

CATHERINE HONOR TINSLEY

Professor of Management
The McDonough School of Business
Georgetown University
Phone: (202) 687-2524
email: tinsleyc@georgetown.edu

POSITIONS

- *The Raffini Family Term Professor*, McDonough School of Business, Georgetown University, 2017-present.
- *Chair of the Management Area*: 2014-2016; 2022- present.
- *Visiting Scholar*, Harvard Business School, 2016.
- *Professor of Management*, McDonough School of Business, Georgetown University, 2011-2017.
- *Associate Professor of Management*, McDonough School of Business, Georgetown University, 2002- 2011.
- *Assistant Professor of Management*, McDonough School of Business, Georgetown University, 1996-2002.
- *Visiting Assistant Professor of Management*, Hong Kong University of Science and Technology, 1995-1996.

GRANTS

- National Science Foundation award (2013-2017) (\$300,000) with Robin Dillon-Merrill. In Hot Water and Harm's Way: Modeling to Promote Regional Resilience to Repeated Heat Waves and Hurricanes.
- Private Company (2016-2017) (\$300,000) with Jason Schloetzer. The impact of boosting employee confidence in the workplace.
- Department of Homeland Security and The State University of New Jersey (Rutgers) award (2014-2016) (\$670,395) with Robin Dillon-Merrill and John W. Mayo. Beyond technical solutions to cybersecurity risk management and risk communication.
- Department of Homeland Security (through University of Southern California's National Center for Risk and Economic Analysis of Terrorism Events) (2009-2016) (\$478,000) with Robin Dillon-Merrill. Risk perception, risk communication, and the near-miss event.
- Department of Defense, Office of Naval Research, BAA 07-036 MURI 14 (2008-2014) (\$698,845) with Robin Dillon-Merrill. Cultural factors in collaboration and negotiation.
- NASA Fellows Grant Phase II award winner (2006-2007) (\$150,000) with Robin Dillon-Merrill. Examining near-misses in the context of individual and organizational learning
- National Science Foundation award 2006-2008 (\$300,000) with Robin Dillon-Merrill. Correctly interpreting near-miss events in hurricanes.
- Georgetown University Reflective Engagement Program award winner (2005) (\$20,000) with Robin Dillon-Merrill.
- NASA-United Space Research Alliance award (2004-2007) (\$217,822) with Robin Dillon-Merrill. Interpreting precursor events: A prescriptive risk-based approach to preventing future mission catastrophes.
- NASA Fellows Grant Phase I award winner (2004) (\$72,000) with Robin Dillon-Merrill.

- Hubert H. Humphrey Dissertation Fellowship Award, US Arms Control Agency, June, 1994 (\$5,000).

NATIONAL ACADEMY OF SCIENCES COMMITTEES

- Committee on the Context of Military Environments: Social and Organizational Factors. Vice-chair. 2012-2014.
- Committee on Unifying Social and Cultural Frameworks in the Military. 2011-2012.
- Committee on Behavioral and Social Science Research to Improve Intelligence Analysis for National Security. 2009-2011.

AWARDS

- American Institute of Certified Public Accountants-Chartered Institute of Management Accountants. *Impact on Management Accounting Practice Award*. 2026.
- *Poets and Quants*, Featured Favorite Professor, 2016.
- McDonough School of Business, *Dean's Distinguished Research Award*, May 2013.
- Academy of Management, Conflict Management Division: *Most Influential Article (2002-2006) Award*, Awarded August 2010.
- International Association for Conflict Management: *Best Published Article in Negotiation and Conflict Management Research (2009)*, Awarded June 2010.
- McDonough School of Business, *Dean's Distinguished Research Award*, May 2005.
- Academy of Management, Conflict Management Division *Distinguished Service Award*, Awarded August 2005.
- Academy of Management Journal's Editorial Board's *Highest Quality Comments Award*, Awarded August 1998
- Academy of Management, Conflict Management Division, *Best Student Paper Award*, Awarded August 1996
- Kellogg Graduate School of Management, *Doctoral Teaching Award*, Awarded May 1994.

EDITORIAL BOARDS

- Academy of Management Review (2017- Present)
- Organizational Behavior and Human Decision Processes (2007- Present)
- Negotiation and Conflict Management Research (2007- Present)
- International Negotiation: A Journal of Theory and Practice (1999 - 2011)
- Academy of Management Journal (1998 to 2004)
- International Journal of Conflict Management (2003 to 2005)

REFEREED PUBLICATIONS

- Haggmann, D., Sajons, G. & Tinsley, C.H. (2026). [Base rate neglect as a source of inaccurate statistical discrimination](#). *Management Science*.
- Haggmann, D., Minson, J.A., & Tinsley, C.H. (2024). [Personal narratives build trust across ideological](#)

[divides](#). *Journal of Applied Psychology*, 109 (11): 1693-1715.

