

ROBERT B. LOUNT, JR.

The Ohio State University, Fisher College of Business
 700 Fisher Hall, 2100 Neil Avenue
 Columbus, Ohio 43210

ACADEMIC POSITIONS:

The Ohio State University, Fisher College of Business

- Irving Abramowitz Memorial Professorship 2025 - present
- Academic Director of Working Professional MBA program 2024 - present
- Fisher Distinguished Professorship 2023 - 2025
- Chair, Department of Management and Human Resources 2019 - 2023
- Professor of Organizational Behavior 2018 – present
- Dean's Faculty Fellow 2014 - 2017
- Associate Professor of Organizational Behavior 2013 – 2018
- Assistant Professor of Organizational Behavior 2007 - 2013

INSEAD Business School (France)

- Visiting Professor of Organizational Behavior 2013

Cornell University, The Johnson School of Management

- Visiting Instructor of Management and Organizations 2007

Northwestern University, Kellogg School of Management,

- Lecturer of Management and Organizations 2005 - 2007

EDUCATION:

PhD & MS Northwestern University, Kellogg School of Management 2002 - 2007

- Major: Management and Organizations
- Minor: Psychology

B.S. Michigan State University, The Honors College 1996-2000

- Major: Psychology (Phi Beta Kappa)

JOURNAL ARTICLES:

Shi, L., He, T., Lount, R. B., Jr., Schaerer, M., & Swaab, R. I. (2026). Team-on-team negotiation: Mandate revisability and the limits of the unitary team assumption. *Current Opinion in Psychology*, 72, 102367

Weber, L., Slade, A. S., Kistruck, G. M., & Lount, R. B., Jr. (2025). Give peace a chance? How regulatory foci influence organizational conflict events in intractable conflict environments. *Journal of Management*, 51(2), 748-780.

Lount, R. B., Jr., Choi, W., & Tepper, B. J. (2024). "Abuser" or "Tough Love" Boss: The moderating role of leader performance in shaping the labels employees use in response to abusive supervision. *Organizational Behavior and Human Decision Processes*, 183, 104339.

Dumas, T. L., Doyle, S. P., & Lount, R. B., Jr. (2024). Self-Disclosure and felt respect: Understanding the engagement of value minorities. *Organization Science*, 35(3), 1072-1094.

Hu, J., Zhang, S., Lount, R. B., Jr., & Tepper, B. J. (2024). When leaders heed the lessons of mistakes: Linking leaders' recall of learning from mistakes to expressed humility. *Personnel Psychology*, 77(2), 683-712.

- Pettit, N. C., Doyle, S. P., & Lount, R. B., Jr. (2024). Underdogs and favorites: Past, present, and future. *Social Psychology and Personality Compass*, 18(6), e12972.
- Doyle, S. P., Chung, S., Lount, R. B., Jr., Swaab, R. I. & Rathjens, J. (2023). Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Academy of Management Journal*, 66(5), 1586-1616.
- Lount, R. B., Jr. & Pettit, N.C. (2023). Shared first authorship should be declared on academic CVs. *Nature Human Behavior*, 7, 659.
- Doyle, S. P., & Lount, R. B., Jr. (2023). Rising above versus falling below: When and why status change affects interpersonal helping in workgroups. *Organization Science*, 34(3), 1157-1183.
- Morris, S., Carlos, C., Kistruck, G.M., Lount, R. B., Jr. & Elly, T. (2023). The impact of growth mindset training on entrepreneurial action among necessity entrepreneurs: Evidence from a randomized control trial. *Strategic Entrepreneurship Journal*, 17(3), 671-692.
- Doyle, S. P., Pettit, N.C., Kim, S., To, C., & Lount, R. B., Jr. (2022). Surging underdogs and slumping favorites: How recent streaks and future expectations drive competitive transgressions. *Academy of Management Journal*, 65(5), 1507-1540.
- Swaab, R. I., Lount, R. B., Jr., Chung, S. & Brett, J. (2021). Setting the state for negotiations: How superordinate goal dialogues promote trust and joint gain in negotiations between teams. *Organizational Behavior and Human Decision Processes*, 167, 157-169.
- Koopman, J., Conway, J. M., Dimotakis, N., Tepper, B. J., Lee, Y. E., Rogelberg, S. G., & Lount, R. B., Jr. (2021). Does CWB repair negative affective states, or generate them? Examining the moderating role of trait empathy. *Journal of Applied Psychology*, 106(10), 1493-1516.
- Klein, H. J., Lount, R. B., Jr., Park, H., & Linford, B. (2020). When goals are known: The effects of audience relative status on goal commitment and performance. *Journal of Applied Psychology* 105(4), 372-389.
- Lount, R. B., Jr., Doyle, S. P., Brion, S., & Pettit, N.C. (2019). Only when others are watching: The contingent efforts of high status group members. *Management Science*, 65(7), 3382-3397.
- Brion, S., Mo, R., & Lount, R. B., Jr. (2019). Dynamic influences of power on trust: Changes in power affect trust in others. *Journal of Trust Research*, 9(1), 6-27.
- Chung, S., Lount, R. B., Jr., Park, H., & Park, E. S. (2018). Friends with performance benefits: A meta-analytic review on the relationship between friendship and group performance. *Personality and Social Psychology Bulletin*, 44(1), 63-79.
- Lount, R. B., Jr., Pettit, N. C., & Doyle, S. P. (2017). Motivating underdogs and favorites. *Organizational Behavior and Human Decision Processes*, 141, 82 – 93.
- Kong, D. T., Lount, R. B., Jr., Olekans, M., & Ferrin, D. L. (2017). Advancing the scientific understanding of trust in the contexts of negotiations and repeating bargaining. *Journal of Trust Research*, 7, 1-7.
- Pettit, N. C., Doyle, S. P., Lount, R. B., Jr., & To, C. (2016). Cheating to get ahead or to avoid falling behind: The effect of potential negative versus positive status change on unethical behavior. *Organizational Behavior and Human Decision Processes*, 137, 172-183.

