

# GEOFFREY J. LEONARDELLI

*Curriculum Vitae*

July 3, 2020

## *Office:*

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*Web Sites:* [Personal](#), [Rotman](#), [LinkedIn](#)

*Published Papers:* [Academia](#), [ResearchGate](#)

**ResearcherID:** H-9426-2012

**Citations:** [Publons](#), [Google Scholar](#)

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**Reviewer History:** [Publons](#)

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### ● MY HISTORY ●

#### POSITIONS HELD

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2019 – present	<b>Professor, OBHRM</b> Rotman School of Management, University of Toronto
2019 – present	<b>Professor (cross appt), Department of Psychology</b> University of Toronto
2019 – present	<b>Academic Director, Leading Change Program</b> Rotman School of Management, University of Toronto
2015 – present	<b>Academic Director, Negotiation Programs</b> Rotman School of Management, University of Toronto
2005 – present	<b>Director, Self and Identity Lab (SAIL)</b> University of Toronto
2010 – 2019	<b>Associate Professor (cross appt), Department of Psychology</b> University of Toronto
2010 – 2019	<b>Associate Professor (with tenure), OBHRM</b> Rotman School of Management, University of Toronto
2017	<b>Visiting Scholar, Organizational Behavior</b> INSEAD Business School, France

- 2011 **Visiting Scholar, Department of Psychology**  
University of Queensland, Australia
- 2004 – 2010 **Assistant Professor, OBHRM**  
Rotman School of Management, University of Toronto
- 2002 – 2004 **Visiting Assistant Professor and Post-Doctoral Fellow in Dispute Resolution**  
Kellogg School of Management, Northwestern University
- 2002 **Lecturer, Department of Psychology**  
University of Maryland

## EDUCATION

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- Ph.D.** **The Ohio State University, Columbus**, Social Psychology, June 2002  
Minor Fields: Quantitative Methods and Cognitive Psychology  
Thesis: *Smaller can be better: Minority affirmation in intergroup relations*  
Committee: Marilyn Brewer (Advisor), Robert Arkin, Richard Petty, Lisa Flores
- M.A.** **The Ohio State University, Columbus**, Social Psychology, August 1998  
Thesis: *The motivational underpinnings of social discrimination*  
Committee: Marilyn Brewer (Advisor), Robert Arkin, Philip Tetlock
- B.A.** **University of North Carolina, Chapel Hill**, August 1995  
Major: Psychology with honors and distinction  
Thesis: *State self-esteem: Self-concept confusion or self-concept positivity?*  
Committee: Constantine Sedikides (Advisor), John Schopler, Vaida Thompson

## AWARDS

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- 2019 *Roger Martin Excellence in Teaching Award* (awarded to one or two faculty in the Rotman School of Management per year; based on teaching accomplishments over the last 3 years)
- 2015-present *Excellence in Teaching Award, MBAs*, average = 6.62/7
- 2014 *Certificate of Reviewing Excellence*, Journal of Experimental Social Psychology
- 2009 – 2013 *Excellence in Teaching Award, MBAs*, average<sub>(last 5 years)</sub> = 6.49/7.0. Received award because average teaching ratings were above threshold (6.0/7)
- 2005 - 2006 *Excellence in Teaching Award, undergraduates*, average<sub>(overall)</sub> = 6.54/7.0; details in “Teaching Experience”; Rotman School of Management, University of Toronto
- 2009 *Membership Invitation*, Society for Experimental Social Psychology
- 2006 *Best Paper Proceeding, GDO Division*, Academy of Management conference
- 2004 *Best Paper Proceeding, Conflict Management Division*, Academy of Management conference

- 2002-2004 *Post-Doctoral Fellowship, Dispute Resolution Research Center, Kellogg School of Management, Northwestern University*
- 2001-2002 *Presidential Fellowship for Distinguished Dissertation Proposal, The Ohio State University*
- 2001 *Travel Award, "Implicit theories of intelligence shape self-evaluations of intellectual ability", Society for Personality and Social Psychology*
- 1998 *Finalist for the Edward F. Hayes Graduate Research Forum, The Ohio State University*
- 1995 *Honorable Mention for Dasbiell-Thurstone Award (best honors thesis), University of North Carolina*

## PROFESSIONAL SOCIETIES

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- 2012 – 2015 American Association for the Advancement of Science (AAAS)
- 2012 – present European Association for Social Psychology (EASP)
- 2009 – present Interdisciplinary Network for Group Research (INGRoup)
- 2009 – present Society for Experimental Social Psychology
- 2003 – present Academy of Management
- 2003 – present International Association for Conflict Management
- 1997 – present Association for Psychological Science
- 1996 – present Society for Personality and Social Psychology (APA Division 8)
- 1996 – present International Society for Self and Identity
- 1995 – present Phi Beta Kappa

## ● RESEARCH ACTIVITIES ●

### RESEARCH SUMMARY

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**Research Interests:** Self and identity; group processes, social identity, optimal distinctiveness, intergroup relations; diversity, social justice; inspiration and talent; negotiations, social decision-making and conflict

#### Funding Activities

- Grants Awarded: > 10
- Submitted/Unfunded: > 5
- Awarded over \$445,315
- Awarded over \$254,000 for training

#### Writing Contributions

- Edited Book: 1
- Publications, peer reviewed: 20
- Publications, practitioner: 8
- Publications, other (book chapters, etc.): 7
- Cases/Exercises: 2
- Working Papers/Under review: 6

#### Dissemination (Non-writing)

- Online Contributions: 2
- Conference presentations: 55
- Symposia Chaired: 5
- University colloquia: 34
- Invited talks: 3
- Media Mentions (selected): 20

### FUNDING ACTIVITIES: GRANTS AWARDED

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- 2019 - 2020 *Grant, "Accepting New Members: Self-categorization and Group Transitioning" \$5190 (Lead applicant: Xian Zhao), Rotman School of Management*
- 2018 - 2019 *Grant, "Think-Leader-Think-Women: People Turn to Women Leaders for Teams with Hidden Goals" \$6500 (Lead applicant: Jing Hu), Institute for Gender + the Economy, Rotman School of Management*

- 2015 - 2020 *Insight Grant, "Three Kinds of Self-Categorization"* \$150,366 (Co-applicant: Soo Min Toh), *Social Sciences and Humanities Research Council of Canada*
- 2015 *University of Toronto Excellence Award (UTEA), "Space Organizing and Mindfulness,"* \$6000 (undergraduate research funding for Suraiya Allidina)
- 2010 – 2014 *Standard Research Grant, "Fair Treatment from Authorities and Intergroup Aid,"* \$81,258 (Collaborator: Soo Min Toh), *Social Sciences and Humanities Research Council of Canada*
- 2013 *University of Toronto Excellence Award (UTEA), "Height and Leader Emergence,"* \$5625 (undergraduate research funding for Ravin Alaei)
- 2009 – 2010 *AIC Institute, "Moral identity and self-affirmation in ethical decision-making,"* \$10,000 (w/Jun Gu), J.L. Rotman School of Management, University of Toronto
- 2006 – 2010 *Standard Research Grant, Optimal Distinctiveness and Intra-Group Cooperation,* \$101,941 (Collaborator: Marilyn Brewer), *Social Sciences and Humanities Research Council of Canada*
- 2006 – 2008 *AIC Institute, "Regulatory Focus and Citizenship Behaviors,"* \$10,000, (with Jun Gu), J.L. Rotman School of Management, University of Toronto
- 2003 *Kellogg Teams and Groups, titled "Optimal Distinctiveness and Nested Groups",* Northwestern Univ.
- 2003 *Dispute Resolution Research Center, "Optimal Distinctiveness in Prisoner's Dilemma",* Northwestern Univ.
- 2003 *Dispute Resolution Research Center, "Self-Handicapping in Negotiations",* Northwestern University
- 2001 – 2002 *Alumni Research Award, "Optimal Distinctiveness and Group Preference",* The Ohio State University
- 1995 *Harriet L. Rheingold Undergraduate Research Grant,* University of North Carolina

