

**Hillary Anger Elfenbein, Ph.D.**  
Olin School of Business  
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## EDUCATION

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**Harvard University** Cambridge, MA  
**Ph.D., Organizational Behavior.** June, 2001

*Dissertation Title:* Accuracy in communicating emotion in the workplace: A field research investigation. *Committee Members:* Teresa Amabile, Nalini Ambady, Robin Ely, and Charles O'Reilly.

Completed required curriculum of the *Master in Business Administration* (MBA) program.

**Harvard University** Cambridge, MA  
**M. A., Statistics.** June, 2001

Specialized in survey and experimental research design and analysis.

**Harvard College** Cambridge, MA  
**B. A., Physics and Sanskrit Language.** *magna cum laude.* January, 1994

## ACADEMIC POSITIONS

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### **Washington University in Saint Louis, Olin School of Business**

*Organizational Behavior*

John K. Wallace, Jr. and Ellen A. Wallace Distinguished Professor 2016 - present

Professor of *Psychological & Brain Sciences*, by courtesy 2016 - present

Professor 2011 - 2016

Associate Professor (with tenure) 2008 - 2011

**University of California, Berkeley, Haas School of Business** 2003 - 2008

Assistant Professor

*Organizational Behavior and Industrial Relations*

Affiliate, *Department of Psychology*

### **Harvard Business School**

Senior Researcher

*Organizational Behavior* 2001 - 2003

Post-doctoral research appointment.

## PUBLICATIONS

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1. Elfenbein, H. A., & Ambady, N. (2002). On the universality and cultural specificity of emotion recognition: A meta-analysis. *Psychological Bulletin*, *128*, 203-235.
2. Elfenbein, H. A., & Ambady, N. (2002). Is there an in-group advantage in emotion recognition? *Psychological Bulletin*, *128*, 243-249.
3. Elfenbein, H. A., & Ambady, N. (2002). Predicting workplace outcomes from the ability to eavesdrop on feelings. *Journal of Applied Psychology*, *87*, 963-971.
4. Elfenbein, H. A., Mandal, M. K., Ambady, N., Harizuka, S., & Kumar, S. (2002). Cross-cultural patterns in emotion recognition: Highlighting design and analytical techniques. *Emotion*, *2*, 75-84.
5. Elfenbein, H. A., & Ambady, N. (2003). Cultural similarity's consequences: A distance perspective on cross-cultural differences in emotion recognition. *Journal of Cross-Cultural Psychology*, *34*, 92-110.
6. Elfenbein, H. A., & Ambady, N. (2003). Universals and cultural differences in recognizing emotions. *Current Directions in Psychological Science*, *12*, 159-164.  
  
Reprinted as: Elfenbein, H. A., & Ambady, N. (2004). Universals and cultural differences in recognizing emotions. In J. B. Ruscher & E. Y. Hammer, *Current directions in social psychology* (pp. 48-54). Upper Saddle River, NJ: Pearson Prentice Hall.
7. Elfenbein, H. A., & Ambady, N. (2003). When familiarity breeds accuracy: Cultural exposure and facial emotion recognition. *Journal of Personality and Social Psychology*, *85*, 276-290.
8. Marsh, A. A., Elfenbein, H. A., & Ambady, N. (2003). Nonverbal "accents": Cultural differences in facial expressions of emotion. *Psychological Science*, *14*, 373-376.
9. Elfenbein, H. A., Mandal, M. K., Ambady, N., Harizuka, S., & Kumar, S. (2004). Hemifacial differences in the in-group advantage in emotion recognition. *Cognition and Emotion*, *18*, 613-629.
10. Foo, M. D., Elfenbein, H. A., Tan, H. H., & Aik, V. C. (2004). Emotional Intelligence and negotiation: The tension between creating and claiming value. *International Journal of Conflict Management*, *15*, 411-429.
11. Curhan, J. R., Elfenbein, H. A., & Xu, H. (2006). What do people value when they negotiate? Mapping the domain of subjective value in negotiation. *Journal of Personality and Social Psychology*, *91*, 493-512.  
  
*Most Influential Article Award of 2013 across papers from 2005-2008, Conflict Management division of the Academy of Management*
12. Elfenbein, H. A. (2006). Learning in emotion judgments: Training and the cross-cultural understanding of facial expressions. *Journal of Nonverbal Behavior*, *30*, 21-36.
13. Elfenbein, H. A., Foo, M. D., Boldry, J. G., & Tan, H. H. (2006). Dyadic effects in nonverbal communication: A variance partitioning analysis. *Cognition and Emotion*, *20*, 149-159.

(Continued.)

## PUBLICATIONS, CONTINUED

14. Elfenbein, H. A., Beaupré, M. G., Lévesque, M., & Hess, U. (2007). Toward a dialect theory: Cultural differences in the expression and recognition of posed facial expressions. *Emotion, 7*, 131-146.
15. Elfenbein, H. A., Foo, M. D., White, J. B., Tan, H. H., & Aik, V. C. (2007). Reading your counterpart: The benefit of emotion recognition ability for effectiveness in negotiation. *Journal of Nonverbal Behavior, 31*, 205-223.
16. Elfenbein, H. A., & O'Reilly, C. A. (2007). "Fitting In": The effects of relational demography and person-organization fit on group process and performance. *Group and Organization Management, 32*, 109-142.
17. Marsh, A. A., Elfenbein, H. A., & Ambady, N. (2007). Separated by a common language: Nonverbal accents and cultural stereotypes about Americans and Australians. *Journal of Cross-Cultural Psychology, 38*, 284-301.
18. Elfenbein, H. A. (2007). Emotion in organizations: A review and theoretical integration. *Academy of Management Annals, 1*, 371-457.  
*Decade Award for highest 10-year impact from the Academy of Management Annals*
19. Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Baccaro, L. (2008). Are some negotiators better than others? Individual differences in bargaining outcomes. *Journal of Research in Personality, 42*, 1463-1475.
20. Curhan, J. R., Elfenbein, H. A., & Kilduff, G. J. (2009). Getting off on the right foot: Subjective value versus economic value in predicting longitudinal job outcomes from job offer negotiations. *Journal of Applied Psychology, 94*, 524-534.
21. Elfenbein, H. A., Eisenkraft, N., & Ding, W. W. (2009). Do we know who values us? Dyadic meta-accuracy in the perception of professional relationships. *Psychological Science, 20*, 1081-1083.
22. Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (2010). The objective value of subjective value: A multi-round negotiation study. *Journal of Applied Social Psychology, 40*, 690-709.
23. Eisenkraft, N., & Elfenbein, H. A. (2010). The way you make me feel: Evidence for individual differences in affective presence. *Psychological Science, 21*, 505-510.
24. Elfenbein, H. A., & Eisenkraft, N. (2010). The relationship between displaying and perceiving nonverbal cues of affect: A meta-analysis to solve an old mystery. *Journal of Personality and Social Psychology, 98*, 301-318.
25. Elfenbein, H. A., Foo, M. D., Mandal, M. K., Biswal, R., Eisenkraft, N., Lim, A., & Sharma, S. (2010). Individual differences in expressing and perceiving nonverbal cues: New data on an old question. *Journal of Research in Personality, 44*, 199-206.
26. Kilduff, G. J., Elfenbein, H. A., & Staw, B. M. (2010). The psychology of rivalry: A relationally-dependent analysis of competition. *Academy of Management Journal, 53*, 943-969.  
*Finalist for Academy of Management Journal Best Paper Award of 2010.*

