

## Laura J. Kray

---

### ***PERSONAL INFORMATION***

Management of Organizations Group  
Haas School of Business  
University of California, Berkeley

510-642-0829  
510-643-1412 (fax)  
*kray@haas.berkeley.edu*

### ***ACADEMIC POSITIONS***

2010-present	Warren E. and Carol Spieker Professor of Leadership Haas School of Business University of California, Berkeley
2007-2010	Harold Furst Chair of Management Philosophy and Values Associate Professor Haas School of Business University of California, Berkeley
2005-2007	Associate Professor Haas School of Business University of California, Berkeley
2002-2005	Assistant Professor Haas School of Business University of California, Berkeley
1999-2002	Assistant Professor Eller College of Business and Public Administration University of Arizona
1997-1999	Post-Doctoral Fellow, Dispute Resolution Research Center Kellogg Graduate School of Management Northwestern University

### ***EDUCATION***

1993-1997	University of Washington, Seattle Ph.D., Psychology (Social)
1989-1993	University of Michigan, Ann Arbor Bachelor of Arts, Organizational Studies

### ***AWARDS AND FELLOWSHIPS***

Co-winner of "Most Influential Paper Award: 2000-2003;" Conflict Management Division,  
*Academy of Management Meeting*, Anaheim, CA, 2008.

Schwabacher Fellowship (Highest honor for Assistant Professors), Haas School of Business, 2004-2005.

“Club 6,” Recognition for Excellence in Teaching, Haas School of Business, 2003-present.

Best Empirical Paper Award, *International Association of Conflict Management Meeting*, Cergy, France, June, 2001.

Robbins Fellowship in Management and Policy, University of Arizona, 2001-2004.

Best Paper Award, *Academy of Management Meetings, Conflict Management Division*, San Diego, CA, August, 1998.

Post-Doctoral Research Award, *Dispute Resolution Research Center*, J. L. Kellogg Graduate School of Management, Northwestern University, 1997-1999.

Best Empirical Paper Award, *International Association of Conflict Management Meetings*, Bonn, Germany, June, 1997.

### **RESEARCH GRANTS**

National Science Foundation

- *The Role of Counterfactual Mind-sets in Debiasing Group Decisions*. Decision, Risk, & Management Sciences program. June, 2002. (\$200,000) (Collaborative project with Adam Galinsky).
- *Gender Stereotypes and the Gender Gap: A New Look at Female-Male Negotiations*. Co-funded by the POWRE and Decision, Risk, & Management Sciences programs. July, 2000. (\$75,000)

Institute of Industrial Relations Research Grant, University of California

- 2010-2011; 2009-2010; 2008-2009; 2006-2007; 2004-2005.

Faculty Research Grant, Committee on Research, University of California

- 2010-2010; 2009-2010; 2008-2009; 2007-2008; 2006-2007; 2005-2006.

Junior Faculty Research Grant, Committee on Research, University of California, 2004-2005.

Office of the President’s Academic Enrichment Grant, University of California, 2002-2003.

Foreign Travel Grant, University of Arizona Office of International Affairs. Summer, 2001.

Dispute Resolution Research Center Grant, Kellogg Graduate School of Management.

- *Accountability and risk preference in self choice-advice discrepancy*. Spring, 1999.
- *Self-interest, social identity and the social construction of injustice*. Fall, 1999.