#### GRANT PROPOSALS SUBMITTED/UNFUNDED

- April 2020 (Unfunded) *Proposal for COVID-19 Open Innovation Challenge, "The New Normal: Overcoming Psychological Barriers to Physical Distancing"* \$70,524.42, Roche Canada. 11 out of 840 submissions received funding.
- Jan 2020 (Submitted) *Proposal to Insight Development Grants, "Subordinating Robots to Human Will: The Double-Edged Sword of Human-Robot Relations"* \$74,315, *Social Sciences and Humanities Research Council of Canada*
- Sept 2019 (Unfunded) *Banting Fellowship Proposal, "A Micro-affiliation for Inclusive Diversity: Learning to Pronounce Ethnic Names",* \$140,000 to fund Xian Zhao as a 2-year post-doctoral fellow under my supervision, *Government of Canada*. 23 out of 162 applications received funding.
- May 2019 (Unfunded) Cunningham, W.A., Page-Gould, E., & Chasteen, A.L., Leonardelli, G.J., & Plaks, J.E. (2019). *Society for Experimental Social Psychology Conference*, \$25,000 to support funding of the 2019 SESP conference held in October 2019.
- Oct. 2013 (Unfunded) *Insight Grant, "The Opportunity of Social Categorization"* \$204,029 (Co-applicant: Soo Min Toh), *Social Sciences and Humanities Research Council of Canada*
- Oct. 2012 (Unfunded) *Insight Grant, "Hunger and Cooperation"* \$434,111, *Social Sciences and Humanities Research Council of Canada*

#### WRITING CONTRIBUTIONS

##### **Books**

1. Kramer, R.M., Leonardelli, G.J., & Livingston, R.W. (2011). *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York, NY: Taylor & Francis. Reviewed in *Administrative Science Quarterly* (Phillips, 2012). [Link](#)

**Publications:**  
**Peer Reviewed**  
\*current/former  
student or post-  
doctoral fellow

2. **Leonardelli, G.J.**, \*Gu, J., \*McRuer, G., Medvec, V., & Galinsky, A.D. (2019). Multiple equivalent simultaneous offers (MESOs) reduce the negotiator dilemma: How a choice of first offers increases economic and relational outcomes. *Organizational Behavior and Human Decision Processes*, 152, 64-82, <https://doi.org/10.1016/j.obhdp.2019.01.007>  
[Open Access Paper](#), [Supplementary materials](#) , [Data](#).
3. La Macchia, S. T., Louis, W. R., Hornsey, M. J., & **Leonardelli, G. J.** (2016). In small we trust: Lay theories about small and large groups. *Personality and Social Psychology Bulletin*, 42(10), 1321-1334. <https://doi.org/10.1177/0146167216657360> [Paper](#).
4. **Leonardelli, G.J.**, & Loyd, D.L. (2016). Optimal distinctiveness signals membership trust. *Personality and Social Psychology Bulletin*, 42(7), 843-854, <https://doi.org/10.1177/0146167216643934> [Paper](#).
5. **Leonardelli, G.J.** & Toh, S.M. (2015). Social categorization in intergroup contexts: Three kinds of self-categorization. *Social and Personality Psychology Compass*, 9(2), 69–87, <https://doi.org/10.1111/spc3.12150> [Paper](#).
6. Cohen, T. R., **Leonardelli, G. J.**, & Thompson, L. L. (2014). Avoiding the agreement trap: Teams facilitate impasse in negotiations with negative bargaining zones. *Negotiation and Conflict Management Research*, 7(4), 232-242, <https://doi.org/10.1111/ncmr.12038> [Paper](#).
7. Toh, S. M., & **Leonardelli, G. J.** (2013). How global leaders can promote women in different cultures. *Organizational Dynamics*, 42(3), 191-197. <https://doi.org/10.1016/j.orgdyn.2013.06.004> [Paper](#).
8. \*Gu, J., \*Bohns, V., & **Leonardelli, G.J.** (2013). Regulatory focus and interdependent economic decision-making. *Journal of Experimental Social Psychology*, 49(4), 692–698, <https://doi.org/10.1016/j.jesp.2012.11.008> [Paper](#).
9. Toh, S.M., & **Leonardelli, G.J.** (2012). Cultural constraints on the emergence of women as leaders. *Journal of World Business*, 47, 604-611. <https://doi.org/10.1016/j.jwb.2012.01.013> [Paper](#).
10. **Leonardelli, G.J.**, & Toh, S.M. (2011). Perceiving expatriate coworkers as foreigners encourages aid: Social categorization and procedural justice together improve intergroup cooperation and dual identity. *Psychological Science*, 22(1), 110–117. <https://doi.org/10.1177/0956797610391913>. Authors contributed equally. [Paper](#).
11. **Leonardelli, G.J.**, Pickett, C.L., & Brewer, M.B. (2010). Optimal distinctiveness theory: A framework for social identity, social cognition and intergroup relations. In M. Zanna & J. Olson (Eds.) *Advances in experimental social psychology* (Vol. 43, pp. 65-115). New York: Elsevier. [Paper](#).
12. Zhong, C.B., & **Leonardelli, G.J.** (2008). Cold and lonely: Does social exclusion literally feel cold? *Psychological Science*, 19(9), 838-842, <https://doi.org/10.1111/j.1467-9280.2008.02165.x> [Paper](#).

13. Rosette, A., **Leonardelli, G.J.**, & Phillips, K.W. (2008). The White standard: Racial bias in leader categorization. *Journal of Applied Psychology*, 93(4), 758-777. <https://doi.org/10.1037/0021-9010.93.4.758> [Paper](#).
14. Zhong, C., Phillips, K.W., **Leonardelli, G.J.**, & Galinsky, A. (2008). Negational categorization and intergroup behavior. *Personality and Social Psychology Bulletin*, 34(6), 793-806. <https://doi.org/10.1177/1054773804271935> [Paper](#).
15. **Leonardelli, G.J.**, Lakin, J.L., & Arkin, R.M. (2007). A regulatory focus model of self-evaluation. *Journal of Experimental Social Psychology*, 43(6), 1002-1009. <https://doi.org/10.1016/j.jesp.2006.10.021> [Paper](#).
16. Galinsky, A.D., **Leonardelli, G.J.**, Okhuysen, G.A., & Mussweiler, T. (2005). The role of regulatory focus in negotiation: Promoting distributive and integrative success. *Personality and Social Psychology Bulletin*, 31(8), 1087-1098. <https://doi.org/0146167205276429> [Paper](#).
17. **Leonardelli, G.J.**, & Tormala, Z.L. (2003). The negative impact of perceiving discrimination on collective well-being: The mediating role of perceived ingroup status. *European Journal of Social Psychology*, 33, 507-514. <https://doi.org/10.1002/ejsp.159> [Paper](#).
18. De Cremer, D., & **Leonardelli, G.J.** (2003). Cooperation in social dilemmas and the need to belong: The moderating effect of group size. *Group Dynamics: Theory, Research, and Practice*, 7(2), 168-174. <https://doi.org/10.1037/1089-2699.7.2.168> [Paper](#).
19. **Leonardelli, G.J.**, Hermann, A.D., Lynch, M.E., & Arkin, R.M. (2003). The shape of self-evaluation: Implicit theories of intelligence and judgments of intellectual ability. *Journal of Research in Personality*, 37, 141-168. [https://doi.org/10.1016/S0092-6566\(02\)00565-2](https://doi.org/10.1016/S0092-6566(02)00565-2) [Paper](#).
20. Hermann, A.D., **Leonardelli, G.J.**, & Arkin, R.M. (2002). Self-doubt and self-esteem: A threat from within. *Personality and Social Psychology Bulletin*, 28, 395-408. <https://doi.org/10.1177/0146167202286010> [Paper](#).
21. **Leonardelli, G.J.**, & Brewer, M.B. (2001). Minority and majority discrimination: When and why. *Journal of Experimental Social Psychology*, 37, 468-485. <https://doi.org/10.1006/jesp.2001.1475> [Paper](#).
- Publications:**
- Practitioner**
22. **Leonardelli, G. J.** (2019, April 4). What managers can learn from the Trump-Lighthizer memo of (mis)understanding. *The Globe and Mail*. [Link](#).
23. **Leonardelli, G. J.** (2018). The power of a prospecting mindset in negotiations. *Rotman Magazine* (Spring), 118-120.
24. Kaplan, S., & **Leonardelli, G. J.** (2016, June 23). Inclusion key to creating safe LGBTQ work space. *The Toronto Star*. [Link](#).