- Lang, M.E., Soule, E., & Tinsley, C.H. (2024). [Psychology, soft skills, or cash? Evidence on marginal investments](#). *Economic Development and Cultural Change*, 73 (1).
- Kossek, E.E., Ladge, J., Little, L.M., Loyd, D.L., Smith, A.N., & Tinsley, C.H. (2024). [Introduction to the special issue: Allyship, advocacy, and social justice to support equality for marginalized groups in the workplace](#). *Organizational Behavior and Human Decision Processes*, 183.
- Tinsley, C.H., Kathawalla, R.R. & Cronin, M.A. (2024). [Integrating the shadow within Us to strengthen our field](#). *Academy of Management Review*: 49 (3): 662-682.
- Cronin, M., Erkens, D.H., Schloetzer, J, & Tinsley, C.H. (2021). [How controlling failure perceptions affects performance: Evidence from a field experiment](#). *The Accounting Review*, 96 (2): 205-230.
- Kugler, A.D., Tinsley, C.H. & Ukhaneva, O. (2021). [Gender and choice of majors: Are women really different from men?](#) *Economics of Education Review*, 81: 1-19.
- Madsen, P., Dillon Merrill, R., Tinsley, C. H. (2021). [Don't sweat the small stuff: Superstitious learning from near miss events](#). *Academy of Management Proceedings*.
- Minson, J., Chen, F., & Tinsley, C.H. (2020). [Why wont you listen to me? Measuring receptiveness to opposing views](#). *Management Science*, 66 (7): 3069-3094.
- Tinsley, C., Wade, J., Main, B.G.M., O'Reilly, C.A. (2017). ["Gender diversity on U.S. corporate boards: Are we running in place?"](#) *Industrial Labor Relations Review*, 70(1), 160-189.
- Dillon-Merrill, R., Tinsley, C., Madsen, P. M., Rogers, E. W. (2016). ["Organizational Correctives for Improving Recognition of Near-Miss Events"](#). *Journal of Management*, 42(3), 671-697.
- Aslani, S., Ramirez-Marin, J., Brett, J. M., Yao, J., Semnani-Azad, Z., Zhang, Z., Tinsley, C., Weingart, L. R. , & Adair, W. (2016). ["Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures"](#). *Journal of Organizational Behavior*, 37(8), 1178-1201.
- Madsen, P. M., Dillon-Merrill, R., Tinsley, C. (2016). ["Airline Safety Improvements through Experience with Near-Misses: A Cautionary Tale"](#). *Risk Analysis*, 36(5), 1054-1066.
- Dillon-Merrill, R. & Tinsley, C. (2016). ["Near-miss events, risk messages, and decision making"](#). *Environmental Systems and Decisions*, 36(5), 34-44.
- Tinsley, C.H., Howell, T., & Amanatullah, E. [Who should bring home the bacon? How gender deterministic views constrain spousal wage preferences](#). (2015). *Organizational Behavior and Human Decision Processes*, 126: 37-48.
- Dillon, R.L., Tinsley, C.H., & Burns, W. [Near-misses and future disaster preparedness](#). (2014). *Risk Analysis: An International Journal*, 34 (10): 1907-1922.
- Dillon, R.L., Tinsley, C.H., & Burns, W. [Evolving risk perceptions about near-miss terrorist events](#). (2014) *Decision Analysis Journal*. 11 (1): 27–42.
- Amanatullah, E.T. & Tinsley, C.H. (2013). [Negotiating for me, you and us: Advocacy as a moderator of backlash against female negotiators](#). *Organizational Behaviour and Human Decision Processes*, 102 (1): 110-122.
- Amanatullah, E. & Tinsley, C.H. [Ask and ye shall receive?: How gender and status moderate negotiation success](#) (2013). *Negotiation and Conflict Management Research*. 6 (4): 253–272.
- Tinsley, C.H., Dillon, R.L., & Cronin, M.A. (2012). [How Near-Miss events Amplify or Attenuate Risky Decision Making](#). *Management Science*. 58 (9): 1596-1613.

- Conlon, D.E., Tinsley, C.H., Birk, S.J., Humphrey, S.E., & Ellis, A.P.J. (2012). [Is it sometimes better to give than receive: Preferences for receiver roles over proposer roles in consumer behaviour ultimatums.](#) *Organizational Behaviour and Human Decision Processes*, 119: 64-77.
- Dillon, R. L., Lester, G., John, R.S., Tinsley, C.H. (2012) [Differentiating Conflicts in Beliefs vs. Value Trade-offs in the Domestic Intelligence Policy Debate.](#) *Risk Analysis*, 32 (4): 713-728.
- Tinsley, C.H., Dillon, R.L.& Madsen, P.M. (2011). [How to avoid a catastrophe.](#) *Harvard Business Review*, April, 90-96.
- Tinsley, C.H., Turan, N.M., Aslani, S., & Weingart, L.R. (2011). [The interplay between culturally- and situationally-based mental models of intercultural dispute resolution: West meets Middle East.](#) *International Negotiation* (16): 481-510.
- Dillon, R.D., Tinsley, C.H., & Cronin, M. (2011). [Why near-miss events can decrease an individual's protective response to hurricanes.](#) *Risk Analysis: An International Journal*, 31 (3): 440-450. Selected as one of six Best Papers of 2011 by the Editorial Staff.
- Cronin, M.A., Bezrukova, K., Weingart, L.R., & Tinsley, C.H. (2011). [Subgroups within a team: The role of cognitive and affective states.](#) *Journal of Organizational Behavior*, 32: 831-849.
- Schneider, A.K., Tinsley, C.H., Cheldelin, S., & Amantullah, E.T. (2010). [Likability v. competence: The impossible choice faced by female politicians, attenuated by lawyers.](#) *Duke Journal of Gender, Law & Policy*, 17 (2): 363-384.
- Holtom, B.H., Gagne, K., & Tinsley, C. H. (2010). [Using 'shocks and rumors' to teach adaptive thinking.](#) *Negotiation Journal*, 26 (1) : 69-83.
- Tinsley, C.H., Cheldelin, S.I., Schneider, A.K., & Amantullah, E.T. (2009). [Women at the bargaining table: Pitfalls and prospects.](#) *Negotiation Journal*, 25 (2): 233-248.
- Schneider, A.K., Tinsley, C.H., Cheldelin, S., & Amantullah, E.T. (2008). [Leadership and lawyering lessons from the 2008 elections.](#) 30, *Hamline Journal of Public Law & Policy*, pp. 581-603.
- Adair, W.L., Taylor, M.S., & Tinsley, C.H. (2009). [Starting out on the right foot: Negotiation schemas when cultures collide.](#) *Negotiation and Conflict Management Research*, 2 (2): 138-163.
- Dillon, R.L. & Tinsley, C.H. (2008). [How near-misses influence decision making under risk: A missed opportunity for learning.](#) *Management Science*, (54) 8: 1425-1440.
- Reinsch, N.L., Turner, J.W., & Tinsley, C.H. (2008). [Multicommunicating: A practice whose time has come?](#) *Academy of Management Review*, 33 (2): 391-403.
- Mayo, J. & Tinsley, C.H. (2008). [Warm glow and charitable giving: Why do not the wealthy give more to charity?](#) *Journal of Economic Psychology*.
- Brett, J.M., Tinsley, C.H., & Shapiro, D.L. (2007). [Intervening in employee disputes: How and when will managers from China, Japan, and the U.S. act differently?](#) *Management and Organization Review*, 3 (2): 183-204.
- Lee, C., Hui, C., Tinsley, C.H., and Niu, X. (2006). [Goal orientations and performance: The role of temporal norms.](#) *Journal of International Business Studies*, 37: 484-498.
- Ellis, A.P.J., Humphrey, S.E., Conlon, D.E., & Tinsley, C.H. (2006). [Improving customer reactions to brokered ultimatums: The benefits of prior experience and explanations.](#) *Journal of Applied Social Psychology*, 39 (9): 2293-2324.

