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**DEGREES**

**2006:** University of London – London Business School, Doctor of Science in Economics (honorary).

**2000:** Harvard University, Masters of Arts (honorary).

**1976-1979:** The Graduate School of Industrial Administration, Carnegie-Mellon University. M.S.O.B. (1978), Ph.D. (1979).

**1973-1976:** The Wharton School, University of Pennsylvania. Bachelor of Sciences in Economics (1976). Majors: Organizational Psychology and Accounting.

**EMPLOYMENT EXPERIENCE**

**2000-current:** Harvard Business School, Harvard University. Jesse Isidor Straus Professor of Business Administration. Affiliated appointments:

Harvard Kennedy School of Government: Schedule C (voting) faculty member.

Program on Negotiation: Executive Committee

**1999-2000:** Harvard Business School, Harvard University. Marvin Bower Fellow. Visiting Scholar, Program on Negotiation.

**1985-2000:** Kellogg Graduate School of Management, Northwestern University. Professor (courtesy) of the Department of Psychology. J.J. Gerber Distinguished Professor of Dispute Resolution and Organizations (1991-current). J.L. Kellogg Distinguished Professor of Dispute Resolution and Organizations (1989-1991). J.L. Kellogg Associate Professor (1985-1986), Buchanan Family Associate Professor (1986-1987), Buchanan Family Professor of Organization Behavior (1987-1988). Chair – Northwestern University Provost Search Committee (1994). Director, Kellogg Environmental Research Center (9/1/1994-2000), Personnel Committee (1987-1989).

**1998:** Harvard Business School, Harvard University. Thomas Henry Carroll Ford Visiting Professor of Business Administration. Visiting Scholar, Program on Negotiation.

**1989-1990:** Center for Advanced Study in the Behavior Sciences, Fellow.

**1986:** Graduate Institute of Business Administration, Chulalongkorn University (Bangkok, Thailand). Visiting Associate Professor (February-March, November-December).

**1983-1985:** Sloan School of Management, Massachusetts Institute of Technology. Assistant Professor.

**1981-1983:** Department of Organizational Behavior, School of Management, Boston University. Assistant Professor. Faculty Policy

**1979-1980:** Department of Management, The University of Texas at Austin. Assistant Professor.

**1977-1979:** The Graduate School of Industrial Administration, Carnegie Mellon University. Instructor.

## **AUTHORED BOOKS**

Luca, M., & Bazerman, M.H. The Power of Experiments. MIT Press, 2020. Adapted as:

Luca, M., & Bazerman, M.H. What data experiments tell us about racial discrimination on Airbnb. Fast Company, June 19, 2020. <https://www.fastcompany.com/90460723/airbnbwhileblack-the-inside-story-of-airbnbs-racism-problem>.

Bazerman, M.H. Better, Not Perfect. Harper Business, 2020.

Bazerman, M.H. The Power of Noticing. Simon and Schuster, 2014.

Bazerman, M.H. & Tenbrunsel, A.E. Blind Spots: Why We Fail to Do What's Right and What to Do about It. Princeton University Press, 2011. Also published in Spanish, Chinese, and Portuguese. The following adaptations have also been published:

Bazerman, M.H., & Tenbrunsel, A.E. Blind Spots. The Montréal Review, September 2011.

Bazerman, M.H. & Tenbrunsel, A.E. On Behavioral Ethics. Harvard Magazine. May-June, 2011, p. 14.

Bazerman, M.H. & Tenbrunsel, A.E. Stumbling into bad behavior. New York Times, April 21, 2011 oped.

Bazerman, M.H. & Tenbrunsel, A.E. Blind Spots: How ethical do you think you are? Leadership Excellence, March, 2011, page 5.

Bazerman, M.H. & Tenbrunsel, A.E. Blind spots in our ethical behavior: Part 2. Ethisphere, Q2, 2011, pp. 20-21.

Bazerman, M.H. & Tenbrunsel, A.E. Blind spots in our ethical behavior: Part 1. Ethisphere, Q4, 2010, pp. 20-21.

