

LAUREL J. DETERT

Department of Management and Organizations
Stephen M. Ross School of Business, University of Michigan
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EDUCATION

University of Michigan, Stephen M. Ross School of Business

Expected May 2027

Ph.D., Management and Organizations

Dissertation: *The Space Between Us: When, How, and Why Interpersonal Distance in Workplace Relationships Influences Individual and Relational Outcomes*

Committee: Dave Mayer (Chair), Lindy Greer, Jim Westphal, Amie Gordon, Charleen Case (HEC Paris), Richard Ronay (University of Amsterdam)

- *Advanced to candidacy Spring 2023; dissertation proposed Fall 2025*
- *Dissertation proposal received the University of Michigan's 2026–27 Rackham Predoctoral Fellowship*

The College of William & Mary

May 2020

B.S., Neuroscience, Minor in Public Health

Summa Cum Laude | GPA: 3.90

RESEARCH INTERESTS

My research seeks to advance theoretical understanding of the mechanisms and importance of interpersonal distance in organizational relationships. I empirically investigate (a) how workplace roles and relationships can activate evolved motivational and psychological systems that impact interpersonal attributions and distance decisions and (b) the consequences of interpersonal distance for individuals, dyads, and teams.

PUBLICATIONS

Detert, L.J., Ronay, R., & Case, C.R. (in press). The eras tour: Unpacking the grammar of interpersonal distance as a form of social technology over time. In Nørfelt, A.W., Kock, F., & Lindgreen, A. (Eds.), *Research Handbook on Evolutionary Psychology in Business*. Edward Elgar, London.

Case, C.R. & **Detert, L.J.** (2024). Are male leaders (believed to be) less prestige-oriented than female leaders? *Evolution and Human Behavior*, 45(3), 315–316.

Settle, J., & **Detert, L.J.** (2023). Biology and politics. In L. Huddy, D. Sears, J. Levy, & J. Jerit (Eds.), *Oxford Handbook of Political Psychology* (3rd ed., pp. 280–309).

MANUSCRIPTS UNDER REVIEW

Detert, L.J., & Greer, L.L. [Title redacted for blind review. Topic: Team differentiation and emotional dynamics]. 1st round Revise & Resubmit at *Academy of Management Journal*.

Detert, L.J., Ronay, R., & Case, C.R. [Title redacted for blind review. Topic: Leader dominance and interpersonal distance choices]. Under review at *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS IN PREPARATION

Detert, L.J., & Case, C.R. Parenting our protégés: How the parental care motivational system influences mentorship investment decisions. (In preparation for submission to *Organizational Behavior and Human Decision Processes*.)

- Winner, Best Paper Award, Feminist Evolutionary Psychology Society (NEEPS, April 2023)

Detert, L.J., & Detert, J.R. Optimistic or realistic? How fear limits courage contagion. (In preparation for submission to *Organization Science*.)

Hahn, R., Bloshinsky, A., **Detert, L.J.,** Makhanova, A., Case, C.R., & Hays, N.A. The flexible nature of women's leader identity claiming: An ovarian hormone perspective. (In preparation for submission to *Journal of Applied Psychology*.)

WORKS IN PROGRESS

Detert, J.R., Parmar, B.P., & **Detert, L.J.** Effectiveness of experiential leadership development. (Data analysis.)

Detert, L.J., & Case, C.R. An exploration of when and for whom parental care motives hurt mentorship quality. (Data collection.)

Bradley, C.M., **Detert, L.J.,** & Mayer, D.M. Words of wellbeing: Gender incongruence and wellbeing programs. (Data collection.)

Detert, L.J., & Detert, J.R. Gender differences in perceptions of courageous behavior. (Data collection.)

Case, C.R., & **Detert, L.J.** The challenges of cross-race mentorship. (Ideation.)

Ronay, R., **Detert, L.J.,** & Case, C.R. Distance by design: Interpersonal distance as a leadership tool. (Ideation.)

HONORS, AWARDS, AND FELLOWSHIPS

Rackham Predoctoral Fellowship, University of Michigan **Spring 2026**

- University-wide dissertation award for students completing an outstanding dissertation; only award recipient from Ross School of Business.

Stark Fellowship, Ross School of Business **Fall 2024**

- Awarded to the most exceptional senior Ph.D. student at Ross for academic progress.

