aknin, L. B (April 22, 2020). Coronavirus crisis may help Americans remember that economic inequality is not fair or just. *Los Angeles Times Daily Pilot*.

Wiwad, D. (March 16, 2020). Why are the poor poor and why does it matter? *Nature Human Behavior: Behind the Paper*.

RESEARCH GRANTS

2019	Kellogg Dispute Resolution Research Center Grant	\$5,000
2017	MITACS Accelerate Internship	\$15,000
2017	Psychology Department Research Grant, Simon Fraser University	\$7,500
2015	Social Sciences and Humanities Research Council Doctoral Fellowship	\$80,000
2015	Psychology Department Research Grant, Simon Fraser University	\$7,500
2015	Simon Fraser University Psychology Department Research Grant	\$3,000
2014	Social Sciences and Humanities Research Council Doctoral Fellowship	\$17,500

HONORS & AWARDS

2020	Dissertation; Canadian Psychological Association Certificate of Academic Excellence
2020	Dissertation; Simon Fraser University Dean's Convocation Medal (12 across university)
2018	Certificate of Teaching Excellence, Council of Canadian Departments of Psychology
2016	Student Travel Award Grant, Society for Personality and Social Psychology
2015	Certificate of Teaching Excellence, Council of Canadian Departments of Psychology
2015	Graduate Fellowship, Simon Fraser University
2013	Graduate Entrance Scholarship, Simon Fraser University
2013	Special Graduate Entrance Scholarship, Simon Fraser University
2013	MacEwan Medal of Academic Excellence (Top 5% at institution), MacEwan University

INVITED TALKS

- 2021 Ted Rogers School of Management, Ryerson University, Toronto ON
Kenan-Flagler Business School, University of North Carolina, Chapel-Hill, NC
- 2020 Rotman School of Management, University of Toronto, Toronto, CA
Department of Psychology, University of Illinois, Chicago, Chicago, IL
- 2019 Department of Psychology, Northwestern University, Evanston, IL
- 2017 The Canadian Association of Gift Planners, Victoria, BC

CHAired SYMPOSIA

- 2018 Inequality, perceived mobility, and economic growth: Advances and future directions. The Society for Personality and Social Psychology Conference, Atlanta, GA.
- 2017 Blinded by the American dream: Inaccurate perceptions of economic inequality and their unfortunate downstream consequences. The Association for Psychological Science Conference. Boston, MA.
- 2015 Economic inequality, social mobility, and well-being. (Symposium Co-Chaired by Shai Davidai). The Society for Personality and Social Psychology Conference, Long Beach, CA.

SELECT CONFERENCE PRESENTATIONS

- 2021 **Wiwad, D.** & Kteily, N. Trade-offs in economic preferences: Both Democrats and Republicans prioritize poverty alleviation over equality and efficiency. Presentation at The Society for Personality and Social Psychology Conference, Virtual.
- Wiwad, D.**, Jachimowicz, J. M., & Davidai, S. The perceived potential for promotion: Upward workplace mobility and acceptance of organizational pay disparities.
The Academy of Management Conference, Virtual
The International Association for Conflict Management, Virtual
The Society for Experimental Social Psychology, Santa Barbara, CA.
- 2020 **Wiwad D.**, Piff, P. K., Robinson, A. R., Mercier, B., Aknin, L. B., & Shariff, A. F. Shifting attributions for poverty motivates opposition to inequality and enhances egalitarianism. Presentation at The Academy of Management Conference, Vancouver, BC.
- 2018 **Wiwad, D.**, Mercier, B., Maraun, M. D., Robinson, A. R., Piff, P. K., Aknin, L. B., & Shariff, A. F. Support for economic inequality: Development and validation of a new scale. Presentation at The Society for Personality and Social Psychology Conference, Atlanta, GA
- 2017 **Wiwad, D.**, Shariff, A. F., & Aknin, L. B. Income mobility breeds tolerance for income inequality: Cross-national and experimental evidence. Presentation at The Association for Psychological Science Conference, Boston, MA

- 2016 **Wiwad, D.**, Shariff, A. F., & Aknin, L. B. Income mobility breeds tolerance for income inequality: Cross-national and experimental evidence. Presentation at The Canadian Psychological Association Conference, Victoria, BC
- 2015 **Wiwad, D.**, Shariff, A. F., & Aknin, L. B. The predicted versus experienced emotional Benefits of altruistic versus selfish helping. Presentation at The Canadian Psychological Association Conference, Ottawa, ON
- Wiwad, D.**, Aknin, L. B., & Shariff, A. F. Belief in high social mobility and emotional well-being. Presentation at The Society for Personality and Social Psychology Conference, Long Beach, CA
- 2014 **Wiwad, D.**, Aknin, L. B., & Shariff, A. F. I'm happy I can get rich: Seeing social mobility through rose-tinted glasses. Presentation at The Canadian Psychological Association Conference, Vancouver, BC

TEACHING EXPERIENCE

Northwestern University, Kellogg School of Management

Negotiations Fundamentals, Instructor, Part-Time MBA, Winter 2021
Negotiations Fundamentals, Instructor, Full-Time MBA, Fall 2021 (x2)
Negotiations Fundamentals, Instructor, Part-Time MBA, Summer 2021 (x2)
Negotiations Fundamentals, Instructor, Part-Time MBA, Summer 2020
Negotiations Fundamentals, Teaching Assistant, Full-Time MBA, Spring 2020

Simon Fraser University

Introduction to Social Psychology, Instructor, Winter 2019
Introduction to Social Psychology, Teaching Assistant and Guest Lectures, 2013 - 2019
Introduction to Data analysis in Psychology, Teaching Assistant, 2014 - 2020
Introduction to Research Methods, Teaching Assistant, 2016 - 2020
Psychology of Intergroup Relations, Teaching Assistant, Winter 2015 - Fall 2016

SELECTED MEDIA COVERAGE

Psychology Today, July 4, 2018
Global News, Vancouver, December 14, 2017

WORKSHOPS GIVEN

- 2018 Multilevel Modeling, Simon Fraser University, Burnaby, BC
 2017 Fostering a more open and reproducible science, Simon Fraser University, Burnaby, BC

OTHER RESEARCH & PROFESSIONAL EXPERIENCE

- 2017-18 Data/Behavioral Scientist, Dojo Technology Corporation, Vancouver, BC

PROFESSIONAL SERVICE

Ad-hoc Reviewer (Journals): Journal of Personality and Social psychology, Nature Human Behavior, Science Advances, Psychological Science, Journal of Experimental Social Psychology, Personality and Social Psychology Bulletin, Journal of Economic Psychology, Journal of Management Studies, Journal of Experimental Psychology: General, Social Psychological and Personality Science, Basic and Applied Social Psychology, European Journal of Social Psychology, European Economic Review, The Social Science Journal, The Social Psychology Journal, International Journal of Psychology

Ad-hoc Reviewer (Conferences): Academy of Management Conference, Society for Personality and Social Psychology Conference

Simon Fraser University: Graduate student representative on the faculty hiring committee, social psychology area, 2016; Elected experimental area representative on the psychology graduate Caucus, 2014 – 2018); Elected psychology department representative on the Graduate Student Society Committee, 2014 - 2018.

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
 Society for Personality and Social Psychology (SPSP)
 Society for the Improvement of Psychological Science (SIPS)
 Association for Psychological Science (APS)
 Canadian Psychological Association (CPA)

REFERENCES

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