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## Contributors

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**Wendi L. Adair** (Ph.D., Northwestern University) is Associate Professor of Organizational Psychology at the University of Waterloo (Ontario, Canada). Her research focuses on communication processes in the multicultural workplace, specifically in the contexts of negotiation, conflict management, and teamwork. She teaches these topics and other topics including multiculturalism and managing diversity to university, executive, and industry audiences. Her award-winning research appears in journals including *Journal of Applied Psychology*, *Organization Science*, and *Negotiation and Conflict Management Research*, and in multiple edited volumes.

**Soroush Aslani** is a Ph.D. Candidate in Management and Organizations at the Kellogg School of Management at Northwestern University. His research is primarily in the area of negotiation and conflict management. In particular, he studies the motives, attitudes, emotions and strategies of people in honor cultures when they engage in bargaining and disputes. He is also interested in the micro-foundations of the problem of collective action and examines how different frames and discourses resonate with different audiences of a movement or a social cause.

**Liuba Y. Belkin** is an Assistant Professor in the Department of Management, College of Business and Economics, Lehigh University. She received her Ph.D. at Rutgers University. Professor Belkin conducts her research in the areas of Organizational Behavior and Negotiations, with interests in emotions and affect, communication media, trust and ethical decision-making. Her work has been published in a variety of academic journals, including *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Journal of International Business Studies*, among others.

**Jeanne M. Brett** is the DeWitt W. Buchanan, Jr., Professor of Dispute Resolution and Organizations at the Kellogg School of Management, Northwestern University. She received a Ph.D. degree in psychology from the University of Illinois. Her research focuses on culture and negotiation strategy.

**Wei Cai** is an MBA student at Georgia State University's Robinson College of Business, Atlanta. Her research interests are broadly focused on

cross-cultural cognition, negotiation and conflict resolution. She received her doctorate in Chinese language and linguistics from Fudan University, China.

**Larry Crump** specializes in the study of complex negotiations and developing methodology to conceptualize such phenomena. Over the past ten years Larry has focused on bilateral, regional and multilateral trade treaty negotiations between nations to advance negotiation linkage theory, temporal theory, framing theory, and turning points theory. He has won awards for his teaching and research – most recently the 2010 Outstanding Book Award presented by the International Association for Conflict Management for *Multiparty Negotiation* (Sage, 2008), co-edited with Lawrence E. Susskind (MIT). Larry serves on the International Advisory Board of *International Negotiation*, the Editorial Advisory Board of the *Negotiation Journal*, and the Editorial Board of the journal *Negotiation and Conflict Management Research*. He has a tenured appointment with the Department of International Business, Griffith University, Brisbane, Australia.

**Kristina A. Diekmann** is the Bill Daniels Professor of Business Ethics in the David Eccles School of Business at the University of Utah. She received M.S. and Ph.D. degrees in Organizational Behavior from the Kellogg Graduate School of Management at Northwestern University and an A.B. degree in Psychology from Harvard College. Her research focuses on fairness and ethics, negotiation, intrapersonal and interpersonal perception, cognitive biases, and impression management.

**Daniel Druckman** is Professor of Public and International Affairs at George Mason University, and has been a distinguished scholar at several universities in Australia. He has published widely on topics ranging from international negotiation to electronic mediation and nonverbal communication. Two recent books – *Doing Research: Methods of Inquiry for Conflict Analysis* (Sage, 2005) and, with Paul F. Diehl, *Evaluating Peace Operations* (Lynne Rienner, 2010) – received the outstanding book award from the International Association for Conflict Management (IACM). He also received a lifetime achievement award from the IACM.

**Hillary Anger Elfenbein** is a Professor at the Olin School of Business at Washington University in St. Louis. She holds a Ph.D. in Organizational Behavior, a Master's degree in Statistics, and undergraduate degrees in Physics and Sanskrit, all from Harvard University. Her research focuses on interpersonal behavior and systematic differences across individuals in interpersonal functioning. Her work has appeared in the *Academy of Management Annals*, *Academy of Management Journal*, *Journal of Applied*

*Psychology, Journal of Personality and Social Psychology, Psychological Bulletin, and Psychological Science*. She is currently an Associate Editor at *Management Science*.

**Raymond Friedman** is the Brownlee O. Currey Professor of Management at the Owen Graduate School of Management, Vanderbilt University. He received his Ph.D. from the University of Chicago, and his B.A. from Yale University. Professor Friedman's research interests include negotiation, dispute resolution, labor relations, and the management of diversity. His recent work has focused on US–Chinese differences in conflict management. He is the author of *Front Stage, Backstage: The Dramatic Structure of Labor Negotiations* (MIT Press, 1994), as well as numerous journal articles. Professor Friedman has served as Chair of the Conflict Management Division of the Academy of Management, and president of the International Association for Conflict Management.

