

## SALLY BLOUNT

Northwestern University – Kellogg School of Management  
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### **EMPLOYMENT**

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2010-present      *Dean*  
Kellogg School of Management, Northwestern University

2007 – 2010      *Advisor to the President and Provost for Global Integration*  
New York University

2004 – 2010      *Vice Dean*  
*Dean of the Undergraduate College*  
*Abraham L. Gitlow Professor of Management and Organizations*

2001 - 2004      *Professor of Management*  
Stern School of Business, New York University

1996 - 2001      *Associate Professor of Behavioral Science*  
1992 – 1996      *Assistant Professor of Behavioral Science*  
Booth School of Business, University of Chicago

1988 - 1992      *Instructor/Research Assistant*  
Kellogg School of Management, Northwestern University

1985 - 1988      *Director of Finance and Planning*  
Eva Maddox Associates, Inc., Chicago, Illinois

1983 - 1985      *Associate Consultant*  
The Boston Consulting Group, Inc., Chicago, Illinois

### **EDUCATION**

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Ph.D., 1992      *Northwestern University*  
M.S., 1991      Kellogg School of Management  
Department of Organizational Behavior  
(Specialization in the behavioral psychology of decision making and negotiations)

B.S.E., 1983      *Princeton University*  
*high honors*      Joint degree in School of Engineering and Applied Science and  
Woodrow Wilson School of International and Public Affairs  
(Majors in engineering systems and economic policy)

### **PROFESSIONAL ASSOCIATIONS**

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Academy of Management, American Psychological Association, American Psychological Society, Economic Science Association, Society for Judgment and Decision Making, International Association for Conflict Management

## **ACADEMIC HONORS AND AWARDS**

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*Division Chair* (2004-05), *Program Chair* (2002-03), *Doctoral Consortium Coordinator* (2001-02),  
 Academy of Management – Conflict Management Division  
*Review Panel Member*, National Science Foundation – DRMS program (2002-04)  
*Principal Investigator*, National Science Foundation (2001-05)  
*Best Paper Award*, Academy of Management Proceedings (2000)  
*Principal Investigator*, National Science Foundation (1998-99)  
*Executive Board member*, Economic Science Association (1997-2000)  
*Alumni Advisory Board member*, Princeton University School of Engineering (1996-2002)  
*Research Scholar*, James S. Kemper Foundation (1996-97)  
*Best Dissertation Award*, International Association for Conflict Management (1993)  
*Austin Scholar*, J. L. Kellogg Graduate School of Management (1988)  
*Visiting Scholar*, Institute of Applied Systems Analysis, Laxenburg, Austria (1982)  
*Sheldon Research Prize, Tau Beta Pi, Sigma Xi*, Princeton University (1982-83)

## **RESEARCH PUBLICATIONS**

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Jeffrey Sanchez-Burks, Caroline Bartel, and Sally Blount (2009)  
 “Performance in intercultural interactions at work: Cross-cultural differences in response to behavioral mirroring”  
*Journal of Applied Psychology* **94**, 216-223.

Sally Blount and Sophie Leroy (2007)  
 “Individual temporality in work organizations: How individuals perceive and value time at work”  
*Research in the Sociology of Work – Work Place Temporalities* **17**, 147-177.

Sally Blount, Mary Waller, and Sophie Leroy (2005)  
 “Coping with temporal uncertainty: When rigid, ambitious deadlines don’t make sense”  
*Organization at the Limit: NASA and the Columbia Disaster*, 122-139.

Sally Blount (2005)  
 “Temporal perspective”  
*Blackwell Encyclopedia of Management: Organizational Behavior – 2nd Edition*, 394-395.

Sally Blount (2004)  
 “Time in groups: An introduction”  
*Research on Managing Groups and Team* **6**, 1-7.

Ya-Ru Chen, Sally Blount, and Jeffrey Sanchez-Burks (2004)  
 “The role of status differentials in group synchronization”  
*Research on Managing Groups and Team* **6**, 111-133.

John Jost, Sally Blount, Jeffrey Pfeffer, and György Hunyady (2003)  
 “Fair market ideology: Its cognitive-motivational underpinnings”  
*Research in Organizational Behavior* **25**, 53-91.

Tanya Menon and Sally Blount (2003)  
 “The messenger bias: A relational model of knowledge valuation”  
*Research in Organizational Behavior* **25**, 137-186.

Sally Blount and Gregory Janicik (2002)

“Getting and staying in-pace: The in-synch preference and its implications for work groups”  
*Research on Managing Groups and Teams* **4**, 235-66.

Sally Blount and Gregory Janicik (2001)

“When plans change: Examining how people evaluate timing changes in work organizations”  
*Academy of Management Review* **26**, 566-585.