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## PUBLICATIONS, CONTINUED

27. Groysberg, B., Polzer, J. T., & Elfenbein, H. A. (2011). Too many cooks spoil the broth: How high status individuals decrease group effectiveness. *Organization Science*, 22, 722-737.
28. Laukka, P., & Elfenbein, H. A. (2012). Emotion appraisal dimensions can be inferred from vocal expressions. *Social Psychological and Personality Science*, 3, 529-536.
29. Thingujam, N. S., Laukka, P., & Elfenbein, H. A. (2012). Distinct emotional abilities converge: Evidence from emotional understanding and emotion recognition through the voice. *Journal of Research in Personality*, 46, 350-354.
30. Elfenbein, H. A. (2013). Nonverbal dialects and accents in facial expressions of emotion. *Emotion Review*, 5, 90-96.
31. Laukka, P., Elfenbein, H. A., Söder, N., Nordström, H., Althoff, J., Chui, W., Iraki, F. K., Rockstuhl, T., & Thingujam, N. S. (2013). Cross-cultural decoding of positive and negative non-linguistic emotion vocalizations. *Frontiers in Psychology*, 4, 353. doi: 10.3389/fpsyg.2013.00353.
32. Sharma, S., Bottom, W. P., & Elfenbein, H. A. (2013). On the role of personality, cognitive ability, and emotional intelligence in predicting negotiation outcomes: A meta-analysis. *Organizational Psychology Review*, 3, 293-336.  
*Outstanding Article Award of 2015 presented to papers published in 2013, International Association for Conflict Management*
33. Laukka, P., Neiberg, D., & Elfenbein, H. A. (2014). Evidence for cultural differences in the expressive style of affective speech: Acoustic classification within and across five nations. *Emotion*, 14, 445-449.
34. Kantrowitz, J. T., Scaramello, N., Jakobovitz, A., Lehrfeld, J. M., Laukka, P., Elfenbein, H. A., Silipo, G., & Javitt, D. C. (2014). Amusia and protolanguage impairments in schizophrenia. *Psychological Medicine*, 44, 2739-2748.
35. Elfenbein, H. A. (2014). The many faces of emotional contagion: An Affective Process Theory for affective linkage. *Organizational Psychology Review*, 4, 326-362.
36. Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2015). The social perception of emotional abilities: Expanding what we know about observer ratings of emotional intelligence. *Emotion*, 15, 17-34.
37. Elfenbein, H. A. (2015). Individual differences in negotiation: A nearly abandoned pursuit revived. *Current Directions in Psychological Science*, 24, 131-136.
38. Kudesia, R. S., Baer, M., & Elfenbein, H. A. (2015). A wandering mind does not stray far from home: The value of metacognition in distant search. *PLoS ONE*, 10(5): e0126865. doi:10.1371/journal.pone.0126865.
39. Bhatara, A., Laukka, P., Boll-Avetisyan, N., Granjon, L., Elfenbein, H. A., & Bänziger, T. (2016). The relation between second language ability and emotional prosody perception. *PLoS ONE*, 11(6): e0156855. doi:10.1371/journal.pone.0156855.

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## **PUBLICATIONS, CONTINUED**

40. Elfenbein, H. A. (2016). Emotional division-of-labor: A theoretical account. *Research in Organizational Behavior*, *36*, 1-26.
41. Laukka, P., Elfenbein, H. A., Thingujam, N. S., Rockstuhl, T., Iraki, F. K., Chui, W., & Althoff, J. (2016). The expression and recognition of emotions in the voice across five cultures: A lens model analysis based on acoustic features. *Journal of Personality and Social Psychology*, *111*, 686-705.
42. Eisenkraft, N., Elfenbein, H.A., & Kopelman, S. (2017). We know who likes us, but not who competes against us: Dyadic meta-accuracy among work colleagues. *Psychological Science*, *28*, 233-241.
43. Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2017). Validating Emotional Attention Regulation as a component of Emotional Intelligence: A Stroop approach to individual differences in tuning into and out of nonverbal cues. *Emotion*, *17*, 348-358.
44. Elfenbein, H. A., & MacCann, C. (2017). A closer look at ability Emotional Intelligence (EI): What are its component parts and how do they relate to each other? *Social and Personality Psychology Compass*, *11*: e12324. <https://doi.org/10.1111/spc3.12324>.
45. Nordström, H., Laukka, P., Thingujam, N., Schubert, E., & Elfenbein, H. A. (2017). Emotion appraisal dimensions inferred from vocal expressions are consistent across cultures: A comparison between Australia and India. *Royal Society Open Science*. *4*: 170912. <http://dx.doi.org/10.1098/rsos.170912>.
46. Elfenbein, H. A., Eisenkraft, N., Curhan, J. R., & DiLalla, L. F. (2018). On the relative importance of individual-level characteristics and dyadic interaction effects in distributive negotiations: Variance partitioning evidence from a twins study. *Journal of Applied Psychology*, *103*, 88-96.
47. Jang, D., Elfenbein, H. A., & Bottom, W. P. (2018). More than a phase: Form and features of a general theory of negotiation. *Academy of Management Annals*, *12*, 318-356.
48. Jang, D., & Elfenbein, H. A. (2018). Menstrual cycle effects on mental health outcomes: A meta-analysis. *Archives of Suicide Research*. In press.
49. Sharma, S., Elfenbein, H. A., Foster, J., & Bottom, W. P. (2018). Predicting negotiation performance from personality traits: A field study across diverse occupations. *Human Performance*. In press.

## **INVITED CHAPTERS**

1. Elfenbein, H. A., Marsh, A., & Ambady, N. (2002). Emotional Intelligence and the recognition of emotion from the face. In L. F. Barrett & P. Salovey (Eds.), *The wisdom of feelings: Processes underlying emotional intelligence* (pp. 37-59). New York: Guilford Press.

