

Niro Sivanathan

Kellogg School of Management
Northwestern University
2001 Sheridan Road, 3rd Floor – MORS Dept
Evanston, IL 60201

Phone: (847) 440-7600
Fax: (847) 491-8896
n-sivanathan@kellogg.northwestern.edu
[Personal Web Page](#)

ACADEMIC POSITIONS:

JOHNSON SCHOOL OF MANAGEMENT CORNELL UNIVERSITY Visiting Lecturer of Management & Organizations	2008
KELLOGG SCHOOL OF MANAGEMENT NORTHWESTERN UNIVERSITY Lecturer of Management & Organizations	2006-2007

EDUCATION:

KELLOGG SCHOOL OF MANAGEMENT NORTHWESTERN UNIVERSITY Ph.D. in Management & Organizations, expected August 2008	2003-PRESENT
QUEEN'S SCHOOL OF BUSINESS QUEEN'S UNIVERSITY M.Sc. in Organizational Behavior, August 2002	2001-2002
DEPARTMENT OF PSYCHOLOGY QUEEN'S UNIVERSITY B.A. (Honors) in Psychology, June 2001	1997-2001

AWARDS AND HONORS:

Doctoral Fellowship, Social Science Humanities Research Council of Canada	2004-2007
Excellence in Ethics Dissertation Proposal Competition Award, University of Notre Dame Institute for Ethical Business Worldwide	2007
Doctoral Teaching Award, Kellogg School of Management	2007
Best Paper Proceedings, Academy of Management Meetings	2007
Best Paper Finalist & Proceedings, Academy of Management Meetings	2006
Graduate Travel Scholarship, Australian Research Council & Economic Decision Network	2006
Best Paper Proceedings, Academy of Management Meetings	2005
Visiting Graduate Scholar Grant, International Foundation for Experimental Economics	2004
International Positive Psychology Fellow Travel Grant, Gallup Organization	2003

Queen's School of Business Scholarship, Queen's University	2002
R. Samuel McLaughlin Fellowship, Queen's University	2001-2002
Geoffrey Wood Award, Queen's University	2001-2002
Queen's Graduate Award, Queen's University	2001-2002
Dean's Honor List for Graduating Class, Queen's University	2001

PUBLICATIONS (ARTICLES):

Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (in press). Getting off on the wrong foot: The timing of breach and the restoration of trust. *Personality and Social Psychology Bulletin*.

A shorter version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2006; Finalist for *Conflict Management's Best Paper Award*.

Sivanathan, N., Molden, D. C., Galinsky, A., & Ku, G. (in press) 'The promise and peril of de-escalating commitment through self-affirmation. *Organizational Behavior and Human Decision Processes*.

A shorter version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2007

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

Hershcovis, S., Turner, N., Barling, J., Arnold, K. A., Dupre, K., Inness, M., Leblanc, M., & Sivanathan, N. (2007). Predicting workplace aggression: A meta-analytic approach. *Journal of Applied Psychology*, 92, 228-238.

Sivanathan, N., & Fekken, G. C. (2002). Emotional intelligence, moral reasoning and transformational leadership. *Leadership and Organization Development Journal*, 23, 198-204.

PUBLICATIONS (INVITED ARTICLES):

Galinsky, A. D., Jordan, J., & Sivanathan, N. (in press). Harnessing power to capture leadership. In D. Forsyth, A. Goethals, & C. Hoyt (Eds.), *Social Psychology and Leadership*. Praeger Perspectives Book Series: Greenwood Publishing Group.

Sytch, M., & Sivanathan, N. (2007). Review of *Trust under pressure: Empirical investigations of trust and trust building in uncertain circumstances*. *Personnel Review*, 36, 6.

Sivanathan, N., Arnold, K., Turner, N., & Barling, J. (2004). Transformational leadership and well-being. In A. Linley & S. Joseph (Eds.). *Positive psychology in practice*. (pp. 241-255). Hoboken, NJ: Wiley.

Kelloway, E. K., Sivanathan, N., Francis, L., & Barling, J. (2004). Poor leadership. In J. Barling, E. K. Kelloway, M. R. Frone (Eds.). *Handbook of Work Stress*. (pp. 89-112). Thousand Oaks, CA: Sage Publications.

MANUSCRIPTS UNDER REVIEW:

Fast, N., Gruenfeld, D., Sivanathan, N., & Galinsky, A. Power and illusory control. (Revise and resubmit at *Psychological Science*).

Barling, J., Kelloway, E. K., Turner, N., Sivanathan, N., & Loughlin, C. Transformational leadership and well-being: Direct, mediating and longitudinal effects.

Sivanathan, N., Turner, N., Barling, J., Stride, C. B., Axtell, C. M., & Davies, S. Transformational leadership, employee safety behaviors and workplace injuries.

A shorter version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2005

RESEARCH IN PROGRESS:

Sivanathan, N. Reputation transference in a fog of information.

Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. Complete versus partial trust.

Jordan, J., Galinsky, A., & Sivanathan, N. Power, stability and risk-taking

Bauman, C. & Sivanathan, N. Drunk on power, sober on status.

Sivanathan, N., Bauer, M., Bodenhausen, G., & Murnighan, J. K. Opportunistic altruistic punishment.

Sivanathan, N., Lount, R. B., Wang, C., & Murnighan, J. K. The Leadership Challenge: Trust and Reciprocity in Groups.

REFEREED PRESENTATIONS:

Gunia, B., Galinsky, A., Sivanathan, N., & Swaab, R. (2008). Taking them to the limit: First offers across cultures, issues, time and technology. Paper presented at the meetings of the International Association of Conflict Management: Chicago, IL. USA.

Sivanathan, N. (2007, November). Trait transference in Trust Games. Poster presented at the Society for Judgment and Decision Making; Long Beach, CA. USA.

Sivanathan, N., Molden, D., Galinsky, A., & Ku, G. (2007, August). Promise and Peril of De-escalating through self-affirmation. Paper presented at the Academy of Management meetings, Philadelphia, PA. USA

Sivanathan, N. (2007, July). Killing the messenger. Poster presented at the International Conference on Social Dilemmas; Seattle, WA. USA.

Sivanathan, N., & Galinsky, A. (2007, July). Power & Overconfidence. Paper presented at the meetings of the International Association of Conflict Management: Budapest, Hungary.

- Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, July). Complete versus partial trust: Currencies and Consequences. Paper presented at the meetings of the International Association of Conflict Management: Budapest, Hungary.
- Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, June). Complete versus partial trust: Currencies and Consequences. Paper presented at the Economic Science Association. Rome, Italy.
- Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2006, August). Getting off on the wrong foot: Restoring trust and timing of breach. Paper presented at the Academy of Management meetings, Atlanta, GA. USA.
- Sivanathan, N., & Galinsky, A. (2006, June). Trap of Power: Overconfidence and Underperformance. Poster presented at the Behavioral Decision Research Meetings; Santa Monica, CA. USA.
- Sivanathan, N., & Galinsky, A. (2006, May). Trap of Power: Overconfidence and Underperformance. Paper presented at the London Business School Trans-Atlantic Doctoral Conference on Business Research, London, UK.
- Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2006, January). Betrayal and Trust Repair. Poster presented at the meetings of the Society for Personality and Social Psychology; Pam Springs, CA. USA.
- Sivanathan, N., Pillutla, M. M., & Murnighan, J. K., & (2005, September). Power lost, power gained: Egocentric action and inconsistent perceptions. Paper presented at the meetings of the Economic Science Association, Tucson, AZ. USA.
- Sivanathan, N., Turner, N., & Barling, J. (2005, August). Effects of transformational leadership training on occupational safety: A quasi-experiment study. Paper presented at the Academy of Management meetings, Honolulu, HI. USA.
- Barling, J., Kelloway, K., Sivanathan, N., Turner, N. & Loughlin, C. (2005, August). Leading others to well-being: Direct and indirect effects of transformational leadership. Paper presented at the Academy of Management meetings, Honolulu, HI. USA.
- Sivanathan, N., Molden, D., Galinsky, A., & Ku, G. (2005, June). De-escalating commitment through self-affirmation. In J. Hughes (Chair). *Solving and de-escalation of (intractable) conflict*. Paper presented at the meetings of the International Association of Conflict Management: Seville, Spain.
- Hershcovis, S., Barling, J., Turner, N., Arnold, K. A., Dupre, K., Inness, M., Leblanc, M., & Sivanathan, N. (2004, August). Predictors of workplace aggression: A meta-analysis. Paper presented at the Academy of Management meetings, New Orleans, LA. USA.
- Lount, R. B., Zhong, C., Sivanathan, N., & Murnighan, J. K. (2004, June). Getting off on the wrong Foot: Exploring the restoration of trust. Paper presented at the meetings of the International Association of Conflict Management: Pittsburgh, PA, USA.
- Sivanathan, N., Arnold, K. A., Turner, N., & Barling, J. (2003, October). Lead well to be well: Transformational leadership & well-being. Poster presented at the International Positive Psychology Summit; Washington, DC. USA.

Sivanathan, N., Barling, J., Loughlin, C., & Kelloway, K. (2003, April). Leading others to well-being: Transformational leadership and employee well-being. Paper presented at the Industrial Organizational Psychology meetings; Orlando, FL. USA.

Sivanathan, N., & Barling, J., Loughlin, C., & Kelloway, K. (2003, March). Transformational leadership and employee well-being. Paper presented at the APA/NIOSH Work, Stress, and Health Conference, Toronto, Canada.

