

Victoria Husted Medvec

Adeline Barry Davee Professor of Management and Organizations
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Kellogg School of Management
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Experience Adeline Barry Davee Professor of Management and Organizations,
Kellogg School of Management, Northwestern University (2004-present).

Adeline Barry Davee Associate Professor of Management and
Organizations,
Kellogg School of Management, Northwestern University (2000-2004).

Tenured Associate Professor, Management and Organizations,
Kellogg School of Management, Northwestern University (1998-2000).

Assistant Professor, Management and Organizations,
Kellogg School of Management, Northwestern University (1995-1998).

Lecturer, Johnson School, Cornell University (1994-1995).

Education Cornell University; Ph.D., Psychology (1991-1995).
Bucknell University; Bachelor of Arts (1982-1986).

Honors Chairs' Core Course 2003-2004 Teaching Award, Kellogg School
Sidney J. Levy 2001-2002 Teaching Award, Kellogg School
Chairs' Core Course 2000-2001 Teaching Award, Kellogg School
Sidney J. Levy 1999-2000 Teaching Award, Kellogg School
Sidney J. Levy 1996-1997 Teaching Award, Kellogg School
Society of Experimental Social Psychology 1996 Dissertation Award
Cornell University's Clark Teaching Award for Outstanding Teaching in the
College of Arts and Sciences, 1993
Phi Beta Kappa, 1986 - present

Publications Swaab R.I., Galinsky, A., Medvec, V.H., & Diermeier, D. (In press) The
communication orientation model: Explaining the diverse effects of sight, sound,
and synchronicity on negotiation and group decision making outcomes.
Personality and Social Psychology Review.

- Swaab, R.I., Diermeier, D., Kern, M., & Medvec, V.H. (2009) Who says what to whom? The impact of communication on social exclusion. *Social Cognition*, 27(3), 385-401.
- Tenbrunsel, A., Waade-Benzoni, K., Tost, L., Medvec, V.H., Thompson, L., & Bazerman, M. (2009) The reality and myth of sacred issues in ideologically-based negotiations. *Negotiations and Conflict Management Research*, 2(3), 263-284.
- Swaab, R.I., Diermeier, D., Phillips, K., Medvec, V.H. (2008) The pros and cons of dyadic conversations in small groups: The impact of group norms and task type. *Small Group Research*, 39(3), 372-390.
- Wade-Benzoni, K., Hernandez, M., Medvec, V.H. & Messick, D. (2008) In fairness to future generations: The role of egocentrism, uncertainty, power, and stewardship in judgments of intergenerational allocations. *Journal of Experimental Social Psychology*, 44, 233-245.
- Diermeier, D., Swaab, R.I., Medvec, V.H., & Kern, M. (2008) The micro-dynamics of coalition formation. *Political Research Quarterly*, 61(3), 484-501.
- Medvec, V.H., & Galinsky, A. (2005) Putting More on the Table: How Making Multiple Offers Can Increase the Final Value of the Deal. *HBS Negotiation Newsletter*, 8(4), 4-6.
- Medvec, V.H., Berger, G., Awerkamp, K., & Neale, M. (2004) Tick tock-That's the clock isn't it: The relationship between time pressure and the confirmation bias. *Research on Managing Groups and Teams*, volume 6.
- Savitsky, K., Gilovich, T., Berger, G. & Medvec, V.H. (2003). Is our absence as conspicuous as we think? Overestimating the salience and impact of one's absence from a group. *Journal of Experimental Social Psychology*, 39(4).
- Van Boven, L., Gilovich, T., & Medvec, V.H. (2003). The illusion of transparency in negotiations. *Negotiation Journal*, 19(2).
- Galinsky, A.D., Mussweiler, T., & Medvec, V.H. (2002). Disconnecting negotiated outcomes and evaluations: The role of negotiator focus. *Journal of Personality and Social Psychology*, 83(5).
- Galinsky, A.D., Seiden, V., Kim, P., & Medvec, V.H. (2002). The dissatisfaction of having your first offer accepted: The role of counterfactual thinking in negotiations. *Personality and Social Psychology Bulletin*, 28, 271-283.
- Gilovich, T., Kruger, J., & Medvec, V.H. (2002). The spotlight effect revisited: Overestimating the manifest variability of our actions and appearance. *Journal of Experimental Social Psychology*, 38, 93-99.
- Thompson, L., Medvec, V.H., Seiden, V., & Kopelman, S. (2001). Poker face, smiley face, and rant and rave: Myths and realities about emotion in negotiation.

In M. Hogg and S. Tindale (Eds.), *Blackwell Handbook in Social Psychology, Vol. 3: Group Processes*.