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## INVITED CHAPTERS, CONTINUED

2. Elfenbein, H. A. (2006). Team Emotional Intelligence: What it can mean and how it can impact performance. In V. Druskat, F. Sala, & G. Mount (Eds.), *Linking Emotional Intelligence and Performance at Work: Current Research Evidence with Individuals and Groups*. (pp. 165-184). Mahwah, NJ: Lawrence Erlbaum.
3. Elfenbein, H. A., & Shirako, A. (2006). An emotion process model for multicultural teams. In B. Mannix, M. Neale, & Y. R. Chen (Eds.), *Research on Managing Groups and Teams: National Culture and Groups* (pp. 263-297). Amsterdam: Elsevier.
4. Elfenbein, H. A. (2007). It takes one to know one better: Controversy about the cultural in-group advantage in communicating emotion as a theoretical rather than methodological issue. In U. Hess & P. Philippot (Eds.), *Group Dynamics and Emotional Expression* (pp.51-68). Cambridge: Cambridge University Press.
5. Elfenbein, H. A., Polzer, J. T., & Ambady, N. (2007). Team emotion recognition accuracy and team performance. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Research on Emotions in Organizations* (Vol. 3, pp. 87-119). Amsterdam: Elsevier.
6. Margolis, J., & Elfenbein, H. A. (2008). Doing well by doing good? Don't count on it. *Harvard Business Review*, 86, 1, 19-20.
7. Elfenbein, H.A. (June, 2010). Does personality matter? *Negotiation*. Cambridge: Program on Negotiation.  
  
Republished as: Elfenbein, H. A. (March, 2012). *Executive Leadership*. Washington, DC: *Business Management Daily*, 27, 7.
8. Elfenbein, H. A., & Curhan, J. R. (2012). The effects of subjective value on future consequences: Implications for negotiation strategies. In D. Shapiro & B. Goldman (Eds.), *The Psychology of Negotiations in the 21st Century Workplace* (pp. 115-140). New York: Routledge.
9. Evans, K., Jang, D., & Elfenbein, H. A. (2012). Motivation and Emotion in Multicultural Psychology. In F. Leong (Ed.), *The APA Handbook of Multicultural Psychology*. Washington, DC: American Psychological Association. In press.
10. Elfenbein, H. A. (February, 2012). How I spent my summer vacation: Testifying before Congress about the value of social science. *American Psychological Society Observer*, 2.
11. Kudesia, R. S., & Elfenbein, H. A. (2013). Nonverbal communication in the workplace. In J. Hall & M. Knapp (Eds.), *Handbook of Communication Science*. Mouton de Gruyter.
12. Elfenbein, H. A. (2013). Individual differences in negotiation. In M. Olekalns & W. L. Adair (Eds.), *Handbook of Research in Negotiation* (pp. 25-45). London: Edward Elgar.
13. Elfenbein, H. A. (2014). In-group advantage and other-group bias in facial emotion recognition. In M. K. Mandal & A. Awasthi (Eds.), *Facial Expression of Emotion: Perspectives from Social, Biological and Computational Sciences*. New York: Springer.

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### **INVITED CHAPTERS, CONTINUED**

14. Jang, D., & Elfenbein, H. A. (2015). Emotion, Perception and Expression of. *International Encyclopedia of the Social & Behavioral Sciences* (2nd Ed.). Oxford: Elsevier.
15. Elfenbein, H.A. and Luckman, E.A. (2015). Accuracy in judging affective cues across cultures. In J. A. Hall, M. S. Mast, & T. West (Eds.), *The Social Psychology of Perceiving Others Accurately* (pp. 328-349). Cambridge University Press.
16. Elfenbein, H. A. (2017). Emotional dialects in the language of emotion. In J.M. Fernández Dols and J. Russell (Eds.), *The Science of Facial Expression* (pp. 479-496). Oxford: Oxford University Press.

### **CONFERENCE PRESENTATIONS**

- Elfenbein, H. A., Jang, D., & Kleinbaum, A. (2018). Individual differences in expressive network structure: A structural preferences approach. Paper to be presented at the Economics and Management of Networks conference, Havana, Cuba.
- Eisenkraft, N., Gray, S., Elfenbein, H. A., & Ding, W. (2018). Formal workgroup membership and the accurate perception of social network ties. Paper to be presented at the Economics and Management of Networks conference, Havana, Cuba.
- Elfenbein, H. A. (2018). Conducting state of the art negotiation research. Panelist at the 78th meeting of the Academy of Management, Chicago, Illinois.
- Elfenbein, H. A. (2018). Emotional contagion throughout organizational networks: Beyond primitive contagion. Paper to be presented at the 78th meeting of the Academy of Management, Chicago, Illinois.
- Elfenbein, H. A., & Bottom, W. (2018). Counterpart individual differences influence bargaining outcomes. Paper to be presented at the 31st Annual meeting of the International Association of Conflict Management, Philadelphia, Pennsylvania.

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## **CONFERENCE PRESENTATIONS, CONTINUED**

- Elfenbein, H. A., & Kopelman, S. (2018). Do we understand how well we negotiated? Accuracy of detecting dealer profitability and customer subjective value in new car sales. Paper to be presented at the 31st Annual meeting of the International Association of Conflict Management, Philadelphia, Pennsylvania.
- Elfenbein, H. A. (2018). Is negotiation changing? Panelist at the 31st Annual meeting of the International Association of Conflict Management, Philadelphia, Pennsylvania.
- Elfenbein, H. A. (2018). More than a feeling: Advancing the study of emotions and performance. Discussant at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Elfenbein, H. A. (2017). Theoretical mechanisms of emotional contagion within affective process theory. Paper presented at the 77th meeting of the Academy of Management, Atlanta, Georgia.
- Huang, J. M., Jang, D., Schneider, A. K., Elfenbein, H. A., & Bottom, W. P. (2017). What makes professional negotiators effective? Examining the case of lawyers. Paper presented at the 77th meeting of the Academy of Management, Atlanta, Georgia.
- Elfenbein, H. A. (2017). Individual differences in negotiation: A relational process theory. Paper presented at the 30th Annual meeting of the International Association of Conflict Management, Berlin, Germany.
- Huang, J. M., Jang, D., Schneider, A. K., Elfenbein, H. A., & Bottom, W. P. (2017). What makes professional negotiators effective? Examining the case of lawyers. Paper presented at the 30th Annual meeting of the International Association of Conflict Management, Berlin, Germany.
- Sharma, S., Bottom, W. P., Elfenbein, H. A., Steele, N. L. (2017). Development and Validation of a Supervisor Rating Scale of Negotiation Effectiveness. Paper presented at the 30th Annual meeting of the International Association of Conflict Management, Berlin, Germany.
- Sharma, S., Bottom, B., & Elfenbein, H. A. (2016). The role of individual differences in negotiation. Paper presented at the 76th meeting of the Academy of Management, Anaheim, California.
- Jang, D., Bottom, B., & Elfenbein, H. A. (2016). Effective at every phase: The role of conscientiousness across phases of negotiation. Paper presented at the 76th meeting of the Academy of Management, Anaheim, California.
- Dotan, H., Kudesia, R. S., Jang, D., & Elfenbein, H. A. (2016). Mindfulness can be contagious: Evidence for convergence with social interaction partners. Paper presented at the Meeting of the Interdisciplinary Network for Group Research, Helsinki, Finland.
- Knafo-Noam, A., & Elfenbein, H. A. (2016). Values and children's perception of affect: A twin study. A paper presented at the International Congress of Psychology, Yokohama, Japan.

