

**Kathleen L. McGinn**  
**Cahners-Rabb Professor of Business Administration**  
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## **ACADEMIC & ADMINISTRATIVE APPOINTMENTS**

2004 - Cahners-Rabb Professor of Business Administration,  
Harvard Business School

2018 - Senior Associate Dean, Faculty Strategy & Recruiting, Harvard Business  
School

2011 - 2015 Chair, Doctoral Programs, Harvard Business School

2010 - 2011 Chair, Harvard University Ph.D. Program in Organizational Behavior

2006 - 2010 Senior Associate Dean, Director of Faculty Development,  
Harvard Business School

2002 - 2005 Director of Research, Harvard Business School

2002 - 2004 Professor of Business Administration, Harvard Business School

1996 - 2002 Associate Professor, Harvard Business School

1994 - 1996 Assistant Professor, Harvard Business School

1992 - 1994 Assistant Professor, Johnson Graduate School of Management, Cornell  
University

1990 - 1992 Instructor, Kellogg Graduate School of  
Management, Northwestern University

## **EDUCATION**

Ph.D. Organizational Behavior, Kellogg Graduate School of Management,  
Northwestern University

MBA Seattle University

BA, Psychology Seattle University (Gonzaga University)

## **PUBLICATIONS**

**McGinn, K. L.**, Ruiz-Castro, M. and Lingo, E. L. (2018). Learning from mum: Cross-national evidence linking maternal employment and adult children's outcomes. *Work, Employment & Society*: 0950017018760167.

**McGinn, K. L.** and Oh, E. (2017). Gender, social class, and women's employment. *Current Opinion in Psychology*, 18: 84-88.

Lingo, E. L., Fisher, C. and **McGinn, K. L.** (2014). Negotiation processes as sources of (and solutions to) interorganizational conflict. In *Handbook of Conflict Management Research*, O. B. Ayoko, N. M. Ashkanasy & K. A. Jehn (Eds.). Cheltenham, UK: Edward Elgar Publishing. 308-327.

**McGinn, K. L.** and Milkman, K. L. (2013). Looking up and looking out: Career mobility effects of demographic similarity among professionals. *Organization Science*, 24(4): 1041-1090.

**McGinn, K. L.** and Nöth, M. (2012). Communicating frames in negotiations. In G. Bolton and R. T. A. Croson (Eds.) *The Oxford Handbook of Economic Conflict Resolution*. Oxford, UK: Oxford University Press. 61-75.

**McGinn, K. L.**, Milkman, K. L. and Nöth, M. (2012). Walking the talk in multiparty bargaining: An experimental investigation. *Journal of Economic Psychology*, 33(1): 278-291.

**McGinn, K. L.** and Polzer, J. T. (2011). Changing identity, changing language. In S. R. Thye and E. Lawler (Eds.) *Advances in Group Processes*, 28: 125-145.

Bendersky, C. and **McGinn, K. L.** (2010). Open to Negotiation: Phenomenological Assumptions and Knowledge Dissemination. *Organization Science*, 21(3): 781-797.

Also published in *Academy of Management Best Paper Proceedings 2008*, Organization and Management Theory Division, under title: Incompatible Assumptions: Barriers to Producing Multidisciplinary Knowledge.

Kolb, D. and **McGinn, K. L.** (2009). Beyond Gender and Negotiation to Gendered Negotiations. *Negotiation and Conflict Management Research*, 2(1): 1-16.

Bowles, H. R. and **McGinn, K. L.** (2008). Untapped potential in the study of negotiation and gender inequality in organizations. In J. Walsh and A. Brief (Eds.) *Academy of Management Annals*, 2(1): 99-132.

Bowles, H. R. and **McGinn, K. L.** (2008). Gender in Job Negotiations: A Two-Level Game. *Negotiation Journal*, 24(4): 393-410.

**McGinn, K. L.** (2007). History, structure, and practices: San Pedro Longshoreman in the face of change. In J. Dutton and B. Ragins (Eds.) *Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation*. Mahwah, NJ: Erlbaum. 265-275.

**McGinn, K. L.** (2006). Relationships and negotiations in context. In L. Thompson (Ed.) *Frontiers of Social Psychology: Negotiation Theory and Research*. New York: Psychological Press. 129-144.

