

## Adam D. Galinsky

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<https://www8.gsb.columbia.edu/cbs-directory/detail/ag2514>

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### ACADEMIC POSITIONS

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#### **Columbia University: Columbia Business School**

- Paul Calello Professor of Leadership and Ethics: 2020-present
- Chair of the Management Division: 2014-2020
- Vikram S. Pandit Professor of Business: 2012-2020
- Visiting Professor: 2006 and 2011

#### **University of Hawaii at Mānoa: Shidler College of Business**

- Visiting Scholar: 2021-2022

#### **Cologne University: Social Cognition Center**

- International Scholar: 2013-2019

#### **IDC: Arison School of Business**

- Summer School and Conference Director (with Yaacov Trope): 2013-2018
- Topics: Managing Change, Social Hierarchy, Meaning & Purpose, Morality & Ethics, Diversity, Negotiations

#### **Northwestern University: Kellogg School of Management**

- Morris & Alice Kaplan Prof. of Ethics and Decision in Management: 2007-2012
- Associate Professor (without tenure): 2004-2007
- Assistant Professor: 2002-2004
- Postdoctoral Fellow of the Dispute Resolution Research Center: 1998-2000

#### **University of California, Berkeley: Haas School of Business**

- Visiting Professor: 2008-2009

#### **University of Utah: David Eccles School of Business**

- Assistant Professor: 2000-2002.

### EDUCATION

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**Ph.D. Princeton University**, Social Psychology, 1999

Dissertation: *Perspective-taking: Debiasing social thought*

**M.A. Princeton University**, Social Psychology, 1995

Master's Thesis: *Shatterance: The potential pitfalls of self-affirmation theory*

**B.A. Harvard University**, Psychology, June 1991, *cum laude* in General Studies

## RESEARCH INTERESTS

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- Power and status
- Managing diversity and multicultural experiences
- Creativity and innovation
- Negotiation and auction behavior
- Ethics and decision making

## AWARDS AND FELLOWSHIPS

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### Career

- Diener Award in Social Psychology, Society of Personality and Social Psychology. Given annually to one “mid-career scholar whose work has added substantially to the body of knowledge in social psychology.” 2016
- Career Trajectory Award, Society of Experimental Social Psychology. Given annually to one researcher for “uniquely creative and influential scholarly productivity at or near the peak of one's scientific career.” 2016
- Best Thinkers on Talent, Thinkers50, 2015
- World's 50 Best B-School Professors, *Poets and Quants*, 2012.
- Master Teacher in Ethics, Wheatley Institution at Brigham Young University and the Society for Business Ethics, 2012.
- Ver Steeg Distinguished Research Fellow, Award is in recognition of “a Northwestern faculty member whose research and scholarship is so outstanding as to enhance the reputation of Northwestern, nationally and internationally.” Awarded to one faculty member per year across Northwestern University. 2011.

### Research

- Best Article, *Academy of Management Review*. Given to the article considered to be the best one published in the previous year, 2020. Hall, E.V., Hall, A.V., Galinsky, A. D., & Phillips, K.W. (2019). MOSAIC: A model of stereotyping through associated and intersectional categories.
- Decade Award, *Academy of Management Annals*. Given to the most highly cited *Annals* paper published in the last 10 years, 2018. Magee & Galinsky, Social hierarchy: The self-reinforcing nature of power and status.
- Outstanding Article Award, Schaerer, M., Swaab, R.I., & Galinsky, A.D. (2015), Anchors weigh more than power: Why absolute powerlessness liberates negotiators to achieve better outcomes, *International Association for Conflict Management*, 2017.

- Best Paper Published by a Doctoral Student as Lead Author, Society for Personality and Social Psychology (Cao, Galinsky, Maddux), Does travel broaden the mind? Breadth of foreign experiences increases generalized trust, 2015.
- Best Paper Award (Godart, Maddux, Shipolov, & Galinsky), Academy of Management Meetings, Organizational Behavior Division, Boston, 2012.
- Best Empirical Paper Runner-up (Kilduff, Galinsky, Gallo, & Reade), “Whatever it takes: The effects of rivalry on unethical behavior.” Annual Conference of the International Association for Conflict Management. 2012
- Otto Klineberg Intercultural and International Relations Prize, Honorable Mention. Leung, K., Y, Maddux, W. W., Galinsky, A. D., & Chiu, C. Y. Multicultural experience enhances creativity: The when and how, 2009
- Most Influential Paper, Academy of Management, Conflict Management Division. Kray, L. J., Thompson, L., & Galinsky, A. D.. Battle of the sexes: Gender stereotype confirmation and reactance in negotiations, 2000-2003.
- Best Paper/New Directions Award (Maddux, Mullen, & Galinsky), Academy of Management Meetings, Conflict Management Division, Philadelphia, 2007.
- Best Paper Award (Diekmann, Tenbrunsel, & Galinsky), Academy of Management Meetings, Conflict Management Division, Denver, August 2002.
- Best Empirical Paper Award (Kray, Galinsky, & Thompson), International Association for Conflict Management Meetings, Paris, France, June 2001.
- Most Outstanding Dissertation Award (over the two-year period of 1999 and 2000), International Association for Conflict Management, Awarded in 2001.
- Most Outstanding Dissertation in Social Psychology Award, Finalist (1 of 3), Society of Experimental Social Psychology, 1999.
- Best Paper with Graduate Student as Lead Author (Seiden, Galinsky, Kim, & Medvec), International Association for Conflict Management Meeting, San Sebastian, Spain, June 1999.
- American Psychological Association Dissertation Research Award, 1997-1998.
- Princeton Society of Fellows of the Woodrow Wilson Foundation, Dissertation Fellowship, 1996-1998. (First psychologist recipient)
- National Science Foundation, Graduate Fellowship, 1994-1997.

### **Teaching**

- Chair’s Core Course Teaching Award, Kellogg, 2007-2008

- Chair's Core Course Teaching Award, Kellogg, 2005-2006
- Princeton Psychology Department Award in Recognition of Excellence in Teaching, 1997 (Inaugural recipient).

### **Academic**

- University Fellowship, Princeton University, 1993-1994.
- John Harvard Scholarship for Academic Achievement of the Highest Distinction, Harvard University, 1988-89, 1989-90, 1990-91.

### **FILM PRODUCTION**

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- **Working in Protest (2018)**: Executive Producer
- **All the Rage (2016)**: Executive Producer
- **Who Took Johnny (2014)**: Executive Producer
  - Audience Award for Best Feature Documentary, Brooklyn Film Festival
  - Official Selection: Slamdance Film Festival
- **Battle for Brooklyn (2011)**: Associate Producer
  - Shortlisted for 2011 Academy Awards
  - Official Selection: Toronto Hot Docs Film Festival
  - Best Film and Best Documentary: Brooklyn Film Festival
- **Horns and Halos (2003)**: Associate Producer
  - Shortlisted for 2003 Academy Awards
  - Home Box Office purchased the film
  - Official Selection: Toronto International Film Festival, Rotterdam Film Festival

### **EXPERT WITNESS TESTIMONY**

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- **The Durability of Defamation, the Stickiness of Slander, and the Lingering of Libel**: How psychological and sociological processes lead defamation to produce substantial and enduring damages to reputation.
  - **Zamora/Lafise vs. Montealegre**: The sole expert witness for the plaintiff in a defamation case (Nicaraguan banker was libeled in financial publications by another banker trying to gain leverage in a contract dispute) – Jury rendered the largest defamation award in the history of Florida courts: \$37.2 million, ranked #44 of Top 100 Verdicts in the U.S. for 2006 by Verdict Search

- **Duke Lacrosse Players vs. Duke University:** Damages expert for plaintiffs in case alleging harm to reputation and loss of social standing. Case settled in 2013.
- **Jeffrey M. Miller and Cynthia S. Miller v. Junior Achievement of Central Indiana, Inc.:** Expert for plaintiff in case alleging harm to reputation and loss of social standing. Case settled in 2016.