- Kistruck, G. M., Lount, R. B., Jr., Smith, B., Bergman, B., & Moss, T. (2016). Cooperation vs. Competition: Alternative goal structures for motivating groups in a resource scarce environment. *Academy of Management Journal*, 59(4), 1174 – 1198.
- Doyle, S. P., Lount, R. B., Jr., Wilk, S. L., & Pettit, N. C. (2016). Helping others most when they're not too close: Status distance as a determinant of interpersonal helping in organizations. *Academy of Management Discoveries*, 2(2), 155-174.
- Lewicki, R. J., Polin, B., & Lount, R. B., Jr. (2016). An exploration of the structure of effective apologies. *Negotiation and Conflict Management Research*, 9(2), 170-189.
- Lount, R. B., Jr., Sheldon, O. J., Rink, F., & Phillips, K. W. (2015). Biased perceptions of racially diverse teams and their implications for managerial support. *Organization Science*, 26(5), 1351-1364.
- Brion, S., Lount, R. B., Jr. & Doyle, S.P. (2015). Knowing if you are trusted: Does meta-accuracy promote trust development? *Social Psychology and Personality Science*, 6(7), 823-830.
- Lount, R. B., Jr., & Wilk, S. L. (2014). Working harder or hardly working?: Posting performance eliminates social loafing and promotes social laboring in workgroups. *Management Science*, 60, 1098-1106.
- Spataro, S., Pettit, N.C., Sauer, S. J., & Lount, R. B., Jr. (2014). The effects of behavioral style and status level on peer interactions. *Small Group Research*, 45, 314-336.
- Kistruck, G. M., Sutter, C., Lount, R. B., Jr., & Smith, B. (2013). Mitigating principal-agent problems in base-of-pyramid markets: An identity spillover perspective. *Academy of Management Journal*, 56, 659-682.
- Loyd, D. L., Wang, C. S., Phillips, K. W., & Lount, R. B., Jr. (2013). Social category diversity promotes pre-meeting elaboration: The role of relationship focus. *Organization Science*, 24, 757-772.
- Tenhiälä, A. & Lount, R. B., Jr. (2013). Affective reactions to a pay system reform and their impact on employee behavior. *Journal of Occupational and Organizational Psychology*, 86, 100-118.
- Lount, R. B., Jr., & Pettit, N. C. (2012). The social context of trust: The role of status. *Organizational Behavior and Human Decision Processes*, 117(1), 15-23.
- Pettit, N. C., & Lount, R. B., Jr. (2011). Through whose eyes? The impact of identification on judgments of group status. *Group Processes and Intergroup Relations*, 14(4), 533 – 548.
- Lount, R. B., Jr. (2010). The impact of positive mood on trust in interpersonal and intergroup interactions. *Journal of Personality and Social Psychology*, 98(3), 420 – 433.
- Levin, D. Z., Kurtzberg, T. R., Phillips, K. W., & Lount, R. B., Jr. (2010). The role of affect in knowledge transfer. *Group Dynamics: Theory, Research, & Practice*, 14(2), 122 –142.
- Pettit, N.C., & Lount, R. B., Jr. (2010). Looking down and ramping up: The impact of status differences on effort in intergroup contexts. *Journal of Experimental Social Psychology*, 46, 9 – 20.
- Zhong, C. B., Ku, G. Lount, R. B., Jr., & Murnighan, J. K. (2010). Compensatory ethics. *Journal of Business Ethics*, 92, 323 - 339.
- Lount, R. B., Jr., Zhong, C. B., Sivanathan, N., & Murnighan, J. K. (2008). Getting off on the wrong foot: The timing of a breach and the restoration of trust. *Personality and Social Psychology Bulletin*, 34, 1601-1612.
- Lount, R. B., Jr., Kerr, N. L., Messé, L. A., & Seok, D. & Park, E. S. (2008). An examination of the stability and persistence of the Köhler motivation gain effect. *Group Dynamics: Theory, Research, & Practice*, 12(4), 279-289.