- Dillon, R.L. & Tinsley, C.H. (2005). [Interpreting near miss events](#). *Engineering Management Journal*, April 2005.
- Dillon, R.L. & Tinsley, C.H. (2005). [Whew that was close! How near miss events bias decision making](#). *Academy of Management Best Paper Proceedings*.
- Tinsley, C.H. (2005). [The heart of darkness: Advice on navigating cross cultural research](#). *International Negotiation: A Journal of Theory and Practice* 10 (1): 183-192.
- Humphrey, S.E., Ellis, A.P.J., Conlon, D.E., & Tinsley, C.H. (2004.) [Understanding customer reactions to brokered ultimatums: Applying negotiation and justice theory](#). *Journal of Applied Psychology*, 89: 466-482.
- Adair, W. A., Brett, J. M., Lempereur, A., Okumura, T., Shikhirev, P., Tinsley, C., Lytle, A. (2004). [Culture and negotiation strategy](#). *Negotiation Journal*, 20(1), 87-111.
- Wong, C.S., Tinsley, C.H., Law, K., & Mobley, W. (2004). [Development and validation of a multidimensional measure of Guanxi](#). *Journal of Psychology for Chinese Studies*.
- Tinsley, C.H. & Weldon, E. (2003). [Responses to a normative conflict among American and Chinese managers](#). *International Journal of Cross-Cultural Management*, 3 (2): 181-192.
- Lee, C., Tinsley, C.H., & Bobko, P. (2003). [Cross cultural variance in goal orientation and their effects](#). *Applied Psychology*, April issue.
- Lee, C., Tinsley, C.H., & Bobko, P. (2002). [An investigation of the antecedents and consequences of group-level confidence](#). *Journal of Applied Social Psychology*, 32: 1-26.
- Tinsley, C.H., O'Connor, K., & Sullivan, B. (2002). ["Tough" guys finish last: the perils of a distributive reputation](#). *Organization Behavior and Human Decision Processes*, 88: 621-642.
- Tinsley, C.H. (2001). [How Negotiators get to yes: Predicting the constellation of conflict management strategies used across cultures](#). *Journal of Applied Psychology*, 86 (4): 583-593.
- Tinsley, C.H. & Brett, J.M. (2001). [Managing work place conflict in the United States and Hong Kong](#). *Organization Behavior and Human Decision Processes*, 85 (2): 360-381.
- Tinsley, C.H., Curhan, J., & Kwok, R. (1999). [Adopting a dual lens approach to overcome the dilemma of differences in international negotiations](#). *International Negotiations*, 4: 5-22.
- Tinsley, C.H. (1998). [Models of conflict resolution in Japanese, German, and American cultures](#). *Journal of Applied Psychology*, 83 (2): 316-323.
- Tinsley, C.H. & Pillutla, M. (1998). [The influence of culture on business negotiations in the U.S. and Hong Kong](#). *Journal of International Business Studies*, 29 (4): 711-728.
- Brett, J.M., Adair, W., Lempeurer, A., Okumura, T., Shikhirev, P., Tinsley, C. & Lytle, A. (1998). [Culture and joint gains in negotiation](#). *Negotiation Journal*, 14 (1): 61-86.
- Mannix, E., Tinsley, C.H., & Bazerman, M.H. (1995). [Negotiations over time: Impediments to integrative solutions](#). *Organization Behavior and Human Decision Processes*, 62 (3), 241-251.
- Davis, G.F., Diekmann, K.A., & Tinsley, C.H. (1994). [The rise and fall of the corporate conglomerate: A study in de-institutionalization](#). *American Sociological Review*, 59: 547-570.

OP-ED and OTHER ARTICLES

- Logg, J.M. & Tinsley, C.H. (2023). [How risky behavior spreads](#). *Harvard Business Review*, February.

- Logg, J.M. & Tinsley, C.H. (2023). [AI in the office: Balancing the human and the algorithm](#). US News and World Report. September.
- Tinsley, C. H., Purmal, K. (2019). [Board experience is helping more women get CEO jobs](#). *Harvard Business Review*, September.
- Tinsley, C.H. (2018). [Origins of a mass-shooting disaster](#). The Hill. November.
- Tinsley, C.H. & Ely, R.J. (2018). [“What most companies get wrong about men and women.”](#) *Harvard Business Review*, May/June.
- Tinsley, C.H., Schloetzer, J & Cronin, M. (2017). [In celebration of the “F” word: Giving permission to fail can increase a company’s bottom line](#). *Psychology Today*. February, 2017.
- Tinsley, C.H. (2016). [Stop perpetuating gender stereotypes with children’s Christmas toys](#). *Huffington Post*, December 2016.
- Tinsley, C.H. (2016). [What would Hillary’s win signify for women?](#) *Huffington Post*, November 2016.
- Tinsley, C.H. (2016). [Women & girls in sports: When will we accept the new normal?](#) *Huffington Post*, July.
- Tinsley, C.H. (2016). [Celebrating fathers](#). *Huffington Post*. June.
- Tinsley, C.H. (2016). [On the money!](#) *Huffington Post*, May.
- Tinsley, C.H. (2016). [Show us the money](#). *Huffington Post*. March.
- Tinsley, C.H. (2016). [Failure is not a four-letter word](#). *Huffington Post*. Jan.
- Tinsley, C.H. (2015). [The gender pay gap: A call for evidence-based change initiatives](#). *Huffington Post*. November.
- Tinsley, C.H. (2015). [Is it time for a “she for he” campaign?](#) *Huffington Post*. June.
- Tinsley, C.H. (2015). [The end of mother’s day](#). *Huffington Post*, May.
- Babcock, L, Tinsley, C.H., Bowles, H. & Kray, L. (2014). [Why leaning in can backfire](#). *Boston Globe*, April.
- Tinsley, C.H. & Dillon, R.L. (2009). [Why risktaking got \(and gets\) out of hand](#). *Forbes on-line*, June 18.
- Tinsley, C.H. (2008). [Still not ready: For female candidates, latent biases matter](#). *The Washington Post*, Op-Ed, June 1, page B07.

BOOK CHAPTERS AND OTHER REPORTS

- Tinsley, C.H. & Dillon-Merrill, R. (2024). [Overcoming the near miss bias in high risk industries](#). In N.L Woodier (Ed.), *Learning from Near Misses: Cross-sector Reflections to support Safety Management*.
- Tinsley, C.H. (2023). [Lessons learned in blood: Why we fail to use near-misses to prevent man-made disasters](#). *Bulletin of the Atomic Scientists*. May, 2023.
- Dillon-Merrill, R., Tinsley, C. H. (2017). [Near-Misses and Decision Making Under Uncertainty in the Context of Cybersecurity](#). In A. Abbas, M. Tambe (Ed.), *Improving Homeland Security Decisions*. Boston, MA: Cambridge University Press.

