

Einav Hart, PhD

School of Business, Management Area
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POSITIONS HELD

George Mason University, School of Business	2020 - Present
Assistant Professor of Management	
Uber Technologies Inc.	2019 - 2020
Behavioral Data Scientist, Pricing Strategy unit; Marketplace Analytics	
University of Pennsylvania	
Visiting Scholar, Wharton: Operations, Information and Decisions department	2019 - Present
Postdoctoral researcher, Philosophy, Politics and Economics department	2015 - 2019

EDUCATION

Hebrew University of Jerusalem, Israel

- 2015 Ph.D. Cognitive Science, with a specialization in Rationality
 2010 M.A. Cognitive Science, with a specialization in Rationality, *magna cum laude*
 2006 B.A. Statistics and Cognitive Science, *summa cum laude*

RESEARCH INTERESTS

- Negotiation; Conflict Resolution; Communication; Organizational Behavior; Decision Making

TEACHING INTERESTS

- Negotiation; Organizational Behavior; Managerial Decision Making; Teams and Groups

PUBLICATIONS

* equal authorship; § student

16. **Hart, E.***, VanEpps, E. M.*, Yudkin, D. A. & Schweitzer, M. E. (*accepted Aug 2023*) How keeping or revealing others' secrets influences interpersonal perceptions. *Journal of Experimental Social Psychology*.
 - Select media: [National Affairs](#)
15. VanEpps, E. M.*, **Hart, E.***, & Schweitzer, M. E. (2023). Dual-promotion: Bragging better by promoting peers. *Journal of Personality and Social Psychology*. [U](#)
 - Select media coverage: [Wall Street Journal](#), [Forbes](#), [Financial Times](#)
14. Huber, C., ...**Hart, E.**, ... & 94 co-authors (2023). Competition and moral behavior: A meta-analysis of 45 crowd-sourced experimental designs. *Proceedings of the National Academy of Sciences*.
13. Ren, Z. B. §, **Hart, E.**, Levine, E. E., & Schweitzer, M. E. (2022). Shared responsibility for deception. *Current Opinion in Psychology*. [U](#)
12. VanEpps, E. M. *, & **Hart, E.*** (2022). Questions and deception: How to ask better questions and elicit the truth. *Current Opinion in Psychology*, 47:101383. [U](#)
 - Select media coverage: [Psychology Today](#), [SmartBrief on Leadership](#) & [Higher Ed Leader](#), [MarketWatch](#), [Academic Minute](#)
11. **Hart, E.**, & Schweitzer, M. E. (2022). When we should care more about relationships than favorable deal terms in negotiation: the Economic Relevance of Relational Outcomes (ERRO). *Organizational Behavior and Human Decision Processes*, 168. [U](#)
 - Select media: [Psychology Today](#), [American Bar Association](#), [Knowledge @ Wharton](#), [Academic Minute](#)