- Lount, R. B., Jr., Park, E. S., Kerr, N. L., Messé, L. A., & Seok, D. (2008). Evaluation concerns and the Köhler effect: The impact of physical presence on motivation gains. *Small Group Research*, 39, 795-812.
- Lount, R. B., Jr., & Phillips, K. W. (2007). Working harder with the out-group: The impact of social category diversity on motivation gains. *Organizational Behavior and Human Decision Processes*, 103, 214-224.
- Kerr, N. L., Messé, L. A., Seok, D., Sambolec, E., Lount, R. B., Jr., & Park, E. S. (2007). Psychological mechanisms underlying the Köhler motivation gain effect. *Personality and Social Psychology Bulletin*, 33, 828-841.
- Messé, L. A., Hertel, G., Kerr, N. L., Lount, R. B., Jr., & Park, E. S. (2002). Knowledge of partner's ability as a moderator of group motivation gains: Exploration of the Köhler discrepancy effect. *Journal of Personality and Social Psychology*, 82, 935-946.
- Lount, R. B., Jr., Messé, L. A., & Kerr, N. L. (2000). Trying harder for different reasons: Conjunctivity and sex differences as bases for motivation gains in performing groups. *Zeitschrift für Sozialpsychologie*, 31, 221-230. (Special issue on motivation gains in groups).

CHAPTERS & PRACTITIONER OUTLETS

- Phillips, K. W., Lount, R. B., Jr., Sheldon, O. J., Rink, F. (2016). The biases that punish racially diverse teams. *Harvard Business Review*. <https://hbr.org/2016/02/the-biases-that-punish-racially-diverse-teams>
- Henderson, M. D. & Lount, R. B., Jr. (2011). Physical distance in intragroup and intergroup negotiations: Implications for negotiator judgment and behavior. In E. Mannix, M. Neale, & J. Overbeck, (Ed.), *Research on Managing Groups and Teams: Negotiations and Groups* (Vol. 14), 35-56.
- Park, E. S., & Lount, R. B., Jr. (2010). Group motivation. In J.M. Levine & M.A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations* (Vol 1). Thousand Oaks, CA: Sage, 351-354.
- Phillips, K. W., & Lount, R. B., Jr. (2007). The affective consequences of diversity and homogeneity in groups. In M. Neale, E. Mannix, & C. Anderson, (Ed.), *Research on Managing Groups and Teams: Affect and Groups* (Vol. 10), 1-20.
- Thompson, L., Nadler, J. & Lount, R. B., Jr. (2006). Judgmental biases in conflict resolution and how to overcome them. In M. Deutsch, P.T. Coleman, & E.C. Marcus (Ed.) *Handbook of Conflict Resolution*, 2nd Edition, 243-267.
- Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. (2006). Group context, social identity, and ethical decision making: A preliminary test. In E. Mannix, M. Neale, & A. Tenbrunsel, (Ed.), *Research on Managing Groups and Teams: Ethics and Groups* (Vol. 8), 149-175.

CONFERENCE PRESENTATIONS:

- Doyle, S., Ju, B., & Lount, R.B. Jr. Performance resets reduce social comparisons and cheating in competitive environments. Paper presented at the Academy of Management Conference, Philadelphia, August, 2026
- Lee, H., Zhang, Z., Lee, H., Doyle, S. & Lount, R. B., Jr., Beyond support of augmentation-based AI usage: Imposter thoughts and their workplace consequences. Paper presented at the Academy of Management Conference, Copenhagen, July, 2025.
- Doyle, S, Lin, X., Kim, H-Y, & Lount, R. B., Jr. Gaining status while losing oneself: The impact of inauthentic status attainment on helping. Paper presented at the Academy of Management Conference, Copenhagen, July, 2025.

