

JARED R. CURHAN

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ACADEMIC POSITIONS HELD:

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Sloan School of Management
(Tenured) Associate Professor of Organization Studies (2009-present)
Ford International Career Development Associate Professor (2007-present)
Associate Professor of Organization Studies (2007-09)
Mitsui Career Development Assistant Professor (2004-07)
Assistant Professor of Organization Studies (2001-07)

STANFORD LAW SCHOOL

Visiting Associate Professor of Law (2009-present)
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:

Ford International Career Development Faculty Chair, 2007-present
Mitsui Career Development Faculty Chair, 2004-07
MIT institute-wide 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
Harvard-MIT-Tufts Program on Negotiation 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.
- 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:

Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (in press). The objective value of subjective value: A multi-round negotiation experiment. *Journal of Applied Social Psychology*.

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.

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.

PUBLICATIONS (CONTINUED):

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. (2007). The subjective value inventory. In R. L. Lewicki, B. Barry, & D. M. Saunders (Eds.), *Negotiation: Readings, exercises, and cases, 5th Ed.* Boston, MA: McGraw-Hill Irwin.

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

REFEREED PRESENTATIONS:

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.

REFEREED PRESENTATIONS (CONTINUED):

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.

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.

REFEREED PRESENTATIONS (CONTINUED):

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:

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

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

Columbia Business School: Management Division Seminar, Nov 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

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 EXPERIENCE:**STANFORD LAW SCHOOL**, Stanford, CA

“Interdisciplinary Research Seminar on Negotiation and Decision Making” (graduate course), 2009

SLOAN SCHOOL OF MANAGEMENT, MIT, Cambridge, MA

“Power and Negotiation” (MBA course), 2002-present

“Creating Value that Sustains Relationships” (seminar for senior execs. from BP), 2004-present

“Organizational Processes” (MBA course, special session), 2002-present

“Individuals, Groups, and Organizations” (PhD course, team-taught), 2002-present

VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS ADMINISTRATION, Vienna, Austria

“Negotiation for Entrepreneurship and Innovation” (MBA/undergrad. course), 2003

STANFORD UNIVERSITY, Stanford, CA

“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

HARVARD LAW SCHOOL, Cambridge, MA

“Negotiation Workshop” Harvard Negotiation Project (exec. ed., teaching asst.), 1995-1996

JOHN F. KENNEDY SCHOOL OF GOVERNMENT, Cambridge, MA

“Basic Computing Skills” (grad/mid-career course), 1994-1995

HARVARD BUSINESS SCHOOL, Cambridge, MA

“Negotiation Analysis” (MBA course, teaching assistant), 1990-1991

UNIVERSITY SERVICE:**MIT SLOAN SCHOOL OF MANAGEMENT**, Cambridge, MA, 2001-present

Participate in multiple university service initiatives, including: The MIT Behavioral Lab; The Career Development Office’s “Career Core”; The 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.

PROGRAM ON NEGOTIATION AT HARVARD LAW SCHOOL, Cambridge, MA, 2005-present

Organize and facilitate speaker series on Psychological Processes in Negotiation.

STANFORD UNIVERSITY, Stanford, CA, 1999-2000

Chair of Committee on Graduate Student Teaching, Department of Psychology.

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-present

Founder and 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.

POPULAR MEDIA COVERAGE:

Curhan's work has been featured in *The 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.