

**Curriculum Vitae  
Richard P. Larrick  
January, 2018**

**Office Address**

Duke University  
Fuqua School of Business  
100 Fuqua Drive  
Durham, NC 27708

**Contact Information**

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(919) 270-1373 (Cell)  
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**Academic Positions**

**Fuqua School of Business, Duke University (2001-present)**

Hanes Corporation Foundation Professor (2016-present)  
Michael W. Krzyzewski University Professor in Leadership (2012-2016)  
Professor of Management and Organizations (2009-present)  
Faculty Director, Center for Energy, Development, & the Global Environment (EDGE) (2010-present)  
Research Affiliate, Center for Research on Environmental Decisions (CRED) (2009-present)  
Secondary appointment, Department of Psychology and Neuroscience (2009-present)  
Associate Professor of Management (2001-2009)

**Graduate School of Business, University of Chicago (1993-2000)**

Associate Professor of Behavioral Science (1997-2001)  
Assistant Professor of Behavioral Science (1993-1997)

**Kellogg Graduate School of Management, Northwestern University (1991-1993)**

Visiting Assistant Professor of Organization Behavior  
Post-Doctoral Fellow, Dispute Resolution Research Center

**Education**

Ph.D., 1991, Social Psychology, University of Michigan  
B.A., 1986, High Honors, Psychology and Economics, College of William and Mary

**Research Interests**

Individual, group, and organizational cognition, including:

- **Improving decisions:** Debiasing techniques, improving environmental decisions
- **Social decisions:** Wisdom of crowds, advice taking
- **Judgment:** Learning from experience, overconfidence
- **Motivation and Emotion:** Goals, regret, revenge, loyalty

## **Papers in the Review Process**

- Bang, H. M., & Larrick, R. P. (under second review). Time vs. money in the eyes of others: How the nature of employee resource expenditure influences interpersonal perceptions. *Organizational Behavior and Human Decision Processes*
- Camilleri, A. R., & Larrick, R. P. (under revision for invited resubmission). Aggregating potential collective action to motivate pro-social behavior. *Journal of Experimental Psychology: General*.
- Camilleri, A. R., Larrick, R. P., Hossain, S., & Patino-Echeverri, D. (under revision for invited resubmission). Consumer underestimation of energy use and green-house gas emissions associated with food. *Nature Climate Change*.
- Sah, S., & Larrick, R. P. (under first review). Self-perceived professionalism predicts increased acceptance of, and influence from, conflicts of interest. *Organizational Behavior and Human Decision Processes*.
- Tang, S., Larrick, R. P., & Gray, K. (under second review). Organized members or organization? People do empathize less with victimized organizations (than with its members). *Academy of Management Discoveries*.

## **Papers in Preparation**

- De Oliveira, S., & Larrick, R. P. (in preparation). *Overestimating the wisdom of socially diverse crowds*.
- Fath, S., Larrick, R. P., & Soll, J. B. (in preparation). *The curious and the blind: Exploring whether and when people favor "blinding" in evaluative contexts*.
- Hargrove, D., & Larrick, R. P. (in preparation). *Self-monitoring and trust*.
- Kay, M. B., Proudfoot, D., & Larrick, R. P. (in preparation). *The diversity bonus and penalty: How demographic diversity in groups affects perception of group creativity*.
- Rader, C. A., Sah, S., & Larrick, R. P. (in preparation). *Misjudging the use of advice: Why advisors systematically misunderstand their influence*.

## **Publications and Selected Chapters**

- Kay, M. B., Proudfoot, D., & Larrick, R. P. (forthcoming). There's no team in I: How observers perceive creativity in a team setting. *Journal of Applied Psychology*.
- Minson, J. A., Mueller, J. S., & Larrick, R. P. (forthcoming). The contingent wisdom of dyads: When discussion undermines versus enhances the accuracy of collaborative judgments. *Management Science*.
- Morewedge, C. K., Tang, S., & Larrick, R. P. (forthcoming). Betting your favorite to win: Costly reluctance to hedge desired outcomes. *Management Science*.
- Schaerer, M., Tost, L., Li, H., Gino, F., & Larrick, R. P. (forthcoming). Advice giving: A subtle pathway to power. *Personality and Social Psychology Bulletin*.
- Tong, J., Feiler, D., & Larrick, R. (forthcoming). A behavioral remedy for the censorship bias in inventory decision making. *Production and Operations Management*.

