

# Don A. Moore

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Tepper School of Business  
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## ACADEMIC POSITIONS HELD

### **UNIVERSITY OF CALIFORNIA AT BERKELEY**

Visiting Associate Professor at the Haas School of Business 2008-2009

### **CARNEGIE MELLON UNIVERSITY, Pittsburgh, Pennsylvania**

Associate Professor of Organizational Behavior 2005-present

Assistant Professor of Organizational Behavior 2000-2005

Carnegie Bosch Faculty Development Chair 2006-2010

Tepper Faculty Giving Chair 2005-2006

Xerox Junior Faculty Research Chair 2002-2003

Director, Center for Behavioral Decision Research 2005-present

Courtesy appointment in the Department of Social and Decision Sciences

Affiliated faculty, Pittsburgh Experimental Economics Laboratory at the University of Pittsburgh

Affiliated faculty, Center for the Neural Basis of Cognition

### **AUSTRALIAN GRADUATE SCHOOL OF MANAGEMENT, Sydney, Australia**

Visiting Senior Research Fellow January-April 2003 and January-March 2007

### **UNIVERSITÄT WÜRZBURG, Würzburg, Germany**

Visiting Researcher in Social Psychology Summer 2004

## EDUCATION

### **NORTHWESTERN UNIVERSITY, Evanston, Illinois 1996-2000**

Ph.D. in Organization Behavior, June 2000.

M.S. in Organization Behavior, June 1998.

### **CARLETON COLLEGE, Northfield, Minnesota 1989-93**

B.A. in Psychology, *Magna Cum Laude*, June 1993.

## JOURNAL PUBLICATIONS (in reverse chronological order)

1. Gino, F. & Moore, D. A. (in press). Using final deadlines strategically in negotiation. *Negotiation and Conflict Management Research*.
2. Radzevick, J. R., & Moore, D. A. (2008). Myopic biases in competitions. *Organizational Behavior and Human Decision Processes*, 107(2), 206-218.
3. Moore, D. A. & Klein, W. M. P. (2008). The use of absolute and comparative performance feedback in absolute and comparative judgments and decisions. *Organizational Behavior and Human Decision Processes*, 107, 60-74.

4. Moore, D. A., & Healy, P. J. (2008). The trouble with overconfidence. *Psychological Review*, 115(2), 502-517.  
 -A short version of this paper was published in the *Academy of Management Best Papers Proceedings, 2007*.  
 -This paper won the Weil Prize at Carnegie Mellon University.
5. Gino, F. & Moore, D. A. (2008). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. *Negotiation and Conflict Management Research*, 1(1), 77-96.
6. Moore, D. A. (2007). When good = better than average. *Judgment and Decision Making*, 2(5), 277-291.
7. Moore, D. A., Oesch, J. M., & Zietsma, C. (2007). What competition? Myopic self focus in market entry decisions. *Organization Science*, 18(3), 440-454.
8. Moore, D. A., & Small, D. A. (2007). Error and bias in comparative judgment: On being both better and worse than we think we are. *Journal of Personality and Social Psychology*, 92(6), 972-989.
9. Moore, D. A. & Cain, D. M. (2007). Overconfidence and underconfidence: When and why people underestimate (and overestimate) the competition. *Organizational Behavior and Human Decision Processes*, 103, 197-213.
10. Gino, F., & Moore, D. A. (2007). Effects of task difficulty on use of advice. *Journal of Behavioral Decision Making*, 20(1), 21-35.
11. Moore, D. A. (2007). Not so above average after all: When people believe they are worse than average and its implications for theories of bias in social comparison. *Organizational Behavior and Human Decision Processes*, 102(1), 42-58.
12. Loewenstein, G., Moore, D. A., & Weber, R. (2006). Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others. *Experimental Economics*, 9(3), 281-295.  
 A short version of this paper was published in the *Academy of Management Best Papers Proceedings, 2003*.
13. Moore, D. A., Tetlock, P. E., Tanlu, L., & Bazerman, M. H. (2006). Conflict of interest and the case of auditor independence: Moral seduction and strategic issue cycling. *Academy of Management Review*, 31(1), 10-29.  
 This paper was a runner-up for the Best Paper Award for papers published in the *Academy of Management Review* in 2006.
14. Bazerman, M. H., Moore, D. A., Tetlock, P. E., & Tanlu, L. (2006). Reports of solving the conflicts of interest in auditing are highly exaggerated. *Academy of Management Review*, 31(1) 43-49.
15. Moore, D. A. (2005). Myopic biases in strategic social prediction: Why deadlines put everyone under more pressure than everyone else. *Personality and Social Psychology Bulletin*, 31(5), 668-679.
16. Cain, D. M., Loewenstein, G., & Moore, D. A. (2005). The dirt on coming clean: Perverse effects of disclosing conflicts of interest. *Journal of Legal Studies*, 34, 1-25.

