

# Don A. Moore

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## ACADEMIC POSITIONS

<b>UNIVERSITY OF CALIFORNIA AT BERKELEY</b> , Haas School of Business	2010-present
Lorraine Tyson Mitchell Chair of Leadership and Communication I	2014-present
<b>CARNEGIE MELLON UNIVERSITY</b> , Tepper School of Business	2000-2010

## JOURNAL PUBLICATIONS (in reverse chronological order)

1. Soll, J. B., Palley, A. B., Klayman, J., & Moore, D. A. (in press). Overconfidence in probability distributions: People know they don't know but they don't know what to do about it. *Management Science*.  
Data, code, materials, and preregistrations: <https://osf.io/dt7cq/>
  2. Moore, D. A. (in press). Overprecision is a property of thinking systems. *Psychological Review*.  
Data, code, materials, and preregistrations: <https://osf.io/fcrj7/>
  3. Kotak, A. & Moore, D. A. (2022). Election polls are 95% confident but only 60% accurate. *Behavioral Science and Policy*, 8(2), 1-12.  
Data, code, materials, and preregistrations: <https://osf.io/65za7/>
  4. Moore, D. A., & Bazerman, M. H. (2022). Leadership and overconfidence. *Behavioral Science and Policy*, 8(2), 59-69.
  5. Dev, A., Johnson, S., Moore, D. A., & Garrett, K. T. (2022). Sadder ≠ wiser: Depressive realism is not robust to replication. *Collabra:Psychology*, 8(1), 38529.  
Data, code, materials, and preregistrations: <https://osf.io/67agr/>
  6. Moore, D. A., Thau, S., Zhong, C., & Gino, F. (2022). Open science at OBHDP. *Organizational Behavior and Human Decision Processes*, 168, 104111.
  7. Laitin, D. D., Miguel, E., Alrababa'h, A., Bogdanoski, A., Grant, S., Hoerberling, K., Mo, C., Moore, D. A., Vazire, S., Weinstein, J., & Williamson, S. (2021). Unlocking the file drawer: A RARE framework to normalize complete reporting. *Proceedings of the National Academy of Sciences*, 118(52), e2106178118.
  8. O'Donnell, M., Dev, A. S., Antonoplis, S., Baum, S. M., Benedetti, A. H., Brown, N. D., Carrillo, B., Choi, A., Connor, P., Donnelly, K., Ellwood-Lowe, M. E., Foushee, R., Jansen, R., Jarvis, S. N., Lundell-Creagh, R., Ocampo, J. M., Okafor, G. N., Azad, Z. R., Rosenblum, M., Schatz, D., Stein, D. H., Wang, Y., Moore, D. A., & Nelson, L. D. (2021). Empirical audit and review and an assessment of evidentiary value in research on the psychological consequences of scarcity. *Proceedings of the National Academy of Sciences*, 118(44), e2103313118.  
Data, code, materials, preregistrations, and supplements aplenty: <https://osf.io/a2e96/>
- O'Donnell, M., Nelson, L. D., & Moore, D. A. (2023). Reply to Shah *et al.* and Lynch *et al.*: In defense of replication. *Proceedings of the National Academy of Sciences*, 120(26), e2304251120.

9. Ryan, W. H., Evers, E. R. K., & Moore, D. A. (2021). Poisson regressions: A little fishy. *Collabra: Psychology*, 7(1): 27242.  
Data, code, materials, and preregistrations: <https://osf.io/kcgjb/>
10. Cheng, J. T., Anderson, C., Tenney, E. R., Brion, S., Moore, D. A., & Logg, J. M. (2021). The social transmission of overconfidence. *Journal of Experimental Psychology: General*, 150(1), 157-186.  
Data: <https://figshare.com/s/deb2b9b10df4ba1fc6a8>
11. Ebersole, C. R., et al. (2020). Many labs 5: Testing pre-data collection peer review as an intervention to increase replicability. *Advances in Methods and Practices in Psychological Science*, 3(3), 309-331.  
Data, materials, and preregistrations: <https://osf.io/h5a9y/>
12. Mathur, M. B. et al. (2020). Many labs 5: Registered multisite replication of the tempting-fate effects in Risen and Gilovich (2008). *Advances in Methods and Practices in Psychological Science*, 3(3), 394-404.  
Data, materials, and preregistrations: <https://osf.io/h5a9y/>
13. Moore, D. A., & Schatz, D. (2020). Overprecision increases subsequent surprise. *PLoS One*, 15(7): e0227084.  
Data, materials, and preregistrations: <http://osf.io/j5vpe/>
14. Christensen, G., Dafoe, A., Miguel, E., Moore, D. A., & Rose., A. K. (2019). A study of the impact of data sharing on article citations using journal policies as a natural experiment. *PLoS One*, 14(12): e0225883. <https://doi.org/10.1371/journal.pone.0225883>  
Data, materials, and preregistrations: <https://osf.io/pxdch/>
15. Logg, J. M., Minson, J. A., & Moore, D. A. (2019). Algorithm appreciation: People prefer algorithmic to human judgment. *Organizational Behavior and Human Decision Processes*, 151, 90-103.  
Data, materials, and preregistrations: <https://osf.io/b4mk5/>
16. Tenney, E. R., Meikle, N. L., Hunsaker, D., Moore, D. A., & Anderson, C. (2019). Is overconfidence a social liability? The effect of verbal versus nonverbal expressions of confidence. *Journal of Personality and Social Psychology*, 116(3), 396-415.  
Data, materials, and preregistrations: <https://osf.io/px2uj/>
17. Moore, D. A., Dev, A. S., & Goncharova, E. Y. (2018). Overconfidence across cultures. *Collabra: Psychology*, 4(1), 36. DOI: <http://doi.org/10.1525/collabra.153>  
Data, materials, and preregistrations: <https://osf.io/nu6jt/>
18. Logg, J. M., Haran, U., & Moore, D. A. (2018). Is overconfidence a motivated bias? Experimental evidence. *Journal of Experimental Psychology: General*, 147(10), 1445-1465.  
Data, materials, and preregistrations: <https://osf.io/qayhz/>
19. Perfecto, H., Nelson, L. D., & Moore, D. A. (2018). The category size bias: A mere misunderstanding. *Judgment and Decision Making*, 13(2), 170-184.  
Data, materials, and preregistrations: <https://osf.io/wq5n7/>

20. Benjamin, D. J., et al. (2018). Redefine statistical significance. *Nature Human Behaviour*, 2, 6-10.
21. Moore, D. A., Swift, S. A., Minster, A., Mellers, B. A., Ungar, L., Tetlock, P. E., Yang, H., & Tenney, E. R. (2017). Confidence calibration in a multi-year geopolitical forecasting competition. *Management Science*, 63(11), 3552-3565.  
Supplementary materials: <https://osf.io/ecmk6/>
22. Rogers, T., Norton, M. I., & Moore, D. A. (2017). The belief in a favorable future. *Psychological Science*, 28(9), 1290-1301.  
Data, materials, and preregistrations: <https://osf.io/w38qr/>
23. [Moore, D. A. & Schatz, D. \(2017\). The three faces of overconfidence. \*Social Psychology and Personality Compass\*, 11\(8\), e12331. <https://doi.org/10.1111/spc3.12331>](#)
24. Prims, J. P. & Moore, D. A. (2017). Overconfidence over the lifespan. *Judgment and Decision Making*, 12(1), 29-41.  
Data, materials, and preregistrations: <https://osf.io/nmrp5/>
25. Moore, D. A. (2016). Pre-register if you want to. *American Psychologist*, 71(3), 238-239.
26. Moore, D. A., Carter, A., & Yang, H. H. J. (2015). Wide of the mark: Evidence on the underlying causes of overprecision in judgment. *Organizational Behavior and Human Decision Processes*, 131, 110-120.  
Data and materials, including unpublished studies: <http://learnmoore.org/BDE/>
27. Van Zant, A. B. & Moore, D. A. (2015). Leaders' use of moral justifications increases policy support. *Psychological Science*, 26(6), 934-943.  
Data and materials: <https://osf.io/c2gaf/> Preregistrations: <https://osf.io/wptk5/>
28. Benoît, J.P., Dubra, J., & Moore, D. A. (2015). Does the better-than-average effect show that people are overconfident? Two experiments. *Journal of the European Economic Association*, 13(2), 293-329.  
Data and materials: <http://learnmoore.org/mooredata/OJD/>
29. Tenney, E. R., Logg, J. M., & Moore, D. A. (2015). (Too) optimistic about optimism: The belief that optimism improves performance. *Journal of Personality and Social Psychology*, 108(3), 377-399.  
Data and materials: <http://dx.doi.org/10.1037/pspa0000018.supp>
30. Cain, D. M., Moore, D. A., & Haran, U. (2015). Making sense of overconfidence in market entry. *Strategic Management Journal*, 36(1), 1-18.  
Data and materials: <http://learnmoore.org/mooredata/SME/>
31. Hildreth, J. A. D., Moore, D. A., & Blader, S. L. (2014). Revisiting the instrumentality of voice: Having voice in the process makes people think they will get what they want. *Social Justice Research*, 27, 209-230.