- Ungemach, C., Camilleri, A. R., Johnson, E. J., Larrick, R. P., & Weber, E. U. (forthcoming). Translated attributes: Aligning consumer's choices and goals through signposts. *Management Science*.
- TEDx Duke 2017: [Forget MPG: Making smarter decisions about car fuel efficiency](#)
- Aribarg, A., Burson, K. A., & Larrick, R. P. (2017). Tipping the scale: The role of discriminability in conjoint analysis. *Journal of Marketing Research*, *54*, 279-292.
- de Langhe, B., Puntoni, S., & Larrick, R. (2017). The pitfalls of linear thinking in a non-linear world. *Harvard Business Review*, May-June, 130-139.
- Rader, C.A., Larrick, R. P., & Soll, J. B. (2017). Advice as social influence: Informational goals and the consequences for accuracy. *Social and Personality Psychology Compass*, *11*, e1239 (electronic journal).
- Tang, S., Morewedge, C.K., Larrick, R. P., & Klein, J. G. (2017). Disloyalty aversion: Greater reluctance to bet against close others than the self. *Organizational Behavior and Human Decision Processes*, *140*, 1-13.
- Yoeli, E., Budescu, D. V., Carrico, A. R., Delmas, M. A., DeShazo, J. R., Ferraro, P. J., Forster, H. A., Kunreuther, H., Larrick, R. P., Lubell, M., Markowitz, E. M., Tonn, B., Vandenburgh, M. P., & Weber, E. U. (2017). Behavioral science tools to strengthen energy and environmental policy. *Behavioral Science and Policy*, *3*, 69-79.
- Arora, P., Logg, J. & Larrick, R. (2016). Acting for the good of the group: Identification with group determines choices in sequential contribution dilemmas. *Journal of Behavioral Decision Making*, *29*, 499-510.
- Larrick, R. P. (2016). The social context of decisions. *Annual Review of Organizational Psychology and Organizational Behavior*, *3*, 441-467.
- Larrick, R. P., & Feiler, D. C. (2016). Expertise in decision making. In G. B. Keren and G. Wu (Eds.), *Wiley-Blackwell Handbook of Judgment and Decision Making* (pp. 696-722). Malden, MA: Blackwell.
- Larrick, R. P., Soll, J. B., & Keeney, R. L. (2015). Designing better energy metrics for consumers. *Behavioral Science and Policy*, *1*, 63-75.
- Fuqua [video summary](#) of the paper
  - A modified version appears as Chapter 4 in D. Willis, W. W. Braham, K. Muramoto, & D. A. Barber (Eds.) (2017). *Energy accounts: Architectural representations of energy, climate, and the future* (pp. 29-41). New York: Routledge.
- Rader, C. A., Soll, J. B., & Larrick, R. P. (2015). Pushing away from representative advice: Advice taking, anchoring, and adjustment. *Organizational Behavior and Human Decision Processes*, *130*, 26-43.
- Camilleri, A. R., & Larrick, R. P. (2014). Metric and scale design as choice architecture tools. *Journal of Public Policy and Marketing*, *33*, 108-125.
- Mannes, A. E., Soll, J. B., & Larrick, R. P. (2014). The wisdom of select crowds. *Journal of Personality and Social Psychology*, *107*, 276-299.
- Finalist for the 2016 Decision Analysis Society Publication Award

- Feiler, D. C., Tong, J. D., & Larrick, R. P. (2013). Biased judgment in censored environments. *Management Science*, *59*, 573-591.
- Gromet, D. M., Kunreuther, H., & Larrick, R. P. (2013). Political ideology affects energy efficiency attitudes and choices. *Proceedings of the National Academy of Sciences*, *110*, 9314-9319.
- Additional commentary by [Dietz, Leshko, and McCright](#).
- Soll, J. B., Keeney, R. L., & Larrick, R. P. (2013). Consumer misunderstanding of credit card use, payments, and debt: Causes and solutions. *Journal of Public Policy and Marketing*, *32*, 66-81.
- Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, *56*, 1465-1486.
- Aggarwal, P., & Larrick, R. P. (2012). When consumers care about being treated fairly: The interaction of relationship norms and fairness norms. *Journal of Consumer Psychology*, *22*, 114-127.
- Johnson, E. J., Shu, S.B., Dellaert, B. G. C., Fox, C.R., Goldstein, D.G., Haubl, G., Larrick, R. P., Payne, J. W., Peters, E., Schkade, D., Wansink, B., and Weber, E. U. (2012). Beyond nudges: Tools of a choice architecture. *Marketing Letters*, *23*, 487-504.
- Larrick, R. P., Mannes, A. E., & Soll, J. B. (2012). The social psychology of the wisdom of crowds. In J. I. Krueger (Ed.), *Frontiers in social psychology: Social judgment and decision making* (pp. 227-242). New York: Psychology Press.
- Tost, L. P., Gino, F., & Larrick, R. P. (2012). Power, competitiveness, and advice taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes*, *117*, 53-65.
- Wade Benzoni, K. A., Tost, L. P., Hernandez, M., & Larrick, R. P. (2012). It's only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science*.
- Larrick, R. P., & Cameron, K. W. (2011). Consumption-based metrics: From autos to IT. *Computer*, *44*, 97-99.
- Larrick, R. P., Timmerman, T. A., Carton, A. M., & Abrevaya, J. (2011). Temper, temperature, and temptation: Heat-related retaliation in baseball. *Psychological Science*, *22*, 423-428.
- Awarded the 2012 Cialdini Award from the Society for Personality and Social Psychology for research that uses field methods to demonstrate the relevance of social psychology to communities outside of academic social psychology
- Jeffrey, S. A., Onay, S., & Larrick, R. P. (2010). Goal attainment as a resource: The cushion effect in risky choice above a goal. *Journal of Behavioral Decision Making*, *23*, 191-202.
- Burson, K. A., Larrick, R. P., & Lynch, Jr., J. G. (2009). Six of one, half dozen of the other: Expanding and contracting numerical dimensions produces preference reversals. *Psychological Science*, *20*, 1074-1078.
- Larrick, R. P. (2009). Broaden the decision frame to make effective decisions. In E. A. Locke (Ed.), *Handbook of Principles of Organizational Behavior (2<sup>nd</sup> Ed.)* (pp. 461-480). Chichester, UK: Wiley and Sons.

