

Dustin J. Slesman, Ph.D.

Associate Professor of Management & UD-SWUFE Joint Institute Fellow
Department of Business Administration
Alfred Lerner College of Business & Economics
University of Delaware
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slesman@udel.edu; 302-831-8912

EDUCATION

Ph.D., Organizational Behavior & Human Resource Management	Michigan State University (East Lansing, MI) Eli Broad College of Business	2012
B.S., Business Administration	Ohio State University (Columbus, OH) Max M. Fisher College of Business	2007
B.A., Psychology	Ohio State University (Columbus, OH) College of Social and Behavioral Sciences	2007

RESEARCH INTERESTS

Psychology of decision-making
Negotiation and conflict resolution
Team effectiveness

ACADEMIC PUBLICATIONS

900+ citations (*Google Scholar*)

- Bear, J. B., Pinkley, R., Barsness, Z., Mazei, J., Bhatia, N., & Slesman, D. J. (in press). Gender, pay transparency, and competitiveness: Why salary information sometimes, but not always, mitigates gender gaps in salary negotiations. *Group Decision and Negotiation*. ([view](#))
- Slesman, D. J. & Cronin, C. E. (in press). From microbe to metaphor: Virus-like problems in organizations. *Frontiers in Psychology*. ([view](#))
- Slesman, D. J., Hollenbeck, J. R., Davison, R. B., & Scott, B. A. (in press). Leader intuition: Good or bad for multiteam system performance? The roles of information load and introversion. *Group & Organization Management*. ([view](#))
- Barrett, C. A., Slesman, D. J., Spear, S. E., Clinkscales, A., & Amin, T. (2023). Sticking with programs that do not work: The role of escalation of commitment in schools. *Prevention Science*, 24, 567-576. ([view](#))

- Li, S., Conlon, D. E., Sleesman, D. J., Pinkley, R. L., & Sawyer, J. E. (2022). Responses to phantom alternatives: The role of truthful, exaggerated, deceptive, and false statements. In Sonia Taneja (Ed.). *Proceedings of the 82nd Annual Meeting of the Academy of Management*. ([view](#))
- Norder, K., Sleesman, D. J., Sawyer, J. E., & Sawnehey, A. (2020). A longitudinal look at OBHDP using big data analytics: Domain representation, integration, & influence. In Guclu Atinc (Ed.). *Proceedings of the 80th Annual Meeting of the Academy of Management*. ([view](#))
- Nederveen Pieterse, A., Hollenbeck, J. R., van Knippenberg, D., Spitzmuller, M., Dimotakis, N., Karam, E. P., & Sleesman, D. J. (2019). Hierarchical leadership versus self-management in teams: Goal orientation diversity as moderator of their relative effectiveness. *The Leadership Quarterly*, 30(6), 101343. doi:10.1016/j.leaqua.2019.101343. ([view](#))
- Sleesman, D. J. (2019). Pushing through the tension while stuck in the mud: Paradox mindset and escalation of commitment. *Organizational Behavior and Human Decision Processes*, 155(1), 83-96. doi: 10.1016/j.obhdp.2019.03.008. ([view](#))
- Pinkley, R. L., Conlon, D. E., Sawyer, J. E., Sleesman, D. J., Vandewalle, D., & Kuenzi, M. (2019). The power of phantom alternatives in negotiation: How *what could be* haunts *what is*. *Organizational Behavior and Human Decision Processes*, 151(1), 34-48. doi: 10.1016/j.obhdp.2018.12.008. ([view](#))
- Sleesman, D. J., Hollenbeck, J. R., Spitzmuller, M., & Schouten, M. E. (2018). Initial expectations of team performance: Specious speculation or framing the future? *Small Group Research*, 49(5), 600-635. doi: 10.1177/1046496418767554. ([view](#))
- Sleesman, D. J., Lennard, A. C., McNamara, G., & Conlon, D. E. (2018). Putting escalation of commitment in context: A multilevel review and analysis. *Academy of Management Annals*, 12(1), 178-207. doi: 10.5465/annals.2016.0046. ([view](#))
- Sleesman, D. J. & Conlon, D. E. (2017). Encouraging prosocial decisions: The role of fairness salience and uncertainty. *Journal of Behavioral Decision Making*, 30(2), 502-515. doi: 10.1002/bdm.1970. ([view](#))
- Pinkley, R. L., Conlon, D. E., Sawyer, J. E., Sleesman, D. J., Vandewalle, D., & Kuenzi, M. (2017). Unpacking BATNA availability: How probability can impact power in negotiation. In Guclu Atinc (Ed.). *Proceedings of the 77th Annual Meeting of the Academy of Management*. doi: 10.5465/AMBPP.2017.235. ([view](#))
- Sleesman, D. J. (2015). Wanted: A better psychological understanding of how individuals integrate “big data” into their decision-making. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(4): 534-538. doi: 10.1017/iop.2015.79. ([view](#))