- Reprinted in Hooker, J. & Madsen, P. (Eds.). (2005). *International Corporate Responsibility*. Pittsburgh, PA: Carnegie Mellon University Press.
- Reprinted again in Arlen, J. H., & Talley, E. L. (Eds.). (2008). *Experimental Law and Economics*. Chicago: University of Chicago Law School.
17. Moore, D. A. (2004). Myopic prediction, self-destructive secrecy, and the unexpected benefits of revealing final deadlines in negotiation. *Organizational Behavior and Human Decision Processes*, 94(2), 125-139.
  18. Moore, D. A. & Loewenstein, G. (2004). Self-interest, automaticity, and the psychology of conflict of interest. *Social Justice Research*, 17(2), 189-202.
  19. Loewenstein, G. & Moore, D. A. (2004). When ignorance is bliss: Information exchange and inefficiency in bargaining. *Journal of Legal Studies*, 33(1), 37-58.  
Reprinted in Arlen, J. H., & Talley, E. L. (Eds.). (2008). *Experimental Law and Economics*. Chicago: University of Chicago Law School.
  20. Moore, D. A. (2004). The unexpected benefits of final deadlines in negotiation. *Journal of Experimental Social Psychology*, 40(1), 121-127.  
A short version of this paper was published in the *Academy of Management Best Papers Proceedings, 2000*.
  21. Moore, D. A. & Kim, T. G. (2003). Myopic social prediction and the solo comparison effect. *Journal of Personality and Social Psychology*, 85(6), 1121-1135.
  22. Wade-Benzoni, K. A., Hoffman, A., Thompson, L. L., Moore, D. A., Gillespie, J. J., & Bazerman, M. H. (2002). Barriers to resolution in ideologically-based negotiations: The role of values and institutions. *Academy of Management Review*, 27(1), 41-57.  
This paper was a finalist for the Beat Paper Award for papers published in the *Academy of Management Review* in 2002.
  23. Wade-Benzoni, K. A., Okumura, T., Brett, J. M., Moore, D. A., Tenbrunsel, A. E., & Bazerman, M. H. (2002). Cognitions and behavior in asymmetric social dilemmas: A comparison of two cultures. *Journal of Applied Psychology*, 87(1), 87-95.
  24. Bazerman, M. H., Curhan, J. R., Moore, D. A., & Valley, K. L. (2000). Negotiation. *Annual Review of Psychology*, 51, 279-314.
  25. Bazerman, M. H., Moore, D. A., & Gillespie, J. J. (1999). The human mind as a barrier to wiser environmental agreements. *American Behavioral Scientist*, 42(8), 1277-1300.
  26. Bazerman, M. H., Moore, D. A., Tenbrunsel, A. E., Wade-Benzoni, K. A., & Blount, S. (1999). Explaining how preferences change across joint versus separate evaluation. *Journal of Economic Behavior and Organization*, 39, 41-58.  
Reprinted in Bazerman, M. H. (Ed.). (2005). *Negotiation, Decision Making, and Conflict Management* (Vol. 1). Cheltenham, England: Elgar.
  27. Hoffman, A., Gillespie, J. J., Moore, D. A., Wade-Benzoni, K. A., Thompson, L., & Bazerman, M. H. (1999). A mixed-motive perspective on the economics versus environment debate. *American Behavioral Scientist*, 42(8), 1254-1276.