- Larrick, R. P., Heath, C., & Wu, G. (2009). Goal-induced risk taking in negotiation and decision making. *Social Cognition, 27*, 342-364.
- Soll, J. B., & Larrick, R. P. (2009). Strategies for revising judgment: How (and how well) people use others' opinions. *Journal of Experimental Psychology: Learning, Memory, and Cognition, 35*, 780-805.
- Larrick, R. P., & Soll, J. B. (2008). The MPG illusion. *Science, 320*, 1593-1594.
- The idea of "Gallons per Mile" appeared in the *New York Times Magazine* "Year in Ideas" in 2008; a gas consumption metric (gallons per hundred miles) was added to the US fuel economy label in 2013.
- Larrick, R. P., Burson, K. A., & Soll, J. B. (2007). Social comparison and confidence: When thinking you're better than average predicts overconfidence (and when it does not). *Organizational Behavior and Human Decision Processes, 102*, 76-94.
- Larrick, R. P., & Wu, G. (2007). Claiming a large slice of a small pie: Asymmetric disconfirmation in negotiation. *Journal of Personality and Social Psychology, 93*, 212-233.
- Burson, K. A., Larrick, R. P., & Klayman, J. (2006). Skilled or unskilled, but still unaware of it: How perceptions of difficulty drive miscalibration in relative comparisons. *Journal of Personality and Social Psychology, 90*, 60-77.
- Larrick, R. P., & Soll, J. B. (2006). Intuitions about combining opinions: Misappreciation of the averaging principle. *Management Science, 52*, 111-127.
- Janicik, G. A., & Larrick, R. P. (2005). Social network schemas and the learning of incomplete networks. *Journal of Personality and Social Psychology, 88*, 348-364.
- Larrick, R. P. (2004). Debiasing. In D. J. Koehler & N. Harvey (Eds.), *Blackwell Handbook of Judgment and Decision Making* (pp. 316-337), Malden, MA: Blackwell.
- Blount, S., & Larrick, R. P. (2000). Framing the game: Examining frame choice in bargaining. *Organizational Behavior and Human Decision Processes, 81*, 43-71.
- Heath, C., Larrick, R. P., & Wu, G. (1999). Goals as reference points. *Cognitive Psychology, 38*, 79-109.
- Morris, M. W., Williams, K. Y., Leung, K., Larrick, R., Mendoza, M. T., Bhatnagar, D., Li, J., Kondo, M., Luo, J., & Hu, J. (1999). Conflict management style: Accounting for cross-national differences. *Journal of International Business Studies, 29*, 729-748.
- Morris, M. W., Larrick, R. P., & Su, S. K. (1999). Misperceiving negotiation counterparts: When situationally-determined bargaining behaviors are attributed to personality traits. *Journal of Personality and Social Psychology, 77*, 52-67.
- Reprinted in *The Social Psychology of Organizational Behavior*, by L. L. Thompson, Ed., 2003, New York: Psychology Press; and in *Negotiation, Decision Making and Conflict Management*, by M. H. Bazerman, Ed., 2005, Cheltenham Glos, UK: Elgar
- Drolet, A., Larrick, R., & Morris, M. W. (1998). Thinking of others: How perspective taking changes negotiators' aspirations and fairness perceptions as a function of negotiator relationships. *Basic and Applied Social Psychology, 20*, 22-31.