- Soule, E., Tinsley, C., Rivoli, P. (2017). [A Social Enterprise Link in a Global Value Chain: Performance and Potential of a New Supplier Model](#). *Georgetown University Women's Leadership Institute Report*, Georgetown University, Washington, DC.
- Aslani, S., Ramirez-Marin, J., Semnani-Azad, Z., Brett, J.M., & Tinsley, C.H. (2013). [Dignity, face, and honor cultures: Implications for negotiation and conflict management](#). In Adair, W.L. & Olekahn, M. (Eds.) *Handbook on Negotiation*. Chapter 10; pp. 249-282. Northampton, MA: Edward Elgar Publishing, Inc.
- Tinsley, C.H., Turan N., Weingart, L.W., & Dillon, R.L. (2012). [How cultural stereotyping influences international negotiation](#). In B. Goldman & D.L. Shapiro (Eds.) *The Psychology of Negotiations in the 21st Century Workplace*.
- Tinsley, C.H., Taylor, M.S., & Adair, W.L. (2012). [Culture and International Negotiation Failure](#). In G.O. Faure & F. Cede (Eds.) *Saving Negotiations from Failure*. Vienna, Austria: International Institute for Applied Systems Analysis Press.
- Tinsley, C.H. [Social Categorization and intergroup dynamics](#). (2011) In. B. Fischhoff & C. Chevin (Eds.) *Intelligence Analysis: Behavioral and Social Scientific Foundations*. Washington DC: National Academies Press, pp197-217.
- Tinsley, C.H. & Amanatullah, E.A. (2010). [Women's leadership in corporate America](#). *Handbook on Women's Leadership*. Sage Publishers.
- Tinsley, C.H., Cheldelin, S.I., & Schneider, A.K. (2009). [Negotiating your public identity: Women's path to the Presidency](#). In C. Honeyman, J. Coben, & G. De Palo (Eds.) *Rethinking negotiation teaching: Innovations for context and culture*. Pp. 71-87 St. Paul, MN: DRI Press.
- Hui, C., Lee, C., Tinsley, C.H., & Yang, D. (2007). [Group member expectations, group process, expectation fulfillment and group performance](#). In C. Schriesheim and L.L. Neider (Eds.) *Research in Management: International Perspectives*, Volume 6, pp. 169-196.
- Tinsley, C.H., Schneider, A. & Cambria, J. (2006). [Reputations in negotiation](#). In C. Honeyman & A. Schneider, (Eds.) *The Negotiator's Fieldbook: The desk reference for the experienced negotiator*.
- Adair, W.L., Tinsley, C.H., & Taylor, M.S. (2006). [Managing the Intercultural Interface: Third culture, antecedents, and consequences](#). In E.A. Mannix, M.A. Neale, and Y.R. Chen (Eds.) *Research on managing groups and teams*, volume 7, JAI Press.
- Tinsley, C.H. (2004) ["Culture and Conflict: Enlarging our Dispute Resolution Framework."](#) In. M.J. Gelfand and J.M. Brett (Eds.), *Culture and Negotiation: Integrative approaches to theory and research*. Palo Alto, Ca: Stanford University Press.
- Tinsley, C.H. & Brodt, S.E. (2004). ["Conflict Management in Asia: A Dynamic Framework and Future Directions."](#) In K. Leung & S. White (Eds.) *Handbook of Asian management*. New York, NY: Kluwer Academic Publishers.
- Tinsley, C.H. & Grube, J. (2003). [The influence of organizational culture on negotiation strategy](#). In Gunner Sjostedt (Ed). *Professional cultures in International Negotiations*. Laxenburg: International Institute for Applied Systems Analysis.
- Shapiro, D.L. & Tinsley, C.H. (2001). [Intervening fairly in disputes amongst nationally-different employees- is this possible?](#) To appear in S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Research in social issues in management*. NY: Information Age Publishing, Inc.
- Lee, Cynthia, Tinsley, Catherine, and Chen, Z.X. (2000) ["Psychological normative contracts of work group](#)

[members in the U.S. and Hong Kong.](#)” In International psychological contracts, eds. Denise Rousseau and Rene Saulk. Thousand Oaks: Sage.

- Tinsley, C.H. (1997). [Understanding conflict in a Chinese cultural context](#), in B. Bies, R. Lewicki, & B. Sheppard, (Eds.), Research on Negotiations in Organizations, 6: 209-225. Beverly Hills: Sage.
- Brett, J.M., Tinsley, C.H., Janssens, M., Barnsness, Z.I., & Lytle, A.L. (1997). [New approaches to the study of culture in I/O psychology](#), in P.C. Earley & M. Erez (Eds.) New Perspectives on I/O Psychology, 75-129. San Francisco: Jossey-Bass, Inc.
- Lytle, A.L., Brett, J.M., Barnsness, Z.I., Tinsley, C.H. & Janssens, M., (1995). [A paradigm for quantitative cross-cultural research in organization behavior](#), in B.M. Staw and L.L. Cummings (Eds.) Research in Organizational Behavior, 17: 167-214.
- Rousseau, D.M., & Tinsley, C.H. (1994). [Human resources are local: Society and social contracts in a global economy](#). In N. Anderson & P. Herriot (Eds.), Handbook of Selection and Appraisal, London: Wiley.

WORKING PAPERS & UNDER REVIEW

- Logg, J.M. & Tinsley, C. Risk Creep: A COVID-19 Large Scale, Longitudinal Field Study (*Secured \$144,000 funding from Whoop (400 straps at \$360)*). Working paper.
- Checketts, M., Howell, T., Lewin, D. L., Tinsley, C. H., & Amanatullah, E. Emphasizing The Female Leadership Advantage: The Unintended Consequences of Positive Stereotypes. Working paper.
- Sajons, G. & Tinsley, C.H. “What drives gender differences in negotiation outcomes: An exploration in virtual reality.” Working Paper.

SELECTED (RECENT) REFEREED CONFERENCES

- Liao, Y.-t., Tinsley, C. H., Haggmann, D. (2024). Leaky Pipeline: Failing to promote women does not harm perceptions of diversity efforts. Society for Judgement and Decision Making.
- Checketts, M. B., Howell, T. M., Loyd, D. L., Amanatullah, E. T., Tinsley, C. H. (2024). Working Together: Equity, Diversity, and Inclusion in Organizations Research Workshop, "The unintended consequences of positive stereotypes for women in management," University of Calgary.
- Liao, Y.-t., Tinsley, C. H., Haggmann, D. (2024). Leaky Pipeline: Failing to promote women does not harm perceptions of diversity efforts. International Association for Conflict Management.
- Checketts, M. B., Howell, T. M., Loyd, D. L., Amanatullah, E. T., Tinsley, C. H. (2024). The unintended consequences of positive stereotypes for women in management, Society for Industrial Organizational Psychology. Chicago.
- Haggmann, D., Sajons, G., & Tinsley, C.H. (2023). Population neglect and the emergence of statistical discrimination. Presentation at the Annual Asia-Pacific Economic Science Association meetings.