## POPULAR AUDIENCE TALKS

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- **How to Speak Up for Yourself.** Ted Talk. Released November, 2016. **7 million views.**  
[https://www.ted.com/talks/adam\\_galinsky\\_how\\_to\\_speak\\_up\\_for\\_yourself](https://www.ted.com/talks/adam_galinsky_how_to_speak_up_for_yourself)

## PUBLICATIONS: BOOKS

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- 📖 Galinsky, A. D. & Schweitzer, M. E. (2015), **FRIEND & FOE: When to Cooperate, When to Compete, and How to Succeed at Both.** *Penguin Random House.*

### Best Seller

- Top 10 in Non-Fiction Audiobooks, Audible.com, 3/18/2016.
- #1 in Negotiations, #3 in Business Skills, #3 in Social Psychology. Amazon.com Best Seller: (Kindle version). 3/5/2017
- Top 20 in Business & Personal Finance, iBooks US Bestseller List. 3/5/2017

### Critical Acclaim

- *New York Times*: <http://nyti.ms/1Oe5ArV>
- *Financial Times*: <http://on.ft.com/1JNDu0k>
- *Economist*: <http://econ.st/1Qb0UCt>
- PBS selection: <http://goo.gl/jCifFe>
- Oprah selection: <http://tinyurl.com/jzwgpov>
- *Best Business Books 2016*: <https://t.co/d1mt8hsybV>
- *Library Journal*: <http://tinyurl.com/z8s7j9c>
- *INC.*: <http://tinyurl.com/hwez3e3>
- *Success Magazine*: <http://www.success.com/article/reading-list-friend-foe>
- *Soundview*: [ow.ly/WIW6X](http://ow.ly/WIW6X)
- *Consulting Magazine*: <http://tinyurl.com/jobmjj3>

## PUBLICATIONS: ARTICLES

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1. Fleischmann, A., Lammers, J., Diel, K., Hofmann, W., & Galinsky, A. D. (in press). More threatening and more diagnostic: How moral comparisons differ from social comparisons. *Journal of Personality and Social Psychology.*
2. Lu, J.G., Swaab, R.I., & Galinsky, A.D. (in press). Global leaders for global teams: Leaders with multicultural experiences communicate and lead more effectively, especially for multinational teams. *Organization Science*
3. Vishkin, A. Slepian, M. J., & Galinsky, A. D. (in press). The gender-equality paradox and optimal distinctiveness: More gender-equal societies have more gendered names. *Social Psychological and Personality Science.*

4. Fleischmann, A., Lammers, J., Conway, P., & Galinsky, A.D. (2021). Kant be compared: People high in social comparison orientation make fewer—not more—deontological decisions in sacrificial dilemmas. *Social Psychological and Personality Science*, *12*, 984-995.
5. Gladstone, J. J., Jachimowicz, J. M., Greenberg, A. E., & Galinsky, A. D. (2021). Financial shame spirals: How shame intensifies financial hardship. *Organizational Behavior and Human Decision Processes*, *167*, 42-56.
6. Götz, F., Gvirtz, A., Galinsky, A.D., & Jachimowicz, J.M. (2021). How personality and policy predict pandemic behavior: Understanding sheltering-in-place in 55 countries at the onset of COVID-19. *American Psychologist*. *76*, 39-49.
7. Liu, S. S., Shteynberg, G., Morris, M. W., Yang, Q., Galinsky, A. D. (2021). How does collectivism affect social interactions? A test of two competing accounts. *Personality and Social Psychology Bulletin*, *47*, 362-376.
8. Maddux, W.W., Lu, J. G., Affinito, S. J., & Galinsky, A.D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*, *15*, 345–376.
9. Pike, B. & Galinsky, A. D. (2021). The Power-Shield: Powerful roles protect against gender disparities in political elections. *Journal of Applied Psychology*, *106*, 268-280.
10. Brown, Z., Anicich, E. A., & Galinsky, A. D. (2020). Compensatory conspicuous communication: Low status increases jargon use. *Organizational Behavior and Human Decision Processes*, *161*, 274-290.
11. Cao, J. & Galinsky, A. D. (2020). The diversity-uncertainty-valence (DUV) Model of generalized trust development. *Organizational Behavior and Human Decision Processes*, *161*, 49-64.
12. Cao, J., Kong, D. T. & Galinsky, A. D. (2020). Breaking bread produces bigger pies: An empirical extension of shared eating to negotiations and a commentary on Woolley and Fishbach (2019). *Psychological Science*, *31*, 1340–1345.
13. Lu, J. G., Lee, J. J., Gino, F., & Galinsky, A. D. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. *Psychological Science*, *31*, 748–755.
14. Majer, J. M., Trötschel, R., Galinsky, A. D., & Loschelder, D. D., (2020). Open to offers, but resisting requests: How the framing of anchors affects motivation and negotiated outcomes. *Journal of Personality and Social Psychology*, *119*, 582–599.
15. Pike, B. & Galinsky, A. D. (2020). Power leads to action because it releases the psychological brakes on action. *Current Opinion in Psychology*, *33*, 91–94.
16. Adam, H., & Galinsky, A. D. (2019). Reflections on enclotted cognition: Commentary on Burns et al. *Journal of Experimental Social Psychology*, *83*, 157-159.

17. Fleischmann, A., Lammers, J., Conway, P., & Galinsky, A.D. (2019). Paradoxical effects of power on moral thinking: Why power both increases *and* decreases deontological *and* utilitarian moral decisions. *Social Psychological and Personality Science*, *10* 110-120.
18. Hall, E.V., Hall, A.V., Galinsky, A. D., & Phillips, K.W. (2019). MOSAIC: A model of stereotyping through associated and intersectional categories. *Academy of Management Review*, *44*, 643-672.
19. Jachimowicz, J.M., To, C., Agasi, S., Côté, S., & Galinsky, A.D. (2019). The gravitational pull of passion: Why and when people admire and support individuals who express passion. *Organizational Behavior and Human Decision Processes*, *153*, 41-62.
20. Jachimowicz, J. M., Wihler, A., Bailey, E. R., & Galinsky, A. D. (2019). Reply to Guo et al. and Credé: Grit-S scale measures only perseverance, not passion, and its supposed subfactors are merely artifacts. *Proceedings of the National Academy of Sciences*, *116*(10), 3942-3944.
21. Jachimowicz, J.M., Gladstone, J.G., Berry, D., Kirkdale, C.L., Thornley, T., & Galinsky, A. D. (2019). Making medications stick: Improving medication adherence by highlighting the personal health costs of non-compliance. *Behavioural Public Policy*.
22. Leonardelli, G. J., Gu, J., McRuer, G., Medvec, V. H., & Galinsky, A. D. (2019). Multiple equivalent simultaneous offers (MESOs) reduce the negotiator dilemma: How a choice of first offers increases economic and relational outcomes. *Organizational Behavior and Human Decision Processes*, *152*, 64-83.
23. Slepian, M. L., Halevy, N., & Galinsky, A. D. (2018). The solitude of secrecy: Thinking about secrets evokes goal conflict and feelings of fatigue. *Personality and Social Psychology Bulletin*, *45*, 1129–1151.
24. Adam, H., Obodaru, O., Lu, J. G., Maddux, W. W., & Galinsky, A. D. (2018). The shortest path to oneself leads around the world: Living abroad increases self-concept clarity. *Organizational Behavior and Human Decision Processes*, *145*, 16-29.
25. Gündemir, S. & Galinsky, A. D. (2018). Multicolored blindfolds: How organizational multiculturalism can conceal and de-legitimize racial discrimination. *Social Psychological and Personality Science*, *9* 825-834.
26. Hirsh, J. B., Lu, J. G., & Galinsky, A. D. (2018). Moral Utility Theory: Understanding the Motivation to Behave (Un)Ethically. *Research in Organizational Behavior*, *38*, 43-59.
27. Jachimowicz, J.M., Hauser, O., O'Brien, J.D., Sherman, E., & Galinsky, A.D. (2018). The critical role of second-order normative beliefs in predicting energy conservation. *Nature Human Behaviour*, *2*, 757-764.



