

Shilpa Madan

Pamplin College of Business
Virginia Tech
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ACADEMIC POSITIONS

Assistant Professor of Marketing, August 2020 – Present
Pamplin College of Business, Virginia Tech

Adjunct Post-Doctoral Scholar, 2018 – 2020
Graduate School of Business, Columbia University

INDUSTRY EXPERIENCE

Global Marketing Manager, Unilever Asia, Singapore, 2011-2013

Senior Brand Manager, Unilever India, 2007-2011

Area Sales Manager, Castrol / BP India, 2004-2007

EDUCATION

Ph.D. (Marketing & International Business) 2018
Nanyang Business School
Nanyang Technological University, Singapore

MBA (Marketing) 2005
Indian Institute of Technology, Bombay
Top student in the graduating class

Bachelor of Technology (Information Technology) 2003
GGS Indraprastha University, Delhi, India.
Top student in the graduating class

HONORS, AWARDS, AND GRANTS

- Best Talk Award at the *Society for Consumer Psychology Annual Conference 2022* for the Sustainability and Well-being track.
- Privacy, Security, & Trust Pillar Grant, Pamplin College of Business 2022, \$7,350
- Advertising Educational Foundation (AEF) Visiting Professor Program Fellow 2021
- Privacy, Security, & Trust Pillar Grant, Pamplin College of Business 2021, \$7,240
- Faculty Fellow, NASMEI Doctoral Consortium 2020
- Provost's Faculty Mentoring Grant, Virginia Tech, 2020-22, \$1,500
- Young Scholar Data Blitz Winner, Advances in Cultural Psychology Preconference SPSP 2020
- Research Prize in Public Interest Communication 2020 Finalist
- S. Tamer Cavusgil Award for the best article in *Journal of International Marketing* 2019 Finalist
- Invited participant at the AMA Marketing and Public Policy Pre-conference 2019

- NBS PhD Program representative for the University commencement 2018
- Commendable Graduate Researcher, Nanyang Business School 2018
- Best Research Paper, Asia Pacific Business Sustainability Conference 2017
- Excellent Graduate Student Teacher, Nanyang Business School, 2016-17
- 3 Minute Thesis NTU Winner 2017
- Global Case Writing Scholarship from the Case Center, UK 2015.
- Marketing Department Small Research Grant NBS 2014, \$4,950
- Doctoral Fellowship in Marketing & International Business (2013-2017)
- Gold Medalist, IIT Bombay as the top student in the graduating class
- Samsika Marketing Award for the Best Marketing Student in the MBA cohort
- Gold Medalist, GGS Indraprastha University as the top student in the graduating class

JOURNAL PUBLICATIONS (*: equal first authorship)

Madan, Shilpa, Shankha Basu, Sharon Ng, and Krishna Savani (conditionally accepted), “*The Breadth of Normative Standards: Consequences for Consumers, Brands, and Organizations*” **Organizational Behavior and Human Decision Processes**

- *Young Scholar data blitz winner at the Advances in Cultural Psychology Pre-conference at SPSP 2020.*

Madan, Shilpa, Krishna Savani, and Gita Johar (forthcoming), “*How you look is who you are: The Appearance Reveals Character Lay Theory Increases Support for Facial Profiling*” **Journal of Personality and Social Psychology**

Madan, Shilpa, Krishna Savani, and Constantine Katsikeas (forthcoming), “*Privacy please: Power distance shapes consumers’ responses to data breaches*” **Journal of International Business Studies**

Nankadewa, Kevin*, **Shilpa Madan***, Krishna Savani, and Hazel Markus (2021), “[The Saliency of Choice Fuels Independence: Implications for Self-perception, Cognition, and Behavior.](#)” **Proceedings of the National Academy of Sciences**

- *Select Media coverage:* Science Daily, Mirage News, Medical XPress, VT Daily, Pamplin Pulse
- Top 5% of all research outputs scored by Altmetric

Madan, Shilpa, Kevin Nanakdewa, Krishna Savani, and Hazel Markus (2020), “[Saliency of Choice: Good for the Individual, Not So Much for the Society.](#)” **Current Directions in Psychological Science**

- *Media coverage:* Psychology Today
- Top 10% of all research outputs scored by Altmetric