Malhotra, D., & Bazerman, M.H. Negotiation Genius. Bantam Books, 2007. Published in Chinese, Japanese, Korean, Portuguese, Russian, Turkish, Spanish, and Italian.

Bazerman, M.H. & Moore, D. Judgment in Managerial Decision Making, John Wiley & Sons, Inc., 2013 (8<sup>th</sup> Edition).

Bazerman, M.H. Judgment in Managerial Decision Making, John Wiley & Sons, Inc., 1986, 1990, 1994, 1998, 2001, 2005, 2009/7th Edition. Published in Chinese, Japanese, Polish, Portuguese and Russian.

Chapter 2 of Judgment in Managerial Decision Making has been reprinted in B.M. Staw (Ed.), Psychological Dimensions of Organizational Behavior, MacMillan, 1991 (1st edition), Prentice Hall, 1995 (2nd edition).

Chapter 2 of Judgment in Managerial Decision Making has been summarized in the Harvard Management Update, April, 1998.

Chapter 7 of Judgment in Managerial Decision Making has been reprinted in S.C. Currall, D. Geddes, S.M. Schmidt, & A. Hichner (Eds.), Power and Negotiation in Organizations, Dubuque, Iowa: Kendall/Hunt Publishing, 1995.

Bazerman, M.H., & Watkins, M. Predictable Surprises, Harvard Business School Press, 2004. (2006 Kulp-Wright Book Award from the American Risk and Insurance Association) New paperback edition, with new preface published in 2008. Also published in Chinese and Polish. Adapted as:

Bazerman, M.H., & Watkins, M. Should Have Seen This Coming. Compass, Fall, 2004, 42-43.

Bazerman, M.H., Baron, J., & Shonk, K. You Can't Enlarge the Pie: Six Barriers to Effective Government, Basic Books, 2001.

Bazerman, M.H. Smart Money Decisions, John Wiley & Sons, Inc., 1999. Recognized as one of the 10 best personal finance and investing books of the year by Amazon.com. Recognized as one of the 30 best business of the year by Soundview Executive Book Summaries. Published in Spanish. The following adaptations have also been published:

Bazerman, M.H. Smart Money Decisions. Soundview Executive Book Summaries, Volume 21, Number 12, 1999.

Bazerman, M.H. Ten Money Mistakes. Personal Excellence, 1999, November.

Bazerman, M.H. Knowing When to Quit. Personal Excellence, 2000, June.

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Bazerman, M.H. Why You Do What You Do With Money and How to Change Bad Habits. Bottom Line, 2001.

Bazerman, M.H., & Neale, M.A. Negotiating Rationally, Free Press, 1992. Currently in 18<sup>th</sup> printing. Published in English, Japanese, Korean, Spanish, Portuguese, Polish, and Chinese. The following are adaptations from this book:

Bazerman, M.H., & Neale, M.A. Nonrational Escalation of Commitment in Negotiation. European Management Journal, 1992, 10, 163-168.

Neale, M.A., & Bazerman, M.H. Negotiating Rationally: The Power and Impact of the Negotiator's Frame. Academy of Management Executive, 1992, 6, 42-51.

Reprinted in S.C. Currall, D. Geddes, S.M. Schmidt, & A. Hichner (Eds.), Power and Negotiation in Organizations, Dubuque, Iowa: Kendall/Hunt Publishing, 1995.

Reprinted in R.J. Lewicki, J. Minton, & D.M. Saunders (Eds.), Negotiation: Readings, Exercises, and Cases, Irwin, 1997, 2001 (4<sup>th</sup> edition).

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## **EDITED BOOKS**

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Bazerman, M.H. (Ed.) Quanto Sei (a)Morale?: Leadership Etica E Psicologia Della Decisione. (A Behavioral Decision Perspective to Ethics). Il Sole 24 Ore (Italian), 2009. (Edited collection of papers on ethics by Max H. Bazerman and colleagues.)

Bazerman, M.H. (Ed.), Negotiation, Decision Making and Conflict Management, Volume 1, Edward Elgar Publishing, Ltd., 2005.