Sleesman, D. J., Conlon, D. E., McNamara, G., & Miles, J. E. (2012). Cleaning up the big muddy: A meta-analytic review of the determinants of escalation of commitment. *Academy of Management Journal*, 55(3): 541-562. doi: 10.5465/amj.2010.0696. ([view](#))

Davison, R. B., Hollenbeck, J. R., Barnes, C. M., Sleesman, D. J., & Ilgen, D. R. (2012). Coordinated action in multiteam systems. *Journal of Applied Psychology*, 97(4): 808-824. doi: 10.1037/a0026682. ([view](#))

RESEARCH GRANT ACTIVITY

Barrett, C. A. & Sleesman, D. J. *Stuck in the past? How prior investments in status quo programs prevent schools from adopting evidence-based alternatives*. Smith Richardson Foundation. \$50,000 requested. Not funded: 2022.

Barrett, C. A. & Sleesman, D. J. *Stuck in the past? How prior investments in status quo programs prevent schools from adopting evidence-based alternatives*. Spencer Foundation. \$50,000 requested. Not funded: 2020.

Barrett, C. A. & Sleesman, D. J. *Stuck in the past? How sunk costs and escalation of commitment prevent schools from adopting evidence-based programs*. William T. Grant Foundation. \$421,500 requested. Not funded: 2020.

Bianco, F., Gizis, J. E., & Sleesman, D. J. *Nexus for the universe from the solar system to cosmology: The Legacy Survey of Space and Time (LSST) science collaborations N2N*. National Science Foundation. \$1.4 million requested. Not funded: 2019, 2020.

PRACTITIONER-FOCUSED PUBLICATIONS

Sleesman, D. J. (2018). When it comes to decisions, breaking up is hard to do. *Lerner Business and Economics* "Seeing Opportunity", May 24.
Also published as a University of Delaware *UDaily* authored press release, July 27. ([view](#))

Sleesman, D. J. (2018). There is a dark side to big data, and you can see it in the mirror. *Delaware Business Times*, February 23. ([view](#))

CONFERENCE PRESENTATIONS

Sawyer, J. E., Pinkley, R. L., Sleesman, D. J., & Conlon, D. E. (2023). Intrapyschic process model of serial negotiations: The influence of past, present, and future alternatives. Paper presented at the 36th Annual Meeting of the International Association for Conflict Management. Thessaloniki, Greece.

Spitzmuller, M., Maerz, A., Sleesman, D. J., & Woznowski, M. (2023). The ingredients of transformation: Towards a theory of free energy in teams. Paper presented at the 83rd Annual Meeting of the Academy of Management. Boston, Massachusetts.