- Chung, S., & Lount, R. B., Jr. The impact of the good cop/bad cop role strategy on value creation in team-on-team negotiations. Paper presented at the Academy of Management Conference, Chicago, August, 2024.
*** Best paper award recipient for Conflict Management Division**
- Doyle, S. P., Lount, R. B., Jr., Kim, S., & Zhang, Z. Helping the threat? How and why status distance shapes helping behaviors in workgroups. Paper presented at the Academy of Management Conference, Boston, August, 2023.
- Lount, R. B., Jr. Social bases of high quality agreements when teams negotiate. Presentation to the intragroup processes preconference at Society for Personality and Social Psychologists Conference, Atlanta, February 2023.
- Lount, R. B., Jr., Choi, W., & Tepper, B. J. Examining when targets of downward hostility see their leader as an “Abuser”. Paper presented to Academy of Management Conference, Seattle, August 2022.
- Hu, J., Zhang, S., Lount, R. B., Jr., & Tepper, B. J. When learning from mistakes promotes leader humility: Implications for team functioning. Paper presented at Society for Industrial and Organizational Psychologists Annual Meeting, Seattle, April 2022.
- Doyle, S. P., Chung, S., Lount, R. B., Jr., & Swaab, R. I. Intrateam hierarchy triggers inter-team competition: The impact of hierarchy on team negotiations. Paper presented at Academy of Management Virtual Conference, August 2020.
- Morris, S., Carlos, C., Kistruck, G.M., Lount, R. B., Jr., & Elly, T. A call to action: Growth mindset training improves experimental action among necessity entrepreneurs. Paper presented at Academy of Management Virtual Conference, August 2020.
- Chung, S. & Lount, R. B., Jr. An examination of the good-cop/bad-cop role strategy on value-claiming and value-creating in team-on-team negotiations. Paper presented at the International Association for Conflict Management Virtual Conference, July 2020.
- Slade-Shantz, A., Weber, L., Kistruck, G., & Lount, R. B., Jr. Informal governance frames and exchange conflict: A field experiment in Ghanaian farming cooperatives. Paper presented at the Strategic Management Society Conference, Minneapolis, MN., October, 2019.
- Tepper, B. J., Conway, J. M., Rogelberg, S., Pitts, V., Dimotakis, N., Koopman, J., Lee, Y. E., & Lount, R. B., Jr., Examining the interplay between counterproductive work behavior and negative affect. Paper presented at the Academy of Management Conference, Boston, MA. August, 2019.
- Doyle, S. P., Pettit, N. C., Kim S., To, C., & Lount, R. B., Jr. Understanding competitive misconduct through a model of embedded competition. Paper presented at the Academy of Management Conference, Boston, MA. August, 2019.
- Doyle, S. P., Polin, B., Kim, S., & Lount, R. B., Jr. Who helps the newcomer? The impact of status distance on willingness to help newcomers versus insiders in workgroups. Paper presented at the Annual Interdisciplinary Network for Group Research Conference, Lisbon, Portugal, July, 2019.
- Dumas, T. L., Doyle, S. P., & Lount, R. B., Jr.. The exhausting effects of holding different values from others. Paper presented at the Annual Interdisciplinary Network for Group Research Conference, Lisbon, Portugal, July, 2019.
- Doyle, S. P., Polin, B., & Lount, R. B., Jr. The interactive effect of status distance and target newcomer status on willingness to help teammates. Paper presented at the Academy of Management Conference, Chicago, IL. August, 2018.