**PUBLICATIONS: ARTICLES**

1. Ersner-Hersfield, H., Galinsky, A. D., Kray, L. J., & King, B. (2010). Company, country, connections: Counterfactual origins increase organizational commitment, patriotism, and social investment. *Psychological Science, 21*, 1479-1486.
2. Kray, L. J., George, L., Liljenquist, K., Galinsky, A., Tetlock, P., & Roese, N. (2010). From what *might* have been to what *must* have been: Counterfactual thinking creates meaning. *Journal of Personality and Social Psychology, 98*, 106-118.
3. Kray, L. J., Galinsky, A. D., & Markman, K. (2009). Counterfactual structure and learning from experience in negotiations. *Journal of Experimental Social Psychology, 45*, 979-982.
4. Kray, L. J., & Gelfand, M. (2009). Relief versus regret: The impact of gender and negotiating norm ambiguity on reactions to having one's first offer accepted. *Social Cognition, Special Issue on Negotiations, 27*, 414-432.
5. Kray, L. J., Paddock, L., & Galinsky, A. D. (2008). The effect of past performance on expected control and risk attitudes in integrative negotiations. *Negotiation and Conflict Management Research, 1*, 161-178.
6. Kray, L. J., & Haselhuhn, M. (2007). Implicit negotiation beliefs and performance: Longitudinal and experimental evidence. *Journal of Personality and Social Psychology, 93*, 49-64.
7. Markman, K. D., Lindberg, M. J., Kray, L. J., & Galinsky, A. D. (2007). Implications of counterfactual structure for creative generation and analytical problem solving. *Personality and Social Psychology Bulletin, 33*, 312-324.
8. Kray, L. J., Galinsky, A. D., & Wong, E. (2006). Thinking within the box: The relational processing style elicited by counterfactual mind-sets. *Journal of Personality and Social Psychology, 91*, 33-48.
9. Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2006). Different wrongs, different remedies? Reactions to organizational remedies after procedural and interactional injustice. *Personnel Psychology, 59*, 31-64.
10. Kray, L. J., & Thompson, L. (2005). Gender stereotypes and negotiation performance: A review of theory and research. In B. Staw & R. Kramer (Eds.), *Research in Organizational Behavior Series, 26*, 103-182.
11. Haines, E. L., & Kray, L. J. (2005). Self-power associations: The possession of power affects women's self-concepts. *European Journal of Social Psychology, 35*, 643-662.

12. Kray, L. J., Thompson, L., & Lind, E. A. (2005). It's a bet! A problem solving approach promotes the construction of contingent agreements. *Personality and Social Psychology Bulletin*, *31*, 1039-1051.
13. Liljenquist, K., Galinsky, A. D., & Kray, L. J. (2004). Exploring the rabbit hole of possibilities with myself or with my group: The benefits and liabilities of activating counterfactual mind-sets for information sharing and group coordination. *Journal of Behavioral Decision Making*, *17*, 263-279.
14. Kray, L. J., Reb, J., Galinsky, A., & Thompson, L. (2004). Stereotype reactance at the bargaining table: The effect of stereotype activation and power on claiming and creating value. *Personality and Social Psychology Bulletin*, *30*, 399-411.
  - Reprinted in "Negotiation: Theory and Practice" legal textbook (M.L. Nelken, 2007).
15. Galinsky, A., & Kray, L. J. (2004). From thinking about what might have been to sharing what we know: The role of counterfactual mind-sets on information sharing in groups. *Journal of Experimental Social Psychology*, *40*, 606-618.
16. Kray, L. J., & Galinsky, A. D. (2003). The debiasing effect of counterfactual mind-sets: Increasing the search for disconfirmatory information in groups. *Organizational Behavior and Human Decision Processes*, *91*, 69-81.
17. Kray, L. J., & Lind, E. A. (2002). The injustices of others: Social reports and the integration of others' experiences in organizational justice judgments. *Organizational Behavior and Human Decision Processes*, *89*, 906-924.
18. Kray, L. J., Galinsky, A. D., & Thompson, L. (2002). Reversing the gender gap in negotiations: An exploration of stereotype regeneration. *Organizational Behavior and Human Decision Processes*, *87*, 386-410.
19. Kray, L., & Robinson, R. (2001). Partisanship and the status quo. *European Journal of Social Psychology*, *31*, 321-335.
20. Kray, L. J., Thompson, L., & Galinsky, A. (2001). Battle of the sexes: Gender stereotype confirmation and reactance in negotiations. *Journal of Personality and Social Psychology*, *80*, 942-958.
  - Co-Recipient of "Most Influential Paper Award: 2000-2003," Conflict Management Division, Academy of Management
  - Reprinted in "Negotiation: Theory and Practice" legal textbook (M.L. Nelken, 2007).