Best Reviewer Award, MOC Division: Academy of Management **Summer 2024**

Emeritus Award for Best Second-Year Paper, Ross School of Business **Spring 2024**

- Awarded to the most outstanding second-year paper by a Ph.D. student at Ross.

Best Reviewer Award, OB Division: Academy of Management **Summer 2023**

RESEARCH LAB FELLOWSHIP

Research Fellow, Experiential Leadership Development Lab

Fall 2025 - present

University of Virginia, Darden School of Business

- Multi-year collaboration to design and execute a large-scale longitudinal study evaluating the efficacy of experiential leadership development with a focus on physiological data collection and analysis.

CHAired CONFERENCE SYMPOSIA

Detert, L.J., & Greer, L.L. (August 2023). *Organizational interactions: An integration of the dialogues on vertical and horizontal distance*. Co-organizer/chair of symposium in the OB, MOC, and CM Divisions at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

- *Selected as a Showcase Symposium.*

Hwang, E., Segura, A., & **Detert, L.J.** (August 2022). *Examining dehumanization and humanization in organizational life*. Co-organizer/chair of symposium in the OB, MOC, and SIM Divisions at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

CONFERENCE PRESENTATIONS

Detert, L.J., Ronay, R., & Case, C.R. (2026, August). *Leader dominance, threat, and physical distance preferences*. Academy of Management 86th Annual Convention, Philadelphia, PA.

Detert, L.J., & Detert, J.R. (2026, August). *Optimistic or realistic? How fear limits courage contagion*. Academy of Management 86th Annual Convention, Philadelphia, PA.

Detert, L.J., Ronay, R., & Case, C.R. (2026, June). *Leader dominance, threat, and physical distance preferences*. New Directions in Leadership Research (NDLR) Conference, Amsterdam, Netherlands.

Detert, L.J., Ronay, R., & Case, C.R. (2025, July). *Leader dominance, threat, and physical distance preferences*. Academy of Management 85th Annual Convention, Copenhagen, Denmark.

Detert, L.J., & Greer, L.L. (2025, July). *The benefits of horizontal differentiation for emotional exhaustion in hierarchical teams*. Academy of Management 85th Annual Convention, Copenhagen, Denmark.

Detert, L.J., Ronay, R., & Case, C.R. (2025, May). *Leader dominance, threat, and physical distance preferences*. East Coast Doctoral Conference, New York, NY.

Detert, L.J., Adams, G.S., & Detert, J.R. (2024, August). *Fear and courage at work: The prominence of emotional egocentricity in the accolade process*. Academy of Management 84th Annual Convention, Chicago, IL.

Detert, L.J., & Greer, L.L. (2024, April). *The benefits of horizontal differentiation for emotion management in hierarchical teams*. East Coast Doctoral Conference, New York, NY.

Detert, L.J., & Case, C.R. (2024, February). *An exploration of when and for whom parental care motives hurt mentorship quality*. Society for Personality and Social Psychology 24th Annual Convention, San Diego, CA.

Detert, L.J., & Greer, L.L. (2023, August). *The benefits of horizontal differentiation for emotion management in hierarchical teams*. Academy of Management 83rd Annual Convention, Boston, MA.

Case, C.R., & **Detert, L.J.** (2023, June). *Mentorship and the parental care motivational system*. Human Behavior and Evolution Society Annual Conference, Palm Springs, CA.

Case, C.R., & **Detert, L.J.** (2023, April). *Mentorship and the parental care motivational system*. Northeastern Evolutionary Psychology Society 17th Annual Conference, New Paltz, NY.

- Winner, Feminist Evolutionary Perspectives Society (FEPS) Award for Best Faculty Research Talk (NEPS 2023).

Detert, L.J., & Case, C.R. (2023, February). *Mentorship and the parental care system*. Society for Personality and Social Psychology 23rd Annual Convention, Atlanta, GA.

Detert, L.J., & Case, C.R. (2022, June). *Mentorship and the parental care system*. Human Behavior and Evolution Society 32nd Annual Conference, Virtual.

Case, C.R., **Detert, L.J.**, & Bae, K.K. (2022, February). *Whether and how men's and women's alliance strategies vary as a function of dominance and prestige*. Society for Personality and Social Psychology 23rd Annual Convention, San Francisco, CA.