- Heath, C., Larrick, R. P., & Klayman, J. (1998). Cognitive repairs: How organizations compensate for the shortcomings of individual learners. *Research in Organizational Behavior*, 20, 1-37.
- Larrick, R. P., & Blount, S. (1997). The claiming effect: Why players are more generous in social dilemmas than in ultimatum games. *Journal of Personality and Social Psychology*, 72, 810-825.
- Reprinted in *Negotiation, Decision Making and Conflict Management*, by M. H. Bazerman, Ed., 2006, Cheltenham Glos, UK: Elgar
- Larrick, R. P., & Boles, T. L. (1995). Avoiding regret in decisions with feedback: A negotiation example. *Organizational Behavior and Human Decision Processes*, 63, 87-97.
- Larrick, R. P., & Blount, S. (1995). Social context in tacit bargaining games: Consequences for perceptions of affinity and cooperative behavior. In R. Kramer & D. Messick (Eds.), *Negotiation as a Social Process* (pp. 268-284). Newbury Park, CA: Sage.
- Morris, M. W., & Larrick, R. P. (1995). When one cause casts doubt on another: A normative analysis of discounting in causal attribution. *Psychological Review*, 102, 331-355.
- Larrick, R. P. (1993). Motivational factors in decision theories: The role of self-protection. *Psychological Bulletin*, 113, 440-450.
- Larrick, R. P., Nisbett, R. E., & Morgan, J. N. (1993). Who uses the cost-benefit rules of choice? Implications for the normative status of microeconomic theory. *Organizational Behavior and Human Decision Processes*, 56, 331-347.
- Reprinted in *Rules for Reasoning*, by R. E. Nisbett, Ed., 1993, Hillsdale, NJ: Erlbaum; and in *Judgment and Decision Making: An Interdisciplinary Reader* (2<sup>nd</sup> ed.), by T. Connolly, H. R. Arkes, & K. R. Hammond, Eds., 1999, Cambridge, UK: Cambridge
- Josephs, R. A., Larrick, R. P., Steele, C. M., & Nisbett, R. E. (1992). Protecting the self from the negative consequences of risky decisions. *Journal of Personality and Social Psychology*, 62, 26-37.
- Reifman, A. S., Larrick, R. P., & Fein, S. (1991). Temper and temperature on the diamond: The heat-aggression relationship in major-league baseball. *Personality and Social Psychology Bulletin*, 17, 580-585.
- Reprinted in *Psychology is Social* (3rd Ed.), by E. Krupat, 1994, New York: Harper Collins; and in *Psychology is Social* (4th ed.), by E. Krupat, 1999, Toronto: Pearson
- Larrick, R. P., Morgan, J. N., & Nisbett, R. E. (1990). Teaching the use of cost-benefit reasoning in everyday life. *Psychological Science*, 1, 362-370.
- Reprinted in *Rules for Reasoning*, by R. E. Nisbett, Ed., 1993, Hillsdale, NJ: Erlbaum

### **Encyclopedia Entries and Other Chapters**

- Camilleri, A. R., & Larrick, R. P. (2015). Choice architecture. In R. Scott & S. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences: An Interdisciplinary, Searchable, and Linkable Resource*. 1–15.

- Larrick, R. P. & Feiler, D. C. (2013). Theory X and Theory Y: HR Strategy. In D. J. Teece & M. Augier (Eds.), *The Palgrave Encyclopedia of Strategic Management*. Palgrave MacMillan:
- Soll, J. B., Mannes, A. E., & Larrick, R. P. (2013). The “wisdom of crowds” effect. In H. Pashler (Ed.), *Encyclopedia of Mind*. Thousand Oaks: Sage Publications.
- Larrick, R. P., & Wu, G. (2012). Risk in negotiation: Judgments of likelihood and value. In G. E. Bolton & R. T. A. Croson (Eds.), *The Oxford Handbook of Economic Conflict Resolution* (pp. 279-291). New York, NY: Oxford University Press.
- Wu, G., Larrick, R. P., & Tennant, R. (2012). Biased beliefs in negotiation. In G. E. Bolton & R. T. A. Croson (Eds.), *The Oxford Handbook of Economic Conflict Resolution* (pp. 254-265). New York, NY: Oxford University Press.

### **Current Projects**

- Kay, M. B., Burson, K. A., & Larrick, R. P. (in process). *Differential effects of expertise and numeracy in numerosity judgments*.

### **Selected Recent Conference Presentations (\* = presenter)**

[Older talks are listed in this document](#)