10. **Hart, E.**, Avrahami, J., & Kareev, Y. (2022). When unequals compete: Where do they stand after the competition? *Cognitive Science*. [U](#)
9. **Hart, E.***, VanEpps, E. M.*, & Schweitzer, M. E. (2021). The (better than expected) consequences of asking sensitive questions. *Organizational Behavior and Human Decision Processes*, 162, 136-154 [U](#)
 - Select media coverage: [HBR](#), [Freakonomics](#), [Knowledge @ Wharton](#)
8. **Hart, E.**, & Schweitzer, M. E. (2020). Getting to less: When negotiating harms post-agreement performance. *Organizational Behavior and Human Decision Processes*, 156, 155-175. [U](#)
 - Select media coverage: [New York Times](#), [Forbes](#), [CNBC](#), [Wharton Magazine](#), [Knowledge @ Wharton](#), [LinkedIn](#), [Hacker News](#)
7. **Hart, E.**, Mellers, B. A., & Bicchieri, C. (2019). Bad luck or bad intentions: When do third party observers reveal offenders' intentions to victims? *Journal of Experimental Social Psychology*. [U](#)
6. **Hart, E.**, Avrahami, J., & Kareev, Y. (2016). Enlarging the market yet decreasing the profit: Competitive behavior when investment affects the prize. *Judgment and Decision Making*, 11(4), 380-390. [U](#)
5. Shen, Q., Teo, M., Winter, E., **Hart, E.**, Chew, S. H., & Epstein, R. P. (2016). To cheat or not to cheat: Tryptophan Hydroxylase 2 SNP Variants contribute to dishonest behavior. *Frontiers in Behavioral Neuroscience*, 10, 82. [U](#)
4. **Hart, E.**, Avrahami, J., Kareev, Y., & Todd, P. (2015). Investing even in uneven contests: Effects of asymmetry on investment in contests. *Journal of Behavioral Decision Making*, 28(4), 395–409. [U](#)
3. **Hart, E.**, Kareev, Y., & Avrahami, J. (2015). Good times, bad times: Reversal of risky choice in a good versus a bad world. *Decision*, 3(2), 132-145. [U](#)
2. Avrahami, J., Kareev, Y., & **Hart, E.** (2014). Taking the sting out of choice? Diversification of investments. *Judgment and Decision Making*, 9(5), 373–386. [U](#)
1. Israel, S., **Hart, E.**, & Winter, E. (2014). Oxytocin decreases accuracy in the perception of social deception. *Psychological Science*, 25, 293-295. [U](#)

PAPERS UNDER REVIEW OR REVISION

17. **Hart, E.**, Bear, J., & Ren, Z. B. § (R&R). Negotiators' inflated concern about their likelihood of jeopardizing a deal. *Organizational Behavior and Human Decision Processes*.
 - Finalist for the *IOBC Best Paper Award* in 2022
18. **Hart, E.***, Campagna, R. C.*, Elfenbein, H. A., & Curhan, J. (R&R). The employment negotiation dilemma: Long-term costs for job candidates who negotiate and managers who don't. *Organization Science*.
19. Sontuoso, A., Bicchieri, C., Funcke, A., & **Hart, E.** Strategic problems with risky prospects: The impact of noisy feedback on decision-making. *Under review*. [U](#)

SELECTED WORK IN PROGRESS

20. **Hart E.**, & Bowles, H. R. Negotiating role and compensation effects on turnover. *Working paper*.
21. Ren, Z. B. §, **Hart, E.**, & Schweitzer, M. E. Negotiation dance. *Working paper*.
22. **Hart, E.*** & Campagna, R. C.* Less envious of those we trust: The dual mitigating role of trust on the development of envy and harming behaviors. *Working paper*.
23. Campagna, R. C., Mislin, A., **Hart, E.**, Lee, J., & Dirks, K. Is it a matter of time? The role of time and apologies in trust repair. *Working paper*.
24. **Hart, E.**, Cronin, M., & Shapiro, D. Effectively managing relationship conflict. *In preparation*.
25. Sleesman, D., **Hart, E.**, & Bear, J. Partial agreements in negotiations. *Data collection*.

