JARED R. CURHAN

Sloan School of Management
Massachusetts Institute of Technology
100 Main Street, E62-320
Cambridge, MA 02142

Phone: (617) 253-5219
Fax: (617) 253-2660
E-mail: curhan@mit.edu
http://web.mit.edu/curhan/www/

ACADEMIC POSITIONS HELD:

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Sloan School of Management
Gordon Kaufman Professor of Management (2020-present)
Professor of Work and Organization Studies (2022-present)
(Tenured) Associate Professor of Organization Studies (2010-2022)
Sloan Distinguished Associate Professor in Management (2011-2016)
Ford International Career Development Associate Professor (2007-10)
Associate Professor of Organization Studies (2007-2010)
Mitsui Career Development Assistant Professor in Contemporary Technology (2004-07)
Assistant Professor of Organization Studies (2001-07)

STANFORD LAW SCHOOL

Visiting Associate Professor of Law (2009-11)
Fellow, Stanford Center on Conflict and Negotiation (2005-6)

EDUCATION:

STANFORD UNIVERSITY

Ph.D. in Psychology, June 2001
A.M. in Psychology, June 1999

HARVARD COLLEGE

A.B. in Psychology, *Magna Cum Laude*, June 1993

AWARDS AND FELLOWSHIPS:

MIT Teaching with Digital Technology Award, 2019

Most Influential Article Award, Academy of Management, 2013

Best Theoretical Paper Award, International Association for Conflict Management, 2010

MIT Sloan's Jamieson Prize for excellence in teaching, 2010

MIT Graduate Student Teaching Award, 2004

G. J. Lieberman Fellowship for excellence in teaching, university service, and leadership, Stanford University, 2000-01

National Science Foundation Graduate Research Fellowship, 1996-99

Stanford Center on Conflict and Negotiation Graduate Research Fellowship, 1998

Boston Plan for Excellence in Public Schools, Honorable Mention, 1995

Ella Lyman Cabot Trust Public Service Award, 1994

Harvard College Scholarship for academic achievement of high distinction, 1990-93

GRANTS:

National Science Foundation, "Consequences of Subjective Value in Negotiations" ($197,000), 2006-10

Program on Negotiation at Harvard Law School, Next Generation, 2003

Kellogg Dispute Resolution Research Center at Northwestern University, 1997

Ford Foundation Program for Undergraduate Research, 1992

PUBLICATIONS:

BOOKS:

Curhan, J. R. (1998). *Young Negotiators.* Boston, MA: Houghton Mifflin Company.

- Selected by U.S. Depts of Justice & Education as model conflict resolution program (1996).

- Translated into Hebrew, Israel Center for Negotiation and Mediation, Haifa, Israel (1998).
- Translated into Arabic, Israel Center for Negotiation and Mediation, Haifa, Israel (1998).
- Second edition published by SERA Learning, San Francisco, CA (2000).
- Translated into Spanish, Fundación Poder Ciudadano, Buenos Aires, Argentina (2000).
- Third edition published by Channing Bete Company, South Deerfield, MA (2003).

ARTICLES AND CHAPTERS:

Heyman, J. L., Rick, S. R., Giacomelli, G., Wen, H., Laubacher, R. J., Taubenslag, N., Ragupathy, P., Curhan, J., Malone, T. W., Knicker, M. S., & Jeddi, Y. (2024). Supermind Ideator: How scaffolding Human-AI collaboration can increase creativity. *Collective Intelligence, 3*(4).

Curhan, J. R. (2022). Improve creative brainstorming with constructive criticism: Does criticism help or hinder creativity in brainstorming? It depends on the context. *MIT Sloan Management Review, 63(4)*, 10-11.

Curhan, J. R., Overbeck, J. R., Cho, Y., Zhang, T., Yang, Y. (2022). Silence is golden: Extended silence, deliberative mindset, and value creation in negotiation. *Journal of Applied Psychology, 107*, 78-94.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2022). Negotiator consistency, counterpart consistency, and reciprocity in behavior across partners: A round-robin study. Forthcoming at *Personality and Social Psychology Bulletin*.

Curhan, J. R., Labuzova, T., & Mehta, A. (2021). Cooperative criticism: When criticism enhances creativity in brainstorming and negotiation. *Organization Science, 32*, 1256-1272.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2021). Consistency, presence, and contagion in negotiator behavior across partners: A round-robin study. Forthcoming at *Personality and Social Psychology Bulletin*.

Becker, W. J., & Curhan, J. R. (2018). The dark side of subjective value in sequential negotiations: The mediating role of pride and anger. *Journal of Applied Psychology, 103*, 74-87.