28. Jachimowicz, J. M., Wihler, A., Bailey, E. R., & Galinsky, A. D. (2018). Why grit requires perseverance and passion to positively predict performance. *Proceedings of the National Academy of Sciences*, *115*(40), 9980-9985.
29. Lammers, J., Gast, A., Unkelbach, C., & Galinsky, A.D. (2018). Moral character impression formation depends on the valence homogeneity of the context. *Social Psychological and Personality Science*, *9*, 576-585
30. Lee, A. J., Loschelder, D. D., Schweinsberg, M., Mason, M. F., & Galinsky, A. D. (2018). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. *Organizational Behavior and Human Decision Processes*, *148*, 87-100.
31. Lu, J. G., Lee, J. J., Gino, F., & Galinsky, A. D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, *29*, 340-355.
32. Pike, B. Kilduff, G. J., & Galinsky, A. D. (2018). The long shadow of rivalry: Rivalry motivates performance today and tomorrow. *Psychological Science*, *29*, 804-813.
33. Rucker, D. D., Galinsky, A. D., & Magee, J. C. (2018). The agentic–communal model of advantage and disadvantage: How inequality produces similarities in the psychology of power, social class, gender, and race. *Advances in Experimental Social Psychology*, *58*, 71-125.
34. Chou, E., Halevy, N. Galinsky, A. D., & Murnighan, J. K. (2017). The goldilocks contract: The synergistic benefits of combining structure and autonomy for motivation, creativity, and cooperation. *Journal of Personality and Social Psychology* *113*, 393– 412.
35. Galinsky, A. D., Schaerer, M., & Mage, J. C. (2017). The four horsemen of power at the bargaining table. *Journal of Business and Industrial Marketing*, *32*, 606-611.
36. Gündemir, S., Homan, A. C., Usova, A., & Galinsky, A. D. (2017). Multicultural meritocracy: The synergistic benefits of valuing both diversity and merit for whites and racial minorities. *Journal Experimental Social Psychology*, *73*, 34-41.
37. Kilduff, G. J., & Galinsky, A. D. (2017). The spark that ignites: Mere exposure to rivals increases Machiavellianism and unethical behavior. *Journal of Experimental Social Psychology*, *69*, 156-162.
38. Lammers, J., Dubois, D., Rucker, D. D., & Galinsky, A. D. 2017). Ease of retrieval moderates the effects of power on agency: Implications for the replicability of power recall effects. *Social Cognition*, *35*, 1-17.
39. Lu, J.G., Hafenbrack, A.C., Maddux, W.W., Eastwick, P.W., Wang, D., & Galinsky, A.D. (2017). “Going Out” of the Box: Close intercultural relationships spark creativity, workplace innovation, and entrepreneurship. *Journal of Applied Psychology*, *102*, 1091-1108.

40. Lu, J.G., Quoidbach, J., Gino, F., Chakroff, A., Maddux, W.W., & Galinsky, A.D. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, *112*, 1-16.
41. Mandel, N., Rucker, D. D., Levav, J., & Galinsky A. D. (2017). The compensatory consumer behavior model: How self-discrepancies drive consumer behavior. *Journal of Consumer Psychology*, *27*, 133–146.
42. Rucker, D. D. & Galinsky, A. D. (2017). Social power and social class: conceptualization, consequences, and current challenges. *Current Opinion in Psychology*, *18*, 26-30.
43. Wang, C. S., Whitson, J. A., Anicich, E. M., Kray, L. J., & Galinsky, A. D. (2017). Challenge your stigma: How to re-frame and re-value negative stereotypes and slurs. *Current Directions in Psychological Science*, *26*, 75-80.
44. Wei, W., Lu, J.G., Galinsky, A.D., Wu, H., Gosling, S.D., Rentfrow, P.J., Yuan, W., Zhang, Q., Guo, Y., Zhang, M., Gui, W., Guo, X.Y., Potter, J., Wang, J., Li, B., Li, X., Han, Y.M., Lv, M., Guo, X.Q., Choe, Y., Lin, W., Yu, K., Bai, Q., Shang, Z., Ying, H., & Wang, L. (2017). Regional ambient temperature predicts human personality. *Nature: Human Behaviour*, *1*, 890-895.
45. Whitson, J. A., Anicich, E. M., Wang, C. S. & Galinsky, A. D. (2017). Navigating Stigma and Group Conflict: Identification and Self-Labeling. *Negotiation and Conflict Management Research*, *10*, 88-106.
46. Anicich, E. M., Fast, N. J., Halevy, N., & Galinsky, A. D. (2016). The perils of power without status: Interpersonal conflict and demeaning treatment in organizations. *Organization Science*, *27*, 123–140.
47. Brooks, A.W., Schroeder, J., Risen, J., Gino, F., Galinsky, A.D., Norton, M.I., & Schweitzer, M.E. (2016). Don't stop believing: Rituals improve performance by decreasing anxiety. *Organizational Behavior and Human Decision Processes*, *137*, 71-85.
48. Chou, E., Palmer, B. & Galinsky A.D. (2016). Economic insecurity increases physical pain. *Psychological Science*, *27*, 443-454.
49. Dubois, D., Rucker, D. D., & Galinsky, A. D. (2016). Dynamics of Communicator and Audience Power: The Persuasiveness of Competence versus Warmth. *Journal of Consumer Research*, *43*, 68-85.
50. Galinsky, A. D., & Schweitzer, M. E. (2016). Why every great leader needs to be a great perspective taker. *Leader to Leader*, *80*, 32-37.
51. Galinsky, A. D., Rucker, D. D., & Magee, J. C. (2016). Power and perspective-taking: A critical examination. *Journal of Experimental Social Psychology*, *67*, 91-92.

