

KESSELY HONG

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ACADEMIC APPOINTMENTS

- 2018-present **Faculty Chair of the Master in Public Administration (MPA) Programs, Faculty Chair of the Mid-Career MPA Summer Program, and Faculty Chair of the MPA Admissions Committee, Harvard Kennedy School**
- 2012-present **Lecturer in Public Policy, Harvard Kennedy School**
- 2010-2012 **Adjunct Lecturer in Public Policy, Harvard Kennedy School**
- 2001-2010 **Instructor, Mid-Career Summer Program, Harvard Kennedy School**
- 2009 **Instructor, Simmons Graduate School of Management**

EDUCATION

- 2008 **Doctor of Philosophy in Public Policy, Harvard Graduate School of Arts & Sciences and Harvard Kennedy School. Areas of specialization: Negotiation and Conflict Management, Decision Making, Behavioral Economics, Game Theory, Social Psychology, and Gender**
- 2000 **Master in Public Administration, Harvard Kennedy School**
- 1995 **Bachelor of Arts in Government, *magna cum laude*, Harvard College**

TEACHING EXPERIENCE AND CURRICULUM DEVELOPMENT IN HARVARD KENNEDY SCHOOL DEGREE PROGRAMS

- Fall 2014-present **“Negotiating Across Differences” (MLD-223M), second module in two-module sequence. Developed new advanced class emphasizing negotiating across levels, as well as across partisan, cultural, gender, and power differences**
- Fall 2014-present **“Negotiation Analysis” (MLD-222M), first module in two-module sequence. Developed new intensive introductory negotiation course with cases and negotiation role-play simulations tailored to HKS students**
- 2011-2014 **“Negotiation Analysis”/“Introduction to Negotiation Analysis” (MLD-221), adapted course content to include more public sector and NGO examples**
- 2013 **“Fundamentals of Negotiation Analysis” (MLD-220M), helped develop and teach new required negotiation module as part of MPP core curriculum**

FACULTY CHAIR EXPERIENCE AND CURRICULUM DEVELOPMENT IN HARVARD KENNEDY SCHOOL EXECUTIVE EDUCATION PROGRAMS

- 2013-present **Faculty Chair of custom Executive Education programs sponsored by sponsored by the Kuwait Foundation for the Advancement of Sciences, including **Navigating Change: Decision-Making, Negotiation and Leadership Strategies**, and **Decision-Making Strategies under Risk and Uncertainty****

2016-present **Faculty Co-Chair of Mastering Negotiation: Building Agreement Across Boundaries** with Brian Mandell (program faculty 2014-2015)

TEACHING EXPERIENCE IN ADDITIONAL HARVARD KENNEDY SCHOOL EXECUTIVE EDUCATION PROGRAMS

2010-present Senior Executive Fellows (currently 4 programs per year)

2011-present Senior Executives in State and Local Government (2 programs per year)

2013-present Achieving Excellence in Community Development (every other year)

2015-present National Security Fellows Summer Training

2017-present Taiwan Executive Leadership Development Program

2012-2018 Leaders in Development: Managing Change in a Dynamic World

2018 Bloomberg Harvard City Leadership Initiative Cross-Sector Collaboration Program (New York City, New York)

2018 Leading and Scaling Early Childhood Initiatives

2014-2017 L’Oreal Executive Women’s Leadership Program

2015-2017 Senior Executives in National and International Security

2017 Strategies for Building and Leading Diverse Organizations

2015-2016 Mastering Trade Policy

2015-2016 Women’s Leadership Program for Entrepreneurs from the Middle East and North Africa

2016 Emirates Leadership Initiative: Advanced Leadership and Management (in UAE)

2013-2015 Opportunities and Challenges for Mexico’s Future

2011-2013, 2015 Women and Power

2012-2014 National Hispana Leadership Institute

2011 Harvard Ministerial Health Leaders’ Forum (joint program with HSPH)

2012 Emerging Leaders

2010 Leadership for New State Health Officials

CREATION OF NEW TEACHING MATERIALS

“**Negotiating an Energy Policy Bill,**” co-authored teaching note with Tom Sander 2019, co-authored negotiation simulation with Research Assistant Chloe Cotton 2018. Two-party negotiation simulation between two US Senators. Emphasizes preparation, process, value creation, building trust in partisan contexts, and maintaining internal party credibility. Sponsored by the Hewlett Foundation Madison Initiative, published at <https://case.hks.harvard.edu/legislative-negotiation-project/>

“**Turning Down the Heat: Negotiating Wildfire Prevention and Recovery,**” authored teaching note 2019, co-authored negotiation simulation with Research Assistants John Fogarty and Emily