- Sawyer, J. E., Pinkley, R. L., Conlon, D. E., & Slesman, D. J. (2022). Intrapyschic process model of negotiation alternatives: Past, present, and future. Paper presented at the 12th Annual Meeting of the Focus on Asymmetry, Conflict, and Emotions (FACE). Washington, DC.
- Bear, J. B., Pinkley, R. L., Barsness, Z., Mazei, J., Bhatia, N., & Slesman, D. J. (2022). Does transparency eliminate gender gaps in pay? Not always. In Chadha, A. (Chair), *Gender diversity in organizations: Understanding barriers and designing effective interventions*. Paper presented at the 82nd Annual Meeting of the Academy of Management. Seattle, Washington.
- Li, S., Conlon, D. E., Slesman, D. J., Pinkley, R. L., & Sawyer, J. E. (2022). Responses to phantom alternatives: The role of truthful, exaggerated, deceptive, and false statements. Paper presented at the 82nd Annual Meeting of the Academy of Management. Seattle, Washington.
- Sawyer, J. E., Slesman, D. J., Pinkley, R. L., & Conlon, D. E. (2022). The impact of ghost alternatives: How what was, haunts what is. Paper presented at the 35th Annual Meeting of the International Association for Conflict Management. Ottawa, Canada.
- Bear, J. B., Pinkley, R. L., Barsness, Z., Mazei, J., Bhatia, N., & Slesman, D. J. (2021). Not all cues are created equal: How disambiguating cues can mitigate and exacerbate gender differences in negotiation. In Hart, E. (Chair), *Who negotiates and when? Individual- and group-level differences in negotiation behavior and outcomes*. Paper presented at the 34th Annual Meeting of the International Association for Conflict Management. Online.
- Bhatia, N., Pinkley, R. L., Barsness, Z., Bear, J. B., & Slesman, D. J. (2020). Do women face backlash for negotiating assertively or aggressively? In Sinha, R. & Sharma, S. (Co-chairs), *The role of individual differences in negotiation and conflict outcomes*. Paper presented at the 80th Annual Meeting of the Academy of Management. Vancouver, Canada.
- Norder, K., Slesman, D. J., Sawyer, J. E., & Sawnehey, A. (2020). A longitudinal look at OBHDP using big data analytics: Domain representation, integration, & influence. Paper presented at the 80th Annual Meeting of the Academy of Management. Vancouver, Canada.
- Sawyer, J. E., Slesman, D. J., Pinkley, R. L., & Conlon, D. E. (2019). BATNA past and present: The impact of forgone alternatives on current negotiation behavior. Paper presented at the 10th Annual Meeting of the Focus on Asymmetry, Conflict, and Emotions (FACE). Dallas, Texas.
- Li, S., Conlon, D. E., Slesman, D. J., Sawyer, J. E., Pinkley, R. L. (2019). Phantom BATNAs and ethical behavior in negotiation. Paper presented at the 10th Annual Meeting of the Focus on Asymmetry, Conflict, and Emotions (FACE). Dallas, Texas.

- Sleesman, D. J. (2019). Pushing through the tension: Paradox mindset and escalation of commitment. Paper presented at the 79th Annual Meeting of the Academy of Management. Boston, Massachusetts.
- Bhatia, N., Pinkley, R. L., Barsness, Z., Bear, J., & Sleesman, D. J. (2019). Do women face backlash for negotiating assertively or aggressively? Re-examining gender and assertiveness in negotiation. Paper presented at the 32nd Annual Meeting of the International Association for Conflict Management. Dublin, Ireland.
- Sleesman, D. J., Takacs Haynes, K., & Weaver, G. (2018). The pursuit of fairness: How fairness salience influences escalation of commitment. In Sleesman, D. J. (Chair), *Extending escalation of commitment across domains: Performance appraisals, learning, and fairness*. Paper presented at the 78th Annual Meeting of the Academy of Management. Chicago, Illinois.
- Pinkley, R. L., Conlon, D. E., Sawyer, J. E., Sleesman, D. J., Vandewalle, D., & Kuenzi, M. (2017). Unpacking BATNA availability: How probability can impact power in negotiation. Paper presented at the 77th Annual Meeting of the Academy of Management. Atlanta, Georgia.
- Spitzmuller, M., Gielnik, M. M., Maerz, A., & Sleesman, D. J. (2017). "There is no 'I' in TEAM, and that can be a problem: Multilevel performance feedback in teams. In Corner, A. J. and Kirkman, B. L. (Co-chairs), *New insights into the individual team member experience and its relationship with team performance*. Paper presented at the 77th Annual Meeting of the Academy of Management. Atlanta, Georgia.
- Sleesman, D. J., Hollenbeck, J. R., Davison, R. B., & Scott, B. A. (2017). Effects of leader intuition on group performance: The role of information load and introversion. Paper presented at the 12th Annual Meeting of the Interdisciplinary Network for Group Research (INGRoup). St. Louis, Missouri.
- Sleesman, D. J., Hollenbeck, J. R., Spitzmuller, M., & Schouten, M. E. (2017). Defeating ourselves: Effects of initial team expectations on performance. Paper presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, Florida.
- Sleesman, D. J., Pinkley, R. L., Sawyer, J. E., & Conlon, D. E. (2016). The power of certain and phantom alternatives in dyadic negotiation: How what "could be" haunts what "is". Paper presented at the 29th Annual Meeting of the International Association for Conflict Management. New York, New York.