- Doyle, S. P., & Lount, R. B., Jr. Helping less after a loss, but not more after a gain: The asymmetric influence of status change on helping. Paper presented at the Annual Interdisciplinary Network for Group Research Conference, Washington, DC, July, 2018
- Chung, S., Lount, R. B., Jr., & Park, H. Do friends perform better?: A meta-analytic review of friendship and group task performance. Paper presented at the Academy of Management Conference, Anaheim, CA, August, 2016.
- Lount, R.B., Jr., Doyle, S. P., Swaab, R. I., & Chung, S. When Hierarchy hurts: The impact of intra-team hierarchy on inter-team negotiations. Paper presented at the International Association for Conflict Management, New York, NY, June, 2016.
- Klein, H. J., Lount, R. B., Jr., & Park, H. Making goals public: Whom you tell and whether you care matters. Paper presented at the Academy of Management Conference, Vancouver, BC, August, 2015.
- Kistruck, G., Lount, R. B., Jr., Smith, B., Bergman, B., & Moss, T. "Competition vs. Cooperation: Motivating groups in Base-of-Pyramid Markets." Paper presented at the Academy of Management Conference, Philadelphia, PA., August, 2014.
- *Carolyn Dexter award for best paper in International Business**
- Brion, S. & Lount, R. B., Jr. Trust development within teams: On the benefits of knowing who trusts you (and who doesn't). Paper presented at the Academy of Management Conference, Philadelphia, PA., August, 2014.
- Swaab, R. I., Lount, R. B., Jr., & Brett, J. M. Pre-meeting to promote success: Facilitating trust through pre-meetings prior to team negotiations. Paper presented at the Academy of Management Conference, Philadelphia, PA., August, 2014.
- Doyle, S.P., Lount, R. B. ,Jr., Wilk, S. L., & Pettit, N. C. "The influence of status differences on helping in organizational teams." Paper presented at the Annual Interdisciplinary Network for Group Research Conference, Raleigh, NC., July, 2014
- * Best paper award for paper with student as lead author**
- Kistruck, G., Lount, R. B., Jr., Smith, B., Bergman, B., & Moss, T. Alternative goal structures for motivating groups in Base-of-Pyramid Markets. Paper to be presented at the Annual Interdisciplinary Network for Group Research Conference, Raleigh, NC., July, 2014
- Swaab, R. I., Lount, R. B., Jr., & Brett, J. M. Beyond the cognitive advantage of negotiating teams: Building cooperation in meetings prior to negotiations. International Association of Conflict Management, Leiden, The Netherlands, July 2014.
- Doyle, S. Wilk, S. L., & Lount, R. B., Jr. The influence of status differences on helping in organizational teams. Paper presented at the Academy of Management Conference, Orlando, FL., August, 2013.
- Lount, R. B., Jr., & Pettit, N. C. The impact of self-status on judgments of initial trust. Paper presented at the Society for Experimental Social Psychology conference, Austin, TX., October, 2012.
- Lount, R. B., Jr., Pettit, N.C., & Brion, S. B. The influence of status on task motivation in small groups. Paper presented at the Academy of Management Conference, Boston, MA., August, 2012.
- Polin, B., Lount, R. B., Jr., & Lewicki, R. J. On the importance of a full apology: How to best repair broken trust. Paper presented at the Academy of Management Conference, Boston, MA., August, 2012.
- Lount, R. B., Jr., Sheldon, O. J., Rink, F., & Phillips, K. W. How much relationship conflict really exists? Biased perceptions of racially diverse teams. Paper presented at The Annual Interdisciplinary Network for Group Research Conference, Chicago, IL., July, 2012.

- Tenhiälä, A. & Lount, R. B., Jr. Affective reactions to a pay system reform and their impact on employee behavior. Paper presented at the Annual International Conference on Emotions and Worklife, Helsinki, Finland, July, 2012.
- Lount, R. B., Jr., & Pettit, N. C. The social context of trust: The role of status. Paper presented at the Academy of Management conference, San Antonio, TX., August, 2011.
- Lount, R. B., Jr., & Wilk, S. L. Working harder or hardly working: Motivation gains and losses in organizational workgroups. Paper presented at the Academy of Management conference, San Antonio, TX., August, 2011.
- Lount, R. B., Jr., & Swaab, R. I. Co-action: A meta-analytic review. Paper presented at the Interdisciplinary Network for Group Research Conference, Washington, DC., July, 2010.
- Henderson, M. D. & Lount, R. B., Jr. Physical distance in intergroup negotiations. Paper presented at the Groups and Teams conference, Palo Alto, CA., May, 2010.
- Lount, R. B., Jr. & Pettit, N. C. On the motivating impact of intergroup comparisons. Presentation at the groups preconference at the Society for Experimental Social Psychology conference, Portland, ME., October, 2009.
- Lount, R. B., Jr., Phillips, K. W., & Rink, F. How much relationship conflict really exists?: Biased perceptions of relationship conflict in diverse groups. Paper presented at the Academy of Management, Chicago, IL. Aug, 2009.
- Salimäki, A. & Lount, R.B., Jr. Pay change as an affective event: A field investigation. Paper presented at the Academy of Management, Chicago, IL, Aug, 2009
- Pettit, N.C., & Lount, R. B., Jr. Looking down and ramping up: The impact of coworker status on individual motivation in intergroup settings. Paper presented at the Academy of Management, Anaheim, CA, Aug, 2008
- Lount, R. B., Jr., Zhong C. B., Sivanathan, N., & Murnighan, J. K. Getting off on the wrong foot: The timing of a breach and the restoration of trust. Paper presented at the European Association for Experimental Social Psychology, Opatjia, Croatia, June, 2008.
- Lount, R. B., Jr., & Murnighan, J. K. Can Positive Mood Impact Trust Development? Paper presented at the EIASM conference on Trust in Amsterdam, The Netherlands, Oct., 2007
- Lount, R.B., Jr., Zhong, C. B., Sivanathan, N., & Murnighan, J.K. Getting off on the wrong foot: An exploration into the restoration of trust. Paper presented at the Academy of Management, Atlanta, GA., Aug, 2006
- Lount, R. B., Jr. Target trustworthiness as a moderator of the relationship between happiness and interpersonal trust. Paper presented at the International Association of Conflict Management, Montreal, Canada, June, 2006.
- Phillips, K. W., & Lount, R. B., Jr. Affective consequences of diversity in groups. Paper presented at the Groups and Teams Conference, Palo Alto, CA., May, 2006.
- Lount, R. B., Jr., & Phillips, K. W. Working harder with the out-group: The impact of coworker similarity on motivation gains. Paper presented at the Academy of Management, Honolulu, HI., Aug, 2005.
- Wang, C.S., Lount, R. B., Jr., Loyd, D. L., & Phillips, K. W. The impact of social similarity on affective and cognitive reactions to opinion conflict. Paper presented at the Academy of Management, Honolulu, HI., Aug, 2005.
- Lount, R. B., Jr., & Murnighan, J. K. The impact of affective states on interpersonal trust. Paper presented at the International Association of Conflict Management, Seville, Spain, June 2005.

