

Julia Langdon

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Current positions

Assistant Professor of Organizational Behavior, ESMT Berlin, Berlin, Germany, August 2023–Present.
Volkswagen Group Junior Chair for Ethics and Diversity in Organizations, ESMT Berlin, Berlin, Germany, April 2024–Present.

Education

PhD, London Business School, London, UK.

Master of Research, London Business School, London, UK, 2019.

MSc, University College London, London, UK, 2015.

BSc, University of Warwick, Coventry, UK, 2013.

Past positions

Research Assistant for Dr Gabrielle Adams & Dr Daniel Efron, Department of Organizational Behavior, London Business School, London, UK, 2015–2017.

Debating Instructor and Public Speaking Mentor, English Speaking Union, University of Warwick, Warwickshire, UK, 2012–2014.

Research interests

Keywords: Unethical Behavior, Ethical Scandals, Reputation, Moral Mindsets, Business Ethics, Disability, Diversity, and Inclusion.

My research interests focus on unethical behavior and ethics. In one stream of research, I uncover the complex psychological contortions people use to justify unethical behavior, such as lies and cheating. In my second program of work, I put the scholarship of behavioral ethics into action toward the goal of improving organizations. In this program, my work seeks to directly intervene to reduce unethical actions at work, as well as to harness the wisdom of moral psychology to improve the inclusion experiences of a uniquely marginalized and stigmatized social group that has been largely overlooked in the management literature – disabled people.

Teaching interests

Organizational Behavior, Business Ethics, Power, Negotiations, Groups and Teams, Diversity, Leadership, Research Methods, Statistics, STATA.

Publications

Journal articles

Langdon, J., B.-A. Helgason, J. Qui, and D. Effron (Forthcoming). It's not literally true, but you get the gist: How nuanced understandings of truth encourage people to condone and spread misinformation. *Current Opinion in Psychology*.

Working papers

Langdon, J., and D. Effron. Lies seem less unethical when they fit the facts. (Requested Revision – *Organizational Behavior and Human Decision Processes*).

Work in progress

Langdon, J., and N. Strohminger. Belief because: The role of semantic structure in judging lies.

Langdon, J., G. Adams, and R. Peterson. Group morality following unethical behavior by group members: Collusion and membership.

Langdon, J., O. Georgeac, and A. Rattan. Moral duties vs. moral values: Disabled prospective employees responses to organizational messaging on disability. (data collection, 2 studies, planned submission to *Academy of Management Journal*).

Helgason, B., J. Langdon, J. Qui, and D. Effron. Shifting standards of truthfulness: How partisanship affects judgments of (dis)honesty. ((data collection, 3 studies) planned submission to *Journal of Experimental Psychology: General*).

Savani, K., J. Langdon, M. Kouchaki, and A. Rattan. Universal vs. nonuniversal beliefs about moral potential: Implications for unethical behavior.

Langdon, J., D. Effron, and J. Berman. Worse to be First? Victim and transgressor perspectives of “viral” violations.

Teaching experience

External teaching

Session Leader, *MBA: Science of People in Organizations*, London Business School, London, UK, 2014–July 31, 2023.

Session Leader, *MBA: Negotiations & Bargaining*, London Business School, London, UK, 2014–July 31, 2023.

Session Leader, *MIM, MBA, EMBA: Paths to Power*, London Business School, London, UK, 2014–July 31, 2023.

Session Leader, *Faculty, post-doc, and PhD: Advanced statistics sessions*, London Business School, London, UK, 2021-2022

Professional activities

Mentor for early-stage OB students (Invited), OB Division for Academy of Management, 2021–2022.

Reviewer services

Academy of Management.

Event organization and support

Event organizational activities

Founder and Leader, *Ph.D. Brownbag Sessions*, London Business School, London, UK, 2020–July 2022.

Conference Paper Reviewer, *Trans-Atlantic Doctoral Conference*, London Business School, London, UK, 2017–2022.

Session Chair, *Group Morality: Perceptions and Presentations*, 82nd Annual Meeting of the Academy of Management, Seattle, WA, USA, August 2022.

Session Chair, *Showcase Symposium: Managing Misinformation: Belief and Beyond*, 81st Annual Meeting of the Academy of Management, USA, July 2021.

Communications Lead (Appointed), *Trans-Atlantic Doctoral Conference*, London Business School, London, UK, 2019.

Presentations

Peer reviewed paper presentations

Moral duties vs. moral values: Disabled prospective employee responses to organizational messaging

- 08/08/23: The 83rd Annual Meeting of the Academy of Management, Academy of Management, Boston, WA, USA.

Members behaving badly: Perceptions of group morality following unethical behavior

- 08/08/22: The 82nd Annual Meeting of the Academy of Management, Academy of Management, Seattle, WA, USA.

Transgressor and victim perceptions of violations of privacy

- 08/08/22: The 82nd Annual Meeting of the Academy of Management, Academy of Management, Seattle, WA, USA.
- 01/01/20: UK Doctoral Conference, UK Doctoral Conference, London, UK.

Two truths and a lie: A falsehood is less unethical to tell when truths make a case for it

- 02/25/23: SPSP 2023 Annual Convention, Society for Personality and Social Psychology, Atlanta, GA, USA.
- 07/10/21: ISJR Conference 2021, International Society for Justice Research, Lisbon, Portugal.
- 02/10/21: SPSP 2021 Virtual Convention: Judgment and Decision-Making Pre-conference, Society for Personality and Social Psychology, Online, USA.
- 01/01/21: Transatlantic Doctoral Conference, London Business School, London, UK.
- 07/14/20: The 33rd Annual Conference of the IACM, International Academy of Conflict Management, Bowling Green, KY, USA.
- 07/07/19: The 32nd Annual Conference of the IACM, International Academy of Conflict Management, Dublin, Ireland.

Other presentations/activities

Investigating anchoring on cash-loan websites through an analogous scenario

- 01/13/17: (Author & Presenter), SPSP 2017 Annual Convention, Society for Personality and Social Psychology, San Antonio, TX, USA.

Memberships

Academy of Management (AOM); Association for Psychological Science (APS); Consortium for the Advancement of Research Methods and Analysis (CARMA); European Association for Social Psychology (EASP); Society for Personality and Social Psychology (SPSP)

Research grants and fellowships

Organizational messaging: Signals from organizations to disabled prospective employees, The Leadership Institute, London Business School, July 2023

Development activities

PhD Brownbag Sessions, London Business School, London, UK. 2020–July 2023.

Testing (Multilevel) Mediation and Moderation, National Center for Research Methods, London, UK. July 10, 2021.

Machine Learning for Social Scientists, University College London, London, UK. June 2021.

Multilevel Modelling, Consortium for the Advancement of Research Methods and Analysis (CARMA), London. May 2021.

Business and Organizational Ethics (Normative), London School of Economics and Political Science, London, UK. 2019.

Relevant skills

Statistical Languages: Stata, SPSS, and R

Programming: MATLAB, Qualtrics, and set up website using HTML code for the Mock Social Media tool

Advanced Statistical Models: Multilevel analysis, Multilevel mediation and moderated mediation, Spline Regression

Debating and Public Speaking Teaching

Updated: April 19, 2024