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## JOURNAL ARTICLES

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Kristal, A.S., Whillans, A.V., Bazerman, M.H., Gino, F., Shu, L.L., Mazar, N., & Ariely, D. Signing at the beginning versus at the end does not decrease dishonesty. Proceedings of the National Academy of Sciences, 2020, 117, 7103-7107. doi:10.1073/pnas.1911695117.

- Adapted as: Ariella Kristal, Ashley Whillans, Max Bazerman, Francesca Gino, Lisa Shu, Nina Mazar, Dan Ariely. When We're Wrong, It's Our Responsibility as Scientists to Say So. Scientific American, March 21, 2020. <https://blogs.scientificamerican.com/observations/when-were-wrong-its-our-responsibility-as-scientists-to-say-so/>.

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Barak-Corren, N., Tsay, C., Cushman, F., & Bazerman, M.H. If You're Going to Do Wrong, at Least Do it Right: Considering Two Moral Dilemmas at the Same Time Promotes Moral Consistency. Management Science, April 2018, 64(4), 1528–1540. (Published early online: February 16, 2017.)

Bazerman, M.H. Prescriptions based on a realistic view of human behavior. Negotiation Journal, October, 2017.

Barak-Corren, N. & Bazerman, M.H. Is saving lives your task or God's? Religiosity, belief in god, and moral judgment. Judgment and Decision Making, 2017, 12(3), 280–296.

Sezer, O., Zhang, T., Gino, F., & Bazerman, M. (2016). Overcoming the outcome bias: making intentions matter. Organizational Behavior and Human Decision Processes, 2016, 137: 13-26.

Bazerman, M.H., & Kahneman, D. How to make the other side play fair: The final offer arbitration challenge. Harvard Business Review, September 2016.

Conlon, D.E., Bazerman, M.H., Malhotra, D., & Pillutla, M. Celebrating the Work of Keith Murnighan. Negotiation and Conflict Management Research, 2016, 9:332-344.

Bazerman, M.H., & Sezer, O. Bounded Awareness: Implications for Ethical Decision Making. Organizational Behavior and Human Decision Processes, 2016, 136: 95-106.

Bohnet, I., van Geen, A., Bazerman, M.H. When Performance Trumps Gender Bias: Joint Versus Separate Evaluation. Management Science, 2016, 62(5), 1225-1234.

Hildreth, J.A., Gino, F., Bazerman, M.H. Blind Loyalty? How Group Loyalty Makes Us See Evil or Engage In It. Organizational Behavior and Human Decision Processes, 2016, 132, 16-36.

Zhang, T., Fletcher, P.O., Gino, F., & Bazerman, M.H. Reducing Bounded Ethicality: How to Help Individuals Notice and Avoid Unethical Behavior. Special Issue on Bad Behavior. Organizational Dynamics, October–December 2015, 44(4): 310–317.

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Sezer, O., Gino, F., Bazerman, M.H. Ethical Blind Spots: Explaining Unethical Behavior. Current Opinion in Psychology, 2015, 6, 77-81.

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Bazerman, M.H. Becoming a First-Class Noticer. Harvard Business Review, July-August 2014.

Ert, E., Creary, S., & Bazerman, M.H. Cynicism in Negotiation: When Communication Increases Buyers' Skepticism. Judgment and Decision Making, 2014, 9, 3, 191-198.

Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. The Power of the Cognition/Emotion Distinction for Morality. Emotion Review, 2014, 6, 87-88.

Shu, L., Mazar, N., Gino, F., Ariely, D, and Bazerman, M. Signing at the beginning makes ethics salient and decreases dishonest self-reports in comparison to signing at the end. Proceedings of the National Academy of Sciences, 2012, 109: 38, 15197-15200.

Bazerman, M.H., & Gino, F. Behavioral Ethics: Toward a Deeper Understanding of Moral Judgment and Dishonesty. Annual Review of Law and the Social Sciences, 2012, 8, 85-104.