21. Lind, E. A., Kray, L., & Thompson, L. (2001). Primacy effects in justice judgments: Testing predictions from fairness heuristic theory. *Organizational Behavior and Human Decision Processes*, 85, 1-22.
22. Kray, L. J. (2000). Contingent weighting in self-other decision making. *Organizational Behavior and Human Decision Processes*, 83, 82-106.
23. Kray, L., & Gonzalez, R. (1999). Differential weighting in choice versus advice: I'll do this, you do that. *Journal of Behavioral Decision Making*, 12, 207-217.
24. Lind, E. A., Kray, L., & Thompson, L. (1998). The social construction of injustice: Fairness judgments in response to own and others' unfair treatment by authorities. *Organizational Behavior and Human Decision Processes*, 75, 1-22.
25. Thompson, L., Kray, L., & Lind, E. A. (1998). Cohesion and respect: An examination of group decision making in social and escalation dilemmas. *Journal of Experimental Social Psychology*, 34, 289-311.

#### **PUBLICATIONS: INVITED ARTICLES**

26. Kray, L. J., & Locke, C. (2008). To flirt or not to flirt? Sexual power at the bargaining table. *Negotiation Journal*.
27. Kray, L. J. (2007). Leading through negotiation: Harnessing the power of gender stereotypes. *California Management Review*, 50, 159-173.

#### **PUBLICATIONS: CHAPTERS, BOOK REVIEWS, AND PROCEEDINGS**

28. Hershfield, H. E., Brown, C. E., & Kray, L. J. (under review). Any second could be *the* second: How thinking about what might have been affects the emergence of meaning and commitment across the adult life span.
29. Kray, L. J., Eersner-Hershfield, H., & Galinsky, A. D. (under review). Counterfactual thinking and meaning. In K. Markman, T. Proulx, & M. Lindberg (Eds.) *The Psychology of Meaning*. Washington, DC: American Psychological Association.
30. Paddock, E. L., & Kray, L. J. (in press). The role of gender in negotiations. In M. Benoliel (Ed.), *Negotiation and Persuasion*. World Scientific Publishing.
31. Haselhuhn, M. P., & Kray, L. J. (in press). Gender and negotiations. In B. Goldman, & D. Shapiro (Eds.), *The Psychology of Negotiations in the 21<sup>st</sup> Century Workplace*. Society of Industrial/Organizational Psychology Frontier Series.
32. Haselhuhn, M. P., & Kray, L. J. (in press). The impact of implicit negotiation beliefs on motivation and cognition in group negotiations *Research on Managing Groups and Teams*, volume 14.