Madan, Shilpa, Shankha Basu, Aneeta Rattan, and Krishna Savani (2019), “[Support for Resettling Refugees: Role of Fixed-Growth Mindsets.](#)” **Psychological Science**

- *Media coverage:* Behavioral Scientist, LBS Review, Qrius, Rotman Management Magazine
- Top 5% of all research outputs scored by Altmetric
- *Research Prize in Public Interest Communication 2020 Finalist*
- *Paper taught in the doctoral seminar at the Kellogg School, Northwestern University.*

Madan, Shilpa, Shankha Basu, Sharon Ng, and Alison Lim (2018), "[Influence of Culture on the Pursuit of Beauty: Evidence from Five Countries](#)". **Journal of International Marketing**

- Media coverage: WARC, Networks@Leeds
- S. Tamer Cavusgil Award for the best article of the year in Journal of International Marketing Finalist

BOOK CHAPTERS AND CASES

Madan, Shilpa (2019), "The Future of Luxury in Asia: Financial Optimism and the Preference for Experiences" in *Essence of Luxury* Volume 2 eds. Srinivas Reddy & Jin K. Han, Singapore Management University Press: Singapore.

Madan, Shilpa, Shankha Basu, Alison Lim, and Sharon Ng (2017), "The Appeal of Beauty and Physical Attractiveness: An Indian Perspective" in [Understanding Indian Consumers](#) eds. Durairaj Maheswaran & Thomas Puliyeel, Oxford University Press: India.

Pragya Mathur, **Shilpa Madan**, and Berna Besar (2017), "Consumer Mindsets" in [Understanding Indian Consumers](#) eds. Durairaj Maheswaran & Thomas Puliyeel, Oxford University Press: India.

Madan, Shilpa and Sonjaya Gaur (2016), [Magic Water Saver: Driving Sustainability at the Bottom of the Pyramid](#). The Case Center, UK.

- Case Center Global Case Writing Scholarship

Atanu Ghosh, **Shilpa Madan**, and Harvinder Mahey (2007). *The India Business and Information Technologies (BIT) Survey*. In Uday Karmarkar and Vandana Mangal (Eds.), [The Business and Information Technologies Project – A Global Study of Business Practice](#). World Scientific Publishing Company: New Jersey, NJ

PRACTITIONER ORIENTED PUBLICATIONS

Madan, Shilpa, Kevin Nanakdewa, Krishna Savani, and Hazel Markus (2021), "[What Makes Employees Feel Empowered to Speak Up](#)." **Harvard Business Review**.

Johar, Gita, **Shilpa Madan**, and K. Ganesh (2020). [Scaling Big in India: Leveraging Behavioral Science to Help Feed Millions](#). Stanford Social Innovation Review.

- Coverage: [Ideas at Work](#) and [Virginia Tech Marketing Spotlight](#)

Madan, Shilpa et al. (2019) "[Why Are Americans So Divided on Refugee Policy?](#)", Behavioral Scientist

Madan, Shilpa and Shankha Basu, (2018) "[How Culture Affects Asia's Pursuit of Beauty](#)", WARC

Madan, Shilpa (2017, May), "[Warm Weather Leads to Safe Choices](#)", WARC

Madan, Shilpa (2016, October), "[Asia's Tryst with Beauty Subscription Boxes](#)", Tech In Asia.

IN THE REVIEW PROCESS

Madan, Shilpa, Anyi Ma, Neeraj Pandey, Aneeta Rattan, and Krishna Savani, “Support for Increasing the Minimum Wage,” second revise and resubmit.

Katsikeas, Constantine, **and Shilpa Madan**, “Scale Use and Abuse: Extending Relevance to Cross-Cultural Marketing,” invited commentary under review.

Madan, Shilpa, and Aparna Labroo, “Consumer Reactions to Activism” under review.