AWARDS AND GRANTS

2023	Negotiation & Team Resources (NTR)-Peterson Research Grant (\$10,000): Additional funding of 2021 grant – “I Avoid Because I Care: An Investigation of a U-Shaped Model of Negotiation Avoidance by Economic Concerns”
2022	Merit salary increase, George Mason University (awarded to top 16% of faculty)
2021	Negotiation & Team Resources (NTR)-Peterson Research Grant (\$10,000): “I Avoid Because I Care: An Investigation of a U-Shaped Model of Negotiation Avoidance by Economic Concerns”
2021	Outstanding teacher award, MS in Technology Management, George Mason University.
2018	Negotiation & Team Resources (NTR)-Peterson Research Grant (\$8,900): "Negotiating for Goods and Services". (Proposal ranked #1)
2018	Global Initiatives Research Program Funding, Wharton School, University of Pennsylvania (with Maurice Schweitzer and Eric VanEpps)
2018	Hayek Fund award, the Institute for Humane Studies at George Mason University.
2017	Teacher-Scholar travel award, Society for Personality and Social Psychology.
2015-2016	Hebrew University post-doctoral award for excellent female researchers – The Victor Smorgon charitable fund (\$21,000). Jerusalem, Israel.
2012-2015	President’s Award for doctoral students (Humanities), Hebrew University of Jerusalem.
2012-2015	Scholarship from the Federmann Center for the Study of Rationality, Hebrew University of Jerusalem.
2013, 2014	Cognitive science travel grant, Hebrew University of Jerusalem.
2009-2010	M.A. Award, Humanities faculty, Hebrew University of Jerusalem.
2009-2010	Rector Award for graduate students, Hebrew University of Jerusalem.
2009-2010	Federmann Center for the Study of Rationality scholarship, Hebrew University of Jerusalem.
2005-2007	Dean’s list awards for B.A. students (awarded to highest ranked Social Science B.A. students each year), Hebrew University of Jerusalem.

INVITED SYMPOSIA ORGANIZER and CHAIR

2023

- *Academy of Management (OB, CM)*: “Novel insights into who, where, and why we trust”
- *International Association for Conflict Management*: “Novel insights into who, where, and why we trust”
- *Society of Personality and Social Psychology*: “Successes and failures in communication and impression management”

2022

- *Academy of Management (OB, CM, MOC)*: “Communication misperceptions: Mispredicting the outcomes of interpersonal interactions”
- *Academy of Management (OB, CM, MOC)*: “Are you kind, big deal, or kind of a big deal? The role of communication in impression management”
- *International Association for Conflict Management*: “Communication misperceptions: Mispredicting the outcomes of interpersonal interactions”
- *International Association for Conflict Management*: “Are you kind, big deal, or kind of a big deal? The role of communication in impression management”
- *Society for Personality and Social Psychology*: “Green with envy”

2021

- *Academy of Management (OB, CM; Showcase symposium = top 10%)*: “Who negotiates and when? Individual differences and context effects in negotiation”
- *Academy of Management (OB, CM, SIM)*: “When and why do we value dishonesty? Moral conflicts of honesty, cooperation, and loyalty”
- *Academy of Management (OB, CM, GDO)*: “Perceptual bases of inequality in organizations”
- *International Association for Conflict Management*: “Who negotiates and when? Individual differences and context effects in negotiation”

- *International Association for Conflict Management*: “When and why do we value dishonesty? Moral conflicts of honesty, cooperation, and loyalty”
- *International Association for Conflict Management*: “Perceptual bases of inequality in organizations”
- *Society for Personality and Social Psychology*: “Useful conversations we seek to avoid”.

2020

- *Academy of Management (CM)*: “Negotiating in context: How context affects negotiation strategies and consequences”
- *International Association for Conflict Management*: “Negotiating in context: How context affects negotiation strategies and consequences”

2019

- *Academy of Management (OB, CM)*: “Words will never hurt me? Managing conflict through communication”
- *International Association for Conflict Management*: “Managing conflict through communication”

2018

- *Academy of Management (OB, CM)*: “In a conflict state of mind: How do people act upon their expectations of conflict?”

2017

- *Academy of Management (OB, CM)*: “Promoting cooperation in competitive negotiations: Which communication strategies help and hurt?”

