MURNIGHAN, J. KEITH

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<u>Current Position</u> Harold H. Hines Jr. Distinguished Professor of Risk Management,

Department of Management and Organizations, Kellogg School of

Management, Northwestern University, Evanston, Illinois, 1996 – present

Honors and Awards

Clarence L. Ver Steeg Graduate Faculty Award, Northwestern University, 2009-10, recognizing outstanding graduate student mentoring.

Honorary Doctor of Science (Economics), 2010, London Business School, in recognition of distinguished contributions to the field of Management and Organization Studies.

Best Professor, 2009, Executive MBA program, Kellogg-Hong Kong University of Science and Technology, KH11.

Distinguished Educator, Academy of Management, 2006. A Career Achievement Award.

Outstanding Conference Paper, 2003, from the International Association for Conflict Management

Best Paper, Organizational Behavior, Administrative Science Association of Canada meetings, London, Ontario, 2001.

Best Professor, Executive MBA program, Kellogg-Hong Kong University of Science and Technology, 1998 (the inaugural class), awarded in 2007.

Outstanding Paper in Organizational Behavior, 1998, from the Academy of Management.

Teaching Excellence Award, 1995-96, Commerce Graduate Students, University of British Columbia.

Professor of the Year Award, 1993, MBA Association of the College of Commerce and Business Administration, University of Illinois.

Graduate Excellence-in-Teaching Award, 1992, College of Commerce and Business Administration, University of Illinois.

Best Paper, Intragroup Conflict. The International Association for Conflict Management meetings, 1991, Amsterdam.

Listed among teachers ranked as excellent/outstanding at the University of Illinois by their students for

Negotiations (MBA); Intro OB (core and exec MBA); Research Methods, Current Micro OB (PhDs) Positions prior to Kellogg

1993 - 1996 W. J. Van Dusen Distinguished Professor, Industrial

Relations Management Division, Faculty of

Commerce and Business Administration, University

of British Columbia, Vancouver, Canada

1974 - 1993 Assistant to Full Professor, Department of Business

Administration, Organizational Behavior Group, University

of Illinois, Urbana-Champaign.

Temporary/Visiting Positions

Summer, 2002 Visiting Professor, Beijing University, Guanghua

School of Business

Summers 1999, 2001, 2002 Visiting Professor, London Business School

Spring 2007

Springs, 2002-2004 Visiting Professor, Indian School of Business

1994 - 1998 Associate Editor, <u>Administrative Science Quarterly</u>

Summer 1992 Director, Institute on Negotiation and Dispute

Resolution, Center for Advanced Study in the Behavioral Sciences, Stanford, California

Spring 1991 Visiting Scholar, Dispute Resolution Research

Center, Kellogg School of Management, Northwestern University, Evanston, Illinois

Spring/Summer 1990 Fellow, Center for Advanced Study in the

Behavioral Sciences, Stanford, California

1986 - 1988 Visiting Professor, Fuqua School of Business,

Duke University, Durham, North Carolina

Fall 1984 Visiting Professor, Ecole Superieure des

Sciences Economiques et Commerciales

(ESSEC), Cergy Pontoise, France

1983 - 1984 Research Professor, Bureau of Economic

and Business Research, University of

Illinois, Urbana-Champaign.

Spring/Summer 1981	Visiting Professor, Department of Business Studies, Organisational Behaviour Group, University of Warwick, Coventry, England.
1975 - 1976	Research Associate, Center for Advanced Study, University of Illinois, Urbana-Champaign.
1970 - 1974	Graduate Research and Teaching Assistant, Department of Psychological Sciences, Purdue University, Lafayette, Indiana.

Education

Purdue University: Ph.D., 1974 (Social Psychology)

M.S., 1972 (Social Psychology)

B.A., 1970 (Psychology major; Mathematics minor)

Books

Murnighan, J. K. <u>The Dynamics of Bargaining Games</u>. Prentice Hall, 1991. *Translated into Japanese, 1993.

Murnighan, J. K. <u>Bargaining Games: A New Approach to Strategic Thinking in Negotiations</u>. William Morrow & Sons, 1992.

Murnighan, J. K. & Mowen, J. C. <u>The Art of High-Stakes Decision-Making: Tough Calls in a Speed-Driven World.</u> John Wiley & Sons, 2002.

*Translated into Dutch, 2004.

*Chapter 1 reprinted in <u>The Organizational Behavior Reader</u>, 9th edition, edited by J. S. Osland, I. M. Rubin, D. A. Kolb, and M. W. Turner, 2009. Prentice Hall.

Edited Books

Murnighan, J. K. (Ed.) <u>Social Psychology in Organizations: Advances in Theory and Research.</u> Prentice Hall, 1993.

De Cremer, D., Zeelenberg, M., & Murnighan, J. K. (Eds.) <u>Social Psychology and Economics</u>. Mahwah, NJ: Lawrence Erlbaum Associates, 2006.

*The subject of a Book Review Symposium (an introduction and three reviews) in the Academy of Management Review, 2007, 32, 668-677.

De Cremer, D., van Dick, R., & Murnighan, J. K. (Eds.) <u>Social Psychology and Organizations</u>. Psychology Press, 2010.

Papers

Murnighan, J. K. & Castore, C. H. (1975). An experimental test of three choice shift hypotheses. Memory and Cognition, 3, 171-174.

Moskowitz, H. & Murnighan, J. K. (1975). Reports of exceptions: An experimental study of information centralization. Omega, The International Journal of Management Science, 3, 229-234.

Murnighan, J. K. & Leung, T. K. (1976). The effects of leadership involvement and the importance of the task on subordinates' performance. Organizational Behavior and Human Performance, 17, 229-310.

Moskowitz, H. & Murnighan, J. K. (1976). Information centralization of organizational information structures via reports of exceptions. <u>Journal of Business Research</u>, 4, 145-162.

Murnighan, J. K., Komorita, S. S., & Szwajkowski, E. (1977). Theories of coalition formation and the effects of reference groups. <u>Journal of Experimental Social Psychology</u>, <u>13</u>, 166-181.

Murnighan, J. K. & Roth, A. E. (1977). The effects of communication and information availability in an experimental study of a three-person game. <u>Management Science</u>, <u>23</u>, 1336-1348.

Roth, A. E. & Murnighan, J. K. (1978). Equilibrium behavior and repeated play in prisoners' dilemma games. <u>Journal of Mathematical Psychology</u>, <u>17</u>, 189-198.

Murnighan, J. K. & Roth, A. E. (1978). Large group bargaining in a characteristic function game. <u>Journal of Conflict Resolution</u>, 22, 299-317.

Castore, C. H. & Murnighan, J. K. (1978). Determinants of individual support of group decisions. <u>Organizational Behavior and Human Performance</u>, <u>22</u>, 75-92.