52. Hu, M., Rucker, D. D., & Galinsky, A. D. (2016). From the immoral to the incorruptible: How prescriptive expectations turn the powerful into paragons of virtue. *Personality and Social Psychology Bulletin*, *42*, 826–837.
53. Kilduff, G. J., Galinsky, A. D., Gallo, E., & Reade, J. J. (2016). Whatever it takes: The consequences of rivalry for unethical behavior. *Academy of Management Journal*, *59*, 1508-1534
54. Kuwabara, K. Lee, A. J., Yu, S., & Galinsky, A. D. (2016). Status decreases dominance in the west but increases dominance in the east. *Psychological Science*, *27*, 127-137.
55. Lammers, J., Stoker, J. I., Rink, F. Galinsky, A. D. (2016). To have control over or to be free from others? The desire for power reflects a need for autonomy. *Personality and Social Psychology Bulletin*, *42*, 498-512
56. Loschelder, D., Friese, M., Schaerer, M., & Galinsky, A.D. (2016). The Too-Much Precision Effect: When and why precise anchors backfire with experts. *Psychological Science*, *27*, 1573–1587.
57. Loschelder, D., Swaab, R.I., Troetschel, R. & Galinsky, A.D. (2016). The information-anchoring model of first offers: When and why moving first helps versus hurts negotiators. *Journal of Applied Psychology*, *101*, 995-1012
58. Lucas, B., Galinsky, A. D., & Murnighan, J. K. (2016). An intention-based account of perspective-taking: Why perspective-taking can both decrease and increase moral condemnation. *Personality and Social Psychology Bulletin*, *42*, 1480–1489
59. Rucker, D. D. & Galinsky, A. D. (2016). Growing beyond growth: Why multiple mindsets matter for consumer behavior. *Journal of Consumer Psychology*, *26*, 161-164.
60. Slepian, M. L. & Galinsky, A. D. (2016). The voiced pronunciation of initial phonemes predicts the gender of names. *Journal of Personality and Social Psychology*, *110*, 509 - 527.
61. Slepian, M. L, Masicampo, E. J., & Galinsky, A. D. (2016). The hidden effects of recalling secrets: Assimilation, contrast, and the burdens of secrecy. *Journal of Experimental Psychology: General*. *145*, 27-48.
62. Stankou, E., van Kleef, G. A., Homan, A.C., & Galinsky, A. D. (2016). How norm violations shape social hierarchies: Those who stand on top block norm violators from rising up. *Group Processes & Intergroup Relations*, *19*, 608–629.
63. Steffens, N. K., Gocłowska, M. A., Cruwys, T., & Galinsky, A. D. (2016). Multiple social identities are associated with enhanced creativity via cognitive flexibility. *Personality and Social Psychology Bulletin*, *42*, 188-203.

64. Adam, H., Obodaru, O., & Galinsky, A. D. (2015). Who you are is where you are: Antecedents and consequences of locating the self in the brain or the heart. *Organizational Behavior and Human Decision Processes*, *128*, 74-83.
65. Anicich, E., Swaab, R.I., & Galinsky, A.D. (2015). Hierarchical cultural values predict success and fatality in high-stakes teams. *Proceedings of the National Academy of Science*, *112*, 1338–1343.
66. Dubois, D., Rucker, D. D., & Galinsky, A. D. (2015). Social class, power, and selfishness: When and why upper and lower class individuals behave unethically. *Journal of Personality and Social Psychology*, *108*, 436 – 449.
67. Galinsky, A. D., Rucker, D. D., & Magee, J. C. (2015). Power: Past findings, present considerations, and future directions. In J. A. Simpson, J. F. Dovidio (Assoc. Eds.), M. Mikulincer, & P. R. Shaver (Eds.), *APA Handbook of Personality and Social Psychology, Vol. 3: Interpersonal Relations* (pp. 421-460). Washington, DC: American Psychological Association.
68. Galinsky, A D., Todd, A. R., Homan, A. C., Phillips, K. W., Apfelbaum, E. P., Sasaki, S. J., Richeson, J. A., Olayon, J. B., Maddux, W.W. (2015). Maximizing the gains and minimizing the pains of diversity: A policy perspective. *Perspectives on Psychological Science*, *10*, 742–748.
69. Gino, F., Kouchaki, M., & Galinsky, A. D. (2015). The moral virtue of authenticity: How inauthenticity produces feelings of immorality and impurity. *Psychological Science*, *26*, 983–996.
70. Godart, F., Maddux, W. W., Shipilov, A., & Galinsky, A. D. (2015), Fashion with a foreign flair: Professional experiences abroad facilitate the creative innovations of organizations. *Academy of Management Journal*, *58*, 195–220.
71. Hall, E.V., Galinsky, A.D. & Phillips, K.W. (2015). Gender profiling: A gendered race perspective on person-position fit. *Personality and Social Psychology Bulletin*, *41*, 853–868.
72. Hsu, Y., Huang, L., Nordgren, L. F., Rucker, D. D., & Galinsky, A. D. (2015). The music of power: Perceptual and behavioral consequences of powerful music. *Social Psychological and Personality Science*, *6*, 75-83
73. Huang, L., Gino, F., & Galinsky, A. D. (2015). The highest form of intelligence: Sarcasm increases creativity through abstract thinking for both expressers and recipients. *Organizational Behavior and Human Decision Processes*, *131*, 162-177.
74. Kang, S. K., Galinsky, A. D., Kray, L. J., & Shirako, A. (2015). Power affects performance when the pressure is on: Evidence for low-power threat and high-power lift. *Personality and Social Psychology Bulletin*, *41*, 726-725.

75. Ku, G., Wang, C. S., & Galinsky, A. D. (2015). The promise and perversity of perspective-taking in organizations. *Research on Organizational Behavior*, 35, 79-102.
76. Lammers, J. Galinsky, A. D., Dubois, D., & Rucker, D. D. (2015). Power and morality. *Current Opinion in Psychology*, 6, 15-19.
77. Lucas, B. & Galinsky, A. D. (2015). Is utilitarianism risky? How the same antecedents and mechanism produce both utilitarian and risky choices. *Perspectives in Psychological Science*, 10, 541-548.
78. Romero, D., Uzzi, B., Swaab, R.I. & Galinsky, A.D. (2015). Mimicry is presidential: Linguistic style matching and improved polling numbers. *Personality and Social Psychology Bulletin* 41, 1311–1319.
79. Rucker, D. D. & Galinsky, A. D. (2015). The agentic-communal model of power: Implications for consumer behavior. *Current Opinion in Psychology*, 6, 15-19.
80. Schaerer, M., Swaab, R.I., & Galinsky, A.D. (2015). Anchors weigh more than power: Why absolute powerlessness liberates negotiators to achieve better outcomes. *Psychological Science*, 26, 170-181.
81. Swaab, R.I. & Galinsky, A.D. (2015). Egalitarianism makes organizations stronger: Cross-national variation in institutional and psychological equality predicts talent levels and the performance of national teams. *Organizational Behavior and Human Decision Processes*, 120, 80-92.
82. Todd, A. R., Forstmann, M., Burgmer, P., Brooks, A. W., & Galinsky, A. D. (2015). Anxious and egocentric: How specific emotions influence perspective taking. *Journal of Experimental Psychology: General*, 144, 374–391.
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214. Galinsky, A. D., & Moskowitz, G. B., (2000). Counterfactuals as behavioral primes: Priming the simulation heuristic and consideration of alternatives. *Journal of Experimental Social Psychology*, *36*, 384-409.
215. Galinsky, A. D., Moskowitz, G. B., & Skurnik, I. W. (2000). Counterfactuals as self-generated primes: The effect of prior counterfactual activation on person perception judgments. *Social Cognition*, *18*, 252-280.
216. Galinsky, A. D, & Glucksberg, S. (2000). Inhibition of the literal: Metaphors and idioms as judgmental primes. *Social Cognition*, *18*, 35-54.
217. Galinsky, A. D., Stone, J., & Cooper, J. (2000). The reinstatement of dissonance and psychological discomfort following failed affirmations. *European Journal of Social Psychology*, *30*, 123-147.
218. Galinsky, A. D., & Lehman, E. V. (1995). Emergence, divergence, convergence: Three models of symphony orchestras at the crossroads. *Journal of Cultural Policy*, *2*, 117-139.