Sally Blount (2000)

“Whoever said that markets were fair?”  
*Negotiation Journal* **16**, 237-252.

Gregory Janicik and Sally Blount (2000)

“The ‘delay-of-game’ effect: The self-imposed costs of impatient responses to negotiation slowdowns”  
*Academy of Management Best Paper Proceedings*

Sally Blount and Richard Larrick (2000)

“Framing the game: Examining frame choice in bargaining,”  
*Organizational Behavior and Human Decision Processes* **81**, 43-71.

Christopher Hsee, George Loewenstein, Sally Blount and Max Bazerman (1999)

“Preference reversals between joint and separate evaluations of options: A review and theoretical analysis”  
*Psychological Bulletin* **125**, 576-590

Max Bazerman, Donald Moore, Ann Tenbrunsel, Kimberly Wade-Benzoni and Sally Blount (1999)

“Explaining joint versus separate preference reversals”  
*Journal of Economic Behavior and Organization* **39**, 41-58

Richard Larrick and Sally Blount (1997)

“The claiming effect: Why players are more generous in social dilemmas than ultimatum games”  
*Journal of Personality and Social Psychology* **72**, 810-825

Sally Blount and Max Bazerman (1996)

“The inconsistent evaluation of absolute versus comparative payoffs in labor supply and bargaining”  
*Journal of Economic Behavior and Organization* **30**, 227-240

Sally Blount, Melissa Thomas-Hunt and Margaret Neale (1996)

“The price is right - or is it? A reference point model of dyadic price negotiations”  
*Organizational Behavior and Human Decision Processes* **68**, 1-12

Sally Blount (1995)

“When social outcomes aren't fair: The effect of causal attributions on preferences”  
*Organizational Behavior and Human Decision Processes* **63**, 131-144

Sally Blount, Max Bazerman and Margaret Neale (1995)

“Alternative models of negotiated outcomes and the nontraditional utility concerns that limit their predictability”  
*Research on Negotiation in Organizations* **5**, 95-116

Richard Larrick and Sally Blount (1995)

“Social context in tacit bargaining games: Consequences for perceptions of affinity and cooperation”  
*Negotiation as a Social Process* (R.M. Kramer and D.M. Messick, eds.) 268-284

- Max Bazerman, Sally Blount White and George Loewenstein (1995)  
“Perceptions of fairness in interpersonal and individual choice situations”  
*Current Directions in Psychological Science* **4**, 39-43
- Sally Blount White (1994)  
“Testing an economic approach to resource dilemmas”  
*Organizational Behavior and Human Decision Processes* **58**, 428-456
- Sally Blount White and Margaret Neale (1994)  
“The role of negotiator aspirations and settlement expectancies on bargaining outcomes”  
*Organizational Behavior and Human Decision Processes* **57**, 303-317
- Sally Blount White, Kathleen Valley, Max Bazerman, Margaret Neale and Sharon Peck (1994)  
“Alternative models of price behavior in dyadic negotiations:  
Market prices, reservation prices, and negotiator aspirations”  
*Organizational Behavior and Human Decision Processes* **57**, 430-447
- Max Bazerman, George Loewenstein and Sally Blount White (1992)  
“Reversals of preference in allocation decisions: Judging an alternative versus choosing among alternatives”  
*Administrative Science Quarterly* **37**, 220-240
- Elizabeth Mannix and Sally Blount White (1992)  
“The impact of distributive uncertainty on coalition formation in organizations”  
*Organizational Behavior and Human Decision Processes* **51**, 198-219
- Kathleen Valley, Sally Blount White and Dawn Iacobucci (1992)  
“The process of assisted negotiations: A network analysis”  
*Group Decision and Negotiation* **2**, 117-236
- Kathleen Valley, Sally Blount White, Margaret Neale and Max Bazerman (1992)  
“Agents as information brokers: The effects of information disclosure on negotiated outcomes”  
*Organizational Behavior and Human Decision Processes* **51**, 220-236
- Sally Blount White and Margaret Neale (1991)  
“Reservation prices, resistance points, and BATNAs:  
Determining the parameters of acceptable negotiated outcomes”  
*Negotiation Journal* **7**, 379-38
- John Mulvey and Sally Blount White (1987)  
“Computers in the government: Modeling and policy design”  
*Public Productivity Review* **42**, 35-43
- John Mulvey and Sally Blount White (1985)  
“Using large-scale mathematical programming to construct the U.S. Statistics of Income file”  
*Applications of Management Science* **4**, 195-206

**Magazine articles/editorials:**

“International Study Shouldn’t be Elective,” Insider Higher Ed, December 19, 2008.