Murnighan, J. K. (1978). Models of coalition behavior: Game theoretic, social psychological and political perspectives. <u>Psychological Bulletin</u>, <u>85</u>, 1130-1153.

*Reprinted in M. H. Bazerman (Ed.). 2005. <u>Negotiation, Decision Making, and Conflict Management</u>. Cheltenham, UK: Edward Elgar.

*Reprinted in L. E. Susskind and L. Crump (Eds.), 2008. Multiparty Negotiations. Sage.

Murnighan, J. K. (1978). Strength and weakness in four coalition situations. <u>Behavioral Science</u>, <u>23</u>, 195-208.

Murnighan, J. K. & Szwajkowski, E. (1979). Coalition bargaining in four games that include a veto player. <u>Journal of Personality and Social Psychology</u>, <u>37</u>, 1933-1946.

Murnighan, J. K. & Roth, A. E. (1980). The effects of group size and communication availability on coalition bargaining in a veto game. <u>Journal of Personality and Social Psychology</u>, 39, 92-103.

Murnighan, J. K. (1981). Group decision making: What strategies should you use? <u>Management Review</u>, <u>70</u>, 55-62.

Murnighan, J. K. (1981). Defectors, vulnerability and relative power: Some causes and effects of leaving a stable coalition. <u>Human Relations</u>, <u>34</u>, 589-609.

Murnighan, J. K. (1981). Training independent social scientists. <u>Exchange, The Organizational Behavior Teaching Journal</u>, 6, (No. 3), 9-11.

Roth, A. E., Malouf, M. W. K., & Murnighan, J. K. (1981). Sociological versus strategic variables in bargaining. <u>Journal of Economic Behavior and Organization</u>, 2, 153-178.

Murnighan, J. K. (1982). Game theory and the structure of decision making groups. In R. Guzzo (Ed.), Improving Group Decision Making in Organizations, New York: Academic Press, 73-95.

Murnighan, J. K. (1982). Evaluating theoretical predictions in the social sciences: Coalition theories and other models. <u>Behavioral Science</u>, <u>27</u>, 125-130.

Boje, D. M. & Murnighan, J. K. (1982). Group confidence pressures in nominal and Delphi groups. Management Science, 28, 1187-1196.

Roth, A. E. & Murnighan, J. K. (1982). The role of information in bargaining: An experimental study. <u>Econometrica</u>, <u>50</u>, 1123-1142.

Book Review. (1982). <u>The Social Psychology of Power</u> by Sik Hong Ng. <u>British Journal of Social Psychology</u>, 21, 73-74.

Roth, A. E. & Murnighan, J. K. (1983). Information and aspirations in two-person bargaining. In R. Tietz (Ed.), Aspiration Levels in Bargaining and Economic Decision Making, NY: Springer, 91-103.

Murnighan, J. K. & Roth, A. E. (1983). Expecting continued play in prisoner's dilemma games: A test of several models. <u>Journal of Conflict Resolution</u>, <u>27</u>, 279-300.

Murnighan, J. K. (1983). Discussions with British string quartets: A preliminary report. <u>American Ensemble</u>, 6, No. 3, 10-11.

Murnighan, J. K. & Vollrath, D. A. (1984). Hierarchies, coalitions, and organizations. In S. B. Bacharach and E. J. Lawler (Eds.), <u>Research in the Sociology of Organizations</u>, Vol. 3, 157-187. Greenwich, Conn.: JAI Press.

Bartunek, J. M. & Murnighan, J. K. (1984). Reflecting on the Nominal Group Technique: Altering the basic procedure and its underlying assumptions. <u>Group and Organization Studies</u>, 9, 417-432.

Albers, W., Crott, H., & Murnighan, J. K. (1985). The formation of blocs in an experimental study of coalition formation. <u>Journal of Occupational Behavior</u>, <u>6</u>, 33-48.

Murnighan, J. K. (1985). Coalitions in decision-making groups: Organizational analogs. <u>Organizational Behavior and Human Decision Processes</u>, <u>35</u>, 1-26. (Lead article)

Bettenhausen, K. & Murnighan, J. K. (1985). The emergence of norms in competitive decision making groups. <u>Administrative Science Quarterly</u>, 30, 350-372.

Murnighan, J. K. (1986). Organizational coalitions: Structural contingencies and the formation process. In Lewicki, R., Sheppard, B., and Bazerman, M. (Eds.), <u>Research on Negotiations in Organizations</u>, Volume 1.

Murnighan, J. K. (1986). The structure of mediation and intravention: Comments on Carnevale's strategic choice model. <u>Negotiation Journal</u>, 4, 351-356.

Wagner, J. A. & Murnighan, J. K. (1986). Nuts and dilemmas: A research note. <u>Behavioral Science</u>, <u>31</u>, 254-259.

Murnighan, J. K., Roth, A. E., & Schoumaker, F. (1987). Risk aversion and bargaining: Some preliminary experimental results. <u>European Economic Review</u>, 31, 265-271.

Murnighan, J. K., Roth, A. E., & Schoumaker, F. (1988). Risk aversion in bargaining: An experimental study. <u>Journal of Risk and Uncertainty</u>, 1, 101-124.

King, T. R. & Murnighan, J. K. (1988). Stability and outcome tradeoffs in asymmetric dilemmas: Conditions promoting the discovery of alternating solutions. In R. Tietz, W. Albers and R. Selten (Eds.), <u>Bounded Rational Behavior in Experimental Games and Markets</u>. NewYork: Springer, 85-94.

Roth, A. E., Murnighan, J. K., & Schoumaker, F. (1988). The deadline effect in bargaining: Some experimental evidence. American Economic Review, 78, 806-823.

Murnighan, J. K. & Bazerman, M. H. (1990). A perspective on negotiation research in accounting and auditing. The Accounting Review, 65, 642-657.

Murnighan, J.K., King, T. R., & Schoumaker, F. (1990). The dynamics of cooperation in asymmetric dilemmas. In E. Lawler, B. Markovsky, C. Ridgeway, and H. Walker (Eds.), <u>Advances in Group Processes</u>, Vol. 7, 179-202. Greenwich, Conn.: JAI Press.

Murnighan, J. K. & Brass, D. J. (1991). Intraorganizational coalitions. In M. Bazerman, R. Lewicki, and B. Sheppard (Eds.), The Handbook of Negotiation Research, 283-306. Greenwich, Conn.: JAI Press.

*Bettenhausen, K. & Murnighan, J. K. (1991). The development of an intragroup norm and the effects of interpersonal and structural challenges. <u>Administrative Science Quarterly</u>, 36, 20-35.

*Reprinted in Gersick, C. J. G. (Ed.). 1994. <u>Group Management: Current Issues in Practice and Research</u>. New York: Dartmouth Publishing Company.

Murnighan, J. K. & Conlon, D. J. (1991). The dynamics of intense work groups: A study of British string quartets. <u>Administrative Science Quarterly</u>, 36, 165-186. (Lead article)

Murnighan, J. K. (1991). Cooperating when you know your outcomes will differ. <u>Simulation and Gaming</u>, 22, 463-475.