- Hagmann, D., Sajons, G., & Tinsley, C.H. (2023). Population neglect and the emergence of statistical discrimination. Presentation at the Annual International Association for Conflict Management meetings. Greece.
- Checketts, M. B., Howell, T. M., Loyd, D. L., Amanatullah, E. T., & Tinsley, C. H. (2023). Advocating for female leaders: The role of positive stereotypes and male allies. *Academy of Management Annual Conference; Boston*.
- Hagmann, D., Sajons, G., & Tinsley, C.H. (2023). Population neglect and the emergence of statistical discrimination. Presentation at the Annual Behavioral Science and Policy Association Annual Conference (virtual).
- Lang, M., Tinsley, C.H., & Soule, E. (2021). Do investments in psychological wellbeing and non-technical skills complement poverty reduction programs? Evidence from Rwanda. Paper presented at the Psychology and Economics of Poverty Convening. Virtual.
- Madsen, P., Dillon Merrill, R., Tinsley, C. H. (2021). Don't sweat the small stuff: Superstitious learning from near miss events. Academy of Management Annual Conference.
- Sajons, G. & Tinsley, C.H. (2019). Negotiation and Gender: An exploration in virtual reality. Paper presented at the International Association for Conflict Management. Dublin Ireland, July.
- Tinsley, C.H., Howell, T.M., & Amanatullah, E.A. (2019) Not all stereotypes are created equal: When perceptions are exaggerated vs. accurate. Paper presented at the International Atlantic Economic Conference. Athens, Greece. March.
- Sajons, G. & Tinsley, C.H. (2019). Negotiation and Gender: An experiment in virtual reality. Paper presented at the 6th International Meeting on Experimental and Behavioral Sciences (IMEBESS), Utrecht, Netherlands
- Howell, T. M., Tinsley, C. H., Amanatullah, E. T.(2017). Annual Meeting of the Society for Personality and Social Psychology, "Avoiding the off-ramp caused by gender stereotypes," San Antonio, Texas. January.
- Tinsley, C. H., Howell, T. M., Amanatullah, E. T. (2016). In her shoes or your old shoes: How perspective taking increases the usefulness of feedback," Annual Meeting of the Academy of Management, Anaheim, California, August.
- Howell, T. M., Amanatullah, E. T., Tinsley, C. H., & Henninger, N. (2015, August). The Good and the Bad: Perceptions of changes in organizations following demographic shifts. Annual Meeting of the Academy of Management, Vancouver, Canada.
- Tinsley, C.H. & Bendersky, C. Finding cyber terrorists: The influence of status on inter-agency counter-terrorism. Paper presented at the International Association for Conflict Management, Clearwater Bay, Fla, July 2015.
- Bendersky, C. & Tinsley, C.H. The effects of structural status in cross-functional teams on decision making. Applications to inter-agency task forces. Presentation at the Annual Academy of Management Meetings, August, 2014.
- Robin L. Dillon, Catherine H. Tinsley, and Edward W. Rogers. Using organizational messages to improve the recognition of near-miss events on projects. IEEE Aerospace Conference Proceedings, Big Sky, Montana, March 2-7, 2014.

- Tinsley, C. H., Howell, T. M., & Amanatullah, E. T. Who should bring home the bacon? How deterministic views of gender constrain wage preferences. (2014, February). Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.
- Robin L. Dillon, Edward W. Rogers, Peter Madsen, and Catherine H. Tinsley. Improving the recognition of near-miss events on NASA missions. IEEE Aerospace Conference Proceedings, Big Sky, Montana, March 3-8, 2013.
- Tinsley, C.H., Howell, T.M., & Amanatullah, E. Who should bring home the bacon? How deterministic views of gender constrain wage preferences. Paper presented at the Academy of Management, Lake Buena Vista, FL. August, 2013.
- Amanatullah, E. & Tinsley, C.H. Negotiating for Us: The unique advantage of us-advocacy for female negotiators. Paper presented as part of a symposium entitled “Maximizing the benefit of prosocial behavior: An egoistical perspective”, at the Academy of Management, Lake Buena Vista, FL. August, 2013.
- Yang, Y., O’Connor, K.M., & Tinsley, C.H. The mis-education of the global negotiator: How cultural insights can harm negotiations. Paper presented at the International Association for Conflict Management, Tacoma WA, June 2013.
- Aslani, S., Adair, W., Brett, J.M., Ramirez-Marin, Semnani-Azad, Z., Tinsley, C.H., Weingart, L.R., Yao, J.J., & Zhang, Z. Honor, face, and dignity cultures: A tri-cultural study of negotiations. Paper presented at the International Association for Conflict Management, Tacoma WA, June 2013.
- Ramirez-Marin, J., Munduate, L, Brett, J.M., & Tinsley, C.H. Expectations and emotions: Spanish honor and Anglo dignity in intercultural negotiations Paper presented at the International Association for Conflict Management, Tacoma WA, June 2013.
- Ramirez-Marin, J. Aslani, S., Brett, J.M., Tinsley, C.H., & Munduate. Cool down and explain yourself: Spanish honor and Anglo dignity in intercultural negotiations. Paper presented at the Academy of Management, Boston, Ma. August 2012.
- Aslani, S., Ramirez-Marin, J., Brett, J.M., Tinsley, C.H., Weingart, L.R., & Adair, W.L. Implications of honor and dignity culture for negotiation: A study of Middle-Easterners and Americans. Paper presented at the Academy of Management, Boston, Ma. August 2012.
- Tinsley, C.H., Howell, T.M., & Amanatullah, E. How deterministic views influence the gender wage gap. Poster presented at the Society of Judgement and Decision Making, Minneapolis, MN. November 2012.
- Tinsley, C.H., Turan, N.M., Aslani, S., Weingart, L.R., & Heino, R. Western and Middle Eastern Models of Dispute Resolution. Paper presented at the Academy of Management, San Antonio Texas, August 2011.
- Tinsley, C.H., Howell, T., & Amanatuallah, E. Desired gender (in)equities: Gender role beliefs and spousal wage expectations. Paper presented at the Academy of Management, San Antonio Texas, August 2011.
- Madsen, P., Tinsley, C.H., & Dillon, R.L. The strategy of small and large losses: Organizational learning from near-misses and accidents. Paper presented at the Academy of Management, San Antonio Texas, August, 2011.
- Heino, R., Shelline, A., & Tinsley, C.H. Egyptian and U.S. stereotypes of negotiators: A qualitative pilot study. Paper presented at the International Association of Conflict Management, Istanbul Turkey, June 2011.
- Tinsley, C., Howell, T., & Amanatullah, E. (2011, July). Times are changing, but can we? Intrapersonal conflict and beliefs about gender role stability. International Association of Conflict Management, Istanbul, Turkey.

