

# Leigh Thompson Curriculum Vitae

**Leigh Thompson**  
**J. Jay Gerber Distinguished Professor of**  
**Dispute Resolution and Organizations**  
**Kellogg School of Management**  
**Northwestern University**

Evanston, Illinois 60208-2001 USA

Tel: 847.467.3505

Fax: 847.467.5700

email: leighthompson@kellogg.northwestern.edu

web: www.LeighThompson.com

## **Academic History:**

- 2001 - Present J. Jay Gerber Distinguished Professor of Dispute Resolution and Organizations, Northwestern University
- 1995 - 2001 John L. & Helen Kellogg Distinguished Professor of Management and Organizations, Northwestern University
- 1995 - Present Adjunct Professor of Psychology, Northwestern University
- 1994 - 1995 Fellow, Center for Advanced Study in the Behavioral Sciences
- 1992 - 1995 Associate Professor of Psychology, University of Washington
- 1993 - 1995 Adjunct Associate Professor, Management & Organization, University of Washington
- 1988 - 1992 Assistant Professor of Psychology, University of Washington
- 1984 - 1988 Ph.D. Psychology, Northwestern University
- 1982 - 1984 M.A. Education, University of California, Santa Barbara
- 1978 - 1982 B.S. Speech, Northwestern University

## **Research Grants:**

- 1999 - 2001 Citigroup Behavioral Research Council
- 1998 - 2001 National Science Foundation, Decision, Risk & Management Science Program
- 1991 - 1998 Presidential Young Investigator Award, National Science Foundation
- 1995 - 1996 Alan & Mildred Peterson Foundation
- 1993 - 1994 American Bar Foundation, Chicago, Illinois
- 1990 - 1994 National Science Foundation [2]
- 1987 - 1988 National Institute for Dispute Resolution

## **Awards & Honors:**

- 2010 Emerald Literati Network Award Winner for Outstanding 2010 publication, Emerald Publishing Group
- 2009 Fellow, Society for Experimental Social Psychologists

## Leigh Thompson Curriculum Vitae

- 2008 Most Influential Paper (2000-2003) Academy of Management Conflict Management Division
- 2008 Outstanding Article Award (2006) International Association of Conflict Management
- 2008 Bookbuilders of Boston Best Professional Non-illustrated Book Award (The Truth about Negotiations)
- 2001 Best paper award, International Association of Conflict Management
- 2000 CPR Institute for Dispute Resolution, book award (nominated)
- 1998 Best paper award, Academy of Management (Conflict Division)  
2000 Outstanding People of the 20th Century  
Twentieth Century Award for Achievement  
International Who's Who of Intellectuals
- 1997 The World Who's Who of Women  
Twentieth Century Award for Achievement
- 1996 Who's Who in the West  
Fellow, American Psychological Society  
Men of Achievement!
- 1995 Fellow, Center for Advanced Study in the Behavioral Sciences  
Who's Who in the World  
Who's Who of American Women
- 1994 Who's Who in Science and Engineering
- 1992 Scholar, Center for Advanced Study in the Behavioral Sciences, Summer
- 1991 Presidential Young Investigator Award, National Science Foundation
- 1989 S. Rains Wallace Dissertation Award, American Psychological Association  
Society for Experimental Social Psychology, Dissertation award, semi-finalist  
Hillel Einhorn New Investigator Research Award, semi-finalist
- 1987 National Institute of Dispute Resolution Research Award  
Sigma Xi Graduate Research Award
- 1985 Phillip Brickman Fellowship, Northwestern University
- 1984 Western Psychological Association Scholarship  
Kappa Delta Pi Honor Society in Education  
University of California Regents Fellowship

### Professional Activities:

Director:

- Co-Director, Negotiation Strategies Executive Program (2000 - present)  
Kellogg Team and Group Research Center (1997 - present)  
Leading High Impact Teams, Kellogg Executive Program (1997 - present)

## Leigh Thompson Curriculum Vitae

Behavioral Research Lab, Kellogg (1995 - 2006)

University of Washington, Social-Personality Program (1993 - 1995)

Editorial boards and associate editorships:

*Organization Behavior & Human Decision Processes* (1991 - present)

*Journal of Personality & Social Psychology* (2002 - present)

*Journal of Experimental Social Psychology* (1993 - present)

*International Journal of Conflict Management* (1992 - present)

*Journal of Behavioral Decision Making* (1997 - present)

*Group Decision Making & Negotiation* (1990 - present)

*Kellogg Journal of Organizational Behavior* (1997 - present)

Program reviewer and panelist:

NSF Decision, Risk & Management Science program (1993 - 1998)

National Women's Conference (1995)

Consulting, Companies:

Abbott Pharmaceuticals, Akzo Nobel, AT&T, Baxter Healthcare, Cargill, Case, Caterpillar, CDW, Chamberlain Group, Chevron Texaco, Chiquita Brands, Chubb Insurance, Colliers, Bennett & Kahnweiler Realty, Compaq, Data Direct Technologies, Eisai Inc., Fresh Express, First Industrial Realty, Fleet Financial, Gold Eagle, Heller Financial, Jefferson Wells, Lamb Weston, MacLean-Fogg, Microsoft, Novartis, OpenConnect Systems, Premier Healthcare, Sears Holdings, Schneider Electric, Storaenso, UBS Asset Management

Consulting, Organizations:

American Bar Association, American Corporate Counsel Association, American Medical Association, Chicago Office of Tourism, Children's Memorial Hospital, Evanston Northwestern Healthcare, Federal Reserve, Illinois Attorney General, Illinois Department of Professional Regulation, Sandia National Laboratories, Society of Automotive Engineers, University of Kansas, Venture Club of Indiana, Washington State Attorney General, Washington State Trial Lawyers

