

Hannah Riley Bowles

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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

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

- 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. Welpel, P. Brosi, L. Ritzenhöfer, & T. Schwarzmüller (Eds.), *Auswahl von Männern und Frauen als Führungskräfte* (pp. 357–366). Springer Fachmedien Wiesbaden.
- Bowles, H.R. (2014). Why women don't negotiate their job offers. *Harvard Business Review*. Web. 19 June 2014.

- 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.

Selected Media Coverage of Research

ABC News, *Good Morning America*

ABC *Katie Couric Show*

Boston Globe Magazine

CNN

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*

The New York Times

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

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

SELECTED WORK IN PROGRESS

Mor, S., Luria, G., Bowles, H. R., Gounden Rock, A. Negotiating informally at work: Individual and situational factors shaping women's career advancement. Grant Proposal Submission to Israel-U.S. Binational Science Foundation.

Desai, S., Liu, H., Bowles, H. R., Gender-congruent contexts and counter-stereotypical exemplars: women as risk-seekers (working paper).

Bowles, H. R., Thomason, B., & Bear, J. Asking, bending, and shaping: A reconceptualization of gender in career negotiations (paper in process).

RESEARCH PRESENTATIONS

Conference Papers and Symposia (*refereed conference submissions)

Negotiating Informally at Work: Individual and Situational Factors Shaping Women's Career Advancement. June 2016. International Association of Conflict Management Conference. Paper presented. Columbia University, NYC.*

Status constraints on negotiation: Studies of global-local biculturals in the Arab Gulf. May 2012. Power, Status, and Influence Conference. Northwestern University, Kellogg School of Management.

Women's Leadership Development: A U.S. Perspective. March 2012. Presenter at Roundtable on Women's Leadership Development in the U.A.E. Dubai School of Government.

Coaching Women Through Backlash: Bridging Research and Practice (Symposium). April 2011. Conference of the Society of Industrial and Organizational Psychologists. (Presented research on "Gender and backlash in negotiation: Findings and prescriptive suggestions.")*

Gender differences in negotiation outcomes. October 2010. Panelist on "The Individual Perspective: Gender and Financial Decision Making" at HKS WAPPP Conference on Closing the Gender Gap: The Business Case for Organizations, Politics and Society.

Intersections between culture and gender in negotiation and decision-making: New theoretical and methodological perspectives (Symposium). July 2010. International Association of Conflict Management Conference. (Co-chaired symposium and presented research on

“Status and the evaluation of negotiation behavior: A study of gender and bicultural identity.”)*

Can we stop talking about sex? Second generation gender issues in negotiation (Symposium). July 2010. International Association of Conflict Management Conference. (Co-chaired symposium and co-presented research with Julia Bear and Bobbi Thomason on “Negotiating disadvantage: Gender and negotiating for self and other at work.”)*

Relational accounts: A strategy for women negotiating for higher compensation. October 2009. Research seminar on Gender in Negotiation and Decision Making, sponsored jointly by HKS Women and Public Policy Program and the Program on Negotiation at Harvard Law School.

Relational accounts: A strategy for women negotiating for higher compensation. August 2009. Academy of Management Meeting.*

Gender and persistence in negotiation: A dyadic perspective. August 2009. Academy of Management Meeting.*

I know it when I see it: Gender and evaluation of workplace deviance. July 2008. International Academy of Conflict Management Conference.*

When doesn't it hurt her to ask: Using social accounts and expressing communal motives in compensation negotiations. July 2008. International Academy of Conflict Management Conference.*

Getting past no: Gender and the propensity to persist in negotiation. April 2008. Behavioral Decision Research in Management Conference.*

Getting past no: Gender and persistence in negotiation. October 2007. Research Seminar on Gender and Negotiation: Experimental Evidence, sponsored jointly by the HKS Women and Public Policy Program, the Program on Negotiation at Harvard Law School, and the Simmons School of Management's Center for Gender in Organizations.