25. Toh, S. M., & **Leonardelli, G. J.** (2014, July). Strategies to promote women should vary across cultures. *Harvard Business Review*. [Link](#).
26. **Leonardelli, G.J.** & Zhong, C.B. (2010). Negational categorization. *Rotman Magazine, Spring*, 98-100. Paper.
27. **Leonardelli, G. J.**, Galinsky, A.D., Okhuysen, G.A., & Mussweiler, T. (2007). Achieving optimal agreements. *Rotman Magazine, Spring*, 50-53. Paper.
28. Thompson, L.L., & **Leonardelli, G.J.** (2004). Why negotiation is the most popular business school course. *Ivey Business Journal*. [Link](#).
29. Thompson, L.L., & **Leonardelli, G.J.** (2004). The Big Bang: The evolution of negotiation research. [Article part of special issue on *Getting to Yes*.] *Academy of Management: Executive*, 18(3), 113-117. [Paper](#).
- Publications:**
- Chapters**
30. **Leonardelli, G.J.**, Bohns, V., & Gu, J. (2015). Security seeking in a regulatory focus whodunit: The case of the relative orientation in behavioral economics. In P.J. Carroll, R.M. Arkin, & A. Wichman (Eds.), *The Handbook of Personal Security* (pp. 225-240). New York, NY, USA: Psychology Press. [Paper](#).
31. Tasa, K., Whyte, G., & **Leonardelli, G.J.** (2013). Goals and negotiation. In E.A. Locke & G.P. Latham (Eds.) *New Developments in Goal Setting and Task Performance* (pp. 397-414). New York, NY, USA: Routledge. [Paper](#).
32. Toh, S.M., DeNisi, A.S., & **Leonardelli, G.J.** (2012). The perspective of host country nationals in socializing expatriates: The importance of foreign-local relations. In C. Wanberg (Ed.) *The Oxford Handbook of Organizational Socialization*. New York, NY: Oxford University Press. [Paper](#).
33. Livingston, R.W., **Leonardelli, G. J.** & Kramer, R.M. (2011). Rigor with Relevance: The Many Legacies of Marilyn B. Brewer. In R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York: Taylor & Francis. Paper.
34. **Leonardelli, G.J.**, Pickett, C.L., Joseph, J.E., & Hess, Y.D. (2011). Optimal distinctiveness theory in nested categorization contexts: Moving from dueling identities to a dual identity. In R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer* (pp. 103-125). Psychology Press Festschrift series. New York: Taylor & Francis. [Paper](#).
35. **Leonardelli, G.J.**, & Lakin, J.L. (2010). The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self-evaluation. In R.M. Arkin, K.C. Oleson, P.J. Carroll (Eds.), *The Uncertain Self: A Handbook of Perspectives from Social and Personality Psychology* (pp. 249-265). Mahwah, NJ: Lawrence Erlbaum Associates. [Paper](#).

36. Pickett, C. L., & Leonardelli, G.J. (2006). Using collective identities for assimilation and differentiation (pp. 56-73). In T. Postmes & J. Jetten (Eds.), *Individuality and the Group: Advances in Social Identity*. Thousand Oaks, CA: Sage Publications. [Paper](#).

**Selected  
Working  
Papers or  
under Review:**

37. Leonardelli, G.J., \*Zhao, X., Toh, S.M., & Srinivas, E.S. (2020). *The informational benefits of intergroup categorization on helping: The resource-aid model*.
38. \*Hu, J., & Leonardelli, G.J. (2020). *Think-Leader-Think-Women: People turn to women leaders for teams with hidden goals*. University of Toronto.
39. Leonardelli, G.J. & \*Zhao, X. (2020). Understanding diversity through the lens of three kinds of self-categorization.
40. Leonardelli, G.J., & Whyte, G.R. (2014). How high status harms negotiation outcomes. University of Toronto.
- \*denotes current/former PhD student or post-doctoral fellow

**Cases and  
Exercises**  
(most recent 1<sup>st</sup>)

41. Leonardelli, G.J., Samtani, H., & McRuer, G. (2010). *Soccer Solutions*. Rotman School of Management, University of Toronto, Canada. A two-party negotiation exercise over a professional soccer player's contract. Designed to teach distributive and integrative bargaining and multiple equivalent simultaneous offers. Ideal negotiation for testing the effects of offer equivalence. 15 minutes to prepare, 30 to negotiate.
42. Leonardelli, G.J. (2008). *The Bancroft Family and the Sale of the Dow Jones Co.* Rotman School of Management, University of Toronto, Canada. A short case on the sale of Dow Jones Company (owner of the *Wall Street Journal*) to the News Corp. Discussion focuses on what the Bancroft family could have done to gain more value from the negotiation. Great for discussing team dynamics, negotiations, or both and can be used for courses on OB, strategy, negotiation and teams. 15 minutes to read, 15 to debrief.

**Repository  
Papers:**

- Cheung, N., & Leonardelli, G.J. (2019). *High-quality listening in negotiations and negotiated outcomes*. University of Toronto, Canada. <https://osf.io/vt4fe/>
- Behfar, K.J., Kern, M., Leonardelli, G.J., & Thompson, L.M. (2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes*. University of California, Irvine.
- \*see SSRN for a copy:: <http://papers.ssrn.com/sol3/DisplayAbstractSearch.cfm>

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**DISSEMINATION (NON-WRITING)**

**Online  
Contributions:**

- Rotman School of Management. (2020, April 9). *Leading a remote workforce: Creating cohesion during a crisis* [Video file]. Retrieved from <https://www.youtube.com/watch?v=ozoXhFh7e3U>; I was a panelist in this video. A total of 475 views on YouTube (April 21, 2020).

Preacher, K. J., & Leonardelli, G. J. (March, 2001). Calculation for the Sobel test: An interactive calculation tool for mediation tests [online]. Available: <http://www.unc.edu/~preacher/sobel/sobel.htm>

**Conference Presentations and Activities:**  
(most recent 1st)  
\*current/former  
PhD student or  
post-doc. fellow

1. Kershaw, C., Rast, D. E. III, Hogg, M. A., & Leonardelli, G. J. (2020, June). *Status differences influence intergroup leader evaluations. Blitz talk at the 19th general meeting of the European Association of Social Psychology (EASP). Kraków, Poland.*
2. Leonardelli, G.J. (Aug 2019). *Optimal distinctiveness theory: an introduction, a comparison, and an attempt at macro translation.* Presenter, Professional Development Workshop on Optimal Distinctiveness, Boston, MA, USA.
3. Leonardelli, G.J., Gu, J., & Galinsky, A.D. (July 2019). *Multiple equivalent simultaneous offers reduce the negotiator dilemma: How a choice of first offers increases individual and joint outcomes.* Presenter, International Association for Conflict Management, Dublin, IE.
4. Leonardelli, G.J. (Feb. 2019). *Three Kinds of Self-Categorization.* Presenter, Groups pre-conference of the Society for Personality and Social Psychology conference, Portland, OR, USA.
5. Leonardelli, G.J., & Toh, S.M. (2016). *Social categorization improves intergroup helping: A behavioral field experiment.* Paper presented at the Academy of Management conference, Anaheim, CA, USA.
6. Hu\*, J., Leonardelli, G.J., & Toh, S.M. (2016). *The white leader prototype in China? A test of cultural exposure and white dominance.* Paper presented at the Academy of Management conference, Anaheim, CA, USA.
7. Leonardelli, G.J., \*Gu, J., & \*McRuer, G. (2016). *Multiple Equivalent Simultaneous Offers: Negotiating with a Velvet Hammer.* Paper presented at the Society for Personality and Social Psychology, San Diego, CA.
8. Leonardelli, G.J., & Toh, S.M. (2014). *Social categorization improves intergroup cooperation: A behavioral field experiment.* Paper presented at the Interdisciplinary Network of Groups Researchers (INGROUP) conference, Raleigh, NC.
9. Toh, S. M., Leonardelli, G., & Ekkirala, S. (2014). *Superordinate and subgroup categorization effects on expatriate information seeking and perceived information sharing from host country nationals.* In S. Reiche (chair), "Me, Myself and I: From Individual-Centered to Multiple Stakeholder Perspectives in Expatriate Research." Symposium to be presented at the Academy of International Business Annual Meeting, Vancouver, Canada.
10. Leonardelli, G.J., & Loyd, D.L. (2013). *Optimal distinctiveness signals membership trust.* Paper part of P. van Lange (chair) Symposium titled "Psychological and Evolutionary Perspectives of Trust and Cooperation" at the Society for Experimental Social Psychology conference, Berkeley, CA, USA.