Murnighan, J. K. & King, T. R. (1992). Using leverage in asymmetric dilemmas: Alternation and cooperation in complex mixed motive conflict. In W. Liebrand, D. Messick, and H. Wilke (Eds.), <u>A Social Psychological Approach to Social Dilemmas</u>, 163-182. Oxford: Pergamon Press.

Murnighan, J. K. (1993). Theory and research in social psychology and organizations. In Murnighan, J. K. (Ed.) <u>Social Psychology in Organizations: Advances in Theory and Research</u>. Prentice Hall: Englewood Cliffs, NJ.

Kahn, L. M. & Murnighan, J. K. (1993). A general experiment on bargaining in demand games with outside options. <u>American Economic Review</u>, 83: 1260-1280.

Kahn, L. M. & Murnighan, J. K. (1993). Conjecture, uncertainty, and cooperation in prisoner's dilemma games: Some experimental evidence. <u>Journal of Economic Behavior and Organization</u>, 22: 91-117.

*Murnighan, J. K., Kim, J. W., & Metzger, A. R. (1993). The volunteer dilemma. <u>Administrative Science Quarterly</u>, 38: 515-538. (Lead article)

*Reprinted in M. H. Bazerman (Ed.). 2005. <u>Negotiation, Decision Making, and Conflict Management</u>. Cheltenham, UK: Edward Elgar.

Conlon, D. J., Carnevale, P., & Murnighan, J. K. (1994). Intravention: Third party intervention with clout. <u>Organizational Behavior and Human Decision Processes</u>, 57: 387-410.

Murnighan, J. K. (1994). Game theory and organizational behavior. In B. M. Staw and L. L. Cummings (Eds.), Research in Organizational Behavior, 16: 83-123. Greenwich, Conn.: JAI Press.

Lim, S. G. & Murnighan, J. K. (1994). Phases, deadlines, and the bargaining process. <u>Organizational Behavior and Human Decision Processes</u>, 58: 153-171. (Lead article.)

Murnighan, J. K. & Pillutla, M. M. (1995). Fairness and self-interest: Asymmetric moral imperatives in ultimatum bargaining. In Kramer, R., and Messick, D. (Eds.), <u>Negotiation as a Social Process</u>, pages 240-267. Thousand Oaks, CA: Sage.

Pillutla, M. M. & Murnighan, J. K. (1995). Being fair or appearing fair: Strategic behavior in ultimatum bargaining. <u>Academy of Management Journal</u>, 38: 1408-1426.

Murnighan, J. K. (1995). Coalition formation. Consensus. Exchange relations. Game theory. Group

cohesiveness. Prisoners' dilemma. Reciprocity. Entries in Nicholson, Nigel (Ed.), <u>A Dictionary of Organizational Behavior</u>, pages 63-64, 100, 170, 187-189, 199, 443-444, 470. Blackwell: Oxford.

Straub, P. G. & Murnighan, J. K. (1995). An experimental investigation of ultimatums: Common knowledge, fairness, expectations, and lowest acceptable offers. <u>Journal of Economic Behavior and Organization</u>, 27, 345-364.

Murnighan, J. K. (1995). Coalition formation. Reciprocity. Entries in C. L. Cooper and C. Argyris (Eds.), Encyclopedia of Management, pages 81, 545. Blackwell: Oxford.

Murnighan, J. K. (1996). Revising and resubmitting: Author emotions, editor roles, and the value of dialogue. In Frost, P. J., and Taylor, S. (Eds.), <u>Rhythms of Academic Life</u>, pages 135-142. Thousand Oaks CA: Sage.

Foreman, P. & Murnighan, J. K. (1996). Learning to avoid the winner's curse. <u>Organizational Behavior and Human Decision Processes</u>, 67: 170-180.

McLean Parks, J., Boles, T. L., Conlon, D. J., DeSouza E., Gatewood, W., Gibson, K. L., Halpern J., Locke D., Nekich, J., Straub P. G., Wilson G., & Murnighan, J. K. (1996). Distributing adventitious outcomes: Social norms, egocentric martyrs, and the effects on future relationships. <u>Organizational Behavior and Human Decision Processes</u>, 67: 181-200.

Pillutla, M. M. & Murnighan, J. K. (1996). Unfairness, anger, and spite: Emotional rejections of ultimatum offers. <u>Organizational Behavior and Human Decision Processes</u>, 68: 208-224.

Kim, J. W. & Murnighan, J. K. (1997). The effects of connectedness and self interest in the organizational volunteer dilemma. <u>International Journal of Conflict Management</u>, 8: 32-51.

*Lau, D. & Murnighan, J. K. (1998). Demographic diversity and faultlines: The compositional dynamics of organizational groups. <u>Academy of Management Review</u>, 23: 325-340.

*Received the Outstanding Paper in Organizational Behavior Award, 1998, from the Academy of Management.

Murnighan, J. K. & Saxon, M. S. (1998). Ultimatum bargaining by children and adults. <u>Journal of Economic Psychology</u>, 19: 415-445.

Gibson, K. S., Bottom, W., & Murnighan, J. K. (1999). Once bitten: Defection and reconciliation in a cooperative enterprise. <u>Business Ethics Quarterly</u>, 9: 69-86.

Murnighan, J. K. (1999). The Analytics and Practicality of Fair Division Procedures: A Review Essay. A review of <u>Fair Division: From Cake-Cutting to Dispute Resolution</u>, by Steven J. Brams and Alan D. Taylor. <u>Social Justice Research</u>, 12: 151-164.

Murnighan, J. K. & Ross, T. (1999). On the collaborative potential of psychology and economics.

(The introduction to a special issue). <u>Journal of Economic Behavior and Organization</u>, 39: 1-10.

Ventresca, M. & Murnighan, J. K. (1999). Book review. <u>Debating Rationality: Non-rational Aspects of Organizational Decision Making</u>. Jennifer Halpern and Robert Stern, eds. <u>Administrative Science Quarterly</u>, 44: 832-837.

Moore, D. A. & Murnighan, J. K. (1999). Alternative models of the future of the social psychology of negotiations. <u>Negotiation Journal</u>, 15: 347-354.

Murnighan, J. K., Babcock, L., Thompson, L., & Pillutla, M. M. (1999). The information dilemma in negotiations: Effects of experience, incentives, and integrative potential. <u>International Journal of Conflict Management</u>, 10, 313-339.

Boles, T. L., Croson, R. T. A. & Murnighan, J. K. (2000). Deception and retribution in repeated ultimatum bargaining. <u>Organizational Behavior and Human Decision Processes</u>, 83: 235-259.

Lee, J. A. & Murnighan, J. K. (2001). The empathy-prospect model and the choice to help. <u>Journal of Applied Social Psychology</u>, 31: 816-839.