- Sleesman, D. J. & Conlon, D. E. (2014). Extending uncertainty management theory: How “fairness awareness” affects decision-making. Paper presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii.
- Nederveen Pieterse, A., van Knippenberg, D., Spitzmueller, M., Karam, E. P., & Sleesman, D. J. (2013). Self-management in teams: Good or bad? The role of goal orientation diversity. Paper presented at the 73rd Annual Meeting of the Academy of Management. Lake Buena Vista, Florida.
- Sleesman, D. J. & Conlon, D. E. (2012). Pay what you want? How fairness influences payment for an ostensibly free good. In Greenberg, J., Stoverink, A. C., & Umphress, E. E. (Co-chairs), *Novel applications of organizational justice: Promising new directions*. Paper presented at the 72nd Annual Meeting of the Academy of Management. Boston, Massachusetts.
- Sleesman, D. J., Hollenbeck, J. R., Scott, B. A., Davison, R. B., & Ilgen, D. R. (2012). Leader fit in multiteam systems: An information processing perspective. In Carter, D. R. & DeChurch, L. A. (Co-chairs), *The power of collaboration: Investigations of multiteam systems*. Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology. San Diego, California.
- Sleesman, D. J., Hollenbeck, J. R., Spitzmueller, M., & Schouten, M. E. (2011). Team risk-taking: The effects of social influence and interdependence between leaders and followers. In Courtright, S. H. & Stewart, G. (Co-chairs), *Team interdependence: Looking back and moving forward*. Paper presented at the 71st Annual Meeting of the Academy of Management. San Antonio, Texas.
- Conlon, D. E. & Sleesman, D. J. (2011). Pay what you want or pay what is fair? How fairness concerns influence payment for an ostensibly free good. Paper presented at the 18th Annual International Conference on Advances in Management. Cancun, Mexico.
- Davison, R. B., Hollenbeck, J. R., Ilgen, D. R., Barnes, C. M., & Sleesman, D. J. (2010). Role of action and transition processes in large multiteam systems. In DeChurch, L. (Chair), *Multiteam Imperatives for Leadership and Organization*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology. Atlanta, Georgia.
- Davison, R. B., Hollenbeck, J. R., Ilgen, D. R., Barnes, C. M., & Sleesman, D. J. (2010). Why size matters: The role of action and transition processes in large multiteam systems. Paper presented at the 2010 Air Education and Training Command Symposium, United States Air Force. San Antonio, Texas.
- Davison, R. B., Sleesman, D. J., & Conlon, D. E. (2008). Relationship, pseudo-relationship, or encounter? The effects of service context on justice, anger, and repatronage. In Wagner, D.T. & Ilies, R. (Co-chairs), *What Makes Customers Tick...and Ticked Off? Affect, justice, and*

emotions in customer service. Paper presented at the 68th Annual Meeting of the Academy of Management. Anaheim, California.

Arkes, H. R., Mayes, R. S., Shoots-Reinhard, B., & Slesman, D. J. (2007). The incongruence between jurors' probability judgments and their verdicts. Paper presented at the 28th Annual Meeting of the Society for Judgment and Decision Making. Long Beach, California.