28. Moore, D. A. (1999). Order effects in preference judgments: Evidence for context-dependence in the generation of preferences. *Organizational Behavior and Human Decision Processes*, 78(2), 146-165.
29. Moore, D. A., Kurtzberg, T. R., Fox, C., & Bazerman, M. H. (1999). Positive illusions and biases of prediction in mutual fund investment decisions. *Organizational Behavior and Human Decision Processes*, 79(2), 95-114.  
Reprinted in De Bondt, W. (Ed.). (2005). *The Psychology of World Equity Markets*. Camberly, England: Edward Elgar.
30. Moore, D. A., Kurtzberg, T. R., Thompson, L., & Morris, M. W. (1999). The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations. *Organizational Behavior and Human Decision Processes*, 77(1), 22-43.
31. Moore, D. A., & Murnighan, J. K. (1999). Alternative models of the future of negotiation research. *Negotiation Journal*, October, 341-347.
32. Messick, D. M., Moore, D. A., & Bazerman, M. H. (1997). Ultimatum bargaining with a group: Underestimating the importance of the decision rule. *Organizational Behavior and Human Decision Processes*, 69(2), 87-101.

### **BOOKS**

33. Bazerman, M. H. & Moore, D. A. (2009). *Judgment in managerial decision making* (7<sup>th</sup> Edition). New York: Wiley.
34. Moore, D. A., Cain, D. M., Loewenstein, G., & Bazerman, M. H. (Editors). (2005). *Conflicts of interest*. New York: Cambridge University Press.

### **CHAPTERS IN EDITED BOOKS**

35. Gino, F., Moore, D. A., & Bazerman, M. H. (in press). See no evil: When we overlook other people's unethical behavior. In M. H. Bazerman (Ed.), *Essays in honor of David M. Messick*.
36. Moore, D. A., & Flynn, F. J. (2008). The case for behavioral decision research in organizational behavior. In A. P. Brief and J. Walsh (Eds.), *Academy of Management Annals*, 2(1), 399-431. Mahwah, NJ: Erlbaum.
37. Moore, D. A., & Small, D. A. (2008). When it's rational for the majority to believe that they are better than average. In J. I. Krueger (Ed.), *Rationality and social responsibility: Essays in honor of Robyn M. Dawes*. Mahwah, NJ: Erlbaum.
38. Moore, D. A. (2005). Conflicts of interest in accounting. In D. A. Moore, D. M. Cain, G. Loewenstein & M. H. Bazerman (Eds.), *Conflicts of Interest*. Cambridge: Cambridge University Press.
39. Cain, D., Loewenstein, G., & Moore, D. A. (2005). Coming clean but playing dirtier: Perverse consequences of disclosing conflicts of interest. In D. A. Moore, D. M. Cain, G. Loewenstein & M. H. Bazerman (Eds.), *Conflicts of Interest*. Cambridge: Cambridge University Press.
40. Moore, D. A. (2004). Prospect theory. In N. Nicholson, P. G. Audia, & M. M. Pillutla (Eds.). *Blackwell Encyclopedic Dictionary of Management: Organizational Behavior* (2<sup>nd</sup> Edition). Oxford, England: Blackwell.

41. Bazerman, M. H., Curhan, J. R., & Moore, D. A. (2000). The death and rebirth of the social psychology of negotiations. In M. Clark & G. Fletcher (Eds.), *Blackwell handbook of social psychology: Interpersonal Processes* (pp. 196-228). Oxford, England: Blackwell.  
Reprinted in Bazerman, M. H. (Ed.). (2005). *Negotiation, Decision Making, and Conflict Management* (Vol. 1). Cheltenham, England: Elgar.
42. Kurtzberg, T. R., Moore, D. A., Valley, K., & Bazerman, M. H. (1999). Agents in negotiations: Towards testable propositions. In L. Susskind & R. Mnookin (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage.

### **MAGAZINE AND NEWSPAPER ARTICLES**

43. Moore, D. A. (2007). Are you an overconfident negotiator? *Harvard Negotiation Newsletter*, 10(6), 7-11.
44. Moore, D. A. (2006, April 17). SarbOx doesn't go far enough. *Business week*, 112.
45. Moore, D. A. (2005). How much do you care? How scoring systems help you get what you want in negotiation. *Harvard Negotiation Newsletter*, 8(6), 6-8.
46. Moore, D. A. (2004). Deadline pressure: Use it to your advantage. *Harvard Negotiation Newsletter*, 2, 1-3.
47. Moore, D. A. (2002, December 13). An honest account. *The Wall Street Journal*, pp. A24.
48. Bazerman, M. H., Loewenstein, G., & Moore, D. A. (2002). Why good accountants do bad audits. *Harvard Business Review*, 80(1), 96-102.
49. Loewenstein, G., Moore, D. A., & Bazerman, M. H. (January 15, 2002). Enron failure shows U.S. auditing system is in dire need of big change. *Pittsburgh Post-Gazette*, pp. C-11.