### Teaching Awards:

2007 Teaching Honor Roll award\*

2006 Teaching Honor Roll award\*

2005 Teaching Honor Roll award\*

2004 Teaching Honor Roll award\*

2003 Teaching Honor Roll award\*

2002 Teaching Honor Roll award\*

2001 Teaching Honor Roll award\*

2000 Teaching Honor Roll award\*

1999 Teaching Honor Roll award\*

\*Given for outstanding MBA teaching, awarded by the Dean of Students of Kellogg

## Leigh Thompson Curriculum Vitae

### Professional Associations:

Academy of Management  
American Psychological Association  
American Psychological Society (fellow)  
Cognitive Science  
Judgment and Decision Making Society  
International Association for Conflict Management  
Midwestern Psychological Association  
Sigma Xi  
Society for Experimental Social Psychologists  
Society for Personality and Social Psychology  
Western Psychological Association

### Media Mentions:

*Chicago Tribune* (October 6, 2010). Professor's 4 year plan.

*Sequim Gazette* (September 22, 2010). Paths of Glory.

*Winnetka Talk* (September 7, 2010). Local athlete captures world championship.

*The Week* (July, 2010, vol 10, issue 472). The last word: The (scientifically) perfect vacation

*New York Times* (March 28, 2010). Rages' DNA: Mad as hell...

*BNET Insight* (June 11, 2010). Guess What? Your staff is not awed by you

*Good Morning America ABC News* (April, 2010).

*Chicago Tribune* (October 16, 2009) Negotiate or pay the price, women told

*Forbes* (September 16, 2009) Negotiation 101: Gender war or gender peace and prosperity?  
(ForbesWoman)

*San Francisco Chronicle* (July 16, 2009) How to say no without saying no.

*The Mint* (March 9, 2008) 53 Truths about Negotiations. (Dow Jones publication in India).

## Leigh Thompson Curriculum Vitae

*Sequim Gazette* (August 6, 2008) Sequim cyclist takes Masters title

*Winnetka Talk* (July 31, 2008) Winnetka's Thompson pedaling on fast track

*Los Angeles Times* (December 2006) The new FBI means business: As the bureau adapts to the post-9/11 world, it sends supervisors and agents to corporate management school.

*Chattanooga Times Free Press* (March 2005) Does one's disposition fit job position? Tests help decide.

*Chicago Tribune* (October 2004) Critics wary as more jobs hinge on personality tests.

*Harvard Gazette* (October 2004) Confronting stereotypes at negotiation table.

*Ask Inc.* (October, 2004). Managing the mediocre.

*Sunday Times* (South Africa, September 26, 2004). How to speak the language of persuasion.

*New York Times* (June 22, 2004). Fear in the workplace: The bullying boss.

*Los Angeles Times* (May 10, 2004) and *Chicago Tribune* (May 12, 2004). There's no getting away: So much hope may be riding on vacations that we can't help but end up disappointed.

*Science News* (May 4, 2002). The Social Net: Scientists hope to download some insight into online interactions.

*Economist.com* (April 22, 2002). Mixed emotions.

*The Toronto Star* (October 19, 2001). The psychology of leadership.

*The Processes of International Negotiation Project Network Newsletter* (16/2001), Book Reviews: Business Negotiations in Practice and Theory. (p. 7-8).

*The Economist* (April 8, 2000). Negotiating by e-mail (p. 65).

*Chicago Tribune* (July 5, 1998). Teams don't always work. (Section 13, p. 7).

*Kellogg World* (July, 1998). The Future of work: Mastering the Art of Electronic Communication (p. 27).

*The International Journal of Conflict Management.* (1998). Book review of The Mind and Heart of the Negotiator. (vol. 9 (3), 286-288).

## Leigh Thompson Curriculum Vitae

*Glamour* (October, 1997). Negotiating so both sides win. (p. 62).

*Kellogg World* (July, 1997). Negotiating @ Kellogg.edu. (p. 10-11).

*The Levinson Letter* (November 1, 1995). When it takes three to thrash things out. (p. 2).

*Harvard Business Review* (Nov-Dec, 1993). Negotiations: Are two heads better than one? (p. 13-14).

*Perspectives UW* (Autumn, 1992). Negotiating daily life. (vol. 4 (1), p. 13).

**Publications:** (click below to read the abstract for a publication)

### 2011 & in press:

Smith, E., Menon, T., and Thompson, L. (2011). The Cognitive activation of social networks: High and low status groups elicit different network structures under job threat. *Organization Science*.

Lee, S. and Thompson, L. (2011). Do agents negotiate for the best (or worst) interest of principals? Secure, anxious, and avoidant principal-agent attachment. *Journal of Experimental Social Psychology*, 47, 681-684.

Thompson, L. (in press). *The mind and heart of the negotiator*. Pearson: Upper Saddle River, NJ: 5<sup>th</sup> edition.

Thompson, L. (in progress). *The creative conspiracy*. Harvard Business School press.

Thompson, L. and Cohen, T. (in press). Metacognition in teams and organizations. In P. Brinol and K. DeMaree (Eds.). *Social meta-cognition: Frontiers of social psychology*. Psychology press.

Thompson, L. (2011). *Making the team*. 4th Edition. Pearson: Upper Saddle River, NJ: 4th edition.