**Ellen Giebels**, Ph.D., is Professor of Psychology at the University of Twente, the Netherlands, and head of the department of Psychology of Conflict, Risk and Safety. In her research, teaching and consulting work, Ellen focuses on conflict management interventions that are conducive to behavioral change and information gathering in domains such as crisis/hostage negotiations, police interviews, witness protection, and work-related abuse.

**Barbara Gray** is a Professor and Executive Programs Faculty Fellow in the Smeal College of Business at Penn State University. She also serves as Director of the Center for Research in Conflict and Negotiation. She has studied organizational and environmental conflict, collaboration and institutional processes for over 35 years and has served as an organizational consultant, mediator and trainer for many private, public and non-governmental organizations worldwide. She has published three books and over 90 other publications and holds a B.S. in Chemistry from University of Dayton and a Ph.D. in Organizational Sociology from Case Western Reserve University.

**Kristine Höglund** is Associate Professor at the Department of Peace and Conflict Research, Uppsala University, Sweden. Her research has covered issues such as violence and peace negotiations, mediation and other third parties, and the causes and consequences of electoral violence. Her work has been published in journals such as *Democratization, Review of International Studies, Negotiation Journal, International Negotiation* and *International Peacekeeping*. She is the author of *Peace Negotiations in the Shadow of Violence* (Martinus Nijhoff, 2008) and is the co-editor of *Understanding Peace Research: Methods and Challenges* (Routledge, 2011).

**Yoo Kyoung Kim** is a Ph.D. student in the Department of Management and Organization at the Marshall School of Business, University of Southern California. Her research interests include power and negotiation.

**Lukas Koning** graduated in psychology at Leiden University. After graduating, he wrote his dissertation at Leiden University on the use of deception in bargaining. Currently, Lukas works as a post-doctoral researcher at the University of Amsterdam, studying the interpersonal effects of emotions.

**Roy J. Lewicki** is the Irving Abramowitz Professor Emeritus at the Max M. Fisher College of Business, The Ohio State University. Professor Lewicki maintains research and teaching interests in the fields of negotiation, conflict management and dispute resolution, trust development, managerial leadership, organizational justice and ethical decision making, and has published many research articles and book chapters on these topics. He is the author/editor of 36 books, including *Negotiation, 6E* (Lewicki, Barry and Saunders, 2010), the leading academic textbook on negotiation.

**Eileen Linnabery** is a doctoral candidate in Industrial/Organizational Psychology at DePaul University in Chicago. Her research interests revolve around gender issues in organizations, focusing on organizational justice and well-being of employees. She received her master's degree from the University of West Florida and her bachelor's degree from Tulane University.

**Leigh Anne Liu** is an Associate Professor of International Business at Georgia State University's Robinson College of Business, Atlanta. She received her doctorate in Organizational Behavior from Vanderbilt University. Leigh Anne's research explores culture's dynamic influence on negotiation, conflict, relationship, and identity.

**Jeffrey Loewenstein** is a faculty member in the Department of Business Administration at the University of Illinois at Urbana-Champaign's College of Business. His research examines how people generate, learn and apply knowledge, primarily through studying analogy, categories, and vocabularies. His work provides guidance for how to negotiate, make decisions, communicate and work together more effectively. He received his Ph.D. from Northwestern University, and taught previously at the Kellogg School of Management, Columbia Business School and The University of Texas at Austin.

**Elizabeth A. Mannix** is Professor of Management and Organizations at the Samuel Curtis Johnson Graduate School of Management at Cornell University. Professor Mannix's research and teaching interests include

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**Margaret A. Neale** is the Adams Distinguished Professor of Management at the Graduate School of Business at Stanford University. Professor Neale's major research interests include bargaining and negotiation, distributed work groups, and team composition, learning, and performance.

**Mara Olekalns** is Professor of Management (Negotiations) at the Melbourne Business School. Her recent research has investigated the role of trust in shaping the use of deception, and on the conditions under which trust buffers negotiators against unexpected events. She also investigates gender stereotype violations in negotiation. Mara's research is published in journals including *Human Communication Research*, *Journal of Applied Psychology*, *Journal of Business Ethics*, and *Journal of Management*, as well as in multiple edited volumes.

**Jennifer R. Overbeck** is a visiting Associate Professor of Management at the University of Utah. Her research focuses on the individual psychology and group dynamics associated with power and status, and on power and emotion effects in negotiation. Her work has been published in the *Journal of Personality and Social Psychology*, the *Journal of Experimental Social Psychology*, *Negotiation and Conflict Management Research*, and *Organizational Behavior and Human Decision Processes*.