Bowles, H. R., Babcock, L. and **McGinn, K. L.** (2005). Constraints and Triggers: Situational mechanics of gender in negotiation. *Journal of Personality and Social Psychology*, 89(6): 951-965.

- Pradel, D. W., Bowles, H. R. and **McGinn, K. L.** (2005) When does gender matter in negotiation? *Negotiation*. November: 9-11.
- Wolfe, R. and **McGinn, K. L.** (2005). Perceived, relative power and its influence on negotiations. *Group Decisions and Negotiation*, 14(1): 3-20.
- Bowles, H. R. and **McGinn, K. L.** (2004). Claiming authority: Negotiating challenges for women leaders. In D. M. Messick and R. Kramer (Eds.), *The Psychology of leadership: New Perspectives and Research*. Mahwah, NJ: LEA. 191-208.
- McGinn, K. L.**, and Croson, R. (2004). What do communication media mean for negotiations? A question of social awareness. In M. Gelfand and J. Brett (Eds.), *The Handbook of Negotiation and Culture*. Palo Alto, CA: Stanford University Press. 334-349.
- McGinn, K. L.** (2004) For better or worse: How relationships affect negotiations. *Negotiation*, November: 1-3.
- McGinn, K. L.**, Long Lingo, E. and Ciano, K. (2004). Transitions through out-of-keeping acts. *Negotiation Journal*, 20(2): 171-184.
- McGinn, K. L.** and Wilson, E. J. (2004). How to negotiate successfully online. *Negotiation*, March: 7-9.
- Croson, R., Gomes, A., **McGinn, K. L.** and Nöth, M. (2004). Mergers and acquisitions: An experimental analysis of synergies, externalities and dynamics. *Review of Finance*, 8(4): 481-514.
- McGinn, K. L.** (2003) Planning to play it by ear. *Negotiation*, November: 4-6.
- Bolton, G. E., Chatterjee, K., and **McGinn, K. L.** (2003). How communication links influence coalition bargaining: A laboratory investigation. *Management Science*, 49(5): 583-598.
- McGinn, K. L.**, Thompson, L. and Bazerman, M. H. (2003). Dyadic processes of disclosure and reciprocity in bargaining with communication. *Journal of Behavioral Decision Making*, 16(1): 17-34.
- McGinn, K. L.** and Keros, A. (2002). Improvisation and the logic of exchange in embedded negotiations. *Administrative Science Quarterly*, 47(3): 442-473.
- Valley, K. L.**, Thompson, L., Gibbons, R. and Bazerman, M. H. (2002). How communication improves efficiency in bargaining games. *Games and Economic Behavior*, 38(1): 127-155.

Reprinted in M.H. Bazerman (Ed.), *Negotiation, Decision Making and Conflict Management*, Volume 3, Edward Elgar Publishing, 2005.

- Bazerman, M. H., Curhan, J. R., Moore, D. A. and **Valley, K. L.** (2000). Negotiation. *Annual Review of Psychology*, 51(1): 279-314.
- Valley, K.** (1999). The Electronic Negotiator: Negotiations over email. *Harvard Business Review*. Reprint F00103.
- Kurtzberg, T., Moore, D. A., **Valley, K. L.** and Bazerman, M. H. (1999). Agents in negotiation: Toward testable propositions. In R. Mnookin and L. Susskind (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage Publications. 283-298.
- Valley, K. L.** (1999). Agency in the context of labor management. In R. Mnookin and L. Susskind (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage Publications. 196-202.
- Thompson, T. and **Valley, K. L.** (1998). Changing formal and informal structure to enhance organizational knowledge. In G. Hamel, C. K. Prahalad, H. Thomas and D. O'Neal (Eds.), *Strategic flexibility: Managing in a turbulent economy*. Chichester, England: John Wiley and Sons Ltd. 137-154.
- Valley, K. L.** and Thompson, T. (1998). Sticky ties and bad attitudes: Relational and individual bases of resistance to change in organizational structure. In R. M. Kramer and M. A. Neale (Eds.), *Power and influence in organizations*. Thousand Oaks, CA: Sage. 39-66.
- Bazerman, M. H., Gibbons, R., Thompson, L. and **Valley, K. L.** (1998). Can negotiators outperform game theory? In R. N. Stern and J. Halpern (Eds.), *Debating rationality: Nonrational elements of organizational decision making*. Ithaca, NY: ILR Press. 78-98.
- Reprinted in A. Rau, E. Sherman, & S. Peppet (Eds.), *Processes of Dispute Resolution*, Foundation Press, 2002.
- Valley, K. L.**, Moag, J. and Bazerman, M. H. (1998). 'A Matter of trust': Effects of communication on the efficiency and distribution of outcomes. *Journal of Economic Behavior and Organization*, 34(2): 211-238.
- Valley, K. L.**, Neale, M. A. and Mannix, E. A. (1995). Friends, lovers, colleagues, strangers: The effects of relationships on the process and outcome of dyadic negotiations. In R. J. Bies, R. J. Lewicki, and B. H. Sheppard (Eds.), *Research on Negotiation in Organizations*, Vol. 5. Greenwich, CT: JAI Press. 65-93.
- Thompson, L., **Valley, K. L.** and Kramer, R. M. (1995). The bittersweet feeling of success: An examination of social perception in negotiation. *Journal of Experimental Social Psychology*, 31(6): 467-492.