- Dillon, R.L., Tinsley, C.H., and Grimes, J. System Dynamics as a Method for Analyzing Human Trafficking. Systems Dynamics Society, Washington DC, July 24-28, 2011.
- Tinsley, C.H., Dillon, R.L., & Cronin, M. The near-miss effect and natural disasters. Paper accepted for the Behavioral Decision Research in Management Conference, Carnegie Mellon University, June 2010.
- Tinsley, C.H. & Amanatullah, E. Attenuating backlash with social status cues. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA: March 2010.
- Howell, T., Tinsley, C.H., & Amanatullah, E. The gender gap: It's different at home. Paper accepted for the Society of Judgment and Decision Making Conference, 2010, St.Louis, Mo.
- Dillon, R.L., Lester, G., John, R., & Tinsley, C.H., Risk Perceptions of Domestic Intelligence Policy Options. Paper accepted for the Society of Judgment and Decision Making Conference, 2010, St. Louis, Mo.
- Dillon R.L., Tinsley, C.H., Rogers, E.W., Recognizing Near-Misses to Improve Organizational Learning and Prevent Future Risk Creep. Paper accepted for the annual Academy of Management Conference, August, 2009.
- Tinsley, C.H., Dillon, R.L., & Cronin, M.A. What did we learn from Katrina? How prior events influence subsequent decision making under risk. Paper accepted for the annual Society for Judgment and Decision Making Annual Meetings, Chicago, November 2008.
- Amanatullah, E.A. & Tinsley, C.H. Backlash: Who does it when and why? Paper accepted for the annual Academy of Management conference, Anaheim, August 2008.
- Tinsley, C.H. & Amanatullah, E.A. Social and financial backlash against women taking charge: Contextual attenuation and amplification of stereotyping. Paper accepted for the annual International Association for Conflict Management conference, Chicago, July 2008.
- Tinsley, C.H. Negotiator reputation and the development of trust and cooperation. Symposium Discussant at the Academy of Management Annual Meetings, Philadelphia, August, 2007.
- Rogers, E.W., Dillon, R.L., & Tinsley, C.H. Avoiding Common Pitfalls in Lessons Learned Processes that Support Decisions with Significant Risks. Paper Presented at the IEEE Aerospace Annual Meetings, Big Sky, Montana, March, 2007.
- Tinsley, C.H., Dillon, R.L., & Rogers, E.W. The Near-Miss Evaluation Bias as an Obstacle to Organizational Learning: Lessons from NASA. Paper presented at the Academy of Management Annual Meetings, Atlanta, August, 2006.
- Dillon, R.L., Rogers, E.W., & Tinsley, C.H. The Near-Miss Bias in Decision Making. Paper presented at the IEEE Aerospace Annual Meetings, Big Sky, Montana, March, 2006.
- Dillon, R.L. & Tinsley, C.H. Whew That Was Close: How Near-Miss Events Bias Subsequent Decision Making Under Risk. Paper presented at the Academy of Management Annual Meetings, Honolulu, August, 2005. Selected for Best Paper Proceedings.
- Tinsley, C.H. & Dillon, R.L. Interpreting precursor events: Evidence of a "near-miss" bias. Paper presented at the International Association for Conflict Management Annual Meetings, Seville, Spain, June, 2005.

SELECTED (RECENT) INVITED CONFERENCES-

- Tinsley, C.H., Smith, A., Ladge, J., & Little., L. (2022). Allies and advocacy for social justice and equality in the workplace. Panel at the Annual Dismantling Bias Conference, Purdue University, West Lafayette, March.

- Tinsley, C.H. (2022). Equity in reward systems: Closing the pay gap. Panel at the Annual Dismantling Bias conference, Purdue University, West Lafayette, March.
- Checketts, M. B., Howell, T. M., Loyd, D. L., Amanatullah, E. T., & Tinsley, C. H. (2002). Emphasizing the female leadership advantage: The unintended consequences of positive stereotypes. Presentation at the Annual Dismantling Bias Conference; Purdue University, West Lafayette, March.
- Tinsley, C. H., World Economic Forum Annual Meeting 2017 - Responsive and Responsible Leadership. World Economic Forum, Davos, Switzerland, January 2017.
- Tinsley, C.H. & Ely, R.J. “If men are from Mars, women are too” Conference on Business and Public Policy. INSEAD, November 2017.
- Tinsley, C. The dialogue of gender differences. The Gender and Work Symposium, Harvard Business School, March 2016.
- Soule, E.A., Tinsley, C.H., & Rivoli, P. Evaluating the economic, psycho-social and health impacts for women in a targeted global value chain intervention. FACE conference, Seattle, December 2016.
- Tinsley, C. The Role of Confidence and Women’s Economic Empowerment. World Economic Forum, Davos, Switzerland, January 2016.
- Tinsley, C. Confidence and Power. World Economic Forum, Davos, Switzerland, January 2015.
- Dillon, R.L. & Tinsley, C.H., Heuristics and biases: Challenges for cyber security decision making, presented at the Business and Public Policy in a Global Economy Workshop, Center for Business and Public Policy, Washington, DC, March 12-14, 2014.
- Dillon, R.L. & Tinsley, C.H., How near-miss events can embolden or mitigate risky decision making, presented at the Harvard Center for Risk Analysis, Risk Perception and Response Conference, Boston, MA, March 20-21, 2014.
- Dillon, R.L. & Tinsley, C.H. How near-miss events can increase risky decision making”, presented at the Incentives and Regulation of Cyber security Conference, Georgetown University (NSF/DHS/CBPP), June 2013.
- Dillon, R.L., Rogers, E.W., Madsen, P, and Tinsley, C.H., Improving the Recognition of Near-Miss Events on NASA Missions, IEEE Aerospace Conference Proceedings, Big Sky, Montana, March 3-7, 2013.
- Dillon, R.L., Tinsley, C.H., & Burns, W. How terrorism near-misses influence perceptions of risk: comparisons and contrasts, Society of Risk Analysis, San Francisco, CA, Dec. 10-12, 2012.
- Dillon, R.L., Tinsley, C.H., & Burns, W. The perception of the risk of future terrorist events and the influence of near-misses over time. Did that almost blow up? Did we just get lucky? INFORMS, Charlotte, NC, November 13-15, 2011.
- Dillon, R.L., Tinsley, C.H., & Burns, W. The Perception of Terrorist Events and the Influence of the Near-Miss: Did that almost blow up?, Security Analysis and Risk Management Association (SARMA), Arlington, VA, September 2011.
- Tinsley, C.H. & Dillon, R.L. How near-miss events influence decisions under risk: Evidence for natural and man-made disasters. Paper presented at the National Center for Risk and Economic Analysis of Terrorism Events (CREATE) conference, University of Southern California, March 2010.