- \*Bang, M, & Larrick, R. P. (November, 2017). *Time is not money in social perceptions: How the nature of resource expenditure influences liking*. Society for Judgment and Decision Making Conference, Vancouver, BC.
- \*Camilleri, A. R., Larrick, R. P., Hossain, S., & Patino-Echeverri, D. (November, 2017). *Consumer underestimation of energy use and greenhouse gas emissions associated with food*. Society for Judgment and Decision Making Conference, Vancouver, BC.
- \*Larrick, R. P. (November, 2017). *Debiasing: Mapping the spacing, exploring future directions*. Presidential address presented at the Society for Judgment and Decision Making Conference, Vancouver, BC.
- \*Larrick, R. P. (September, 2017). *Energy and environment*. Sector keynote address at the Behavioral Science and Policy Association Conference, New York, NY.
- \*Bang, M, & Larrick, R. P. (August, 2017) *Time is not money in social perceptions: How the nature of resource expenditure influences liking*. Academy of Management Conference, Atlanta, GA.
- \*Tang, S., Larrick, R. P., Morewedge, C., & Klein, J. (August, 2017). *How loyalty increases risky decision making*. Academy of Management Conference, Atlanta, GA.
- \*Larrick, R. P. (May, 2017). *Debiasing: A current look*. Cognition, rationality, and culture symposium: Celebrating Dick Nisbett’s career, Ann Arbor, MI.
- \*Larrick, R. P. (March, 2017). *Informing consumers: Examples from energy, nutrition, and credit*. U.S. Securities and Exchange Commission Evidence Summit: Discovering How Investors Think, Act and Save, Washington, DC.

- \*Larrick, R. P. (November, 2016). *Debiasing: Mapping the space, exploring future directions*. Keynote presentation at the Debiasing Pre-Conference at the Society for Judgment and Decision Making Conference, Boston, MA.
- \*Larrick, R. P. (June, 2016). *Consumer misunderstanding of energy use: Designing better metrics*. Behavioral Exchange (BX2016), Harvard, Cambridge, MA.
- \*Sah, S., & Larrick, R. (June, 2016). *I am immune: A sense of invulnerability predicts increased acceptance of, and influence from, conflicts of interest*. Behavioral Decision Research in Management Conference, Toronto.
- \*Tang, S., & Larrick, R. P. (June, 2016). *Unequal inequality: When unfairness between organizations is more acceptable than unfairness between individuals*. Behavioral Decision Research in Management Conference, Toronto.
- \*Larrick, R. P. (August, 2016). *Consumer misunderstanding of energy use: Designing better metrics*. Presented in the “Social psychology for climate policy” symposium organized by Kaitlin Ramer. American Psychological Association, Denver, CO.
- \*Larrick, R. P. (May, 2016). *Goals and time: Some JDM perspectives*. Presented in a session on “Goals and Time” organized by Jordan Etkin and Choice Symposium, Lake Louise Alberta, May 2016.

### **Selected Invited Colloquia**

- Rice University Jones Graduate School of Business (February 2017)
- UCLA Anderson School of Management (February 2017)
- UC Irvine Paul Merage School of Business (February 2016)
- University of Miami Business School (March 2015)
- University of Colorado, Marketing (February 2015)
- Carnegie Mellon University, Environment and Public Policy (February 2015)
- Columbia University Graduate School of Business (May 2014)
- Harvard Business School, Negotiation, Organizations, and Markets (April 2014)
- University of Pennsylvania, Wharton School, Decision Processes Seminar (December 2013)
- London Business School (April 2013)
- Georgetown University, McDonough School of Business (March 2013)
- University of Virginia, Psychology Department (September 2012)
- University of Chicago, Booth Graduate School of Business (September 2011)
- University of Minnesota, Carlson School of Management (November 2010)
- University of Southern California, Marshall School of Business (October 2010)
- University of Pennsylvania, Wharton School (November 2009)
- New York University, Stern School of Business (September 2009)
- UCLA, Anderson School of Business (May 2009)
- [Harvard University Center for the Environment](#) (April 2009)
- Harvard University, NOM seminar at Harvard Business School (April 2009)
- Harvard University, TEEM Seminar at the Kennedy School (December 2008)
- INSEAD (October 2008)
- Universitat Pompeu Fabra (October 2008)
- University of Texas, McCombs School (March 2008)
- University of Toronto, Rotman School of Management (February 2008)



- Waterloo University, Management Sciences Department (February 2008)
- Washington University, Olin School of Business (April 2007)
- Northwestern University, Kellogg Graduate School of Management (March 2007)
- Harvard University, Program on Negotiation (March 2007)
- University of Pennsylvania, Wharton School (February 2007)
- University of Chicago, Graduate School of Business (May 2006)
- University of North Carolina, Psychology Department (February 2006)
- UCLA, Anderson School (February 2005)
- UCSD, Rady School of Business (January 2005)
- Columbia University, Graduate School of Business (March 2004)
- Yale University, School of Management (December 2003)
- Northwestern University, Kellogg Graduate School of Management (May 2000)
- New York University, Stern School of Business (February 2000)
- Cornell University, Johnson School of Management (January 2000)