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## **CONFERENCE PRESENTATIONS, CONTINUED**

- Elfenbein, H. A. (2016). Dialect theory: An attempt to explain decades of cross-cultural data on emotional expression and perception. Invited symposium presentation at the 28th American Psychological Society Annual Convention, Chicago, Illinois.
- Laukka, P., Elfenbein, H. A., Chui, W., Althoff, J., Iraki, F. K., Rockstuhl, T., & Thingujam, N. S. (2016). What can we hear in the voice? A five-nation study of open-ended perceptions of affective states. Poster presented at the 28th American Psychological Society Annual Convention, Chicago, Illinois.
- Jang, D., Bottom, W. P., & Elfenbein, H. A. (2015). Interdisciplinary perspectives on effective behavior before, during, and after deal-making. Paper presented at the 75th meeting of the Academy of Management, Vancouver, Canada.
- Kudesia, R. S., Dotan, H., & Elfenbein, H. A. (2015). Mindfulness as a multilevel phenomenon. Paper presented at the 75th meeting of the Academy of Management, Vancouver, Canada.
- Jang, D., Bottom, W. P., & Elfenbein, H. A. (2015). Individual Difference Antecedents to Successful Negotiation Behaviors. Paper presented at the 28th Annual meeting of the International Association of Conflict Management, Clearwater Beach, Florida.
- Jang, D., Elfenbein, H. A., & Bottom, W. P. (2015). Individual differences in Negotiation Behaviors. Poster presented at the 4th Biennial Meeting of the Association for Research in Personality, Saint Louis, Missouri.
- Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2015). The Emotional Stroop. Poster presented at the 4th Biennial Meeting of the Association for Research in Personality, Saint Louis, Missouri.
- Elfenbein, H. A. (2015). Towards the validity of Emotional Intelligence: Testing the positive manifold with emotion recognition. Presentation at the Meeting of the International Society for Research in Emotion, Geneva, Switzerland.
- Elfenbein, H. A. (2015). The many faces of emotional contagion: An affective process theory of affective linkage. Presentation at the Meeting of the International Society for Research in Emotion, Geneva, Switzerland.
- Jang, D., Bottom, B., & Elfenbein, H. A. (2015). Interdisciplinary Perspectives on Effective Behavior Before, During, and After Deal-making. Paper to be presented at the 75th meeting of the Academy of Management, Vancouver, Canada.
- Kudesia, R., Elfenbein, H. A., & Luckman, E. (2015). Money on the mind: Can mindfulness be used to facilitate economic self-interest. Paper to be presented at the 7th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, Michigan.
- Elfenbein, H. A. (2014). Emotional intelligence at work: The empirical evidence. Presentation at the Autumn School on the Assessment of Emotional Intelligence/Competence. Ghent, Belgium.

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## **CONFERENCE PRESENTATIONS, CONTINUED**

- Elfenbein, H. A. (2014). Emotion recognition has social psychological consequences and converges with other emotional abilities when assessed with laboratory-quality measures. Presentation at the Annual Meeting of the Society for Experimental Social Psychology, Columbus, Ohio.
- Jang, D., & Elfenbein, H. A. (2014). Developments in Conceptualizing and Measuring the Emotional Abilities. Symposium presented at the 74th meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Eisenkraft, N., Elfenbein, H. A., & Kopelman, S. (2014). Openly cooperative/secretly competitive: Perceptions of intrateam dyadic interactions. Paper presented at the 74th meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2014). The Emotional Stroop. Paper presented at the 74th meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Sharma, S., Elfenbein, H. A., Bottom, B., & Foster, J. (2014). Personality traits and supervisor perceptions of negotiation effectiveness: A field study across seven diverse occupations. Paper presented at the 74th meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Eisenkraft, N., Gray, S., Elfenbein, H. A., & Ding, W. (2014). Visible Bridges: Internal Organizational Boundaries Affect the Accurate Perception of Social Network Ties. Paper presented at the Ninth Meeting of the Interdisciplinary Network for Group Research, Raleigh, North Carolina.
- Eisenkraft, N., & Elfenbein, H. A. (2014). Negative affective presence and the bad apple effect. Presentation at the Israeli Organizational Behavior Conference. Tel Aviv, Israel.
- Kudesia, R. S., Baer, M. & Elfenbein, H. A. (2014). The relationship between mindfulness and creativity. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
- Elfenbein, H. A. (2013). Emotional Division-of-Labor: A theoretical account. Paper presented at the 73rd meeting of the Academy of Management, Lake Buena Vista, Florida.
- Elfenbein, H. A. (2013). The many faces of emotional contagion: An Affective Process Theory of affective linkage. Invited talk presented at the Amsterdam Symposium on the Social Nature of Emotion, Netherlands.
- Elfenbein, H. A. (2013). Insights into emotional abilities from the Social Relations Model. Poster presented at the David Kenny Festschrift. Storrs, Connecticut.
- Elfenbein, H. A. (2013). Reading customers' and salespeople's emotions in the retail exchange. Invited talk presented at the Wharton meeting on Emotional Connections in Retailing: Designing Consumer and Employee Emotional Experiences. Philadelphia, Pennsylvania.

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## CONFERENCE PRESENTATIONS, CONTINUED

- Kudesia, R. S., Baer, M., & Elfenbein, H. A. (2013). Learning to let go: How mindfulness meditation impacts creativity and decision making. Paper to be presented at the 73rd meeting of the Academy of Management, Lake Buena Vista, Florida.
- Lasalle, M., Elfenbein, H. A., & Hess, U. (2013). Where are you from? What is your accent? The effect of expresser group and dialect on emotion recognition and mimicry. Poster presented at the Society for Psychophysiological Research, Florence, Italy.
- Elfenbein, H. A., Eisenkraft, N., DiLalla, L. F., Curhan, J. R., & Perlis, R. (2012). Person × Environment Interactions when the Environment is Another Person: Twins in Negotiations. Paper presented at the 72nd meeting of the Academy of Management, Boston, Massachusetts.
- Sharma, S., Bottom, W., & Elfenbein, H. A. (2012). Cognitive intelligence, emotional intelligence, and negotiation outcomes: A meta-analysis. Paper presented at the 72nd meeting of the Academy of Management, Boston, Massachusetts.
- Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2011). Do we know emotional intelligence when we see it? Presentation at the Israeli Organizational Behavior Conference. Tel Aviv, Israel.
- Neiberg, D., Laukka, P., & Elfenbein, H. A. (2011). Intra-, Inter-, and Cross-cultural classification of vocal affect. Proceedings of the 12th Annual Meeting of the International Speech Communication Association (pp. 1581-1584). Florence, Italy.
- Elfenbein, H. A., Sharma, S., Kopelman, S., Eisenkraft, N., & Curhan, J. R. (2011). Individual differences and negotiation outcomes: A cross-cultural field study. Paper presented at the 71st meeting of the Academy of Management, San Antonio, Texas.
- Campagna, R., Dirks, K., & Elfenbein, H.A. (2011). On trusting: The accuracy of initial trust judgments. Paper presented at the 71st meeting of the Academy of Management, San Antonio, Texas.
- Laukka, P., & Elfenbein, H. A., Thingujam, N. S., Iraki, F. K., Rockstuhl, T., Althoff, J., & Chui, W. (2011). Vocal affect expression across cultures. Poster presented at the Meeting of the International Society for Research in Emotion, Kyoto, Japan.
- Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2011). The predictive power of observer-rated Emotion Management skills for transformational leadership, organizational citizenship, and job performance. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Elfenbein, H. A. (2010). Emotion perception “in the wild”: Implications from recent work on reconciling the display-perception link. Presentation at the Annual Meeting of the Society for Experimental Social Psychology, Minneapolis, Minnesota.
- Campagna, R., Dirks, K., & Elfenbein, H. A. (2010). Do I know who trusts me? Meta-accuracy among teammates across three factors of trustworthiness. Paper presented at the 70th meeting of the Academy of Management, Montreal, Quebec.