Milkman, K. L., Mazza, M. C., Shu, L. L., Tsay, C., & Bazerman, M. H. Policy Bundling to Overcome Loss Aversion: A Method for Improving Legislative Outcomes. Organizational Behavior and Human Decision Processes, 2012, 117, 158-167.

Tsay, C.J., Shu, L.L., & Bazerman, M.H. Naivete and Cynicism in Negotiations and Other Competitive Contexts. The Academy of Management Annals, 2011, 5, 1, 495-518.

Bazerman, M. H. & Moore, D. A. Is it Time for Auditor Independence Yet? Accounting, Organizations and Society, 2011, 36, (4-5), 310-312.

Bazerman, M.H., & Tenbrunsel, A.E. Ethical Breakdowns: Good people often let bad things happen. Why?, Harvard Business Review, April, 2011.

Bazerman, M. H. Bounded Ethicality in Negotiations. Negotiation and Conflict Management Research, 2011, 4, 8-

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Shu, L., Gino, F., & Bazerman, M. H. Dishonest deed, clear conscience: When cheating leads to moral disengagement and motivated forgetting. Personality and Social Psychology Bulletin, 2011, 37(3), 330-349.

Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. Joint evaluation as a real world tool for managing emotional assessment of morality. Emotion Review, 2011, 3, 290-292.

Bazerman, M.H. & Greene, J.D. In Favor of Clear Thinking: Incorporating Moral Rules into a Wise Cost-benefit Analysis. Perspectives on Psychological Science, 2010, 5(2), 209–212.

Moore, D. A., Tanlu, L., & Bazerman, M. H. Conflict of interest and the intrusion of bias. Judgment and Decision Making, 2010, 5(1), 37–53.

Gino, F., Shu, L. L., & Bazerman, M. H. Nameless + Harmless = Blameless: When seemingly irrelevant factors influence judgment of (un)ethical behavior. Organizational Behavior and Human Decision Processes, 2010, 111(2), 102-115.

Milkman, K.L., Rogers, T. & Bazerman, M.H. I'll Have the Ice Cream Soon and the Vegetables Later: A Study of Online Grocery Purchases and Order Lead Time. Marketing Letters, 2010, 21(1), 17-35.

Garcia, S., Bazerman, M.H., Kopelman, S., Tor, A. & Miller, D. The Price of Equality: Suboptimal Resource Allocations across Social Categories. Business Ethics Quarterly, 2010, 20(1), 75-88.

Tsay, C. & Bazerman, M.H. A Decision-Making Perspective to Negotiation: A Review of the Past and a Look into the Future. Negotiation Journal, 2009, 25(4), 467-480.

Bazerman, M.H. U.S. Energy Policy: Overcoming Barriers to Action. Environment, September-October, 2009. (This is a adaptation of a paper that originally appeared in K. Gallagher (Ed.), *Acting in Time on Energy Policy*. Washington, DC: Brookings, 2009.)

Ordóñez, L.D., Schweitzer, M.E., Galinsky, A.D. & Bazerman, M.H. On Good Scholarship, Goal Setting, and Scholars Gone Wild. Academy of Management Perspectives, 2009, 23(3), 82-87.

Gino, F., & Bazerman, M.H. When misconduct goes unnoticed: The acceptability of gradual erosion in others' unethical behavior. Journal of Experimental Social Psychology, 2009, 45(4), 708-719.

Tenbrunsel, A.E., Wade-Benzoni, K.A., Medvec, V.H., Thompson, L., & Bazerman, M.H. The reality and myth of sacred issues in negotiations. Negotiation and Conflict Management Research, 2009, 2(3), 263-284.

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Martin, J.M., J. Beshears, K.L. Milkman, M.H. Bazerman and L. Sutherland. Modeling expert opinions on food healthiness: A nutrition metric. Journal of the American Dietetic Association, 2009, 109(6), 1088-1091.

Milkman, K.L., T. Rogers and M.H. Bazerman. Highbrow films gather dust: Time-inconsistent preferences and online DVD rentals. Management Science, 2009, 55(6), 1047-1059.