## Honors and Fellowships

- *President*, Society for Judgment and Decision Making, 2017.
- *Excellence in Teaching Award Honorable Mention*, Fuqua Global Executive MBA Program, 2017.
- *Bank of America Outstanding Faculty Award*, Fuqua School of Business, 2016.
- *Decision Analysis Society Publication Award Finalist*, 2016, for the 2014 article “The wisdom of select crowds,” with Albert Mannes and Jack Soll.
- *Robert B. Cialdini Award*, 2012, from the Society for Personality and Social Psychology for the 2011 article “Temper, temperature, and temptation: Heat-related retaliation in baseball,” with Thomas Timmerman, Andrew Carton, and Jason Abrevaya.
- *Fellow*, Association for Psychological Science, 2012.
- *William and Sue Gross Distinguished Research Fellow*, Fuqua School of Business, 2010-2012
- *Runner up for Best Paper Award*, 2001, from the Conflict Management Division of the Academy of Management for the 1995 article “Avoiding regret in decisions with feedback: A negotiation example” with Terry Boles.
- *Hillel Einhorn New Investigator Award*, 1996, awarded by the Society for Judgment and Decision Making for the 1995 article entitled “When one cause casts doubt on another: A normative analysis of discounting in causal attribution” with Michael Morris.
- *William S. Fishman Research Fellowship*, 1995-1996, from the University of Chicago’s Graduate School of Business.
- *Philip Brickman Memorial Prize*, 1988, awarded by the University of Michigan Psychology Department for the manuscript “Who uses the cost-benefit rules of choice?”
- *National Science Foundation Graduate Fellowship*, 1987-1990.
- *University of Michigan Regents' Fellowship*, 1986-1987, 1990-1991.
- *College of William and Mary’s Lord Botetourt Medal*, 1986, for the student “who has most distinguished him- or herself in scholarship.” GPA of 4.0 ranked first in the 1986 graduating class.
- *Phi Beta Kappa*, 1985.
- *College of William and Mary Ranking Scholar*, 1984-1986.

## Professional Affiliations

Academy of Management, American Psychological Association, American Psychological Society, Association for Consumer Research, Society for Experimental Social Psychology, Society for Judgment and Decision Making, Society for Personality and Social Psychology

## **Ph. D. Advising**

### **o Dissertation Chair**

- Simone Tang, Ph. D. expected in 2018 (co-chair with Aaron Kay)
- Devin Hargrove, Ph. D. completed in 2017
- Christina Rader, Ph. D. completed in 2015
- Min Kay, Duke University, Ph. D. completed in 2013
- Daniel Feiler, Duke University, Ph. D. completed in 2012
- Andrew M. Carton, Duke University, Ph. D. completed in 2011 (co-chair with Jonathon Cummings)
- Siyuan Huang, Duke University, Ph. D. completed in 2009
- Albert Mannes, Duke University, completed in 2009
- Min Li, Duke University, Ph. D. completed in 2008 (co-chair with Kim Wade-Benzoni)
- James Emery, Duke University, Ph. D. completed in 2006 (co-chair with Sim Sitkin).
- Kelly E. See, Duke University, Ph. D. completed in 2004.
- Jack B. Soll, University of Chicago, Ph. D. completed in 1997.

### **o Dissertation Committee Member**

- Scott Wallace, Duke University (Marketing), Ph. D. expected in 2018
- Devon Proudfoot, Duke University, Ph. D. completed in 2017
- Christy Zhou Koval, Duke University, Ph. D. completed in 2016
- Heather Mann, Duke University (Psychology), Ph. D. completed in 2015
- Kaitlin Toner, Duke University (Psychology), Ph. D. completed in 2013
- Zhenhua Chen, Duke University (Accounting), Ph. D. completed in 2012
- Jordan D. Tong, Duke University (Operations), Ph. D. completed in 2012
- Patrick Badolato, Duke University (Accounting), Ph. D. completed in 2011
- Stephen Spiller, Duke University (Marketing) Ph. D. completed in 2011
- Leigh Plunkett Tost, Duke University, Ph. D. completed in 2010
- Xuimei Zhu, Duke University, Ph. D. completed in 2009.
- Henry Sauermann, Duke University, Ph. D. completed in 2008
- Robin Tanner, Duke University (Marketing), Ph. D. completed in 2008.
- Alex Markle, University of Chicago, Ph. D. completed in 2007.
- Morela Hernandez, Duke University, Ph. D. completed in 2007.
- Kim Chi Trinh, Duke University, Ph. D. completed in 2006.
- Katherine A. Burson, University of Chicago, Ph. D. completed in 2004.
- Gregory A. Janicik, University of Chicago, Ph. D. completed in 1998.
- Veronique d'Estaintot, University of Chicago, Ph. D. completed in 1996.

### **o Current Duke Ph. D. Collaborations**

- Min Bang, Sean Fath, Jae Kim, Anyi Ma, Simone Tang.