Claiming authority: How women account for their attainment of senior leadership positions. August 2007. Academy of Meeting. (Symposium participant.)*

Status and the social construction of workplace deviance. August, 2006. Academy of Management Meeting.*

Women and Work: Perspectives for the 21st Century (Symposium). August 2005. Academy of Management Meeting. (Chaired symposium, and co-presented research with K. McGinn on “Negotiating the path to top leadership positions.”)*

It depends who is asking and whom you ask: Social incentives for sex differences in the initiation of negotiation. March, 2006. Leadership 2006 Conference on Women and Leadership, Kennedy School, Harvard University.

Constraints and triggers: Situational mechanics of gender in negotiation. October, 2004. Research seminar on Gender and Negotiation, sponsored jointly by the HKS Women and Public Policy Program and the Program on Negotiation at Harvard Law School.

Backlash in negotiation. June 2004. International Academy of Conflict Management.*

Social implications of high aspirations in negotiation. June 2004. International Academy of Conflict Management.*

Social incentives for sex differences in the initiation of negotiation. November 2004. Society for Judgment and Decision Making.*

Gender as a situational phenomenon in negotiation. June 2002. International Academy of Conflict Management Conference.*

When gender matters in negotiation. August 2002. Academy of Management Meeting.*

Invited Research Presentations

Asking, bending, and shaping: A reconceptualization of gender in career negotiations. January, 2017. Program on Negotiation Research Lab, Harvard Business School.

Gender and career negotiations. November 2016. Fletcher School of Law & Diplomacy, Tufts University.

Getting above the labyrinth: Approaching career negotiations from a strategic perspective. Alpha and Gender Diversity: The Competitive Edge. September 2016. CFA Institute Women in Investment Management Initiative

How ambiguity influences gender in negotiation. October 2015. Panelist at iNew America, Harvard Business School and MORE Magazine: Get Paid What You're Worth.

Women's career negotiations. March 2015. MIT Lincoln Laboratories.

Gender in negotiation: Looking back and looking ahead. January 2015. Panelist at Festschrift celebrating Walton & McKersie's *A Behavioral Theory of Labor Negotiations* at 50.

Gender in job negotiations. September 2013. National Council for Research on Women.

Gender in job negotiations. September 2013. White House Federal Women's Leadership Summit.

Gender in job negotiations. March 2012. The Heller School, Brandeis University.

Status constraints on negotiation: Studies of global-local biculturals in the Arab Gulf. December 2011. College of Management, UMass Boston.

New directions in leadership research: Gender in negotiation. October 2011. Frank Batten School of Leadership and Public Policy, University of Virginia.

Gender in negotiation. July 2011. Women in Cognitive Science meeting at Cognitive Science Society Annual Meeting.

Status constraints in negotiation: Gender and global (vs. local) culture in the arab gulf. December 2010. Women and Public Policy Program, Speaker Series. Harvard Kennedy School.

Three things to remember about gender in job negotiations. October 2009. ADVANCE Seminar, Northeastern University.

Three things women should know about gender in job negotiations. October 2009. Women's Initiative in Leadership, Institute of Politics, Harvard Kennedy School.

Gender and persistence in negotiation: A Dyadic Perspective, Kellogg School of Management, Management and Organizations Department, Northwestern University.

Three things women should know about gender in job negotiations. October 2009. Dispute Resolution Resource Center, Kellogg School of Management, Northwestern University.

Relational accounts: A strategy for women in compensation negotiations. September 2009. Robert F. Wagner School of Public Service, New York University.

Gender and job negotiations. April 2009. Women in Neuroscience, Harvard University.

Gender in job negotiations. March 2009. Dispute Resolution Forum. Harvard Program on Negotiation at Harvard Law School.

Relational accounts: An answer to the compensation negotiation dilemma for women. March 2009. HKS Women and Public Policy Program Seminar on Women in Leadership and Public Policy: Insights from Recent. Harvard Kennedy School.

Relational accounts: An answer to the compensation negotiation dilemma for women. February 2009. Organizational Behavior Seminar, Yale School of Management.

Relational accounts: An answer to the compensation negotiation dilemma for women. December 2008. Women and Public Policy Program, Speaker Series. Harvard Kennedy School.