Ersner Hershfield, H., Cohen, T., and Thompson, L. (under revision). Short horizons and tempting situations: Lack of continuity to our future selves leads to unethical decision making and behavior. *Organizational Behavior and Human Decision Processes*.

Cohen, T. and Thompson, L. (under revision). Pride and pratfalls: Embarrassing stories increase team creativity.

## Leigh Thompson Curriculum Vitae

Cohen, T., Leonardelli, G. and Thompson, L. (under review). Avoiding the agreement bias: Teams facilitate impasse in negotiations with negative bargaining zones.

Cohen, T. and Thompson, L. (in press). When are teams an asset in negotiation and when are they a liability? In B. Mannix, M. Neale, and J. Overbeck (Eds.). *Research on managing groups and teams: Negotiation in groups*.

Thompson, L. and Cohen, T. (in press). Negotiation and group decision making. In M. Zeelenberg and D. Stapel (Eds.), *Behavioral economics and economic psychology*. Frontiers in Social Psychology, Psychology press.

Thompson, L., Richardson, E. and Lucas, B. (in press). Future directions in negotiation. In G.E. Bolton and R. Croson (Eds.). *The Oxford handbook of economic conflict resolution*. New York, NY: Oxford University press.

Thompson, L., Richardson, E., and Lucas, B. (in press). Negotiation for the future. In B. Goldman and D. Shapiro (Eds.). *The psychology of negotiations in the 21st century workplace: SIOP Frontier series*. LEA: Psychology press.

### 2010:

Menon, T. and Thompson, L. (2010). Managing envy. *Harvard Business Review*, April, 74-79.

Thompson, L., Wang, J., and Gunia, B. (2010). Negotiation. In S. Fiske (Ed.). *Annual Review of Psychology*, 61, 491-515.

### 2009:

Gentner, D., Loewenstein, J., Thompson, L., and Forbus, K. (2009). Reviving inert knowledge: Analogical encoding supports relational retrieval of past events. *Cognitive Science*, 33, 1343-1382.

Crotty, S. and Thompson, L. (2009). When your heart isn't smart: How different types of regret change decisions and profits. *International Journal of Conflict Management*, 20 (4), 315-339.

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

Thompson, L. (2009). *The mind and heart of the negotiator*. Pearson: Upper Saddle River, NJ. 4th edition.

-translated into Mandarin, Pearson Education Asia, LTD & China Renmin University press (Chinese edition)

-international edition, Pearson Education

## Leigh Thompson Curriculum Vitae

- translated into Portuguese, Monitor LDA (Portuguese edition)
- translated into Korean, Hanul Publishing Co. (Korean edition)

### 2008:

Thompson, L. (2008). *The truth about negotiations*. Upper Saddle River, NJ: Pearson Education, Inc. publishing as FT Press.

- translated into Portuguese, Actual Editoria: Lisboa, Portugal (November, 2007)
- translated into Thai, DMG Books/Direct Media Group, Bangkok, Thailand (November, 2007)
- translated into Greek, Papasotirou Publications, Athens, Greece (November, 2007)
- translated into Hindi, Dorling Kindersley, Delhi, India (November, 2007)
- published in English for Singapore, India, Sri Lanka: Dorling Kindersley (April, 2008)
- published in Chinese Simplified, Pearson Education Asia LTD., Contemporary China Publishing House (February, 2009)
- published in Russian, U-RAIT publishers, Perviy Pankovskiy proezd, Moscow, Russia (June, 2009)

Thompson, L. (2008). *Organizational behavior today*. Upper Saddle River, NJ: Pearson Education, Inc.

- translated into Mandarin, Posts & Telecom press, People's Republic of China (November, 2008)
- translated into Mandarin, Pearson Education Taiwan Ltd. (Taiwanese edition). (November, 2009)

Thompson, L. (2008). *Making the team*. 3rd edition. Upper Saddle River, NJ: Pearson Education, Inc.

- international edition, Pearson Education
- translated into Korean, Hanul Publishing Co. (Korean edition)

### 2007:

Seeley, E., Gardner, W. and Thompson, L. (2007). The role of the self-concept and social context in determining the behavior of power-holders: Self-construal in intergroup vs. dyadic dispute resolution negotiations. *Journal of Personality and Social Psychology*, 93, (4), 614-631.

Menon, T. and Thompson, L. (2007). Don't hate me because I'm beautiful: Self-enhancing biases in threat appraisal. *Organizational Behavior and Human Decision Processes*, 104 (1), 45-60.

## Leigh Thompson Curriculum Vitae

Behfar, K. & Thompson, L.. (2007). Conflict within and between organizational groups: Functional, dysfunctional, and quasi-functional perspectives. Ch 1, p.3-35 in L. Thompson and K. Behfar (eds). *Conflict in Organizational Teams*. Evanston, Illinois: Northwestern University press.

-international edition, Replika Press, India

Thompson, L. & Pozner, J. (2007). Organizational Behavior. Ch. 40, p.913-939 in E.T. Higgins & A.W. Kruglanski, (Eds). *Social psychology: A handbook of basic principles* (2nd ed.). New York: Guilford Press.

### **2006:**

Menon, T., Thompson, L. and Choi, H. (2006). Tainted knowledge versus tempting knowledge: People avoid knowledge from internal rivals and seek knowledge from external rivals. *Management Science*, 52 (8), 1129-1144.

Thompson, L., Nadler, J. & Lount, R. (2006). Judgmental biases in conflict resolution and how to overcome them. In M. Deutsch, P.T. Coleman, and E.C. Marcus (Eds.) *Handbook of Conflict Resolution*, 2nd Edition, Jossey-Bass.