Schlichting and Center for Public Leadership Fellow Monica Giannone 2018. Four-party negotiation simulation involving Congressional staffers. Emphasizes multi-party negotiation and coalition-building, value creation through trading on differences and expanding scope, and balancing internal and external negotiation. Sponsored by the Hewlett Foundation Madison Initiative, published at <https://case.hks.harvard.edu/legislative-negotiation-project/>

“Bipartisanship in the US Congress: The Water for the World Act of 2014,” collaborated with Patricia Garcia Rios and the SLATE program at HKS to create a video case, 2018, and teaching note, 2019. Highlights strategies to build bi-partisan support, leverage multi-level negotiations and constituent concerns, and overcome spoilers that led to successful passage of the Water for the World Act in December, 2014. Sponsored by the Hewlett Foundation Madison Initiative, published at <https://case.hks.harvard.edu/legislative-negotiation-project/>

“Oregon Tackles Equal Pay...And Wrestles with Bipartisan Compromise,” collaborated with Patricia Garcia Rios, Pamela Varley, and the SLATE program at HKS to create a combination video and written case and teaching note (2018). Highlights process and trust-building strategies used in state legislative negotiations to advance bi-partisan legislation. Sponsored by the Hewlett Foundation Madison Initiative, published at <https://case.hks.harvard.edu/legislative-negotiation-project/>

“Colombia’s Peace Negotiations: Finding Common Ground After 50 Years of Armed Conflict,” Faculty lead for multi-media case produced by Patricia Garcia Rios highlighting internal and external negotiation challenges faced by the Colombian government and the FARC (2017), published by SLATE

“A Refresher on Decision Analysis,” collaborated with Professor Richard Zeckhauser, Researcher Assistant Jason Mitrakos, and SLATE team members Maria Flanagan, May Klinger, and Catherine Murphy to design a new pre-program online learning module for use in the Executive Education Program Decision-Making Strategies under Risk and Uncertainty, sponsored by the Kuwait Foundation for the Advancement of Sciences (2016)

“The Job Negotiation,” authored teaching note 2016, co-authored negotiation simulation with Research Assistant Jennie Hatch 2014. Multi-party email negotiation between a job candidate and two potential employers. Emphasizes email communication, job negotiation strategies, self-advocacy, and the power of a strong alternative (BATNA). Simulation developed in consultation with the HKS Office of Career Advancement. Funded and co-published by SLATE and the Program on Negotiation

“Fighting Bonded Labor in Rural India: Village Activist Gyarsi Bai Tackles an Entrenched System of Coercion,” collaborated with SLATE team to create teaching note 2016, guided learning points and structure and supervised creation of case written by Kalpana Jain and accompanying website designed by Patricia Garcia-Rios 2011-2013. Case and website highlight strategies for building trust between principals and agents, negotiating across levels, managing vulnerability when negotiating from low power positions, and expanding the scope of negotiation to create leverage. Funded and published by SLATE

“Unidos en Salud,” co-authored negotiation simulation with Research Assistant Jennie Hatch. Two-party negotiation between international health organization and local NGO in Ecuador. Introduces concepts of value claiming, anchoring, ethics, managing risk, and power imbalances. Funded by SLATE at HKS (2014)

“Negotiating from the Margins: the Santa Clara Pueblo Seeks Key Ancestral Lands,” collaborated with SLATE team to create teaching note 2014, guided learning points and structure and supervised creation of case and sequel written by Pamela Varley with accompanying videos produced

by Patricia-Garcia Rios 2013-2014. Case and sequel highlight strategies for negotiating from a position of low power, coalition building, evolving from rights to interest based approaches, creating value by trading on differences, and communicating information tailored to a specific audience. Funded and published by SLATE

FELLOWSHIPS, GRANTS, AWARDS & RECOGNITION

Legislative Negotiation Grant from the Hewlett Foundation Madison Initiative, collaborated with HKS Legislative Negotiation Project Team led by Principal Investigator Jane Mansbridge to produce teaching materials on overcoming partisanship in legislative negotiations, sponsored by the William and Flora Hewlett Foundation (2017-2019)

Dinner on the Dean (for teaching excellence), Harvard Kennedy School (2012-present)

Holly Taylor Sargent Prize, awarded by the Women and Public Policy Program for “work to advance the opportunities, situation and status of women within the HKS community,” Harvard Kennedy School (May 2018)

Manuel C. Carballo Award for Excellence in Teaching, selected as the Faculty Recipient of the teaching award by the Graduating Class of 2015, Harvard Kennedy School (May 2015)