Murnighan, J. K., Cantelon, D. A., & Elyashiv, T. (2001). Bounded personal ethics and the tap dance of real estate agency. In J. A. Wagner III, J. M. Bartunek, and K. D. Elsbach (Eds.), <u>Advances in Qualitative Organizational Research</u>, 3: 1-40. New York: Elsevier/JAI.

Murnighan, J. K., Oesch, J., & Pillutla, M. M. (2001). Player types and self impression management in dictatorship games: Two experiments. <u>Games and Economic Behavior</u>, 37: 388-414.

Murnighan, J. K. (2001). Images of a new time, 2001. (Introduction to the first of three shows of art and poetry.) <u>Journal of Management Inquiry</u>, 10, 128.

Murnighan, J. K. (2002). A very extreme case of the dollar auction. <u>Journal of Management Education</u>, 26: 56-69.

Murnighan, J. K. (2002). The delights of history, the thrill of the present, and hopes for the future: looking at a new millennium for the field of organizational behavior: observation, reflections, and anticipation. <u>Journal of Management Inquiry</u>, 11, 13-15.

Bottom, W., Daniels, S., Gibson, K. S., & Murnighan, J. K. (2002). When talk is not cheap: Substantive penance and expressions of intent in rebuilding cooperation. <u>Organization Science</u>, 13, 497-513.

Malhotra, D. & Murnighan, J. K. (2002). The effects of contracts on interpersonal trust. <u>Administrative Science Quarterly</u>, 47, 534-559.

Croson, R., Boles, T., & Murnighan, J. K. (2003). Cheap talk in bargaining experiments: lying and threats in ultimatum games. <u>Journal of Economic Behavior and Organization</u>, 51, 143-159. (Lead article.)

- Pillutla, M., Malhotra, D., & Murnighan, J. K. (2003). Attributions of trust and the calculus of reciprocity. <u>Journal of Experimental Social Psychology</u>, 39, 448-455.
- Pillutla, M. & Murnighan, J. K. (2003). Fairness in bargaining. Social Justice Research, 16, 241-262.
- Oesch, J. & Murnighan, J. K. (2003). Egocentric perceptions of relationship, competence, and trustworthiness in salary allocation choices. <u>Social Justice Research</u>, 16, 53-78.
- Murnighan, J. K., Malhotra, D. & Weber, J. M. (2004). Paradoxes of trust: empirical and theoretical departures from the traditional model. In Roderick Kramer and Karen Cook (Eds.), <u>Trust and Distrust in Organizations</u>: Emerging Perspectives, Enduring Questions. Russell Sage, 293-326.
- Murnighan, J. K. (2004). Coalition formation. Consensus. Exchange relations. Game theory. Group cohesiveness. Prisoners' dilemma. Reciprocal altruism. Reciprocity. Entries in N. Nicholson, P. Audia, and M. Pillutla (Eds.), <u>Blackwell Encyclopedic Dictionary of Management: Organizational Behavior</u>, 2nd Edition. Blackwell: Oxford.
- Lau, D. C. & Murnighan, J. K. (2005). Interactions within groups and subgroups: The dynamic effects of demographic faultlines. <u>Academy of Management Journal</u>, 48, 645-660.
- Ku, G., Malhotra, D., & Murnighan, J. K. (2005). Towards a competitive arousal model of decision-making: a study of auction fever in live and internet auctions. <u>Organizational Behavior and Human Decision Processes</u>, 96, 89-103. (Lead Article)
- Weber, J. M., Malhotra, D., & Murnighan, J. K. (2005). Normal acts of irrational trust: motivated attributions and the trust development process. In B. M. Staw and R. M. Kramer (Eds.), <u>Research in Organizational Behavior</u>, Volume 26. NY: Elsevier, 75-102.
- Zhong, C. B., Ku, G., Lount, R. B., & Murnighan, J.K. (2006). Self-interest and morality in ethical decision-making: Implications in a group context and a preliminary test. In Tenbrunsel, A., Mannix, E., and Neale, M. (Eds.), Research on Managing Groups and Teams: Ethics and Groups, pages 149-176. Elsevier Press: London, England.
- Murnighan, J. K. & Roth, A. E. (2006). Some of the ancient history of experimental economics and social psychology: Reminiscences and analysis of a fruitful collaboration. In De Cremer, D., Zeelenberg, M., & Murnighan, J. K. (Eds.) <u>Social Psychology and Economics</u>, pages 321-334. Lawrence Erlbaum Associates, Inc.: Mahwah, NJ.
- De Cremer, D., Zeelenberg, M., & Murnighan, J. K. (2006). Social animals and economic beings: On unifying social psychology and economics. In De Cremer, D., Zeelenberg, M., & Murnighan, J. K. (Eds.) <u>Social Psychology and Economics</u>, pages 3-14. Lawrence Erlbaum, Inc.: Mahwah, NJ.
- Ku, G., Galinsky, A., & Murnighan, J. K. (2006). Starting low but ending high: A reversal of the anchoring effect in auctions. <u>Journal of Personality and Social Psychology</u>, 90: 975-986.
 - **Summarized in the 6th annual Year in Ideas issue, New York Times Sunday Magazine,

December 10, 2006, page 59.

Zhong, C., Loewenstein, J.,& Murnighan, J. K. (2007). Speaking the same language: The cooperative effects of labeling in the prisoners' dilemma. <u>Journal of Conflict Resolution</u>, 51, 431-456.

Sivanathan, N., Pillutla, M. M., & Murnighan, J. K. (2008). Power gained, power lost. (Lead article). Organizational Behavior and Human Decision Processes, 105, 135-146.

Malhotra, D., Ku, G., & Murnighan, J. K. (2008). When winning is everything. <u>Harvard Business</u> <u>Review</u>, 86, May, Number 5, 78-86.

Murnighan, J. K. (2008). Fairness in ultimatum bargaining. In Plott, C. and Smith, V. (Eds.), <u>The Handbook of Experimental Economic Results</u>, <u>Volume 1</u>. Amsterdam: North-Holland, 436-453.

Kahn, L. M. & Murnighan, J. K. (2008). Payoff uncertainty and cooperation in finitely-repeated prisoner's dilemma games. In Plott, C., and Smith, V. (Eds.), <u>The Handbook of Experimental Economic Results, Volume 1</u>. Amsterdam: North-Holland, 598-606.

Weber, J. M. & Murnighan, J. K. (2008). Suckers or saviors? Consistent contributors in social dilemmas. <u>Journal of Personality and Social Psychology</u>, 95, 1340-1353.

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Wang, C. S., Galinsky, A. D., & Murnighan, J. K. (2009). Bad drives psychological evaluations but good propels behavior: responses to honesty and deception. <u>Psychological Science</u>, 20, 634-644.