MEDIA CITATIONS AND OUTREACH

Forbes (August 4, 2021)

J&J and Tesla show importance of restoring public's trust after a crisis

WorkLife with Adam Grant: A TED Original Podcast (March 30, 2021)

How to rethink a bad decision

Forbes (March 23, 2021)

What to do when employees go public with work-related complaints

University of Delaware UDaily press release (March 19, 2021)

Potential pitfalls of self-managed teams

Lerner Business and Economics "Seeing Opportunity" website (March 9, 2021)

Potential pitfalls of self-managed teams

Smith Business Insight (January 30, 2020)

The trouble with self-managing teams

INSEAD Knowledge (September 20, 2019)

Embracing the paradoxes of leadership

Carrier Management (August 29, 2019)

Another 'team project'? Snap judgments, leader expectations impact results

Cheddar TV (August 14, 2019)

How to leverage potential opportunities during a negotiation

University of Delaware UDaily press release (July 19, 2019)

The power of counteroffers

Lerner Business and Economics "Seeing Opportunity" website (July 9, 2019)

The power of counteroffers

University of Delaware UDaily press release (March 28, 2019)

The dreaded group project

Lerner Business and Economics "Seeing Opportunity" website (March 27, 2019)

The dreaded group project

WDPN-TV Wilmington/Philadelphia (September 15 and 16, 2018)

The Delaware Way show

ElPlural.com (August 13, 2018)

Por qué nos cuesta tanto tomar la decisión de romper (Why it is so hard for us to stop our decision)

Smith Business Insight (August 9, 2018)

How reckless teams are born

Asian Campus Tribune (August 8, 2018)

When it comes to decisions, breaking up is hard to do

Technical.ly (August 6, 2018)

How the power of positivity can hurt you
 Delaware Public Radio (July 31, 2018)
Why don't people give up when they're failing? UD study asks
 Phys.org/Science X (July 30, 2018)
When it comes to decisions, breaking up is hard to do
 Tekk.tv – Oppenheim, Germany (July 30, 2018)
Wenn es um entscheidungen geht, ist eine trennung schwierig (When it comes to decisions, a break up is difficult)
 Infosurhoy (July 30, 2018)
Science: When it comes to decisions, breaking up is hard to do
 University of Delaware UDaily press release (July 27, 2018)
When it comes to decisions, breaking up is hard to do
 Lerner Business and Economics “Seeing Opportunity” website (May 24, 2018)
When it comes to decisions, breaking up is hard to do
 National Affairs (May 6, 2018)
Unto others: Competition and social support (A daily roundup of academic studies)
 Delaware Business Times (February 23, 2018)
There is a dark side to big data, and you can see it in the mirror
 MIT Sloan Management Review (February 8, 2017)
Protect your project from escalating doubts
 European Business Review (December 1, 2016)
Have we lost the ability to listen to bad news?
 School Business Affairs – Assoc. of School Business Officials International (September 2016)
Don't blink: The sunk-cost fallacy
 Forbes (August 28, 2014)
Want to make more money? Ask for what's fair, not what you deserve
 La Tercera – Santiago, Chile (July 20, 2013)
Es el ego el que nos hace tomar malas decisiones (It is the ego that makes us make bad decisions)
 HuffPost (July 9, 2013)
How to escape from bad decisions
 Philanthropy Journal (July 30, 2012)
Throwing good money after bad? Questions to ask yourself

RECOGNITION AND INVITED PRESENTATIONS

MBA Teaching Award Honorable Mention (Lerner College of Business and Economics)	2023
UD-SWUFE Joint Institute Fellowship (Lerner College of Business and Economics)	2022
Finalist for Best Empirical or Theoretical Paper Award (Conflict Management division, Academy of Management)	2022
Best Paper Proceedings (Conflict Management division, Academy of Management)	2022
Nominated for MBA Teaching Award (University of Delaware)	2022
Facilitator, Bureau of Educational & Cultural Affairs Exchange Prog. (U.S. Dept. of State)	2021
Best Paper Proceedings (Organizational Behavior division, Academy of Management)	2020
Nominated for Excellence in Teaching Award (University of Delaware)	2020
Keynote Speaker, Executive Reception (Delaware BioScience Association)	2019