Women and Public Policy Program Research Grant Recipient, Harvard Kennedy School (2006 & 2008)

Women and Public Policy Program Fellow, Harvard Kennedy School (2005-2006 & 2007-2008)

Certificate of Appreciation for Extensive Service, Harvard Mediation Program, Harvard Law School (2007)

Next Generation Research Grant Recipient, Program on Negotiation, Harvard University (2003 & 2004)

Research Project Grant Recipient, Center for Basic Research in the Social Sciences, Harvard University (2003)

Graduate Research Fellow, Program on Negotiation, Harvard University (2002-2003)

1665 Pre-Doctoral Fellow, Harvard University Native American Program (2001-2002)

Dean’s Award for Excellence in Student Teaching, Harvard Kennedy School (2000)

Kirkland House Public Service Award, Harvard College (1995)

Undergraduate Associate, Center for International Affairs, Harvard University (1994-1995)

Undergraduate Summer Travel Grant, Minda de Gunzberg Center for European Studies, Harvard University (1994)

EXTERNAL SPEAKING, TEACHING, BOARD MEMBER, VOLUNTEER AND CONSULTING ENGAGEMENTS

2018-present **Academic Advisory Board Member, African Development University**
Niamey, Niger

September 2016-present Faculty for **PON Executive Programs on Negotiation and Leadership**,
teach 4-hour session on “Overcoming Organizational Obstacles”

January 2016-present	Consultant to the Office of the First Deputy Prime Minister (and Crown Prince) of Bahrain , lead a team in designing and delivering a basic and advanced educational training program for a newly created government Fellows program, in Manama, Bahrain
2014-present	Deacon, Newton Highlands Congregational Church , Newton, MA
March 2019	Invited Speaker for The Herbert C. Kelman Seminar on International Conflict Analysis and Resolution sponsored by PON, presented on "Strategies for Bipartisan Legislative Negotiation"
February 2019	Invited Speaker on "Job Negotiation Strategies for Women," sponsored by The Seneca and Women in Business , Harvard College, Cambridge, MA
January 2019	Faculty Co-Chair for a Legislative Negotiation Training Session for Congressional Staffers , sponsored by Partnership for a Secure America with funding from the Hewlett Foundation, Washington, DC
Nov-Dec 2018	Faculty Co-Chair for a Legislative Negotiation Training Session for State Legislators , sponsored by the National Conference of State Legislatures with funding from the Hewlett Foundation, Cambridge, MA
October 2018	Keynote Speaker for Brigham & Women's Hospital Women in Medicine Retreat (for senior residents), Boston, MA
October 2018	Moderator for Panel Discussion on "Being Heard: Asian American Voices in Local, State and Federal Government, Asians in Politics," panelists included Andrew Yang (Candidate for US President), Mark Takano (US House of Representatives), Richard Pan (CA State Senate), Phil Ting (CA State Assembly), Jessica Vu (Counsel to the U.S. Senate Judiciary Committee), Michelle Wu (Boston City Council). H4A Conference (Harvard Asian American Alumni Association), Cambridge, MA
September 2018	Invited speaker on "Job Negotiation Strategies for Women," Harvard Women in Oncology Group , Newton, MA
April 2018	Invited speaker on "Job Negotiation Strategies for Women," Harvard Radiation Oncology Program Women's Group at Massachusetts General Hospital, Boston, MA
March 2018	Faculty Moderator for discussion of the movie <i>Sandstorm</i> about the Bedouin community in Israel, sponsored by the Program on Negotiation , Cambridge, MA
February 2017	Invited to give a workshop on "Conflict Resolution and Negotiation Skills" for Harvard Medical School Basic Science Faculty, Boston, MA
September 2016	Invited Faculty Speaker on "Job Negotiation Strategies for Women," American Association of Women Radiologists, American Society of Radiation Oncology Annual Meeting , Boston, MA
November 2015	Commenter on Gordon Kaufman's work on "Quantitative Methods for Sharpening Business Negotiation Skills" for Program on Negotiation Pedagogy Seminar , Cambridge, MA