33. Kray, L. J., & Shirako, A. (in press). Stereotype threat in organizations: Its scope, triggers, and possible interventions. In M. Inzlicht, & T. Schmader (Eds.), *Stereotype Threat: Theory, Process, and Application*. NY: Oxford University Press.
34. Kray, L. J., Locke, C., & Haselhuhn, M. (2010). In the words of Larry Summers: Gender stereotypes and implicit beliefs in negotiations. In A. A. Stanton, M. Day, & I. Welpé (Eds.), *Neuroeconomics and the Firm*.
35. Wong, E. M., Kray, L. J., Galinsky, A. D., & Markman, K. D. (2010). Stimulating creativity in groups. In E. Mannix, M. Neale, & J. Goncalo (Eds.), *Research on Managing Groups and Teams: Creativity and groups*. Bingley, UK: JAI Emerald.
36. Wong, E., Galinsky, A. D. & Kray, L. J. (2009). The counterfactual mind-set: A decade of research. In K. Markman, B. Klein, & J. Suhr (Eds.), *The Handbook of Simulation and Imagination*. NY: Psychology Press.
37. Kray, L. J., & Haselhuhn, M. P. (2008). What it takes to succeed: An examination of the relationship between negotiators' implicit beliefs and performance. In D. Forsyth, A. Goethals, and C. Hoyt (Eds.), *Social Psychology and Leadership*. West Port, CT: Praeger.
38. Kray, L. J., & Babcock, L. (2005). Gender in negotiations: A motivated social cognitive analysis. In A. Kruglanski & J. Forgas (Eds.), *Frontiers in Social Psychology*. NY: Psychology Press.
39. Galinsky, A. D., Liljenquist, K. A., Kray, L. J., & Roese, N. R. (2005). Finding meaning from mutability: Making sense and deriving meaning from counterfactual thinking. In D. R. Mandel, D. J. Hilton, & P. Catellani (Eds.), *The Psychology of Counterfactual Thinking*, 110-125. London: Routledge.
40. Kray, L. J. (2005). Review of M. Gelfand & J. Brett (Eds.), *The handbook of negotiation and culture*. *Administrative Science Quarterly*, 50, 157-159.
41. Kray, L. J., & Lind, E. A. (2002). The integration of others' experiences in organizational justice judgments. *Academy of Management Best Paper Proceedings*, Conflict Management Division.
42. Robinson, R. J., & Kray, L. (2001). Status vs. quo: Naïve realism and the search for social change and perceived legitimacy. In John T. Jost and Brenda Major (Eds.), *The Psychology of Legitimacy: Emerging Perspectives on Ideology, Justice, and Intergroup Relations*. Oxford: Blackwell.
43. Kray, L., & Thompson, L. (1998). The social construction of injustice: Fairness judgments in response to own and others' unfair treatment by authorities. *Academy of Management Best Paper Proceedings*, Conflict Management Division.

44. Thompson, L., Peterson, E., & Kray, L. (1995). Social context in negotiation: An information-processing perspective. In R. Kramer and D. Messick (Eds.), *Negotiation as a Social Process*. New York: Russell Sage.

### ***MANUSCRIPTS UNDER REVIEW***

- Kray, L. J. Gender stereotypes and negotiators' ethical decision making.
- Kray, L. J., & Locke, C. Women negotiators' interpersonal styles: Economic versus social outcomes at the bargaining table.
- Kray, L. J., & Haselhuhn, M. P. Male pragmatism in ethical decision making.
- Haselhuhn, M. P., Schweitzer, M. E., & Kray, L. J. Beyond belief: How implicit beliefs influence trust.
- Galinsky, A.D., Shirako, A., & Kray, L. J. The minimal stereotype threat effect: Power differences drive performance decrements when the pressure is on.

### ***WORK IN PROGRESS***

- Kray, L., George, L., & Roesse, N., & Tetlock, P. Satisfying the need for meaning: A motivational basis for fate attributions.
- Severence, L., Gelfand, M., & Kray, L. J. Physical attractiveness mitigates backlash for women negotiations.
- Kray, L. J. & Van Zant, A. Gender composition and deception in strategic interactions.
- Wong, E. M., Haselhuhn, M. P., & Kray, L. J. Improving the future by considering the past: The impact of upward counterfactual reflection and implicit beliefs on negotiation performance.

### ***INVITED ADDRESSES***

- 2011 *Miami University of Ohio, Department of Psychology*  
*Kenan-Flagler Business School, University of North Carolina*
- 2010 *London School of Economics*  
*Harvard Business School, Negotiations, Organizations, and Markets Unit*
- 2009 *University of California at Davis, Department of Psychology*  
*Kennedy School of Government, Harvard University*  
*Stanford University, Department of Psychology*
- 2008 *INSEAD*  
*Leiden University, The Netherlands*  
*University of Michigan, Interdisciplinary Consortium on Organizational Studies*  
*London Business School*