Settle, J., **Detert, L.J.**, Saylor, E., Oviedo Torres, N., & Bulova, A. (2019, January). *Emulating politically contentious experiences: Measuring physiological reactivity to photo, video, and VR stimuli*. Political Science and Physiology Conference, Montreal, Canada.

TEACHING

Sole Instructor

Bargaining and Influence Skills: Negotiating Strategy in a Global Economy **Spring 2026**
Weekend MBA Course, Ross School of Business, University of Michigan
Taught a four-weekend MBA negotiations course (35 students).

Behavioral Theories in Management (MO 300) **Fall 2023**
BBA Course, Ross School of Business, University of Michigan
Taught semester-long core undergraduate BBA course (74 students).
Instructor rating: 4.70 / 5.00.

Teaching Assistantships

Grading Assistant, Bargaining and Influence Skills (MO 512) **Fall 2022**
MBA Course, Ross School of Business, University of Michigan

Grading Assistant, Human Behavior and Organization (MO 509) **Winter 2022**
Weekend MBA Course, Ross School of Business, University of Michigan

Teaching Assistant, Bargaining and Influence Skills (MO 512) **Fall 2021**
MBA Course, Ross School of Business, University of Michigan

GRANTS AND FELLOWSHIPS

Rackham Predoctoral Full Year Fellowship **Summer 2026–Winter 2027**
Rackham Graduate Student Research Grant
Ross Research Grant

AFFILIATIONS, MEMBERSHIPS, AND PROFESSIONAL SERVICE

Reviewer

Academy of Management Review

- *Completed AMR Bridge Reviewer Program (Winter 2024); independent reviewer on five papers since.*

Association Memberships

Academy of Management (AOM), OB and MOC Divisions

Society for Industrial and Organizational Psychology (SIOP)

Society for Personality and Social Psychology (SPSP)

Human Behavior and Evolution Society (HBES)

Service and Committees

Invited Student Ambassador, MOC Division, Academy of Management

Ph.D. Student Ambassador, Ross Management and Organizations Area

Member, Sanger Leadership Center, University of Michigan

Doctoral Student Affiliate, Center for Positive Organizations, University of Michigan

Reviewer, Academy of Management Annual Convention (MOC and OB Divisions)

Committee Head, Ross M&O Student Research Pool

2022–2024

Peer Advisor, Ross Management and Organizations Area

2023–2024

Ph.D. Student Research Grants Reviewer, Ross School of Business

2022–2023

Member, Michigan Ross Party Committee for AOM

2022

Member, Management and Organizations Doctoral Recruiting Committee

2022

UNDERGRADUATE RESEARCH ADVISING

Liam Berger, B.B.A., University of Michigan, Ross School of Business

2025–2026

- *Oversaw completion of senior independent research study, Spring 2026.*

Kavya Doshi, B.S., University of Michigan, Organization Studies

2024–2025

Sarah Kaplansky, B.S., University of Michigan, Organization Studies

2024–2025

Charlotte Gu, B.S., University of Michigan, Organization Studies

2024

Bella Jacubczak, B.B.A., University of Michigan, Ross School of Business

2023–2024

- *Ph.D. placement at HEC Paris, Management and Human Resources.*

Yiran Fang, B.B.A., University of Michigan, Ross School of Business

2023–2024

Hana Yu, B.B.A., University of Michigan, Ross School of Business

2021–2023

Harrison Miller, B.B.A., University of Michigan, Ross School of Business

2021–2022

- *Ph.D. placement at Florida State University, Psychology Department.*

PRE-DOCTORAL RESEARCH EXPERIENCE

Research Assistant, Experiential Leadership Development Lab (ELDL)

2018–2021

University of Virginia, Darden School of Business

Pre-Doctoral Research Fellow, Adams APPLE Lab

2020–2021

Batten School of Leadership and Public Policy, University of Virginia

Research Assistant, Social Networks and Political Psychology (SNaPP) Lab

2017–2020

The College of William & Mary

REFERENCES

Dave Mayer

University of Michigan

Stephen M. Ross School of Business

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Lindred Greer

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Charleen Case

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University of Amsterdam Business School

Leadership and Management

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