

# MARTHA JEONG

MJEONG@HBS.EDU | 415-680-0955

## EDUCATION

---

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

## RESEARCH INTERESTS

---

Using multiple methods in the laboratory and field, I study *communication* and *decision strategies* deployed in goal-driven interactions that lead to sub-optimal objective, interpersonal and organizational outcomes.

- I research misalignments in communication strategies whereby: 1) communicators mispredict what they are signaling, or 2) recipients make errors in attributions based on signals they receive. I focus on negotiations and workplace communications, where I find communication errors result because of a tension between what communicators want to achieve interpersonally versus what they stand to gain objectively.
- I research how a chosen decision strategy affects subjective attitudes toward the decision and evaluations of the decision-maker. I study intuitive thinking, decisional autonomy, 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*.

## MANUSCRIPTS UNDER REVIEW AND REVISION

---

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*.

**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, *under review*.

**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 (3<sup>rd</sup> Edition)*.

## SELECTED RESEARCH IN PROGRESS

---

**Jeong, M.**, Minson, J., & Gino, F. In high offers I trust: The effect of first offer value on trusting behaviors in negotiations, *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 in a negotiation, *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*.

## 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

## ORGANIZED 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

- International Association for Conflict Management, Philadelphia, PA (July 2018).
- 14<sup>th</sup> 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

## 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

---

Professor Francesca Gino (Co-chair)  
 Harvard Business School  
 Baker Library 447  
 Soldiers Field Road  
 Boston, MA 02163  
 Phone: +1 617-495-0875  
 fgino@hbs.edu

Professor Julia Minson (Co-chair)  
 Harvard Kennedy School  
 79 JFK Street  
 Mailbox #124  
 Cambridge, MA 02138  
 Phone: +1 617-495-3204  
 julia\_minson@hks.edu@hbs.edu

Professor Leslie John  
Harvard Business School  
Baker Library 467  
Soldiers Field Road  
Boston, MA 02163  
Phone: +1 617-495-6394  
ljohn@hbs.edu

Professor Laura Huang  
Harvard Business School  
Morgan Hall 343  
Soldiers Field Road  
Boston, MA 02163  
Phone: +1 617-495-6530  
lhuang@hbs.edu