- University of Rome, Italy*  
*Anderson School of Management, UCLA*  
*The Wharton School, University of Pennsylvania*
- 2007 *Eller College of Business, University of Arizona*  
*Kennedy School of Government, Harvard University*  
*University of Rome, Italy*  
*University of California, Hastings School of Law*  
*University of California, San Francisco*  
*Harvard Business School, Harvard University*  
*Graduate School of Business, Stanford University*  
*Stern School of Business, New York University*  
*Ross School of Business, University of Michigan*  
*McCombs School of Business, University of Texas*
- 2006 *Institute of Industrial Relations, UC Berkeley*  
*Graduate School of Business, Columbia University*
- 2005 *London Business School*  
*McCombs School of Business, University of Texas, Austin*  
*Boalt School of Law, University of California, Berkeley*  
*Graduate School of Business, University of Chicago*  
*Tepper School of Business, Carnegie Mellon University*  
*INSEAD*
- 2004 *Kennedy School of Government, Harvard University*
- 2002 *Australian Graduate School of Management, University of New South Wales*  
*University of California, Riverside*  
*Department of Psychology, University of California, Santa Cruz*  
*Haas School of Business, University of California, Berkeley*  
*Fuqua School of Business, Duke University*
- 2001 *David Eccles School of Business, University of Utah*  
*Marshall School of Business, University of Southern California*
- 2000 *Graduate Women in Business Association, University of Arizona*
- 1999 *Women in Science and Engineering, Northwestern University*
- 1998 *Eller College of Business and Public Administration, University of Arizona*  
*Cox School of Business, Southern Methodist University*  
*Kellogg School of Management, Northwestern University*
- 1997 *Department of Psychology, New York University*

### **CONFERENCE PRESENTATIONS**

- Locke, C., & Kray, L. (2009). Flirtation at the bargaining table. *Academy of Management Meetings*, Chicago, IL.
- Kray, L. J. & Locke, C. (2009). Negotiating flirts: Likable losers. *American Psychological Society Meetings*, San Francisco, CA.
- Kray, L. J. & Locke, C. (2008). Negotiating flirts: Likable losers. *Academy of Management Meetings*, Anaheim, CA.



- Kray, L. J., & Gelfand, M. (2008). Negotiating norm ambiguity and gender impact reactions to having a first offer accepted. *Academy of Management Meetings*, Anaheim, CA.
- Kray, L. J., & Brion, S. (2007). Interplay between power and gender in negotiations. *American Psychological Association Convention*. San Francisco, CA.
- Kray, L. J., Locke, C., & Haselhuhn, M. (2007). In the words of Larry Summers: Gender stereotypes and implicit negotiation beliefs. *Academy of Management Meetings*, Philadelphia, PA.
- Kray, L. J., & Gelfand, M. (2007). Relief versus regret: The impact of gender on reactions to having one's first offer accepted. *Academy of Management Meetings*, Philadelphia, PA.
- Kray, L., Galinsky, A., & Markman, K. (2007). Adding versus subtracting what might have been: The impact of counterfactual thinking on integrative negotiations. *International Association of Conflict Management*, Budapest, Hungary.
- Kray, L., Locke, C., & Haselhuhn, M. (2007). Gender stereotypes and implicit negotiation beliefs. *International Association of Conflict Management*, Budapest, Hungary.
- Kray, L. (2007). Thinking within the box: The relational processing style elicited by counterfactual mind-sets. *3<sup>rd</sup> European Spring Conference on Social Psychology*, St. Moritz (Champf er), Switzerland.
- Markman, K. D., Lindberg, M. J., Kray, L. J., & Galinsky, A. D. (2007). "If only I had versus if only I had not:" Implications of counterfactual structure for creative generation and analytical problem solving. *Society of Personality and Social Psychology Meetings*, Memphis, TN.
- Kray, L. (2006). Antecedents and consequences of procedural justice. *Academy of Management Meetings*, Atlanta, GA.
- Kray, L. & Gelfand, M. (2006). Gender and first offers: The role of stereotype threat. *International Association of Conflict Management*. Montreal, Canada.
- Kray, L. & Locke, C. (2006). Flirting at the bargaining table: Differential effects for men and women. *International Association for Conflict Management*. Montreal, Canada.
- Kray, L. & Haselhuhn, M. (2005). Implicit negotiation theories. *Academy of Management Meetings*, Honolulu, HI.
- Liljenquist, K., Galinsky, A., & Kray, L. (2004). The differential impact of individual and group level activation of counterfactual mind-sets. *Academy of Management Meetings*, New Orleans, LA.