Wang, C.S. and Thompson, L. (2006). The negative and positive psychology of leadership and group research. In S. Thye and E. Lawler (eds.). *Advances in Group Processes: Social psychology of the workplace*. Volume 23.

Thompson, L. and Choi, H-S. (2006). *Creativity and innovation in organizational teams*. Mahwah: NJ: Lawrence Erlbaum.

Choi, H-S. and Thompson, L. (2006). Membership Change in Groups: Implications for Group Creativity. In Thompson, L. & Choi, H-S., (Eds.). *Creativity and innovation in organizational teams*. Mahwah: NJ: Lawrence Erlbaum, p.87-108.

Thompson, L. (2006). *Negotiation theory and research*. Series editors: A.W. Kruglanski & J.P. Forgas, Frontiers of Social Psychology. New York: Psychology Press.

Loewenstein, J. & Thompson, L. (2006). Learning to negotiate: Novice and experienced negotiators. In L. Thompson (ed). *Negotiation Theory and Research*. Psychology Press, Chapter 5, 77-97.

Kopelman, S., Rosette, A., and Thompson, L. (2006). The three faces of Eve: An examination of the strategic display of positive, negative, and neutral emotions in negotiations. *Organizational Behavior and Human Decision Processes*, 99 (1), 81-101.

### **2005:**

Kray, L., Thompson, L. and Lind, A. (2005). It's a Bet! A Problem Solving Approach Promotes

## Leigh Thompson Curriculum Vitae

the Construction of Contingent Agreements. *Personality and Social Psychology Bulletin*, 31 (8), 1039-1051.

Choi, H.S. & Thompson, L. (2005). Old wine in a new bottle: Impact of membership change on group creativity. *Organization Behavior and Human Decision Processes*, 98 (2), 121-132.

Loewenstein, J., Morris, M., Chakravarti, A., Thompson, L., and Kopelman, S. (2005). At a loss for words: Dominating the conversation and the outcome in negotiation as a function of intricate arguments and communication media. *Organizational Behavior and Human Decision Processes*, 98 (1), 28-38.

Rosette, A. & Thompson, L. (2005) The camouflage effect: Separating achieved status and unearned privilege in organizations. In Mannix, E & Neale, M (eds.). *Research on managing groups and teams: Status and groups*, Volume 7, 259-281.

Kray, L. & Thompson, L. (2005). Gender Stereotypes and Negotiation Performance: An Examination of Theory and Research. In B. Staw and R. Kramer (Eds). *Research on Organizational Behavior*, 26, 103-182.

Loyd, D.L., Kern, M.C., and Thompson, L. (2005). Classroom research: Bridging the ivory divide. *Academy of Management Journal: Learning and Education*. 4 (1), 8-21.

Thompson, L. (2005) The Mind and Heart of the Negotiator. 3rd edition. Upper Saddle River, NJ: Pearson Prentice Hall.

- translated into Korean, Hanul Publishing Company: Seoul (2006)

### 2004:

Anderson, C. & Thompson, L. (2004). Affect from the top down: How powerful individuals' positive affect shapes negotiations. *Organizational Behavior & Human Decision Processes*, 95 (2), 125-139.

White, J.B., Tynan, R.O., Galinsky, A., & Thompson, L. (2004). Face threat sensitivity in negotiations: Roadblock to agreement and joint gain. *Organizational Behavior and Human Decision Processes*, 94, 102-124. Thompson, L. & Rosette, A. (2004). Leading by analogy. In S. Chowdhury (Ed.). *Next generation business handbook: New strategies from tomorrow's thought leaders*. Chapter 5. Wiley: New Jersey.

Thompson, L. & Leonardelli, G. (2004) The big bang: The evolution of negotiation research. *Academy of Management: Executive*, 18 (3), 113-117.

Thompson, L., Neale, M. & Sinaceur, M. (2004). The evolution of cognition and biases in negotiation research: An examination of cognition, social perception, motivation, and emotion.

## Leigh Thompson Curriculum Vitae

(Chapter 1) In M. Gelfand & J. Brett (Eds.), *The handbook of negotiation and culture*. Palo Alto, CA: Stanford University Press.

Thompson, L. & Leonardelli, G. (2004). Why negotiation is the most popular business school course. *Ivey Business Journal*, July/August 2004.

Kray, L., Reb, J., Galinsky, A. & Thompson, L. (2004). Stereotype reactance at the bargaining table: The effect of stereotype activation and power on claiming and creating value. *Personality and Social Psychology Bulletin*, 30 (4), 399-411.

Thompson, L., (2004). Making the team: A guide for managers, 2nd edition. Upper Saddle River, NJ. Prentice Hall.

- translated into Korean, Hanul Publishing Company: Seoul (2004)
- translated into Russian, PiterBook JS CO. LTD., St. Petersburg

### **2003:**

Thompson, L., & Loewenstein, J. (2003). Mental models of negotiations; Descriptive, prescriptive and paradigmatic implications. In M.A. Hogg and J. Cooper (Eds.) *Sage Handbook of Social Psychology*. London: Sage, Ch. 23, 494-511.

VanBoven, L. & Thompson, L. (2003). A look into the mind of the negotiator: Mental Models of Negotiation. *Group Processes and Intergroup Relations*, 6 (4).

Nadler, J., Thompson, L. & van Boven, L. (2003). Learning negotiation skills: Four models of knowledge creation and transfer. *Management Science*, 49 (4), 529-540.

Gentner, D., Loewenstein, J. & Thompson, L. (2003). Learning and transfer: A general role for analogical encoding. *Journal of Educational Psychology*, 95 (2), 393-408.