Li, R., Curhan, J. R., Hoque, M. E. (2018) Understanding social interpersonal interaction via synchronization templates of facial events. The *Thirty-Second AAAI Conference on Artificial Intelligence (AAAI-18).*

Elfenbein, H. A., Eisenkraft, N. Curhan, J. R., & DiLalla, L. F. (2018). On the relative importance of individual-level characteristics and dyadic interaction effects in negotiations: Variance partitioning evidence from a twins study. *Journal of Applied Psychology, 103*, 88-96.

PUBLICATIONS (CONTINUED):

Curhan, J. R. (2017). Wisdom in simplicity. *Negotiation Journal, 33*, 363-365.

Li, R., Curhan, J. R., Hoque, M. E. (2015). Role of Synchronized Facial Expressions to Predict Negotiation Outcome. *IEEE Automated Face and Gesture Recognition* (FG).

Brown, A. D., & Curhan, J. R. (2013). The Polarizing Effect of Arousal on Negotiation. *Psychological Science, 24*, 1928-1935.

Curhan, J. R., & Brown, A. D. (2012). Parallel and divergent predictors of objective and subjective value in negotiation. In K. S. Cameron and G. M. Spreitzer (Eds.) *Oxford Handbook of Positive Organizational Scholarship* (pp. 579-590). New York: Oxford University Press.
- Best Theoretical Paper Award, International Assoc. for Conflict Management (2010).

Brown, A. D., & Curhan, J. R. (2012). The utility of relationships in negotiation. In G. E. Bolton and R. T. A. Croson (Eds.) *The Oxford Handbook of Economic Conflict Resolution* (pp. 138-154). New York: Oxford University Press.

Elfenbein, H. A., & Curhan, J. R. (2012). The effects of subjective value on future consequences: Implications for negotiation strategies. In B. Goldman, & D. Shapiro (Eds.) *The Psychology of Negotiation in the 21st Century Workplace* (pp. 115-140), SIOP Organizational Frontier Series. New York, NY: Psychology Press/Routledge.

Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (2010). The objective value of subjective value: A multi-round negotiation study. *Journal of Applied Social Psychology, 40*, 690-709.

Curhan, J. R., Elfenbein, H. A., & Kilduff, G. J. (2009). Getting off on the right foot: Subjective value versus economic value in predicting longitudinal job outcomes from job offer negotiations. *Journal of Applied Psychology, 94*, 524-534.

Bendersky, C., & Curhan, J. R. (2009) Cognitive dissonance in negotiation: Free choice or justification? *Social Cognition*, 27, 455-474.

Curhan, J. R., Neale, M. A., Ross, L., & Rosencranz-Engelmann, J. (2008). Relational accommodation in negotiation: Effects of egalitarianism and gender on economic efficiency and relational capital. *Organizational Behavior and Human Decision Processes, 107*, 192-205.

Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Baccaro, L. (2008). Are some negotiators better than others? Individual differences in bargaining outcomes. *Journal of Research in Personality, 42*, 1463–1475.

Amanatullah, E. T., Morris, M. W., & Curhan, J. R. (2008). Negotiators who give too much: Unmitigated communion, relational anxieties, and economic costs in distributive and integrative bargaining. *Journal of Personality and Social Psychology, 95*, 723-738.

Curhan, J. R., & Overbeck, J. R. (2008). Making a positive impression in a negotiation: Gender differences in response to impression motivation. *Negotiation and Conflict Management Research, 1*, 179-193.

Curhan, J. R., & Pentland, A. (2007). Thin slices of negotiation: Predicting outcomes from conversational dynamics within the first 5 minutes. *Journal of Applied Psychology, 92*, 802-811.

PUBLICATIONS (CONTINUED):

Curhan, J. R., Elfenbein, H. A., & Xu, H. (2006). What Do People Value When They Negotiate? Mapping the Domain of Subjective Value in Negotiation. *Journal of Personality and Social Psychology, 91*, 493-512.
- Most Influential Article Award, Academy of Management (2013).
- Featured in Marketing Science Institute's Working Paper Series (2005).
- Featured in Thompson's textbook, *The Mind and Heart of the Negotiator* (2005, 2009).
- Featured in Lewicki et al.'s textbook, *Negotiation* (2006).

Mueller, J. S., & Curhan, J. R. (2006). Emotional intelligence and counterpart mood induction in a negotiation. *International Journal of Conflict Management, 17*, 110-128.

Curhan, J. R., Neale, M. A., & Ross, L. (2004). Dynamic valuation: Preference changes in the context of face-to-face negotiations. *Journal of Experimental Social Psychology, 40*, 142-151.