- Lount, R. B., Jr., & Phillips, K. W. Social categorization and performance anonymity as moderators of motivation gains in groups. Paper presented at the Midwestern Psychological Association, Chicago, IL., May 2005.
- Lount, R. B., Jr., & Phillips, K. W. Social categorization and motivation gains in groups. Poster presented at the Personality and Social Psychology conference, New Orleans, LA., Jan, 2005.
- Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. Ethical dilemmas and the time until decision: An experimental investigation. Paper presented at the Academy of Management, New Orleans, LA., Aug, 2004.
- Lount, R. B., Jr., Zhong C. B., Sivanathan, N., & Murnighan, J. K. Getting off on the wrong foot: Exploring the restoration of trust. Paper presented at the International Association of Conflict Management, Pittsburgh, PA., June, 2004.
- Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. Ethical decision making in group and individual context. Paper presented at the Groups and Teams Conference, Palo Alto, CA., May, 2004.
- Lount, R. B., Jr., Park, E. S., Seok, D., Messé, L. A., & Kerr, N. L. Evaluation concerns and motivation gains in mixed-sex groups. Poster presented at the Midwestern Psychological Association, Chicago, IL., May, 2003.
- Park, E. S., Lount, R. B., Jr., Seok, D., Kerr, N. L., & Messé, L. A. Underlying processes of the Köhler effect. Poster presented at the Society of Personality and Social Psychology conference, Los Angeles, CA., Feb, 2003.

INVITED PRESENTATIONS:

- Society for Personality and Social Psychology, Groups Preconference (2023)
- New York University, Stern School of Business (2022)
- Michigan State University, Eli Broad School of Business (2021)
- University of Maryland, Smith School of Business (2019)
- University of Pittsburgh, Katz School of Business (2019)
- Carnegie Mellon University, Tepper School of Business (2017)
- University of Utah, Eccles School of Business (2015)
- University of Michigan, Ross School of Business (2014)
- The Ohio State University, Department of Psychology (2012)
- Michigan State University, Department of Psychology (2011)
- US Airforce, Workshop on Trust (2011)
- Society for Experimental Social Psychology, Groups Preconference (2009)
- Leiden University, Department of Psychology (2007)
- Tilburg University, Department of Psychology (2007)
- Groningen University, College of Economics and Business (2007)
- Cornell University, Johnson School of Management (2007)
- The Ohio State University, Fisher College of Business (2007)

SELECTED MEDIA COVERAGE OF RESEARCH:

- BBC News ([Oct 27th, 2017](#); [August 4 2024](#))
- CBS News ([April 20th, 2010](#); [April 14th, 2016](#))
- Harvard Business Review ([July 23, 2019](#); [July 26, 2019](#); [Jan 21, 2025](#))
- Huffington Post ([April 13th, 2016](#))
- Fast Company ([April 13th 2016](#); [July 8th, 2024](#))
- The Economist ([April 1st, 2026](#))
- Financial Times ([Sept 14th, 2024](#))
- Forbes ([Sept 9, 2013](#); [April 14th, 2016](#); [May 29th, 2018](#); [Dec 4th 2024](#))
- Fortune ([July 12, 2024](#))
- LA Times ([Jan 9th, 2009](#))
- Inc.com ([April 13, 2016](#))
- New York Magazine ([Feb 26th, 2010](#))
- New York Times ([May 28th, 2018](#); [Feb 16th, 2024](#))

Medium.com ([March 3, 2024](#))
 Poets and Quants ([Sept 30th, 2019](#))
 Slate Magazine ([April 30, 2010](#))
 Scientific American ([July 1st, 2010](#); [Oct 1st, 2014](#))
 Science Daily ([Feb 11th, 2010](#); [March 23rd, 2016](#); [April 12, 2016](#); [Oct 23rd, 2017](#); [Oct 10th 2023](#); [July 8th 2024](#))
 Wall Street Journal ([Feb 26th, 2019](#))