TEACHING EXPERIENCE

Virginia Tech

Spring 2021, *Marketing Communications* (Class size: 160, Student evaluation: 5.78/6)

Spring 2022, *Marketing Communications* (Class size: 145, Student evaluation: 5.78/6)

Kellogg School of Management

Spring 2020, *Introduction to Marketing* (EMBA, Class size: 55), Teaching Assistant

Columbia Business School

Spring 2020, Spring 2019, *Innovate Using Design Thinking* (MBA & EMBA, Class size(s), 45 & 48), Teaching Assistant

Nanyang Business School

Fall 2017, *Introduction to Marketing* (Class size: 60), Student evaluation: 4.62/5

Excellent Graduate Student Teacher Award

INVITED TALKS

2023 Grenoble Ecole de Management (scheduled)

2022 Executive Business Research Program (BXBR), Virginia Tech

2022 Hongkong University of Science and Technology (Doctoral Seminar)

2022 Asian Cultural Engagement Center, Virginia Tech

2022 Security, Privacy, and Trust Pillar, Virginia Tech

2021 Indian Institute of Management, Vizag

2021 Virginia Tech (Marketing Advisory Board)

2021 Delhi Technological University

2021 Virginia Tech (Deans' Forum, Covid in Context)

2020 Kellogg School of Management (Doctoral Seminar)

2020 Executive Business Research Program (BXBR), Virginia Tech

2020 Columbia Business School (MBA)

2019 IIM Ahmedabad

2019 Columbia Business School (Doctoral Seminar)

2019 Virginia Tech

2019 HEC Lausanne

2019 Tulane University

2019 IESE Business School

2019 Lehigh University

2019 Fordham University

2019 George Mason University

2019 Villanova University

2019 Yeshiva University
2019 Columbia Business School (EMBA)
2018 Institute on Asian Consumer Insight

INDUSTRY EXPERIENCE

Unilever Asia Pvt Ltd, Singapore, Asia and India (2007 – 2013)

Global Marketing Manager

Led innovation development for the second largest benefit platform for Lux, leading a cross cultural team of R&D, Supply Chain, and Agency creatives to deliver projects across US, India, China, South East Asia, and North America delivering strong turnover and share growth.

Senior Brand Manager – Laundry

Delivered market share gain, top-line growth, profitability and brand health measures on Wheel, India's largest laundry brand with a turnover of USD 380 million

National Trade Category Manager

Developed and executed solutions for customers/channels/geographies based on shopper, customer and channel insights across laundry and household care brands including Surf, Rin, Wheel, Comfort, Vim and Domex

Castrol India Ltd, India (2004 – 2007)

Area Sales Manager

Delivered growth on an annual turnover of USD 64 million with quality execution of marketing and demand generation activities

HONORS AND AWARDS (Non-Academic)

- Global laundry category award for transformational work on Wheel 2010
- Chairman's HUL enterprise award for outstanding performance of laundry category 2008
- Asia Africa Central and Eastern Europe vitality award for category performance 2008
- Marketing Director's award for excellent performance of household care category 2008
- Sales director's award for outstanding competitive growth in East India 2007

POPULAR PRESS PUBLICATIONS

Shilpa Madan (2018, January), "[Eat less or Exercise More? Our Intuitive Theories and the Burden of Weight](#)", Mint (a Wall Street Journal Publication)

Shilpa Madan (2018, January), "[Swachh Bharat and the Power of Norms](#)", Mint

Shilpa Madan (2017, November), "[The Warmth of Winter: What We Feel Shapes How We Think](#)", Mint

Shilpa Madan (2017, May), "[The Secret of Happiness Is In What You Do, Not What You Buy](#)", Mint

Shilpa Madan (2017, January), "[Those Good Old Days and the Power of Nostalgia](#)", Mint

Shilpa Madan (2016, October), "[The Social Psychology of Overeating](#)", Mint

Shilpa Madan (2016, September), "[On Psychology and Why it Pays to be Body Positive](#)", Mint

Shilpa Madan (2016, August), "[Asia's Obsession with all Things Beautiful](#)", Mint

OUTREACH SEMINARS

Johar, Gita and **Shilpa Madan** (2021, December). *Better Marketing for a Better World ProSeminar on Responsible Consumption*. In association with The Wheeler Institute at the London Business School.

CHAired CONFERENCE SYMPOSIA

Madan, Shilpa and Michael Morris (2022, February). *Psychology and Public Policy: Novel Insights for the Greater Good*. Society for Personality and Social Psychology (SPSP) Conference, San Francisco, CA.

Johar, Gita and **Shilpa Madan** (2021, October). *What the World Needs Now: Better Marketing for a Better World* Knowledge Forum. North America Association for Consumer Research Conference (virtual due to Covid-19).