Blount White, S., **Valley, K. L.**, Neale, M. A. and Bazerman, M. H. (1994). Alternative models of price behavior in dyadic negotiations: Market prices, reservation prices and negotiator goals. *Organizational Behavior and Human Decision Processes*, 57(3): 430-447.

Barr, L. L., Shaffer, K., **Valley, K. L.**, and Hillman, B. J. (1993). Mentoring: Application for the practice of radiology. *Investigative Radiology*, 28(1): 71-75.

Bazerman, M. H., Neale, M. A., **Valley, K. L.**, Zajac, E. J. and Kim, Y. M. (1992). The Effects of agents and mediators on negotiation outcomes. *Organizational Behavior and Human Decision Processes*, 53(1): 55-73.

Reprinted in T. Connolly, H. R. Arkes and K. R. Hammond (Eds.), *Judgment and Decision Making: An Interdisciplinary Reader*, Cambridge University Press, 2nd edition, 1996, 3rd edition, 2000.

**Valley, K. L.**, Blount White, S. and Iacobucci, D. (1992). The process of assisted negotiations: A network analysis. *Group Decision and Negotiation*, 1(2): 117-135.

**Valley, K. L.**, Blount White, S., Neale, M. A. and Bazerman, M. H. (1992). Agents as information brokers: The effects of information disclosure on negotiated outcomes. *Organizational Behavior and Human Decision Processes*, 51(2): 220-236.

### **Work in Progress**

*Negotiating a better future: How interpersonal skills facilitate inter-generational investment with Nava Ashraf, Natalie Bau and Corinne Low (revising for requested resubmission, Quarterly Journal of Economics )*

*Breaking from tradition: Men's and women's employment and human capital investments in females with Alexandra Feldberg (under review)*

*Class work: Interweaving social class and success stories in women's career narratives with Judith Clair, Rachel Arnett and Beth Humberd (revising for resubmission)*

*The problem of women at work: Shifting beliefs and practices regarding women in the workplace (data collection)*

*Competing at all costs: Dysfunctional competition & gender with Christine Exley & Pinar Fletcher (data collection)*

*Bargaining at work and at home: Career outcomes and life satisfaction in Mexico with Mayra Ruiz Castro and Martha Rivera (work in progress)*

