

Hannah Riley Bowles

Harvard Kennedy School
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EDUCATION

DBA, Harvard University, Graduate School of Business Administration, Boston, MA (1996-2001)
MPP, Harvard University, John F. Kennedy School of Government, Cambridge, MA (1992-1994)
BA, Smith College, Northampton, MA (1985-1989)

AWARDS AND HONORS

2015 Most Influential Article Award, Conflict Management Division, Academy of Management
2010 Award for Distinguished Service for Outstanding Research and Teaching on Women and Leadership in the Public, Nonprofit and Private Sectors from Massachusetts League of Women Voters
2009 Best Paper Proceedings for the Academy of Management Meeting
2006 Best Paper Proceedings for the Academy of Management Meeting
2006 Dorothy Harlow Best Paper Award, Runner-up, Gender & Diversity in Organizations Division, Academy of Management Meeting
2003 Manuel Carballo Award for Excellence in Teaching, Harvard Kennedy School

GRANTS AND FELLOWSHIPS

2019 Carol J. Hamilton Research Fund on Gender, Negotiation, and Conflict
2018 Women & Public Policy Program Grant for Research on Women in STEM
2017 Women & Public Policy Program Grant for Research on Gender in Negotiation
2016 HKS SLATE Teaching Innovation Grant for Measure of Leadership
2015 Women & Public Policy Program Grant for Research on Gender & Risk Propensity
2014 HKS SLATE Teaching Innovation Grant for Core Curriculum Reform
2011-2012 Women & Public Policy Program Grant for Research on Gender in Arab Gulf
2010-2011 Center for Public Leadership Faculty Research Grant
Women & Public Policy Program "Closing the Gender Gap" Research Grant
2009-2010 Center for Public Leadership, Research Assistant Funds
Women & Public Policy Program, Summer Support
Dean's Research Fund
Center for Public Leadership, Faculty Research Award
2007-2008 Dean's Research Fund
Middle East Initiative, Faculty Research Grants
Mossavar-Rahmani Center for Business & Government, Seed Funding
Shorenstein Center Press & Politics, Faculty Research Funds
Women and Public Policy Program, Small Grants Program
2006-2007 Dean's Research Fund
Women and Public Policy Program, Small Grants Program

- 2005-2006 Program on Negotiation, Next Generation Research Grant
Harvard Medical School and Harvard School of Dental Medicine Joint Committee
on the Status of Women
- 2004-2005 Center for Public Leadership, Faculty Research Awards
Dean's Research Fund Award
Program on Negotiation, Next Generation Research Grants
Women and Public Policy Program, Small Grants Program
- 2003-2004 Center for Public Leadership, Faculty Research Award
Dean's Research Fund Award
Women and Public Policy Program, Small Seed Grants
- 2002-2003 Center for Public Leadership, Faculty Research Award
Women and Public Policy Program, Small Seed Grants
- 2002-2006 National Science Foundation (Award No.: SES-0213474, \$102,423), Principal
Investigator, Subprogram: A Contextual Perspective on Gender and Negotiation
- 2001-2002 Dean's Research Fund Award
- 2000-2001 Program On Negotiation Graduate Fellowship for dissertation research
- 1997-1998 Marion Gislason Obernauer Fellowship for doctoral study
- 1994-1995 Harvard University Knox Fellowship for research at Oxford Forestry Institute,
Oxford University, England

PUBLICATIONS

- Bowles, H. R., Thomason, B. & Bear, J. B. (2019). Reconceptualizing what and how women negotiate for career advancement. *Academy of Management Journal*, 62(6), 1645–1671.
- Trombini, C., Berg, L. A., & Bowles, H. R. (Forthcoming). Anger and anxiety in masculine stereotypic and male dominated (MSMD) negotiating contexts. In M. Olekalns & J. A. Kennedy (Eds.), *Research Handbook on Gender in Negotiation*. Northampton, MA: Edward Elgar Publishing.
- Bazerman, M. H., Bohnet, I., Bowles, H. R., & Loewenstein, G. (2018). Linda Babcock: Go-getter and do-gooder. *Negotiation and Conflict Management Research*.
- Bowles, H., Thomason, B., and Al Dabbagh. (2017). Research: When men have lower status at work, they're less likely to negotiate, *Harvard Business Review*. Web. 8 September 2017.
- Al Dabbagh, M., Bowles, H. R., & Thomason, B. (2016). Status reinforcement in emerging economies: The psychological experience of local candidates striving for global employment. *Organization Science*, 27(6), 1453-1471.
- Bowles, H. R., & Thomason, B. (2015). Using research to generate advice for women: examples from negotiation research. In I. M. Welp, P. Brosi, L. Ritzenhöfer, & T. Schwarzmüller (Eds.), *Auswahl von Männern und Frauen als Führungskräfte* (pp. 357–366). Wiesbaden: Springer Fachmedien.
- Bowles, H.R. (2014). Why women don't negotiate their job offers. *Harvard Business Review*. Web. 19 June 2014.
- Reprinted in *HBR Guide for Women at Work* (2019), Harvard Business Review Press.