Bazerman, M. H., Curhan, J. R., & Moore, D. A. (2001). The death and rebirth of the social psychology of negotiation. In G. J. O. Fletcher and M. S. Clark (Eds.) *Blackwell Handbook of Social Psychology: Interpersonal Processes* (pp. 196-228). Oxford, England: Blackwell Publishers.

Bazerman, M. H., Curhan, J. R., Moore, D. A., & Valley, K. L. (2000). Negotiation. *Annual Review of Psychology, 51*, 279-314.

TEACHING MATERIALS:

Curhan, J. R., & Elfenbein, H. A. (2015). The subjective value inventory. In R. L. Lewicki, B. Barry, & D. M. Saunders (Eds.), *Negotiation: Readings, exercises, and cases, 7th Ed.* Boston, MA: McGraw-Hill Irwin.

Curhan, J. R., & Eisenkraft, N., & Elfenbein, H. A. (2013). How good a negotiator are you? The simplest negotiation exercise possible. Olin School of Business cases 2013-1012 and 2013-1011. *The Case Centre*, References 413-064-1 and 413-065-1. Also see 413-064-8.

Curhan, J. R. (1996). Meet or eat? Competition vs. collaboration. *American Bar Association Update on Law-Related Education, 20*, 17-21.

REFEREED PRESENTATIONS:

Wang, L. C., Curhan, J. R., Lu, J., Kumar, N. (2025, July). The negotiation skills assessment: Developing and validating an AI-powered measure of negotiation proficiency. In Gilland, R. (Chair), *Relational and Economic Outcomes in Negotiation*. Symposium conducted at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Vaccaro, M., Alsobay, M., Fang, D., Almaatouq, A., & Curhan, J.R. (2025, July). Smooth operators: Measuring the effect of LLM "personality" on negotiation outcomes. In Bahmani, M. & Jonassen, Z. (Chairs), *Humane & Symbiotic or Parasitic: Emotional and Ethical Perspectives of Human-Technology Interactions*. Symposium conducted at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Hu, X. E., Alsobay, M., Curhan, J. & Almaatouq, A. (2025, July). Rich talk: How communication predicts cooperative behavior. Paper presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Born, N., Bowles, H. R., & Curhan, J. R. (2025, July). AI negotiation coaching and the reinforcement of traditional gender roles. Paper presented at the 38th Annual Meeting of the International Association for Conflict Management, Burlington, VT.

REFEREED PRESENTATIONS (CONTINUED):

Escher, Y. A., Petrowsky, H. M., Curhan, J. R., Lee, A. J., Stoeckli, P. L., Elfenbein, H. A., & Loschelder, D. D. (2025, July). The negotiator personality: Expert predictions vs. data-driven insights from higher-order latent modeling. Paper presented at the 38th Annual Meeting of the International Association for Conflict Management, Burlington, VT.

Wang, L. C., Curhan, J. R., Lu, J., Kumar, N. (2025, July). The negotiation skills assessment: Developing and validating an AI-powered measure of negotiation proficiency. Paper presented at the 38th Annual Meeting of the International Association for Conflict Management, Burlington, VT.

Fang, D., Alsobay, M., Almaatouq, A., & Curhan, J.R. (2024, August). Smooth-talking bots: AI negotiators make better impressions. In Bahmani, M. & Morse, L. (Chairs), *Humans + AI: Organizational Behavior Research on Human-Machine Interactions*. Symposium conducted at the 84th Academy of Management Annual Meeting, Chicago, Illinois.

Wang. L., Sarker, A., & Curhan, J. R. (2024, July). Disagreement with a smile: Multimodal communication in negotiation. Paper presented at the 37th Annual Meeting of the International Association for Conflict Management, Singapore.

Fang, D., Alsobay, M., Almaatouq, A., & Curhan, J.R. (2024, July). Smooth-talking bots: AI negotiators make better impressions. Paper presented at the 37th Annual Meeting of the International Association for Conflict Management, Singapore.

Heyman, J. L., Rick, S. R., Giacomelli, G., Wen, H., Laubacher, R., Taubenslag, N., Knicker, M., Younes, J., Ragupathy, P. Curhan, J., & Malone, T. (2024, June). Supermind ideator: How scaffolding human-AI collaboration can increase creativity. In Proceedings of the ACM Collective Intelligence Conference (pp. 18-28).

Curhan, J. R., & Guenoun, B. S. (2023, August). Unpacking gender differences in negotiation: Distinguishing actor and partner effects. In H. R. Bowles & J. R. Curhan (Chairs), *New Directions for the Study of Gender and Identity in Negotiation Interactions*. Symposium conducted at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts.