Gilovich, T., Medvec, V.H., & Savitsky, K. (2000). Under the spotlight: Overestimating others' attention to our performance. *Journal of Personality and Social Psychology, 78*, 211-222.

Russo, J.E., Meloy, M.G., & Medvec, V.H. (1999). Pre-decisional distortion of product information. *Journal of Marketing Research, 25*, 438-452.

Kurtzberg, T. & Medvec, V.H. (1999). Can we negotiate and still be friends? *Negotiation Journal, 15*(4), 355-361.

Gilovich, T., Medvec, V.H., & Kahneman, D. (1998). Varieties of regret: A debate and partial resolution. *Psychological Review, 105*(3).

Gilovich, T., Savitsky, K., & Medvec, V.H. (1998). The illusion of transparency: Biased assessments of others' ability to read our emotional states. *Journal of Personality and Social Psychology, 75*(2), 332-346.

Savitsky, K., Medvec, V.H., Charlton, A., & Gilovich, T. (1998). "What, me worry?": Arousal, misattribution, and the effect of temporal distance on confidence. *Personality and Social Psychology Bulletin, 25*(5), 529-536.

Medvec, V.H., & Savitsky, K. (1997). When doing better means feeling worse: The effects of categorical cutoff points on counterfactual thinking and satisfaction. *Journal of Personality and Social Psychology, 72*(6), 1284-1296.

Savitsky, K., Medvec, V. H., & Gilovich, T. (1997). Remembering and regretting: The Zeigarnik effect and the cognitive availability of regrettable actions and inactions. *Personality and Social Psychology Bulletin, 23*(3), 248-257.

Russo, J.E., Medvec, V.H., & Meloy, M.G. (1996). The distortion of information during decisions. *Organization Behavior and Human Decision Processes, 66*(1), 102-110.

Medvec, V.H., Madey, S., & Gilovich, T. (1995). When less is more: Counterfactual thinking among Olympic medalists. *Journal of Personality and Social Psychology, 69*(4), 603-610. Reprinted in T. Gilovich, D. W. Griffin, & D. Kahneman (Eds.). (2002). Heuristics and biases: The psychology of intuitive judgment. New York: Cambridge University Press.

Gilovich, T., & Medvec, V.H. (1995). The experience of regret: What, when, and why? *Psychological Review, 102*(2), 379-395.

Gilovich, T., & Medvec, V.H. (1995). Some counterfactual determinants of satisfaction and regret. In N. Roese & J. Olson (Eds.), *The Psychology of Counterfactual Thinking*. Hillsdale, NJ: Erlbaum.

Hattiangadi, N., Medvec, V.H., & Gilovich, T. (1995). Failing to act: Regrets of

Terman's geniuses. *International Journal of Aging and Human Development*, 40(3), 175-185.

Gilovich, T., Medvec, V.H., & Chen, S. (1995). Commission, omission, and dissonance reduction: Coping with regret in the "Monty Hall" problem. *Personality and Social Psychology Bulletin*, 21(2), 182-190.

Gilovich, T., & Medvec, V.H. (1994). The temporal pattern to the experience of regret. *Journal of Personality and Social Psychology*, 67(3), 357-365.

Gilovich, T., Kerr, M., & Medvec, V.H. (1993). The effect of temporal perspective on subjective confidence. *Journal of Personality and Social Psychology*, 64(4), 552-560.

Papers Under Review and In Progress Leonardelli, G., Medvec, V.H., Galinsky, A., & Clausen-Schulz, A. Building interpersonal and economic capital by negotiation with multiple equivalent simultaneous offers. Manuscript under review.

Kern, M., Rothbard, N., Galinsky, A.D., & Medvec, V.H. Psychological lithium: The role of prior task engagement and emotional reaction on subsequent engagement. Manuscript under review.

Swaab, R. Medvec, V. H., & Diermeier, D. Communication media and negotiations: Meta-analyses on processes and outcomes. Manuscript under review.

Berger, G. & Medvec, V.H. The illusion of transparency in transmittal. Working manuscript.

Presentations Swaab, R.I., Phillips, K.W., Diermeier, D., & Medvec, V.H. The Pros and Cons of Dyadic Interaction in Group Settings. Symposium presentation at the Academy of Management, 2007.

Swaab, R. Kern, M., Diermeier, D., & Medvec, V.H. Shut out of the deal? The impact of communication channels on outcome exclusion in multiparty negotiations. Won Best Empirical Paper Award, International Association for Conflict Management, 2006.

Medvec, V.H., Leonardelli, G., Galinsky, A., and Claussen-Schulz, A. Choice and Achievement at the Bargaining Table: The Distributive, Integrative and Interpersonal Advantages of Making Multiple Equivalent Simultaneous Offers. International Association of Conflict Management, June 2005.