11. Leonardelli, G.J., & Loyd, D.L. (2013). *Optimal distinctiveness as a marker of member trust*. Poster presented at the Society for Personality and Social Psychology conference, New Orleans, LA.
12. Toh, S.M., & Leonardelli, G.J. (2012). *Symposium: Knowledge transfer in MNCs – New Perspectives on the Processes, Antecedents, and Consequences*. Presented as a showcase symposium at the Academy of Management conference, Boston, MA.
13. Leonardelli, G.J., & Whyte, G.R. (2012). *How high status leads to worse negotiated outcomes*. Paper presented as part of a symposium on counter-intuitive effects in negotiations at the Academy of Management conference, Boston, MA.
14. \*McRuer, G., Gu, J., & Leonardelli, G.J. (2012). *Multiple Equivalent Simultaneous Offers in Negotiations: Effects on Individual and Joint Gain*. Paper presented at the Academy of Management conference, Boston, MA.
15. Leonardelli, G.J., Pickett, C.L., Joseph, J., & Hess, Y.D. (2011). *Optimal distinctiveness in nested categorization contexts: From dueling identities to dual identity*. Paper presented as part of a symposium on social identities at the Society for Experimental Social Psychology conference, Washington, DC.
16. Toh, S.M., & Leonardelli, G.J. (2011). *Perceiving expatriates as foreign and fair treatment encourages information sharing*. Presented as part of a symposium on expatriate relations with host country nationals at the Academy of International Business conference, Nagoya, Japan.
17. \*Min, J., Leonardelli, G.J., & Toh, S.M. (2011). *The origins of the white leadership prototype: The role of exposure to western culture*. Presented as part of a symposium on Asians in Organizations at the Academy of Management conference, San Antonio, TX.
18. Leonardelli, G.J., Pickett, C.L., Joseph, J., & Hess, Y.D. (2011). *Optimal distinctiveness in nested categorization contexts: From dueling identities to dual identity*. Presented as part of a symposium on social identities at the Academy of Management conference, San Antonio, TX.
19. Leonardelli, G.J. (2011). *Regulatory focus in interdependent economic decision-making: Securing interdependence through a relative orientation*. Paper presented as part of the Brisbane Self and Identity Symposium at the University of Queensland's Centre for Research in Social Psychology, Brisbane, Queensland, Australia.
20. Leonardelli, G.J., & Toh, S.M. (2010). *Social categorization and fair treatment by authorities build intergroup cooperation and dual identities*. Part of a multiple identities symposium at the Society for Experimental Social Psychology conference, Minneapolis, MN.
21. Leonardelli, G.J., & Loyd, D.L. (2010). *Optimal distinctiveness as a marker of member trust*. Paper presented at the INGRoup conference, Washington, DC.

22. Cohen, T.R., Leonardelli, G.J., & Thompson, L.L. (2010). *The agreement bias in negotiation: Teams facilitate impasse*. Paper presented at the International Association of Conflict Management, Boston, MA.
23. Leonardelli, G.J. (2009, November). *Social categorization encourages cooperation*. Presented as part of the Wharton Organizational Behavior conference for junior faculty. Wharton School of Management, University of Pennsylvania, Philadelphia.
24. \*Gu, J., & Leonardelli, G.J. (2009, August). *Self-regulation and perceptions of economic interdependence*. Paper presented as part of symposium on self-regulation and social interdependence, annual Academy of Management conference, Chicago, IL.
25. Leonardelli, G.J. (2009, August, discussant). *Structure and flexibility as two modes of autonomy*. Discussant for symposium on integrating job design and improvisation at the annual Academy of Management conference, Chicago, IL.
26. \*Gu, J., & Leonardelli, G.J. (2009, August, co-chair). *Self-regulation in social interdependence*. Co-chaired symposium presented at the annual Academy of Management conference, Chicago, IL.
27. Leonardelli, G. J., & Lakin, J.L. (2008, October). *The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self*. Paper presented at the annual meeting of the Society for Experimental Social Psychology in Sacramento, CA.
28. Leonardelli, G.J., & Zhong, C-B. (2008, September). *Does social exclusion literally feel cold?* Paper presented at Ohio State University symposium in honor of Marilyn B. Brewer's influence on the field of social psychology, Columbus, Ohio.
29. Leonardelli, G.J., & \*Gu, J. (2008, August). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper presented at the annual meeting of the Academy of Management in Anaheim, CA.
30. Radhakrishnan, P., & Leonardelli, G (2008, May). *Getting People to Think Critically before Negotiating*. Paper presented at the annual meetings of the Association for Psychological Science in Chicago, IL.
31. Leonardelli, G.J., & \*Gu, J. (2007). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper presented at the European Association for Experimental Social Psychology conference on Group Processes and Self-Regulation, Leiden, The Netherlands.
32. \*Gu, J., & Leonardelli, G.J. (2007). *A regulatory focus model of interdependence motivation*. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
33. Rosette, A., Phillips, K.W., & Leonardelli, G.J. (August, 2006). *The White standard in leadership evaluations: Attributional benefits of being a White corporate leader*. Best Paper proceeding, at the Academy of Management conference, Atlanta, GA.

34. Leonardelli, G.J. (May, 2006). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper at Southern Ontario Behavioral Decision Research Conference, Toronto.
35. Behfar, K.J., Kern, M., Leonardelli, G.J., & Thompson, L.M. (August, 2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
36. Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (July, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the European Association for Experimental Social Psychology, Würzburg, Germany.
37. Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (June, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the International Association for Conflict Management, Seville, Spain.
38. Leonardelli, G.J., Lakin, J.L., & Arkin, R.M. (January, 2005). *A regulatory focus approach to the self-evaluation process*. Poster presented at the 6th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
39. Zhong, C.B., Phillips, K.W., Leonardelli, G.J., & Galinsky, A.D. (August, 2004). *I'm not one of you! Negational identification and intergroup discrimination*. Best Paper proceeding, Academy of Management conference, New Orleans.
40. Galinsky, A.D., Leonardelli, G.J., Okhuysen, G.A., & Mussweiler, T. (June, 2004). *The role of regulatory focus in social interaction: Promoting negotiator success*. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburgh, PA.
41. Zhong, C.B., Phillips, K.W., Galinsky, A.D., & Leonardelli, G.J. (June, 2004). *Defining what you are by what you are not: Negational identity and needs fulfillment*. Paper presented at International Association of Conflict Management, Pittsburgh, PA.
42. Leonardelli, G.J., & Galinsky, A. (June, 2003). *Minority affirmation in intergroup relations: Ingroup favoritism as self-affirmation*. Paper presented at the annual meeting of the International Association for Conflict Management, Melbourne, Australia.
43. Leonardelli, G.J. (June, 2003). *Smaller can be better: Minority affirmation in intergroup relations*. Paper presented at the European Association for Experimental Social Psychology conference on Minority Groups, London, United Kingdom.
44. Lakin, J., Leonardelli, G.J., & Arkin, R.M. (February, 2003). *Individual differences in self-discrepancy theory: Self-esteem and self-doubt as mediators of discrepancy-affect links*. Poster presented at the 4<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.

45. Leonardelli, G.J. (February, 2003). *Ingroup favoritism as collective-self affirmation*. Paper presented at the 4<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
46. Hermann, A.D., Leonardelli, G.J., & Arkin, R.M. (February, 2002). *You're always the "Weakest Link": The power of positive thinking is lost on people low in self-esteem*. Poster presented at the 3<sup>rd</sup> annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
47. Leonardelli, G.J., & Brewer, M.B. (February, 2002). *Choosing between minority and majority ingroups: With regard to social identification, smaller is better*. Poster presented at the 3<sup>rd</sup> meeting of the Society for Personality and Social Psychology, Savannah, GA.
48. Leonardelli, G.J., Lynch, M., & Arkin, R. M. (June, 2001). *Predicting self-discrepancies: The role of attribute importance, self-worth, and self-doubt*. Poster presented at the annual meeting of the American Psychological Society, Toronto, ON, Canada.
49. Leonardelli, G.J., Hermann, A.D., & Arkin, R. M. (February, 2001). *Implicit theories of intelligence shape self-evaluations of intellectual ability*. Poster presented at the 2<sup>nd</sup> annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
50. Leonardelli, G.J., Tormala, Z.L., & Brewer, M. B. (February, 2000). *Enhancement and protection mechanisms in stigmatized groups*. Poster presented at the 1<sup>st</sup> annual meeting of the Society for Personality and Social Psychology, Nashville, TN.
51. Leonardelli, G.J., & Brewer, M. B. (July, 1999). *Minority and majority social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the European Association for Experimental Social Psychology conference, Oxford, UK.
52. Hermann, A.D., Leonardelli, G., & Arkin, R.M. (June, 1999). *Self-doubt and ease of retrieval: Past as prologue*. Paper presented at the annual meeting of the American Psychological Society, Denver CO.
53. Hermann, A., Leonardelli, G.J., & Arkin, R.M. (May, 1998). *Self-evaluation certainty: The direct and reactive impact of thinking doubtfully about oneself*. Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.
54. Leonardelli, G.J., & Brewer, M. B. (May, 1998). *The motivational basis for social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the annual meeting of the Midwest Psychological Association, Chicago, IL.
55. Leonardelli, G.J., & Lynch, M., & Arkin, R.M. (May, 1998). *Relationships of central tendency, variability, and shape of self-evaluation to personality predictors*. Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.

56. Leonardelli, G.J., & Sedikides, C. (November, 1995). *State self-esteem: Self-concept confusion or self-concept positivity?* Poster presented at the annual meeting of the Southeastern Society of Social Psychologists, Boca Raton, FL.