## **PRESENTATIONS**

### **Invited Speaker, selected talks**

MIT, Sloan School of Management, 2018, 2011, 2002, 1997, 1995  
Harvard Kennedy School, 2017, 2014, 2013, 2011, 2010, 2008  
IESE, 2016. Keynote. International Conference on Women in Business  
Cornell ILR, 2015. Keynote. What Works? Increasing Inclusion/Reducing  
Discrimination.  
Forté Foundation, Georgetown University, 2015  
University of Maryland, Smith School of Business, 2015  
Work & Family Research Network, Changing Work & Family Relationships in a Global  
Economy, New York, 2014  
INSEAD, 2014  
London Business School, 2014  
Work and Family Researchers Network, New York, 2014  
Duke University, Fuqua School of Business, 2013  
Northwestern University, Kellogg Graduate School of Management, 2013  
University of Texas, Austin, McCombs School of Business, 2011  
Cornell, ILR, and Johnson School of Business, 2010  
INSEAD, 2008  
London Business School, 2008  
Washington University in St. Louis, 2012, 2006  
University of California, Los Angeles, 2005  
University of Michigan, 2006, 2004  
Western Kentucky University-University Distinguished Speaker, 2002  
New York University, School of Law, 2002, 2000  
Hewlett Conferences, Northwestern University and Harvard University, 2000, 1999, 1998  
University of British Columbia, School of Commerce, 1998  
University of Utah, 2010, 1998  
Boston College, 1998  
Yale University, School of Management, 1997  
Conference, New Ideas in Decision Making, Northwestern University 1997  
Conference, Power, Politics and Influence, Stanford University, 1996  
University of Pennsylvania, Wharton School, 2001, 1997, 1995  
Northwestern University, Kellogg Graduate School of Management, 1995  
Pennsylvania State University, School of Management, 1995

## **Refereed Conference Presentations**

Academy of Management Annual Meetings, 2018, 2016, 2015, 2014, 2013, 2012, 2010, 2005, 2003, 2002, 2001, 2000, 1998, 1997, 1994, 1993, 1990  
VI International Conference on Work and Family, IESE, Barcelona, 2015  
WORK2015, New Meanings of Work Conference, Finland, 2015  
People and Organizations Conference, Wharton School, University of Pennsylvania, 2014, 2013, 2012, 2011  
International Association of Conflict Management Annual Meetings, 2011, 2002, 1992, 1991, 1990  
Gender, Work and Organization International Interdisciplinary Conference, 2010  
Co-sponsor (with Deborah Kolb), Conference on Gender and Negotiation: Research from the Field, Harvard University, 2007  
Conference on Women and Leadership, Center for Public Leadership, Kennedy School of Government, Harvard University (With Hannah Riley Bowles), 2006  
The Annual Meeting of the Society for Industrial and Organizational Psychology, 1998, 1996  
CORS/INFORMS, 1998  
Strategic Management Society Annual Meeting, *Best Paper Proceedings*, 1996  
Society for Judgment and Decision Making Annual Meetings, 1995, 1990  
Economic Science Association Meeting, 1995  
Annual Meeting of TIMS-ORSA, 1991

## **TEACHING**

### **Doctoral Students**

Alexandra Feldberg (Chair). Degree expected 2019. *Butchers, Bakers, and Barcharts: Gender and knowledge in a grocery chain*. Harvard Business School.  
Paul Green. 2018. *The ties that drive us: The motivational potential of close relationships at work*. McCombs School of Business, The University of Texas at Austin.  
Rachel Arnett (Advisor). 2017. *High status identity disclosure: Managing high status in cross-status interactions*. The Wharton School, University of Pennsylvania.  
Ryann Manning (Co-Chair). 2017. *All hands are needed: Emotion and resilient organizing by West African diaspora communities*. Rotman School of Management, University of Toronto.  
Pinar Fletcher (Co-chair). 2016. *The ironic effects of motivational tools on attention and decision making*.  
Katherine L. Milkman. 2009. *Studies of intrapersonal conflict and its implications*. The Wharton School, University of Pennsylvania.  
Marya Hill-Popper Besharov. 2007. *Mission goes corporate: Understanding employee behavior in a mission-driven business*. The ILR School, Cornell University.  
Špela Trefalt (Co-chair). 2007. *Between you and me: A relational perspective on managing work-life boundaries*. Simmons College.