- Dillon, R.L. & Tinsley, C.H. Framing decisions: Using multi-attribute utility models to structure domestic intelligence policy. Paper presented at the National Center for Risk and Economic Analysis of Terrorism Events (CREATE) conference, University of Southern California, March 2010.
- Dillon, R.L., Tinsley, C.H., & Rogers, E.W. MIST Case Study, part II. Delivered to the 7th Annual NASA project management challenge conference, Daytona Beach, February, 2009.
- Tinsley, C.H., Dillon, R.L., & Rogers. Near-miss events as threats to learning. Delivered to the International Association for Management and Business. New Orleans, January, 2009.
- Dillon, R.L. & Tinsley, C.H. Should I stay or should I go? Delivered to the Society of Judgment and Decision Making, Chicago, Nov. 15- 17, 2008.
- Dillon, R.L., Tinsley, C.H., & Cronin, M.A. Communicating risks to the public: Research on how individuals interpret past events. Delivered to the Society for Risk Analysis, May, 2008.
- Dillon, R.L., Tinsley, C.H., & Rogers, E.W. MIST Case Study. Delivered to the 6th Annual NASA project management challenge conference, Daytona Beach, February, 2008.
- Tinsley, C.H., Dillon, R.L., & Rogers, E.W. Recognizing and learning from near-misses: Lessons from NASA. Delivered to the 5th Annual NASA project management challenge conference, Daytona Beach, February, 2007.
- Dillon, R.L. & Tinsley, C.H. The psychology of avoiding disaster and readiness disasters. Delivered to the Federal Emergency Management Association Higher Education Conference, May, 2006.
- Tinsley, C.H., Dillon, R.L., & Rogers, E.W. Including precursor events in decision making. Delivered to the 4th Annual NASA project management challenge conference, Galveston, Texas, February, 2006.
- Tinsley, C.H., Adair, W.L., & Taylor, M.S. Culture and negotiation failure. Delivered to the International Institute for Applied Systems Analysis, Vienna, Austria, July, 2005.
- Adair, W.L., Taylor, M.S., & Tinsley, C.H. Managing the intercultural interface: Third cultures, Antecedents, & Consequences. Presented to the Research on Groups and Teams Annual Conference, New York, May, 2005.
- Tinsley, C.H., Dillon, R.L., & Rogers, E.W. The near-miss effect in NASA project management. Delivered to the 3rd Annual NASA project management challenge conference, Galveston, Texas, February, 2005.
- Tinsley, C.H. & Dillon, R.L. Interpreting precursor events. Delivered to the NASA-CPMR Annual Fellows Conference, January, 2005.

OTHER INVITED TALKS

- INSEAD. Performance and Prejudice: How relative group size influences beliefs and leads to inaccurate statistical discrimination. March, 2023.
- Carey Business School, Johns Hopkins University. Don't sweat the small stuff: Learning (or not) from near-miss events. February, 2020.
- Tepper School of Business, Carnegie Mellon University. Not all stereotypes are created equal: When perceptions of genders stereotypes are exaggerated vs attenuated and why we need to care. December, 2018.
- Robert H. Smith School of Business, University of Maryland. Rethinking what you know about gender differences. November 2018.

- University of Basel. Rethinking what you know about gender differences. August 2018.
- Stanford Center for International Security and Cooperation: The quest for zero-cost learning by improving the recognition of near-miss events, February, 2018.
- Harvard Business School: Should I stay or should I go: How fit, feedback and financial factors influence undergraduates' major switching behavior, November, 2016.
- Harvard Program on Gender: A social enterprise link in a global fashion chain: Performance and potential of a new supplier model, October, 2016.
- Harvard Business School. Improving outcomes for women by De-emphasizing Gender Differences. September 2016.
- Harvard Program on Negotiation: Should we worry about gender differences in negotiation? September, 2016.
- American Society of Safety Engineers. Keynote address: Roots of the Crisis. November 2013.
- Harvard Kennedy School: Progress on gender diversity for corporate boards: Are we running in place? September 2013.
- University of Texas at Dallas: Who should bring home the bacon? How deterministic views of gender constrain spousal wage preferences, February 2013.
- Washington University in St. Louis: Who should bring home the bacon? How deterministic views of gender constrain spousal wage preferences, September, 2012.
- University of Southern California/ CREATE: Did that Almost Blow up? How people perceive terrorist events that are Near-Misses. February, 2011.
- University of California, Haas School of Business. Gender and pay equity: Does it work the same at home? March, 2011.
- European School of Management & Technology, GmbH, Annual Forum on Leadership. Berlin Germany June 2010.
- Keynote speech delivered to the Copenhagen Conference on International and Intercultural Negotiation, Copenhagen Business School, April 2009.
- Women's Bar Association, November 2008.
- Fortune Most Powerful Women's Summit, October 2007.
- Kellogg Graduate School of Management, April 2007.
- Graduate School of Business, University of Chicago, March 2007.
- Focus on reaching women for academics, research, and development in Science, Engineering, and Mathematics, Galludet University, May 2005.
- Indus Women Leaders, Feb 2005.
- American News Women's Corporation, December 2004.
- Kellogg Graduate School of Management, Northwester University, October 2004.
- Michigan State University, September 2004.
- Association of Women in Science, April 2004.