**Symposia:**

- 2016, Academy of Management conference, Anaheim, CA.  
Chair, Racial-Ethnic Disparities in Leadership and Worker Experiences
- 2012, Academy of Management conference, Boston, MA.  
Co-Chair, Knowledge Transfer in MNCs  
Co-organizer, Knowledge Transfer in MNCs
- 2011, Society for Experimental Social Psychology conference, Washington, DC.  
Co-Chair, The Psychology of Groups: A Symposium in Honor of Marilynn Brewer  
Co-organizer, The Psychology of Groups: A Symposium in Honor of Marilynn Brewer
- 2011, Academy of Management conference, San Antonio, TX.  
Co-Chair, Social Identity from the Perspective of Marilynn Brewer  
Co-organizer, Social Identity from the Perspective of Marilynn Brewer
- 2009, Academy of Management conference, Chicago, IL.  
Chair, Ties that bind (or blind) during disputes.  
Chair, Self-regulation and social interdependence.  
Co-organizer, Self-regulation and social interdependence.

**University  
Colloquia:**

- "Revisiting Self-Category Formation"*: University at Buffalo (Management School, May 2019); University of Toronto (Psychology, Sept. 2018); University of Cambridge (Judge School of Business; Nov. 2017); Vrije Universiteit (Psychology, Nov. 2017), INSEAD (Oct. 2017), University of Washington (Foster School of Business; 2016)
- "Social Categorization Encourages Cooperation"*: University of Waterloo (I/O Psychology, 2013); University of Western Ontario (Ivey Business School, 2012); University of Queensland (Psychology, 2011); Washington University (Olin School of Business, 2011); York University (Psychology, 2010); The Ohio State University (Psychology, 2010); University of Toronto (Psychology, 2009), University of Pennsylvania (Wharton OB conference, 2009); Emory University (Goizueta Business School, 2009)
- "The Cold and Lonely Connection"*: Queens University (Psychology, 2008)
- "Regulating Self-Interest in Interdependent Contexts"*: University of Queensland (Psychology, 2011); The Ohio State University (Fisher School of Business, 2010); Duke University (Fuqua School of Business, 2007); Uni. of Toronto (Centre for Industrial Relations, 2006)
- "Self-Integrity in Intergroup Relations"*: University of Toronto (Psychology, 2005); University of Chicago (Psychology, 2004); University of Utah (David Eccles School of Business, 2004); New York University (Stern School of Business, 2004); University of Toronto (Rotman School of Management, 2003); Marquette

University (Business School, 2003); Northwestern University (Psychology, 2003); Northwestern University (Kellogg School of Management, 2002); University of Maryland (Psychology, 2002); University of Amsterdam, Netherlands (Psychology, 1999)

#### *Media Mentions (Research)*

- **Strategies to Promote Women Should Vary Across Cultures** (Toh & Leonardelli, 2014, *HBR Blog*): Financial Times (2014)
- **Where in the World do Women Emerge as Leaders and Why** (Toh & Leonardelli, 2012, *Journal of World Business*): [New York Times](#) (2012), [Financial Times.com](#) (2012), [National Post](#) (2012)
- **“Us versus Them” and Helping Expatriates Adjust** (Leonardelli & Toh, 2011, *Psychological Science*): Tribune Papers (2012), The Telegraph (2011, UK), Financial Times (2011)
- **Loneliness Feels Cold** (Zhong & Leonardelli, 2008, *Psychological Science*): Boston Globe (2009), Allure Magazine (2009), New York Times Year in Ideas (2008), [Science](#) (2008), [WebMD](#) (2008), [Live Science](#) (2008), [ABCNews.com](#) (2008), [New York Times](#) (2008)
- **People Assume Leaders are White and that White Leaders are More Effective** (Rosette, Leonardelli, & Phillips, 2008, *Journal of Applied Psychology*): Economist Intelligence Unit Business Briefing, [Linkin Radio Show](#) (Radio Canada International, 2008), [European Movement](#) (2008), [Globe and Mail](#) (featured article, 2008), [WRAL Localtechwire](#) (2008), [Discover Magazine](#) (2008)

### ● TEACHING ACTIVITIES ●

#### TEACHING SUMMARY

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*Note.* This section summarizes course/executive teaching and research training/supervision.

**Teaching Course/Executives Summary.** Taught topics including Negotiations, Leading Teams, Leading Change, Leading People in Organizations, Research Methods. In a 2019 audit on courses taught since 2011:

- MBA Courses (2011 – 2018), average instructor evaluation across 1521 students: **6.5** out of 7
- Executive Ed. (2012 – 2018), average instructor evaluation across 1255 participants: **6.31** out of 7

#### **Research Training/Supervision Summary: Self and Identity Lab (SAIL) – Since 2005**

My research lab exists to make advances in self-development: to help people help themselves in personal growth, leadership, and community building. We meet regularly to discuss these topics. This lab is also a training lab. Training focuses on research practices in the social sciences (usually related to social psychology, behavioral economics, and organizational behavior). I distinguish between training and supervision:

- **My Lab’s Research Training:** Novice researchers can be exposed to survey development, access to online populations, experimental methods, linguistic analysis, field methods, ANOVA, linear and logistic regression analysis, scale development, statistical moderation and mediation, open science practices, research ethics and more. Some exposure to theory.

- **My Lab's Research Supervision:** Novice researchers receive a more complete research experience – the theory-design-test-summarize process – under my guidance. They receive research training plus training in theory development and writing, and if the opportunity arises, experience with peer review.

<i>Teaching Innovations</i>	<i>Research Training/Supervision</i>
▪ Leading Teams course (2010)	▪ Awarded over \$254,000 to fund training
▪ Two cases (2010, 2011)	▪ Dissertations Committees: 11
▪ Online leader self-assessment (2016)	▪ Supervision, Post-doctoral Fellows: 3
▪ Online negotiator self-assessment (2016)	▪ Supervision, PhD Students: 9
▪ Peer negotiator feedback system (2016)	▪ Supervision, Master's Students: 6
▪ Website for remote assignment of interpersonal exercises (2020)	▪ Supervision, Undergraduate/post-grad: 9
▪ Nine online surveys for in-course remote demonstrations (2016 – current)	▪ Training, Research Assistants: 38

#### TEACHING EXPERIENCE (*Since 1999*)

- ✓ *Executive Education*
  - **Participants:** SVP/VP level, Director-level, small business owners, MDs, Public Sector employees
  - **Clients:** Rogers Communications, St. Michael's Hospital, Mount Sinai Hospital, Ontario Public Service, Corus Entertainment, Independent Electricity System Operator (IESO), Capital One
  - **Industries:** Communications, Healthcare, Public service, Entertainment, Energy, Finance, Retail
  - **Open Programs:** Rotman-ICPM Board Effectiveness Program, MBA Essentials, Executive Leadership Program, Athena, Business Edge Program, Strategic Negotiations
  - **Custom Programs:** Public Sector Leadership Institute (PSLI), Capital One
  - **Teaching:** Teams, Negotiations, Leadership, Persuasion/Influence, Diversity, Communication, Authenticity, Culture
  - **Academic Direction:** Executive Negotiations, Strategic Change
- ✓ *Leading Teams*, student evaluation: averaged 6.45/7 over last six years
  - Typically 44 students/section
  - RSM 2615/RSM 2620, MBA elective, Rotman School, University of Toronto, 2010 – present
  - Position: Created a course that investigates how managers can build effective teams, optimize their performance, regulate team dynamics, and lead them, even when teammates are scattered across the globe. Has been designed and taught in a condensed intensive and weekly nine-week format.
- ✓ *Managerial Negotiations*, recent student evaluation: 6.54/7 (MBA)
  - Typically over 130 students per year (MBA)
  - Previously taught to MFin, MBAs, undergrads
  - RSM 1261, MBA Core, Rotman School, University of Toronto, 2007-present
  - MGT 461, undergraduates, Rotman School, University of Toronto, 2006
  - MORS 470, MBAs, Northwestern University, Evanston, IL, 2003 – 2004
  - **Position:** taught course using negotiation exercises, alternative media, cases