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Gibson, K.W. & Murnighan, J. K. (2009). From theory to practice: Messick and morality. In Kramer, R., Tenbrunsel, A., and Bazerman, M. (Eds.), <u>Social Decision Making: Social Dilemmas</u>, Social Values, and Ethical Judgments. New York: Routledge, 265-290.

Cohen, T., Gunia, B., Kim, S. Y., & Murnighan, J. K. (2009). Do groups lie more than individuals? Honesty and deception as a function of strategic self-interest. <u>Journal of Experimental Social Psychology</u>, 45, 1321-1324.

Lau, D. C. & Murnighan, J. K. (2009). Faultlines. In Levine, J. and Hogg, M. (Eds.), <u>Encyclopedia of Group Processes and Intergroup Relations</u>. Sage Publications: Thousand Oaks, CA., in press.

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Huang, L. & Murnighan, J. K. (2010). What's in a Name? Subliminally Activating Trusting Behavior. Organizational Behavior and Human Decision Processes, 111, 62–70. De Cremer, D., Van Dick, R., & Murnighan, J. K. (2010). On social beings and organizational animals: A social psychological approach to organizations. In De Cremer, D., Van Dick, R., & Murnighan, J. K. (Eds.), <u>Social Psychology and Organizations</u>. New York: Psychology Press.

Levin, D. Z., Walter, J., & Murnighan, J. K. (2011). The power of reconnecting. <u>MIT Sloan Management Review</u>, 52 (Spring), 45-50. http://sloanreview.mit.edu/x/52309

De Cremer, D., Van Dick, R., Tenbrunsel, A., Pillutla, M., & Murnighan, J. K. (2011). Understanding ethical behavior and decision making in management: a behavioral business ethics approach. Introduction to a special issue on Ethical Behavior and Decision Making, <u>British Journal of Management</u>, 22, 1-4.

Jordan, J., Mullen, E., & Murnighan, J. K. (2011). Striving for the moral self: The effects of recalling past moral actions on future moral behavior. <u>Personality and Social Psychology Bulletin</u>, 37, 701 - 713. DOI 10.1177/0146167211400208

Levin, D. Z., Walter, J., & Murnighan, J. K. (2011). Dormant ties: the value of reconnecting. <u>Organization Science</u>, in press.

Halevy, N., Chou, E., & Murnighan, J. K. (2011). Games groups play: mental models in intergroup conflict and negotiation and the perception of conflict. In Overbeck, J., Mannix, E., and Neale, M. (Eds.), Research on Managing Groups and Teams: Negotiation and Groups. Elsevier Press: London, England, in press.

van Beest, I., Steinel, W., & Murnighan, J. K. (2011). Honesty pays: On the benefits of having and disclosing information in coalition bargaining. <u>Journal of Experimental Social Psychology</u>, in press.

Gunia, B. C., Wang, L., Wang, J., Huang, L., & Murnighan, J. K. (2011). Contemplation and conversation: subtle influences on moral decision making. <u>Academy of Management Journal</u>, in press.

Wang, L., Malhotra, D., & Murnighan, J. K. (2011). Economics education and greed. <u>Academy of Management Learning & Education</u>, in press.

Murnighan, J. K. (2011). A general model for experimental inquiry in economics and social psychology. In Caplin, A., Frechette, G., & Schotter, A. (Eds.) <u>Modern Experimental Economics</u>, in press.

Wang, L. & Murnighan, J. K. (2012). On greed. In Walsh, J. P. & Brief, A. P., (Eds.), <u>The Academy of Management Annals</u>, Volume 5, in press.

van Beest, I. & Murnighan, J. K. (2012). Coalitions. In Teece, D., & Augier, M. (Eds.), <u>Palgrave Encyclopedia of Strategic Management</u>, in press.

Murnighan, J. K. (2012). Game theory. In Teece, D., & Augier, M. (Eds.), <u>Palgrave Encyclopedia of Strategic Management</u>, in press.

Halevy, N., Chou, E., & Murnighan, J. K. The mental representation of conflict: perceptual convergence, motivational antecedents, and behavioral consequences. Under review.

Wang, C. S., Narayanan, J., Sivanathan, N., Ganegoda, D., Bauer, M., Bodenhausen, G., & Murnighan, J. K. Retribution and rumination: the effect of time delay in angry economic interactions. Under review.

Halevy, N., Chou, E., Cohen, T., & Murnighan, J. K. Power without competence constrains self-interested behavior. Under review.

Wang, L. & Murnighan, J. K. The effects of awards and long-term contracts. Under review.

Chou, E. Halevy, N., & Murnighan, J. K. The relational costs of complete contracts. Under review.

Halevy, N., Cao, J., Wang, J., & Murnighan, J. K. Boosting creativity in negotiation: the effects of time, mood, and accountability. Under review.

Chou, E. & Murnighan, J. K. Framing the helping decision: prevent a death versus save a life. Under review.

Sivanathan, N., Wang, L, Huang, L., & Murnighan, J. K. Beauty shines bright in the company of ugly: trust, agency, and social comparison. Under review.

Wang, L., Zhong, C., & Murnighan, J. K. The ethical and social consequences of a calculative mindset. Under review.

Chou, E. Halevy, N., & Murnighan, J. K. Trust as a tactic: the calculative induction of reciprocity. Under review.

Ku, G., Galinsky, A., & Murnighan, J. K. Arousal and auction bidding. Under review.

Wang, L. & Murnighan, J. K. The generalist bias: preferences for jacks-of-all-trades while needing a master of one. Under review.

Halevy, N., Chou, E., Galinsky, A., & Murnighan, J. K. Differentiating their way to the top: hierarchy, cooperation, and team performance. Under review.

Levin, D. Z., Walter, J., & Murnighan, J. K. Reconnection choices and the dominance of the irrelevant past. Draft under revision.

Molden, D., Lucas, G. M., Topper, S., & Murnighan, J. K. Motivating cooperation and equality: promotion- or prevention-focused choices in mixed-motive interactions. Draft under revision.

Kern, M., Ku, G., & Murnighan, J. K. Cross-cultural norms and values in competitive decision making. Draft under revision.

Lau, D. C. & Murnighan, J. K. Minority dynamics in faultline groups. Draft under revision.

Wang, L. & Murnighan, J. K. The dynamics of greed. Draft under revision.

Kennedy, M. & Murnighan, J. K. Should I stay or should I go? Competence and identity in strategic decisions. Draft under revision.

Bauman, C., & Murnighan, J. K. Contextual definitions of morality. Draft under revision.

Gunia, B. & Murnighan, J. K. The subtle strength of moral norms. Draft under revision.

Oesch, J. & Murnighan, J. K. Managing prima donnas. Draft under revision.

Scwhind, K., Willaby, H., Conlon, D., & Murnighan, J. K. The genesis and early determinants of artistic careers. Draft under revision.

Gunia, B. & Murnighan, J. K. The tell-tale gaze: detecting intrapersonal emotional signals in the decision making process. Draft under revision.

