

# Eva H.L. Lin

Management and Organizations | New York University Shanghai  
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## ACADEMIC POSITION

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2025 – Present **New York University Shanghai**  
Assistant Professor of Management and Organizations

## EDUCATION

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- 2025 **London Business School, United Kingdom**  
Ph.D., Organizational Behavior
- Dissertation: “*Mindsets at Work: How and Which Growth Mindsets Shape Employment Uncertainty, Employee Experience, and Career Change*”
  - Committee: Dr. Aneeta Rattan, Dr. Herminia Ibarra, Dr. Isabel Fernandez-Mateo
- 2015 **London Business School, United Kingdom**  
Masters in Finance
- 2012 **Haas School of Business, University of California Berkeley, United States**  
Bachelor of Science in Business Administration
- UC Berkeley Center for Entrepreneurship & Technology: Engineering Leadership Program
  - Youngest student to ever graduate from the Haas School of Business

## RESEARCH INTERESTS

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Keywords: *Mindsets, Career Change, Social Networks, Multicultural Experience, Culture, Well-Being.*

My research focuses on mindsets and social relationships in organizations. My goal is to understand ways that empower individuals to navigate career challenges and foster diversity in the workplace. In one research stream, I study how mindsets shape employees’ ability to cope with employment uncertainty, employee experience, and career transitions. In another research stream, I investigate how multicultural experiences shape diversity in social networks and how network diversity, together with organizational practices, influences equity and inclusion in the workplace.

## ACADEMIC PUBLICATIONS

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Giurge, L. M., Lin, E. H. L., & Effron, D. A. (2021). Moral credentials and the 2020 democratic presidential primary: No evidence that endorsing female candidates licenses people to favor men. *Journal of Experimental Social Psychology*, 95, 104144.

## WORK UNDER REVIEW [TITLES ABBREVIATED FOR BLIND REVIEW]

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- Lin, E. H. L., & Rattan, A. Mindsets during employment uncertainty.  
(*Under review* at *Journal of Experimental Psychology: General*)
- Lin, E. H. L., Brands, R., Kleinbaum, A., & Wood, A. Multicultural experience and social network diversity.  
(*Under revision* at *Organizational Behavior and Human Decision Processes*)

## SELECTED WORK IN PROGRESS

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- Lin, E. H. L., & Rattan, A. Individual vs. organizational mindset: perceived growth organizational mindset uniquely shapes better employee experience in the workplace (*Manuscript in preparation* for *Administrative Science Quarterly*).
- Billingsley, J., Burnette, J., Lin, E. H. L., Rattan, A., & Pollack, J. A systematic review and framework for growth mindset management scholarship (*Manuscript in preparation* for *Journal of Management*)
- Lin, E. H. L., & Rattan, A. Mindsets and perception of options in career change. *Late-stage data collection.*
- Winner of the *2021 Future of Work Research Prize*; CLFW, University of Zurich
- Low, A., Lin, E. H. L., Savani, K., & Rattan, A. Mindsets and AI Learning. *Late-stage data collection.*

Ozgumus, E., Rattan, A., Georgeac, O. A. M., Lin, E. H. L., Coombs, K., Wainwright, N., & Gardiner, M. Identity masking: How organizational data analysis practices conceal racialized gender differences in belonging. *Working paper*.

Lin, E. H. L., & Brands, R. The impact of brokerage in fostering social inclusion. *Early-stage data collection*.

Lin, E. H. L., Rattan, A. & Adams, G. Motivated problem solving versus system justification? An analysis of the UK 2018 gender pay gap reports. *Working paper*.

## INVITED TALKS

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ShanghaiTech University, School of Entrepreneurship and Management	2026
London Business School, Career Centre	2026
New York University, Department of Management & Organizations	2024
NEOMA Business School, Department of People & Organizations	2024
SKEMA Business School, KTO Research Centre	2024
University of Zurich, Department of Business Administration	2024
University of Exeter Business School, Department of Management	2024