- ✓ *Leading People in Organizations*, student evaluation: averaged 6.3/7
  - MGT 262, RSM 260, undergraduates, University of Toronto, Canada, 2004, 2009
  - MGT 1263, MBAs, University of Toronto, 2009
  - **Position:** Taught students survey course on introductory organizational behavior, covering teams, social decision-making, motivation, power and politics, organizational change, networking; used an integrative framework of exercises, readings, demonstrations, and discussions
- ✓ *Quantitative Methods in the Applied Behavioral Sciences*, PhD course (no evaluations)
  - MGT 3090, University of Toronto, ON, 2006-2009
  - **Position:** Co-taught with Stéphane Côté a survey statistics course to PhD students from OB, marketing, strategy, nursing, psychology, and industrial relations; included fundamentals in inferential statistics, effect size, power analysis, analysis of variance, regression analysis, statistical mediation and control, factor analysis, hierarchical linear modeling, and structural equation modeling
- ✓ *Experimental Research Methods*, student evaluation: 4.5/5
  - PSYC 520, The Ohio State University, Columbus, 2000 - 2001
  - **Position:** co-taught seminar on how to devise/run a study and summarize results
- ✓ *Introductory Social Psychology*, student evaluation: 4.7/5
  - PSYC 221, University of Maryland, College Park, 2001
  - PSYC 367.01, The Ohio State University, Columbus, 1999- 2000

## RESEARCH TRAINING/SUPERVISION EXPERIENCE

### ✓ *Dissertation Committees (PhD)*

Name	Dept	My Role	Year	First Position
Kailuo (Cairo) Liu	Marketing	Committee Member	Current	
Jing Hu	OBHRM	Committee Member	2019	University of New South Wales
Nick Hobson	Psychology	Committee Member	2017	KPMG Canada
Ravit Heskiou	OBHRM	Committee Member	2017	Northeastern University
Eugene Chan	Marketing	Committee Member	2014	Monash University
Ivona Hideg	OBHRM	Committee Member	2012	Wilfred Laurier University
Jun Gu	OBHRM	Committee Chair	2011	Monash University
Nancy Carter	OBHRM	Committee Member	2011	Nova Scotia Health Research Foundation
Chris Miners	OBHRM	Committee Member	2008	Queen's University
Marie-Helene Budworth	OBHRM	Committee Member	2006	York University
Janelle Enns	OBHRM	Committee Member	2006	University of Lethbridge

### ✓ *Supervision, Post-Doctoral Fellows (Projects)*

Name	Dept	My Role	Year	First Position
Xian Zhao	OBHRM	Co-Supervisor	2018-present	
Bonnie Le	OBHRM	Collaborator	2017-2019	University of Rochester
Vanessa Bohns	Rotman	Supervisor	2010-2012	University of Waterloo

✓ *Supervision, PhD Student (Projects)*

Name	Dept	My Role	Year	Collaborative Projects
Jing Hu	OBHRM	Supervisor	2014-2019	Leadership, race, gender, and culture
Yeun Joon Kim	OBHRM	Supervisor	2014-2019	Social categorization and helping
Junha Kim	OBHRM	Supervisor	2016-2018	Self-categorization
Behzad Asyaby-Eshghi	Psychology	Supervisor	2013-2014	Facial features and cooperation
Geordie McRuer	OBHRM	Supervisor	2010-2015	Published together; negotiations, cooperation
Ji-A Min	OBHRM	Supervisor	2008-2009	Exposure and leadership categorization
Ivona Hideg	OBHRM	Reader, 2 <sup>nd</sup> Year Paper	2008-2009	Emotional regulation in conflict resolution
Alexander Garcia	OBHRM	Reader, 2 <sup>nd</sup> Year Paper	2007-2008	Gender stereotypes
Jun Gu	OBHRM	Supervisor	2005-2011	Regulatory focus, negotiations

✓ *Supervision, Master's Research Lab (Training & Projects)*

Name	Program	Year	Their Experience
Anastasia Tannudjaja	Rotman MBA	2019 – now	Research Assistant
Michael Lutsky	Rotman MBA	2019 – now	Independent Project – Anchors & Space
Catherine A. LeBlanc	CIRHR Masters	2014 – 2016	Research Assistant
Krishna Vempati	Rotman MBA	Summer 2013	Research Assistant
Matthew Finch-Noyes	Rotman MBA	Summer 2012	Research Assistant
Kamil Alam	Rotman MBA	Summer 2012	Research Assistant

✓ *Supervision, Undergraduate (& Post-Graduate) Projects*

Name	Program	Year	Collaborative Projects
Aqsa Dutli	UTSC Management	2020 – now	Ongoing
Nicky Cheung	Grad, U of T Psych	2019 – 2020	High-quality listening and negotiations
Suraiya Allidina	U of T Psychology	2015-2016	Categorization and mindfulness
Ravin Alaei	U of T Psychology	Jan-Dec 2013	Height and leader emergence
Todd Ji	U of T Commerce	Spring 2010	Social categorization and teamwork
Geordie McRuer	U of T Commerce	Spring 2009	Power and intergroup relations
Helen Ma	U of T Commerce	2006-2007	Regulatory focus and feedback (Honors)
Ginny Kington	OSU Psychology	2011-2002	Collective self-affirmation motive (Honors)
Shruti Shivpuri	OSU Psychology	1998-1999	Optimal distinctiveness and group favoritism (Honors)
Jamieson Duvall	OSU Psychology	1997-1998	Subjective overachievement (Honors)

✓ *Training, Research Assistants (University of Toronto undergraduates, unless noted otherwise)*

Name	Year	Name	Year
Shiqi Liu	2020 – present	Alice Ton	2012
Shufan Zhang	2020 – present	Hao (Ethan) Li	2012
Aqsa Dutli	2019 – present	Tu-Vy Dinhe-Le	2012
Alexander Stirbisky	2019 – 2020	Yuechuan Sun	2012
Nicky Cheung (post-grad)	2019 – 2020	Joo-sung (Jason) Park	2010-2013
Cecilia Ma (post-grad)	2019 – 2020	Simritpal Malhi	2010-2013
Yan Yan	2018 – 2019	Anthony Dimech	2010-2012
Weija (Jasper) Chen	2018 – 2019	Yiyi Luan	2009-2012
Khadija Bhura	2016 – 2018	Qian (Rose) Luo	2010-2012
Suraiya Allidina	2014-2017	Xueyao (Stella) Wu	2010-2012
Youngmin (Grace) Chung	2014-2015	Jane Yinuo Yao	2009-2011
Yichen (Elizabeth) Zhong	2013-2014	Geordie McRuer	2008-2010
Samantha Pettinato	2013-2014	Todd Ji	2008-2010
Saif Khandaker	2013-2014	Tony Xu	2008-2010
Youngjun (Michael) Koh	2012-2013	Konstantin Chestopalov	2008-2009
Ravin Alaei	2012-2014	Hiten Samtani	2007-2008
Jamie Hlusko	2012-2013	Krystal Periera	2007-2008
Claire Ann Banga	2012-2013	Mark Lazarte	2004-2007
Behzad Asyaby-Eshghi	2012-2013	Jennie Tao	2004-2005

*Note.* Additional research assistants: Nicole Ouellete while I worked at Northwestern University, and many others while attending the Ohio State University. Almost all were undergraduates.

● **SERVICE** ●

**SERVICE SUMMARY**

<u>Peer Reviewing</u>	<u>Administrative Responsibilities</u>	<u>Community Engagement</u>
Editorial Decisions: 8	Event Administration: 13 Events	Referee: 40 people (85 Letters)
Reviews Completed: at least 195 (169 different papers)	Other Management Roles: 5	Student Mentoring: 3 Clubs
Grant Proposals: 7	Governance Boards: 7	Panels: 4 Events
Ad Hoc Conference Submissions: at least 20	Strategic Planning Committees: 8	Expert Presenter: 8 Events
Conference Program Committees: 2	Awards/Promotion/Recruiting Committees: 33	Topical Expert: 10 media interviews (selected)

**PEER REVIEWING (*Since 2003*)**

**Action Editor Experience:**

2019 – present    Group Processes & Intergroup Relations, Associate Editor

**Editorial Boards:**

2017 – present    Journal of Theoretical Social Psychology  
 2012 – present    Journal of Experimental Social Psychology  
 1998 – 2001      Representative Research in Social Psychology

**Ad Hoc  
Reviewing:**  
*Management  
& Topical*

African Journal of Business Management  
Academy of Management Journal  
Communication Research  
Ergonomics  
Group Dynamics  
Group Processes & Intergroup Relations  
Group & Organization Management  
Journal of Applied Social Psychology  
Journal of Consumer Behavior  
Journal of Economic Psychology  
Journal of Management  
Journal of Management Studies  
Journal of Managerial Psychology  
Journal of Occupational and Organizational Psychology  
Journal of World Business  
International Journal of Conflict Management  
Management Science  
Organizational Behavior and Human Decision Processes  
Organization Science