Madan, Shilpa, and Aparna Labroo (2020, October). *Small Actions, Big Difference: Consumer Research for a Better World*. North America Association for Consumer Research Conference (virtual due to Covid-19).

Madan, Shilpa, and Gita Johar (2020, October). *The Wisdom of Lay Theories*. North America Association for Consumer Research Conference (virtual due to Covid-19).

Zou, Xi and **Shilpa Madan** (2019, February). *Dynamic Conceptualization and Influences of Social Norms Across Cultures*. Society for Personality and Social Psychology (SPSP) Conference, Portland, OR.

SELECT CONFERENCE PRESENTATIONS (*DENOTES PRESENTER)

Madan, Shilpa, Krishna Savani, and Gita Johar (2022, June). *Reducing Food Waste*. APA Division 34 Conference on Promoting a Healthy and Sustainable Future (online)

Madan, Shilpa, Krishna Savani, and Gita Johar* (2022, June). *Reducing Food Waste*. Behavioral Insights into Business for Social Good Conference. British Columbia, Canada.

Madan, Shilpa*, Kevin Nanakdewa, Jinyan Xiang, and Krishna Savani (2022, March). *Choice and Environment*. Society for Consumer Psychology's Annual Conference.

- *Best Talk Award at the Society for Consumer Psychology Annual Conference 2022 (Sustainability and Well-being track)*

Madan, Shilpa* and Mario Pandalaere (2021, September). [Title Redacted]. Society for Consumer Psychology's Numerical Markers Conference. Tucson, AZ.

Madan, Shilpa*, Krishna Savani, Steve Su, and Michael Morris (2021, February). *Lay Beliefs and Environmental Taxes*. Happiness and Well-Being Pre-conference at the Society for Personality and Social Psychology (SPSP) Conference (virtual due to Covid-19).

Madan, Shilpa*, Krishna Savani, Steve Su, and Michael Morris (2020, October). *It Ain't Easy Bein' Green: Role of Lay Beliefs of Money and Happiness*. North America Association for Consumer Research Conference (virtual due to Covid-19).

Madan, Shilpa*, Krishna Savani, and Gita Johar (2020, October). *Reducing Food Waste*. North America Association for Consumer Research Conference (virtual due to Covid-19).

Madan, Shilpa, Krishna Savani, and Gita Johar* (2020, May). *Going Back to The Future: Lay Beliefs of Physiognomy Predict Support for Facial Profiling*. Four School Marketing Conference 2020, New York (virtual due to Covid-19)

Madan, Shilpa*, Shankha Basu, Alison Lim, Sharon Ng, and Krishna Savani (2020, February). *What's in a Norm: Role of Culture and Relational Mindset*. Advances in Cultural Psychology Pre-conference at the Society for Personality and Social Psychology (SPSP) Conference, New Orleans.

- Recipient of young scholar data blitz award

Madan, Shilpa, Kevin Nanakdewa*, and Krishna Savani (2020, February). *Choosing to Make a Difference: Choice and Environmental Support*. Society for Personality and Social Psychology (SPSP) Conference, New Orleans.

Madan, Shilpa*, Krishna Savani, Steve Su, and Michael Morris (2020, February). *Lay beliefs and Environmental Taxes*. Sustainability Pre-conference at the Society for Personality and Social Psychology (SPSP) Conference, New Orleans.

Madan, Shilpa* and Krishna Savani (2019, October). *(No) Privacy Please: Power Distance Beliefs and Acceptance of Privacy Breaches*. North American Association for Consumer Research Conference, Atlanta, Georgia.

Madan, Shilpa*, Krishna Savani, Steve Su, and Michael Morris (2019, June). *Lay beliefs and Environmental Taxes*. AMA Marketing & Public Policy Conference, Washington D.C.

Madan, Shilpa*, Krishna Savani, Steve Su, and Michael Morris (2019, March). *Lay beliefs and Environmental Taxes*. Society for Consumer Psychology Conference, Savannah, GA.

Madan, Shilpa*, Shankha Basu, Alison Lim, Sharon Ng, and Krishna Savani (2018, July). *What's in a Norm: Role of Culture and Relational Mindset*. Yale China India Insights Conference, Singapore.

Madan, Shilpa*, Alison Lim, and Sharon Ng (2018, June). *To Have or To Do: The Role of Implicit Theories*. Paper presented at the European Association for Consumer Research Conference, Ghent, Belgium.