(Continued.)

## **CONFERENCE PRESENTATIONS, CONTINUED**

- Eisenkraft, N. & Elfenbein, H. A. (2010). Do you know how you make other people feel? Accuracy in perceptions of trait affective presence. Paper presented at the 70th meeting of the Academy of Management, Montreal, Quebec.
- Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2010). Do we know emotional intelligence when we see it? The properties and promise of peer ratings. Paper presented at the Fifth Meeting of the Interdisciplinary Network for Group Research, Washington, DC.
- Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Brown, A. (2010). Why are some negotiators better than others? Opening the black box of bargaining behaviors. Paper presented at the 23rd Annual Meeting of the International Association for Conflict Management. Cambridge, Massachusetts.
- Laukka, P., Elfenbein, H. A., Chui, W., Thingujam, N. S., Iraki, F. K., Rockstuhl, T., & Althoff, J. (2010). Presenting the VENEC corpus: Development of a cross-cultural corpus of vocal emotion expressions and a novel method of annotating emotion appraisals. Presentation at the LREC Workshop for Research on Emotion and Affect, Valletta, Malta.
- Eisenkraft, N., & Elfenbein, H. A. (2010). The way you make me feel: Evidence for individual differences in affective presence. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Elfenbein, H. A., Eisenkraft, N., & Ding, W. W. (2010). Do we know who values us? Dyadic meta-accuracy in the perception of professional relationships. Paper presented at the Meeting of the American Psychological Association, San Diego, California.
- Elfenbein, H. A. (2010). Linguistic metaphors and biological versus social influences in communicating via emotion. Presentation at the Emotion Preconference of the 10th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas.
- Elfenbein, H. A. (2009). The many faces of emotional contagion: An Affective Process Theory. Paper presented at the 69th Meeting of the Academy of Management, Chicago, Illinois.
- Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2009). Do we know emotion regulation skill when we see it? A multi-trait multi-method analysis. Paper presented at the 69th Meeting of the Academy of Management, Chicago, Illinois.
- Elfenbein, H. A., Eisenkraft, N., Foo, M. D., Mandal, M. K., Biswal, R., Lim, A., & Sharma, S. (2009). Is there an emotional 'g'? Accuracy in expressing and perceiving nonverbal cues. Paper presented at the 21st Meeting of the Association for Psychological Science, San Francisco, California.
- Laukka, P., Elfenbein, H. A., & Chiu, W. (2009). The cognitive representational function of vocal affect expressions: Acoustic correlates of emotion eliciting appraisals. Poster presented at the Ninth Annual Meeting of the Society for Personality and Social Psychology, Tampa, Florida.

(Continued.)

## CONFERENCE PRESENTATIONS, CONTINUED

- Hess, U., Thibault, P., Levesque, M., & Elfenbein, H. A. (2008). Where do emotional dialects come from? A comparison of the understanding of emotion terms between Gabon and Quebec. Paper presented at the 29th International Congress of Psychology, Berlin.
- Laukka, P., Elfenbein, H. A., Chiu, W., Althoff, J., Rockstuhl, T., Thingujam, N. S., & Zengeya, A. (2008). What the voice reveals: An investigation of vocal expressions of emotion in five cultures. Paper presented at the Meeting of the Emotions Network (Emonet), Fontainebleau, France.
- Elfenbein, H. A., Shirako, A., Ding, W., & Choi, E. (2008). Homophily and personality: A longitudinal approach. Paper presented at the 68th Meeting of the Academy of Management, Anaheim, California.
- Elfenbein, H. A., Shirako, A., Eisenkraft, N., Brown, A., & Curhan, J. R. (2008). Emotional styles in negotiation: Consistency and its consequences. Paper presented at the 68th Meeting of the Academy of Management, Anaheim, California.
- Margolis, J. D., Elfenbein, H. A., & Walsh, J. P. (2008). The Relationship between Social and Financial Performance: A Research Perspective. Paper presented at the Ivey Knowledge Forum on Valuing Business Sustainability, London, Ontario, Canada.
- Rosenthal, D. B., Russell, T. R., Elfenbein, H. A., Wadsworth, L. A., Sanchez-Burks, J., Hooper, A., & Mathew, J. (2008). Training Soldiers to Decode Nonverbal Cues in Cross-Cultural Interactions. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Elfenbein, H. A. (2007). Recognizing emotion across cultures: Implications for national security and conflict negotiation. Poster presented at the Coalition for National Science Funding, Washington, DC.
- Elfenbein, H. A. (2007). Emotional “intelligence” is also social: Dyadic attunement in the recognition of emotional expressions. Paper presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2007). On the intuition that some negotiators are better than others. Paper presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Curhan, J. R., Eisenkraft, N., & Elfenbein, H. A. (2007). The objective value of subjective value in repeated negotiations. Paper presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Curhan, J. R., Kilduff, G. J., & Elfenbein, H. A. (2007). Subjective value versus objective value in negotiations: First jobs after graduate school. Paper presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- (Continued.)