Medvec, V.H., Leonardelli, G., Galinsky, A., and Claussen-Schulz, A. Multiple Equivalent Simultaneous Offers. EAESP in Germany, July 2005.

Medvec, V.H. Kern, M., Medvec, V.H., & Diermeier, D. The Camp David

effect: The efficiency of multi-party negotiations. Academy of Management, 2004.

Medvec, V.H. & Rothbard, N. Psychological lithium: The role of prior task engagement and emotional reaction on subsequent engagement. Academy of Management, 2004.

Medvec, V.H. Managing the other side's satisfaction in a negotiation. Invited address given at Columbia Business School, November, 2003.

Medvec, V.H. Kern, M., Medvec, V.H., & Diermeier, D. (2003) The efficiency of multi-party negotiations. Presentation at International Association of Conflict Management.

Medvec, V.H., Berger, G., Awerkamp, K., & Neale, M. (2002). Tick-tock –That's the clock isn't it: The relationship between time pressure and the confirmation bias. Presentation at Stanford University.

Medvec, V.H., VanBoven, L., & Gilovich, T. (2001). Detecting information in negotiations. Presentation given at the Academy of Management Annual Meeting.

Berger, G. & Medvec, V.H. (2001). The illusion of transparency intrasmittal. Presentation given at the International Association for Conflict Management.

Dumas, T. & Medvec, V.H. (2001). Higher pay, lower satisfaction?: The effect of categorical cutoff points and counterfactual thinking on satisfaction with monetary rewards. Presentation given at the Academy of Management Annual Meeting.

Seiden, V., Galinsky, A., Kim, P., & Medvec, V.H. (2000). The dissatisfaction of having your first offer accepted. Presentation given at the Academy of Management Annual Meeting.

Rothbard, N., Galinsky, A., & Medvec, V.H. (2000). The role of prior task engagement and emotional reaction on subsequent engagement. Presentation given at the Academy of Management Annual Meeting.

Van Boven, L., Medvec, V.H., & Gilovich, T. (2001). Why didn't you hear what I told you: The illusion of transparency in negotiations. Presentation given at the Academy of Management Annual Meeting.

Berger, G. & Medvec, V.H. (2001). Why didn't you do what I told you: The illusion of transparency in performance appraisals. Presentation given at the International Association for Conflict Management.

Seiden, V., Galinsky, A., Kim, P., & Medvec, V.H. (2000). The dissatisfaction

of having your first offer accepted. Presentation given at the Academy of Management Annual Meeting.

Rothbard, N., Galinsky, A., & Medvec, V.H. (2000) The role of prior task engagement and emotional reaction on subsequent engagement. Presentation given at the Academy of Management Annual Meeting.

Seiden, V. & Medvec, V.H. (1999). Personal and work regret: A look at what managers in the 1990's regret most. Presentation given at the Academy of Management Annual Meeting.

Seiden, V., Galinsky, A., Medvec, V.H., & Kim, P. (1999). The dissatisfaction of having your first offer accepted. Presentation given at the International Association for Conflict Management.

Medvec, V.H. (1998). Under the spotlight. Invited address to the Indiana University Department of Psychology.

Lacey, R., Messick, D., & Medvec, V.H. (1998). Sources of bias in causal explanations of accidents. Presentation given at the Academy of Management Annual Meeting.

Brett, J., Medvec, V.H., & Stroh, L. (1998). The overworked American manager. Invited address at London Business School.

Medvec, V.H. (1996). What might have been, what almost was, what used to be: Subjective determinants of satisfaction. Invited address to the Annual Meeting of the Society for Experimental Social Psychology.

Medvec, V.H., & Savitsky, K. (1996). Increasing rewards, decreasing satisfaction: The paradox of counterfactual cutoff points. Paper presented at the Academy of Management Annual Meeting.

Medvec, V.H., & Savitsky, K. (1995). What need not have been: How counterfactual thoughts influence ethical judgments. Paper presented at the Social Justice Research Conference.

Medvec, V.H. (1995). What might have been: The impact of counterfactual thinking on satisfaction and regret. Invited talk to the Princeton University Department of Psychology.

Charlton, A., Gilovich, T., & Medvec, V.H. (1995). Arousal as a cue to confidence. Paper presented at the Eastern Psychological Association Annual Meeting.

Medvec, V.H., Valley, K., & Thaler, R. (1994). Concession aversion: Is it risk-seeking or pain avoidance? Paper presented at the Academy of Management Annual Meeting.

Medvec, V.H., & Gilovich, T. (1994). Counterfactual thinking on the playing field: Athletics and organizations. Paper presented at the Behavioral Decision Research in Management Conference.

Medvec, V.H., & Gilovich, T. (1994). Under the spotlight: Overestimating others' attention to our performance. Paper presented at the Eastern Psychological Association Annual Meeting.