Wang, J. & Murnighan, J. K. A friend's friend may not be a friend but an enemy's friend is an enemy: an asymmetric model of trust transfer. Draft under revision.

Wang, L. & Murnighan, J. K. Money, ethics, emotion, and trust across countries. Draft under revision.

Wang, L. & Murnighan, J. K. The sense of emotions: a synthetic emotional model of decision making. Draft under revision.

Wang, L. & Murnighan, J. K. Guilt and immorality. Draft under revision.

Moyer, J., Huang, L., Wang, L., Budescu, D., & Murnighan, J. K. The effects of others' payoffs, negative and positive, on a person's own dilemma choices. Draft under revision.

Wang, L. & Murnighan J, K. Organizational culture and greed. Draft under revision.

Wang, L, & Murnighan, J. K. Deal or No Deal: The inconsistency of risk taking in monetary decision making. Draft under revision.

Papers in Preparation

- 1. Warmth, competence, ethics, and networks.
- 2. Embarrassment as a signal of trustworthiness.
- 3. Variation in positive emotions: not all pies taste alike.
- 4. The influence of unconscious thought in ethical decision making.
- 5. No shame, particularly in America.
- 6. Men are \$#!T\$, especially in groups, and women ain't great neither.
- 7. Kindness transfers as a function of the inability to reciprocate a good deed.

Invited Addresses and Convention Presentations

2011 Academy of Management meetings, San Antonio

Chapman University, CA

International Association for Conflict Management meetings, Istanbul

Erasmus University, Rotterdam

University of Illinois, Chicago, Psychology Department

2010 New York University

Society of Personality and Social Psychology, Las Vegas

Kellogg Impact Series, Hong Kong

International Association for Conflict Management meetings, Boston

Negotiations and Groups Conference, Stanford University

London Business School

Academy of Management meetings, Montreal

University of Southern California

2009 Judgment/Decision Making preconf., Society for Personality & Social Psych, Tampa

Plenary speaker, The Texas Conference (on cognition), University of Texas, Austin

Summer Institute in Social Psychology, Northwestern University

Economics and Psychology Workshop, New York University

Thirteenth International Conference on Social Dilemmas, Kyoto

International Association for Conflict Management meetings, Kyoto

Society of Judgment and Decision Making, Boston

2008 Chinese University of Hong Kong

Economics and Psychology Workshop, New York University

European Association for Experimental Social Psychologists, Croatia

International Association of Conflict Management meetings, Chicago

Judgment/Decision Making preconf., Society for Personality & Social Psych, Albuquerque

Society for Judgment and Decision Making, Chicago

Academy of Management meetings, Anaheim

Harvard University

University of Arizona

University of Michigan

2007 Economic Theorists' Lunch Presentation, Northwestern

Economic Science Association World Meeting, Rome

Society of Industrial and Organizational Psychology Meetings, New York

International Association of Conflict Management meetings, Budapest

Twelfth International Conference on Social Dilemmas, Seattle

Academy of Management meetings, Philadelphia

University of Illinois at Urbana-Champaign

2006 University of California, Berkeley

University of Pittsburgh

Academy of Management meetings, Atlanta

2005 University of Southern California

University of Illinois at Urbana-Champaign (Psychology)

University of Chicago

Academy of Management meetings, Honolulu

International Association of Conflict Management meetings, Seville, Spain

2004 Guanghua School of Business, Peking University

Groups and Ethics Conference, Stanford University

University of Toronto

Washington University, St. Louis

Academy of Management meetings, New Orleans

International Association of Conflict Management meetings, Pittsburgh

2003 International Association of Conflict Management meetings, Melbourne

Tenth International Conference on Social Dilemmas, Marstrand, Sweden

Academy of Management meetings, Seattle

New York University

2002 Academy of Management meetings, Denver

Northwestern, four talks: Dispute Center, Marketing, Zell Center, Psychology

Harvard University

Carnegie Mellon University

North Shore Country Day School

Columbia University

MIT

Purdue University

2001 Society of Industrial and Organizational Psychology meetings, San Diego

Academy of Management meetings, Washington DC

Hong Kong University of Science and Technology

Administrative Science Association of Canada meetings, London, Ontario

International Association of Conflict Management meetings, Paris

2000 Academy of Management meetings, Toronto

University of British Columbia

Economic Science Association meetings, Tucson

Wharton School of Business, University of Pennsylvania

1999 Academy of Management, Chicago

Columbia University

Stanford University

1998 International Society for Justice Research, Denver

Academy of Management, San Diego

Economic Science Association meetings, Tucson

1997 University of Illinois at Urbana-Champaign

University of Pittsburgh

Academy of Management, Boston

1996 University of Science and Technology, Hong Kong

The British Columbia - Organizational Behavior Conference

1995 Cornell University

Northwestern University

University of California, Berkeley

University of Oregon

Washington University, St. Louis

Academy of Management, Vancouver

International Association for Conflict Management, Copenhagen

1994 Simon Fraser University

Stanford University

University of Arizona

University of Wisconsin

Academy of Management, Dallas

American Economic Association Meetings, Boston

Economic Science Association, Tucson

International Association for Conflict Management, Eugene, Oregon.

Western Academy of Management, Santa Fe

1993 Northwestern University

Pennsylvania State University

Academy of Management, Atlanta.

1992 Cornell University

Academy of Management, Las Vegas.

Asilomar Conference on Organizations, Monterey, California

International Association for Conflict Management, Minneapolis.

Public Choice Society, New Orleans

1991 Center for Advanced Study in the Behavioral Sciences, Stanford

Northwestern University

Washington University, St. Louis

Academy of Management, Miami

Asilomar Conference on Organizations, Monterey, California

Economic Science Association, Tucson

International Association for Conflict Management, Amsterdam

1990 Center for Advanced Study in the Behavioral Sciences, Stanford

Michigan State University

University of California, Berkeley

University of California, Santa Cruz

University of Chicago

University of Illinois, Institute for Labor and Industrial Relations, Economics, Marketing

University of Illinois, Psychology Department

Academy of Management, San Francisco

Asilomar Conference on Organizations, Monterey, California

Economic Science Association Meetings, Tucson

Fourth International Conference on Social Dilemmas, Sapporo, Japan

International Association for Conflict Management, Vancouver

1989 Center for Advanced Study in the Behavioral Sciences, Stanford

Academy of Management Meetings, Washington, D.C.