### CONFERENCE PRESENTATIONS, CONTINUED

- Margolis, J. D., Elfenbein, H. A., & Walsh, J. P. (2007). Does it pay to be good? What a meta-analysis of CSP and CFP can (and cannot) tell us. Paper presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Elfenbein, H. A. (2007). Cross-cultural perception of emotional expressions and the Social Relations Model. Presentation at the National Science Foundation conference on Social Relations Modeling Approaches to Intergroup Relations, Storrs, Connecticut.
- Marsh, A. A., Elfenbein, H. A., & Ambady, N. (2007). Separated by a common language: Nonverbal accents and cultural stereotypes about Americans and Australians. Paper to be presented at the Eighth Annual Meeting of the Society for Personality and Social Psychology, Memphis, Tennessee.
- Elfenbein, H. A. (2006). Doctoral student career strategies. Presentation at the PhD Student Research Workshop at the 5th Biannual Meeting of the Network for the Study of Emotion in Organizations (Emonet), Atlanta, Georgia.
- Curhan, J. R., Elfenbein, H. A., & Xu, H. (2006). What do people value when they negotiate? Mapping the domain of subjective value in negotiation. Paper presented at the 66th Meeting of the Academy of Management, Atlanta, Georgia.
- Hess, U., Elfenbein, H. A. & Beaupré, M. G. (2006). Cultural differences in spontaneous emotional poses by Gabonese and Quebecois men and women: Evidence for cultural dialect theory. Paper presented at the 18th Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.
- Elfenbein, H. A., Beaupré, M. G., Lévesque, M. & Hess, U. (2006). Toward a dialect theory: Cultural differences in expressing and recognizing facial expressions. Paper presented at the Meeting of the International Society for Research in Emotion, Atlanta, Georgia.
- Elfenbein, H. A., & Shirako, A. (2005). An emotion stage model of multicultural teams. Paper presented at the 9th Annual Conference on Research on Managing Groups and Teams, Palisades, New York.
- Elfenbein, H. A. (2005). Team Emotional Intelligence: What it can mean and how it can impact performance. Paper presented at the 65th Meeting of the Academy of Management, Honolulu, Hawaii.
- Elfenbein, H. A., Foo, M. D., Tan, H. H, & Aik, V. C. (2005). The benefit of understanding others' emotions for effectiveness in negotiation. Paper presented at the 65th Meeting of the Academy of Management, Honolulu, Hawaii.
- Elfenbein, H. A., & Boldry, J. G. (2005). More than a single "Emotional Intelligence": A meta-analysis of the relationship between skill in the perception and expression of emotion. Paper presented at the Sixth Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

(Continued.)

## **CONFERENCE PRESENTATIONS, CONTINUED**

- Althoff, J. C. P., Elfenbein, H. A., & Joyce, C. (2005). The About Face Video: A tool for the ecologically valid assessment of emotion recognition ability. Paper presented at the 65th Meeting of the Academy of Management, Honolulu, Hawaii.
- Curhan, J. R., Elfenbein, H. A., & Xu, H. (2005). What do people value when they negotiate? Mapping the domain of subjective value in negotiation. Paper presented at the International Association for Conflict Management. Seville, Spain.
- Beaupré, M. G., Elfenbein, H. A., & Hess, U. (2005). Nonverbal Dialects? Comparing spontaneous emotional poses by Gabonaise and Quebecois. Poster presented at the Sixth Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.
- Elfenbein, H. A. (2004). Emotional “Intelligence” is also social: The case of emotion recognition. Invited talk presented at the 10th Annual Wharton Organizational Behavior Conference, Philadelphia, Pennsylvania.
- Barsade, S., Elfenbein, H. A., O’Reilly, C. A., & Nezlek, J. B. (2004). The interaction of affective and demographic diversity in work teams: Help or hindrance? Paper presented at the 64th Meeting of the Academy of Management, New Orleans, Louisiana.
- Foo, M. D., Elfenbein, H. A., Tan, H. H., & Aik, V. C. (2004). Emotional Intelligence and negotiation: The tension between creating and claiming value. Paper presented at the 64th Meeting of the Academy of Management, New Orleans, Louisiana.
- Groysberg, B., Polzer, J. T., & Elfenbein, H. A. (2004). Too many cooks spoil the broth: How too many high status individuals decrease group status. Paper presented at the 64th Meeting of the Academy of Management, New Orleans, Louisiana.
- Marsh, A., Elfenbein, H. A., & Ambady, N. (2004). Nonverbal “accents”: Cultural differences in facial expressions of emotion. Poster presented at the Fifth Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.
- Marsh, A., Elfenbein, H. A., & Ambady, N. (2004). Nonverbal “accents”: Cultural differences in facial expressions of emotion. Poster presented at the Annual Meeting of the International Society for Research in Emotion, New York, New York.
- Ager, D., Elfenbein, H. A., & Chatman, J. (2003). Redrawing organizational boundaries after merger integration: A Self-Categorization perspective. Paper presented at the 63rd Meeting of the Academy of Management, Seattle, Washington.
- Elfenbein, H. A., & Ambady, N. (2003). Practice makes perfect: Evidence for cultural learning in emotion recognition. Poster presented at the Fourth Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, California.
- Walsh, J. P., Margolis, J. D., & Elfenbein, H. A. (2003). Rethinking social initiatives by business. Invited session at the Organization Science and National Science Foundation Frontiers of Organization Science Conference, Laguna Beach, California.

(Continued.)

### **CONFERENCE PRESENTATIONS, CONTINUED**

- Elfenbein, H. A. (2002). Accuracy in communicating emotion in the workplace: More than individual-level skill. Paper presented at the 62nd Meeting of the Academy of Management, Denver, Colorado.
- Elfenbein, H. A. (2002). Emotion recognition as a core component of emotional intelligence: Evidence predicting job performance. Chair of symposium presented at the 62nd Meeting of the Academy of Management, Denver, Colorado.
- Elfenbein, H. A. (2002). Not just a skill, but a relationship: A Social Relations Analysis of emotional communication accuracy. Paper presented at the Annual Meeting of the Eastern Psychological Association, Boston, Massachusetts.
- Elfenbein, H. A., Mandal, M. K., Ambady, N., Harizuka, S., & Kumar, S. (2002). Cross-cultural patterns in emotional communication: Highlighting design and analytical techniques. Poster presented at the Third Annual Meeting of the Society for Personality and Social Psychology, Savannah, Georgia.
- Elfenbein, H. A., Mandal, M. K., Ambady, N., Harizuka, S., & Kumar, S. (2001). Cross-cultural differences in emotion recognition: from accuracy to patterns of errors. Poster presented at the Amsterdam Symposium on Feelings and Emotions, Amsterdam, Netherlands.
- Elfenbein, H.A., & O'Reilly, C. A. (2001). "Fitting In": The effects of relational demography and person-organization fit on group process and performance. Paper presented at the 61st Meeting of the Academy of Management, Washington, DC.
- Elfenbein, H. A., & Ambady, N. (2000). Is emotional intelligence a culturally-specific skill? A meta-analysis of ethnic differences in emotion recognition. Paper presented at the 60th Meeting of the Academy of Management, Toronto, Canada.
- Elfenbein, H. A., & Ambady, N. (2000). A meta-analysis of the universality and cultural specificity of emotion recognition. Paper presented at the 12th Annual Meeting of the American Psychological Society, Miami, Florida.