INVITED TALKS

- 2022 University of Pennsylvania, The Wharton School (Decision Processes)
Carnegie Mellon University, Tepper School of Business (Organizational Behavior)
Cornell University, ILR and SC Johnson College of Business (Management & Organizations)
University of Chicago, Booth School of Business (Center for Decision Research)
Harvard-MIT-Tufts Program on Negotiations (PON Research Lab)
Ben Gurion University, Decision Making and Economic Psychology (DMEP)
- 2021 George Mason University (I/O Psychology)
University of Pennsylvania, Social and Behavioral Science Initiative (SBSI)
- 2020 University of California, Berkeley, Beyond Academia Conference
- 2019 Washington University in St. Louis, Olin Business School (Organizational Behavior)
George Mason University (Management Seminar)
- 2018 University of Pennsylvania (Moral Psychology)
Hebrew University of Jerusalem (Psychology)
Tel Aviv University, Collier School of Business (Organizational Behavior)
Technion University (Behavioral Science and Management)
Ben Gurion University of the Negev (Psychology)

SELECT PEER-REVIEWED PRESENTATIONS (* collaborator presentation)

- 2023 Academy of Management; International Association of Conflict Management; Annual conference of Behavioral Science and Policy Association; *Society for Personality and Social Psychology; *Israel Organizational Behavior Conference
- 2022 Academy of Management; Society for Personality and Social Psychology; *International Association of Conflict Management; *Paper accepted at First International Network on Trust (FINT) Annual Conference; Paper accepted at Society for Judgment and Decision Making
- 2021 Academy of Management; International Association of Conflict Management; Society for Personality and Social Psychology; *Society of Experimental Social Psychology
- 2020 Academy of Management; International Association of Conflict Management; Society for Judgment and Decision Making; Society for Personality and Social Psychology; Behavioral Science and Policy Association; *Israeli Organizational Behavior Conference
- 2019 Academy of Management; International Association of Conflict Management; Society for Personality and Social Psychology; *Advances in Consumer Research
- 2018 Academy of Management; International Association of Conflict Management; Society for Judgment and Decision Making; Culture and Negotiation Conference (Kellogg School of

- Management); Society for Personality and Social Psychology; Israel Organizational Behavior Conference
- 2017 Academy of Management; International Association of Conflict Management; Society for Judgment and Decision Making; Society for Personality and Social Psychology
- 2016 Society for Judgment and Decision Making
- 2015 Society for Judgment and Decision Making
- 2014 Society for Judgment and Decision Making; Economic Science Association European
- 2013 Society for Judgment and Decision Making; European Association for Decision Making

SOCIETY MEMBERSHIP

Academy of Management (2015-present), International Association of Conflict Management (2016-present), Society for Judgment and Decision Making (2012-present), Society for Personality and Social Psychology (2014-present), Association for Psychological Science (2016-2019); Psychonomic Society (2012-2019).

ACADEMIC SERVICE

IACM Voting board member (“Director-at-large”, 2023-2025)

Ad-hoc Reviewer:

Journals: *Academy of Management Discoveries, Academy of Management Journal, Journal of Applied Psychology, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology; Management Science, Nature Communications, Organization Science, Organizational Behavior and Human Decision Processes, Psychological Science, Journal of Behavioral Decision Making, Decision, European Journal of Social Psychology, Group Decision and Negotiation, Journal of Judgment and Decision Making.*

Grants and Conferences: *Academy of Management Annual Conference, International Association of Conflict Management Annual Conference, Society of Judgment and Decision-Making Annual Conference, Israel Science Foundation (ISF).*

Service at George Mason University:

Organizer of Organizational Behavior Speaker Series (2019-present)

TEACHING

George Mason University, School of Business		2020 - Present
2020 - ...	Negotiation in Organizations	Undergraduate: MGMT 463-003
2021 - ...	Negotiations	MBA: MBA 726
2021 - 2022	Negotiation and Conflict Management	Masters: TECM 641 (* Teaching award 2021)
University of Pennsylvania		2015 - 2019
2015 - 2019	Trust & Deception	PPE 474-301
2017	Competition & Negotiation	PPE 474-301
2015 - 2016	Competitive Behavior	PPE 475-301
Hebrew University of Jerusalem		2011 - 2015
2011 - 2015	Hands-on Introduction to Research	06140
2011, 2014	Psychology of Decision Making (TA)	76012