- Bowles, H.R. (2014). Melody Rose, ed.: Women and executive office: Pathways and performance. *Administrative Science Quarterly*, 59(4), NP39–NP41.
- Bowles, H. R. (2013). Psychological perspectives on gender in negotiation. In M.K. Ryan, & N.R. Branscombe (Eds.), *The Sage Handbook of Gender and Psychology*.
- Bowles, H. R., & Babcock, L. (2013). How can women escape the compensation negotiation dilemma? Relational accounts are one answer. *Psychology of Women Quarterly*, 37(1), 80–96.
- Bowles, H. R. & Kray, L. (2013). Negotiation is a man's game: Ultimate truth or enduring myth? Proceedings of the HBS Research Symposium on Gender & Work: Challenging Conventional Wisdom (also translated for publication in French).
- Lai, L., Bowles, H. R., & Babcock, L. (2013). Social costs of setting high aspirations in competitive negotiation. *Negotiation and Conflict Management Research*.
- Bowles, H. R. (2012). "Claiming authority: How women explain their ascent to top business leadership positions." *Research in Organizational Behavior*, 32, 189-212.
- Babcock, L., Bowles, H., & Bear, J. (2012). A model of when to negotiate. *The Oxford handbook of economic conflict resolution*, 313-331.
- Bowles, H. R. (2011). Negotiating the gender gap. *Negotiation*, 14, 8.
- Bowles, H. R. & Flynn, F. (2010). Gender and persistence in negotiation: A dyadic perspective. *Academy of Management Journal*, 53, 4, 769–787.
- Bowles, H. R. & Gelfand, M. (2010). Status and the evaluation of workplace deviance. *Psychological Science*, 21, 1, 49-54
- Bowles, H. R. & Babcock, L. (2009). Are outside offers an answer to the compensation negotiation dilemma for women? *Academy of Management Proceedings*.
- Bowles, H. R. (2008). A closer look at the gender gap. *Negotiation*, 11, 8.
- Bohnet, I. & Bowles, H.R. (Eds.) (2008) Special section: Gender in negotiation. *Negotiation Journal*, 24, 389-508.
- Bowles, H. R., & McGinn, K. L. (2008). Gender in job negotiations: A two-level game. *Negotiation Journal*, 24, 393-410.
- Bowles, H. R., & McGinn, K. L. (2008). Untapped potential in the study of negotiation and gender inequality in organizations. In J. P. Walsh & A. Brief (Eds.), *Academy of Management Annals* (Vol. 2, pp. 99-132). New York: Routledge.
- Waisbren, S., Bowles, H. R., Hasan, T, et al. (2008). Gender differences in research grant applications and funding outcomes for medical school faculty. *Journal of Women's Health* 17, 207-214.
- Bowles, H. R. (2007). Lead the way: Resolving in-house disputes, *Negotiation*, 10, 7-9.
- Bowles, H. R., Babcock, L., & Lai, L. (2007). Social incentives for gender differences in the propensity to initiate negotiation: Sometimes it does hurt to ask. *Organizational Behavior and Human Decision Processes*, 103, 84-103.