Women negotiating leadership: Consequences of difference (panelist). October 2008. Stanton/Anthony Conversations, University of Rochester.

At my best: Gender and negotiating for self and other. September 2008. Center for Public Leadership, Leadership Theory Prospecting Group. Harvard Kennedy School

Getting past no: Gender and the propensity to persist in negotiation. February 2008. Psychological Processes in Negotiation Seminar. Program on Negotiation at Harvard Law School.

When does gender matter in negotiation? January 2008. Women in Science Seminar, Center for Astrophysics, Harvard University.

Social incentives for gender differences in the propensity to initiate negotiations: Sometimes it does hurt to ask. December 2007. Distinguished Speaker Series. Simmons School of Management.

Claiming authority: "Scripts" and "stories" of women and the attainment of leadership positions. April 2007. Organizational Behavior Seminar, Harvard Business School.

Gender and Negotiation. April 2007. Committee on the Concerns of Women at Harvard.

Career: Negotiating the course. May 2005. Harvard Alumni Association, Alumni College

It depends who is asking and whom you ask: Social incentives for sex differences in the initiation of negotiation, with L. Babcock and L. Lei. September 2004. Multidisciplinary Approaches to Human Decision Making, Columbia Business School.

It depends who is asking and whom you ask: Social incentives for sex differences in the initiation of negotiation, with L. Babcock and L. Lei.. October 2004. Institute for Work and Employment Research (IWER) Seminar, MIT Sloan Business School

Backlash in negotiation, with L. Babcock and L. Lei. May 2004. Kennedy School Faculty Seminar.

Situational moderators of gender effects in negotiation. January 2004. Joint Committee on the Status of Women, Harvard Medical School.

Claiming authority: Negotiations on the path to leadership positions. October, 2003. Wiener Center Work-in-Progress Seminar

TEACHING

Kennedy School Degree Programs

MLD-501M: Fundamentals of Leadership Across Difference (course head)

MLD101: 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

American Council of Young Political Leaders

Crisis Management

E-Government

International Women's Forum
Leaders for Tomorrow (Ireland)

Leaders in Development

Leadership for the 21st Century

Leadership in a Changing World (Ireland)

Leadership in Counter Terrorism
Leadership in Crises
Leadership in a Networked World
Massachusetts Cultural Council
Mastering Negotiations
National and International Security
National Hispana Leadership Institute
National Preparedness Leadership Institute
National Security Fellows
Newly Elected Speakers of State Legislatures
Senior Executives Fellows
Senior Executive Fellows Alumni Program
Senior Managers in Government

State and Local Government
State Health Officials
Strategic Management of Regulatory and
Enforcement Agencies
Strategic Public Sector Negotiations
Taiwan Executive Leadership Development
United Way
Urban Leadership in the 21st Century
Women & Power (Faculty Chair)
Women & Power Reunion
Women & Security
Young Global Leaders

Other Executive Education

Advanced Leadership Initiative, Harvard Business School
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 of Government Case Materials (supervised)

What Public Sector Management Is, and Why It Matters (2015)
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 (authored)

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

Harvard Kennedy School

Member, MPP Task Force (2014-present)
Member, Sexual Assault Committee (2015-2016)
Area Chair, Management, Leadership, & Decision Making Area (2013-present)
Research Director, Woman and Public Policy Program (2012-present)
Member, Executive Education Strategic Advisory Committee (2012-2016)
Member, Committee to Review the Financial Management Curriculum (2014-2015)
Co-Organizer, 1-Day Conference on Identity and Conflict in the Middle East, co-hosted by Center for Public Leadership, the Women & Public Policy Program, the Middle East Initiative, and the Program on Negotiation at Harvard Law School (2012)
Member, Faculty Advisory Committee, Women's Policy Journal of Harvard (2011-2013)
Member, Master in Public Policy Task Force (2011-present)
Research Director, Center for Public Leadership (2009-present)
Member, HKS Doctoral Studies Committee and Faculty of Arts & Sciences Standing Committee on Higher Degrees in Public Policy (2009-present)
Co-Organizer, 1-Day Conference on Gender in Negotiation and Decision Making co-hosted by the Women and Public Policy Program and the Program on Negotiation at Harvard Law School (2009)
Panelist, New Faculty Orientation (2009)
Chair, Women and Public Policy Program Speaker Series on Gender in Negotiation & Decision Making (2008-present)
Member, Faculty Committee, Women and Public Policy Program (2008-present)
Organizer, Faculty Research Seminar (Fall 2008)
Presenter, WAPPP celebration of "A Decade Making a Difference" (2008)
Reviewer, CPL Senior Honor Thesis Award (2008)
Co-Organizer, 2-Day Joint Conference of WAPPP, Program on Negotiation at Harvard Law School, and Simmons Center for Gender on Gender and Negotiation (2007)
Member, National Advisory Board, National Preparedness Leadership Initiative (2007-present)
Member, Teaching Group for Management & Leadership Core Course (2006)