### **UNPUBLISHED PAPERS AND WORKS IN PROGRESS**

Moore, D. A., Swift, S. A., Sharek, Z. S., & Gino, F. *Correspondence bias in performance evaluation: Why grade inflation works*. An empirical examination, using both laboratory and field data, of how biases in comparative judgment influence university admissions decisions.

Radzevick, J. R., & Moore, D. A. *Comparative judgments are mostly, but not completely, comparative*. An empirical examination of the psychological processes at work in comparative judgment.

Cain, D. M., Loewenstein, G., & Moore, D. A. *The price is wrong: Consumer protection and the failure of disclosure*. An empirical study demonstrating the failure of disclosure as a response to conflicts of interest. (Revision requested at the *Journal of Consumer Research*)

Moore, D. A., & Blader, S. L. *Revisiting the instrumentality of voice: Having voice in the process makes people think they will get what they want*. An empirical study examining whether people like fair procedures for allocating scarce resources for the same reason they prefer easy competitions: It leads everyone to believe they will get what they want.

Gino, F., Sharek, Z. S., & Moore, D. A. *The illusion of the illusion of control*. Argues that prior research finding that people overestimate their control has focused on domains in which they have no actual control. Shows that when people have a great deal of control, they are more likely to underestimate it. (Under review at the *Journal of Experimental Social Psychology*)  
-An extended abstract of this paper was published in the *Advances in Consumer Research*, 2008.

## **CONFERENCE PRESENTATIONS**

Gino, F., Sharek, S., & Moore, D. A. (2008, October). *The illusion of the illusion of control*. Association for Consumer Research, San Francisco, California.

Gino, F., Moore, D. A., & Bazerman, M. H. (2008, August). *Outcome biases in judging others' unethical behavior*. Academy of Management, Anaheim, California.

Radzevick, J. R., & Moore, D. A. (2008, August). *To what extent are comparative judgments based on individual judgments?* Academy of Management, Anaheim, California.

Gino, F., & Moore, D. A. (2008, July). *The beauty premium in negotiation*. International Association of Conflict Management, Chicago, Illinois.

Gino, F., Moore, D. A., & Bazerman, M. H. (2008, July). *No harm, no foul: The outcome bias in ethical judgments*. International Association of Conflict Management, Chicago, Illinois.

Moore, D. A. & Healy, P. J. (2008, April). *The trouble with overconfidence*. Behavioral Decision Research in Management, La Jolla, California.

Haisley, E. C., & Moore, D. A. (2007, August). *The probability weighting function for confidence estimates*. Academy of Management, Philadelphia, Pennsylvania.

Sharek, Z. S., Moore, D. A., Swift, S. A., & Gino, F., (2007, August). *Correspondence bias in performance evaluation*. Academy of Management, Philadelphia, Pennsylvania.

Gino, F., & Moore, D. A. (2007, August). *Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger*. Academy of Management, Philadelphia, Pennsylvania.

Healy, P. J., & Moore, D. A. (2007, August). *Bayesian overconfidence*. Academy of Management, Philadelphia, Pennsylvania.

Moore, D. A. & Swift, S. A. (2006, July). *Correspondence bias in performance evaluation: Why grade inflation works*. Interdisciplinary Network for Groups Research, Pittsburgh, Pennsylvania.

Radzevick, J. R., & Moore, D. A. (2006, July). *Myopic biases in competitions: Implications for strategic decision making*. Interdisciplinary Network for Groups Research, Pittsburgh, Pennsylvania.

Moore, D. A., & Small, D. A. (2006, June). *Error and bias in comparative social judgment: On being both better and worse than we think we are*. International Association of Conflict Management, Montreal, Canada.

Moore, D. A. & Klein, W. M. P. (2006, June). *Objective standards matter too much: The use and abuse of absolute and comparative performance feedback in absolute and comparative judgments and decisions*. International Association of Conflict Management, Montreal, Canada.

Moore, D. A. & Swift, S. A. (2006, June). *Correspondence bias in performance evaluation: Why grade inflation works*. International Association of Conflict Management, Montreal, Canada.