Facilitator, Faculty Retreat (Dept. of Mechanical Engineering, University of Delaware)	2019
Outstanding Junior Faculty Award (Lerner College of Business and Economics)	2019
Outstanding Research Award (Department of Business Administration)	2019
Dean's Office Research Recognition Award (Lerner College of Business and Economics)	2019
Nominated for Excellence in Teaching Award (University of Delaware)	2019
Presentation at Lerner Teaching and Research Showcase (University of Delaware)	2018
Best Empirical or Theoretical Paper Award (Conflict Management division, Academy of Management)	2017
Best Paper Proceedings (Conflict Management division, Academy of Management)	2017
Presentation to Department of Business Administration (University of Delaware)	2017
Presenter, <i>The art of negotiation</i> workshop for Honors Program (University of Delaware)	2016
General University Research grant: <i>The ethical foundations of escalation of commitment</i> \$6000 (University of Delaware)	2014
<i>Data Freaks</i> competition winner – Selected for conducting the most interesting research using the Qualtrics survey platform: 1 of 10 selected among 500+ applicants (Qualtrics, LLC)	2014
Outstanding Reviewer Award (Organizational Behavior div., Academy of Management)	2014
Nominated for Excellence in Teaching Award (University of Delaware)	2013
Graduate School Dissertation Completion Fellowship, \$4000 (Michigan State University)	2012
Presenter, Squadron Officer College – Montgomery, Alabama (U.S. Air Force)	2010

TEACHING EXPERIENCE

University of Delaware

- BUAD 309 (*Organizational behavior*), including honors sections
- BUAD 364 (*Business administration in practice*)
- BUAD 423 (*Negotiation and conflict resolution*)
- BUAD 870 (*Managing people, teams, and organizations*)
- BUAD 879 (*Negotiation and conflict resolution*)
- BUAD 866 (*Independent study, MBA program*)
- Professional Engineering Outreach (PEO)/Professional & Continuing Studies (PCS) program
Management essentials for engineers and scientists
- Professional & Continuing Studies (PCS) program
Management essentials for emerging leaders
- Reader for senior honors thesis (Nathan Fulham; philosophy/psychology)
Politics, morality, and conflict: Using research on conflict and negotiation to inform approaches to moral socio-political disagreement

Michigan State University

- MGT 315 (*Managing human resources*)
- MGT 325 (*Organizational behavior*)
- MGT 460 (*Management capstone*), teaching assistant
- MGT 840 (*Leadership*), teaching assistant
- MBA 808 (*Leadership and teamwork*), teaching assistant

Executive development program (*Effective decision-making*), teaching assistant

EMPLOYMENT

University of Delaware (Newark, Delaware)

Department of Business Administration

UD-SWUFE Joint Institute Fellow 2022 - Current
Associate Professor of Management 2019 - Current
Assistant Professor of Management 2012 - 2019

Michigan State University (East Lansing, Michigan)

Department of Management

Research/Teaching Assistant 2007 - 2012
Supervisors: John R. Hollenbeck, Remus Ilies, & Frederick P. Morgeson

Queensland University of Technology (Brisbane, Australia)

School of Advertising, Marketing, and Public Relations

Research Assistant Summer 2007
Supervisor: Rebekah Bennett

The Ohio State University (Columbus, Ohio)

Department of Management and Human Resources

Research Assistant 2005 - 2007
Supervisor: Jerald Greenberg

Department of Psychology

Research Assistant 2005 - 2007
Supervisor: Hal R. Arkes

Cardinal Health, Inc. (Dublin, Ohio)

Global healthcare firm

Information Technology Support Analyst 2004 - 2006

SERVICE

Department:

Coordinator of behavioral research lab (2017-current)