Gilovich, T., & Medvec, V.H. (1994). The experience of regret: What, when, and why. Paper presented at the Judgment and Decision Making Annual Meeting.

Savitsky, K., Medvec, V.H., & Gilovich, T. (1994). Forgetting and regretting: The Zeigarnik effect and the experience of regret. Poster presented at the Eastern Psychological Association Annual Meeting.

Russo, J., & Medvec, V.H. (1994). Affect-driven distortion of product information in consumer search activities. Paper presented at the Annual Conference of the Association for Consumer Research.

Medvec, V.H., Gilovich, T., & Madey, S. (1993). When doing better means feeling worse: Counterfactual thinking among bronze and silver Olympic medalists. Paper presented at the American Psychological Association Annual Meeting.

Medvec, V.H., Gilovich, T., & Chen, S. (1993). Commission, omission, and dissonance reduction: Coping with regret in the Monty Hall Problem. Paper presented at the Eastern Psychological Association Annual Meeting.

Gilovich, T., & Medvec, V.H. (1993). The experience of regret: What, when, and why. Paper presented at the American Psychological Association Annual Meeting.

**Key
Professional
Service**

**Executive Director and Co-Founder, Center for Executive Women
Kellogg School of Management, Northwestern University**
(August, 2001-present)

Initiated in June of 2001, the Center for Executive Women (CEW) is a research, resource and education center dedicated to helping senior-level women advance to top executive and board positions in Fortune 1000 companies. Accomplishments to date include (1) launching a very successful Women's Director Development Program for CEOs, CFOs, Presidents, and other senior-level women, (2) generating significant external financial donations, (3) initiating a research symposium series to showcase research related to CEW's mission, (4) creating cases featuring female protagonists for the MBA curriculum, and (5) championing new female candidates for board positions and placing female directors on Fortune 1000 boards.

Chair, Doctoral Student Admissions Committee—MORS Department
(2007-2008, 2005 – 2006)

Responsible for the selection of next year's incoming PhD students. Because of a

disappointingly small class last year, the committee determined that the department's recruiting strategy needed to be revised. I facilitated these major changes including an early recruiting weekend that required interviews before acceptance, increased interaction with faculty members and current doctoral students, and improved communication with the recruits during the decision process. These efforts resulted in a successful recruiting year with seven new highly talented students joining our program next year.

Curriculum Committee (September, 2001 – 2005).

Kellogg School of Management, Northwestern University

Responsible for the review of the MBA curriculum and creation of new initiatives. One of the architects for a new required preterm course for the Management and Organizations department. Coordinated the development and implementation of this new course; the course was extremely well-received across all of the sections and instructors.

Chair, Program Review Committee (June, 2003 – September 2005).

Program Review Committee Member (September, 2001- June, 2003).

Program Review Subcommittee Member (September, 2000- June, 2001).

Northwestern University

Currently leading the university's program review process. This very intensive process strives to improve the quality of all departments and administrative units within the university. Each year, a review of more than 20 departments or units is completed. The review involves a self-study by each unit, an internal review by a university subcommittee, and an external review by leading experts in the discipline. The entire process is coordinated by the Program Review Committee who reports their findings and recommendations directly to the University President and Provost.

Faculty Advisory Committee on Research (January, 2004 – 2006).

Northwestern University

A member of a small group of faculty invited to work directly with the University's Vice President of Research to enhance and expand the research enterprise at Northwestern University.

**Board
Positions**

Board of Directors, Guaranty Bank

Advisory Board, Shields Meneley Partners

**Related
Professional
Experience**

The University of Akron, Akron, OH

Associate Director of Development (January, 1989 - August, 1991).

Completed a \$52 million capital campaign. Responsible for fund-raising initiatives in the College of Engineering and the University's general scholarship program, soliciting gifts ranging from \$1,000 to \$1 million. Researched and prepared grant proposals. Worked closely with the University's president and deans.

United Way of Summit County, Akron, OH

Campaign Associate/ Grant Director (May, 1987 - December, 1988).

Raised approximately \$3 million each year. Cultivated 1000 corporate and

public-sector accounts. Established and implemented a full-time Loaned Executive Program, a corporate cultivation plan, and other innovative fundraising strategies. Supervised five full-time employees, 13 temporary staff members, and 120 key volunteers. Achieved a 23 percent increase in fundraising attainment.

United Way of America, Alexandria, VA

Management Trainee (June, 1986 - May, 1987).

Selected as one of ten individuals nationally to participate in this management training program. Organized and conducted complete county-wide solicitation campaign. Accomplishments included a 16 percent increase in assigned sections and a 32 percent increase in major corporate accounts.