Loewenstein, J., Thompson, L., & Gentner, D. (2003). Analogical learning in negotiation teams: Comparing cases promotes learning and transfer. *Academy of Management Learning and Education*, 2 (2), 119-127.

Thompson, L., Kern, M., & Loyd, D.L. (2003). Research methods of micro organizational behavior. In C. Sansone, C. Morf, and A. Panter (Eds.), *Handbook of Methods in Social Psychology*. Thousand Oaks, CA: Sage, Ch. 21, 457-470.

McGinn, K. L., Thompson, L. & Bazerman, M.(2003). Dyadic processes of disclosure and reciprocity in bargaining with communication. *Journal of Behavioral Decision Making*, 16, 17-34.

Thompson, L. (2003). Improving the creativity of organizational work groups. *Academy of Management Executive*, 17 (1), 96-109.

## Leigh Thompson Curriculum Vitae

Thompson, L. (2003). *The social psychology of organizational behavior: Key readings*. Edited volume. Philadelphia: Psychology Press.

### 2002:

Kray, L.J., Galinsky, A. & Thompson, L. (2002). Reversing the gender gap in negotiations: An exploration of stereotype regeneration. *Organizational Behavior and Human Decision Processes*, 87 (2), 386-409.

Wade-Benzoni, K., Hoffman, A. J., Thompson, L., Moore, D., Gillespie, J. and Bazerman, M. (2002). Contextualizing ideologically-based negotiations: Uncovering barriers to wise resolution. *Academy of Management Review*, vol 27(1), 41-57.

Valley, K., Thompson, L., Gibbons, R. & Bazerman, M. (2002). How communication improves efficiency in bargaining games. *Games and Economic Behavior*, vol 38(1), 127-155. [↗](#)

Thompson, L., & Nadler, J. (2002). Negotiating via information technology: Theory and application. *Journal of Social Issues*, 58, (1), 109-124.

Morris, M., Nadler, J., Kurtzberg, T. & Thompson, L. (2002). Schmooze or lose: social friction and lubrication in e-mail negotiations. *Group Dynamics*, vol 6(1), 89-100.

### 2001:

Lind, A.E., Kray, L., and Thompson, L. (2001). Primacy effects in justice judgments: Testing predictions from fairness heuristic theory. *Organization Behavior & Human Decision Processes*, 85 (2), 189-210.

Kray, L., Thompson, L., and Galinsky, A. (2001). Battle of the sexes: Gender stereotype confirmation and reactance in negotiations. *Journal of Personality and Social Psychology*, 80 (6), 942-958.

Brodts, S. & Thompson, L. (2001). Negotiating Teams: A levels of analysis approach. *Group Dynamics*, 5 (3), 208-219.

Thompson, L. (2001) The Mind and Heart of the Negotiator. 2nd edition. Upper Saddle River, NJ: Prentice Hall.

Thompson, L., Medvec, V.H., Siedens, V. & Kopelman, S. (2001). Poker face, smiley face, and rant and rave: Myths and realities about emotion in negotiation. In M. Hogg & S. Tindale (Eds.) *Blackwell Handbook in social psychology*, Vol. 3: Group Processes, Ch. 6., 139-163.

Thompson, L., Aranda, E., & Robbins, S.P. (2001). Tools for Teams. University of Phoenix, Pearson Custom Publishing.

## Leigh Thompson Curriculum Vitae

### 2000:

Loewenstein, J. & Thompson, L. (2000). The challenge of learning. *Negotiation Journal*, October, 399-408.

Rosette, A.S., Kopelman, S. & Thompson, L.L. (2000). High-performance contract negotiation skills. *Product Management Today*, 11 (7), 38-41.

Thompson, L., Loewenstein, J. and Gentner, D. (2000). Avoiding missed opportunities in managerial life: Analogical training more powerful than individual case training. *Organization Behavior and Human Decision Processes*, 82 (1), 60-75.

- also reprinted in: Bazerman, M.H. (2004) Negotiation, decision making, and conflict management.

Peterson, Erika, Mitchell, T., Thompson, L. and Burr, R. (2000). Collective efficacy and aspects of shared mental models as predictors of performance over time in work groups. *Group Processes and Intergroup Relations*, 3 (3), 296-316.

Thompson, L. & Nadler, J. (2000). Judgmental biases in conflict resolution and how to overcome them. In M. Deutsch & P. Coleman, (Eds.) *Handbook of constructive conflict resolution: theory and practice*, Ch. 10, 213-235.

Thompson, L. & Fox, C. (2000). Negotiation within and between groups in organizations: Levels of analysis. In M. Turner (Ed.), *Groups at work: Advances in theory and research*. Hillsdale, NJ: Lawrence Erlbaum, Ch. 8, 221-266.

Thompson, L. (2000). *Making the Team: A Guide for Managers*. Upper Saddle River, NJ: Prentice Hall.

Thompson, L. & Kim, P. (2000). How the quality of third parties' settlement solutions are affected by the relationship between negotiators. *Journal of Experimental Psychology: Applied*, 6 (1), 1-16

### 1999:

Murnighan, K., Babcock, L., Thompson, L. & Pillutla, M. (1999). The information dilemma in negotiations: Effects of experience, incentives, and integrative potential. *International Journal of Conflict Management*, 10 (4), 313-339.

Loewenstein, J., Thompson, L. & Gentner, D. (1999). Analogical encoding facilitates knowledge transfer in negotiation. *Psychonomic Bulletin & Review*, 6 (4), 586-597.