**Ad Hoc  
Reviewing:**  
*Psychology &  
General Science*

Basic and Applied Social Psychology  
British Journal of Social Psychology  
Cognition & Emotion  
Emotion  
European Journal of Social Psychology  
Journal of Personality  
Journal of Personality and Social Psychology: Attitudes and Social Cognition  
Journal of Personality and Social Psychology: Group Processes & Interpersonal Relations  
Journal of Psychology  
Motivation and Emotion  
Nature: Human Behavior (*general*)  
Personality and Social Psychology Bulletin  
Personality and Social Psychology Review  
PLOS One (*general*)  
Psychological Science  
Self and Identity  
Social Cognition  
Social Psychological and Personality Science

**Ad Hoc  
Reviewing:**  
*Grants*

National Science Foundation (NSF)  
Social Sciences and Humanities Council of Canada (SSHRC)  
US-Israeli Binational Foundation

*Conference Reviewing*

<b>Group</b>	<b>Program Responsibilities</b>	<b>Date</b>
International Association for Conflict Management	Ad hoc Reviewer	2006 – 2019
Society of Experimental Social Psychology	2019 Program Committee	May 2019
Academy of Management	Ad hoc Reviewer	2006 - 2018
Interdisciplinary Network of Groups Researchers (INGRoup)	Ad hoc Reviewer	2012 - 2014
American Psychological Association	2010 Program Committee	2009

**ADMINISTRATIVE RESPONSIBILITIES**

*My Initiatives (to help my institutions and groups):*

<b>Achievement</b>	<b>Collaborators</b>	<b>Beneficiaries</b>	<b>Date</b>
Creating an Advanced Negotiation program	Solo	School, Faculty Instructors, Attendees	Current
Designing a new online interface to accept course proposals and minor modifications for MBA program governance	With Sasha Lucas, Adriana Rossini, Eric Joy and Joe Milner	School's Program Governance & Faculty	Current
The first faculty member and Academic Director to Conduct an entirely online program for Rotman's Executive Programs	Solo	School, Executive Programs, Attendees	June 2020
Creating an online negotiation program	Solo	School, Attendees	May 2020
Created a definition of MBA Program Effectiveness (2019 Audit)	Philipp Afeche and James Rutherford	MBA Program Governance	2019
Redesigned the Leading Change executive program to a 3-day program	Solo	School, Faculty Instructors, Attendees	2019
Redesigned the Executive Negotiation program to a 3-day program	Solo	School, Faculty Instructors, Attendees	2019
Created a 5-day Executive Negotiation program	Solo	School, Faculty Instructors, Attendees	2019
Created an online mentoring survey that yokes mentor data with mentee data	Designed for Assoc. Dean of Faculty, Joanne Oxley	Dean of Faculty, participants in mentoring program	2018
Created (MBA) Program-Level Learning Outcomes	With Avi Goldfarb and Ken Corts	MBA Program Governance	2016-2017
Created a 4-day Negotiation executive program	Solo	School, Faculty Instructors, Attendees	2015
Organized the purchase of Qualtrics Offline (to collect web survey data when no access to Internet)	Laura Doering	School's Behavioral researchers	2015
Established Biosafety approval for the Behavioral Lab (since lapsed)	Solo	School's Behavioral researchers	2013-2015
Created prescreening database for the Rotman Paid Research Pool	Solo	School's Behavioral researchers	2009
Co-created the Rotman Paid Research Pool	Chenbo Zhong	School's Behavioral researchers	2007

*Management Positions: Event Administration*

Group	Event	My Role	Date
Rotman	Advanced Negotiations Program (1st offering)	Academic Director	Oct. 2020
Rotman	Leading Change Program (12th offering)	Academic Director	Dec. 2019
Rotman	Negotiations Program (7 <sup>th</sup> )	Academic Director	Dec. 2019
Society of Experimental Social Psychology	October 2019 Conference (@350 Attendees)	Chair, Local Planning Committee	2018-2019
Rotman	Negotiations Program (6 <sup>th</sup> )	Academic Director	May 2019
Rotman	Strategic Negotiations Program (5 <sup>th</sup> )	Academic Director	Feb. 2018
Rotman	Strategic Negotiations Program (4 <sup>th</sup> )	Academic Director	May 2017
Rotman	Strategic Negotiations Program (3 <sup>th</sup> )	Academic Director	Nov. 2016
Rotman	Strategic Negotiations Program (2 <sup>th</sup> )	Academic Director	Apr. 2016
Rotman	Public Sector Leadership program (4 <sup>th</sup> )	Academic Co-Director	2015-2016
Rotman	Strategic Negotiations Program (1 <sup>st</sup> )	Academic Director	Jun. 2015
Rotman	Public Sector Leadership program (3 <sup>rd</sup> )	Academic Co-Director	2014-2015
OBHRM	“Managing People in Organizations” (RSM 260) course sections	Coordinator	2016
OBHRM	Area Speaker Series	Chair	2006-2008

*Other Management Positions*

- ✓ “Leadership and Change Management” Major Coordinator, 2013 – present
- ✓ OBHRM Teaching Fellow, Rotman Teaching Effectiveness Centre, 2011 – 2014, 2019 - present
- ✓ Teams Advisor, “Working Professionals” Program, 2012 - 2016
- ✓ Commerce Teaching Mentor, 2013
- ✓ OBHRM Solicitor, Faculty/Staff Fundraising Campaign, 2012 - 2013

*Governance Boards/Standing Committees*

(These committees are designed to keep an institution accountable to necessary standards, such as those in research, academics, purpose, or finance. They usually require a specific number of meetings per year with some preparation in advance. Specific roles and subcommittees can be necessary and assign additional responsibilities.)

*MBA Programs Committee (U of T’s Rotman School of Management), 2016 – Current*

My Role	Responsibilities	Date
Chair	<ul style="list-style-type: none"> <li>▪ Assist Committee in its oversight of Rotman’s MBA Programs</li> <li>▪ Manage 13-member (and 3+ advisory) meetings 4 times a year</li> <li>▪ Organize meeting agenda with Secretary in consultation with Vice-Dean of MBA Programs</li> <li>▪ Ensure fair process (supplemented, as necessary, by Robert’s Rules);</li> <li>▪ Put forth motions and ensure quorum and voting standards;</li> <li>▪ Forward passed motions with memo to executive committee;</li> <li>▪ Represent the committee at the Faculty-wide Rotman Council</li> <li>▪ Assist in Minutes Documentation</li> <li>▪ Propose and strike standing and special-topic subcommittees</li> </ul>	2019-now
OBHRM Rep	<ul style="list-style-type: none"> <li>▪ Represent OBHRM-area interests in developing/assessing content</li> </ul>	2016-now

My Role	Responsibilities	Date
Deputy Chair	<ul style="list-style-type: none"> <li>▪ Serve as Chair in the event the Chair is unavailable</li> </ul>	2018-2019
Subcommittees	<ul style="list-style-type: none"> <li>▪ <i>Member, Curriculum</i>: Assist in evaluating ongoing curriculum concerns (2019-2020)</li> <li>▪ <i>Chair, Admissions &amp; Standards</i>: Led the yearly audit of the MBA Programs (2018-2019)</li> <li>▪ <i>Chair, Learning Objectives</i>: Led the creation of program-level Learning Outcomes for the MBA Program (2016-2017)</li> </ul>	2016-2020

*Research Ethics Board (REB-SSHE), University of Toronto, 2013-2015*

My Role	Responsibilities	Date
Chair	<ul style="list-style-type: none"> <li>▪ To ensure <i>faculty (directed or supervised) research</i> meets the Government of Canada's standard for research ethics (TCPS 2)</li> <li>▪ Declined because of other commitments</li> </ul>	2015 (Declined)
Member	<ul style="list-style-type: none"> <li>▪ Individually reviewed 64 ethics protocols submitted by faculty and their staff</li> <li>▪ Board met every other month to address ethics protocols that required full-committee review</li> <li>▪ Attended yearly training sessions on research ethics</li> </ul>	2013-2015

*Management Ethics Review Committee (U of T's Rotman School of Management), 2006-2015*

My Role	Responsibilities	Date
Chair	<ul style="list-style-type: none"> <li>▪ To ensure <i>student-initiated or course-related research</i> meets the Government of Canada's standard for research ethics (TCPS 2)</li> <li>▪ Individually or co-reviewed 32 protocols submitted by students under faculty supervision, or as course-related research</li> <li>▪ Assigned protocols for review to other members</li> <li>▪ Called as-needed meetings to address unique ethics-related issues</li> <li>▪ Put together annual reports summarizing protocols reviewed and decisions made by committee</li> </ul>	2007-2015
Member	<ul style="list-style-type: none"> <li>▪ Individually or co-reviewed 4 protocols</li> <li>▪ Committee formerly called Commerce Ethics Review Committee</li> </ul>	2006-2007