## **TEACHING EXPERIENCE**

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### **WASHINGTON UNIVERSITY IN SAINT LOUIS**

Olin School of Business, Organizational Behavior

- Leadership, MBA OB562A. Fall 2008-Summer 2017; Ratings: Medians of 9-10 on a 10-point scale.
- Negotiations, MBA/PMBA OB524. Summer 2009-Summer 2017. Ratings: Medians of 9-10. Executive MBA Spring 2015-Summer 2016, Medians 10.
- Emotion in Organizations, Doctoral seminar PHD B56HRM621. Spring 2008-Spring 2013. Ratings: Medians 9-10.
- Managing Across Cultures, Executive MBA OB724. Fall 2009-Spring 2012.
- Team Development Workshop, Executive MBA. Spring 2015-Summer 2016. Median 10.
- Emotional Intelligence, Executive one-day seminar. Spring 2010-Spring 2016. Ratings: Medians of 5 on a 5-point scale.

### **UNIVERSITY OF CALIFORNIA, BERKELEY**

Haas School of Business, Organizational Behavior and Industrial Relations

- Introduction to Organizational Behavior, MBA 205. Fall 2004-Fall 2007. Ratings: Medians of 7 on a 7-point scale.
- Negotiations and Conflict Management, MBA 252. Spring 2003-Spring 2007. Ratings: Medians 6-7 on a 7-point scale.
- Cross-Cultural Management, MBA 257. Spring 2006. Rating: Median of 7 on a 7-point scale.

### **ADJUNCT TEACHING**

Helsinki School of Economics, Visiting Professor in the Malaysia International Business Program (Kuala Lumpur)

- Negotiations, Fall 2002. Ratings: Median of 4 on a 5-point scale.

## **ADDITIONAL ACADEMIC AND PROFESSIONAL EXPERIENCE**

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### **COURSE MATERIALS**

Elfenbein, H.A., Curhan, J. R., & Eisenkraft, N. (2013). Teaching Note: Multi-issue negotiation: Three matched exercises.

Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (2013). Multi-issue negotiation: Three matched exercises.

Elfenbein, H.A., Curhan, J. R., & Eisenkraft, N. (2013). Teaching Note: How good a negotiator are you? The simplest negotiation exercise possible. Olin School of Business case 2013-2011. *The Case Centre*, Reference 413-064-8.

Curhan, J. R., Eisenkraft, N., & Elfenbein, H. A. (2013). How good a negotiator are you? The simplest negotiation exercise possible. Olin School of Business cases 2013-1012 and 2013-1011. *The Case Centre*, References 413-064-1 and 413-065-1.

(Continued.)

## COURSE MATERIALS, CONTINUED.

Elfenbein, H. A., Lazar, J., & Grimm, L. (2007). *Orpheus: The Conductor-less Orchestra Turns 35*. University of California, Berkeley, Teaching case.

Curhan, J. R., & Elfenbein, H. A. (2005). The Subjective Value Inventory (Survey). In Lewicki, R.L., Saunders, D.M., Minton, J.W., & Barry, B., *Readings, Exercises, and Cases in Negotiation*. Boston: McGraw-Hill Irwin.

Polzer, J. T., & Elfenbein, H. A. (2002). *Identity Issues in Teams*. Harvard Business School Publishing, Note N9-403-095.

Polzer, J. T., & Elfenbein, H. A. (2003). *Teaching Note: Henry Tam and the Music Group International Team*. Harvard Business School Publishing, Note 5-403-093.

Polzer, J. T., Elfenbein, H. A., & Illes, J. L. (2004). *Teaching Note: Flextronics: Selecting a Shop Floor System for Producing the Microsoft Xbox*. Harvard Business School Publishing, Note 5-405-007.

Polzer, J. T., Vargas, I., & Elfenbein, H. A. (2003). *Case: Henry Tam and the Music Group International Team*. Harvard Business School Publishing, Note N9-444-000.

## TECHNICAL NOTES

Rosenthal, D. B., Wadsworth, L. A., Russell, T. L., Mathew, J., Elfenbein, H. A., Sanchez-Burks, J., and Ruark, G. A. (2009). *Training soldiers to decode nonverbal cues in cross-cultural interactions*. (ARI Research Note 2009-12). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Huang, M., Chen, Y., & Elfenbein, H. A. (2012). Chinese translation of the Ten-item Personality Inventory. Available via the Internet:  
[http://homepage.psy.utexas.edu/homepage/faculty/gosling/scales\\_we.htm](http://homepage.psy.utexas.edu/homepage/faculty/gosling/scales_we.htm)

Guo, F., Ding, W., & Elfenbein, H. A. (2014). Chinese translation of the Big Five Personality Inventory (BFI). Available upon request.

## PROFESSIONAL EXPERIENCE

### *Monitor Company*

#### **Management Consultant**

1994 - 1996

Strategy consulting projects for Fortune 500 clients. Diagnosed range of business problems, conducted analyses, developed strategy, and presented recommendations to management. Projects in marketing strategy, financial analysis, compensation strategy, and industry analysis.

### *Department of Psychology, Harvard University*

#### **Research Associate**

1996 - 1997

Collected data in India and the United States for social and developmental psychology research projects. Worked with Professors Nalini Ambady and Michelle Leichtman.

### INVITED TALKS

Boston College (Department of Psychology); Carnegie Mellon University (Tepper School); Brandeis University; Dartmouth College (Tuck School); Duke University (Fuqua School); George Mason University; Georgetown University; Georgia Institute of Technology; Harvard University (Kennedy School, Harvard Business School); Hebrew University in Jerusalem (Psychology); Hong Kong University of Science and Technology; INSEAD (Institut Européen d'Administration des Affaires); London Business School; Massachusetts Institute of Technology (Sloan School); Montana State University—Bozeman; National University of Singapore; New York University (Stern School); Northeastern University; Northwestern University (Kellogg School); Ohio State University (Fisher School); Pennsylvania State University; Rutgers University; Singapore Management University (Lee Kong Chian School); Stanford University (Graduate School of Business); Technion (Israel Institute of Technology); Tel Aviv University; University of British Columbia—Vancouver (Sauder School); University of California—Berkeley (Haas School; Institute for Personality and Social Research); University of California—Los Angeles (Anderson School); University of California—Riverside; University of California—Santa Cruz; University of Connecticut—Storrs; University of Central Florida (Psychology); University of Florida—Gainesville (Warrington College of Business Administration); University of Illinois—Urbana-Champaign (College of Business and Department of Psychology); University of Maryland; University of Michigan—Ann Arbor (Ross School); University of Minnesota—Twin Cities (Carlson School of Business); University of Missouri—Columbia (Trulaske College of Business); University of Missouri—Kansas City (Block School of Business); University of Missouri—St. Louis (College of Business Administration); University of North Carolina—Chapel Hill (Keenan-Flagler School and Department of Psychology); University of Pennsylvania (Wharton School); University of Southern California (Marshall School); University of Texas—Dallas (Naveen Jindal School); University of Toronto (Rotman School); University of Western Ontario (Ivey School); University of Virginia (Darden School); Washington University in St. Louis (Department of Psychology; Olin School).