## Editorial Positions and Reviewing

### o Associate Editor

- *Organizational Behavior and Human Decision Processes* (2017-present)
- *Management Science*, Judgment and Decision Making Department (2012-present)
- *Management Science*, Decision Analysis Department (2006-2011)

### o Department Editor

- Culture, Conflict and Cognition in *Journal of International Business Studies* (2002-2006)

### o Editorial Board Member

- *Journal of Public Policy and Marketing* (2017-present)
- *Psychological Science* (2012-present)
- *Journal of Behavioral Decision Making* (1997-present)
- *Organizational Behavior and Human Decision Processes* (2001-2010, 2016-2017)
- *Personality and Social Psychological Review* (2006-2010)
- *Personality and Social Psychology Bulletin* (2003-2005)

### o Ad Hoc Reviewer

- *Academy of Management Review*
- *Accounting Review*
- *Administrative Science Quarterly*
- *American Economic Review*
- *American Journal of Sociology*
- *Behavioral and Applied Social Psychology*
- *Behavioral Science and Policy*
- *California Management Review*
- *Climatic Change*
- *Cognition*
- *Cognitive Psychology*
- *Decision Analysis*
- *European Journal of Social Psychology*
- *Human Factors*
- *Journal of Applied Psychology*
- *Journal of Applied Social Psychology*
- *Journal of Accounting Research*
- *Journal of Behavioral Decision Making*
- *Journal of Consumer Research*
- *Journal of Economic Literature*
- *Journal of Economic Psychology*
- *Journal of Experimental Psychology: Applied*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Psychology: Learning, Memory, and Cognition*
- *Journal of Experimental Social Psychology*
- *Journal of Marketing Research*
- *Journal of Personality and Social Psychology*
- *Journal of Public Policy and Marketing*
- *Judgment and Decision Making*
- *Management Science*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*
- *Personality and Social Psychology Bulletin*
- *Perspectives on Psychological Science*
- *Proceedings of the National Acad. of Science*
- *Psychological Bulletin*
- *Psychological Review*
- *Psychological Science*
- *Science*
- *Science Advances*
- *Sloan Management Review*
- *Social Cognition*
- *Social Networks*
- *Social Psychological and Personality Science*
- *Strategic Management Journal*
- *Sustainability*

o **Grant Proposal Reviewer**

- National Science Foundation, Decision, Risk, and Management Science Program
- National Science Foundation, Methodology, Measurement, and Statistics Program

**Service and Teaching**

o **Service to Society for Judgment and Decision Making**

- President (2016-2017)
- Hillel Einhorn New Investigator Award Selection Committee, chair (2002 (ad hoc), 2004), member (2000, 2002, 2009, 2010, 2011, 2012)

o **Service to the Society for Personality and Social Psychology**

- Robert Ciadini Award Selection Committee, member (2013), chair (2014).

o **Service at Duke University (2001-present)**

- Management and Organizations Area coordinator (July, 2009 – June, 2010; July, 2012 - 2017)
- Chair of the Management Area Ph. D. program (2003 –2007; 2009 – 2015).
- Faculty Director, Center for Energy, Development, and the Global Environment (2010 – present)
- Fuqua School of Business Appointments Advisory Committee member (2012 – present)
- Fuqua School of Business Senior Faculty Review Committee member (2014 – present)
- Duke University Energy Initiative Faculty Advisory Committee member (2011 – present)
- Fuqua School of Business Distinguished Professorship Committee, member (2013-2014) and co-chair (2014-present)
- Member of the Center for Entrepreneurship and Innovation (2005 – present).
  - o Member of the Innovation Working Group
- Member of the Center on Leadership and Ethics (2004 – present).
  - o COLE Scholar
- Member of Duke’s Institutional Review Board (2006 – 2016)
- Member of the Academic Programs Committee of Duke University’s Academic Council (2013-2014)
- Member of Duke University’s Academic Council (2003, 2009-2013).
- Faculty instructor for Blue Devil Weekend mock class (Spring, 2007, 2011 - 2013)
- Fuqua School of Business Faculty Advisory Committee member (2012 – 2014)
- Fuqua School of Business Dean Search Committee member (2012 – 2013)
- Instructor for Responsible Conduct of Research training for incoming Fuqua Ph. D. students (August, 2003 – 2006, 2011).
- Duke University Energy and Environment Working Group member (2009-2011)
- FSB Triangle Area Alumni research presentation (Spring, 2007)
- Faculty presenter at Parents’ Weekend—overview of new FSB curriculum (Fall, 2007)
- Judge for the Deloitte Consulting Case Competition (Fall, 2006, 2011)
- Moderator, session on “Creating the Entrepreneurial Edge within Large Corporations,” Duke/Coach K Leadership Conference (October, 2006)
- Participant in MBA Games Preview (September, 2006)
- Member of the FSB Executive Committee (September, 2006 – July, 2007)
- Member of the Duke University search committee for Associate Vice President for Auxiliary Services (Spring, 2006)

- Faculty instructor for Parents' Weekend mock class (Fall, 2004, 2005)
- Coordinator for poster sessions, Behavioral Decision Research in Management Conference, Duke University (April, 2004).
- LEAD Program teacher (Summer, 2003, 2005).
- Member of CEBE and Technology Committee (Fall, 2002 – Fall, 2003).
- Participant at the Fuqua School of Business Diversity Conference (November, 2003).