32. Mellers, B., Ungar, L., Baron, J., Ramos, J., Gurcay, B., Fincher, K., Scott, S. E., Moore, D. A., Atanasov, P., Swift, S. A., Murray, T., Stone, E., & Tetlock, P. E. (2014). Psychological strategies for winning geopolitical forecasting tournaments. *Psychological Science*, *24*(5), 1106-1115.  
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33. Kennedy, J. A., Anderson, C. A., & Moore, D. A. (2013). When overconfidence is revealed to others: Testing the status-enhancement theory of overconfidence. *Organizational Behavior and Human Decision Processes*, *122*, 266-279.  
Data: <http://learnmoore.org/mooredata/SAB/>
34. Swift, S. A., Moore, D. A., Sharek, Z., & Gino, F. (2013). Inflated applicants: Attribution errors in performance evaluation by professionals. *PLoS ONE*, *8*(7): e69258.  
doi:10.1371/journal.pone.0069258  
[Data, materials, custodial audit, and erratum](#)
35. Mannes, A. E. & Moore, D. A. (2013). A behavioral demonstration of overconfidence in judgment. *Psychological Science*, *24*(7), 1190-1197.  
Data and materials, including unpublished studies: <http://learnmoore.org/mooredata/EJM/>
36. Radzevick, J. R. & Moore, D. A. (2013). Just how comparative are comparative judgments? *Organizational Behavior and Human Decision Processes*, *122*, 80-91.
37. Sah, S., Moore, D. A., & MacCoun, R. (2013). Cheap talk and credibility: The consequences of confidence and accuracy on advisor credibility and persuasiveness. *Organizational Behavior and Human Decision Processes*, *121*, 246-255.  
-This paper won a Best Paper Award from the Managerial and Organizational Cognition division of the Academy of Management, 2011.
38. Moore, D. A., & Tenney, E. R. (2012). Why scientific advancement demands the move to open access publishing. *Psychological Inquiry*, *23*, 285-286.
39. Anderson, C., Brion, S., Moore, D. A., & Kennedy, J. A. (2012). A status-enhancement account of overconfidence. *Journal of Personality and Social Psychology*, *103*(4), 718-735.
40. Eisenberg, J. D., Harvey, H. B., Moore, D. A., Gazelle, G. S., & Pandharipande, P. V. (2012). Falling prey to the “sunk cost bias”: A potential harm of patient radiation dose histories. *Radiology*, *263*(3), 626-628.
41. Bazerman, M. H. & Moore, D. A. (2011). Is it time for auditor independence yet? *Accounting, Organizations, and Society*, *36*, 310-312.
42. Gino, F., Sharek, Z., Moore, D. A. (2011). Keeping the illusion of control under control: Ceilings, floors, and imperfect calibration. *Organizational Behavior and Human Decision Processes*, *114*, 104-114.  
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43. Radzevick, J. R., & Moore, D. A. (2011). Competing to be certain (but wrong): Market dynamics and excessive confidence in judgment. *Management Science*, *57*, 93-106.

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44. Haran, U., Moore, D. A., and Morewedge, C. (2010). A simple remedy for overprecision in judgment. *Judgment and Decision Making*, 5(7), 467-476.
45. Cain, D. M., Loewenstein, G., & Moore, D. A. (2010). When sunlight fails to disinfect: Understanding the perverse effects of disclosing conflicts of interest. *Journal of Consumer Research*, 37(5), 836-857.
46. Moore, D. A., Swift, S. A., Sharek, Z. S., & Gino, F. (2010). Correspondence bias in performance evaluation: Why grade inflation works. *Personality and Social Psychology Bulletin*, 36(6), 843-852.  
[Custodial audit, data, and analysis code](#)
47. Klein, W. M. P., Cerully, J. L., Monin, M. M., & Moore, D. A. (2010). Ability, chance, and ambiguity aversion: Revisiting the competence hypothesis. *Judgment and Decision Making*, 5(3), 192-199.
48. Moore, D. A., Tanlu, L., & Bazerman, M. H. (2010). Conflict of interest and the intrusion of bias. *Judgment and Decision Making*, 5(1), 37-53.
49. Moore, D. A., & Healy, P. J. (2008). The trouble with overconfidence. *Psychological Review*, 115(2), 502-517.  
Data and materials: <http://osf.io/6tecy>  
-A short version of this paper appeared in the *Academy of Management Best Papers Proceedings, 2007*.  
-This paper won the Weil Prize at Carnegie Mellon University.
50. Radzevick, J. R., & Moore, D. A. (2008). Myopic biases in competitions. *Organizational Behavior and Human Decision Processes*, 107(2), 206-218.
51. Moore, D. A. & Klein, W. M. P. (2008). The use of absolute and comparative performance feedback in absolute and comparative judgments and decisions. *Organizational Behavior and Human Decision Processes*, 107, 60-74.  
Data and materials: <http://learnmoore.org/mooredata/RWB>
52. Gino, F. & Moore, D. A. (2008). Using final deadlines strategically in negotiation. *Negotiation and Conflict Management Research*, 1(4), 371-388.
53. Gino, F. & Moore, D. A. (2008). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. *Negotiation and Conflict Management Research*, 1(1), 77-96.  
Data, materials, and audit: <https://osf.io/t2yvm/>
54. Moore, D. A. (2007). When good = better than average. *Judgment and Decision Making*, 2(5), 277-291.

55. Moore, D. A., Oesch, J. M., & Zietsma, C. (2007). What competition? Myopic self-focus in market entry decisions. *Organization Science*, 18(3), 440-454.
56. Moore, D. A., & Small, D. A. (2007). Error and bias in comparative judgment: On being both better and worse than we think we are. *Journal of Personality and Social Psychology*, 92(6), 972-989.  
Data and materials: <http://learnmoore.org/mooredata/MIO/>
57. Moore, D. A. & Cain, D. M. (2007). Overconfidence and underconfidence: When and why people underestimate (and overestimate) the competition. *Organizational Behavior and Human Decision Processes*, 103, 197-213.  
Data and materials: <http://learnmoore.org/mooredata/ENT/>
58. Gino, F., & Moore, D. A. (2007). Effects of task difficulty on use of advice. *Journal of Behavioral Decision Making*, 20(1), 21-35.  
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59. Moore, D. A. (2007). Not so above average after all: When people believe they are worse than average and its implications for theories of bias in social comparison. *Organizational Behavior and Human Decision Processes*, 102(1), 42-58.
60. Loewenstein, G., Moore, D. A., & Weber, R. (2006). Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others. *Experimental Economics*, 9(3), 281-295.  
-A short version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2003.
61. Moore, D. A., Tetlock, P. E., Tanlu, L., & Bazerman, M. H. (2006). Conflict of interest and the case of auditor independence: Moral seduction and strategic issue cycling. *Academy of Management Review*, 31(1), 10-29.  
-This paper was a runner-up for the Best Paper Award for papers published in the *Academy of Management Review* in 2006.  
-Reprinted in T. Clark & S. Avakian, (Eds.). (2009). *Management consulting*. Cheltenham, England: Edward Elgar.
62. Bazerman, M. H., Moore, D. A., Tetlock, P. E., & Tanlu, L. (2006). Reports of solving the conflicts of interest in auditing are highly exaggerated. *Academy of Management Review*, 31(1) 43-49.
63. Moore, D. A. (2005). Myopic biases in strategic social prediction: Why deadlines put everyone under more pressure than everyone else. *Personality and Social Psychology Bulletin*, 31(5), 668-679.
64. Cain, D. M., Loewenstein, G., & Moore, D. A. (2005). The dirt on coming clean: Perverse effects of disclosing conflicts of interest. *Journal of Legal Studies*, 34, 1-25.  
-Reprinted in Hooker, J. & Madsen, P. (Eds.). (2005). *International Corporate Responsibility*. Pittsburgh, PA: Carnegie Mellon University Press.  
-Reprinted again in Arlen, J. H., & Talley, E. L. (Eds.). (2008). *Experimental Law and Economics*. Chicago: University of Chicago Law School.