Member, Steering Committee, Academic Dean's Faculty Teaching Seminars (2006-2008)
Member, Faculty Junior Search Committee, Management & Leadership Area (2006-2008)
Member, Human Subjects Committee (2002-2004)
Member, Qualifying Paper Committee, Sharon Barnhardt (2006)
Reviewer, WAPPP Small Grants Program (2005)
Contributor, Academic Dean's Meeting on Teaching and Diversity (2004)
Moderator, KSG-HBS Social Enterprise Conference panel on sustainable enterprise (2004)
Participant, Executive Program Chair Meetings (2004)
Presenter, Dean's Conference (2003, 2004)
Faculty, Executive Session on Racial Reconciliation in Cincinnati, OH (2003-2004)
Presenter/Facilitator, Women's Leadership Board (2001, 2002, 2003, 2007)
Presenter, Women Leaders Circle (2002, 2003)
Presenter, Center for Public Leadership Research Awards Lunch (2003)
Moderator, Latino Leadership Panel, Center for Public Leadership (2003)
Presenter, Women Students' Association (2003)
Participant, Visiting Committee Meeting of Subcommittee on Research (2003)
Faculty, Women Waging Peace Conference (2002)
Presenter, Center for Public Leadership, Teaching Seminar (2002)

Other Service

Board Chair, Consensus Building Institute (2016-present)
Board Member, Consensus Building Institute (2014-present)
Faculty Chair, Local Arrangements Committee and Ad Hoc Board Member, 2010 International Association of Conflict Management Conference in Cambridge, MA
Member, Review Committee for 2009 Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity, Gender & Diversity in Organizations Division, Academy of Management
Dinner Speaker, Harvard-Radcliffe Women's Leadership Project
Outside Reader, Dissertation committee of doctoral candidate, Julia Bear, Tepper School of Business, Carnegie Mellon University (2007-2010)
Consultant, Boston Police Department Gang Unit/10-Point Coalition (2007)
Member, Research Group on Gender and Race in Organizations, Harvard Business School (2004-present)
Participant, Joint Committee on the Status of Women, Sub-Committee on Grant Parity, Harvard Medical School (2003-2007)
Participant, Junior Faculty Focus Group for Presidential Search, Harvard University (2006)
Awards Judge, CERES-ACCA North American Sustainability Reporting Awards (2003, 2005)
Member, Qualifying paper committee of doctoral candidate, Lei Lai, Carnegie Mellon University, Heinz School of Public Policy and Management (2005)
Editorial Review Board, *Academy of Management Journal* (2012-present) and *International Journal of Public Management* (2012-present)
Ad Hoc Reviewer, Academy of Management Meeting, *Administrative Science Quarterly*, *Canadian Journal of Behavioural Science*, *Group Decision and Negotiation*, Harvard Business School Press, 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.

Professional Associations: Academy of Management, American Psychological Association Association for Psychological Science, International Association of Conflict Management, Society for Personality and Social Psychology, Society of Industrial and Organizational Psychology

ACADEMIC WORK EXPERIENCE

Visiting Associate Professor (Spring 2013)

Fletcher School of Law & Diplomacy, Tufts University, Medford, MA

Assistant/Associate Professor/Senior Lecturer

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

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.