Moore, D. A. & Swift, S. A. (2006, June). *Correspondence bias in performance evaluation: Why grade inflation works*. Behavioral Decision Research in Management, Santa Monica, California.

Moore, D. A. (2006, June). *When good = better than average*. Behavioral Decision Research in Management, Santa Monica, California.

Moore, D. A., Oesch, J. M., & Zietsma, C. (2006, May). *What competition? Myopic self-focus in market entry decisions*. Conference marking the contribution of March and Simon's (1963) *Behavioral Theory of the Firm*, Pittsburgh, Pennsylvania.

Moore, D. A., & Small, D. A. (2005, November). *Differential regressiveness explains both better-than-average and worse-than-average effects*. Society for Judgment and Decision Making Conference, Toronto, Canada.

Moore, D. A. (2005, August). *When good = better than average*. Academy of Management, Honolulu, Hawaii.

Radzevick, J. R., & Moore, D. A. (2005, August). *For the love of the game? Betting, prediction, and myopic bias in athletic competition*. Academy of Management, Honolulu, Hawaii.

Cain, D. M., Loewenstein, G., & Moore, D. A. (2004, October). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest*. Association for Consumer Research, Portland, Oregon.

Moore, D. A. (2004, June). *Myopic biases in strategic social prediction: Why deadlines put everyone under more pressure than everyone else*. International Association of Conflict Management, Pittsburgh, Pennsylvania.

Moore, D. A., & Small, D. A. (2004, April). *Error and bias in comparative social judgment: On being both better and worse than we think we are*. Behavioral Decision Research in Management Conference, Raleigh, North Carolina.

Cain, D. M., Loewenstein, G., & Moore, D. A. (2003, November). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest*. Society for Judgment and Decision Making, Vancouver, Canada.

Loewenstein, G., Moore, D. A., & Weber, R. (2003, November). *Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others*. Society for Judgment and Decision Making, Vancouver, Canada.

- Moore, D. A., & Cain, D. M. (2003, August). *Myopic errors in strategic decisions and excess entry into "simple" industries*. Academy of Management, Seattle, Washington.
- Loewenstein, G., Moore, D. A., & Weber, R. (2003, August). *Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others*. Academy of Management, Seattle, Washington.
- Moore, D. A., & Loewenstein, G. (2003, August). *When ignorance is bliss: Information, fairness, and bargaining efficiency*. Academy of Management, Seattle, Washington.
- Cain, D. M., Loewenstein, G., & Moore, D. A. (2003, June). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest*. Economic Science Association, Pittsburgh, Pennsylvania.
- Moore, D. A. (2002, August). *Auditor independence, conflict of interest, and the unconscious intrusion of bias*. Academy of Management, Denver, Colorado.
- Moore, D. A. (2002, June). *Conflict of interest and the fall of Enron: The role of auditor bias*. International Association for Conflict Management, Park City, Utah.
- Moore, D. A. (2002, June). *Egocentric biases and the failure of strategic prediction*. International Association for Conflict Management, Park City, Utah.
- Moore, D. A. (2001, November). *Egocentric failures of contingent thinking in strategic prediction*. Society for Judgment and Decision Making, Orlando, Florida.
- Moore, D. A. (2001, June). *The egocentric psychology of strategic prediction and the misplaced fear of disclosing deadlines in negotiation*. International Association of Conflict Management, Paris, France.
- Oesch, J. M., Moore, D. A., Fassina, N., Carroll, A. (2001, June) *Effects of trust and distrust on negotiations: Evidence from an online experiment*. International Association of Conflict Management, Paris, France.
- Moore, D. A. (2000, August). *The unexpected benefits of revealing time pressure in negotiation*. Paper presented at the Academy of Management, Toronto, Canada.
- Moore, D. A. (2000, July). *Difficulties predicting social outcomes: The case of negotiating under time pressure*. Paper presented at the International Congress of Psychology, Stockholm, Sweden.
- Bazerman, M. H., Moore, D. A., & Gillespie, J. J. (1998, October). *The human mind as a barrier to wiser environmental agreements*. Paper presented at the Conflict Studies Conference, University of Massachusetts at Boston, Boston, MA.
- Moore, D. A., Kurtzberg, T. R., Thompson, L. L., & Morris, M. W. (1998, October). *The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations*. Society for Experimental Social Psychology, Lexington, Kentucky.

