

Prof. Dr. Jamie L. Gloor

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At a critical time of global challenges like COVID-19 and climate change, we need to treat, train, and retain people in ways that facilitate well-being, trust, and leadership effectiveness. After all, insights from diverse views can facilitate the creativity and innovation we need to better tackle these grand challenges. However, deep-seeded, historical structures and biases often hinder these goals. In many cases, even well-intentioned persons communicate and behave in ways that undermine these aims and our collective progress toward social and environmental sustainability.

Jamie Gloor's research analyzes these areas, while also developing and testing interventions from a quantitative and (often) experimental approach. Her work extends, challenges, and applies psychological and economic theories to a range of contexts from healthcare to Artificial Intelligence (AI)/AI-powered robots, from education and academia to the workplace. For example, in the face of persistent, global biases, she developed and tested a local, team-level intervention to reduce gender bias towards leaders by design. Alternatively, she analyzed how the attitudes, behaviors, and communications of several different decision-makers and leaders (e.g., physicians, public health professionals, educators, and parents) undermine the health and well-being of their people and followers (e.g., patients, citizens, students, and children). Her current research investigates the historical forces and networks that have given rise to a surplus of very similar and harmfully narcissistic leaders, with the aim to reduce problematic homogeneity, increase equal opportunities, and ultimately reduce these threats to our sustainability.

In addition to her scientific work, Jamie Gloor also aims to make impact. Through her evidence-informed teaching, talks, and workshops with students, scholars, and executives, paired with her pieces in applied outlets (e.g., *Harvard Business Review*), she hopes to help bridge the theory-practice gap and effect positive change particularly in the areas of leadership, diversity, and social sustainability.