65. Moore, D. A. (2004). Myopic prediction, self-destructive secrecy, and the unexpected benefits of revealing final deadlines in negotiation. *Organizational Behavior and Human Decision Processes*, 94(2), 125-139.
66. Moore, D. A. & Loewenstein, G. (2004). Self-interest, automaticity, and the psychology of conflict of interest. *Social Justice Research*, 17(2), 189-202.
67. Loewenstein, G. & Moore, D. A. (2004). When ignorance is bliss: Information exchange and inefficiency in bargaining. *Journal of Legal Studies*, 33(1), 37-58.  
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-A short version of this paper was published in the *Academy of Management Best Papers Proceedings*, 2000.
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70. Wade-Benzoni, K. A., Hoffman, A., Thompson, L. L., Moore, D. A., Gillespie, J. J., & Bazerman, M. H. (2002). Barriers to resolution in ideologically-based negotiations: The role of values and institutions. *Academy of Management Review*, 27(1), 41-57.  
-This paper was a finalist for the Best Paper Award for papers published in the *Academy of Management Review* in 2002.
71. Wade-Benzoni, K. A., Okumura, T., Brett, J. M., Moore, D. A., Tenbrunsel, A. E., & Bazerman, M. H. (2002). Cognitions and behavior in asymmetric social dilemmas: A comparison of two cultures. *Journal of Applied Psychology*, 87(1), 87-95.
72. Bazerman, M. H., Curhan, J. R., Moore, D. A., & Valley, K. L. (2000). Negotiation. *Annual Review of Psychology*, 51, 279-314.
73. Bazerman, M. H., Moore, D. A., & Gillespie, J. J. (1999). The human mind as a barrier to wiser environmental agreements. *American Behavioral Scientist*, 42(8), 1277-1300.
74. Bazerman, M. H., Moore, D. A., Tenbrunsel, A. E., Wade-Benzoni, K. A., & Blount, S. (1999). Explaining how preferences change across joint versus separate evaluation. *Journal of Economic Behavior and Organization*, 39, 41-58.  
-Reprinted in Bazerman, M. H. (Ed.). (2005). *Negotiation, Decision Making, and Conflict Management* (Vol. 1). Cheltenham, England: Elgar.
75. Hoffman, A., Gillespie, J. J., Moore, D. A., Wade-Benzoni, K. A., Thompson, L., & Bazerman, M. H. (1999). A mixed-motive perspective on the economics versus environment debate. *American Behavioral Scientist*, 42(8), 1254-1276.
76. Moore, D. A. (1999). Order effects in preference judgments: Evidence for context-dependence in the generation of preferences. *Organizational Behavior and Human Decision Processes*, 78(2), 146-165.

77. Moore, D. A., Kurtzberg, T. R., Fox, C., & Bazerman, M. H. (1999). Positive illusions and biases of prediction in mutual fund investment decisions. *Organizational Behavior and Human Decision Processes*, 79(2), 95-114.  
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78. Moore, D. A., Kurtzberg, T. R., Thompson, L., & Morris, M. W. (1999). The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations. *Organizational Behavior and Human Decision Processes*, 77(1), 22-43.
79. Moore, D. A., & Murnighan, J. K. (1999). Alternative models of the future of negotiation research. *Negotiation Journal*, October, 341-347.
80. Messick, D. M., Moore, D. A., & Bazerman, M. H. (1997). Ultimatum bargaining with a group: Underestimating the importance of the decision rule. *Organizational Behavior and Human Decision Processes*, 69(2), 87-101.

#### **BOOKS**

81. Moore, D. A. & Bazerman, M. H. (2022). *Decision leadership*. Yale University Press.
82. Moore, D. A. (2020). *Perfectly confident: How to calibrate your decisions wisely*. Harper Collins.
83. Bazerman, M. H. & Moore, D. A. (2013). *Judgment in managerial decision making*. New York: Wiley.
84. Moore, D. A. (Editor). (2011). *Managerial decision making*. Camberly, England: Elgar.
85. Moore, D. A., Cain, D. M., Loewenstein, G., & Bazerman, M. H. (Editors). (2005). *Conflicts of interest*. New York: Cambridge University Press.

#### **CHAPTERS IN EDITED BOOKS**

86. Moore, D. A., & Dev, A. S. (2017). Individual differences in overconfidence. In V. Zeigler-Hill and T. K. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*. New York: Springer.  
Data and materials: <https://osf.io/hzk6q/>
87. Meikle, N. L., Tenney, E. R., & Moore, D. A. (2016). Overconfidence at work: Does overconfidence survive the checks and balances of organizational life? In A. Brief & B. Staw (Eds.), *Research on Organizational Behavior*, Vol. 36, p. 121-134.
88. Moore, D. A., Tenney, E. R., & Haran, U. (2015). Overprecision in judgment. In G. Wu and G. Keren (Eds.), *Handbook of Judgment and Decision Making* (p. 182-209). New York: Wiley.
89. Moore, D. A. (2013). Expectations. In M. Augier and D. J. Teece (Eds.), *Palgrave Encyclopedia of Strategic Management*.



90. Moore, D. A. & Tenney, E. R. (2012). Time pressure, performance, and productivity. In M. A. Neale and E. A. Mannix, (Eds.), *Research on Managing Groups and Teams* (p. 305-326). Bingley, UK: Emerald.
91. Swift, S. A., & Moore, D. A. (2012). Bluffing, agonism, and the role of overconfidence in negotiation. In G. Bolton & R. Croson (Eds.), *Oxford Handbook of Economic Conflict Resolution* (pp. 266-278). Oxford University Press.
92. Moore, D. A., & Swift, S. A. (2010). The three faces of overconfidence in organizations. In D. De Cremer, R. van Dick, & J. K. Murnighan (Eds.), *The Social Psychology of Organizations* (pp. 147-184). Oxford, England: Taylor & Francis.
93. Gino, F., Moore, D. A., & Bazerman, M. H. (2009). See no evil: When we overlook other people's unethical behavior. In M. H. Bazerman (Ed.), *Essays in honor of David M. Messick* (pp. 241-263).  
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94. Moore, D. A., & Flynn, F. J. (2008). The case for behavioral decision research in organizational behavior. In A. P. Brief & J. Walsh (Eds.), *Academy of Management Annals*, 2(1), 399-431. Mahwah, NJ: Erlbaum.
95. Moore, D. A., & Small, D. A. (2008). When it's rational for the majority to believe that they are better than average. In J. I. Krueger (Ed.), *Rationality and social responsibility: Essays in honor of Robyn M. Dawes*. Mahwah, NJ: Erlbaum.  
Data and materials: <http://learnmoore.org/mooredata/MPS/>
96. Moore, D. A. (2005). Conflicts of interest in accounting. In D. A. Moore, D. M. Cain, G. Loewenstein & M. H. Bazerman (Eds.), *Conflicts of Interest*. Cambridge: Cambridge University Press.
97. Cain, D., Loewenstein, G., & Moore, D. A. (2005). Coming clean but playing dirtier: Perverse consequences of disclosing conflicts of interest. In D. A. Moore, D. M. Cain, G. Loewenstein & M. H. Bazerman (Eds.), *Conflicts of Interest*. Cambridge: Cambridge University Press.
98. Moore, D. A. (2004). Prospect theory. In N. Nicholson, P. G. Audia, & M. M. Pillutla (Eds.). *Blackwell Encyclopedic Dictionary of Management: Organizational Behavior (2<sup>nd</sup> Edition)*. Oxford, England: Blackwell.
99. Bazerman, M. H., Curhan, J. R., & Moore, D. A. (2000). The death and rebirth of the social psychology of negotiations. In M. Clark & G. Fletcher (Eds.), *Blackwell handbook of social psychology: Interpersonal Processes* (pp. 196-228). Oxford, England: Blackwell.  
Reprinted in Bazerman, M. H. (Ed.). (2005). *Negotiation, Decision Making, and Conflict Management* (Vol. 1). Cheltenham, England: Elgar.
100. Kurtzberg, T. R., Moore, D. A., Valley, K., & Bazerman, M. H. (1999). Agents in negotiations: Towards testable propositions. In L. Susskind & R. Mnookin (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage.

