

Brian C. Gunia

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Education

- Ph.D., Management & Organizations, Kellogg School of Management, Northwestern University, expected 2011. Dissertation: "The blame-taker's dilemma." This research investigates the organizational dynamics governing explanations for organizational failure. It documents a potential disconnect between blame-taking actions and reactions.
- M.S., Management & Organizations, Kellogg School of Management, Northwestern University, 2008; Thesis: "It's a moral thing: The perception of injunctive and descriptive group norms." This research distinguishes the behavioral influence of group norms with and without moral content.
- B.A. (Summa cum Laude), Economics & Finance, Washington University, St. Louis, 2003. Senior Thesis: "Capital gains taxation and the US economy: A short term analysis." This research identifies the immediate macroeconomic impact of capital gains taxation changes.
- Oxford Programme for Undergraduate Studies, New College, Oxford University, 2002. Conducted independent study in international economics.

Publications

- Gunia, B. C., Wang, L., Huang, L., Wang, J., & Murnighan, J.K. (2011). Contemplation or conversation: Individual and social influences on moral decision making. In-press at *Academy of Management Journal*.
- Gunia, B. C., Brett, J.M., Nandkeolyar, A., & Kamdar, D. (2011). Paying a price: Culture, trust, and negotiation consequences. In-press at *Journal of Applied Psychology*.
- Corgnet, B. and Gunia, B. C. (2010). Did I do that? Group positioning and asymmetry in attributional bias. *Negotiation and Conflict Management Research*, 3(4), 358-378.
- Thompson, L. L., Wang, J., & Gunia, B. C. (2010). Negotiation. *Annual Review of Psychology*, 61, 491-515.
- Gunia, B. C., Sivanathan, N., & Galinsky, A.D. (2009). Vicarious entrapment: Your sunk costs, my escalation of commitment. *Journal of Experimental Social Psychology*, 45(6), 1238-1244.
- Cohen, T., Gunia, B. C., Kim, S. Y., & Murnighan, J. K. (2009). Do groups lie more than individuals? Honesty and deception as a function of strategic self-interest. *Journal of Experimental Social Psychology*, 45(6), 1321-1324.

Working Papers

- Teucher, B. M., Brett, J. M., & Gunia, B. C. Negotiation. Forthcoming in *The SAGE Handbook of Conflict Communication: Integrating Theory, Research, and Practice*, 2nd Ed.
- Gunia, B. C., Hsu, D., Shim, S., Nordgren, L., & Murnighan, J. K. The unconscious conscience: Ethical decision making and unconscious thought.
- Gunia, B. C. and Murnighan, J. K. It's a moral thing: The perception of injunctive and descriptive group norms.
- Gunia, B. C., Sivanathan, N., Swaab, R. I., & Galinsky, A. D. The power of anchors: Exogenous versus endogenous drivers of negotiated outcomes.
- Teucher, B. M., Brett, J. M., & Gunia, B. C. Culture and negotiation: Three models. In workshop *Modeling Intercultural Collaboration and Negotiation (MICON)*, Pasadena, CA.
- Benham, A., Benham, L., Gunia, B. C., Jaramillo, M., Shirley, M., Zylbersztajn, D. Questionnaire on costs of exchange: Registering a new business officially. Ronald Coase Institute Working Paper Series.

Work in Progress

- Kim, S. Y., Cohen, T., Gunia, B. C., & Murnighan, J. K. Collective guilt in S. Korea and the U.S.
- Kim, S.Y., Gunia, B. C., Cohen, T., & Murnighan, J. K. Gone but not forgotten: The effect of prior context on women's economic decision making.
- Gelfand, M., Ting, H. C., Gunia, B. C., & Galinsky, A. D. Vicarious entrapment across cultures.
- Brett, J. M., Gunia, B. C., Nandkeolyar, A., & Kamdar, D. Trust and modes of thought among Indian and American negotiators.
- Maddux, W., Sivanathan, N., Swaab, R. I., Gunia, B. C., & Galinsky, A. D. Taking them to the limit: First offers across cultures, issues, time and technology.
- Gunia, B. C. and Murnighan, J. K. The tell-tale gaze.

Other Papers

- Galinsky, A. D., Gunia, B. C., & Sivanathan, N. (2009). The insider succession trap. *Forbes.com*. www.forbes.com/2009/10/22/insider-succession-planning-leadership-ceonetwork-governance.html.
- Gunia, B.C. (2007). When what you know is not enough: Expertise and gender dynamics in task groups. *Kellogg Insight*. Retrieved April 1, 2009, from www.insight.kellogg.northwestern.edu/index.php/Kellogg/article/when_what_you_know_is_not_enough.
- Gunia, B.C. (2003). Examining the short-term impact of capital gains taxation on the U.S. Economy. *The Annals of the American Academy of Political and Social Science*.