- Patt, A., Bowles, H. R., & Cash, D. (2006). Mechanisms for enhancing the credibility of an adviser: Prepayment and aligned incentives. *Journal of Behavioral Decision Making*, 19, 347-359.
- Bowles, H. R. & Gelfand, M. (2006). Are Jamal, Latoya and Kristen Really More Deviant than Greg? Status and the Social Construction of Workplace Deviance. *Academy of Management Proceedings*.
- Bowles, H.R., Babcock, L., & McGinn, K. L. (2005). Constraints and triggers: Situational mechanics of gender in negotiation. *Journal of Personality and Social Psychology*, 89, 951-965.
- Bowles, H. R. & McGinn, K. L. (2005). Claiming authority: Negotiating challenges for women leaders. In D. M. Messick & R. Kramer (Eds.), *The Psychology of Leadership: Some New Approaches* (pp. 191-208). Mahway, NJ: Erlbaum.
- Pradel, D. W., Bowles, H. R., & McGinn, K. L. (2005). "When does gender matter in negotiation?" *Negotiation*, 8, 8-10 (reprinted in 2006 in *Contract Management* magazine and *Harvard Business School Working Knowledge* online newsletter).
- Bowles, H. R. (2005). What could a leader learn from a mediator? Dispute resolution strategies for organizational leadership. In M. Moffitt & R. Bordone (Eds.), *Handbook of Dispute Resolution* (pp. 409-424). San Francisco, CA: Jossey-Bass.
- Hoffman A. J., Riley, H. C., Troast, J. G., & Bazerman, M H. (2002). Cognitive and institutional barriers to new forms of cooperation on environmental protection, *The American Behavioral Scientist*, 45, 820-845.
- Troast, J. G., Hoffman, A. J., Riley, H. C., & Bazerman, M. H. (2002). Institutions as barriers and enablers to negotiated agreements: Institutional entrepreneurship and the Plum Creek Habitat Conservation Plan. In A. Hoffman & M. Ventresca (Eds.), *Organizations, policy and the natural environment: Institutional and strategic perspectives* (pp. 235-261). Stanford, CA: Stanford University Press.
- Riley, Hannah. (2001). When does gender matter in negotiation? Implications for public leadership. *Leadership*, 1, 13-14.
- Riley, H. C. & Sebenius, J. K., (1995). Stakeholder negotiations over third-world natural resource projects. *Cultural Survival Quarterly*, 19, 39-43.

WORKING PAPERS & MANUSCRIPTS

- Grau Grau, M., Bowles, H. R., & La Heras, M. (Eds.). (contracted book manuscript). *Engaging men in fatherhood: Cross-national and cross-sectoral perspectives*. Mannheim: Springer.
- Reschke, B., Minson, J., Bowles, H., De Vaan, M., & Srivastava, S. (manuscript under revision). Dampening the Echo: Bridging Ideological Network Divides through Mutual Receptiveness to Opposing Views. Invited resubmission to *Organizational Behavior & Human Decision Processes*.
- Bowles, H. R. & Thomason, B. (manuscript under review). Prepare strategically for your career negotiations. Paper under editorial review at *Harvard Business Review*.

Liu, H., Desai, S., & Bowles, H. R., Women are less risk-averse in gender-congruent decision contexts (working paper).

Trombini, C., Bowles, H.R., Moore, C., & Akinola, M. Decreasing men's backlash toward threatening women (working paper).

Selected Media Coverage

ABC News, *Good Morning America*

ABC *Katie Couric Show*

Atlantic Monthly

Boston Globe Magazine

CNN

Chicago Tribune

El Tiempo (Colombia)

Fairness.com

Forbes Magazine

Glamour

Globe & Mail (Canada)

Huffington Post

HR Magazine

National Public Radio, *Day to Day*

National Public Radio, *Morning Edition*

New York Times

[*New Yorker*](#)

Personeelsnet (The Netherlands)

Slate

Tages-Anzeiger (Switzerland)

Times Live (South Africa)

The Washington Post

The Week

Wamda (online service for MENA region)

Working Mother

Published Profiles of Teaching

Article on "Public Leadership: Harvard Helps Women Step Up," *Financial Times*, 2018

Interview on Women & Power Executive Program in *Conversations with Great Teachers* by Bill Smoot, 2010

Article on "Strength through diversity: Harvard's Women & Power Program," *Enterprising Women*, 2008

Chinese translation of interview on teaching *Rudy Giuliani: The Man and His Moment* with translated version of the case in *Zhimian Weiji: Shijie Jingdian Anli Pouxu (Facing Emergency: Analysis of Classical Cases in the World)* by Yuhong Sun, Yong Wang, and Weimin Zhou, 2004.

Webinar

"Thinking strategically about your career negotiations," Harvard Alumni Association, 2018

Invited Research Presentations (selected recent examples; *refereed submissions)

Gender in Negotiation. November 2019. Fletcher School of Law & Diplomacy, Tufts University.

Asking, bending, and shaping: A reconceptualization of gender in career negotiations. July 2019. International Association of Conflict Management.*

Reconceptualizing gender in career negotiations. August 2018. Academy of Management Conference. Invited paper presentation.*

Gender in negotiation: Strategies that work for women. January, 2018. U.S. State Department.