- Elizabeth Long Lingo (Chair). 2005. *Negotiations and love songs: Negotiating the social order in the country music industry*. Vanderbilt University; Worcester Polytechnic Institute.
- Linda Eling Lee. 2005. *Conspicuous Production*. MSCI.
- Pacey Foster (Boston College). 2006. *The impact of social factors on negotiations in embedded markets*. University of Massachusetts.
- Allan Filipowicz. 2002. *The influence of humor on task-based interactions and performance*. INSEAD.
- Rebecca Wolfe (Chair). 2002. *Perceived power and relationship orientation in negotiation*. Princeton, Department of Psychology, post-doctoral; Mercy Corps.
- Shelley Brickson (Chair). 2002. *Organizational identity orientation, its manifestations in stakeholder relationships, and its alignment with individual identity orientation*. London Business School; University of Illinois, Chicago.
- Hannah Riley Bowles (Chair). 2001. *Gender as a social phenomenon in negotiation*. Harvard Kennedy School, Harvard University.
- Alan Durrell. 1999. *Essays in applied behavioral economics*. Dartmouth University, Department of Economics.
- Andrew Molinsky. 1999. *Cross cultural code switching*. University of Southern California; Brandeis University.
- Jürgen Weiss (Chair). 1998. *Behavioral issues in the restructuring of the electricity industry: An experimental investigation*. The Brattle Group.
- Nancy Katz. 1998. *Group and individual incentives in team-based tasks*. Harvard University, Kennedy School of Government.

### **MBA Courses**

- Negotiations (Course Head)
- Power and Influence
- Designing People Plans: Systems for managing human capital
- Organizational Behavior (Johnson School, Cornell)
- Individual and Interpersonal Decisions (Johnson School, Cornell)

### **Executive Courses**

- Negotiations
- Decision Making
- Group Processes and Decisions
- Power and Influence
- Leading Organizations

### **Doctoral Courses**

- Business Education for Scholars and Teachers (Course head)
- Perspectives on Research in Organizations
- Micro Topics in Organizational Behavior
- Human Behavior in Management and Markets
- Social Processes in Organizations
- Behavioral Game Theory (with Richard Thaler and Robert Gibbons, Cornell University)



## **Course Materials**

- Girls Arise! Working Together for a Better Future: Negotiation Curriculum. 2014.*  
<https://hbsp.harvard.edu/girls-arise>
- Decision Analysis.* With George Wu. HBS Note #9-917-018.
- Carolina for Kibera.* With Beth-Ann Kutchman and Cailin B. Hammer. HBS Case # 910-017.  
HBS Video Case # 913-701. (Teaching Note # 913-001).
- The Indego Africa Project.* With Rachel Gordon. HBS Case # 911-011.
- SEWA Trade Facilitation Center: Changing the Spool,* with Mukti Khaire. HBS Case # 810-044  
(Teaching Note # 810-100).
- Traversing a Career Path: Pat Fili-Krushel (A & B).* With Deborah M. Kolb and Cailin B. Hammer. HBS Cases # 909-009 and 909-010.
- Cathy Benko: WINning at Deloitte (A & B).* With Deborah M. Kolb and Cailin B. Hammer. HBS Case # 907-026.
- Endesa Chile: Raising the Ralco Dam (A & B).* With Paula Laschober and Dina Pradel. HBS Cases # 905-062 and 905-063.
- RetailSoft.* With Hannah Riley Bowles and Dina R. Pradel. HBS Cases # 905-003, 905-004 and 905-005. (Teaching Note # 908-026).
- RetailMax.* With Dina Witter. HBS Cases # 904-024 and 904-025. (Teaching Note # 908-026).
- Showdown on the Waterfront: The 2002 West Coast Port Dispute (A & B).* With Dina Witter. HBS Cases # 904-045 and 904-067. (Teaching Note # 908-063).
- The Pacific Sentinel.* With Dina Witter. HBS Cases # 903-136 and 903-133. (Teaching Note # 908-027).
- Yahoo!: Becoming a Competitor in the Career Listings Space.* With Nicole Nasser. HBS Cases # 903-071 and 903-072. (Teaching Note # 909-011).
- Travelexis.com.* With Nicole Nasser. HBS Cases # 903-059, 903-060 and 903-061. (Teaching Note # 909-011).
- Women and Power: Stories from Around the Globe.* With Alexis Lefort and Nicole Nasser. HBS Case # 902-203.
- Abelli and Saviotti at Banca Commerciale Italiana.* With Belingheri, M. and Casciaro, T. HBS Case # 801-356. (Teaching Note # 403-170).
- Katharine Graham.* HBS Case # 801-276. (Teaching Note # 801-281).
- Course Note - Power and Influence: Achieving Your Objectives in Organizations.* With Elizabeth Long Lingo. HBS Course note, # 801-475.
- The Range (A & B).* HBS Cases # 801-330 and 801-331.
- Reverend Jeffrey Brown: Cops, Kids and Ministers.* HBS Case # 800-284. (Teaching Note # 801-285).
- Iggy's Bread of the World.* HBS Case # 800-282. (Teaching Note # 801-283).
- Robert Moses.* HBS Case # 800-271. (Teaching Note # 801-279).
- Heidi Roizen.* HBS Case # 800-228. (Teaching Note # 801-278). (Video supplement # 919-701)
- Basil "Buzz" Hargrove and de Havilland, Inc. (A & B).* HBS Cases # 899-138 and # 899-176. (Teaching Note # 801-277).
- Adam Baxter Company v Local 190.* With Victoria H. Medvec. HBS Cases # 396-318, 396-319, 396-321, 396-322, and 396-324 - 396-326. (Teaching Note # 898-192).
- Starlite Corporation.* HBS Cases # 396-351 - 396-356. (Teaching Note # 898-191).