Curhan, J. R., Elfenbein, H. A., Kopelman, S., & Paulson, R. (2023, August). The mutual satisfaction effect in negotiation: Subjective value is positively associated within dyads even when objective outcomes are inversely related. In Z. Ren (Chair), *Creating Stronger Ties: Building and Management Social Connections in the Workplace*. Symposium conducted at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts.

Curhan, J. R., & Guenoun, B. S. (2023, July). Unpacking gender differences in negotiation: Distinguishing actor and partner effects. In B. S. Guenoun, J. R. Curhan, & H. R. Bowles (Chairs), *When and How Gender Affects Outcomes and Relationships In Negotiation*. Symposium conducted at the 36th Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece.

Curhan, J. R., Elfenbein, H. A., Kopelman, S., & Paulson, R. (2023, July). The mutual satisfaction effect in negotiation: Subjective value is positively associated within dyads even when objective outcomes are inversely related. In Z. Ren (Chair), *A Tale of Two (or More) Goals: Managing Goal Conflicts in Conversation*. Symposium conducted at the 36th Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece.

REFEREED PRESENTATIONS (CONTINUED):

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2021, August). Consistency, presence, and contagion in negotiator behavior across partners: A round-robin study. In E. Hart (Chair), *Who Negotiates and When? Individual Differences and Context Effects in Negotiation*. Showcase Symposium conducted at the 81st Academy of Management Annual Meeting, Virtual Meeting.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2021, July). Consistency, presence, and contagion in negotiator behavior across partners: A round-robin study. In E. Hart (Chair), *Who Negotiates and When? Individual- and Group-level differences in Negotiation Behavior and Outcomes*. Symposium conducted at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Meeting.

Guenoun, B. S., & Curhan, J. R. (2020, August). *Negotiating through agents: A principal-focused agency model in representative negotiations*. Paper presented at the 80th Academy of Management Annual Meeting, Virtual Meeting.

Curhan, J. R. (2020, July). AI agents negotiating deals and resolving disputes [Discussant]. In Brett, J. (Convener), *AI Agents Negotiating Deals and Resolving Disputes*. Roundtable at the 33rd Annual Meeting of the International Association for Conflict Management, Virtual Meeting.

Guenoun, B. S., & Curhan, J. R. (2020, July). *Negotiating through agents: A principal-focused agency model in representative negotiations*. Paper presented at the 33rd Annual Meeting of the International Association for Conflict Management, Virtual Meeting.

Curhan, J. R., Overbeck, J. R., Cho, Y., Zhang, T., & Yang, Y. (2019, August). *Silence is golden: Silence, deliberative mindset, and value creation in negotiation*. In E. Hart (Chair), *Words Will Never Hurt Me? Managing Conflict through Communication*. Symposium conducted at the 79th Academy of Management Annual Meeting, Boston, Massachusetts.

Hart, E., Campagna, R., & Curhan, J. R. (2019, August). *The dark side of negotiation: When negotiation undermines organizational commitment*. Paper presented at the 79th Academy of Management Annual Meeting, Boston, Massachusetts.

Curhan, J. R., Overbeck, J. R., Cho, Y., Zhang, T., & Yang, Y. (2019, July). *Silence is golden: Silence, deliberative mindset, and value creation in negotiation*. In N. Abi-Esber, & E. Hart (Chairs), *Managing Conflict through Communication*. Symposium conducted at the 32nd Annual Meeting of the International Association for Conflict Management, Dublin, Ireland.

Curhan, J. R., Mehta, A., & Labuzova, T. (2018, July). *Cooperative controversy: When criticism enhances creativity in brainstorming and negotiation*. Paper presented at the 31st Annual Meeting of the International Association for Conflict Management, Philadelphia, Pennsylvania.

Li, R., Curhan, J. R., Hoque, M. E. (2018, February). *Understanding social interpersonal interaction via synchronization templates of facial events*. Paper presented at the 32nd AAAI Conference on Artificial Intelligence (AAAI-18), New Orleans, Louisiana.

Cho, Y., Zhang, T., Overbeck, J. R., Yang, Y., & Curhan, J. R. (2017, August). *Quiet the mind (or just be quiet): Consequences of silence in negotiation*. In E. Hart, & M. Schweitzer (Chairs), *Promoting cooperation in competitive negotiations: Which communication strategies help and hurt?* Symposium conducted at the 77th Academy of Management Annual Meeting, Anaheim, California.