## **PUBLICATIONS: BUSINESS REVIEWS**

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219. Galinsky, A. D. & Schweitzer, M (2015). The ups and downs of managing hierarchies. *IESE Insight*, *27*, 54-61.
220. Galinsky, A. D. & Schweitzer, M (2015). It's good to be the Queen...but it's easier being the King. *McKinsey Quarterly*.
221. Schweitzer, M., Brooks, A. W., & Galinsky, A. D. (2015). The organizational apology. *Harvard Business Review*, *93*, 44-52.
222. Galinsky, A. D. & Kilduff, G. J. (2013). Be seen as a leader: A simple exercise can boost your status and influence. *Harvard Business Review*, *91*, 127-30
223. Wiesenfeld, B. M., Rothman, N. B., Wheeler-Smith, S. L. & Galinsky, A. D. (2011). Why fair bosses fall behind. *Harvard Business Review*



224. Maddux, W. W., Galinsky, A.D. & Tadmor, C. T. (2010). Be a better manager: Live abroad. *Harvard Business Review*.
225. Galinsky, A. D., & Schweitzer, M. E., (2007). Think before you drink: Alcohol and negotiations. *Negotiation*
226. Liljenquist, K. A. & Galinsky, A. D. (2007). Turn your adversary into your advocate: Strategic requests for advice can transform disputes into amiable problem-solving ventures. *Negotiation*
227. Swaab, R. I. & Galinsky, A. D. (2007). Negotiation at a distance: The MEDIA approach. *Negotiation*.
228. Diekmann, K. A., & Galinsky, A. D. (2006). Overconfident, underprepared: Why you may not be ready to negotiate. *Negotiation*.
229. Liljenquist, K. A., & Galinsky, A. D. (2006). How to defuse threats at the bargaining table. *Negotiation*.
230. Galinsky, A. D., & Magee, J. C. (2006). Power Plays. *Negotiation*.
231. Sondak, H, & Galinsky, A. D. (2006). Gain less pain: How to negotiate burdens. *Negotiation*.
232. Galinsky, A. D., Maddux, W. W., & Ku, G. (2006). The view from the other side of the table. *Negotiation*.
233. Medvec, V. H. & Galinsky, A. D. (2005). Putting more on the table: How making multiple offers can increase the final value of the deal. *Negotiation*, 4.
234. Galinsky, A. D. (2004). Should you make the first offer? *Negotiation*, 7, pp. 1-4.
235. Galinsky, A. D. & Liljenquist, K. A., (2004). Putting on the pressure: How to make threats in negotiations. *Negotiation*, 12, pp. 1-5.
236. Mussweiler, T. & Galinsky, A. D. (2002). Strategien der verhandlungsführung: Der einfluss des ersten gebotes [Strategies of negotiation: The impact of the first offer]. *Wirtschaftspsychologie*, 4, 21-27.

## **PUBLICATIONS: CHAPTERS**

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237. Lu, J.G., Martin, A., Usova, A., & Galinsky, A.D. (2019). Creativity and humor across cultures: Where Aha meets Haha. In S.R. Luria, J. Baer, & J.C. Kaufman (Eds.), *Creativity and Humor*. San Diego, CA: Academic Press

238. Lu, J. G., Zhang, T., Galinsky, A. D., & Rucker, D. D. (2018). On the distinction between unethical and selfish behavior. In K. Gray & J. Graham (Eds.), *Atlas of Moral Psychology: Mapping Good and Evil in the Mind*. Pp. 465-474. New York, NY: Guilford Press.
239. Schaerer, M., Lee, A. J., Galinsky, A. D., & Thau, S. (2018). Contextualizing social power research within organizational behavior. In Ferris, D. L., Johnson, R. E., & Sedikides, C. (Eds.), *The Self at Work: Fundamental Theory and Research*, pp. 194-221. Organizational Frontiers Series of the Society for Industrial and Organizational Psychology. New York: Routledge.
240. Galinsky, A. D., Mason, M. F., Brockner, J. (2016). Psychologists in schools of business: Where theory meets practice. *Career Paths in Psychology: Where Your Degree Can Take You*. American Psychological Association.
241. Galinsky, A. D. & Lee, A. J. (2015). When perspective-takers turn unethical. In J. P. Forgas, P. Van Lange, L. Jussim (Eds.). *Social Psychology and Morality*. Philadelphia: Psychology Press.
242. Rucker, D. D., and Galinsky, A. D. (2015). "Power and Consumer Behavior," In Michael I. Norton, Derek D. Rucker, and Cait Lambertson (Editors), *Cambridge Handbook of Consumer Psychology*. Cambridge MA: Cambridge Press.
243. Rucker, D. D., and Galinsky, A. D. (2013), "Compensatory Consumption," In Russell Belk and Ayalla Ruvio (Editors), *The Routledge Companion to Identity and Consumption* (pp. 207-215). Routledge.
244. Kray, L.J., Hershfield, H.E., George, L., & Galinsky, A.D. (2013). Twists of fate: Moments in time and what might have been in the emergence of meaning. In Markman, K., Proulx, T., & Lindberg, M. (eds.). *The Psychology of Meaning*. Washington, D.C.: American Psychological Association.
245. Galinsky, A. D., Chou, E. Y., Halevy, N., & Van Kleef, G. A. (2012). The far-reaching effects of power: At the individual, dyadic, and group levels. *Research on Managing Groups and Teams*, 15, 81-113.
246. Galinsky, A., Gilin, D., & Maddux, W. W. (2011). Using both your head and your heart: The role of perspective taking and empathy in resolving social conflict. *The Psychology of Social Conflict and Aggression*, 103-118.
247. Galinsky, A. D., Rus, D., & Lammers, J. (2012). Power: A central force governing psychological, social, and organizational Life. In D. De Cremer, J. K. Murnighan, & R. van Dick (Eds.), *Social Psychology in Organizations*. Taylor & Francis
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249. Galinsky, A. D., Jordan, J., & Sivanathan, N. (2008). Harnessing power to capture leadership. In D. Forsyth and C. Hoyt (Eds.), *Social Psychology and Leadership* (pp. 283-299). Praeger Press.
250. Wong, E., Galinsky, A. D., & Kray, L. J. (2008). The counterfactual mind-set: A decade of research. To appear in K. D. Markman, W. M. P. Klein, & J. A. Suhr (Eds.), *The Handbook of Imagination and Mental Simulation* (pp. 161-174). New York: Psychology Press.
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257. Galinsky, A. D., Martorana, P. V., & Ku, G. (2003). To control or not to control stereotypes: Separating the implicit and explicit processes of perspective-taking and suppression. In J. P. Forgas, K. Williams, W. von Hippel (Eds.). *Responding to the social world: Implicit and explicit processes in social judgments and decisions* (pp. 343-363). Philadelphia: Psychology Press.
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H. Sondak (Eds.), *Research on Managing in Teams and Groups* (Vol. 4: 85-113). Greenwich, CT: JAI Press, Inc.