- Kray, L. J., & Paddock, L. (2004). Historical frames: How a consideration of past successes and failures affects strategic and contractual risk in integrative negotiations. *Academy of Management Meetings*, New Orleans, LA.
- Kray, L. J., & Babcock, L. (2004). Gender and negotiations: A motivated social cognitive analysis. *Kellogg Frontiers in Negotiations Conference*, Chicago, IL.
- Kray, L. J., & Galinsky, A. D. (2003). The debilitating effect of counterfactual mind-sets on creativity. *Academy of Management Meetings*, Seattle, WA.
- Kray, L. J., Thompson, L., & Lind, E. A. (2003). It's a bet! Instrumental and relational influences in the construction of contingent agreements. *Academy of Management Meetings*, Seattle, WA.
- Reb, J., Goldman, B., Kray, L. J., & Hale, J. (2003). A different way to "get even:" Organizational remedies to procedural and interactional injustices. *Academy of Management Meetings*, Seattle, WA.
- Kray, L., & Galinsky, A. (2002). The debiasing effect of counterfactual mind-sets on group decisions. *Academy of Management Meetings*, Denver, CO.
- Kray, L., & Lind, E. (2002). The injustices of others: Social reports and organizational justice. *Academy of Management Meetings*, Denver, CO.
- Kray, L., Reb, J., Galinsky, A., & Thompson, L. (2002). Power and stereotype activation in mixed-gender negotiations. *International Association of Conflict Management*. Park City, UT.
- Reb, J., Goldman, B., & Kray, L. (2002). A different way to "get even" after unjust terminations: Remedies, not retaliation as a means to restore organizational justice. *International Association of Conflict Management*. Park City, UT.
- Kray, L., Thompson, L., & Galinsky, A. (2001). The gender gap in negotiations: An exploration of stereotype confirmation, regeneration, and reactance. *Society of Experimental Social Psychology*, Spokane, WA.
- Kray, L., Galinsky, A., & Thompson, L. (2001). Reversing the gender gap in negotiations: An exploration of stereotype regeneration. *International Association of Conflict Management*, Cergy, France.
- Galinsky, A., Kray, L., & Thompson, L. (2001). Reacting against stereotypes: Reversing the gender gap in negotiations. *Western Psychological Association*, Maui, HI.
- Kray, L., Thompson, L., & Galinsky, A. (2001). Gender stereotype confirmation and reactance in negotiations. *Western Psychological Association*, Maui, HI.

- Kray, L. (2000). Battle of the sexes: The role of gender stereotypes in negotiations between men and women. *Wharton Organizational Behavior Conference*, Philadelphia, PA.
- Kray, L., Thompson, L., & Galinsky, A. (2000). Battle of the sexes: Gender stereotype confirmation and reactance in negotiations. *Academy of Management Meetings*, Toronto, Canada.
- Galinsky, A., Kray, L., & Thompson, L. (2000). Power, gender, and integrative bargaining. *Academy of Management Meetings*, Toronto, Canada.
- Kray, L., Lind, E. A., & Thompson, L. (1999). Primacy effects in justice judgments. *Academy of Management Meetings*, Chicago, IL.
- Kray, L., Thompson, L., & Lind, E. A. (1999). Resolving differences under the organizational limelight: A matter of common bonds. *International Association of Conflict Management*, San Sebastian, Spain.
- Kray, L., Thompson, L., & Lind, E. A. (1998). The social construction of injustice: Fairness judgments in response to own and others' unfair treatment by authorities. *Academy of Management Meetings*, San Diego, CA.
- Robinson, R. J., & Kray, L. J. (1998). Status vs. quo: The search for social change and perceived legitimacy. *Psychology of Legitimacy Conference*, Palo Alto, CA.
- Kray, L., & Robinson, R. (1997). Negotiator construal and the status quo. *International Association of Conflict Management Meetings*, Bonn, Germany.
- Lind, E. A., Kray, L., & Thompson, L. (1996). Adversity in organizations: Reactions to injustice. *Psychology of Adversity Conference*, Amherst, MA.
- Kray, L., & Gonzalez, R. (1995). Decision making strategies and self/other perspectives. *Society for Judgment and Decision Making Meetings*, Los Angeles, CA. (poster)
- Kray, L., Lind, E. A., & Thompson, L. (1995). Evaluating the injustices of others: Group responses to unfair treatment. *International Association of Conflict Management Meetings*, Elsinore, Denmark.
- Lind, E. A., Kray, L., & Thompson, L. (1995). Socially-shared conceptions of justice at the workplace: An experimental analysis. *Social Justice Conference Meetings, Ethics Symposium*, Reno, NV.
- Thompson, L., Kray, L., & Lind, E. A. (1994). The bright and dark side of group identity. *Society of Experimental Social Psychologists Meetings*, Lake Tahoe, NV.

