Contributors

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Julia B. Bear is an Associate Professor in the College of Business at Stony Brook University. Her research focuses on the influence of gender on negotiation and conflict management, as well as on investigating the underlying causes of gender gaps in organizations. She received her PhD in Organizational Behavior from Carnegie Mellon University.

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Jaime E. Bochantin is an Associate Professor in Organizational Communication at the University of North Carolina, Charlotte. She is also Graduate Program Director of Communication Studies. She examines the social issues, member behavior and cultural landscape of an organization in order to provide managers and HR practitioners with strategies for the implementation of policies, practices and procedures to better the organization and the relationships/communication between employees and managers.

Hannah Riley Bowles is the Roy E. Larsen Senior Lecturer in Public Policy and Management at the Harvard Kennedy School (HKS) and co-director of the HKS Women and Public Policy Program. Her research focuses on women’s leadership advancement and on negotiation as a micro-mechanism of inequality. She received her doctorate from Harvard Business School, a Master’s degree from the Harvard Kennedy School, and a BA from Smith College.

Tatem H. Burns is a graduate student in DePaul University’s Industrial-Organizational Psychology MA/PhD program. Her research interests explore negotiation and team composition including the influence of individual differences, roles and identity, and context on relational and organizational outcomes.
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Allison L. Elias is a Senior Fellow and Lecturer at The Wharton School of the University of Pennsylvania. Her primary research interests are historical and contemporary issues of gender and diversity in organizations. Her forthcoming book (History of U.S. Capitalism series at Columbia University Press) explores women’s workplace activism in US corporations from the 1960s to the 1990s, revealing contested meanings of feminism and divergent understandings of meritocracy.

Kaitlyn R. Gallagher is a graduate student in DePaul University’s Industrial-Organizational Psychology MA/PhD program. Her current research interests explore how to create a situation to minimize gender effects found in negotiations and the interplay of technology on communication behaviors.

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Carol T. Kulik is a Research Professor of Human Resource Management at the University of South Australia Business School. Her research focuses on understanding how human resource management interventions influence the fair treatment of people in organizations. Her current projects are investigating strategies for closing the gender gap in salary negotiations, reducing stereotype threat among mature-age workers, and motivating organizations to invest in diversity and inclusion practices.

Sun Young (Sunny) Lee is an Associate Professor of Organizational Behavior at the UCL School of Management, London, UK. She received her PhD in Organizational Behavior from London Business School. Her research interests include gender differences in organizations, particularly regarding men and women’s different reactions to competition, hierarchy and authority.

Meina Liu is Associate Professor and Chair of the Department of Organizational Sciences and Communication at the George Washington University. Her research interests include intercultural communication, organizational communication, and the role of culture and emotion in negotiation and conflict management. She received her PhD in Communication from Purdue University.

Beth A. Livingston is an Assistant Professor in Management and Entrepreneurship at the University of Iowa, Tippie College of Business. Formerly at Cornell University, she received her PhD in 2009 from the University of Florida, with an MBA and two Bachelor’s degrees from the University of Kentucky. She has published academic articles on gender, work–family, and stereotyping.

Shira Mor investigates the relationship between women’s identity structures and their performance in negotiations in order to identify a behavioral strategy that allows women to reap economic gains without incurring unfavorable social out-
Research handbook on gender and negotiation

Dr Mor held academic posts at Harvard Kennedy School, Rotterdam School of Management, Tel-Aviv University, IDC, Ono Academic College, and is now an Associate Professor of Management and Entrepreneurship at The Israeli College for Law and Business in Ramat Gan.

Mara Olekalns is Professor of Management (Negotiations) at the Melbourne Business School. Her primary research focus is on interpersonal processes in negotiation. Her research investigates communication processes and sequences in negotiation, trustworthiness and negotiators’ micro-ethical decisions, how gender stereotype violations shape women’s social and economic outcomes, and the factors that enable individuals to overcome moments of ‘normal adversity’ in their negotiations.

Jennifer R. Overbeck is an Associate Professor of Management at the Melbourne Business School. Her work focuses on issues around power, status, teams and negotiations. She is currently investigating how mixed messages around gender stereotypes may create obstacles for women trying to follow the common advice to ‘lean in’ in the workplace.

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Judy Qiu is a PhD student in Organisational Behaviour at London Business School, UK. Her research interests broadly concern gender dynamics in the workplace, with a focus on male-dominated organizations. She holds an MRes in Economics from London Business School and a BA in Economics from Mount Holyoke College.

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Chiara Trombini is a Postdoctoral Research Fellow at Harvard Kennedy School. Her research focuses primarily on cognitive and affective biases in decision-making and in negotiations, with a gender perspective. Dr Trombini received her Bachelor’s Degree in Economics and Management and her Master’s Degree in Economics from Ca’ Foscari University of Venice. She holds a PhD in Business Administration and Management from Bocconi University.

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