Ordóñez, L.D., Schweitzer, M.E., Galinsky, A.D. & Bazerman, M.H. Goals Gone Wild: The Systematic Side Effects of Over-Prescribing Goal Setting. Academy of Management Perspectives, 2009, 23(1), 6-16.

Malhotra, D., & Bazerman, M.H. Psychological Influence in Negotiation: An Introduction Long Overdue, Journal of Management, 2008, 34(3), 509-531.

Milkman, K.L., Rogers, T., & Bazerman, M.H. Harnessing Our Inner Angels and Demons: What We Have Learned About *Want/Should* Conflicts and How That Knowledge Can Help Us Reduce Short-Sighted Decision Making. Perspectives on Psychological Science, 2008, 3(4), 324-338.

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Bazerman, M.H., Tenbrunsel, A.E., and Wade-Benzoni, K.A. (2008). When sacred issues are at stake. Negotiation Journal, January, 113-117.

Moran, S., Bereby-Meyer, Y., & Bazerman, M.H. Stretching the Effectiveness of Analogical Training in Negotiations: Teaching Diverse Principles for Creating Value. Negotiation & Conflict Management Research, 2008, 1(2), 99-134.

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Grosskopf, B., Bereby-Meyer, Y., & Bazerman, M. H. On the Robustness of the Winner's Curse Phenomenon, Theory and Decision, 2007, 63(4), 389-418.

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Epley, N., Caruso, E., & Bazerman, M.H. When Perspective Taking Increases Taking: Reactive Egoism in Social Interaction. Journal of Personality and Social Psychology, 2006, 91(5), 872-889.

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Wade-Benzoni, K.A., Tenbrunsel, A.E., & Bazerman, M.H. Egocentric Interpretations of Fairness as an Obstacle to Just Resolution of Conflict. In R. Lewicki, R. Bies & B. Sheppard (Eds.), Research in Negotiation in Organizations, JAI Press, Volume 6, 1997.

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## **JOURNAL EDITING**

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## **BOOK REVIEWS, SHORT PIECES, AND COMMENTARIES**

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2, 2014, <http://www.afr.com/opinion/nudging-people-into-making-better-decisions-20140601-ivnri>.

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Bazerman, M. H. Dear Negotiation Coach: Managing for better results. Negotiation (newsletter), October, 2008.

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- Bazerman, M.H. Commitment Escalation. In Nicholson, N, Audia, P., & Pillutla, M. (Eds.), The Blackwell Encyclopedia of Organizational Behavior. Blackwell Publishers, 2005.
- Bazerman, M.H. The Mind of the Negotiator: Creating Value, Weighing Values. Negotiation (newsletter), April, 2005.
- Bazerman, M.H. Negotiator Focus. Leadership Excellence. February, 2005, 22 (2), 17.
- Bazerman, M.H. The Mind of the Negotiator: The Dangers of Compromise. Negotiation (newsletter), February, 2005.
- Bazerman, M.H. The Mind of the Negotiator: What's It Worth to You? Negotiation (newsletter), December, 2004.
- Bazerman, M.H. The Mind of the Negotiator: Picking the Right Frame: Make Your Best Offer Seem Better. Negotiation (newsletter), October, 2004.
- Bazerman, M.H. The Mind of the Negotiator: The High Cost of Close Focus. Negotiation (newsletter), July, 2004.
- Bazerman, M.H. What's Really Relevant? The Role of Vivid Data in Negotiation. Negotiation (newsletter), May, 2004.
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- Bazerman, M.H. The Mind of the Negotiator: Do You Know When to Walk Away? Negotiation (newsletter), February, 2004.
- Bazerman, M.H. The Mind of the Negotiator: Great Expectations. Negotiation (newsletter), January, 2004.
- Bazerman, M.H. The Mind of the Negotiator: When Self-interest is Sabotage. Negotiation (newsletter), December, 2003.
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- Bazerman, M.H. Psychology in Business Schools, APS Observer, May, 2003.
- Chugh, D., & Bazerman, M.H. A Social Science Perspective to Understanding Ethics in Organizations: A Review of Social Influences on Ethical Behavior in Organizations, J.M. Darley, D.M. Messick, and T.R. Tyler (Eds.), Contemporary Psychology, 48, 426-429, 2003.
- Bazerman, M.H. Bringing Research on Judgment and Decision Making to Public Policy, APS Observer, December, 2002.
- Bazerman, M.H. Idea Doesn't Go Far Enough (response on forensic audits), USA Today, 12/3/02.
- Bazerman, M.H. Research in Action: The Impossibility of Auditor Independence. In L.K. Stroh, G.B. Northcraft, & M.A. Neale, Organizational Behavior, Lawrence Erlbaum, 2002.
- Loewenstein, G., Moore, D. A., & Bazerman, M. H. Enron failures shows U.S. auditing system is in dire need of big change. Pittsburgh Post-Gazette, January 15, 2002, p. 11-C.
- Bazerman, M.H. Spending Hours to Save a Few Dollars? Bottom Line, 1/1/2002, pages 3-4.
- Bazerman, M.H., & Loewenstein, G. Taking the Bias out of Bean Counting. Harvard Business Review, January, 2001, page 28.