REFEREED PRESENTATIONS (CONTINUED):

Curhan, J. R., & Mehta, A. (2016, August). *When criticism enhances creativity in brainstorming: The moderating role of group purpose*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, California.
- Published in *Academy of Management Annual Meeting Proceedings* (2016).

Neville, L., Curhan, J. R., & Kumar, N. (2016, June). *The internet as negotiation laboratory: Lessons for conducting negotiation research with crowdsourced participants*. Paper presented at the 29th Annual Meeting of the International Association for Conflict Management, New York City, New York.

Eisenkraft, N., & Curhan, J. R. (2015, August). Enjoy yourself: Effects of intrinsic and extrinsic motivation on negotiation performance. In A. Amit (Chair), *Controlling the demons within: Managing conflict within selves, teams, and organizations*. Symposium conducted at the 75th Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.

Becker, W. J., & Curhan, J. R. (2015, August). Pride goeth before a fall: Subjective value in sequential negotiation. In J. Yip (Chair), *Negotiating with Emotion*. Symposium conducted at the 75th Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.

Fung, M., Curhan, J. R., Hoque, M. E. (2014, August). Processing negotiation behavior in the cloud. In J. R. Curhan & M. E. Hoque (Co-chairs), *The Emerging Role of Artificial Intelligence in the Study and Practice of Negotiation and Mediation*. Symposium conducted at the 74th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Published in *Academy of Management Annual Meeting Proceedings* (2014).

Segovia, K. Y., Bailenson, J. N., Weinstein, L., & Curhan, J. R. (2014, August). Avatar see, avatar do: Mimicry by mediators in online dispute resolution. In J. R. Curhan & M. E. Hoque (Co-chairs), *The Emerging Role of Artificial Intelligence in the Study and Practice of Negotiation and Mediation*. Symposium conducted at the 74th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Brown, A., & Curhan, J. R. (2012, August). *Misattribution and eye of the beholder: Effect of arousal on negotiation depends on prior attitudes*. Paper presented at the 72nd Academy of Management Annual Meeting, Boston, Massachusetts.
- Published in *Academy of Management Annual Meeting Proceedings* (2012).

Elfenbein, H. A., Eisenkraft, N., DiLalla, L. F., Curhan, J. R., & Perlis, R. (2012, August). Person × environment interactions when the environment is another person: Twins in negotiations. In M. Sinaceur (Chair), *Counter-intuitive results in negotiations: Implications for teams, status, personality, and offers*. Symposium conducted at the 72nd Academy of Management Annual Meeting, Boston, Massachusetts.

Elfenbein, H. A., Sharma, S., Kopelman, S., Eisenkraft, N., & Curhan, J. R. (2011, August). Individual differences and negotiation outcomes: A cross-cultural field study. In S. Sharma (Chair), *Cross-cultural differences in negotiation*. Symposium conducted at the 71st Academy of Management Annual Meeting, San Antonio, Texas.

Brown, A., & Curhan, J. R. (2010, August). *Polarized by palpitation: How arousal and construal of negotiation predict subjective outcomes*. Paper presented at the 70th Academy of Management Annual Meeting, Montreal, Canada.

Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Brown, A. (2010, June). *Why are some negotiators better than others? Opening the black box of bargaining behaviors*. Paper presented at the 23rd Annual Meeting of the International Association for Conflict Management. Cambridge, Massachusetts.

REFEREED PRESENTATIONS (CONTINUED):

Brown, A., & Curhan, J. R. (2009, August). Consequences of physiological arousal in negotiation. In A. Brown (Chair), *All revved up: Causes, consequences, and construal of physiological arousal in negotiation*. Symposium conducted at the 69th Academy of Management Annual Meeting, Chicago, Illinois.

Elfenbein, H. A., Shirako, A., Eisenkraft, N., Brown, A., & Curhan, J. R. (2008, August). Emotional styles in negotiation: Consistency and its consequences. In E. Tuncel (Chair), *Affect in negotiation: Its antecedents and consequences*. Symposium conducted at the 68th Academy of Management Annual Meeting, Anaheim, California.

Hernandez, M. I., & Curhan, J. R. (2008, August). *Reducing egocentrism in the context of power imbalance in negotiation with deliberation*. Paper presented at the 68th Academy of Management Annual Meeting, Anaheim, California.