Madan, Shilpa*, Shankha Basu, Aneeta Rattan, Krishna Savani (2018, March). *Support for Resettling Refugees: Role of Fixed-Growth Mindsets*. Society for Personality and Social Psychology Conference, Atlanta, Georgia.

Madan, Shilpa*, Krishna Savani, Abhishek Sheetal, and Mohit Wadhawan (2018, May). *Financial Optimism and the Preference for Experiences: The Future of Luxury in Asia*. SMU LVMH Luxury Research Conference, Singapore.

Madan, Shilpa* and Sonjaya Gaur (2018, May). *I Deserve Something Special – Feeling Creative and the Preference for Conspicuous Consumption*. Mystique of Luxury Brands Conference, Singapore.

Madan, Shilpa*, Alison Lim, and Sharon Ng (2016, Oct). *Happiness from Experiences: It's All In The Mind(set)*. North America Association for Consumer Research Conference, Berlin, Germany.

Madan, Shilpa, Shankha Basu*, Alison Lim, and Sharon Ng (2016, August). *Impact of Culture on the Pursuit of Beauty*. AMA Summer Educators' Conference, Atlanta, Georgia.

Madan, Shilpa*, Shankha Basu, Alison Lim, and Sharon Ng (2016, June). *Impact of Culture on the Pursuit of Beauty*. SMU LVMH Asia Luxury Research Conference, Singapore.

Madan, Shilpa, Shankha Basu*, Alison Lim, and Sharon Ng (2016, May). *Impact of Culture on the Pursuit of Beauty*. Theory + Practice in Marketing Conference, Houston, Texas.

Madan, Shilpa, Shankha Basu*, Alison Lim, and Sharon Ng (2015, June). *Pursuit of Beauty: The Cultural Divide*. Asia Pacific Advances in Consumer Research Conference, HK, China.

Madan, Shilpa and Alison Lim* (2015, June). *When Keeping It Simple Isn't Stupid: The Cost of Olfactory Complexity*. Asia Pacific Advances in Consumer Research Conference, HK, China.

Madan, Shilpa, Shankha Basu*, Alison Lim, and Sharon Ng (2015, Feb). *Pursuit of Beauty – The Cultural Divide*. Society of Consumer Psychology (SCP) Conference, AZ, USA.

SERVICE

- **To Virginia Tech**
 - Graduate Programs Committee, 2020–
 - Faculty Search Committee, 2021
 - GBAC Behavioral Lab Design Committee, 2020-21
 - Future Faculty Development Program Search Committee, 2020

- **Doctoral Student Mentoring**
 - Jinyan Xiang (Co-chair)
 - Gayoung Park (Committee member)

- **Service to the Field**
 - **Program Committee Member**
 - Society for Consumer Psychology 2022

 - **Ad-hoc reviewer**
 - Journal of Marketing Research
 - Journal of Marketing
 - Journal of Consumer Psychology
 - Journal of Personality and Social Psychology
 - Journal of the Association for Consumer Research
 - Marketing Letters
 - Journal of International Marketing
 - Personality and Social Psychology Bulletin
 - Asian Journal of Social Psychology
 - Frontiers of Psychology
 - Asian Case Research Journal
 - SCP Dissertation Proposal Competition
 - MSI Alden G. Clayton Dissertation Award
 - Society for Consumer Psychology Conference
 - Asia Pacific Association for Consumer Research Conference
 - North America Association for Consumer Research Conference
 - European Marketing Academy Conference
 - AMA Marketing and Public Policy Conference

PROFESSIONAL DEVELOPMENT

- Storytelling for Scientists, Center for Communicating Science, Virginia Tech
- Teaching Online, Virginia Tech
- Collaborative Learning Seminar Series, Columbia University
- Advanced Certificate in Adult Learning & Assessment, Ministry of Manpower, Singapore
- Writing Effective Cases, IMD & Nanyang Business School

PROFESSIONAL AFFILIATIONS

Association for Consumer Research, Society for Consumer Psychology, Society for Personality and Social Psychology; Society for Judgment and Decision Making.

WORK AUTHORIZATION

Indian citizen, Singapore Permanent Resident, authorized to work in the US for any employer.