## **MAGAZINES, NEWSPAPERS, AND BLOGS**

101. [Moore, D. A., & Bazerman, M. H. \(2022\). Confident leadership in uncertain times. \*Harvard Business Review\*.](#)
102. [Moore, D. A. \(2021\). Perfectly confident leadership. \*California Management Review\*, 63\(3\), 58–69. See \[accompanying video summary\]\(#\). This article was a finalist for the 2022 Best Article Award.](#)
103. [Moore, D. A. \(2020, November 18\). A germophobe’s guide to calculating Thanksgiving risk. \*San Francisco Chronicle\*.](#)
104. [Kotak, A., & Moore, D. A. \(2020, November 12\). Polls are overconfident, just like people. \*Quartz\*.](#)
105. [Moore, D. A. \(2020, March 26\). Trump’s optimism is deadly in a crisis. \*Los Angeles Times\*.](#)
106. [Moore, D. A. \(2019\). UC Berkeley must promote open access publishing of faculty research. \*The Daily Californian\*.](#)
107. [Logg, J. M., Minson, J. A., & Moore, D. A. \(2018\). Do people trust algorithms more than companies realize? \*Harvard Business Review\*.](#)
108. [Moore, D. A. \(2018\). Who are you trying to fool? \*Psychology Today\*.](#)
109. [Moore, D. A. \(2018\). Overconfidence. \*Psychology Today\*.](#)
110. [Moore, D. A. \(2017\). How to simultaneously improve the accuracy and reduce the cost of personnel selection. \*California Management Review\*, 60\(1\), 8-17. See \[accompanying video\]\(#\).](#)
111. [Moore, D. A. \(2017, February 17\). Donald Trump and the irresistibility of overconfidence. \*Forbes\*.](#)
112. [Malhotra, D. & Moore, D. A. \(2016, July 19\). Trump says he’s a great negotiator, but the evidence says otherwise. \*Fortune\*.](#)
113. [Moore, D. A. \(2015, February 10\). Smart leaders are OK with seeming uncertain. \*Harvard Business Review Blog\*.](#)
114. [Haran, U. & Moore, D. A. \(2014\). A better way to forecast. \*California Management Review\*, 57\(1\), 5-15.](#)
115. [Moore, D. A. & Haran, U. \(2014, May 19\). A simple tool for making better forecasts. \*Harvard Business Review Blog\*.](#)
116. [Moore, D. A. \(2013, November 26\). When less confidence leads to better results. \*The New Yorker Business Blog\*.](#)
117. [Moore, D. A. \(2013, September 20\). Grades can be a poor measure of college achievement. \*San Francisco Chronicle\*.](#)

118. Mannes, A. E. & Moore, D. A. (2013). A behavioral view of overconfidence. *Significance*, 10(4). DOI: 10.1111/j.1740-9713.2013.00674.x
119. Moore, D. A. (2013). Commentary on “Everyone (Else) is Conflicted.” *Clinical Orthopedics and Related Research*, 471, 2436–2437. doi:10.1007/s11999-013-3071-y
120. Van Zant, A. & Moore, D. A. (2013). Avoiding the pitfalls of overconfidence while benefiting from the advantages of confidence. *California Management Review*, 55(2), 5-23.
121. [Moore, D. A. & Bazerman, M. H. \(2012, July 10\). How can we prevent another Enron, or worse? \*Fortune\* online](#)
122. [Moore, D. A. \(2012, February 7\). Stop being deceived by interviews when you’re hiring. \*Forbes Leadership Forum\*.](#)
123. [Moore, D. A. \(2011, January 6\). Overconfidence in politics. \*USA Today\*.](#)
124. Moore, D. A. (2007). Are you an overconfident negotiator? *Harvard Negotiation Newsletter*, 10(6), 7-11.
125. Moore, D. A. (2006, April 17). SarbOx doesn’t go far enough. *Business week*, 112.
126. Moore, D. A. (2005). How much do you care? How scoring systems help you get what you want in negotiation. *Harvard Negotiation Newsletter*, 8(6), 6-8.
127. Moore, D. A. (2004). Deadline pressure: Use it to your advantage. *Harvard Negotiation Newsletter*, 2, 1-3.
128. Moore, D. A. (2002, December 13). An honest account. *The Wall Street Journal*, pp. A24.
129. Bazerman, M. H., Loewenstein, G., & Moore, D. A. (2002). Why good accountants do bad audits. *Harvard Business Review*, 80(1), 96-102.
130. Loewenstein, G., Moore, D. A., & Bazerman, M. H. (2002, January 15). Enron failure shows U.S. auditing system is in dire need of big change. *Pittsburgh Post-Gazette*, pp. C-11.

### **BOOK REVIEWS**

131. Moore, D. A. (2015). Work ruler. *Journal of Economic Psychology*, 132-134.  
Review of: Bock, L. (2015). *Work rules!* New York: Hachette.
132. Moore, D. A. (2009). Review of *Judgment Merit* by Thorngate, Dawes, and Foddy. *Administrative Science Quarterly*.

### **CONFERENCE PRESENTATIONS (Presenter’s name appears in bold)**

**Campbell, S.** & Moore, D. A. (2024, July). *Overconfidence when it counts*. International Association for Conflict Management, Thessaloniki, Greece.

**Campbell, S.** & Moore, D. A. (2022, July). *Overprecision in the survey of professional forecasters*. International Association for Conflict Management, Ottawa, Canada.

**Campbell, S.** & Moore, D. A. (2022, July). *High-stakes overconfidence*. International Association for Conflict Management, Ottawa, Canada.

**Moore, D. A.** (2022, February). *Overprecision is a property of thinking systems*. Judgment and Decision Making pre-conference at SPSP annual convention, San Francisco.

**Dev, A.,** Johnson, S. & Moore, D. A. (2020, December). *Sadder ≠ Wiser: Depressive Realism is not Robust to Replication*. Society for Judgment and Decision Making.

**Ryan, W.,** Evers, E. & Moore, D. A. (2018, November). *Poisson regressions: A little fishy*. Society for Judgment and Decision Making, New Orleans.

**Moore, D. A.** & Rose, A. (2018, May). *Data posting and research impact*. Association for Psychological Science, San Francisco.

Rogers, T., & **Moore, D. A.** (2017, July). *It's close but we're losing*. International Association of Conflict Management, Berlin, Germany.

This paper won the best empirical paper award at the conference.

Logg, J. M., **Moore, D. A.,** & Haran, U. (2017, July). *Is overconfidence a motivated bias?* Poster presented at the International Association of Conflict Management, Berlin, Germany.

**Moore, D. A.** (2017, May). *Discussant for session on faultlines, coalitions, and bargaining*. Conference in honor of Keith Murnighan, Evanston, Illinois.

Tidwell, J., **Moore, D. A.,** Wallsten, T. (2017, January). *Continuous forecasting*. JDM Winter Symposium, Snowbird, Utah.