HONORS & AWARDS:

- Best Conference Paper, Academy of Management, Conflict Management 2024
- Fisher College of Business Service Award 2019, 2024
- Pace Setter Daniel Westerbeck Graduate Teaching Excellence Award, Fisher College of Business 2017
- Poets & Quants top 40 business school faculty under 40 2016
- Carolyn Dexter Award for Best Paper in International Business, Academy of Management 2014
- Dean's Faculty Fellow, Fisher College of Business 2014 - 2017
- INGROUPE best conference paper with student as lead author 2014
- Pace Setter Faculty Research Award, Fisher College of Business 2012
- American Psychological Assoc. Dissertation Award, Group Dynamics Division 2008
- Center for International Business Research Grant 2008
- State Farm Dissertation Proposal Award 2006
- Best Paper Finalist, Academy of Management, Conflict Management 2006
- Dispute Resolution Research Center Grant 2003 - 2005
- Kellogg Teams and Groups Center Grant 2003, 2005
- Dean's Assistantship Undergraduate Research Grant, Michigan State University 1999

TEACHING:

The Ohio State University: Fisher College of Business 2007 – present

- Graduate Level Teaching:
 - Negotiations
 - Advanced Managerial Negotiations
 - Leadership, Talent Management, and Organizational Behavior in Health Sciences
 - Professional Development PhD Seminar
 - Organizational Behavior PhD Seminar
- Undergraduate Level Teaching:
 - Introduction to Organizational Behavior & Human Resources
- Executive Education:
 - Mastering Leadership and Negotiations
 - High Performance Teams
 - Negotiations
 - Conflict Management
 - Decision Making
 - Managing Teams

INSEAD Business School: France 2013

- Graduate Level Teaching:
 - Negotiation Dynamics

Cornell University: Johnson Graduate School of Management 2007

- Graduate and Undergraduate Level Teaching:
 - Negotiations

- Graduate Level Teaching:
- Negotiations

THESIS COMMITTEES:

- Hanho Lee (Committee Member, Dissertation, current)
- Zixu Zhang (Committee Member, Dissertation, current)
- Jacob Rathjens (Chair and Advisor, Dissertation, current)
- Will Fawson (Committee Member, Dissertation, 2025)
- Seunghoo Chung (Chair and Advisor, Dissertation, 2021)
 - Placed at Hong Kong Polytechnic University
- Sarah Doyle (Chair and Advisor, Dissertation, 2017)
 - Placed at University of Arizona, Eller School of Business
- HeeMan Park (Committee Member, Dissertation, 2017)
- Emily Tarr (Committee Member, Dissertation, 2016)
- William Stromeyer (Committee Member, Dissertation, 2016)
- Seunghoo Chung (Chair and Advisor, Masters Thesis, 2015)
- Beth Polin (Committee Member, Dissertation, 2013)
- Alysha Noorani (Committee Member, Undergraduate Thesis, 2011)
- Jennifer Jung (Chair and Advisor, Undergraduate Thesis, 2010)
- Dale Shultz (Committee Member, Undergraduate Thesis, 2010)
- Scott Krebs (Committee Member, Dissertation, 2009)
- Aden Heuser (Committee Member, Dissertation, 2008)

EDITORIAL BOARD MEMBER:

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|--|----------------|
| • Academy of Management Review | 2017 – 2020 |
| • Guest Associate Editor, Journal of Trust Research | 2015 – 2016 |
| ◦ (Special Issue on Trust in Negotiations and Repeated Bargaining) | |
| • Journal of Trust Research | 2014 – 2023 |
| • Group Dynamics: Theory, Research, & Practice | 2013 – present |
| • Small Group Research | 2009 – present |
| • Organizational Behavior and Human Decision Processes | 2009 – present |

AD-HOC REVIEWING:

Academic Journals:

Academy of Management Journal; Academy of Management Review; Basic and Applied Social Psychology; European Journal of Work and Organizational Psychology; European Journal of Social Psychology; Group Decision and Negotiation; Group Dynamics: Theory, Research, & Practice; Group Processes and Intergroup Relations; Journal of Applied Psychology; Journal of Applied Social Psychology; Journal of Behavioral Decision Making; Journal of Economic Psychology; Journal of Experimental Social Psychology; Journal of Experimental Psychology: Applied; Journal of Managerial Psychology; Journal of Personality and Social Psychology; Journal of Sport and Exercise Psychology; Management Science; Negotiation and Conflict Management Research; Organization Science; Organizational Behavior and Human Decision Processes; Organizational Psychology Review; Personality and Social Psychology Bulletin; Psychological Assessment; Small Group Research; Social Influence; Social Psychology; Social Psychology and Personality Science; Social Psychology and Personality Compass; Sport, Exercise, and Performance Psychology; Strategic Entrepreneurship Journal.