Curhan, J. R., Eisenkraft, N., & Elfenbein, H. A. (2007, August). The objective value of subjective value: A multi-round negotiation experiment. In J. R. Curhan (Chair), *Doing well by doing good: Morality, values, satisfaction and performance*. Symposium conducted at the 67th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Kilduff, G. J., Curhan, J. R., & Elfenbein, H. A. (2007, August). Negotiation satisfaction leads to job satisfaction. In J. R. Curhan (Chair), *Doing well by doing good: Morality, values, satisfaction and performance*. Symposium conducted at the 67th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2007, August). On the intuition that some negotiators are better than others: A round-robin study of individual differences. In C. Anderson (Chair), *Negotiator reputation and the development of trust and cooperation*. Symposium conducted at the 67th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Curhan, J. R., Elfenbein, H. A., & Xu, H. (2006, August). Conceptions and consequences of social psychological outcomes in negotiation. In J. R. Curhan (Chair), *Antecedents and consequences of social psychological outcomes in negotiation*. Showcase symposium conducted at the 66th Academy of Management Annual Meeting, Atlanta, Georgia.

Bendersky, C., & Curhan, J. R. (2006, June). *Cognitive dissonance in negotiation: Free choice or counter-attitudinal justification?* Paper presented at the 19th Annual International Association for Conflict Management Conference, Montreal, Canada.

Curhan, J. R., & Mueller, J. S. (2006, January). *Emotional intelligence and counterpart affect induction in the context of integrative negotiations*. Paper presented at the 7th Annual Meeting of the Society for Personality and Social Psychology, Palm Springs, California.

Curhan, J. R., Pentland, A., Caneel, R., Eagle, N, & Martin, M. C. (2005, August). *Thin slices of negotiation: Predicting outcomes from conversational dynamics within the first five minutes*. Paper presented at the 65th Academy of Management Annual Meeting, Honolulu, Hawaii.

Hernandez, M. I. & Curhan, J. R. (2005, August). *From egocentric to socially constructed notions of fairness in negotiation*. Paper presented at the 65th Academy of Management Annual Meeting, Honolulu, Hawaii.

Curhan, J. R. Elfenbein, H. A., & Xu, H. (2005, June). *What do people value when they negotiate? Mapping the domain of subjective value in negotiation*. Paper presented at the 18th Annual International Association for Conflict Management Conference, Seville, Spain.

REFEREED PRESENTATIONS (CONTINUED):

Curhan, J. R. (2003, August). Making a "good impression" in a negotiation: Gender differences in response to the manipulation of impression motivation. In J. Overbeck (Chair), *Gender and organizational processes: Collective representations as a barrier to gender equity*. Symposium conducted at the 63rd Academy of Management Annual Meeting, Seattle, Washington.

Bendersky, C., & Curhan, J. R. (2003, June). *Negotiator preference change: Motivational vs. informational mechanisms underlying dynamic valuation*. Paper presented at the 16th Annual International Association for Conflict Management Conference, Melbourne, Australia.

Curhan, J. R. (2002, August). *The O. Henry effect: Relational norms and negotiations*. Paper presented at the 62nd Academy of Management Annual Meeting, Denver, Colorado.

Curhan, J. R. (2001, October). Organizational culture and negotiation. In L. Thompson, *Negotiation*. Symposium conducted at the Annual Meeting of the Society of Experimental Social Psychology, Spokane, Washington.

Curhan, J. R. (2000, August). *Dynamic valuation: Preference change in the context of face-to-face negotiations*. Paper presented at the 60th Academy of Management Annual Meeting, Toronto, Canada.

Curhan, J. R. (1999, August). A prescriptive model for studying negotiation behavior in children. In J. Kagan (Chair), *Violence prevention and negotiation among children—Theory, research, and intervention.* Symposium conducted at the Annual Convention of the American Psychological Association, Boston, MA.

Curhan, J. R. (1998, April). *Reactance vs. dissonance reduction in active face-to-face negotiations.* Paper and poster presented at the Stanford/Berkeley Talks, Stanford, CA.

Curhan, J. R. (1997, August). Program for Young Negotiators, Inc. In K. L. Valley & L. R. Weingart (Coordinators), *Putting ideas to work: A conversation between conflict practitioners and researchers.* Panel discussion conducted at the 57th Academy of Management Annual Meeting, Boston, MA.