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Bazerman, M.H. Selected commentaries. In L.E. Susskind, S. McKernan, & J. Thomas-Larmer (Eds.), The Consensus Building Handbook, Sage Publications, 1999.

Bazerman, M.H. Review of Z. Shapira's Organizational Decision Making. Administrative Science Quarterly, 176-179, March, 1999.

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Wade-Benzoni, K.A., & Bazerman, M.H. Review of Z. Shapiro's Risk Taking. Contemporary Psychology, 1996.

Bazerman, M.H. Behavioral Decision Research. In N. Nicholson (Ed.), The Blackwell Encyclopedia of Organizational Behavior. Blackwell Publishers, 1996.

Bazerman, M.H. Negotiation. In N. Nicholson (Ed.), The Blackwell Encyclopedia of Organizational Behavior. Blackwell Publishers, 1996.

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Bazerman, M.H., & Mannix, E.A. Review of R. Dawes' Rational Choice in an Uncertain World. Journal of Behavioral Decision Making, 1989, 2, 63-64.

Bazerman, M.H. Getting to Yes: Where Negotiation is Now and Where it Should Go. Dispute Resolution Forum, May, 1987.

Bazerman, M.H. Authoritarianism in Experiential Exercises: Tools to Achieve Unfreezing. The Organizational Behavior Teaching Review, 1984, 9, 57-59.

Bazerman, M.H. Review of D.L. Rothberg's Insecurity of Success in Organizational Life: Sources of Personal Motivation Among Leaders. Administrative Science Quarterly, 1984, 29, 154-156.

Bazerman, M.H. Review of J.K. Chadwick-Jones, N. Nicholson & C. Brown's Social Psychology of Absenteeism. Contemporary Sociology, 1983, 12, 452.

## **SIMULATION DEVELOPMENT**

I have co-authored a number of well used negotiation simulations, including El-Tek, Moms.com, and SHARC. These materials have been used by tens of thousands of students. El-Tek is part of the course outline in the curriculum of S.C. Currall, D. Geddes, S.M. Schmidt, & A. Hichner (Eds.), Power and Negotiation in Organizations, Dubuque, Iowa: Kendall/Hunt Publishing, 1995.

## **AWARDS**

**2019:** Academy of Management's Organizational Behavior Division Lifetime Achievement Award

**2014:** Advisor of the Year, Harvard Kennedy School of Government

**2014:** Academy of Management Career Award for Scholarly Contributions to Management

**2013:** Shu et al. (2012, PNAS) received an *Honorable Mention* for the *2013 Robert B. Cialdini Award*, Society for Personality and Social Psychology (SPSP).

**2012:** (with Ann E. Tenbrunsel) Silver Medal Axiom Business Book Award in Business Ethics, Jenkins Group, Inc. for *Blind Spots*.