Thompson, L. & Fine, G. (1999). Socially shared cognition, affect and behavior: A review and integration. *Personality and Social Psychology Review*, 3 (4), 278-302.

## Leigh Thompson Curriculum Vitae

Gillespie, J.J., Thompson, L., Loewenstein, J., & Gentner, D. (1999). Lessons from analogical reasoning in the teaching of negotiation. *Negotiation Journal*, October, 363-371.

Moore, D., Kurtzberg, T., Thompson, L. & Morris, M. (1999). Long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations. *Organization Behavior & Human Decision Processes*, 77 (1), 22-43.

Hoffman, A.J., Gillespie, J., Moore, D., Wade-Benzoni, K.A., Thompson, L., Bazerman, M.H. (1999). Introduction: A mixed-motive perspective on the economic environment debate. *American Behavioral Scientist*, 42 (8).

Thompson, L., Nadler, J. & Kim, P. (1999). Some like it hot: The case for the emotional negotiator. In L. Thompson, J. Levine & D. Messick (eds.). *Shared cognition in organizations: The management of knowledge*. Hillsdale, NJ: Lawrence Erlbaum. Ch. 7 (139-161).

Thompson, L., Levine, J., & Messick, D. (1999). *Shared Cognition in Organizations: The Management of Knowledge*. Hillsdale, NJ: Lawrence Erlbaum.

### 1998:

Lind, A., Kray, L. & Thompson, L. (1998). The social construction of injustice: Fairness judgments in response to own and others' unfair treatment by authorities. *Organization Behavior & Human Decision Processes*, 75, (1), 1-22.

Thompson, L., Kray, L. & Lind, A. (1998). Cohesion and respect: An examination of group decision making in social and escalation dilemmas. *Journal of Experimental Social Psychology*, 34, 289-311.

Thompson, L. (1998). A new look at social cognition in groups. *Basic & Applied Social Psychology*, 20, (1), 3-5.

Thompson, L. & DeHarpport, T. (1998). Relationships, goal incompatibility, and communal orientation relationships in negotiations. *Basic & Applied Social Psychology*, 20, (1), 33-44.

Bazerman, M., Gibbons, R., Thompson, L. & Valley, K. (1998). Can negotiators outperform game theory? In J. Halpern & R. Stern (Eds.), *Debating Rationality: Nonrational aspects of organizational decision-making*. Ithaca, New York: ILR press, Ch. 4 (78-98).

Thompson, L. (1998). *The Mind and Heart of the Negotiator*. Upper Saddle River, NJ: Prentice Hall.

### 1997:

Peterson, E. & Thompson, L. (1997). Negotiation teamwork: The impact of information distribution and accountability for performance depends on the relationship among team members. *Organization Behavior & Human Decision Processes*, 72, (3), 364-383.

## Leigh Thompson Curriculum Vitae

Mitchell, T., Thompson, L. Peterson, E. & Cronk, R. (1997) Temporal Adjustments in the evaluation of events: The "Rosy View". *Journal of Experimental Social Psychology*, 33, 421-448.

Thompson, L. & Gonzalez, R. (1997). Environmental disputes: Competition for scarce resources and clashing of values. In M. Bazerman, D. Messick, A. Tenbrunsel, & K. Wade-Benzoni (Eds. ). *Environment, ethics and behavior: The psychology of environmental evaluation and degradation*. San Francisco: New Lexington books.

### 1996:

Thompson, L. & Hrebec, D. (1996). Lose-lose agreements in interdependent decision making. *Psychological Bulletin*, 120, (3), 396-409.

Thompson, L., Peterson, E. & Brodt, S. (1996). Team negotiation: An examination of integrative and distributive bargaining. *Journal of Personality & Social Psychology*, 70, (1), pp, 66-78.

Levine, J. & Thompson, L. (1996). Conflict in groups. In E.T. Higgins & A. Kruglanski (Eds.), *Social psychology: Handbook of basic principles*. Ch. 24 (745-776) New York: Guilford.

Gibson, K., Thompson, L. & Bazerman, M. (1996). Shortcomings of neutrality in mediation: Solutions based on rationality. *Negotiation Journal*, January, 69-79.

### 1995:

Thompson, L. (1995). They saw a negotiation: Partisan and non-partisan perspectives. *Journal of Personality & Social Psychology*, 68, 839-853.

Thompson, L., Valley, K. & Kramer, R. (1995). The bittersweet feeling of success: An examination of social perception in negotiation. *Journal of Experimental Social Psychology*, 31, 467-492.

Palmer, L. & Thompson, L. (1995). Negotiation in triads: Communication constraints and tradeoff structure. *Journal of Experimental Psychology: Applied*, 1 (2) 83-94.

Thompson, L., Peterson, E., & Kray, L. (1995). Social context in negotiation: An information processing perspective. In R. Kramer & D. Messick (eds.), *Negotiation as a social process*. Ch. 1 (5-36) New York: Russell Sage.

Thompson, L. (1995). The impact of minimum goals and aspirations on judgments of success in negotiations. *Group Decision & Negotiation*, 4, 513-524.

### 1994:

Thompson, L. & DeHarpport, T. (1994). Social judgment, feedback, and interpersonal learning in negotiation. *Organization Behavior & Human Decision Processes*, 58, 327-345.

## Leigh Thompson Curriculum Vitae

Gibson, K., Thompson, L. & Bazerman, M. (1994). Biases and rationality in the mediation process. In L. Heath, F. Bryant, J. Edwards, E. Henderson, J. Myers, E. Posavac, Y. Suarez-Balcazar, and R. Tindale (Eds.), *Application of heuristics and biases to social issues*. Vol. 3., Ch. 9 (163-183), New York: Plenum.