## CHAired SYMPOSIA

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- Lin, E. H. L. (2026). "Connecting Across Differences: Social and Cultural Forces in Conflict and Cooperation. 39<sup>th</sup> *International Association for Conflict Management Annual Meeting*, Vienna, Austria.
- Lin, E. H. L. (Co-chairs, 2026). New Directions in Mindsets Research in Organizations. 39<sup>th</sup> Annual *International Association for Conflict Management*, Vienna, Austria.
- Lin, E. H. L., & Rattan, A. (Co-chairs, 2025). Investigating Both Benefits and Limitations of Individual, Team, and Organizational Growth Mindsets. 2025 *Academy of Management Annual Meeting*, Copenhagen, Denmark.
- Sponsored by the OB and the MOC Divisions
- Lin, E. H. L., & Magni, F. (Co-chairs, 2023). Mindsets in the Management of Uncertainty at Work. 2023 *Academy of Management Annual Meeting*, Boston, MA.
- Sponsored by the OB, HR, and the MOC Divisions.
- Lin, E. H. L., & Ozgumus, E. (Co-chairs, 2022). Putting Mindsets into Context- Extending the Study of Fixed-Growth Lay Theories to the Workplace. 2022 *Academy of Management Annual Meeting*, Seattle, WA.
- Sponsored by the ENT Division and the GDO Division
- Lin, E. H. L., & Brands, R. (Co-chairs, 2021). Multicultural Experiences and Social Dynamics. 2021 Virtual *Academy of Management Annual Meeting*.
- Sponsored by the OB Division and the OMT Division

## SELECTED CONFERENCE PRESENTATIONS

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- Lin, E. H. L., & Rattan, A. Organizational mindset vs. individual beliefs: Growth mindset and employee experience. 39<sup>th</sup> Annual Meeting of the International Association for Conflict Management, Vienna, Austria. Jul 2026
- 2025 Society of Experimental Social Psychology, Lisbon, Portugal. Oct 2025
- 85<sup>th</sup> Annual Meeting of the Academy of Management, Symposium, Copenhagen, Denmark. Jul 2025
- 84<sup>th</sup> Annual Meeting of the Academy of Management, Symposium, Chicago, IL. Aug 2024
- 2024 Berkeley Culture Connect Conference, Berkeley, CA. Jan 2024
- 82<sup>nd</sup> Annual Meeting of the Academy of Management, Symposium, Seattle, WA. Aug 2022
- Trans-Atlantic Doctoral Conference, London Business School, UK. May 2022
- Lin, E. H. L., & Brands, R., Kleinbaum, A., & Wood, A. Multicultural experience and social network diversity. 39<sup>th</sup> Annual International Association for Conflict Management, Vienna, Austria. Jul 2026
- INSEAD Network Evolution Conference, Fontainebleau, France. Nov 2023
- 83<sup>rd</sup> Annual Meeting of the Academy of Management, Symposium, Boston, MA. Aug 2023
- 2023 Social Network Society Conference, Exeter, UK. Jun 2023
- 2021 Annual Convention of the Society for Personality and Social Psychology, Virtual. Feb 2021
- Lin, E. H. L., & Rattan, A. Mindsets and coping with employment uncertainty. 83<sup>rd</sup> Annual Meeting of the Academy of Management, Symposium, Boston, MA. Aug 2023
- 2023 Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA. Feb 2023

- Lin, E. H. L., & Rattan, A. Mindsets and perception of options in career change.  
 86<sup>th</sup> Annual Meeting of the Academy of Management, Symposium, Philadelphia, PA. Aug 2026  
 2022 Women in Leadership Lives Conference, University of St. Gallen, Switzerland. Apr 2022  
 2022 Annual Convention of the Society for Personality and Social Psychology, San Francisco, CA. Feb 2022
- Lin, E. H. L., Rattan, A. & Adams, G. An Analysis of 2018 UK Gender pay gap reports.  
 2019 Annual Convention of the Society for Personality and Social Psychology, Portland, OR. Feb 2019

## RESEARCH GRANTS, FELLOWSHIPS AND AWARDS

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- 2024 – 2025 London Business School Noorjehan Pirani PhD Fellowship Award  
 Awarded based on research impact, publications and general achievements
- 2023 – 2024 Leadership Institute Research Grant  
 Leadership Institute, London Business School  
 “*The Impact of Brokerage In Fostering Social Inclusion*”
- 2022 – 2023 Leadership Institute Research Grant  
 Leadership Institute, London Business School  
 “*Leadership’s Mindsets (Not Employees’) Mindsets Shape Employee Experience in the Workplace*”
- 2023 SPSP Graduate Student Awards  
 Society for Personality and Social Psychology (SPSP)
- 2022 Winner of the Global Future of Work Research Competition  
 Center for Leadership in the Future of Work, University of Zurich
- 2022 SPSP International Travel Award  
 Society for Personality and Social Psychology (SPSP)
- 2020 – 2021 Leadership Institute Research Grant  
 Leadership Institute, London Business School  
 “*What are My Options? The Role of Mindsets in Shaping Individual and Organizational Change*”