**Beth Polin** is a graduating doctoral candidate in the Management and Human Resources Department at the Max M. Fisher College of Business, The Ohio State University. She will continue her career with the School of Business at Eastern Kentucky University. Her research and teaching interests include conflict management, interpersonal trust development and repair, empowerment, and socialization.

**Jimena Ramirez-Marin** obtained her Ph.D. (cum laude) at the University of Seville, Spain. She is an active young scholar committed to negotiation teaching and research focusing on the influences of culture and relationships on negotiation and conflict resolution. She has been collaborating internationally with European research teams at the University of Amsterdam, Leiden University, and in the US at the Kellogg School of Management and the McDonough School of Business at Georgetown University. Her research has been awarded by the *International Association for Conflict Management* and the *Academy of Management*. She is currently Lecturer of Management and Organizations at the Kellogg School of Management, Northwestern University.

**Zhaleh Semnani-Azad** is a Ph.D. student in Industrial Organizational Psychology at the University of Waterloo. Her main line of research is on nonverbal communication in cross-cultural negotiation. She is also interested in the influence of cultural ideologies and values on decision-making and problem solving in cross-cultural negotiation.

**Marwan Sinaceur** is Assistant Professor of Organisational Behaviour at INSEAD. He received his Ph.D. in Organizational Behavior from the Graduate School of Business, Stanford University. His research focuses on negotiations, emotions, and group decision-making. He has published papers in leading journals, such as the *Journal of Applied Psychology*, *Psychological Science*, the *Journal of Experimental Social Psychology*, *Personality and Social Psychology Bulletin*, and *Group Decision and Negotiation*.

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**Alice F. Stuhlmacher** is a Professor of Psychology at DePaul University, Chicago. Her research interests include negotiation and conflict in organizations, particularly relating to gender, training, labor mediators, and virtual communication. She has been active in applying meta-analyses to summarize existing research and has also published research relating to personality, workplace safety, and decision making. She received her Ph.D. in Industrial/Organizational Psychology from Purdue University.

**Paul J. Taylor**, Ph.D., uses experimental, archival and field research to better understand why certain people are uniquely effective at gaining cooperation from those who are mistrusting or hostile. Paul is Professor of Psychology at Lancaster University, UK, and Professor of Human Interaction at the University of Twente, the Netherlands. At Lancaster, Paul directs Security Lancaster, a university-wide center of excellence for security research that houses 45 staff and the latest in research and training facilities.

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**Catherine Tinsley** is a Professor of Management and head of the Management group at the McDonough School of Business at Georgetown University. She studies how factors such as culture, reputations, and gender influence negotiation and conflict resolution. She also studies how people make decisions under risk, applying decision analytic frameworks to understand organizational disasters, and individual and expert responses to natural disasters (such as hurricanes) and man-made disasters (terrorist attacks). Her work has been published in several peer-reviewed journals and she is currently on the editorial board of *Organization Behavior and Human Decision Processes*, among others.

**Eric van Dijk** graduated in economics and psychology at Groningen University, and then went to Leiden to write his dissertation on social dilemmas. He is a Professor at Leiden University, and his research concentrates on the understanding of economic and social decision making.

**Gerben A. Van Kleef** is Professor of Social Psychology at the University of Amsterdam, the Netherlands. His main research interests revolve around emotion, power, social influence, conflict, negotiation, and group processes. His work has appeared in leading journals in the field of social and organizational psychology, including the *Journal of Personality and Social Psychology*, *Psychological Science*, *Advances in Experimental Social Psychology*, *Social Psychological and Personality Science*, *Journal of Applied Psychology*, and *Academy of Management Journal*. He is currently Associate Editor of *Social Psychological and Personality Science*.

**Simon Wells** is currently researching communicating with antagonistic people. He is particularly interested in how research can be translated into practice, as Simon is a Crisis Negotiator and was the United Kingdom Course Director for Hostage and Crisis Negotiation. Recently, Simon has been using research and research methods to further our understanding of communicating with individuals involved in terrorist activity, in particular kidnapping and hostage taking.

**Julia Wondolleck** is on the faculty of the University of Michigan's School of Natural Resources and Environment where she teaches courses in Environmental Conflict Management, Negotiation Skills for Resolving Environmental Disputes, and Environmental Mediation. Her research

examines innovation in the management of environmental conflicts involving public lands and marine ecosystems. She is the author of *Making Collaboration Work: Lessons from Innovation in Natural Resource Management* (with Steven Yaffee, Island Press, 2000); *Environmental Disputes: Community Involvement in Conflict Resolution* (with James Crowfoot, Island Press, 1990); and *Public Lands Conflict & Resolution: Managing National Forest Disputes* (Plenum, 1988).