Kray, L., Thompson, L., & Lind, E. A. (1994). Group identity in social dilemma and entrapment situations. *International Association of Conflict Management Meetings*, Eugene, OR.

***TEACHING (MBA and EXECUTIVE)***

*Negotiations*

*Leadership*

*Leading High Impact Teams*

*Women's Executive Leadership*

***PROFESSIONAL ACTIVITIES***

Member

Academy of Management  
 American Psychological Association  
 Association for Psychological Science  
 International Association of Conflict Management  
 Society of Experimental Social Psychology  
 Society for Judgment and Decision Making  
 Society for Personality and Social Psychology  
 Western Psychological Association

Editorial Board Member

*Organizational Behavior and Human Decision Processes*  
*Social Psychological and Personality Science*  
*Journal of Personality and Social Psychology (2005-2009)*

Ad-Hoc Reviewer

*Academy of Management Journal*  
*Academy of Management Review*  
*Administrative Science Quarterly*  
*California Management Review*  
*European Journal of Social Psychology*  
*Group Decision and Negotiation Journal*  
*Group Dynamics: Theory, Research, and Practice*  
*International Journal of Conflict Management*  
*Journal of Applied Psychology*  
*Journal of Applied Social Psychology*  
*Journal of Behavioral Decision Making*  
*Journal of Economic Psychology*  
*Journal of Experimental Social Psychology*  
*Learning and Individual Differences*  
*Management Science*  
*National Science Foundation*  
*Personality and Social Psychology Bulletin*  
*Psychological Review*  
*Psychological Bulletin*

*Science*

*International Association of Conflict Management Meetings*  
*Academy of Management Meetings, Conflict Management*

Administration

Faculty Equity Advisor, Haas School of Business, 2009-present.

Chair, Best Paper Award Selection Committee, Academy of Management, Conflict Management Division, 2009.

Chair, Organizational Behavior and Industrial Relations Group, 2008-2009.

Chair & Member, School-Wide Hiring Committee, Haas School of Business, University of California, Berkeley, 2005-2007.

Chair & Member, MBA Program Committee, Haas School of Business, University of California, Berkeley, 2003-2006.

Teaching Mentor, Haas School of Business, University of California, Berkeley, Fall, 2003.

Member, Faculty Diversity Committee, Haas School of Business, University of California, Berkeley, 2003-2005.

Doctoral Program Field Advisor, OBIR group, Haas School of Business, University of California, Berkeley, 2002-2006; 2010-present

Presenter, Conflict Management Division Doctoral Student Consortium, Academy of Management meetings, Denver, CO, June, 2002.

Faculty Recruiting Committee Chair, Department of Management and Policy, University of Arizona, 2001-2002

Program Committee, International Association of Conflict Management Meeting, 2001

Ph.D. Program Committee, Department of Management and Policy, University of Arizona, 2000-2001