Tidwell, J., **Moore, D. A.,** Wallsten, T. (2016, November). *Eliciting and modeling probability forecasts of continuous quantiles*. Society for Judgment and Decision Making, Boston.

**Meikle, N.,** Tenney, E. R., Hunsaker, D., Anderson, C. A., & Moore, D. A. (2016, November). *Is overconfidence punished? The effect of verbal and nonverbal expressions of confidence*. Society for Judgment and Decision Making, Boston.

**Moore, D. A.** (2016, November). *Pre-register if you want to*. Poster presented at the Society for Judgment and Decision Making, Boston.

**Moore, D. A.** (2016, April). *How to start a revolution*. Making Social Science Transparent conference, University of California at Davis.

**Logg, J. M.,** Moore, D. A., & Haran, U. (2016, January). *Is overconfidence a motivated bias?* Society for Personality and Social Psychology, San Diego, California.

- Logg, J. M., **Moore, D. A.**, & Haran, U. (2016, January). *Is overconfidence a motivated bias? Experimental evidence*. JDM Winter Symposium, Snowbird, Utah.
- Logg, J. M.**, Moore, D. A., & Haran, U. (2015, November). *Is overconfidence a motivated bias?* Society for Judgment and Decision Making, Chicago, Illinois.
- Rogers, T., & **Moore, D. A.** (2015, August). *It's close but we're losing: The motivating power of under-confidence*. Academy of Management, Vancouver, Canada.
- Cheng, J. T.**, Anderson, C., Tenney, E. R., Brion, S., Moore, D. A., & Logg, J. M. (2015, February). *The social contagion of overconfidence*. Society for Personality and Social Psychology, Long Beach, CA.
- Moore, D. A.**, Swift, S. A., Minster, A., Mellers, B. A., Ungar, L., Tetlock, P. E., Yang, H. (2015, January). *Confidence calibration in a multi-year geopolitical forecasting competition*. JDM Winter Symposium, Snowbird, Utah.
- Benjamin, D., **Moore, D. A.**, Rabin, M. (2014, November). *Misconceptions of Chance: Evidence from an Integrated Experiment*. Society for Judgment and Decision Making, Long Beach, CA.
- Moore, D. A.**, Swift, S. A., Minster, A., Mellers, B. A., Ungar, L., Tetlock, P. E., Yang, H. (2014, July). *Confidence and accuracy over time*. Behavioral Decision Research in Management, London.
- Moore, D. A.**, Carter, A., Yang, H. (2014, July). *Overprecision and underprecision in judgments of known probability distributions*. Behavioral Decision Research in Management, London.
- Tenney, E. R., Logg, J. M., & **Moore, D. A.** (2014, July). *Effects of Optimistic Beliefs on Negotiation Outcomes*. International Association for Conflict Management, Leiden, The Netherlands.
- Moore, D. A.** (2014, May). Symposium organizer for: *Exploring the optimal forecasting frontier*. Association for Psychological Science, San Francisco.
- Tenney, E. R.**, Logg, J. M., & Moore, D. A. (2014, May). *The Limits of Optimism: What it Can and Cannot Do for Performance*. Association for Psychological Science, San Francisco.
- Tenney, E. R., Logg, J. M., & **Moore, D. A.** (2014, January). *Optimistic About Optimism: The Belief That Optimism Improves Performance*. JDM Winter Symposium, Snowbird, Utah.
- Tenney, E. R.**, Logg, J. M., & Moore, D. A. (2013, November). *Optimistic About Optimism: The Belief That Optimism Improves Performance*. Society for Judgment and Decision Making, Toronto, Canada.
- Tenney, E. R., Logg, J. M., & **Moore, D. A.** (2013, May). *Optimistic About Optimism: The Belief That Optimism Improves Performance*. Summer Decision Making Symposium, Las Vegas, NV.
- Mannes, A., & **Moore, D. A.** (2013, January). *A Behavioral Demonstration of Overconfidence in Declarative Knowledge*. JDM Winter Symposium, Snowbird, Utah.

**Hayward, M. L. A.**, Fitza, M., Moore, D. A., & Hunt, R. (2012, August). *False precision? Organizational antecedents and implications of earnings guidance precision*. Academy of Management, Boston, MA.

Anderson, C., Brion, S., **Moore, D. A.**, & Kennedy, J. A. (2012, June). *A status-enhancement account of overconfidence*. Behavioral Decision Research in Management, Boulder, CO.

**Kennedy, J.**, Anderson, C. & Moore, D. A. (2011, August). *Social reactions to overconfidence: Do the costs of overconfidence outweigh the benefits?* Academy of Management, San Antonio, Texas.

Gino, F. & **Moore, D. A.** (2011, August). *Physical attractiveness and negotiation performance*. Academy of Management, San Antonio, Texas.

**Sah, S.**, Moore, D. A., & MacCoun, R. (2011, August). *The consequences of confidence and accuracy on advisor credibility and persuasiveness*. Academy of Management, San Antonio, Texas.

**Haran, U.**, Moore, D. A., Morewedge, C. K. (2010, August). *SPIES provide better intelligence: Subjective Probability Interval ESTimates reduce overprecision*. Academy of Management, Montreal, Canada.

**Sah, S.**, Moore, D. A., & MacCoun, R. (2010, August). *Influence of advisor's confidence and accuracy*. Academy of Management, Montreal, Canada.

**Sah, S.**, Moore, D. A., & MacCoun, R. (2010, June). *Cheap talk and credibility*. International Association of Conflict Management, Boston, MA.

**Swift, S. A.**, Sharek, Z. S., Moore, D. A., & Gino, F. (2010, June). *Seeing through performance: Attribution errors in performance evaluation by experts*. Behavioral Decision Research in Management, Pittsburgh, PA.

**Sharek, Z. S.**, Swift, S. A., Moore, D. A., & Gino, F. (2010, June). *On the robustness and generality of the correspondence bias*. Behavioral Decision Research in Management, Pittsburgh, PA.

**Haran, U.**, Moore, D. A., & Morewedge, C. (2009, November). *A simple remedy for overprecision in judgment*. Behavioral Decision Research in Management, Pittsburgh, PA.

**Radzevick, J. R.**, & Moore, D. A. (2009, November). *Competing to be certain (but wrong): Social pressure and overprecision in judgment*. Society for Judgment and Decision Making, Boston, MA.

**Radzevick, J. R.**, & Moore, D. A. (2009, November). *Competing to be certain (but wrong): Social pressure and overprecision in judgment*. Society for Judgment and Decision Making, Boston, MA.

**Moore, D. A.**, Benoit, J. P., Dubra, J., Haran, U., Shidlovski, D. (2009, November). *Motivation and overconfidence*. Presented as part of the symposium, "Whither Optimism: Inquiries into the

*Existence and Persistence of Optimistic Biases*” organized by Cade Massey. Society for Judgment and Decision Making, Boston, MA.

**Haran, U.**, Moore, D. A., & Morewedge, C. (2009, November). *A simple remedy for overprecision in judgment*. Society for Judgment and Decision Making, Boston, MA.

**Sharek, Z. S.**, Swift, S. A., Gino, F., & Moore, D. A. (2009, October). *On the robustness and generality of the correspondence bias*. Association for Consumer Research, Pittsburgh, PA.

**Cain, D. M.**, Moore, D. A., & Chen, M. K. (2009, October). *Overconfidence and entry into difficult competitions: reconciling discrepant results*. Association for Consumer Research, Pittsburgh, PA.

**Swift, S. A.**, Moore, D. A., & Klein, W. M. P. (2009, August). *Which types of attitude elicitation best predicts behavior?* Academy of Management, Chicago, Illinois.

**Radzevick, J. R.**, & Moore, D. A. (2009, August). *Competing to be certain (but wrong): Social pressure and overprecision in judgment*. Academy of Management, Chicago, Illinois.

**Moore, D. A.** (2009, May). *The many faces of overconfidence*. Behavioral Economics Research Conference, Berkeley, California.

Symposium organizer: **Moore, D. A.** (2009, May). *Often in error, rarely in doubt: The causes underlying overprecision in judgment*. Association for Psychological Science, San Francisco, California. Symposium presenters: Peter Juslin, Craig McKenzie, Jack Soll.