*Other Governance Boards/Committees*

My Role	Responsibilities	Date
Member	<ul style="list-style-type: none"> <li>▪ <i>Advisory Board, Lee-Chin Institute for Corporate Citizenship (Rotman)</i>: To support the centre's objective of encouraging a greater focus on sustainability at the Rotman School of Management</li> <li>▪ Met once or twice a year to evaluate the Institute's progress in its initiatives</li> </ul>	2016-present
Elected Member	<ul style="list-style-type: none"> <li>▪ <i>Executive Committee (Rotman)</i>: To facilitate decision-making on behalf of Rotman Council, the faculty council responsible for school governance.</li> <li>▪ Met 4 times a year to make decisions on behalf of Rotman Council; includes decisions made by the MBA Programs Committee</li> <li>▪ Elected in 2019 to serve as representative for Associate Professors; Declined so as to serve as Chair of the MBA Programs Committee (and I became a Full Professor)</li> </ul>	2019 (Declined)  2007-2009

My Role	Responsibilities	Date
Member	<ul style="list-style-type: none"> <li>▪ Elected in 2007 to serve as representative for Assistant Professors</li> <li>▪ <i>Behavioral Research Lab Committee (Rotman)</i>: To ensure oversight of lab staff and resources.</li> <li>▪ Helped hire the first post-doc lab manager (Vanessa Bohns)</li> <li>▪ In my role, I managed lab software licenses (Medialab, Qualtrics, Direct RT, etc.) and hardware updating (all years)</li> <li>▪ I managed the Rotman Paid Research Pool (2009-2013)</li> <li>▪ I managed the Participant Recruitment drive for Rotman Paid Research Pool (2009-2013)</li> </ul>	2004-2016
Chair	<ul style="list-style-type: none"> <li>▪ <i>Examination Committees (U of T)</i>: This role is to ensure fair process during a defense that is not in my affiliated area.</li> <li>▪ On behalf of Rotman, I have chaired two committees                             <ul style="list-style-type: none"> <li>○ PhD Defense in OISE (Aug. 2014)</li> <li>○ PhD Defense in Social Work (Mar. 2012)</li> </ul> </li> <li>▪ On behalf of Psychology, I have chaired two committees                             <ul style="list-style-type: none"> <li>○ PhD Defense in Laboratory Medicine &amp; Pathobiology (Jul. 2019)</li> <li>○ PhD Defense in Medical Sciences (Mar. 2012)</li> </ul> </li> </ul>	2012-2019

#### Strategic Planning

(These committees are formed ad hoc and often require problem-solving, innovation, and regular meeting attendance over a period of time, such as a few months to a few years.)

Group	Committee	My Role	Date
Rotman	COVID-19 Curricular Innovation Committee	Chair	2020 – present
Rotman	MBA Curriculum Review Committee	OBHRM Rep	2016 – 2017
Rotman	Branding Committee	Member	2016 – 2017
Rotman	Research Resources Task Force	Co-Chair with Matt Feinberg	2014 – 2015
Rotman	Taskforce on Gender Equity	Member, mentoring focus	2010 – 2011
University of Toronto	Research Integrity Working Group (Decanal)	Rotman Rep	2013 – 2016
University of Toronto	CFI Initiative (Rotman & Psychology)	Member	2011 – 2012
Interdisciplinary Network for Group Research	Strategic Planning Committee	Member	2011
OBHRM	Five-Year Plan Committee	Member	2004 – 2005

#### Evaluation Committee (Member) – Awards, Promotions, Recruiting

(These committees usually require one or two meetings, and a good deal of preparation in advance)

Type	Committee (Member)	Times	Date
Award (2 times)	Rotman Faculty Awards Committee	1	Feb. 2020
	Most Influential Paper (2009-2012), Academy of Management's Conflict Management Division	1	Spring 2017
Promotion (11 times)	Faculty Tenure, University of Toronto (U of T)	4	2013, 2018, 2019, 2020

Type	Committee (Member)	Times	Date
	U of T Reading Committee (Research Evaluation for Tenure)	2	2012, 2018
	U of T Teaching Committee (Teaching Evaluation for Tenure)	2	2013, 2014
	OBHRM PhD Students: Comprehensive Exam Committee	3	2004 – 2005, 2016
Recruiting (18 times)	U of T Faculty Recruiting (5 Research, 1 Teaching); Rotman OBHRM; UTM; Psych	5	2016 – 2017 2015 – 2016 2013 – 2014 2011 – 2012 2010 – 2011 2005 – 2006
	Rotman PhD Admissions, OBHRM	11	2004 – 2015
	Rotman Lab Manager (Post-Doctoral Fellow)	2	2008, 2011

## COMMUNITY ENGAGEMENT

### *Referee – Awards, Promotions, and Recruiting*

*As of April 2020: 40 People, 85 Letters (Summarized Below)*

Type	Role/Evaluation	Letters	Date
Awards	Post-Doctoral Fellowships: 1; Graduate Awards and Scholarships (includes INFORMS competition): 21; Staff Awards: 1	23	2008 – now
Promotion	External Evaluator for Tenure/Full Professor: 2, Nominator for Chaired Positions: 1	3	2019 – now
Recruiting	Academic Job Market: 12; PhD programs: 16; Other Programs: 20; non-academic job market, internship, & study abroad: 11	59	2006 – now

### *Student Club Mentoring*

- ✓ Co-Faculty Mentor, Letters at Rotman MBA student club (LGBTQ student club), 2014 – 2018
- ✓ Rotman Negotiation Club Introduction, Nov. 2018, Nov. 2019
- ✓ LINKS Mentoring Best Practices (Rotman Student Club), Nov. 2018

### *Panels*

- ✓ Academic Expert, Panel on “Leading a Remote Workforce: Creating Cohesion During a Crisis”, hosted by the Rotman School of Management; Peak attendance: 620; with Tiff Macklem (Dean) and Rachel Megitt (2010 Alumna, FT MBA); April 9, 2020
- ✓ Panelist, Panel on “Unintended Consequences of Paternity Leave”, hosted by the Centre on Gender + the Economy, Nov. 2018
- ✓ Leonardelli, G.J. (2018, Jan/Feb). *One lab, many paths: Different career options after your PhD*. Panel member, the Society for Personality and Social Psychology conference, Atlanta, GA, USA. Business School academic opportunity for social and personality psychologists
- ✓ Moderator, Panel on “Women and Negotiations - Is Negotiating Really Different for Women?”, hosted by the Rotman Negotiation Club and Women in Management Association, Feb. 2016

*Presenter*

- ✓ “Getting the Most from Your Performance Group”, presented to MBA students in the Flexible Internship Program (@120 attendees), April 17, 2020
- ✓ “Think-Leader-Think-Women” research, to GATE Industry Partner Workshop, Feb. 27, 2020
- ✓ Faculty Mentoring Best Practices (Rotman Faculty), Nov. 2016
- ✓ “Are you Optimally Distinctive?” workshop as part of 16<sup>th</sup> annual lifelong learning conference, May 2014
- ✓ Teams Workshop, Rotman Staff Skills Café, June 2013
- ✓ Conducted a “Negotiating Your Compensation” Workshop, Rotman Alumni, April 2013

*Topical Expert (Interviews)*

- ✓ **Video:** [Global News \(10 minutes in\)](#) on Torontonians Identity, Raptor Fans, Crowd Behavior, May 27, 2019
- ✓ **Radio:** [Tim Denis Show interview on Selling the Canadian Identity](#), Aug. 18, 2016; [CBC OntarioToday](#) on Trust, February 24, 2012
- ✓ **Print:** Managing a Remote Workforce for *The Australian* newspaper, April 24, 2020; Remote Work in Accounting for *Pivot Magazine*, April 14, 2020; [IEDP](#) on Remote Work, April 14, 2020; [National Post](#) on why workplace lunches go missing, Feb. 20, 2020; [BNN Bloomberg](#) on Raptors’ Masai Ujiri and Leadership Effectiveness, May 31, 2019; [Globe and Mail](#), Canadian identity and negotiations, Aug. 3, 2016; [Wall Street Journal](#), collective bargaining, Sept. 13, 2012; [Globe and Mail](#), March 17, 2012; *Globe and Mail*, September 30, 2009; [Toronto Star](#), on negotiating in a recession, April 22, 2009

*Other Types of Community Engagement*

- ✓ Triathlete (2019 – present)
- ✓ Soccer Dad (2015 – present)
- ✓ Dance Dad (2010 – present)
- ✓ Volunteer, various children’s school activities (2009 – present)
- ✓ Presenter, “What does it mean to be a professor?”, Career Day at The Linden School (April 2018; November 2018)
- ✓ Coach, Soccer Club of Toronto, House League 2007Girls (2013-2015)