INVITED PRESENTATIONS:

Program on Negotiation at Harvard Law School: PON AI Negotiation Summit, March 2025

Program on Negotiation at Harvard Law School: PON Research Lab, Oct 2021

Harvard Kennedy School: Leadership: Influence and Decision Making, Sept 2019

Kellogg School of Management: Management & Organizations Seminar, May 2019

Haas School of Business, UC Berkeley, March 2019

The Wharton School, University of Pennsylvania: Decision Processes Seminar, Feb 2019

Carnegie Mellon University: Organizational Behavior and Theory Seminar, Nov 2018

Harvard Law School: Program on Negotiation Research Lab, Oct 2018

MIT Sloan School of Management: Organization Studies Seminar, Oct 2018

Harvard Kennedy School: Colloquium on Research Results Advancing Leadership, May 2018

Stanford Graduate School of Business: Organizational Behavior Seminar, May 2016

Stanford University: Distinguished Guest Lecture, Vice Provost for Graduate Education, May 2016

Harvard Business School: Organizational Behavior Seminar, May 2016

INVITED PRESENTATIONS (CONTINUED):

Columbia Business School: Management Division Seminar, May 2016

Harvard Law School: Harvard Negotiation Law Review's Roger Fisher Symposium, March 2013

University of California, Los Angeles: Negotiation and Conflict Resolution Colloquium, March 2011

University of Southern California: Management and Organization Guest Speaker Series, March 2011

Stanford University: Social Psychology Research Seminar, March 2010

Stanford Law School, Faculty Lunch, Feb 2010

Duke University, Fuqua School of Business: Management Seminar, Jan 2009

MIT Sloan School of Management: Organization Studies Group Seminar, Nov 2008

Harvard Kennedy School: Trust, Emotion, Ethics and Morality Seminar, Nov 2008

Kellogg School of Management: Dispute Resolution Rsch. Ctr., Nov 2008

University of Chicago, Booth School of Business: Behavioral Science Brownbag, Nov 2008

Columbia Business School: Management Division Seminar, Nov 2008

Harvard Business School: Organizational Behavior Seminar, Oct 2008

Cornell University: Management and Organization Workshop, Sept 2008

Stanford Law School, Faculty Lunch, Feb 2008

Harvard Law School: Program on Negotiation Next Generation Research Seminar, April 2007

The Wharton School, University of Pennsylvania: Decision Processes Seminar, Sept 2006

Dartmouth College: Tuck School of Business Research Seminar, Sept 2006

Stanford Law School, Faculty Lunch, May 2006

Stanford School of Engineering, Stanford Technology Ventures Program, April 2006

Stanford University: Social Psychology Research Seminar, Feb 2006

University of Colorado: Social Psychology Colloquium, Nov 2005

Stanford Graduate School of Business: Organizational Behavior Seminar, Oct 2005

UCLA Anderson School of Management: Human Resources and Org. Behavior, Oct 2005

Haas School of Business, UC Berkeley: Organizational Behavior and Industrial Relations, Sept 2005

MIT Sloan School of Management: Organization Studies Group Seminar, May 2005

Harvard Law School: Program on Negotiation Next Generation Research Seminar, March 2005

Columbia Business School: Management Division Seminar, Nov 2004

MIT Sloan School of Management: Institute for Work and Employment Rsch. Seminar, May 2003

Harvard University: Social Psychology Research Seminar, Oct 2002

Kellogg School of Management: Dispute Resolution Research Center Speaker Series, Oct 2002

Harvard Law School: Program on Negotiation Next Generation Research Seminar, Jan 2002

The Wharton School, University of Pennsylvania: Decision Processes Seminar, Jan 2002

INVITED PRESENTATIONS (CONTINUED):

Harvard Business School: Negotiations, Organizations, and Markets Unit Seminar Series, Feb 2001

Yale School of Management: Organizational Behavior, Jan 2001

University of Arizona: Management and Policy Research Seminar, Nov 2000

TEACHING:

SLOAN SCHOOL OF MANAGEMENT, MIT, Cambridge, MA
"Negotiation and Influence" (Executive MBA course), *2012-present*
"Negotiation Analysis" (grad/undergrad. course), *2016-present*
"Negotiation Seminar" (Sloan Fellows mid-career course), *2016-present*
"Individuals, Groups, and Organizations" (doctoral course), *2010-present*
"Organizational Processes" (MBA course, special session on negotiation), *2002-present*
"Negotiation and Influence" (Asia School of Business, MBA course), *2017-present*
"Negotiation for Executives" (open enrollment program, executive education), *2011-present*
"Negotiation and Influence" (undergrad. course), *2013-2015*
"Negotiation, Networking, and Relating" (Sloan Fellows mid-career course), *2010-2012*
"Strategic Negotiations" (advanced certificate program for senior executives), *2011*
"Power and Negotiation" (MBA course), *2002-2010*
"Creating Value that Sustains Relationships" (senior executive seminar), *2004-2007*