*Expectations and Stereotypes: How do they affect the deal?* HBS Note # 9-396-167.  
*Luna Pen* (A-D). With Michael Wheeler. HBS Cases # 396-156, 396-157, 898-233 and 396-395.  
(Teaching Note # 801-057).

## **PROFESSIONAL AND SERVICE ACTIVITIES**

### **Journal Editing and Reviewing**

Associate Editor, *Administrative Science Quarterly* (2005 – 2008)  
Ad hoc reviewer: *Academy of Management Journal*, *Administrative Science Quarterly*,  
*American Economic Review*, *International Journal of Conflict Management*, *Journal of Applied Psychology*, *Journal of Behavioral Decision Making*, *Negotiation Journal*,  
*Organizational Behavior and Human Decision Processes*, *Organization Science*

### **Memberships and Awards**

Member: Provost's Advisory Committee, Harvard University (2016 – )  
Member: Graduate School of Arts and Sciences Administrative Board, Harvard University (2017 – )  
Board Member: CFK, Inc. (Chair, 2017 – ; Member, 2013 - )  
Board Member: WAVE (Chair, 2014 – 2017; Member, 2014 - )  
Recipient: Charles M. Williams Award for outstanding teaching, Harvard Business School, 2015  
Recipient: Wyss Award for Excellence in Mentoring, Harvard Business School, 2013  
Recipient (2x): Robert F. Greenhill Award for outstanding contribution to Harvard Business School Community. 2014 – 2015 & 2009 – 2010  
Recipient: Apgar Innovation in Teaching Award for curricular innovations. 2013  
Recipient: Excellence in Mentoring Award, Harvard University Graduate School of Arts and Sciences, Graduate Student Council, 2000  
Member: Academy of Management; International Association for Conflict Management; American Sociological Association; American Psychological Association  
Summer Scholar: Center for Advanced Study of the Behavioral Sciences, Stanford University, 1992.  
Recipient: State Farm Foundation Doctoral Dissertation Award in Business, 1991  
Recipient: Dissertation Grant, Media Management Center, Medill School of Journalism, Northwestern University, 1991.

### **External Research Grants**

Exxon Mobile \$75,000 (With Nava Ashraf and Corinne Low) (2014)  
International Growth Center \$45,000 (With Nava Ashraf) (2013; 2014)  
Grand Challenges Canada \$US113,000 (With Nava Ashraf, Corinne Low and Remmy Mukonka) (2012; 2013)

USAID \$452,000 (With Nava Ashraf, Corinne Low and Remmy Mukonka) (2013)  
Harvard Kennedy School, Women in Public Policy Program \$60,000 (2012)

**SELECTED PRESS COVERAGE**

*New York Times, Washington Post, Financial Times, Boston Globe, USA Today, Huffington Post, Money Magazine, Atlantic, TIME, Guardian, Forbes, New York Daily News, New Republic, CNN Money, Business Insider, La Nación, Folha de S. Paulo, Morning Edition (NPR), The Takeaway (NPR), Quartz, Market Watch, Boston.com, Slate*