## FELLOWSHIPS, HONORS & AWARDS

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Reid Professional MBA Teaching Award	2014, 2016, 2017, 2018
<i>Award voted by students for two faculty members across their program</i>	
Congressional Testimony, Expert witness to the US House of Representatives	2011
<i>Subcommittee on Research and Science Education, Social, Behavioral, and Economic science research: Oversight of the need for federal investments and priorities for funding.</i>	
National Science Foundation	2006 - 2012
<i>Social Psychology Program Award of \$205,517, Primary Investigator</i>	
<i>“Accuracy in the Cross-cultural Understanding of Others’ Emotions”</i>	
Hellman Family Faculty Award	2007
<i>Distinction for 17 junior faculty members across UC Berkeley</i>	
Schwabacher Fellow, Haas School of Business	2006
<i>Highest honor awarded to Assistant Professors</i>	
National Institute of Mental Health	2004 - 2006
<i>Behavioral Science Track Award for Rapid Transition (BSTART) Grant</i>	
<i>Award of \$72,792 for early-stage faculty research</i>	
<i>“Effective Behavior through Understanding Emotion”</i>	
Haas School of Business “Club Six” teaching recognition	2004 - 2007
<i>Median instructor rating of at least six on a seven-point scale</i>	
National Science Foundation Graduate Research Fellowship	1998 - 2001
<i>Three-year grant of \$75,000 for graduate school tuition and living expenses</i>	
Phi Beta Kappa “Junior Twelve”	1993
<i>Top twelve women in Harvard undergraduate class</i>	
Detur Prize	1990
<i>Top 50 in Harvard first-year undergraduate class</i>	
Westinghouse Science Talent Search, Semi-finalist	1989
<i>Scientific research competition for high school students, now sponsored by Intel</i>	

## SERVICE TO THE ACADEMIC COMMUNITY

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Journal Editor	
<i>Management Science</i> , Associate Editor	2010 - 2014
<i>Emotion</i> , Guest Editor	2011 - 2012
<i>Sage Open</i> , Guest Editor	2012 - 2016
Editorial Boards	
<i>Cognition and Emotion</i>	2007 - 2010
<i>Emotion</i>	2010 - present
<i>Journal of Applied Psychology</i>	2011 - 2015
<i>Journal of Nonverbal Behavior</i>	2003 - present
<i>Journal of Organizational Behavior</i>	2007 - 2011
<i>Negotiation and Conflict Management Review</i>	2017 - present
<i>Organizational Psychology Review</i>	2016 - present
Organization Boards	
<i>Interdisciplinary Network for Group Research</i>	2015 - present

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**SERVICE, CONTINUED.**

Ad-hoc Reviewer

Academic journals (75) 2002 - present  
*Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Journal of Psychology, American Psychologist, Applied Psychology: An International Review, Asian Journal of Social Psychology, Behavioral and Brain Sciences, British Journal of Developmental Psychology, Bulletin of Economic Research, California Management Review, Cognition, Cognition and Emotion, Cognitive Processing, Cultural Diversity and Ethnic Minority Psychology, Current Directions in Psychological Science, Development and Psychopathology, Developmental Psychology, Emotion, Emotion Review, Ethics and Behavior, European Financial Management, European Journal of Developmental Psychology, European Journal of Personality, European Journal of Social Psychology, Evolution and Human Behavior, Frontiers in Perception Science, Frontiers in Psychology, Group and Organization Management, Group Decision and Negotiation, Human Performance, Human Relations, Human Resource Management, Human Resource Management Review, Institute of Electrical and Electronics Engineers (IEEE) Transactions on Engineering Management, International Journal of Psychology, Journal of Adolescence, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of Cross-Cultural Psychology, Journal of Communication, Journal of Economic Behavior and Organization, Journal of Ethics and International Finance, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Nonverbal Behavior, Journal of Organizational Behavior, Journal of Occupational Health Psychology, Journal of Occupational and Organizational Psychology, Journal of Personality and Social Psychology, Journal of Research in Personality, Journal of Visual Languages and Computing, Law and Social Inquiry, Learning and Individual Differences, Judgment and Decision Making, Motivation and Emotion, Negotiation and Conflict Management Research, Organizational Behavior and Human Decision Processes, Organization Science, Personality and Individual Differences, Personality and Social Psychology Bulletin, PLoS ONE, Psychological Science, Quarterly Journal of Experimental Psychology, Science, Small Group Research, Social Cognition, Social Psychology, Social Science and Medicine, Spanish Journal of Psychology, Strategic Management Journal, Universal Access in the Information Society, Visual Cognition, Work and Stress*

Conferences, meetings, and funding agencies

*Annual Meeting of the Academy of Management* 2001 - present  
Divisions: Conflict Management, Gender and Diversity in Organizations,  
Human Resources, Organizational Behavior  
*European Academy of Management* 2007  
*International Association for Conflict Management* 2005 - 2008  
*International Conference on Emotions and Organizational Life* 2002 - 2006  
*National Science Foundation* 2004 - 2009  
Reviewer and Panelist  
*United States Israel Binational Science Foundation* 2007  
*European Science Foundation* 2009 - 2011  
*Vienna Science and Technology Fund* 2010

Dissertation Committee Member

Adam Augustine, Washington U., Psychology 2011  
Helen Boucher, U. C. Berkeley, Psychology 2005  
Rachel Campagna (Co-chair), Washington U., Organizational Behavior 2011  
Jean-Francois Coget, UCLA, Organizational Behavior 2004

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Dissertation Committee Member, continued.		
Amy Collins, Griffith University, Australia		2017
Alexa Curtis, Massey University, New Zealand		2016
Vanessa Durkner, University of Houston		2017
Lameese Eldesouky, Washington U., Psychology		2018
Fade Eadeh, Washington U., Psychology		2017
Noah Eisenkraft, U. Pennsylvania, Organizational Behavior		2011
Tammy Lee English, U. C. Berkeley, Psychology		2008
Jennifer Goetz, U. C. Berkeley, Psychology		2008
Stephen Gray, Washington U., Organizational Behavior		2017
Daisung Jang ( <i>Co-chair</i> ), Washington U., Organizational Behavior		2016
Elizabeth Luckman ( <i>Chair</i> ), Washington U., Organizational Behavior		2018
Margaret Ormiston, U. C. Berkeley, Organizational Behavior		2007
Desiree Schaan, U. C. Berkeley, Economics		2007
Sudeep Sharma ( <i>Co-chair</i> ), Washington U., Organizational Behavior		2015
Co-organizer, Harvard Organizational Behavior annual reunion dinner	2000 – present	
Organizer, Meeting of the Interdisciplinary Network for Group Research		2017
Organizer, Meeting of the International Society for Research in Emotion		2017

#### **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

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Fellow, American Psychological Society  
 Fellow, Society of Experimental Social Psychology  
 Fellow, Society for Personality and Social Psychology  
 Academy of Management  
 American Psychological Association  
 Association for Research in Personality  
 Interdisciplinary Network for Group Research  
 International Association for Conflict Management  
 International Association of Cross-Cultural Psychology  
 International Society for Research on Emotion  
 International Society for the Study of Individual Differences  
 Society of Clinical Psychology