**Moore, D. A.** (2008, November). *Using the Stopwatch case to teach about the use and disclosure of time pressure in negotiation*. Kellogg Teaching Conference, Chicago, Illinois.

**Gino, F.**, Sharek, S., & Moore, D. A. (2008, October). *The illusion of the illusion of control*. Association for Consumer Research, San Francisco, California.

**Gino, F.**, Moore, D. A., & Bazerman, M. H. (2008, August). *Outcome biases in judging others' unethical behavior*. Academy of Management, Anaheim, California.

**Radzevick, J. R.**, & Moore, D. A. (2008, August). *To what extent are comparative judgments based on individual judgments?* Academy of Management, Anaheim, California.

**Gino, F.**, & Moore, D. A. (2008, July). *The beauty premium in negotiation*. International Association of Conflict Management, Chicago, Illinois.

**Gino, F.**, Moore, D. A., & Bazerman, M. H. (2008, July). *No harm, no foul: The outcome bias in ethical judgments*. International Association of Conflict Management, Chicago, Illinois.

**Moore, D. A.** & Healy, P. J. (2008, April). *The trouble with overconfidence*. Behavioral Decision Research in Management, La Jolla, California.

**Haisley, E. C., & Moore, D. A.** (2007, August). *The probability weighting function for confidence estimates*. Academy of Management, Philadelphia, Pennsylvania.

**Sharek, Z. S., Moore, D. A., Swift, S. A., & Gino, F.,** (2007, August). *Correspondence bias in performance evaluation*. Academy of Management, Philadelphia, Pennsylvania.

**Gino, F., & Moore, D. A.** (2007, August). *Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger*. Academy of Management, Philadelphia, Pennsylvania.

Healy, P. J., & **Moore, D. A.** (2007, August). *Bayesian overconfidence*. Academy of Management, Philadelphia, Pennsylvania.

**Moore, D. A. & Swift, S. A.** (2006, July). *Correspondence bias in performance evaluation: Why grade inflation works*. Interdisciplinary Network for Groups Research, Pittsburgh, Pennsylvania.

**Radzevick, J. R., & Moore, D. A.** (2006, July). *Myopic biases in competitions: Implications for strategic decision making*. Interdisciplinary Network for Groups Research, Pittsburgh, Pennsylvania.

**Moore, D. A., & Small, D. A.** (2006, June). *Error and bias in comparative social judgment: On being both better and worse than we think we are*. International Association of Conflict Management, Montreal, Canada.

**Moore, D. A. & Klein, W. M. P.** (2006, June). *Objective standards matter too much: The use and abuse of absolute and comparative performance feedback in absolute and comparative judgments and decisions*. International Association of Conflict Management, Montreal, Canada.

**Moore, D. A. & Swift, S. A.** (2006, June). *Correspondence bias in performance evaluation: Why grade inflation works*. International Association of Conflict Management, Montreal, Canada.

**Moore, D. A. & Swift, S. A.** (2006, June). *Correspondence bias in performance evaluation: Why grade inflation works*. Behavioral Decision Research in Management, Santa Monica, California.

**Moore, D. A.** (2006, June). *When good = better than average*. Behavioral Decision Research in Management, Santa Monica, California.

**Moore, D. A., Oesch, J. M., & Zietsma, C.** (2006, May). *What competition? Myopic self-focus in market entry decisions*. Conference marking the contribution of March and Simon's (1963) *Behavioral Theory of the Firm*, Pittsburgh, Pennsylvania.

**Moore, D. A., & Small, D. A.** (2005, November). *Differential regressiveness explains both better-than-average and worse-than-average effects*. Society for Judgment and Decision Making Conference, Toronto, Canada.

**Moore, D. A.** (2005, August). *When good = better than average*. Academy of Management, Honolulu, Hawaii.



**Radzevick, J. R., & Moore, D. A.** (2005, August). *For the love of the game? Betting, prediction, and myopic bias in athletic competition.* Academy of Management, Honolulu, Hawaii.

**Cain, D. M., Loewenstein, G., & Moore, D. A.** (2004, October). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest.* Association for Consumer Research, Portland, Oregon.

**Moore, D. A.** (2004, June). *Myopic biases in strategic social prediction: Why deadlines put everyone under more pressure than everyone else.* International Association of Conflict Management, Pittsburgh, Pennsylvania.

**Moore, D. A., & Small, D. A.** (2004, April). *Error and bias in comparative social judgment: On being both better and worse than we think we are.* Behavioral Decision Research in Management Conference, Raleigh, North Carolina.

**Cain, D. M., Loewenstein, G., & Moore, D. A.** (2003, November). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest.* Society for Judgment and Decision Making, Vancouver, Canada.

Loewenstein, G., **Moore, D. A., & Weber, R.** (2003, November). *Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others.* Society for Judgment and Decision Making, Vancouver, Canada.

**Moore, D. A., & Cain, D. M.** (2003, August). *Myopic errors in strategic decisions and excess entry into "simple" industries.* Academy of Management, Seattle, Washington.

Loewenstein, G., **Moore, D. A., & Weber, R.** (2003, August). *Paying \$1 to lose \$2: Misperceptions of the value of information in predicting the performance of others.* Academy of Management, Seattle, Washington.

**Moore, D. A., & Loewenstein, G.** (2003, August). *When ignorance is bliss: Information, fairness, and bargaining efficiency.* Academy of Management, Seattle, Washington.

**Cain, D. M., Loewenstein, G., & Moore, D. A.** (2003, June). *The dirt on coming clean: Perverse consequences of disclosing conflicts of interest.* Economic Science Association, Pittsburgh, Pennsylvania.

**Moore, D. A.** (2002, August). *Auditor independence, conflict of interest, and the unconscious intrusion of bias.* Academy of Management, Denver, Colorado.

**Moore, D. A.** (2002, June). *Conflict of interest and the fall of Enron: The role of auditor bias.* International Association for Conflict Management, Park City, Utah.

**Moore, D. A.** (2002, June). *Egocentric biases and the failure of strategic prediction.* International Association for Conflict Management, Park City, Utah.

**Moore, D. A.** (2001, November). *Egocentric failures of contingent thinking in strategic prediction*. Society for Judgment and Decision Making, Orlando, Florida.

**Moore, D. A.** (2001, June). *The egocentric psychology of strategic prediction and the misplaced fear of disclosing deadlines in negotiation*. International Association of Conflict Management, Paris, France.

**Oesch, J. M., Moore, D. A., Fassina, N., Carroll, A.** (2001, June) *Effects of trust and distrust on negotiations: Evidence from an online experiment*. International Association of Conflict Management, Paris, France.

**Moore, D. A.** (2000, August). *The unexpected benefits of revealing time pressure in negotiation*. Paper presented at the Academy of Management, Toronto, Canada.

**Moore, D. A.** (2000, July). *Difficulties predicting social outcomes: The case of negotiating under time pressure*. Paper presented at the International Congress of Psychology, Stockholm, Sweden.

Bazerman, M. H., **Moore, D. A.**, & Gillespie, J. J. (1998, October). *The human mind as a barrier to wiser environmental agreements*. Paper presented at the Conflict Studies Conference, University of Massachusetts at Boston, Boston, MA.

**Moore, D. A.**, Kurtzberg, T. R., Thompson, L. L., & Morris, M. W. (1998, October). *The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations*. Society for Experimental Social Psychology, Lexington, Kentucky.

**Bazerman, M. H.**, Moore, D. A., Tenbrunsel, A. E., Wade-Benzoni, K. A., & Blount, S. (1998, August). *Negotiating with yourself and losing: Explaining, understanding, and resolving joint vs. separate preference reversals*. International Congress of Applied Psychology, San Francisco, CA.

**Wade-Benzoni, K. A.**, Okumura, T., Brett, J. M., Moore, D. A., Tenbrunsel, A. E., & Bazerman, M. H. (1998, August). *Behavior and expectations in asymmetric social dilemmas: A comparison of two cultures*. Academy of Management, San Diego, CA.