**2010-2011 (as well as 2002, 2004, 2005, and 2008):** The Excellence 100. Named one of the top 30 consultants, trainers, and speakers by *Executive Excellence*.

**2009:** Harvard Business School Charles M. Williams Award for Teaching Excellence

**2009:** Harvard Business School Wyss Award for Excellence in Mentorship

**2008:** Academy of Management Distinguished Educator Award

**2008:** (with Deepak Malhotra) International Institute for Conflict Prevention and Resolution (CPR) Outstanding Book Award, for Negotiation Genius

**2008:** Ethisphere's 100 Most Influential in Business Ethics

**2008:** Daily Kos' Heroes from the Bush Era (for going public about how the Bush Administration corrupted the RICO Tobacco trial)

**2007:** Finalist, Academy of Management Review 2007 Best Paper Award for Moore, D., Tetlock, P., Tanlu, L., & Bazerman, M.H. Conflicts of interest and the case of auditor independence: Moral seduction and strategic issue cycling. Academy of Management Review, 2006, 31(1), 1-20.

**2006:** Honorary doctorate from the University of London (London Business School).

**2006:** Kulp-Wright Book Award (with Michael Watkins) from the American Risk and Insurance Association, for Predictable Surprises

**2006:** Life Achievement Award from the Aspen Institute's Business and Society Program

**2003:** Finalist, Academy of Management Review 2003 Best Paper Award for Wade-Benzoni, K.A., Okumura, T., Brett, J.M., Moore, D.A., Tenbrunsel, A.E., & Bazerman, M.H. Cognitions and Behavior in Asymmetric Social Dilemmas: A Comparison of Two Cultures. Journal of Applied Psychology, 2002, 87, 87-95.

**2003:** Everett Mendelsohn Excellence in Mentoring Award (Harvard University).

**2001:** Fellow, Academy of Management

**1999- 2000:** Marvin Bower Fellow, Harvard Business School.

**1992:** Teacher of the Year, Executive Masters Program, Kellogg Graduate School of Management

**1989-1990:** Fellow, Center for Advanced Study in the Behavioral Sciences

**1988-current:** Fellow, American Psychological Society

**1987-1994:** Member, Society of Organizational Behavior

**1987-1993:** Fellow, American Psychological Association

**1984:** Edwin E. Ghiselli Award for Research Design (formerly the Cattell Award), American Psychological Association, Division 14--The Society for Industrial and Organizational Psychologists (with Henry S. Farber)

**1982:** Cattell Award in Research Design, Honorable Mention, American Psychological Association, Division 14

**1979:** Wallace Dissertation Competition, Finalist, American Psychological Association, Division 14

## **MAJOR GRANTS**

**1999-2002:** National Science Foundation Grant entitled Mental Models and Environmental Decision Making (Douglas Medin and Max H. Bazerman, co-PIs, \$315,000).

**1999-2002:** Russell Sage Foundation Grant entitled Mental Models, Values, and Environmental Decision Making (Douglas Medin, PI, \$200,000).

**1996-1999:** Hewlett Foundation Grant, Dispute Resolution Research Center, \$90,000 (Jeanne Brett, PI).

**1995-1997:** National Science Foundation Grant entitled Environmental Degradation: Benign Attitudes and Destructive Behaviors (\$158,060).

**1995-1996:** National Science Foundation Grant entitled Psychological Perspectives to Environmental and Ethical Issues in Management: A Conference Proposal (\$23,162).

**1995-1996:** National Fish and Wildlife Federation Grant entitled The Endangered Species Act and the US Economy, \$28,500 (with Andrew Hoffman and Steven Yaffe).

**1994-2000:** Munson Foundation, Kellogg Environmental Research Center, \$205,000.

**1993-1996:** Hewlett Foundation Grant, Dispute Resolution Research Center, \$200,000 (Jeanne Brett, PI).

**1992:** Co-coordinator, Center for Advanced Study in the Behavioral Sciences, Summer Institute on Dispute Resolution and Negotiation (funded by a variety of sources, \$125,000 (with Henry Farber, Robert Gibbons, and Keith Murnighan).