- November 2015 Guest Faculty at Lisa Rohrer’s Seminar on Case Study Writing, **Harvard Law School**, Cambridge, MA
- October 2015 Presented seminar on “Barriers to Negotiation in Partisan Conflict” for **HLS Negotiators**, Harvard Law School, Cambridge, MA
- October 2015 Presented workshop on “Job Negotiation Strategies for Women” for **Harvard College Women’s Center**, Cambridge, MA
- May 2015 Presented session on teaching email negotiations for **Program on Negotiation Symposium for Excellence and Innovation for Teachers and Trainers**, Cambridge, MA
- April 2014 “Job Negotiation Strategies for Women.” Seminar sponsored by “Women in Design” at the **Harvard Graduate School of Design**, Cambridge, MA
- March 2014 Invited Faculty Speaker Commenting on Remarks by Sergio Jaramillo, Colombian High Commissioner for Peace, co-sponsored by the **Carr Center for Human Rights Policy and the David Rockefeller Center for Latin American Studies**, Harvard University, Cambridge, MA
- January 2014 Guest Speaker at Morning Prayers, **The Memorial Church**, Harvard University, Cambridge, MA
- May, 2012 Instructor, “**Negotiation for Women: Developing Your Skills**”, CME course Cleveland Clinic Academy, Cleveland Clinic, Cleveland, OH
- 1999-2007 Massachusetts Certified Mediator, Harvard Mediation Program Liaison to Quincy Small Claims Court (2007), **Harvard Mediation Program**, Harvard Law School
- February, 2007 “Managing the pre-negotiation process in the Nez Perce conflict.” Seminar sponsored by the **Graduate Programs in Dispute Resolution, University of Massachusetts Boston**, Boston, MA
- December, 2003 “Trust, risk and betrayal between groups.” **Next Generation Research Seminar** sponsored by the Program on Negotiation, Cambridge, MA. Iris Bohnet, co-presenter.

SERVICE TO HARVARD KENNEDY SCHOOL

- 2017-present **Faculty Advisor to Women in Power Conference**
- 2013-present **Faculty Advisor to Degree Program Students**
- March 2019 **Moderator** for discussion with Michelle Rhee on “Intersectional Negotiation with Michelle Rhee...A conversation on gender and racial identity in negotiating the DCPS teachers’ contract,” sponsored by KSSG, WIP, Ed Pic, AAPI
- October 2018 **Faculty Moderator** for Panel Discussion on Voices from the Middle East highlighting the experience of ethnic and religious minorities in Israel, sponsored by the HKS Israel Caucus
- October 2018 **Faculty Co-Moderator** with Diane Moore (Harvard Divinity School) of “Breaking the Silence” discussion featuring Frima Bubis, hosted by the

Religion, Conflict, and Peace Initiative (a joint initiative between the HDS and HKS)

- February 2018 **Faculty Co-Presenter** with David Ellwood for the SLATE Teaching Roundtable: Learning Spaces--Lessons from the Pavilions Pilot
- December 2017 One of two Faculty members asked to teach a model class in the new classrooms during the Open House for guests in celebration of the **HKS Campaign and Ribbon Cutting**
- August 2017 **Mid-Career Summer Program Learning Via Cases**, taught model case learning class to incoming Mid-Careers students
- August 2017 **Faculty Panel Member**, gave advice to incoming two-year MPA students during Orientation on Public Leadership as a Value and Responsibility
- May 2017 **Faculty Co-Presenter** with Brian Mandell for the Gender and Negotiation Series
- April 2017 **Faculty Leader, Session on Bridging the Civil Military Divide**, Harvard Armed Forces Committee Veteran Impact Day
- April 2017 **Facilitated Active Listening Session** for Mid-Career students who attended the separate Israel and Palestine Treks (and additional students of Israeli or Palestinian origin)
- 2016-2017 **Faculty Panel Member**, gave advice to incoming Mid-Career students during the Mid-Career Summer Program
- 2012-2017 **MPP Admissions Committee**, Round II Reader
- 2012, 2014-2016 **MPP Model Orientation Class**, developed and delivered new negotiation class sessions presented to incoming MPP students during MPP Orientation
- May 2016 Invited Guest Seminar for the **Women's Leadership Board of the HKS Women and Public Policy Program** on "Negotiating Across Differences: A Skills-Building Session"
- April 2016 Invited Faculty Speaker on Gender and Job Negotiations for the **HKS Mid-Career Women's Group**
- 2013-2015 **HKS Committee on Learning Space/Classrooms**
- April 2015 **SLATE Teaching Roundtable**, presented on challenges associated with grading at "Hacking Your Teaching" lunch discussion
- April 2015 **"Making Conflict Work,"** co-hosted seminar by guest professor Peter Coleman
- March 2015 Negotiation Strategy Session for the **HKS Latin American Students Caucus**
- 2014 **Bipartisan Advocacy: Finding Common Ground, IOP**, delivered session on barriers to negotiation in partisan conflict to national student leaders
- 2014 **Faculty Panel Speaker, 14th Annual Public Policy & Leadership Conference at HKS** (for under-represented college students)