Mitchell, T. & Thompson, L. (1994). A theory of temporal adjustments of the evaluation of events: Rosy Prospection & Rosy Retrospection. In C. Stubbart, J. Porac, & J. Meindl (Eds.), *Advances in managerial cognition and organizational information-processing*, Vol. 5, (85-114) Greenwich, CT.: JAI press.

### **1993:**

Thompson, L. (1993). The impact of negotiation on intergroup relations. *Journal of Experimental Social Psychology*, 29, 304-325.

### **1992:**

Thompson, L. & Loewenstein, G. (1992). Egocentric interpretations of fairness and negotiation. *Organization Behavior and Human Decision Processes*, 51, 176-197.

Thompson, L. (1992). A method for examining learning in negotiation. *Group Decision & Negotiation*, 1, 71-4.

### **1991:**

Thompson, L. (1991). Information exchange in negotiation. *Journal of Experimental Social Psychology*, 27, 61-179.

### **1990:**

Thompson, L. (1990). Negotiation behavior and outcomes: Empirical evidence and theoretical issues. *Psychological Bulletin*, 108, 515-532.

Thompson, L. (1990). An examination of naive and experienced negotiators. *Journal of Personality & Social Psychology*, 59, 82-90.

Thompson, L. (1990). The influence of experience on negotiation performance. *Journal of Experimental Social Psychology*, 26, 528-544.

Thompson, L. & Crocker, J. (1990). Downward social comparison in the minimal intergroup situation: A test of a self-enhancement interpretation. *Journal of Applied Social Psychology*, 20, 1166-1184.

Thompson, L. & Hastie, R. (1990). Social perception in negotiation. *Organizational Behavior & Human Decision Processes*, 47, 98-123.

## Leigh Thompson Curriculum Vitae

Thompson, L. & Hastie, R. (1990). Judgment tasks and biases in negotiation. In B.H. Sheppard, M.H. Bazerman & R.J. Lewicki, (Eds.), *Research in negotiation in organizations*, Volume 2, (31-54) JAI.

Weingart, L., Thompson, L., Bazerman, M. & Carroll, J. (1990). Tactical behavior and negotiation outcomes. *International Journal of Conflict Management*, 1, 7-32.

Bazerman, M., Mannix, E., Sondak, H. & Thompson, L. (1990).\*\* Negotiation behavior and decision processes in dyads, groups, and markets. In J.S. Carroll (Ed.), *Applied social psychology and organizational settings*, Ch. 2 (13-44) Beverly Hills, CA: Sage.

### 1989:

Loewenstein, G., Thompson, L. & Bazerman, M. (1989). Social utility and decision making in interpersonal contexts. *Journal of Personality & Social Psychology*, 57, 426-441.

Mannix, E., Thompson, L., & Bazerman, M. (1989). Negotiation in small groups. *Journal of Applied Psychology*, 74, 508-517.

### 1988:

Thompson, L., Mannix, E. & Bazerman, M. (1988). Group negotiation: Effects of decision rule, agenda, and aspiration. *Journal of Personality & Social Psychology*, 54, 86-95.

Bazerman, M., Mannix, E. & Thompson, L. (1988).\*\* Groups as mixed motive negotiations. In E.J. Lawler & B. Markovsky (Eds.). *Advances in group processes: Theory & research*, 5, (195-216) JAI.

### 1987:

Crocker, J., Thompson, L., McGraw, K. & Ingerman, C. (1987). Downward comparison, prejudice, and evaluations of others: Effects of self-esteem and threat. *Journal of Personality & Social Psychology*, 52, 907-916.

\*\* Authorship credit equally shared; authorship order is alphabetical.

## Invited Talks and Addresses:

### 2011:

International Association of Conflict Management, Istanbul (June, with Professor Sujin Lee)

### 2010:

Research on Managing Groups and Teams: Negotiation in groups, Stanford Business School,

## Leigh Thompson Curriculum Vitae

Stanford University (May)

16th Annual Social Psychologists of Chicago conference (April 10, with Dr. Taya Cohen)

### **2009:**

Ratcliffe Annual Science Symposium: Improving decision making: Interdisciplinary lessons from the natural sciences (April)

### **2008:**

Complexity in Action Conference (Northwestern University)

### **2006:**

Harvard University

### **2004:**

Harvard University

### **2002:**

Harvard Business School

Microsoft Corporation

Research@Kellogg

### **2001:**

MIT, Sloan School of Management

University of California, Irvine, Management School

### **2000:**

Midwest Academy of Management, keynote address, Chicago

Northwestern University, DRRC - E-negotiations conference

Harvard University, Hewlett conference

Duke University, Fuqua School of Business

Northwestern University, Alumni Association

Northwestern University, Women's Board

### **1999:**

Harvard University, Business School

Yale University, Management

DRRC, Winter Dinner Colloquium (w/ Steve Goldberg & Ken Kaye)

Northwestern University, Management & Policy Domain Dinner

Dispute Resolution Research Center, Evening seminar

Academy of Management, Chicago (invited symposium)

Dispute Resolution Research Center, Annual Board Meeting

Women in Science and Engineering, Northwestern University

Western Academy of Management, invited address

## **Leigh Thompson Curriculum Vitae**

### **1998:**

Indiana University, Psychology  
Pennsylvania State College, Altoona  
Carnegie-Mellon University, Learning and transfer in organizations  
New Directions in Decision-Making [2]  
University of Chicago, Graduate School of Business  
Psychology Graduate Seminar, Northwestern University  
Northwestern Alumni Association, Seminar Day  
Cognitive Psychology Course, Northwestern University