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## **PUBLICATIONS: CASES AND TEACHING NOTES**

---

260. Austen-Smith, D., Feddersen, T., Galinsky A. D., & Liljenquist, K. (2010). *The Kidney Case*. Dispute Resolution Research Center.
261. Austen-Smith, D., Feddersen, T., & Galinsky A. D. (2010). *The Kidney Case Teaching Note*. Dispute Resolution Research Center.
262. Austen-Smith, D., Galinsky A. D., Chung, K. H., & LaVanway, C. (2007). *Unilever's Mission for Vitality*. Kellogg School of Management Publishing. Case # 5-307-501.
263. Austen-Smith, D., Galinsky A. D., Chung, K. H., & LaVanway, C. (2007). *Unilever's Mission for Vitality Teaching Note*. Kellogg School of Management Publishing. Case # 5-307-501.
264. Brett, J. M. & Galinsky, A. D., (2005). *BioPharm-Seltek Teaching Note: The Dynamics of Distribution*. Dispute Resolution Research Center.
265. Hackman, J. R., Lehman, E. V., Galinsky, A. D., & Peiperl, M. (2000). *The London Symphony Orchestra (B)*. Boston: Harvard Business School Publishing. Case # 9-400-075.
266. Hackman, J. R., Lehman, E. V., Galinsky, A. D., & Peiperl, M. (2000). *The London Symphony Orchestra: The Perspective of Clive Gillinson, Managing Director*, Video. Product # 9-901-801.
267. Hackman, J. R., Lehman, E. V., & Galinsky, A. D. (1994). *The London Symphony Orchestra*. Boston: Harvard Business School Publishing. Case # 9-494-034.

## **PUBLICATIONS: NEWSPAPER AND MAGAZINE ARTICLES, BLOG POSTS**

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268. Galinsky, A. D. (2021). Remote work is now a status symbol. Here's how to make a workplace that works for everyone. *Time*. <https://time.com/6089019/remote-work-status-symbol/>
269. Galinsky, A. D. (2020). Why outfitting police in military uniforms encourages brutality. *Fast Company*. <https://www.fastcompany.com/90517517/why-outfitting-police-in-military-uniforms-encourages-brutality>

270. Galinsky, A. D. (2020). Why Trump's COVID Speeches Created a Market Roller Coaster and a Crisis of Confidence. *Medium*  
<https://medium.com/@columbiabusiness/why-trumps-covid-speeches-created-a-market-roller-coaster-and-a-crisis-of-confidence-889297457249>
271. Galinsky, A. D. & Galinsky, M. F. (2017). Why the house and senate health care bills will increase the opiate crisis. *Huffington Post*  
[https://www.huffingtonpost.com/entry/why-the-ahca-will-make-the-opiate-epidemic-much-worse\\_us\\_595d5fd6e4b0d5b458e7e40c](https://www.huffingtonpost.com/entry/why-the-ahca-will-make-the-opiate-epidemic-much-worse_us_595d5fd6e4b0d5b458e7e40c)
272. Galinsky, A. D. (2017). Successful people use these techniques to speak up for themselves—and stay likable. *Quartz*. <https://qz.com/878838/successful-people-use-these-techniques-to-speak-up-for-themselves-and-stay-likable/>
273. Galinsky, A. D. & Phillips, K. W. (2016). It Could Be Decades Before We Say 'Madam President'. *Huffington Post*. [http://www.huffingtonpost.com/entry/it-could-be-decades-before-we-say-madam-president\\_us\\_584e2cb2e4b0e05aded4715d](http://www.huffingtonpost.com/entry/it-could-be-decades-before-we-say-madam-president_us_584e2cb2e4b0e05aded4715d)
274. Galinsky, A.D. & Schweitzer, M. E (2016). The red flags in Lochte's story. *CNN*.  
<http://www.cnn.com/2016/08/19/opinions/ryan-lochte-red-flags-galinsky-schweitzer/>
275. Galinsky, A.D. & Schweitzer, M. E (2016). An Important Lesson From Ryan Lochte's Olympic Mistake. *Time*. <http://time.com/money/4460519/ryan-lochte-olympics-apology/>
276. Chou, E., Palmer, B. & Galinsky A.D. (2016). The Link Between Income Inequality and Physical Pain. *Harvard Business Review*. <https://hbr.org/2016/03/the-link-between-income-inequality-and-physical-pain>
277. Anicich, E. M., Fast, N. J., Halevy, N., & Galinsky, A. D. (2016). How Powerful, Low-Status Jobs Lead to Conflict. *Harvard Business Review*. <https://hbr.org/2016/02/how-powerful-low-status-jobs-lead-to-conflict?>
278. Galinsky, A.D. & Schweitzer, M. E (2016). What Every Entrepreneur Can Learn From 'Eddie The Eagle'. *Forbes.com*.  
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279. Galinsky, A.D. & Schweitzer, M. E (2016). Why Political 'Bromances' Come And Go. *Forbes.com* <http://www.forbes.com/sites/galinskyschweitzer/2016/02/24/why-political-bromances-come-and-go/#7ad99c1a6c05>
280. Galinsky, A.D., Olayon, J. B., & Schweitzer, M. E., (2016). Diversity training is not the answer. *Talent Management*.  
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281. Galinsky, A.D. & Schweitzer, M. E (2015). The problem of too much talent. *The Atlantic*. <http://www.theatlantic.com/business/archive/2015/09/hierarchy-friend-foe-too-much-talent/401150/>

282. Galinsky, A. D. (2015). When you're in charge, your whisper may feel like a shout. *New York Times*. [http://www.nytimes.com/2015/08/16/jobs/when-youre-in-charge-your-whisper-may-feel-like-a-shout.html?\\_r=0](http://www.nytimes.com/2015/08/16/jobs/when-youre-in-charge-your-whisper-may-feel-like-a-shout.html?_r=0). Print Version and On-line.
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285. Galinsky, A.D. & Schweitzer, M. E (2015). Aaron Hernandez's red flag. *Huffington Post*. [http://www.huffingtonpost.com/adam-galinsky/aaron-hernandezs-red-flag\\_b\\_7089984.html](http://www.huffingtonpost.com/adam-galinsky/aaron-hernandezs-red-flag_b_7089984.html)
286. Schweitzer, M. E & Galinsky, A.D. (2015). The apology formula: How Brian Williams, and all of us, can recover from a transgression. *LinkedIn*. <https://www.linkedin.com/pulse/apology-formula-how-brian-williams-all-us-can-recover-schweitzer>
287. Schweitzer, M. E & Galinsky, A.D. (2015). How Sepp Blatter built FIFA into a religion. *Fortune*. <http://fortune.com/2015/06/03/how-sepp-blatter-built-fifa-into-a-religion>
288. Galinsky, A.D. & Maddux, W. W. (2010). Fostering creativity through foreign experience. *Rotman*, 84-86.
289. Galinsky, A. D., Gunia, B. C., & Sivanathan, N., (2009). The insider succession trap. *Forbes.com*. <http://www.forbes.com/2009/10/22/insider-succession-planning-leadership-ceonetwork-governance.html>.
290. Galinsky, A. D. and Rucker, D. D. (2008), "Powerless Consumers Spend More" *Advertising Age* (September 22<sup>nd</sup>).
291. Leonardelli, G. J., Galinsky, A.D., Okhuysen, G.A., & Mussweiler, T. (2007). Achieving optimal agreements. *Rotman*, Spring, 50-53

## GRANTS

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### Discovery Project -- Australian Research Council

- Climbing the ladder or falling from grace: How norm violations shape social hierarchies. (Collaborative project with Katerine Greenaway, Elise Kalokerinos, and Michael Slepian). 2016-2019. \$AU153,088.

