

MARTHA JEONG

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EDUCATION

Harvard Business School (Boston, MA) Ph.D. in Organizational Behavior - Micro Committee: Francesca Gino, Julia Minson, Leslie John, & Laura Huang	Expected 2019
Harvard Law School (Cambridge, MA) J.D.	2004-2007
Rice University (Houston, TX) B.A. in Psychology & English, <i>magna cum laude</i>	2000-2003

RESEARCH INTERESTS

Utilizing multiple methods in the laboratory and field, I study *communication* and *decision strategies* used in goal-driven interactions that lead to sub-optimal objective, interpersonal and organizational outcomes. I am currently collaborating with a Formula 1 racing team collecting qualitative and quantitative data in the field regarding how engineers resolve decision conflicts.

- I research misalignments in communication strategies whereby: 1) communicators mis-predict what they are signaling, or 2) recipients make errors in attributions based on signals they receive. I focus on negotiations and workplace communications.
- I research how a chosen decision strategy affects subjective attitudes toward the decision and evaluations of the decision-maker. I study intuitive judgment, decisional autonomy, accountability, and the self-presentational consequences of changing one's mind.

TEACHING INTERESTS

Organizational Behavior, Negotiation, Managerial Decision-Making, Leadership & Influence, Teams

PUBLICATIONS

Jeong, M., Minson, J., Yeomans, M., & Gino, F. (in press). Communicating with warmth in distributive negotiations is surprisingly counter-productive, *Management Science*.

- Recipient of 2017 Program on Negotiation at Harvard Law School Next Generation Grant

UNDER REVIEW AND REVISION

Jeong, M., Minson, J., & Soll, J. Do as I say, not as I do: Decision-makers choose to follow their own intuitive judgment, but recommend others adhere to a structured process, *revise and resubmit at Organizational Behavior and Human Decision Processes*.

- Voted best micro talk at 2018 East Coast Doctoral Student Conference (ECDC)

John, L.K., **Jeong, M.**, Gino, F., & Huang, L. Backing down: The self-presentational consequences of changing one's mind, *revise and resubmit at Organizational Behavior and Human Decision Processes*.

- Recipient of the 2016 Howard Raiffa Doctoral Student Paper Award
- Recipient of 2016 Program on Negotiation at Harvard Law School Next Generation Grant

Jeong, M., Minson, J., & Gino, F. Social perception in negotiation: How do perceptions of warmth and competence affect negotiation behavior and outcomes?, *manuscript under revision for inclusion in Handbook of Basic Principles (3rd Edition)*.

IN PROGRESS

Jeong, M., Minson, J., & Gino, F. In high offers I trust: The effect of first offer value on economically vulnerable behaviors, *manuscript in preparation for submission*.

Jeong, M. Minson, J., Soll, J., & Gino, F. Illicit pleasures of intuition: Decisional autonomy increases enjoyment and responsibility, *data collection in process*.

Jeong, M. The economic, interpersonal, and intra-personal effects of being both warm and tough, *data collection in progress*.

Blunden, H., Zhang, T., & **Jeong, M.** Asking advice from emerging experts, *data collection in progress*.

Jeong, M., Gino, F., Risen, J., & Morewedge, C. I don't mean to be offensive, but...Bias disclaimers work for you, but not for me, *data collection in process*.

CHAired SYMPOSIA

Jeong, M. *Conflicts & Biases: Role of Information Avoidance and Intuition in Shaping Decision Strategies*. Showcase Symposium at the 2018 Academy of Management, Conflict Management Division, Chicago, IL. Presenters: Jane Risen, Daniel Feiler, Jeremy Cone, Sean Fath, & Martha Jeong

CONFERENCE PAPER PRESENTATIONS

(EXCLUDES COAUTHOR PRESENTATIONS)

Jeong, M., Minson, J., & Soll, J. Do as I say, not as I do: Decision-makers choose to follow their own intuitive judgment, but recommend others adhere to a structured process

- Academy of Management, Chicago, IL (August 2018)
- Voted best micro talk at East Coast Doctoral Student Conference, New York, NY (May 2018)
- Society of Judgment and Decision-Making, Vancouver, Canada (November 2017)

Jeong, M., Minson, J., Yeomans, M., & Gino, F. Communicating with warmth in distributive negotiations is surprisingly counter-productive

- SPSP Annual Convention, Portland, OR (to be presented in a single paper session in Feb. 2019)
- International Association for Conflict Management, Philadelphia, PA (July 2018)
- 14th Annual Whitebox Advisors Graduate Student Conference, New Haven, CT (April 2018)
- Wharton Women in Business Academia Conference, Philadelphia, PA (April 2018)
- Academy of Management, Atlanta, GA (August 2017)
- East Coast Doctoral Student Conference, New York, NY (April 2017)

John, L.K., **Jeong M.,** Gino, F., & Huang, L. Backing down: The self-presentational consequences of changing one's mind

- Society of Judgment and Decision-Making, Boston, MA (November 2016)
- Academy of Management, Anaheim, CA (August 2016)

- International Association for Conflict Management, New York, NY (June 2016)
- Behavioral Decision Research in Management, Toronto, Canada (June 2016)
- NYU-Columbia Doctoral Student Conference, New York, NY (May 2016)
- Wharton Women in Business Academia Conference, Philadelphia, PA (April 2016)

TEACHING EXPERIENCE

Harvard Kennedy School Fall 2017

Guest Lecturer of Masters Level Students: MLD224 – Behavioral Science of Negotiations

- September 12 & 13, “Communication Style & Managing Relationships”
- October 24 & 25, “Negotiations & Anger”
- Lecture evaluation: 6.3 of 7

Formula 1 Engineering Academy June 2018-November 2018

Guest Lecturer: Team Decision-Making & Decision-Making Biases

- June 2018, Montreal
- September 2018, Singapore
- October 2018, Mexico City
- November 2018, Beijing & Dubai

AWARDS

The Program on Negotiation at Harvard Law School Next Generation Grant	2016, 2017
Howard Raiffa Doctoral Student Paper Award	2016
Harvard Kennedy School Dean’s Research Fund Award	2016

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Member, Academy of Management
 Reviewer & Member, International Association for Conflict Management
 Member, Society for Judgment and Decision Making
 Reviewer & Member, Behavioral Decision Research in Management

PROFESSIONAL EXPERIENCE

Litigation Attorney (San Francisco, CA) 2007-2012

REFERENCES

Francesca Gino (Co-Chair)

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Julia Minson (Co-Chair)

Harvard Kennedy School
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Leslie John

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 617-495-6394
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