### **1997:**

Kellogg Alumni Association  
Council of 100, Northwestern University  
Midwestern Psychological Association, invited symposia  
American Corporate Counsel Association  
Sidley & Austin  
Society of Industrial & Organizational Psychologists  
Association of Northwestern University Women  
Widening Our World program, Kellogg School

### **1996:**

Northwestern University, Shared Cognition in Organizations conference  
Academy of Management, Doctoral consortium, Conflict Management division  
University of Massachusetts, Psychology of Adversity conference  
University of Pittsburgh, Psychology  
American Psychological Society, invited symposium  
Northwestern University, featured faculty speaker, Kellogg alumni

### **1995:**

Northwestern Univ., Environmental & Ethical Decision Making conference  
University of California Berkeley, Cognitive Psychology  
University of California, Berkeley, Organization Behavior, Haas School of Business  
Stanford University, Management & Organization Behavior Department  
Northwestern University, Organization Behavior, Kellogg School  
University of California Berkeley, Social Psychology  
Stanford University, Department of Psychology  
Center for Advanced Study in the Behavioral Sciences

### **1994:**

Northwestern University, Dispute Resolution Research Center  
Stanford Business School, Economics Department  
Stanford Business school, Social Context in Negotiations conference  
Attorney General of Washington, Paralegal Education seminar, Seattle  
University of Washington, AIDS Education and Training Center, Health Education

## **Leigh Thompson Curriculum Vitae**

### **1993:**

Cornell University, Nonrationality in Organizations conference  
Academy of Management (symposium), Atlanta [2]  
Association for Consumer Research, Nashville  
Washington State Trial Lawyers Association, Seattle

### **1992:**

University of California, Berkeley, Department of Psychology  
Northwestern University, Department of Psychology  
Northwestern University, Dispute Resolution Research Center  
Northwestern University, Kellogg School  
University of Arizona, Department of Management

### **1991:**

Academy of Management, Miami  
Northwestern University, Kellogg School  
Guardian Ad Litem annual conference, Seattle

### **1990:**

Society for Judgment and Decision Making, New Orleans  
Columbia University, Department of Psychology  
Princeton University, Department of Psychology  
Yale University, Department of Psychology  
Rutgers University, Department of Psychology  
Center for Advanced Study in the Behavioral Sciences  
Guardian Ad Litem annual conference, Seattle

### **1989:**

American Psychological Association, New Orleans  
Northwestern University, Research on Negotiations in Organizations (discussant)

### **1988:**

Nagshead Conference Center, Judgment and Decision  
Negotiating in Organizations conference, Deer Creek, Ohio

## **Conference Presentations:**

### **2010:**

Academy of Management, Montreal, Canada  
IACM (International Association of Conflict Management), Boston

### **2006:**

Academy of Management, Atlanta

## **Leigh Thompson Curriculum Vitae**

### **2005:**

Academy of Management (3)  
KTAG conference on conflict (2)

### **2004:**

Cognitive Science Conference  
Academy of Management [3]  
Frontiers of Negotiation conference, Kellogg School

### **2003:**

Academy of Management meetings: Seattle (August) [4]  
KTAG conference on creativity and innovation: Evanston (June) [2]  
Stanford-Cornell Groups and Teams Conference: Ithaca (May)  
International Association of Conflict Management: Australia (June)

### **2002:**

Academy of Management [3]

### **2001:**

International Association of Conflict Management [2]  
Academy of Management  
Administrative Sciences Association of Canada  
Western Psychological Association [2]

### **2000:**

Academy of Management, Toronto

### **1999:**

Academy of Management, Chicago [2]  
International Association of Conflict Management [2]

### **1998:**

Academy of Management, San Diego

### **1997:**

Society of Experimental Social Psychologists, Toronto  
Academy of Management, Boston

### **1996:**

Academy of Management, Cincinnati, Ohio [2]

### **1995:**

Academy of Management, symposium, Vancouver, B.C.

## Leigh Thompson Curriculum Vitae

International Association of Conflict Management, Denmark  
Social Justice conference, Reno

### **1994:**

Experimental Economics, Tucson  
Society of Experimental Social Psychologists, Lake Tahoe  
Behavioral Decision Research in Management, MIT, Boston  
Academy of Management, Dallas [2]  
International Association of Conflict Management, Eugene [3]

### **1993:**

Judgment and Decision Making Society, Chicago  
International Association of Conflict Management, Belgium

### **1992:**

Academy of Management, Las Vegas  
Midwestern Psychological Association, Chicago  
Society of Organizational Behavior, Tucson

### **1991:**

Academy of Management, Miami  
Academy of Management, Miami (symposium)  
Midwestern Psychological Association, Chicago [2]

### **1990:**

Academy of Management, San Francisco  
International Association of Conflict Management, Vancouver, B.C.  
Midwestern Psychological Association, Chicago

### **1989:**

SPUDM conference, USSR  
Academy of Management, Washington, D.C.

### **1988:**

Academy of Management, Anaheim, California [2]  
TIMS/ORSA meetings, Washington, DC.

### **1987:**

Academy of Management, New Orleans [2]  
Midwestern Psychological Association, Chicago

### **1986:**

American Psychological Association, Washington, D.C.  
Midwestern Psychological Association, Chicago

## **Leigh Thompson Curriculum Vitae**

**1985:**

American Psychological Association, Los Angeles

**1984:**

American Psychological Association, Toronto

Western Psychological Association, Los Angeles