## TEACHING EXPERIENCE

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- Spring 2026 **New York University Shanghai**  
 Negotiations and Consensus Building (Undergraduate)
- Spring 2023 – 2025 **London Business School**  
 The Science of People in Organisations (Full-time MBA), Teaching Assistant  
 Autumn 2021 – 2023 Negotiation and Bargaining (Executive MBA, Full-time MBA), Teaching Assistant  
 Autumn 2022 Diversity Science for Leaders (Executive MBA, Full-time MBA), Teaching Assistant  
 Spring 2021 – 2022 Leading Teams and Organisations (Executive MBA, Full-time MBA), Teaching Assistant  
 Autumn 2020 Managing Change (Executive MBA, Full-time MBA), Teaching Assistant
- Spring 2022 – 2024 **Goldsmith University**  
 Leadership and Talent Management (Undergraduate, Graduate Programs), Guest lecturer

## SERVICE

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- 2023 – Present **Ad-hoc reviewer**
- *Personality and Social Psychology Bulletin*
  - *Social Psychological and Personality Science*
  - *Social Psychology of Education*
- 2025 – Present **Mentor** to undergraduate, graduate, and PhD students on research, thesis development, and careers  
 (New York University Shanghai, Columbia University, London Business School)
- 2024 – Present **Reviewer** (conferences)
- *Academy of Management (AOM) Annual Meetings*
  - *International Association for Conflict Management (IACM) Annual Meetings*

- 2021 – 2024 Co-peer reviewed papers submitted to
- *Journal of Applied Psychology*
  - *Journal of Personality and Social Psychology*
  - *Journal of Experimental Social Psychology*
  - *Journal of Management Studies*
  - *Organizational Behavior and Human Decision Processes*
  - *Organizational Science*
  - *Social Psychological and Personality Science*
  - *Personnel Psychology*
- 2022 – 2023 Reviewer and discussant of The Trans-Atlantic Doctoral Conference, London Business School
- 2021 Co-organizer of the Trans-Atlantic Doctoral Conference, London Business School
- 2020 Co-organizer of the OB PhD recruitment events, London Business School
- 2019 Co-organizer of the Mindsets and Organizational Transformation Conference

## RESEARCH POSITIONS

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- 2017 – 2019 Research Assistant  
London Business School, Department of Organisational Behaviour  
Supervisor: Dr. Aneeta Rattan
- 2011 – 2012 Undergraduate Research Apprentice  
Haas Management of Organizations Group, University of California Berkeley  
Supervisors: Dr. Sanaz Mobasseri, Dr. Eliot Sherman

## MENTORING, NON-PROFIT, AND BOARD EXPERIENCE

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- 2023 – 2024 Lumiere Education, Mentor for underprivileged high school students in the US
- 2019 – 2021 LBS Board Fellows Programme, Program Developer for Non-Profits in the UK
- 2018 – 2019 Cherie Blair Foundation for Women, Career Mentor for entrepreneurs in emerging markets
- 2017 – 2018 One Degree Academy, Mentor for underprivileged primary school students in the UK
- 2015 – 2017 Arts Educational Schools London, Board Member, Part Time Foundation Sub-committee

## INDUSTRY EXPERIENCE

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- 2016 – 2019 **Medallia**, leading customer and employee experience management company. London, UK  
Professional Services Manager (2018-19), Senior Analyst (2016-17)
- 2012 – 2014 **PwC**, a global accounting and consulting firm. Silicon Valley, USA  
Senior Associate (2014), Associate (2012-13)

## PROFESSIONAL MEMBERSHIPS

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Academy of Management  
Association for Psychological Science  
International Association for Conflict Management  
Social Network Society  
Society of Experimental Social Psychology  
Society for Personality and Social Psychology

## REFERENCES

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### **Dr. Aneeta Rattan**

Professor of Organisational Behaviour at London Business School

### **Dr. Raina Brands**

Professor of Organisational Behaviour at UCL School of Management

### **Dr. Adam Kleinbaum**

Professor of Organizational Behavior at the Tuck School of Business at Dartmouth