- Gunia, B.C. (2003). Change that works. *Deloitte Consulting* publication.
- Gunia, B.C. (2003). Talent management point-of-view for the manufacturing industry. *Deloitte Consulting* publication.

Conference Presentations

- Gunia, B. "The Blame-Taker's Dilemma I." *Academy of Management Conference*, San Antonio. August 2011.
- Gunia, B. "The Blame-Taker's Dilemma II." *International Association of Conflict Management Conference*, Istanbul. July 2011.
- Gunia, B., Sivanathan, N., & Galinsky, A.D. "Vicarious entrapment." *Society for Personality and Social Psychology Conference*, San Antonio. January 2011.
- Gunia, B.C., Brett, J.M., & Kamdar, D. "Culture, trust, and negotiation consequences." *Academy of Management Conference*, Montreal. August 2010.
- Gunia, B. C. and Corgnet, B. "Did I do that? Group positioning and asymmetry in attributional bias." *International Association of Conflict Management Conference*, Boston. June 2010.
- Gunia, B. C., Sivanathan, N., Swaab, R. I., & Galinsky, A. D. The power of anchors: Exogenous versus Endogenous Drivers of Negotiated Outcomes. *Tenth Annual Trans-Atlantic Doctoral Conference*, London Business School, London. May 2010.
- Gunia, B.C. and Murnighan, J.K. "Acting out what's right: The development of moral and amoral group norms." Included in symposium: "What's in a norm? New advances in research on the maintenance and violation of work-group norms." *Academy of Management Conference*, Chicago. August 2009.
- Gunia, B.C., Brett, J.M., & Kamdar, D. "Share and share alike: Information-sharing and cross-cultural assumptions about trust in negotiation." *International Association of Conflict Management Conference*, Kyoto. June 2009.
- Gunia, B., Sivanathan, N., & Galinsky, A.D. "Vicarious entrapment: Your sunk costs, my escalation of commitment." *International Association of Conflict Management Conference*, Kyoto. June 2009.
- Gunia, B.C., Hsu, D., Shim, S., Nordgren, L., & Murnighan, J.K. "The unconscious conscience: Ethical decision making and unconscious thought." *Ninth Annual Trans-Atlantic Doctoral Conference*, London Business School, London. May 2009.
- Gunia, B.C., Brett, J.M., & Kamdar, D. "Paying a Price: The self-fulfilling consequences of cross-cultural assumptions about trust in negotiation." Poster at *Society for Judgment and Decision Making Conference*, Chicago. November 2008.

- Gunia, B.C., Wang, L., Huang, L., Wang, J., & Murnighan, J.K. "From contemplation to conversation: Individual and social influences on ethical decision making." *Academy of Management Conference*, Anaheim. August 2008.
- Gunia, B.C., Sivanathan, N., Swaab, R.I., & Galinsky, A.D. "Taking them to the limit: First offers across cultures, issues, time and technology." *International Association of Conflict Management Conference*, Chicago. July 2008.
- Gunia, B.C. and Murnighan, J.K. "Acting out what's right: The creation and development of intragroup moral norms." *Fundacion Urrutia Elejalde Summer School on Social Norms*, San Sebastian, Spain. July 2008.
- Gunia, B.C., Wang, L., Huang, L., Wang, J., & Murnighan, J.K. "Contemplation and conversation: Individual and social influences on ethical decision making." *Eighth Annual Trans-Atlantic Doctoral Conference*, London Business School, London. May 2008.

Other Research Experience

- Research Assistant for: Chib, S. and Greenberg, E. (2007). Semiparametric Modeling and Estimation of Instrumental Variable Models. *Journal of Computational and Graphical Statistics*, 16(1): 86-114.
- Research assistant for the Ronald Coase Institute, Summer 2003

Academic Honors and Awards

- Nominee, Organizational Behavior Consortium at *Academy of Management Conference*, Montreal, Canada, August 2010
- Finalist, University of Notre Dame *Excellence in Ethics Dissertation Proposal Competition*, Chicago, May 2010
- Student scholarship to *International Association of Conflict Management Conference*, Kyoto, Japan, June 2009
- Student scholarship to *Ethical Dimensions in Business Conference*, University of Notre Dame, November 2008
- Summa cum Laude, Washington University in St. Louis, 2003
- Phi Beta Kappa, 2003
- American Academy of Political and Social Science Undergraduate Research Award, 2003
- Olin Prize in Economics, for senior thesis, 2003
- Omicron Delta Epsilon Outstanding Economics Student Award, 2003
- Golden Key National Honor Society, 2002
- Intercollegiate Studies Institute Honors Fellow, 2002
- Dean's List, Arts and Sciences Scholar, and Dean's Honorary, 1999-2003
- Mesmer, Serling, and Bemis Scholarships, 1999-2003