Bazerman, M. H., Moore, D. A., Tenbrunsel, A. E., Wade-Benzoni, K. A., & Blount, S. (1998, August). *Negotiating with yourself and losing: Explaining, understanding, and resolving joint vs. separate preference reversals*. International Congress of Applied Psychology, San Francisco, CA.

Wade-Benzoni, K. A., Okumura, T., Brett, J. M., Moore, D. A., Tenbrunsel, A. E., & Bazerman, M. H. (1998, August). *Behavior and expectations in asymmetric social dilemmas: A comparison of two cultures*. Academy of Management, San Diego, CA.

Messick, D. M., Moore, D. A., & Bazerman, M. H. (1997, June). *Ultimatum bargaining with a group*. International Association of Conflict Management, Bonn, Germany.

Moore, R., & Moore, D. A. (1984). Digital analysis of images of the human left ventricle. *Proceedings of the Second South African Symposium on Digital Image Processing*.

### **INVITED PRESENTATIONS**

2008: Northwestern University; Harvard University (Kennedy School of Government and the Program On Negotiation); University of California, Berkeley (OBIR group); Yale University; Duke University; University of Texas at Dallas

2007: Rice University; University of Chicago; Emory University; University of New South Wales, Australia (Psychology Department); University of New South Wales, Australia (Graduate School of Management)

2006: Carnegie Mellon University (Risk Center); University of California, Los Angeles; Cornell University (Center for Behavioral Economics and Decision Research); University of Toronto; Harvard Business School

2005: University of Pennsylvania (Wharton School); Stanford University (Organizational Behavior Department); Columbia University (Management Department); New York University (Management Department); University of Pittsburgh (Department of Economics); Harvard Business School (Negotiations, Organizations, and Markets group); Carnegie Mellon University (Department of Social and Decision Sciences)

2004: University of Würzburg (Social Psychology Group); University of Pennsylvania (Wharton OB Conference)

2003: University of Pittsburgh (Department of Psychology); Carnegie Mellon University (Department of Social and Decision Sciences); University of New South Wales, Australia (Psychology Department); Australian Graduate School of Management; Melbourne Business School

2002: Harvard University (Social Psychology Department); Harvard Business School (Negotiations, Organizations, and Markets group); University of California, Berkeley; Stanford University (Psychology Department); MIT Sloan School (Organization Studies Group)

2001: Washington University, St. Louis

2000: Carnegie Mellon University (Seminar on Groups and Organizations); University of Pittsburgh (Department of Psychology); University of California, Berkeley; Georgetown University; Carnegie Mellon University; University of Texas at Austin; University of Chicago

1998: Harvard University (Economics Department); Harvard Business School (Applied Research Group)

### **RESEARCH GRANTS**

National Science Foundation. Research grant for: *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success* with Francesca Gino, Zachariah Sharek, and Samuel Swift, 2007-2009. (\$223,000)

Center for Analytical Research on Technology (Carnegie Mellon University). Research grant for: *How Can Internal Markets Help Firms Make Better Decisions?* with Shimon Kogan and Roberto Weber, 2006-07. (\$100,000)

Center for Analytical Research on Technology (Carnegie Mellon University). Research grant for: *The trouble with overconfidence* with P. J. Healy, 2006-07. (\$6,000)

National Science Foundation. Research grant for: *Error and bias in comparative judgment*, 2005-2008. (\$190,000)

National Science Foundation. Grant to support *Conference on Conflict of Interest*, held at Carnegie Mellon University in September of 2003, with Max Bazerman, Daylian Cain, and George Loewenstein. (\$42,000)

American Accounting Association. Research grant for: *Auditor independence and the intrusion of unconscious bias*, with George Loewenstein and Max Bazerman, 2001-2003. (\$109,000)

## **AWARDS**

Cummings Scholar Award from the Academy of Management, recognizing “significant scholarly achievement during the early- to mid-career stage,” 2007.

Best paper award, Managerial and Organizational Cognition Division of the Academy of Management, August 2007.

Weil Prize (CMU) for the paper “Bayesian overconfidence” with Paul J. Healy, 2007.