“Grand Illusion: Contrary to Popular Belief, Free Markets Aren’t Really Fair,” Stern Business, Fall 2002.

“No One Ever Said that Markets were Fair,” GSB Chicago magazine, Summer 1998.

**Book:**

**Time in Groups** (2004)

Sally Blount, volume editor; Margaret Neale and Elizabeth Mannix, series editors

*Research on Managing Groups and Teams in Organizations - Volume 6*

***PRESENTATIONS/INVITED TALKS***

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***Professional societies:*** Academy of Management, American Psychological Society, Association for Consumer Research, Economic Science Association, International Association for Conflict Management, International Conference on Social Dilemmas, Society for Judgment in Decision Making, Social Psychologists of Chicago

***Universities:*** Carnegie Mellon University, Columbia University, Cornell University, George Mason University, Georgetown University, Harvard University, IBM Watson Research Center, London Business School, New York University, Northwestern University, Stanford University, Tulane University, University of California at Berkeley, University of Chicago, University of Illinois, University of Michigan, University of Pennsylvania, University of Utah, University of Southern California, Washington University

***PEER REVIEWING***

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***Editorial boards:*** Academy of Management Review, Organizational Behavior and Human Decision Processes (current); International Journal of Conflict Management, Journal of Behavioral Decision Making (past)

***Ad hoc reviewing:*** Academy of Management Journal, Games and Economic Behavior, Group Decision and Negotiation, Journal of Economic Behavior and Organization, Journal of Experimental Psychology: Applied, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Israeli Science Foundation, Management Science, National Science Foundation, Personality and Social Psychology Bulletin, Psychological Science, Strategic Management Journal

***EDUCATION AND TEACHING***

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Highly-rated educator at undergraduate, MBA, doctoral, and executive levels -- including course development and teaching in behavioral decision making, ethics, leadership, negotiations, management, and organizational behavior.

- Some past corporate clients have included: Ariel Capital Management, Becton Dickinson, The Boston Consulting Group, Fortis Bank, Goldman Sachs, The Joyce Foundation, L’Oreal, McDonalds, Roche Diagnostics, RSM McGladrey, Sysco, and Volvo.
- Affiliations have included: Northwestern University’s Kellogg School, University of Chicago’s Booth School, New York University’s Stern School, CEDEP (Fontainebleau, France).

***SCHOOL AND UNIVERSITY LEVEL SERVICE***

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2007- 2010

Allocated 25% of my time to NYU's President and Provost as lead "integrator" charged with facilitating greater academic coherence and administrative collaboration across NYU's global study campuses and international degree programs spanning five continents.

- Chair of NYU's 15-person Global Network University team, representing all major NYU global initiatives; team met monthly with President and Provost
- Chair of NYU's 6-person Global Coordinating Council charged with oversight of the business infrastructure for NYU's Global Network University; council reported to NYU's Executive Vice President
- Co-chair 9-person, cross-NYU faculty team responsible for on-going faculty recruitment in the social sciences for NYU's new campus in Abu Dhabi to open in Fall 2010; chaired 5-person, cross-NYU faculty team responsible for curriculum design and initial faculty recruitment in economics and finance (2008-09).

2004-2010

Allocated 75% of my time to managing NYU's highly competitive undergraduate college of business (2400 full-time students; average SAT of 1445 out of 1600 for Fall 2009 entering class).

- Member of NYU's Senior Leadership Team and Undergraduate Deans Council reporting to NYU's President and Provost.
- Member of Stern School's 6-person senior management team reporting to Stern Dean.
- Responsible for \$80 million in annual tuition revenue and \$10+ million in annual fundraising; oversaw 25-person college staff and managed multiple liaison relationships across NYU, including with seven other NYU undergraduate colleges and NYU undergraduate admissions and career services offices, in addition to Stern academic departments and graduate degree programs.
- Major accomplishments since 2004 have included:
  - Led complete, donor-funded renovation of Stern's 100,000 square foot undergraduate campus; \$40 million raised to-date in partnership with Stern Dean, including signing a \$10 million gift in Summer 2009.
  - Successfully led restructuring of undergraduate curriculum in 2005, included increasing non-business electives by 25% and introducing new four-course, four-year Social Impact Core. Curriculum that recently received recognition from the Carnegie Foundation as among the most innovative in the country.
  - Increased student participation in semester-long study abroad programs from 25% to 75%; launched World Studies track within core business degree in Fall 2008 and new BS degree in Business and Political Economy in Fall 2009. Students accepted to these programs spend 2-3 semesters abroad at NYU campuses in Europe, Asia and Latin America as part of two new integrated, global curricula.
  - Designed and implemented new Cohorts Program for community building and leadership development among our students; program has since been copied by the Wharton School.