Research Grants

- Dispute Resolution Research Center Grants, Kellogg School of Management, 2007-2011

Professional Affiliations

- Academy of Management
- International Association of Conflict Management
- Society for Judgment and Decision Making

Professional Service

- Ad hoc reviewer for *Organizational Behavior and Human Decision Processes* and *Negotiation and Conflict Management Research*
- Ad hoc reviewer for the Academy of Management, International Association of Conflict Management, Trans-Atlantic Doctoral Conferences

Teaching Interests

- Leadership, OB, Ethics, Negotiations, Conflict, Groups & Teams, Power, and Decision Making

Teaching Honors and Awards

- Kellogg Graduate Student Teaching Award, 2009 and 2010

Teaching Experience

Sole Instructor, Northwestern University, Kellogg School of Management

- MBA, Negotiations, Summer 2009: Rating 9.7/10; Summer 2010: 9.8/10
- Supervised one undergraduate independent study course on Cross-cultural Negotiations (2009; rating 10/10) and two on Social Influence (2008; ratings 10/10 and 10/10)
- Executive Development Program, Team Building Workshop, Fall 2009 (unrated)

MBA Teaching Assistance, Theory-Based Courses

- Negotiations (Profs. Thompson, Brett, Joseph, & Swaab; 2007-2009)
- Leadership in Organizations (Prof. Galinsky; 2008, 2009)
- Value-Based Leadership (Profs. Galinsky and Jordan; 2008, 2009)
- Managing in Groups and Teams (Prof. Kinias; 2008)
- Bargaining Games (Prof. Murnighan; 2007)

MBA Teaching Assistance, Applied Courses

- Managing in Professional Service Organizations (Gerhard Bette, McKinsey & Co.; 2008-2011)
- Consulting: Frameworks and Practice (Andrew Rolfe, The Keystone Group; 2010)

Executive Teaching Assistance

- Negotiations, International Exec. MBA program (Profs. Thompson and Brett; 2007-2009)
- Leading High-Impact Teams (2008-2009)
- Negotiation Strategies for Managers (2007-2008)

Teaching Training

- Dispute Resolution Research Center: Teaching Negotiations (2009)

Media Mentions

- Seating arrangements can affect group morale. *Training + Development Magazine*. November 2010 issue.
- Seated for Harmony. Human Resource Executive. <http://www.hreonline.com/HRE/story.jsp?storyId=525105657>
- Making bad decisions can be contagious. *Los Angeles Times*. http://latimesblogs.latimes.com/booster_shots/2009/11/decisions-psychology.html.
- Bad decisions may be contagious. *ScienceNOW Daily News*. sciencenow.sciencemag.org/cgi/content/full/2009/1110/2
- The lying game. 10/20/09. *Boston Globe*. www.boston.com/bostonglobe/ideas/articles/2009/10/18/uncommon_knowledge_surprising_insights_from_the_social_sciences/
- When a complete stranger's better suited than the boss. 10/9/09. *Globe and Mail*. www.theglobeandmail.com/report-on-business/managing/when-a-complete-strangers-better-suited-than-the-boss/article1318025/
- B of A should replace Ken Lewis with an outsider, Kellogg research shows. 10/7/09. *Chicago Tribune*. newsblogs.chicagotribune.com/burns-on-business/2009/10/b-of-a-should-replace-ken-lewis-with-an-outsider-kellogg-research-shows.html
- How bad bosses haunt companies after they're gone. 9/14/09. *BNET*. blogs.bnet.com/intercom/?p=2980
- Don't stand by me: When involving an interested party may not be in your best interest. *Fox Business*. www.foxbusiness.com/story/markets/industries/telecom/dont-stand-involving-interested-party-best/

Consulting and Industry Experience

- Assistant for negotiation and teamwork training for three large organizations (software, consumer products, and financial services) by Profs. Thompson and Brett, 2007-2008
- Deloitte Consulting, Human Capital Consultant, Chicago, IL, 2003-2006
- Zurich North America: Consulting Analyst, Schaumburg, IL, 2002-2003
- The White House, Intergovernmental Affairs Intern, Washington, DC, 2001

Other

- Language skills: conversational Spanish, basic Japanese
- Computer skills: proficiency in all Microsoft Office products, statistical and econometric packages (SPSS, R, Stata, Lisrel, EViews), survey and experimental tools (Qualtrics, MediaLab, DirectRT), research databases (e.g., Web of Science, PsychInfo), basic HTML, SAP

References

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