Runner-up, Best Paper Published in the year 2006 in the Academy of Management Review, 2006

Carnegie Bosch Faculty Development Chair, 2006-2010, Carnegie Mellon

Runner-up, George Leland Bach award for teaching excellence (awarded to the faculty member voted best by CMU’s MBA students), 2006

Runner-up, Best Paper Published in the year 2004, awarded by the International Association of Conflict Management, 2006

Faculty Giving Chair, 2005-2006, Carnegie Mellon

Xerox Research Chair, 2002-2003, Carnegie Mellon

Best paper award, Managerial and Organizational Cognition Division of the Academy of Management, August 2003.

Finalist, best paper award for the Academy of Management Review 2002

Best student paper award, Conflict Management Division of the Academy of Management, August 2000.

Finalist, William H. Newman Dissertation Award, Academy of Management, August 2000.

Kellogg School Teaching Award, for teaching done as a doctoral student 1999-2000.

## **PROFESSIONAL SERVICE**

### **EDITORIAL BOARDS**

*Negotiation and Conflict Management Research*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*

### **AD HOC REVIEWING**

*Academy of Management Journal, Academy of Management Conference (various divisions), Academy of Management Review, Administrative Science Quarterly, Applied Psychology: An International Review, Australian Journal of Management, Basic and Applied Social Psychology, Behavioral Decision Research in Management Conference, British Journal of Social Psychology, British Accounting Review, Educational Research and Evaluation, European Journal of Social Psychology, Experimental Psychology, Group Decision and Negotiation, Group Processes and Intergroup Relations, International Association of Conflict Management Conference,*

*International Journal of Conflict Management, Journal of Applied Psychology, Journal of Behavioral Decision Making, Journal of Economic Psychology, Journal of Experimental Social Psychology, Journal of Legal Studies, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Judgment and Decision Making, National Science Foundation (Decision, Risk, and Management Science Division), Personality and Social Psychology Bulletin, Psychological Science, Social Cognition, Social Justice Research*

## **TEACHING EXPERIENCE**

### **Course Ratings at the Tepper School of Business**

- 45-895 Negotiation, MBA elective (recent rating: 4.8/5)
- 47-901 Seminar in Organizational Behavior, Ph.D. micro-OB seminar
- 47-900 Research on Negotiation, Ph.D. seminar
- 70-311 Introduction to Organizational Behavior, undergraduate core course (recent rating: 4.9/5)

### **Teaching Cases Written**

- Stopwatch – A dyadic integrative negotiations simulation set in the context of a buyer/seller business negotiation. The case's primary lesson involves time pressure and its strategic disclosure. (Distributed by the Dispute Resolution Research Center at Northwestern University)
- Galbraith and Company – A five-party coalition negotiation simulation set in the context of the executive committee of the partners of a large consulting firm. (Distributed by the Dispute Resolution Research Center at Northwestern University)
- The Offer – A dyadic integrative negotiations simulation set in the context of an employment negotiation between job candidate and employer. (Distributed by the Dispute Resolution Research Center at Northwestern University)
- Enterprise Bargaining – A dyadic bargaining simulation with fixed periods and alternating offers, set in the context of a union/management negotiation.

## **CARNEGIE MELLON UNIVERSITY SERVICE**

- Director, Center for Behavioral Decision Research (2005-2008)
- Chair, Tepper Behavioral Research Laboratory Advisory Committee (2001-2008)
- Coordinator, Organization Behavior doctoral program (2005-2008)
- Coordinator, Organization Behavior speaker series (2001-2005)
- Member, Committee to review the Dean (2006-07)
- Member, Institutional Review Board (2007-2008)

## **POPULAR PRESS COVERAGE**

My work has been covered in the *New York Times*, *Money* magazine, the *Wall Street Journal*, the *Economist* magazine, the *New Yorker* magazine, *Business Week* magazine, *Forbes* magazine, *Kiplinger's* personal finance magazine, the *Washington Post*, the *Christian Science Monitor*, *USA Today*, the *Pittsburgh Post-Gazette*, the *Harvard Management Update*, the *San Jose Mercury News*, the *Los Angeles Business Journal*, the *Salt Lake City Deseret News*, the *Columbus (Ohio) Dispatch*, the *Business Times*, the *San Antonio Express-News*, the *Sacramento Bee*, the *Montreal Gazette*, CFO.com, and SmartPros.com. I have been interviewed on National Public Radio, CNNfn, WNPR public radio, and KDKA talk radio.