### Research Talent Grant -- Netherlands Organisation for Scientific Research (NWO)

- Climbing the ladder or falling from grace: How norm violations shape social hierarchies. (Collaborative project with Gerben Van Kleef and Effie Stamkou). 2012. €200,000.

**National Science Foundation**

- The role of counterfactual mind-sets in debiasing group decisions. (Collaborative project with Laura Kray). June, 2002-May, 2004. \$200,000.

**Carnegie Bosch Institute** (Carnegie Mellon University)

- Social Structures and Social Cognition: How National and Organizational Culture Influences Behavior (With Don Moore), November 2000. \$10,000.

**TEACHING EXPERIENCE**

---

**Columbia Business School, Columbia University**

- *Leadership* (Core Class), MBA course  
2011-2012; 2012-2013, 2013-2014; 2014-2015; 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021  
Instructor Evaluation: Achieved 4.9 (out of 5).
- Executive Ethics, MBA course  
2018-2019, 2019-2020, 2020-2021, 2021-2022  
Course Evaluation: Achieved 4.6 (out of 5).
- Leadership Immersion, MBA course  
2015-2016, 2017-2018  
Course Evaluation: Achieved 4.7 (out of 5).
- *Experimental Research Methods*, PhD seminar  
2015-2016

**Kellogg School of Management, Northwestern University**

- *Leadership in Organizations* (Core Class), MBA course  
2001-2002; 2002-2003; 2003-2004; 2004-2005; 2005-2006, 2006-2007, 2007-2008; 2008-2009; 2009-2010, 2010-2011; 2011-2012, 2012-2013  
Instructor Evaluation: Achieved 9.8 (out of 10).
- *Executive Ethical Leadership*, Executive MBA course (U.S., Germany, and Hong Kong programs); *Values Based Leadership*, MBA course  
2005-2006, 2006-2007, 2006-2007, 2007-2008; 2008-2009; 2009-2010, 2010-2011; 2011-2012;  
Instructor Evaluation: Achieved 9.3 (out of 10).
- *Negotiations*, MBA course  
1998-1999, 1999-2000, 2001-2002; 2003-2004; 2004-2005, 2006-2007  
Instructor Evaluation: Achieved 9.4 (out of 10).

- *Experimental Research Methods*, PhD seminar  
2002-2003; 2004-2005; 2011-2012

#### **Haas School of Business, University of California, Berkeley**

- *Ethics* (Core Class), MBA course  
2008-2009  
Instructor Evaluation: Achieved 7 (out of 7).
- *Executive Leadership*, Berkeley-Columbia Executive MBA  
2008-2009  
Instructor Evaluation: Achieved 7 (out of 7).

#### **Eccles School of Business, University of Utah**

- *Managerial Negotiation*, MBA course, 2000-2001  
Instructor Evaluation: Achieved 5.9 (out of 6).
- *Team Foundations* (Core Class), MBA course, 2001-2002  
Instructor Evaluation: Achieved 5.7 (out of 6).

#### **Princeton University**

- *Theories of Psychotherapy*, Assistant to the Instructor and Preceptor  
Spring semester, 1997
- *Advanced Social Psychology*, Assistant to the Instructor and Preceptor  
Fall semester, 1996
- *Psychology of Stereotyping and Prejudice*, Assistant to the Instructor and Preceptor  
Spring semester, 1996
- *Quantitative Methods in Psychology*, Assistant to the Instructor and Preceptor  
Fall semester, 1995

### **ADVISING EXPERIENCE**

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#### **Dissertation Chair or Co-chair**

- Zachary Brown, Management, Columbia University, Defended, 2020
- Jon, Jachimowicz, Management, Columbia University, Defended, 2019
- Alice Lee, Management, Columbia University, Defended, 2019
- Jackson Lu, Management, Columbia University, Defended, 2018
- Eric Anicich, Management, Columbia University, Defended, 2016
- Erika Hall, MORS, Northwestern University, Defended 2014
- Sunny Kim, MORS, Northwestern University, Defended 2014
- Dennis Hsu, MORS, Northwestern University, Defended 2014
- Jiyin Cao, MORS, Northwestern University, Defended 2014
- Li Huang, MORS, Northwestern University, Defended 2011



- Katie Liljenquist, MORS, Northwestern University, Defended 2010
- Jennifer Whitson, MORS, Northwestern University, Defended 2007
- Paul Martorana, MORS, Northwestern University, Defended 2005
- Gillian Ku, MORS, Northwestern University, Defended 2004

#### **Dissertation Committee Member**

- Zaijia Liu, Management, Columbia University, Proposal Defended 2019
- Shi Liu, Management, Columbia University, Defended, 2020
- Ashley Martin, Management, Columbia University, Defended 2018
- Jeffrey Thomas, New York University, Defended 2017
- Liza Wiley, Management, Columbia University, Defended 2017
- Jae Cho, Management, Columbia University, Defended 2017
- Abbie Wazlawek, Management, Columbia University, Defended 2016
- Zhi Liu, Management, Columbia University, Defended 2015
- Sean Blair, Marketing, Northwestern University, Defended 2015
- Miao Hu, Marketing, Northwestern University, Defended 2014
- McKenzie Rees, Management, University of Utah, Defended 2014
- Andy Yap, Management, Columbia University, Defended 2013
- Alison Brooks, OPIM, Wharton, University of Pennsylvania, Defended 2013
- Nicholas Hays, Management, UCLA, Defended 2012
- Aiwa Shirako, Management, UC Berkeley, Defended 2011
- Meghan Bean, Psychology, Northwestern University, Defended 2011
- Brian Gunia, MORS, Northwestern University, Defended 2011
- Jiunwen Wang, MORS, Northwestern University
- David Dubois, Marketing, Northwestern University, Defended 2011
- Mark Rivera, MORS, Northwestern University, Defended 2010
- Niro Sivanathan, MORS, Northwestern University, Defended 2010
- Diana Rus, Organisation Department, University of Rotterdam, Defended, 2009
- Andrew Todd, Psychology, Northwestern University, Defended 2009
- Ryan Hamilton, Marketing, Northwestern University, Defended 2007
- Cynthia Wang, MORS, Northwestern University, Defended 2007
- Chen-Bo Zhong, MORS, Northwestern University, defended 2007
- Gail Berger, MORS, Northwestern University, defended 2003
- Kurt Hugenberg, Psychology, Northwestern University, defended 2003
- Elizabeth Seeley, Psychology, Northwestern University, defended 2003
- Stacy Skeddings, Psychology, University of Utah, defended 2002

#### **Postdoctoral Fellows**

- Maya Z. Rossignac-Milon (Columbia, 2019-present)
- Aharon Levy (Columbia, 2019-2020)
- Sarah Ward (Columbia, 2018-2020)
- Ting Zhang (Columbia, 2015-2018)
- Katrina Fincher (Columbia, 2016-2018)
- Seval Gundemir (Columbia, 2015-2017)
- Michael Slepian (Columbia, 2014-2016)
- Drew Jacoby-Senghor (Columbia, 2014-2016)
- Stacey Sasaki (Columbia, 2013-2016)