Can Values Affirmation Reduce Gender Bias? Decreasing Men's Backlash Toward Women. August 2018. Academy of Management Conference.*

Gender in negotiation. November 2017. Fletcher School of Law & Diplomacy, Tufts University.

Asking, bending, and shaping: A reconceptualization of gender in career negotiations. April, 2017. Behavioral Policy Research Seminar, Woodrow Wilson School, Princeton University.
Asking, bending, and shaping: A reconceptualization of gender in career negotiations. January, 2017. Program on Negotiation Research Lab, Harvard Business School.

TEACHING

Kennedy School Degree Programs

MLD-670 Gender and Public Policy (GAPP) Seminar: Promoting Gender Equality at Work
MLD-501M Fundamentals of Leadership Across Difference (course head)
MLD-101 Management, Leadership, and Decision Making (course head)
API-901 Doctoral Research Seminar (Dissertation Topic Development)
API-902 Doctoral Research Seminar (Prospectus Preparation)
PAL-109 Leadership in the Face of Conflict
PAL-120M Leadership
STM-199 Doctoral Seminar in Management & Leadership (including Qualify Exam)
Adviser, Policy Analysis Exercise
Reading & Research (supervised independent study courses)
Teaching by the Case Method (Preparatory Summer Program for Mid-Career Students)

Kennedy School Executive Programs

Achieving Excellence in Community Development	National Security Fellows
American Council of Young Political Leaders	Newly Elected Speakers of State Legislatures
Crisis Management	Senior Executives Fellows
E-Government	Senior Executive Fellows Alumni Program
International Women's Forum	Senior Managers in Government
Leaders for Tomorrow (Ireland)	State and Local Government
Leaders in Development	State Health Officials
Leadership for the 21 st Century	Strategic Management of Regulatory and Enforcement Agencies
Leadership in a Changing World (Ireland)	Strategic Public Sector Negotiations
Leadership in Counter Terrorism	Taiwan Executive Leadership Development
Leadership in Crises	United Way
Leadership in a Networked World	Urban Leadership in the 21 st Century
Massachusetts Cultural Council	Women & Power (Faculty Chair)
Mastering Negotiations	Women & Power Reunion
National and International Security	Women & Security
National Hispana Leadership Institute	Young Global Leaders
National Preparedness Leadership Institute	

Other Executive Education

Advanced Leadership Initiative, Harvard Business School
Alpha & Gender Diversity, CFA Institute
Citizens Bank
Developing Country Health Officials, Harvard School of Public Health

Executive Fire Officers Program, Federal Emergency Management Agency, U.S. Government
Habitat for Humanity, Harvard Business School
Leading Women Executives
Oxford Programme on Negotiation, Saïd Business School, Oxford University
Program on Negotiation Executive Education, Women & Career Negotiations
Program for Leaders in Real-Estate Development, Harvard Graduate School of Design
Rockefeller Center Leadership Fellows, Dartmouth College
Simmons School of Management, EMC Program
Smith College Leadership Consortium
Strategic Perspectives in Nonprofit Management, Harvard Business School
Women Leaders in Real-Estate Forum, Harvard Graduate School of Design
United Nations Development Programme
Young Black Women's Society
Young Presidents' Organization Spouses Program, Harvard Business School

Other Degree Program

EIB-292: Nonprofit Management, Fletcher School of Law & Diplomacy, Tufts University

Harvard Kennedy School Case Materials

Nadine Vogel: Negotiating Work and Life (2019)
What Public Sector Management Is, and Why It Matters (2015) with Steven Strauss
Marketing - A Tool to Create Public Value. (2015, HBS Case No. KS1122-PDF-ENG) with Steven Strauss, Nathalie Laidler-Kylander.
The Geography of Poverty: Exploring the Role of Neighborhoods in the Lives of Urban, Adolescent Poor (2013)
Aung San Suu Kyi: "Icon of Hope" in Burma (A-B) (2003, #1685-6; Teaching Note 2005, #1685.2)
Leadership in Moral Conflict: Simone Veil and Abortion Reform in France (2003, #1716.0; Teaching Note 2005, #1716.2)
Rudy Giuliani: The Man and His Moment (2003, #1681.0; Teaching Note 2003, #1681.2) plus *Preparedness* video (2004, #1732.9) and *Leadership* video (2004, #1733.9)
The Accidental Statesman: General Petraeus and the City of Mosul, Iraq (2006, #1834.0), Epilogue (2006, #1834.1) with Peter Zimmerman
What Public Sector Management Is, and Why It Matters. (2015) with Steven Strauss.