Promotion and tenure committee (2019-current)

Chair of the management non-tenure track faculty recruiting committee (2021-2022)

Member of the entrepreneurship tenure track faculty recruiting committee (2021-2022)

Panelist for Professional Selling and Sales Management Minor info sessions (April/Sept 2020)

Updated webpage for Management major (2020)

Chair of the undergraduate management major curriculum revision committee (2018-2020)

Marketing faculty recruiting committee (2019-2020)

Co-hosted professional development workshop on best practices for journal reviewing (2019)

Adjunct faculty policy and oversight committee (2017-2018)

Organizer of “work-in-progress” periodic workshops that facilitate support of research projects among management area faculty (2015-2017)
Management faculty recruiting committee (2013-2014, 2014-2015, 2015-2016)
MBA management concentration curriculum revision committee (2015-2016)
Honors committee for recognition of outstanding students, chair (2014-2015)
Undergraduate management major curriculum revision committee (2013-2014)
Committee to enhance faculty research productivity (2013-2014)

College:

Faculty Director of Accreditation (2023-current)
Selected to participate in small group session to offer feedback to external AACSB (Association to Advance Collegiate Schools of Business) review team (2021)
Session to advise global enterprise students, negotiation and conflict management panelist (2020)
MBA open house, strategic leadership major representative (2018)
Graduate programs committee (2015-2016)
“Discovery Days” event for prospective students in high school, management major rep. (2015)
Lerner College Peer Mentorship Program, advisor (2014-2015)
Undergraduate programs committee (2013-2014)

University:

Representative of Lerner College of Business & Economics to the University of Delaware’s “Climate Science and Policy Hub” (2020-current)
Member of the strategic planning committee appointed by President Dennis Assanis: “Reimagining Intellectual and Physical Capital for a Sustainable and Boundless Campus” (2021)
Presented negotiation workshop to Honors Program (2016)
Honors Program annual faculty/student networking social (2014, 2015)

Profession and Society:

Advisor to Leaders of the Free World – International leadership development program for young Black men (2021-2022)
Best Student Paper Award committee – International Association for Conflict Management (2021)
Facilitated conflict management workshop for “The Study of the U.S. Institute on Women's Leadership” – Bureau of Educational and Cultural Affairs Exchange Programs, U.S. Department of State (2021)
Group facilitator for a professional development workshop: “Microfoundations of paradox: Where are we and what is next?” Academy of Management annual meeting (2019)
Co-organizer of annual Academy of Management formal dinner for (approximately 50+) recent management Ph.D. graduates (2014-2018)
Chaired a research symposium: “Extending escalation of commitment across domains: Performance appraisals, learning, and fairness,” Academy of Management annual meeting (2018)
Group facilitator for a professional development workshop: “Designing experiential classroom exercises,” Academy of Management annual meeting (2018)

Inter-university committee to establish negotiation competitions among business schools – Dispute Resolution Research Center, Northwestern University (2015-2017)
“Adopt-a-Member” program mentor – Academy of Management (2013, 2014)

Ad hoc reviewer for academic journals:

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Decision Sciences
Journal of Applied Psychology
Journal of Experimental Psychology: General
Journal of Management
Journal of Organizational Behavior
Managerial and Decision Economics
Negotiation and Conflict Management Research
Organization Science
Organizational Behavior and Human Decision Processes
Psychological Science
Small Group Research

Ad hoc reviewer for professional associations and grant agencies:

Academy of Management (annual meetings)
Centre for European Economic Research (grant proposals)
International Association for Conflict Management (annual meetings)
Research Grants Council of Hong Kong (grant proposals)
Society for Industrial and Organizational Psychology (annual meetings)

Ad hoc reviewer for textbooks:

Managing Organizational Behavior: What Great Managers Know and Do (2013), 2nd ed., McGraw-Hill.
The Influential Negotiator (2019), 1st ed., SAGE.

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM):

Conflict Management (CM) division

Managerial and Organizational Cognition (MOC) division

International Association for Conflict Management (IACM)