October 2013 & June 2013	“Humanitarian Negotiations for Frontline UN Staff,” organized seminars for HKS students by Jim Tull (HKS alumnus, CMPartners)
March, 2012 & April, 2013	“Job Negotiation Strategies for Women.” Seminar sponsored by the Women and Gender Caucus
October, 2012	HKS Diversity Mixer , Invited Faculty Speaker
May, 2012	“Mid-Career Women 2012: The New Beginning Event.” Invited speaker for the Women Mid-Career Class of 2012
August, 2011-2012	New Faculty Institute , lunch speaker providing advice to new HKS faculty
2011, 2012	HKS Teaching Week , host classroom, observed by other faculty
November, 2010	Women’s Initiative in Leadership, IOP , delivered session on women, leadership and negotiation to undergraduate women leaders
February, 2010	National Campaign for Political and Civic Engagement, IOP , delivered session on leadership in negotiation to national undergraduate student leaders
October, 2008	“The role of personal experience in overcoming gender stereotypes.” Seminar on decision making in gender and negotiation, sponsored by the Women and Public Policy Program
March, 2006	“Gender and other status differences in motivations for distrust.” Seminar sponsored by the Women and Public Policy Program

PUBLICATIONS IN ADDITION TO TEACHING MATERIALS

(Nipp, Ryan; Hong, Kessely; Paskett, Electra. “Overcoming Barriers to Clinical Trial Enrollment,” American Society for Clinical Oncology Educational Book for the 2019 Annual Meeting, forthcoming; manuscript accepted February 22, 2019.)

Hong, Kessely. “PON Sunday Minute Tip,” Program on Negotiation, www.pon.harvard.edu, April 10, 2016; reprinted November 6, 2016.

Hong, Kessely. “Question & Answer: Negotiating with yourself.” *Negotiation Newsletter*, Program on Negotiation, May, 2013, page 8. (Reprinted in *Executive Leadership*, Business Management Daily, Vol. 28, June, 2013, page 7.)

Hong, Kessely and Bohnet, Iris. “Status and distrust: the relevance of inequality and betrayal aversion.” *Journal of Economic Psychology* **28** (2007), pages 197-213.

PAPERS PRESENTED

“How social category membership influences inequality aversion, betrayal aversion, and trust.” Paper presented at the meeting of the **International Association of Conflict Management** in Montreal. Iris Bohnet, co-author (June, 2006)

“Status and distrust: inequality and betrayal aversion.” Paper presented at the meeting of the **Southern Economic Association** in Washington, DC. Iris Bohnet, co-author (November, 2005)

“Designing a pre-negotiation educational workshop for parties to a conflict.” Paper presented at a Special Conference, **New Trends in Negotiation Teaching: Toward a Trans-Atlantic Network** at Essec Business School, Cergy, France (November, 2005)

“Status and distrust: the relevance of risk, inequality and betrayal aversion.” Paper presented at a research seminar on **Gender and Negotiation: Evidence from the Laboratory and the Field** in Cambridge, MA. Iris Bohnet, co-author (October, 2004)

“Intergovernmental relations and dispute resolution: the case of the Nez Perce Tribe.” Paper presented at the **Harvard University Native American Program Native Issues Research Symposium** in Cambridge, MA. Keith Allred, co-presenter and co-author; Joseph Kalt, co-author (December, 2003)

“Partisan misperceptions and conflict escalation: survey evidence from a tribal/local government conflict.” Paper presented at the meeting of the **International Association of Conflict Management** in Park City, Utah. Keith Allred and Joseph Kalt, co-authors (June, 2002)

OTHER RELEVANT EMPLOYMENT

Coordinator of Next Generation Research Faculty Seminar Series and Psychological Processes in Negotiation Seminar Series, Program on Negotiation, Harvard Law School (2001-2004)

Freshman Proctor, Freshman Dean’s Office, Harvard University (1999-2002)

Volunteer Teacher, placed by **World Teach** at Colegio Técnico Ecuador, Mindo, Ecuador (1997-1998)

Business Analyst, McKinsey & Company, Cleveland, OH (1995-1997)

LANGUAGES

Proficient in Spanish and French; some Russian, Italian and Korean

PERSONAL

Husband: Theodore Hong (Professor of Radiation Oncology, Harvard Medical School; Co-leader of the Gastrointestinal Malignancies Research Program at Dana-Farber/Harvard Cancer Center; Director of the Gastrointestinal Service and Associate Clinical Director of Radiation Oncology at Massachusetts General Hospital). Children: Gabriel (7/29/04), Caleb (10/2/06) and Joshua (9/05/08)