Messick, D. M., **Moore, D. A.**, & Bazerman, M. H. (1997, June). *Ultimatum bargaining with a group*. International Association of Conflict Management, Bonn, Germany.

**Moore, R.**, & Moore, D. A. (1984). Digital analysis of images of the human left ventricle. *Proceedings of the Second South African Symposium on Digital Image Processing*.

### **INVITED PRESENTATIONS**

2024: JDM Winter Symposium (Utah)

2023: JDM Winter Symposium (Utah); BITSS Forecasting Workshop (Berkeley); Psychology and Economics Lunch (Berkeley)

2022: Center for Human-Compatible Artificial Intelligence (CHAI conference, Asilomar, California); Coaching Culture Circle Conference (Hyderabad, India); Judgment and Decision Making pre-conference at the SPSP annual convention; Online seminar of the International Association of

Conflict Management; Summer Belief Workshop (Princeton); PON Live! (Program on Negotiation at Harvard Law School)

2021: Decision Insights for Business and Society ([UBC-DIBS](#)) at the University of British Columbia; Tiger 21 San Francisco; University of Wisconsin at Madison (Department of Management and Human Resources)

2020: JDM Winter Symposium (Utah); Washington University (Marketing Department, Olin School of Business); Carnegie Mellon University (Department of Physics and Department of Social and Decision Sciences); University of Pennsylvania (Duckworth Character Lab); [Data Colada Seminar](#); Commonwealth Club of California

2019: Human-Centered AI conference (Stanford); Humu, Inc.; Psychology of Technology conference; Harvard Kennedy School

2018: JDM Winter Symposium (Utah); University of Maryland (Department of Management & Organization); Science at Cal lecture series (UC Berkeley); Institute for Personality and Social Research (UC Berkeley); Berkeley conference on forecasting social science results; Berkeley-Stanford conference in behavioral economics

2017: JDM Winter Symposium (Utah); Northwestern University (Kellogg School); University of Warwick, England; Wissenschaftszentrum, Berlin; University of California, Davis (Psychology Department)

2016: University of California, Riverside; University of Utah; JDM Winter Symposium (Utah); UC Davis (special symposium on making social science transparent); UC Berkeley (Goldman School of Public Policy); UC Berkeley (speaker for Ph.D. graduation at the Haas School of Business)

2015: JDM Winter Symposium (Utah); University of Utah (Management Department); Facebook (Data Science Group); Center for Open Science; University of Virginia (Darden School)

2014: JDM Winter Symposium (Utah); UCLA (Behavioral decision making colloquium); Chicago Booth School of Business (Marketing seminar); University of Pennsylvania (Wharton Decision Processes Seminar); Yale School of Management (Management seminar)

2013: JDM Winter Symposium (Utah); Summer Decision Making Symposium (Las Vegas); University College London (Affective Brain Lab); University of California, Irvine; UC Berkeley (Economics & Psychology seminar)

2012: Young Professionals in Foreign Policy (Washington DC); University of Chicago (Managerial and Organizational Behavior); UC Santa Barbara (Economics); Public Companies Accounting Oversight Board (Washington DC); Berkeley-Haas Business and Public Policy group; Berkeley Behavior Change Research Network

2011: Cornell University (Marketing); University of Pennsylvania (Wharton's decision-making seminar series); Harvard Business School (Negotiations, Organizations, and Markets group); Safra Center for Ethics at Harvard University; Research on Managing Groups and Teams conference; UC Berkeley (Marketing); Ben-Gurion University (Marketing and Decision-Making groups); Technion; Tel-Aviv University (Psychology)

2010: University of Southern California; Judgment and Decision Making Pre-Conference of the Society for Personality and Social Psychology (SPSP) in Las Vegas, Nevada; University of California, San Diego (Psychology Department)

2009: The University of Texas at Austin (Decision making seminar); Stanford University (Departments of Organizational Behavior, Marketing, and Psychology); Duke University (Department of Management and Organizations at the Fuqua School); University of California, Berkeley (Institute for Personality and Social Research, Economics Department, and OBIR group)

2008: Northwestern University; Harvard University (Kennedy School of Government and the Program On Negotiation); University of California, Berkeley (OBIR group); Yale University; Duke University; University of Texas at Dallas

- 2007: Rice University; University of Chicago; Emory University; University of New South Wales, Australia (Psychology Department; Graduate School of Management)
- 2006: Carnegie Mellon University (Risk Center); University of California, Los Angeles; Cornell University (Center for Behavioral Economics and Decision Research); University of Toronto; Harvard Business School
- 2005: University of Pennsylvania (Wharton School); Stanford University (Organizational Behavior Department); Columbia University (Management Department); New York University (Management Department); University of Pittsburgh (Department of Economics); Harvard Business School (Negotiations, Organizations, and Markets group); Carnegie Mellon University (Department of Social and Decision Sciences)
- 2004: University of Würzburg (Social Psychology Group); University of Pennsylvania (Wharton OB Conference)
- 2003: University of Pittsburgh (Department of Psychology); Carnegie Mellon University (Department of Social and Decision Sciences); University of New South Wales, Australia (Psychology Department); Australian Graduate School of Management; Melbourne Business School
- 2002: Harvard University (Social Psychology Department); Harvard Business School (Negotiations, Organizations, and Markets group); University of California, Berkeley; Stanford University (Psychology Department); MIT Sloan School (Organization Studies Group)
- 2001: Washington University, St. Louis
- 2000: Carnegie Mellon University (Seminar on Groups and Organizations); University of Pittsburgh (Department of Psychology); University of California, Berkeley; Georgetown University; Carnegie Mellon University; University of Texas at Austin; University of Chicago
- 1998: Harvard University (Economics Department); Harvard Business School (Applied Research Group)

## **RESEARCH GRANTS**

- Center on the Economics and Demography of Aging. Research grant for: *Overconfidence over the life-span*, 2014. (\$20,000)
- Intelligence Advanced Research Projects Activity. Research grant for: *Exploring the optimal forecasting frontier: How much room is there to improve subjective forecasting accuracy?* with Barbara Mellers and Philip Tetlock, 2011-2015. (\$19 million)
- BASF Corporation. Research grant for: *Smart forecasting*, 2009. (\$10,000)
- National Science Foundation. Research grant for: *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success* with Francesca Gino, Zachariah Sharek, and Samuel Swift, 2007-2010. (\$223,000)
- Center for Analytical Research on Technology (Carnegie Mellon University). Research grant for: *How Can Internal Markets Help Firms Make Better Decisions?* with Shimon Kogan and Roberto Weber, 2006-07. (\$100,000)
- Center for Analytical Research on Technology (Carnegie Mellon University). Research grant for: *The trouble with overconfidence* with P. J. Healy, 2006-07. (\$6,000)
- National Science Foundation. Research grant for: *Error and bias in comparative judgment*, 2005-2008. (\$190,000)
- National Science Foundation. Grant to support *Conference on Conflict of Interest*, held at Carnegie Mellon University in September of 2003, with Max Bazerman, Daylian Cain, and George Loewenstein. (\$42,000)
- American Accounting Association. Research grant for: *Auditor independence and the intrusion of unconscious bias*, with George Loewenstein and Max Bazerman, 2001-2003. (\$109,000)

## **AWARDS, HONORS, and BLANDISHMENTS**

President, Society for Judgment and Decision Making  
Best empirical paper award, International Association of Conflict Management, July 2017 (for the paper *It's close but we're losing* with Todd Rogers)  
Affiliated faculty, [Institute for Personality and Social Research](#), 2017-present  
Affiliated faculty with the [Initiative for Behavioral Economics and Finance](#), 2014-present  
Affiliated faculty in the [Psychology Department](#), 2013-present  
Lorraine Tyson Mitchell Chair of Leadership and Communication I, 2014-present  
Barbara and Gerson Bakar Faculty Fellow, 2011-2014, Berkeley-Haas  
Best paper award, Managerial and Organizational Cognition Division of the Academy of Management, August 2011.  
Cummings Scholar Award from the Academy of Management, recognizing "significant scholarly achievement during the early- to mid-career stage," 2007.  
Best paper award, Managerial and Organizational Cognition Division of the Academy of Management, August 2007.  
Weil Prize (CMU) for the paper "Bayesian overconfidence" with Paul J. Healy, 2007.  
Runner-up, Best Paper Published in the year 2006 in the Academy of Management Review, 2006  
Carnegie Bosch Faculty Development Chair, 2006-2010, Carnegie Mellon  
Runner-up, George Leland Bach award for teaching excellence (awarded to the faculty member voted best by CMU's MBA students), 2006  
Runner-up, Best Paper Published in the year 2004, awarded by the International Association of Conflict Management, 2006  
Faculty Giving Chair, 2005-2006, Carnegie Mellon  
Xerox Research Chair, 2002-2003, Carnegie Mellon  
Best paper award, Managerial and Organizational Cognition Division of the Academy of Management, August 2003.  
Finalist, best paper award for the Academy of Management Review 2002  
Best student paper award, Conflict Management Division of the Academy of Management, August 2000.  
Finalist, William H. Newman Dissertation Award, Academy of Management, August 2000.  
Kellogg School Teaching Award, for teaching done as a doctoral student 1999-2000.