#### o **Service at University of Chicago (1993-2001)**

- Member of the Institutional Review Board, University of Chicago (1998-2001).
- Case Leader for the City of Chicago Mayor's Office Retreat (1997).
- Case Leader for MBA Program Orientation Sessions, various dates (1993-2001).
- Member of the Behavioral Science Ph. D. Exam Committee (1993-1997).

#### o **Teaching**

- ADDADDADD
- *Leadership* (CCMBA Elective), Fuqua School of Business (2014, 2015)
- *Sustainable Business Strategy* (Daytime Elective, with Dan Vermeer), Fuqua School of Business (2012)
- *Leadership, Ethics, and Organizations* (Daytime Core), Fuqua School of Business (2007, 2009 - 2012)
- *Integrative Leadership Experience* (Daytime Core), Fuqua School of Business (2007)
- *Power and Politics* (Daytime Elective), Fuqua School of Business (2003-present)
- *Power and Politics* (Global EMBA Elective), Fuqua School of Business (2005 - 2007)
- *Managerial Effectiveness* (Daytime Core), Fuqua School of Business (2001-2006)
- *Dynamics of Bargaining* (Daytime Elective), Fuqua School of Business (2002)
- *Power and Politics in Organizations* (Daytime, Evening, and Weekend Core), University of Chicago GSB (1998-2000)
- *Strategy and Processes of Negotiation* (Daytime, Evening, and Weekend Elective), University of Chicago GSB (1994-2000)
- *Managing in Organizations* (Daytime and Evening Core), University of Chicago GSB (1994)
- *Negotiation* (Daytime Elective), Kellogg Graduate School of Management (1992-1993)
- *Negotiation and Decision Making* (Executive MBA Core), University of Chicago GSB (2001)

#### o **Additional Teaching**

- *Effective Decision Making: Obstacles and Skills*, Madison and Lila Self Graduate Fellowship Program, University of Kansas (Winter, 2012)
- *Negotiation and Leadership Skills*, Renal Physician Association, Fuqua School of Business (Fall, 2006, 2007; Spring, 2008, 2009)
- *Negotiation and Leading Organizational Change*, Museum Leadership Institute, held through the Getty Leadership Institute, Getty Museum, Los Angeles, CA (2002-2004)
- *Negotiation and Decision Making Strategies for Managers*, University of Chicago GSB (1996-2001)

#### o **Ph. D. Teaching**

- Seminar on *Micro-Organizational Behavior*, Duke University (Spring, 2005; Fall, 2009 with Allan Lind; 2010; Fall, 2011 with Aaron Kay and Allan Lind; Fall, 2012, 2013)
- Seminar on *Groups and Decision Making*, University of Chicago (Fall, 2000)

o **Fuqua Teaching Ratings**

Ratings are on a 1- to 7- point scale

| Course                                       | Program          | Years                  | Sections | Enrollment per section | Course Rating | Instructor Rating |
|--|------------------|------------------------|----------|------------------------|---------------|-------------------|
| <i>Managerial Effectiveness</i>              | Daytime Core     | 2001-2006              | 15       | ~70                    | 5.72          | 6.12              |
| <i>Power and Politics</i>                    | Daytime Elective | 2003, 2004, 2006, 2009 | 10       | 40 - 65                | 6.10          | 6.34              |
| <i>Leadership, Ethics, and Organizations</i> | Daytime Core     | 2007, 2009-2012        | 12       | ~72                    | 6.31          | 6.59              |
| <i>Sustainable Business Strategy*</i>        | Daytime Elective | 2012                   | 1        | 40                     | 6.28          | 6.69              |
| <i>Leadership</i>                            | CCMBA Elective   | 2014-15                | 2        | ~17                    | 5.64          | 5.94              |
| <i>Management and Organizations**</i>        | MMS/ DKU Core    | 2016                   | 5        | ~60                    | 6.00          | 6.30              |
| <i>Critical Thinking and Collaboration**</i> | MQM Core         | 2017                   | 2        | ~70                    | 6.23          | 6.64              |
| <i>Navigating Organizations</i>              | MQM Core         | 2017                   | 2        | ~70                    | 5.76          | 6.49              |
| <i>Management for the Global Executive</i>   | GEMBA Core       | 2016-2017              | 2        | ~48                    | 6.51          | 6.59              |

CCMBA = Cross-Continent MBA; GEMBA = Global Executive MBA; MMS = Masters of Management Studies; DKU = Duke-Kunshan University; MQM = Masters of Quantitative Management.

\* co-taught with Dan Vermeer

\*\* co-taught with Jack Soll