**1989-1992:** Hewlett Foundation Grant, Dispute Resolution Research Center, \$400,000 (with Professors Brett, Goldberg, Myerson, Neale, Tyler, and Weber).

**1989-1990:** Russell Sage Foundation Grant to study Dispute Resolution (with Henry Farber, Orley Ashenfelter, and Keith Murnighan, \$25,000).

**1989-1990:** National Science Foundation provided partial salary support to The Center for Advanced Study.

**1986-1989:** Hewlett Foundation Grant to establish the Dispute Resolution Research Center at the Kellogg Graduate School of Management at Northwestern University, \$420,000 (with Professors Brett, Goldberg, Hastie, Myerson, Tyler, and Weber).

**1985-1988:** National Science Foundation Grant entitled Negotiator Cognition: Ignoring the Decisions of Competitive Others (with John Carroll, \$70,000).

**1984-1985:** Management in the 1990's Project (Sloan School) Grant to study Negotiating Transactions in the Service Sector (\$67,627).

**1981-1983:** National Science Foundation Grant entitled Improved Negotiation and Arbitration Effectiveness: A Decision Making Perspective (\$39,965).

## **PROFESSIONAL ACTIVITIES**

Negotiation (Newsletter published by the Program on Negotiation), Academic Editor (2003-2006).

SSRN, Editor of the Negotiations Network, 2000 to current.

Yale University, School of Management, adviser on rebuilding the organizational behavior faculty.

Carnegie-Mellon University, Graduate School of Industrial Administration, Advisory Board to University President regarding review of the business school, 2000, 2005.

Consensus Building Institute. Board of Directors. CBI is a not-for-profit institute that focuses on the development and use of techniques for the resolution of disputes (1996-2007).

Sterling Gorge Natural Area Trust. Board of Directors, 1995-2001.

Maine Coastal Habitat Foundation. Board of Directors, 2000 to current.

**Current Editorial Boards:** American Behavioral Scientist, Group Decision and Negotiation, Judgment and Decision Making, Mind and Society, Journal of Behavioral Finance, Journal of Management and Governance, and is a member of the international advisory board of the Negotiation Journal.

**Past Editorial Boards:** Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, International Journal of Conflict Management, Journal of Applied Psychology, Journal of Behavioral Decision Making, Journal of Management, Journal of Organizational Behavior, Organizational Behavioral and Human Decision Processes, Perspective on Psychological Science, and Social Psychology and Personality Science.

## **Consulting/External Teaching**

My consulting and external teaching experience includes programs for Abbott, Aetna, Alcar, Alcoa, Allstate, Ameritech, Amgen, Apax Partners, Asian Development Bank, AstraZeneca, AT&T, Aventis, BASF, Bayer, Becton Dickenson, Biogen, Boston Scientific, BP, Bristol-Myers Squibb, Business Week, Celtic Insurance, Chevron, Chicago Tribune, City of Chicago, Deloitte and Touche, Dial, Ernst and Young, First Chicago, Gemini Consulting, General Motors, Harris Bank, Home Depot, Hyatt Hotels, IBM, John Hancock, Johnson and Johnson, Kohler, KPMG, Lucent, The May Company, McKinsey, Merrill Lynch, Monitor, Motorola, National Association of Broadcasters, Nordstjernen, PriceWaterhouseCoopers, R.P. Scherer, Sara Lee, Siemens, Sprint, Sulzermedica, The Nature Conservancy, Unicredito, Union Bank of Switzerland, Wilson Sporting Goods, Xerox, Young Presidents Organization, World Bank and Zurich Insurance.

Consulting, teaching, and lecturing include work in Argentina, Australia, Austria, Barbados, Belgium, Brazil, Canada, Chile, Costa Rica, Ecuador, England, France, India, Ireland, Israel, Italy, Malaysia, the Netherlands, Peru, the Philippines, Puerto Rico, Singapore, South Africa, South Korea, Sweden, Switzerland, and Thailand.

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