International Association for Conflict Management, Athens, Georgia

Fourth Conference on Negotiation in Organizations, Northwestern University

Marketing Science, Duke University

Organizational Behavior Teaching Conference, Columbia, Missouri

Third International Conference on Social Dilemmas, Groningen, Holland

1988 Public Choice Society, San Francisco

1987 Duke University

Northwestern University

University of North Carolina, Chapel Hill

Academy of Management, New Orleans

1986 Duke University

Academy of Management, Chicago

European Economic Society, Vienna

First Conference on Social Dilemmas and Collective Action, Nags Head, NC

Fourth International Conference on Experimental Economics, Bielefeld, West Germany

1985 University of Iowa

University of Montreal

Academy of Management, San Diego

First Conference on Social Conflict and Intergroup Relations, Nags Head, NC

Judgment/Decision Making Society, Boston

Public Choice Society

Second Conference on Negotiations in Organizations, Duke University

1984 University of Haifa, Israel

American Economic Association

Econometric Society

Third Conference on Experimental Economics, Aschaffenburg, West Germany

TIMS/ORSA, San Francisco

1982 Public Choice Society meetings

1981 University of Bielefeldt, West Germany

University of Freiburg, West Germany

University of Wales, Cardiff

University of Warwick, Coventry

Southern Economic Association

1980 McGill University

Queen's University, Kingston, Ontario

The Accountancy Forum, University of Illinois

Public Choice Society, San Francisco

1970s Academy of Management Meetings, Atlanta

Public Choice Society, Charleston, South Carolina

ORSA/TIMS Conference, New York

Public Choice Society, New Orleans

First Conference on Radical Approaches to Organizational Design, University of Illinois

Operations Research Society of America, San Diego

Psychonomic Society, St. Louis

Grants

"Interactive Behavior Experimentation." Division of Social Sciences, Economics Program, National Science Foundation, 1979-82, with Ronald Harstad, Françoise Schoumaker, and Alvin Roth.

"Interactive Behavior Experimentation II." NSF, 1982-84, with Alvin Roth and Françoise Schoumaker.

"Economic Experiments in Bargaining." NSF, 1984-87, with Alvin Roth & Françoise Schoumaker.

"The Deadline Effect and Related Phenomena: Experiments." NSF, 1988-90, with Alvin Roth.

"Strategy, structure, and personal values in cooperative and competitive interactions." SSHRCl, 1994-97.

Teaching Areas/Activities

Courses: Leadership, Team Building, Decision Making, Negotiations, Ethics, Organizational Behavior, Research Methodology, Group Dynamics

Murnighan, J.K., Salancik, G. R., and Porac, J. F., <u>Classics in Social Behavior</u>, a book of readings published by Ginn Custom Publishing, for use in the University of Illinois MBA Program.

Murnighan, J. K. (1991). Instructor's handbook: The dynamics of bargaining games. Prentice Hall.

Murnighan, J. K. (2006). The Office Staff. A case written for the American Dental Association.

Murnighan, J. K. (2006). The School Board. A case written for the American Dental Association.

Murnighan, J. K. (2009). Amazing outcomes in the \$20 auction. DRRC report.

Negotiation Exercises (available from the Dispute Resolution Research Center, drrc@kellogg.northwestern.edu)

The Gas Station Game
The Everyone Has a Number Market
The Highest Number Game
The Diamond Bidding Game

The Ultimatum Game The Game of 4-3-2

The Game of Envelopes and Money

The Executive Decision Making Game

The Multiple Items Game

The Trust Game

The Dollar Auction

Dissertation Advising

Chair for:

Eileen Chou, PhD expected 2012

Jiunwen Wang, (co-chair w. Adam Galinsky), PhD expected 2012

Brian Gunia, PhD expected 2011

Li Huang, (co-chair w. Adam Galinsky), PhD expected 2011

Long Wang, PhD expected 2011.

Niro Sivanathan, PhD 2010. Now at London Business School

Cynthia Wang, PhD 2007. Now at National University of Singapore

Robert B. Lount, Jr., PhD 2007. Now at Ohio State University

Chenbo Zhong, PhD, 2007. Now at the University of Toronto

Paul Martorana (co-chair w. Adam Galinsky), PhD 2005. Now at the University of Texas

Gillian Ku (co-chair w. Adam Galinsky), PhD 2004. Now at London Business School

J. Mark Weber, PhD 2003. Now at the University of Waterloo.

Deepak Malhotra, PhD 2002. Now at Harvard University

John Oesch. PhD 2000. Now at the University of Toronto

Madan M. Pillutla. PhD 1995. Now at London Business School JaeWook Kim, PhD 1993. Now at Seoul University (Marketing) Thomas R. King, PhD 1991. Now at Providence College Kenneth Bettenhausen, PhD 1986. Now at the University of Colorado, Denver

Committee Member for:

Laura Luchies, Psychology, 2011.

Katie Liljenquist, OB, 2010. Susan Crotty, OB, 2008.

Jennifer Whitson, OB, 2007.

Adam Duhachek, Marketing, 2004.

James Oakley, Marketing, PhD, 2002

Jared Preston, OB, PhD 1999.

Michael Luthy, Marketing, Phd, 1995

Kidok Nam, Psychology, PhD, 1991

Patricia Keenan, Psychology, PhD 1991

Maria Salgado, Economics, 2006.

Molly Kern, OB, PhD 2005.

Don Moore, OB, PhD 2000.

Janice Foley, OB, PhD, 1996

Ho Beng Chia, OB, PhD, 1995

Paul Straub, Economics, PhD, 1991

Bob Bontempo, Psychology, PhD, 1990

Karen Harris, Psychology, PhD, 1990 Michael Bowen, OB, PhD, 1987 Jean-Peter Chalos, Accounting, PhD, 1985 John Wagner, OB, PhD, 1982

Scott Tindale, Psychology, PhD, 1979 Kathleen Sullivan, Leisure Studies, MS, 1981 David Kravitz, Psychology, PhD, 1980 Michael Malouf, Operations Research, PhD, 1980

Philip Reckers, Accounting, PhD, 1978

Unofficial, primary advisor for:

Don Conlon, PhD Illinois, now at Michigan State University

Karen Harlos, PhD UBC, now at McGill University

Dora Lau, PhD UBC, now at Chinese University of Hong Kong

External Examiner

Lindred Greer, University of Leiden, 2008

Postdoctoral Fellows

Patricia Seybolt, 1986-1988, now at Zayed University

Nir Halevy, 2008-2010, now at the Graduate Business School, Stanford University.

Professional Activities

Associate Editor, Administrative Science Quarterly, 1994-1998

Associate Editor, Social Justice Research, 2007-2008.

Editorial Board Member

Current:

Negotiations and Conflict Management Research, 2006-

Past: Academy of Management Learning & Education, 2009-2011.

Administrative Science Quarterly, 1992-1994, 1998-2009 International Journal of Conflict Management, 1990-2001.

<u>Journal of Conflict Resolution</u>, 2007-2009. <u>Journal of Management Inquiry</u>, 1994-2009. <u>Management and Organization Review</u>, 2003-2010 <u>Organizational Behavior and Human Decision Processes</u>, 2004-2010

Advisory Board Member
<u>International Journal of Trust</u>, 2008-

Guest Editor, with Thomas Ross, for special issue of the <u>Journal of Economic Behavior and</u>
<u>Organization</u>, June 1999, on Psychology and Economics.