## **PROFESSIONAL SERVICE**

### **BOARDS (EDITORIAL, ADVISORY, STEERING)**

*California Management Review* (2019-present)  
[Berkeley Institute for Transparency in the Social Sciences](#) (2016 – present)  
[PsyArXiv](#) (2016-present)  
*Judgment and Decision Making* (2012-present)  
[Collabra:Psychology](#) (Senior editor 2016-2020)  
*Journal of Personality and Social Psychology* (2015-2019, 2023-present)  
*Psychological Science* (2015-2020)  
*Organizational Behavior and Human Decision Processes* (2007-2009) and guest editor (with Stefan Thau) of a special issue on open science in 2020  
*Administrative Science Quarterly* (2009-2013)  
*Negotiation and Conflict Management Research* (2008-2010)

*Organization Science (2007-2010)*

#### **AD HOC REVIEWING**

*Academy of Management Journal, Academy of Management Conference (various divisions), Academy of Management Review, Acta Psychologica, Administrative Science Quarterly, American Economic Review, American Psychologist, Applied Psychology: An International Review, Australian Journal of Management, Basic and Applied Social Psychology, Behavioral Decision Research in Management Conference, Behavioral Science and Policy, British Journal of Social Psychology, British Accounting Review, Cognition, Econometrica, Educational Research and Evaluation, European Journal of Social Psychology, Experimental Psychology, Group Decision and Negotiation, Group Processes and Intergroup Relations, International Association of Conflict Management Conference, International Journal of Conflict Management, Journal of Applied Psychology, Journal of Behavioral Decision Making, Journal of Economic Psychology, Journal of Experimental Social Psychology, Journal of the European Economic Association, Journal of Legal Studies, Journal of Marketing Research, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Judgment and Decision Making, National Science Foundation (Decision, Risk, and Management Science Division), Nature Human Behaviour, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Perspectives on Psychological Science, PNAS, Psychological Review, Psychological Science, Review of Economics and Statistics, Social Cognition, Social Justice Research, Social Psychological and Personality Science, Strategic Management Society, Trends in Cognitive Science, United States-Israel Binational Science Foundation*

#### **CONFERENCE ORGANIZING**

*Society for Judgment and Decision Making conference, November 2025.  
Behavioral Decision Research in Management conference in Pittsburgh, PA, June 2010.  
Conference on Conflict of Interest, Carnegie Mellon University, September 2003.*

#### **EDUCATION**

**NORTHWESTERN UNIVERSITY**, Evanston, Illinois 1996-2000  
Ph.D. in Organization Behavior, June 2000.  
M.S. in Organization Behavior, June 1998.  
**CARLETON COLLEGE**, Northfield, Minnesota 1989-93  
B.A. in Psychology, June 1993.

#### **VISITING FACULTY APPOINTMENTS**

**UNIVERSITY OF WÜRZBURG**, Germany Summer 2004  
**UNIVERSITY OF NEW SOUTH WALES**, Sydney, Australia 2003 and 2007

#### **TEACHING EXPERIENCE**

##### **Course Ratings at the Haas School of Business**

MBA205 Leading People, MBA core course (student rating 6.6/7)  
MBA257 Decision Making, MBA elective (student rating 6.6/7)  
MBA252 Negotiation, MBA elective (student rating of 6.7/7)

##### **Executive Teaching and Consulting** for diverse clients

Faculty director for open-enrollment program in Executive Decision Making

## Teaching Cases Written

[Medinas Health: Building a Medical Equipment Marketplace](#) (with Marieshka Barton and Robert Girling), a finalist for the Best Case Award. Lessons: Increase both sustainability and profitability by reducing waste

[Stopwatch](#) – Lesson: Time pressure and its strategic disclosure in negotiation

[Galbraith and Company](#) – Lesson: Coalition formation

[The Internship](#) – Lesson: Integration in job negotiations

Enterprise Bargaining – Lesson: Union-management structured bargaining

New Drug – Lesson: Introduction to integrative negotiation

## Ph.D. advising

Sophia Li (current Ph.D. student at Berkeley-Haas)

Sandy Campbell (current Ph.D. student at Berkeley-Haas)

Derek Schatz (Berkeley-Haas Ph.D., now at McKinsey)

Jennifer Logg (Berkeley-Haas Ph.D., now faculty at Georgetown University)

Elizabeth Tenney (Berkeley-Haas post-doc, now faculty at University of Utah)

Samuel Swift (Carnegie Mellon Ph.D., now at Sealed)

Sunita Sah (Carnegie Mellon Ph.D., now faculty at Cornell University)

Kimberly Ling Murtaugh (Carnegie Mellon Ph.D., at National Child Traumatic Stress Network)

Zachariah Sharek (Carnegie Mellon Ph.D., now at Highmark Health)

Joseph Radzevick (Carnegie Mellon Ph.D., now faculty at Gettysburg College)

Francesca Gino (Carnegie Mellon post-doc, formerly at Harvard Business School)

Uriel Haran (Carnegie Mellon Ph.D., now faculty at Ben-Gurion University)

Daylian Cain (Carnegie Mellon Ph.D., now faculty at Yale School of Management)

## Undergraduate advising

Karin Garrett (now pursuing a Ph.D. at University of Pennsylvania)

Randall Hale (Currently at Current)

Amelia Dev (now pursuing a Ph.D. at University of Miami)

Christina Carr (now a graduate student at UC Berkeley)

JP Prims (Univ of Illinois Chicago Ph.D., now visiting lecturer at UIC)

Heather Yang (MIT Ph.D., now faculty at Bocconi University)

Shalena Srna (Wharton Ph.D., now at JP Morgan Chase)

## UC BERKELEY SERVICE

Acting Dean, Haas School of Business (July – September 2023)

Associate Dean for Academic Affairs, Haas School of Business (March 2021 – December 2023)

Committee for the Protection of Human Subjects (2016 – 2023)

Chair of the Management of Organizations group at Haas (2020 – 2021)

Selection committee for the Senior Associate Dean for Instruction (2021)

Haas Core Teaching Coordinator (2020 – 2021)

Faculty Ombudsperson (2018 – 2021)

Curriculum Reform Committee for the Full-time MBA program (2019 – 2020)

Faculty Director, [Xlab](#) (2014 – 2020)

Coordinator, Psychology and Economics lunch seminar (2017 – 2020)

Haas Full-time MBA program committee (2013 – 2015, 2017 – 2020)

Chair, Haas Policy and Planning committee (2012 – 2013)

Member, Haas Policy and Planning committee (2011 – 2012)

Coordinator, MORS seminar series (2010 – 2011)

**POPULAR PRESS COVERAGE**

My work has been covered in the *New York Times*, *Money* magazine, the *Wall Street Journal*, the *Economist* magazine, the *Financial Times*, the *New Yorker* magazine, *Business Week* magazine, the *Rationally Speaking* podcast, *Psychology Today*, *Forbes* magazine, the *Washington Post*, the *Christian Science Monitor*, *USA Today*, the *Harvard Management Update*, and many others.