INVITED SEMINARS & TALKS:

Harvard Business School, Harvard University, February 2008
Yale School of Management, Yale University, January 2008
Queen's School of Business, Queen's University, January 2008
London Business School, January 2008
INSEAD, January 2008
Kenan-Flagler Business School, University of North Carolina, December 2007
NUS Business School, National University of Singapore, December 2007
Lee Kong Chian School of Business, Singapore Management University, December 2007
Michael G. Foster School of Business, University of Washington, November 2007
Desautels Faculty of Management, McGill University, November 2007
British Psychological Society's Occupational Psychology Conference, January 2004

MEDIA COVERAGE:

[Escalation of commitment](#). May 18th, 2008. OBWeb Podcast Interview.
[Is praise screwing up your Staff?](#) April 7th, 2008. Globe and Mail (Print edition).

RESEARCH GRANTS:

DISPUTE RESOLUTION RESEARCH CENTER, KELLOGG SCHOOL OF MANAGEMENT

"Scurrilous Competitors"	2007
"Opportunism in Altruistic Punishment" (with Bauer, Bodenhausen & Murnighan)	2006
"Social Comparison in Trusting Decisions" (with Huang, Long & Murnighan)	2005
"Self-affirmation & Escalation of Commitment" (with Molden, Galinsky & Ku)	2004
"Getting off on the wrong foot" (with Lount, Zhong, & Murnighan)	2003

GRADUATE SCHOOL, NORTHWESTERN UNIVERSITY

Research Travel Grants	2004-2007
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CONFERENCE CONSORTIA:

OB Doctoral Student Consortium, Academy of Management meetings	2007
CM Doctoral Student Consortium, Academy of Management meetings	2006
New Doctoral Student Consortium, Academy of Management meetings	2004

TEACHING CASE:

Rahimi, K., Feddersen, T. J., & Sivanathan, N. (2005). McLibel. Kellogg School of Management Case.

TEACHING EXPERIENCE:

SOLE INSTRUCTOR, JOHNSON SCHOOL OF MANAGEMENT

Negotiations – MBA 666 (MBA) Spring 2008

Student Ratings - Instructor Score: 4.83/5 (Section 1), 5.00/5 (Section 2)
Class Score: 4.76/5 (Section 1), 5.00/5 (Section 2)

SOLE INSTRUCTOR, KELLOGG SCHOOL OF MANAGEMENT

Negotiations – MORS 470 (MBA) Winter 2007

Student Ratings - Instructor Score: 9.8/10
Class Score: 9.8/10

TEACHING ASSISTANT, KELLOGG SCHOOL OF MANAGEMENT

Negotiations – International EMBA (Prof(s). Brett & Thompson, 2005-2006).
Cross-cultural Negotiations - MBA (Prof. Brett, 2006).
Negotiations - MBA (Prof. Thompson, 2005).
Bargaining Games - MBA (Prof. Murnighan, 2004-2008).
Individual & Competitive Decision Making - MBA (Prof. Murnighan, 2004).
Values Based Leadership – MBA & EMBA (Prof. Galinsky, 2005-2008).
Leadership in Organizations – MBA (Prof(s). Galinsky, Weber & Hirsch, 2004-2007).

TEACHING ASSISTANT, QUEEN'S SCHOOL OF BUSINESS

Organizational Behavior – Undergraduate Commerce (Prof. Cooper, 2002).
Organizational Behavior – Distance Education (2001 - 2003).

ACADEMIC SERVICE:

AD HOC REVIEW FOR JOURNALS:

Organizational Behavior & Human Decision Processes
Strategic Management Journal
Social Cognition
Journal of Occupational Health Psychology

AD HOC REVIEW FOR CONFERENCES:

Academy of Management Conference: OB Division
Academy of Management Conference: CM Division

International Association of Conflict Management Conference

UNIVERSITY SERVICE:

PhD Student Committee Co-chair	2007 - 2008
PhD Admissions Committee	2004 - 2007
PhD Student Social Committee	2004 - 2007
Day at Kellogg: Taught Model Class to Prospective Students	2007

CURRENT ASSOCIATIONS AND MEMBERSHIPS:

Academy of Management	2001 - Present
Economic Science Association	2004 - Present
International Association of Conflict Management	2004 - Present
Society of Judgment & Decision Making	2004 - Present

WORK EXPERIENCE:

Queen's School of Business/ Center for Automotive Materials Manufacturing Kingston, Research Associate	2002 - 2003
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REFERENCES:

J. Keith Murnighan

Harold H. Hines Jr. Distinguished Professor of Risk Management
(847) 467-3566
keithm@kellogg.northwestern.edu

Adam D. Galinsky

Morris & Alice Kaplan Professor of Ethics and Decision in Management
(847) 491-8286
agalinsky@kellogg.northwestern.edu

Victoria H. Medvec

Adeline Barry Davee Professor of Management & Organizations
(847) 467-4028
vhm@kellogg.northwestern.edu

All can be reached at:
Management & Organizations Dept.
Kellogg School of Management
Northwestern University
Evanston, IL 60208