- Ali Crum (Columbia, 2012-2014)
- Richard Ronay (Columbia, 2011-2013)
- Daniel Efron (Northwestern, 2011-2013)
- Sarah Townsend (Northwestern, 2011-2013)
- Gairry Shytenberg (Northwestern, 2010-2012)
- Nir Halevy (Northwestern, 2010-2012)
- Sonia Kang (Northwestern, 2010-2011)
- Hal Ersner-Hershfield (Northwestern, 2009-2011)
- Evan Apfelbaum (Northwestern, 2009-2011)
- Taya Cohen (Northwestern, 2008-2010)
- Sei Jin Ko (Northwestern, 2007-2009)
- Zoe Kinias (Northwestern, 2007-2009)
- Jennifer Jordan (Northwestern, 2007-2009)
- Christopher Bauman (Northwestern, 2006-2008)
- William Maddux (Northwestern, 2004-2006)
- Elizabeth Mullen (Northwestern, 2003-2005)
- Geoffrey Leonardelli (Northwestern, 2002-2004)
- Cameron Anderson (Northwestern, 2001-2003)

#### **Visiting Doctoral Students**

- Johan Majer (Leuphana University, 2016)
- Alexandra Fleischmann (University of Cologne, 2018)
- Michael Schaerer (INSEAD, 2015-2016)
- Eftychia Stamkou (University of Amsterdam, 2014-2015)
- Richard Ronay (University of Queensland, 2009)
- Diana Rus (Groningen University, 2008)
- Joris Lammers (Tilburg University, 2006)

#### **Summer Schools**

- Interdisciplinary Center Herzliya: Co-Directed two-day conference with 10 faculty and two-week summer school with 15-20 doctoral students rigorously selected for specialization in the annual topic.
  - Negotiations/Conflict Resolution, 2018
  - Diversity, 2017
  - Morality and Ethics, 2016
  - Meaning and Purpose, 2015
  - Social Hierarchy, 2014
  - Change and Innovation, 2013
- Society of Social and Personality Psychology
  - Negotiations/Conflict Resolution, 2009

### **ACADEMIC SERVICE**

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#### **Columbia Business School**

- Member, DEI Standing Committee, 2019-2021
- Junior Faculty Liaison, Management Division, 2020-2021
- Chair, Committee on Faculty Respect, Inclusion, and Fairness, Columbia Business School, 2018-2019
- Core Elective Committee, Columbia Business School, 2018
- Core-Course Coordinator, Management, 2014-2021.
- Co-Chair, Decision Making and Negotiation Area, Cross-Disciplinary Area, 2013-2014.

### **Academic Community**

- Member, Committee to select Diener Award in Social Psychology and in Personality Psychology, 2017, 2018, 2019, 2020.
- Member, Committee to select Best Dissertation Award, Conflict Management Division, Academy of Management, 2011.
- Teaching Ethics, Created and ran a Professional Development Workshop. Academy of Management, 2010.
- Member, Committee to select the Most Influential Paper Award for 2001-1004, Conflict Management Division, Academy of Management, 2009.
- Chair, Committee to select the Most Influential Paper Award for 1998-2001, Conflict Management Division, Academy of Management, 2006.
- Presented “Starting a research program” to the Conflict Management Doctoral Student Consortium, *Academy of Management Meetings*, August, 2004.
- Presented a new negotiation simulation, *Brookside Community Hospital vs. Black Computer Systems*, at the Conflict Management Professional Development Workshop, *Academy of Management Meetings*, August, 2004

### **Northwestern University**

- University Strategic Planning Subcommittee, Teaching, Learning, and Assessment, 2010
- Research talks to Northwestern University Staff Advisory Council (NUSAC), April, 2010
- Northwestern University Institutional Review Board, 2004-2007.
- Federalwide Assurance Committee: Reviewed and made recommendation to the administration on its position and made further recommendation on how to improve the IRB. 2005-2007

### **Kellogg School of Management**

- Personnel Committee (Six-person committee that makes all retention and promotion decisions), 2009-2011.
- MBA Curriculum Committee, 2007-present
- Day at Kellogg Presentations, 2 one-hour presentation, 2003, 2004, 2007, 2010, 2011
- Behavioral Research Committee, 2007-present.
- MORS for the Road, Lecture to graduating class, 2007, 2008.
- Social Enterprise at Kellogg (SEEK) Advisory Board, 2006-present.

- Committee to form a proposal and recommendation on undergraduate curriculum for the business degree, 2006.
- Plenary Session for Global Initiative in Management, Cross Cultural Communication, February, 2005; February, 2006, February, 2007.
- Untenured observer, Personnel Committee, 2004-2005.
- Faculty advisor, Global Initiative in Management, Spent two weeks in Japan with 25 MBA students studying how the Japanese organized and conducted business. Spring 2004.
- Research at Kellogg Presentation, Fall, 2003
- Mediated merger of Kellogg Outdoor Adventures (KOA) and Kellogg Service Initiative (KSI) into a new group (Kellogg Adventures, Outdoor and Service), Spring, 2003.
- The Managers Program Major Field Presentations, 2002, 2003.

### **Management and Organizations Department**

- Coordinator of DRRC Colloquium Series, 2009- present.
- Junior Faculty Search Committee, 2003-2004, 2004- 2005, 2005-2006, 2007-2008, 2020-2011
- Dispute Resolution Research Center, Chair of Postdoctoral Fellowship Search Committee, 2002-present.
- Dispute Resolution Research Center, Grants Committee, 2002-present.
- Co-Coordinator of MORS Colloquium Series, 2002-2003, 2004-2005

### **David Eccles School of Business, University of Utah**

- Junior Faculty Search Committee, 2001.
- Behavioral Lab Committee, 2000-2002.

### **Princeton University (as a doctoral student)**

- Editorial Assistant on edited volume: *The Legacy of Ned Jones: Attribution Processes, Person Perception, and Social Interaction*, 1997.
- Statistical Consultant for senior theses, Psychology Department, Princeton University, 1995-1998.
- Graduate Student Representative, Princeton University Research Participation Pool, 1995-1998.
- Coordinator of Princeton University Registration Questionnaire Distribution, 1996, 1997.
- Coordinating Assistant: Well-Being Conference, Princeton University, April 1994.

## **EDITORIAL WORK**

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### **Editor**

- *Journal of Experimental Social Psychology* (2012-2014)
- *Social Cognition*. Special Issue on Negotiations (2009).

**Consulting Editor**

- *Psychological Science* (2007-2019)
- *Social Psychological and Personality Science* (2009-present)
- *Journal of Personality and Social Psychology* (2005-2007)
- *Organizational Behavior and Human Decision Processes* (2004-2007)
- *European Journal of Social Psychology* (2002-2005)

**OUTSIDE ACTIVITIES**

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Workshops and training for organizations including Allianz, Audible, Bank of America, Brunswick Group, CCI, Chicago United, Kaufmann Foundation, Federal Policy Research Institute of Thailand, Fox Corporation, GIC, Ingredion, Lazard, New York Kid's Club, RMS, Proctor & Gamble, Progressive Capital, Young President's Organization.