- Kellogg Graduate School of Management, Northwestern University, November 2003.
- Council of Women World Leaders' meeting of the Ministers of Women's Affairs, October 2003.
- University of Cincinnati, April 2003.
- Bethesda-Chevy Chase Rotary Club, November 2002.
- Helsinki Women Business Leaders Summit—Washington DC portion, November 2002.
- Helsinki Women Business Leaders Summit—Helsinki portion, September 2002.
- Kellogg Graduate School of Management, Northwestern University, October 2001.
- School for Advanced International Studies, Johns Hopkins, Washington DC, Nov 2000.
- Korean Organization of Small Business Interests, Seoul Korea, September 1998.
- Dongguk University, Seoul Korea, November 1997; September 1998.
- Korean International Trade Association, Seoul Korea, November 1997.
- School for Advanced International Studies, Washington DC, February 1997.
- Kellogg Graduate School of Management, Evanston, IL, May, 1996.
- Australian Graduate School of Management, Sydney Australia, February, 1996.
- Australian National University, Canberra Australia, February, 1996.
- University of Western Australia, Perth Australia, February, 1996.
- Keio University, School of Business, Yokohama Japan, November, 1994.

ELECTED POSITIONS

- *Division Chair*, Conflict Management Division, Academy of Management (2005-2006).
- *Division Chair-Elect*, Conflict Management Division, Academy of Management (2004-2005).
- *Program Chair*, Conflict Management Division, Academy of Management (2003-2004).
- *Program Chair-Elect* (Pre-Conference Program Developer) Conflict Management Division, Academy of Management (2002-2003).
- *Program Chair*, International Association of Conflict Management (2001-2002).

AD HOC REVIEWER

Administrative Sciences Quarterly, Organization Science, Management Science, Journal of Personality and Social Psychology, Journal of Applied Psychology, Sex Roles, Group Decision and Negotiation, Negotiation Journal, Academy of Management Discoveries, Psychology of Women Quarterly, Risk Analysis.

CASES WRITTEN

- [*A.1 Training- A multi-issue 2 party negotiation that explores the difference between distributive, compatible and tradeable issues. It also has an asymmetric payoff matrix across both parties, teaching students to question their assumptions of symmetry and fairness. Available through the Dispute Resolution Research Center.*](#)
- [*Aussie Airlines- Multi-issue, 5 player negotiation with multiple different potential coalitions. There are three*](#)

[formal negotiation rounds and shocks to the environment occur across rounds. Available through the Dispute Resolution Research Center.](#)

- [*Chez Maaron*- Cross cultural, two party buyer seller exchange, that appears to have a negative bargaining zone, but can be settled if parties use integrative techniques \(based on Texoil by Stephen Goldberg\).](#)
- [*Cobalt Systems-SilverLight Electronics* - Negotiating a multi-issue joint venture between a U.S. based multi-national conglomerate and a Korean Chaebol. Highlights problems when negotiating in an international context, such as issues of differing capital market structures and business ideologies. Available through the Dispute Resolution Research Center.](#)
- [*Doctor's Contract* – Multi-issue 2 party negotiation between Oncologist and Hospital Administrator, including distributive, compatible, and tradeable issues. Available through Negotiation and Teams Resources.](#)
- [*Paradise Project* - Emotionally charged, multi-issue dispute between 2 workers, whereby a third party is asked to intervene to mediate. In English and Spanish. Available through Negotiation and Teams Resources.](#)
- [*The Summer Intern Program* - Multi-issue conflict between 2 company divisions, with analyses of both sides: positions, underlying interest, rights, and power sources. Available through the Dispute Resolution Research Center.](#)

SELECTED CONSULTING

- *Blue Star Families. 2021-2024.* Negotiation and persuasion training for staff and clients.
- *Morgan Stanley. 2018-2020.* Negotiation and Persuasion training for their high net worth clients.
- *Merrill Lynch. 2017-2020.* Negotiation and problem solving training for their high net worth clients.
- *Rio Tinto. 2013.* International Negotiations training.
- *Effat College, Kingdom of Saudi Arabia. 2005-2008.* Designed curriculum for women's business school, including visits to Jeddah.
- *Rhode & Schwartz.* Negotiations workshops. February, 2008.
- *Lamson & Sessions,* Negotiations workshop. December 2007.
- *Ferro Corporation.* Negotiation training. October 2005; January 2006.
- *Sprint-Nextel.* Negotiations workshops. January 2004, 2005. Spring 2006; Spring 2007.
- *Rolls Royce, N.A.,* Negotiations workshop. March 2005.
- *Staff of the U.S. Senate.* Negotiations workshops. Spring 2003; Spring 2004.
- *Verizon Avenue.* Workshop on Conflict Resolution. April 2002, July 2002.
- *General Clinical Research Center.* Workshop on Conflict Resolution, April 2002.
- *Vital Voices, Inc..* Workshop on Negotiations for female executives of various countries, October 2001, November 2001.
- *Southern Methodist University.* Workshop on negotiations for Senior Executives in the Oil & Gas Industry, June 2001, November 2001, June 2002, October 2002, May 2003, May 2004.
- *International Securities Management Association.* Inter-cultural conflict and management training, April, 2001, April 2002, April 2003, April 2004.
- *DPT Laboratories.* Negotiations training at annual sales force meeting, February 2001.

- *American Association of Echo-Cardiographers*, Led a negotiations workshop for their annual conference, June 1999.
- *Fuqua School of Management, Duke University*, Durham, NC. Co-led and taught in a workshop for teaching international negotiations to managers and students, Fall, 1998.
- *World Bank*, Washington, DC. Interviewed staff and ran focus groups to assess continuing education needs, Fall, 1998.

PROFESSIONAL ASSOCIATIONS

- **Academy of Management- Conflict Management Division**
 - Numerous presentations
 - Reviewer for annual meetings since 1996
 - Division Chair (2005-2006)
 - Division Chair Elect (2004-2005)
 - Winner: Distinguished Service Award (2003-2004)
 - Program Chair (2003-2004)
 - Program Chair Elect (2002-2003)
 - Executive Board (1999- present)
 - Representative at Large (1999-2000)
 - Membership Chair (2000- 2003)
- **International Association for Conflict Management**
 - Numerous presentations
 - Reviewer for annual meetings since 1996
 - Executive Board (2001- 2004)
 - Program Chair (2001-2002)

EDUCATION

- *Ph.D. in Organization Behavior*, Kellogg Graduate School, Northwestern University, June 1995.
 - Dissertation: The Influence of Culture on Conflict Management.
- *M.S. in Organization Behavior*, Kellogg Graduate School, Northwestern University, June 1993.
 - 4.0 average.
- *B.A. in Anthropology*, Bryn Mawr College, May 1986.
 - Magna cum laude.

LANGUAGES

French - fluency both spoken and written

Sango (official language of Central African Republic) - fluency both spoken and written