Guest Editor, with David De Cremer, Rolf Van Dick, Madan Pillutla, and Ann Tenbrunsel, for a special issue of the <u>British Journal of Management</u>, 2010, on Understanding Ethical Behavior and Decision Making in Management: A Behavioral Business Ethics Approach

Editorial Consultant/Reviewer for:

Academy of Mgmt Meetings (several divisions), Academy of Mgmt Journal, Academy of Mgmt Review, American Economic Review, British Journal of Mgmt, Communication Research, Economics Journal, European Rev. of Social Psych., Games and Econ. Behavior, Group Decision & Negotiation, Group Processes & Intergroup Relations, Human Relations, Industrial Relations, Israel Science Foundation, Journal of Applied Psych., Journal of Applied Behavioral Science, Journal of Applied Social Psych., Journal of Conflict Resolution, Journal of Consumer Research, Journal of Econ. Behavior & Organization, Journal of Economic Psychology, Journal of Mgmt Studies, Journal of Personality & Social Psychology, Journal of Regulatory Economics, Journal of Risk and Uncertainty, Mgmt Science, National Science Foundation (several divisions), The Netherlands Social Science Research Council, Organizational Behavior & Human Decision Processes, Organization Science, Personality & Social Psych. Bulletin, Psych. Review, Psych. Science, Quarterly Journal of Econ., Quarterly Review of Econ. & Bus., Science, Social Justice Research, Social Psych. Quarterly, Social Psychological and Personality Science, Social Science & Humanities Research Council of Canada, Thunderbird International Bus. Review.

Member of:

Academy of Management (Fellow), American Psychological Society (Fellow), Economic Science Association, Society of Experimental Social Psychologists, Society for Personality and Social Psychology

Steering committee, founding member, Power, Negotiation, and Conflict Management Interest Group, Academy of Management, 1986-1990.

Chair, Conflict Management Division, Academy of Management, 1993-94.

Lifetime Achievement Awards Committee, Academy of Management, 2007.

Conferences organized:

Psychological Perspectives on Organizational Conflict. With Roderick Kramer and Max Bazerman. Sponsored jointly by the Stanford Center for Organizations Research (SCOR),

Stanford Center on Conflict and Negotiation (SCCN), Center for Advanced Studies in the Behavioral Sciences, and the Russell Sage Foundation. Stanford, California, May 11, 1990.

Social Psychology in Organizations. Center for Advanced Study in the Behavioral Sciences, Stanford, California, June 3-7, 1991.

The 1992 Summer Institute on Negotiation and Dispute Resolution, Center for Advanced Study in the Behavioral Sciences, Stanford, California, July and August. (Principal Director). Support provided by the Andrew Mellon Foundation.

The First Doctoral Consortium of the Conflict Management Division. The Academy of Management meetings, August, 1993, Atlanta.

The First Junior Faculty Pre-Conference Research Workshop, Conflict Management Division, Academy of Management meetings, August, 1995, Vancouver.

The First BC-OB (British Columbia - Organizational Behavior) Conference, including 10 presentations by faculty and PhD students from SFU, UVic, and UBC, May 17, 1996.

Psychology and Economics. With Thomas Ross. UB, Vancouver, June 6-7, 1997.

Social Psychology and Economics. With David De Cremer and Marcel Zeelenberg, Kellogg School of Management, Northwestern University, October 15-17, 2004.

Social Psychology and Organizations. With David De Cremer and Rolf van Dick, Kellogg School of Management, Northwestern University, March, 2009.

Community Action

Instructor for the Arbitration Practicum. Trained MBA's to act as representatives of Duke University employees in grievance arbitration proceedings. Represented employees were successful in over 90% of their cases (compared to a baseline of 10-20%). 1986-88.

Chair, Committee to establish a program on divorce mediation. Durham Dispute Resolution Center, 1987-88.

Management Development Workshops/Consulting

Leadership, Negotiation, Team Building, Decision Making, and Trust Workshops. Previous clients: American Dental Association, Caterpillar, CDW, Ernst & Young, Jefferson Wells, Johnson & Johnson, Kraft, Motorola, Metatec, National Wildlife Federation, Pfizer, Ralston Purina, Reliance, Shell, and many other companies and groups.

Personal Negotiation Consulting for Executives.

"Negotiation and Decision Making." A four-day workshop. Indian School of Business, Hyderabad. Offered once a year in 2002, 2003, and 2004.

Negotiation Dynamics. Co-director. INSEAD, Fontainebleau, France, November, 1992 and 1993. A 5-day seminar for European executives.

Recent Media Mentions

The New York Times, 2006

The Economist, The Wall Street Journal 2007

CNN, The Financial Times, The Globe and Mail, 2008

The Boston Globe, The Chicago Tribune, Slate, The Boston Globe, South China Morning Post, The Asian Wall Street Journal, 2009

Economist Intelligence Unit: Executive Briefing, Wall Street Journal, Forbes, 2010

Selected Administrative Work

National Science Foundation:

Advisory Panel, Decision, Risk, and Management Science Division, 2001-2003.

At Northwestern University:

Dean of the Graduate College, Search committee member, 2010

Dean's Search Committee member, Kellogg, 2009-2010.

PhD Recruiting Coordinator, Mgmt & Organizations Department, 2007.

Recruiting Committee member, Communications Department, 2003-2004.

Recruiting Committee member, Law School, 2003-2004.

Committee member, Program Review, History Department, 2003.

Committee member, Interdisciplinarity Review, 2003-2004.

Coordinator of the Organizational Behavior doctoral program, 2000-2001.

Personnel Committee, Kellogg Graduate School of Management, 1997-99, 2007-present.

Chair, grants committee, Dispute Resolution Research Center, 1996-present.

Faculty Recruiting committee member, OB group, 1996-97, 2000-2001.

PhD application evaluation committee, OB group, 1997-2001.

Recruiting and PhD examination committee member, OB group, 1996-97, 1999-2001.

At the University of British Columbia:

Humanities and Social Sciences Research Review Committee, 1994-1996.

Faculty of Commerce, Appointments, Promotions, and Tenure Committee, 1995-1996.

Chair, Faculty Committee on Research Development, 1994-1995.

Faculty of Commerce MBA Core Curriculum Committee, 1993-94.

Coordinator of the Organizational Behavior doctoral program, 1993-1996.

At the University of Illinois:

Founder and Director, The Program on Conflict and Negotiation Research, 1989-1993.

Department of Business Administration Advisory Committee, 1990-1992.

Faculty Advisor, MBAs of Color, University of Illinois, 1991-1993.

Coordinator of the Organizational Behavior group, 1981-82, 1988-90, 1992-1993.

Coordinator of the Organizational Behavior doctoral program, 1977-80.

Coordinator of the Organizational Behavior search committee, 1986-87, 1989-90.