STANFORD UNIVERSITY, Stanford, CA
"Negotiation and Influence" (grad/undergrad. course), *2011-2013*
"Interdisciplinary Research Seminar on Negotiation and Decision Making" (doctoral course), *2009*
"Misunderstanding, Conflict, and Dispute Resolution" (grad/undergrad. course), *1998-2000*
"Introduction to Statistics" (undergrad. course, teaching assistant), *1997-1998*
"Introduction to Social Psychology" (undergrad. course, teaching assistant), *1997-1998*
"Introduction to Psychology" (undergrad. course, teaching assistant), *1997-1998*

PROGRAM ON NEGOTIATION AT HARVARD LAW SCHOOL, Cambridge, MA
"Harvard Negotiation Master Class" (exec. seminar), *2013-present*
"Negotiation & Leadership: Dealing with Difficult People and Problems" (exec. seminar), *2011-present*

VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS ADMINISTRATION, Vienna, Austria
"Negotiation for Entrepreneurship and Innovation" (MBA/undergrad. course), *2003*

INTER-UNIVERSITY SERVICE:

PROGRAM ON NEGOTIATION AT HARVARD LAW SCHOOL, Cambridge, MA, *2005-present*
Vice Chair for Research (2018-present). Executive Committee (2010-present). Founder/Organizer of PON Research Lab, an inter-university speaker series on psychological processes in negotiation (2005-present). The Program on Negotiation (PON) is a world-renowned inter-university consortium dedicated to developing the theory and practice of negotiation and dispute resolution. PON includes faculty, staff, and students from Harvard, MIT, and Tufts.

UNIVERSITY SERVICE:

MIT SLOAN SCHOOL OF MANAGEMENT, Cambridge, MA, *2001-present*
Faculty Director of MIT Sloan Behavioral Research Lab; Chair, MIT Community Service Fund; Executive Education Committee; Faculty Gender Equity Committee; Diversity and Community Committee; Undergraduate Education Committee; MBA Program Committee; Ethics Committee; Career Development Office's "Career Core"; Dean's Advisory Council; and a special panel convened by the MIT Provost's Office, the Office of Career Services, and the Graduate Student Council.

STANFORD UNIVERSITY, Stanford, CA, *1999-2000*
Chair of Committee on Graduate Student Teaching, Department of Psychology.

UNIVERSITY SERVICE (CONTINUED):

HARVARD COLLEGE, Cambridge, MA, *1993-96*
Freshman Proctor and academic advisor to 75 first-year students at Harvard College.

PROFESSIONAL EXPERIENCE:

PROGRAM FOR YOUNG NEGOTIATORS, INC., Cambridge, MA, *1993-2017*
Founder/Director. Developed the *Young Negotiators* curriculum (Curhan, 1998, Houghton Mifflin) and promoted the teaching of negotiation in primary and secondary schools as an alternative to violence and as a life skill. Curriculum selected by the United States Departments of Education and Justice as a model program for school-based violence prevention. Raised over $1.5 million in grants to support the organization. To date, *Young Negotiators* has been translated into Spanish, Hebrew, and Arabic, and has reached more than 35,000 students throughout the United States and abroad.

PROFESSIONAL EXPERIENCE (CONTINUED):

LEARNING TECHNOLOGIES, INC. D/B/A SERA LEARNING, San Francisco, CA, 1999-*2001*
Consultant. Assisted in the development of negotiation curriculum, website content, and marketing strategy for an educational services firm.

ENDISPUTE, INC., New York, NY, *Summer 1992*
Associate. Coordinated dispute resolution projects and drafted publicity materials for a negotiation and dispute resolution services consulting firm to increase client base.

REVIEWING AND ACADEMIC ASSOCIATIONS:

EDITORIAL BOARDS:
Negotiation Journal
Organizational Behavior and Human Decision Processes

REVIEWING AND ACADEMIC ASSOCIATIONS (CONTINUED):

REVIEWER:

Academy of Management Journal
Academy of Management Meeting
Administrative Science Quarterly
European Journal of Social Psychology
Group Decision and Negotiation
Industrial and Labor Relations Review
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Management Science
National Science Foundation (DRMS)
Negotiation and Conflict Management Research
Negotiation Journal
Organizational Behavior and Human Decision Processes
Organizational Science
Personality and Social Psychology Bulletin
Psychological Science

ACADEMIC ASSOCIATIONS:

Academy of Management
American Psychological Association
International Association of Conflict Management

POPULAR MEDIA COVERAGE:

Curhan's work has been featured in the *New York Times*, *Wall St Journal, Boston Globe*, *San Jose Mercury*, *Harvard Magazine*, and *Harvard Gazette*, as well as on the PBS, WBZ, WCVB, and New England Cable News television networks.