Grants, Scholarly Competitions, & Conferences Ad Hoc Reviewing:

- National Science Foundation (2021)
- INFORMS Dissertation Proposal Competition (2016)
- FWO Research Grant (Belgium) (2015)
- NASA Research Grant Reviewer and Panel Member (2013)

- INGROUP Conference (since 2012)
- Academy of Management Conferences (since 2005)
- The Netherlands Organization for Scientific Research (2010)
- Research in Managing Groups and Teams Book Series (2005, 2006, 2010)
- VICI Research Grant (The Netherlands) (2009)

External Evaluator for Promotion and Tenure Cases:

- 2026: University of Colorado
- 2025: Pennsylvania State University; Singapore Management University
- 2024: University of Texas; Duquesne University
- 2023: Singapore Management University
- 2022: University of Delaware; Brigham Young University
- 2021: Singapore Management University; KAIST
- 2020: INSEAD; Stony Brook University; University of Texas
- 2019: Michigan State University; Shanghai Tech University

COLLEGE, & UNIVERSITY SERVICE:

- College Appointment and Promotion Committee Chair (2026 – 2027)
- College Appointment and Promotion Committee (2025 – Present)
- Academic Director Working Professional Online and In Person MBA (2024- present)
- College Executive Committee Member (2019-2023)
- Co-Director of the Fisher Behavioral Research Lab (2015-present)
- Fisher Return to Work Committee (2021)
- New Department Chair Orientation – Panel Member (2020)
- Research Committee Chair (2018-2019)
- New Faculty Orientation Co-Organizer (2017, 2019)
- Culture Survey Response Committee Member (2015)
- Research Pillars Committee Member (2015)
- Executive Committee Faculty Rep. (2014-2016)
- Faculty Appeals Committee member (2014-2016)
- College Research Committee Member (2013- 2019)
- Behavioral Research Laboratory Group Member (2011-2015)
- Hayes Graduate Forum Research Judge (2013 - present)
- Undergraduate Research Colloquium Lecturer (2010)
- Conducted Employee Survey for University Development (2009)

DEPARTMENT SERVICE:

- Faculty Search Hiring Chair (2024, 2025, 2026)
- Executive Committee Member (2025- present)
- MBA Program Committee Member (2025 – present)
- Procedures Oversight Designee for Dept P&T (2024)
- Department Chair (2019 – 2023)
- Hiring Committee for department program coordinator (2018)
- Faculty Hiring Committee (2010, 2011, 2015, 2018, 2019, 2023-25)
- Co-organizer of Department Speaker Series (2008-2011)
- PhD admissions committee member (2007-current)

SERVICE TO FIELD:

- 2025: Chair and committee member for 2025 Best Conference Paper Award for Conflict Management Division for Academy of Management Annual Conference
- 2025: Advisory board member of the Korean Association for Negotiation Studies
- 2024: Committee member for the 2016-2019 Most Influential Paper in Conflict Management Award. Conflict Management Division of AOM
- 2018: Committee member for the 2017 Best paper published in Academy of Management Review
- 2018: Committee member for the 2017 Outstanding Publication in Organizational Behavior award. Organizational Behavior Division of AOM
- 2018: Committee member for the 2010-2013 Most Influential Paper in Conflict Management Award. Conflict Management Division of AOM
- 2017: Committee member for the 2016 Outstanding Publication in Organizational Behavior award. Organizational Behavior Division of AOM
- 2013: Organizer of negotiating your first academic job professional development workshop. Academy of Management Conference
- 2013: Committee member for the 2012 Outstanding Publication in Organizational Behavior award. Organizational Behavior Division of AOM.
- 2012 – 2014: Elected Representative-At-Large. Conflict Management Division, Academy of Management
- 2012: Committee member for the 2011 Outstanding Publication in Organizational Behavior award. Organizational Behavior Division of AOM.
- 2010: Co-Organizer of Groups Preconference for Society of Experimental Social Psychology. Topic: Trust, Power, & Cooperation in Groups
- 2009: Facilitator: “Help I’m Stuck” preconference professional development workshop at AOM. Organizational Behavior Division
- 2009: Committee member for the 2009 Best Dissertation Award in the American Psychological Association, Group Dynamics Division.
- 2006: Panelist on Doctoral Programs in Business

NON-ACADEMIC SERVICE:

2009 – 2017: American Red Cross Board Member, Central Ohio Blood Services