Harvard Business School Case Materials

Nadine Vogel: Transforming the Marketplace, Workplace, and Workforce for People with Disabilities (2020, N9-420-062)
Stone Container in Costa Rica (A-B) (1997, #897140-141)
Stone Container in Honduras (A-C) (1997, #897172-174) with James Sebenius
Case Brief: Stone Container in Costa Rica and Honduras (1999, #800137) with James Sebenius
Plum Creek Timber (A) (2000, #801131) with Jack Troast, Dov Brachfeld, Max Bazerman
Plum Creek Timber (B-C) (2001, #801399-400) with Jack Troast, Max Bazerman, Nicole Nasser
RetailSoft: Role for Kessel/Archer (2005, #905003-4) with Kathleen McGinn, Dina Witter
Teaching Note: Jerry Sanders (2000, #400008) with Diane Burton and Stephanie Woerner

PROFESSIONAL SERVICE

Current Leadership Roles

Co-Director, Women & Public Policy Program (2018-present)

Chair, Management Leadership & Decision Sciences Area (2013-present)

Other Current Service

Member, HKS Appointments Committee (2018-present)

Member, Program on Negotiation at Harvard Law School (PON) Executive Committee (2018-present)

Member, Harvard University Advanced Leadership Initiative (ALI) Faculty Board (2018-present)

Harvard Kennedy School Negotiation Project, Faculty Contributor (2016-present)

Member, Faculty Steering Committee (2013-present)

Other Current Service

Board Member, Consensus Building Institute (2014-present)

Board Chair, Consensus Building Institute (2016-2019)

Editorial Review Board, *Negotiation Journal* (2019-present), *International Journal of Public Management* (2012-present), *Academy of Management Journal* (2012-2019)

Ad Hoc Reviewer, Academy of Management Meeting, *Administrative Science Quarterly*, *Canadian Journal of Behavioural Science*, *Group Decision and Negotiation*, Harvard Business School Press, Icelandic Research Fund, International Academy of Conflict Management Conference, *International Journal of Conflict Management*, *International Public Management Journal*, Israel Science Foundation, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Conflict Resolution*, *Journal of Personality and Social Psychology*, *Journal of the European Economic Association*, National Science Foundation, *Organizational Behavior and Human Decision Processes*, Oxford University Press, *Personality and Social Psychology Bulletin*, *Perspectives on Politics*, *Psychological Science*, *Sex Roles*, Society of Industrial and Organizational Psychology Conference, Stanford University Press.

ACADEMIC WORK EXPERIENCE

Assistant/Associate Professor/Roy E. Larsen Senior Lecturer

Harvard University, John F. Kennedy School of Government, Cambridge, MA (2001-present)

Visiting Associate Professor

Fletcher School of Law & Diplomacy, Tufts University, Medford, MA (Spring 2013)

OTHER WORK EXPERIENCE

Research Associate

Harvard University, Graduate School of Business Administration, Boston, MA (1995). Published two case studies on conflicts over foreign investments in commercial forestry in Central America, 1995.

Strategic Environmental Associates, Underwood, WA (1995). Conducted market research on alternatives to wood-based products in pulp & paper and building & construction industries.

Conflict Management Group, Cambridge, MA (1990-92). Directed research for not-for-profit that conducted negotiation training and consulting for government officials, political and business leaders, and community activists in Latin America, South Africa, Asia, Europe, and US.

Harvard Negotiation Project, Harvard Law School, Cambridge, MA (1990). Conducted research on negotiating foreign investment contracts in the mineral sectors of developing countries, improving Japan-US relations, and mediating peace in the internal conflict in El Salvador.

Technical Adviser

Ministry of Natural Resources, Energy, and Mines, San José, Costa Rica (1994-95). Advised Minister on implementation of sustainable development agenda, with special emphasis on UN Climate Change negotiations and joint implementation (carbon-offset exchange) policy. Served on Costa Rican delegation in United Nations Climate Change negotiations.

Mediator

Harvard Mediation Program, Harvard Law School, Cambridge, MA (1991-94). Mediated small claims and child/family disputes, and served one year as court liaison.

Government Fellowships

National Institute of Public Administration (INAP), Buenos Aires, Argentina (1993). Advised development of negotiation training programs for Argentinean government officials.

West German Parliament, Bonn, Germany (1989). Wrote reports on defense policy and German-U.S. relations for use by Members of Parliament.