

EINAV HART

Costello College of Business, Management Area
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EMPLOYMENT

George Mason University, Costello College of Business Assistant Professor of Management	2020 – Present
Uber Technologies Inc. Behavioral Data Scientist, Pricing Strategy unit; Marketplace Analytics	2019 – 2020
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
Ph.D. Cognitive Science, with a specialization in Rationality
M.A. Cognitive Science, with a specialization in Rationality, *magna cum laude*
B.A. Statistics and Cognitive Science, *summa cum laude*

RESEARCH INTERESTS

Negotiation; Conflict Resolution; Trust; Behavioral Ethics; Organizational Behavior; Decision Making

TEACHING INTERESTS

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

PUBLICATIONS AND RESEARCH

PEER-REVIEWED PUBLICATIONS (* equal authorship; § student)

- **Hart, E.**, Bear, J., & Ren, Z. B. § (2024). But what if I lose the offer? Negotiators' inflated perception of their likelihood of jeopardizing a deal. *Organizational Behavior and Human Decision Processes*. [U](#)
- Select media: [HBR](#)
- Finalist for the *IOBC Best Paper Award* in 2022
- **Hart, E.***, VanEpps, E. M.*, Yudkin, D. A. & Schweitzer, M. E. (2024). The interpersonal costs of revealing others' secrets. *Journal of Experimental Social Psychology*, 110, 104541 [U](#)
- Select media: [National Affairs](#), [Metro News UK](#), [GMU news](#)
- 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: [HBR](#), [The Economist](#), [Wall Street Journal](#), [Forbes](#), [Financial Times](#), [CNBC](#), [Knowledge @ Wharton](#)
- 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 Science*, 120, e2215572120 [U](#)

- Ren, Z. B. §, **Hart, E.**, Levine, E. E., & Schweitzer, M. E. (2022). Shared responsibility for deception. *Current Opinion in Psychology*. [🔗](#)
- VanEpps, E. M. *, & **Hart, E.*** (2022). Questions and deception: How to ask better questions and elicit the truth. *Current Opinion in Psychology*, 47:101383. [🔗](#)
 - Select media: [Psychology Today](#), [SmartBrief on Leadership](#) & [Higher Ed Leader](#), [MarketWatch](#), [Academic Minute](#)
- **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. [🔗](#)
 - Select media: [Psychology Today](#), [American Bar Association](#), [Knowledge @Wharton](#), [Academic Minute](#)
- **Hart, E.**, Avrahami, J., & Kareev, Y. (2022). When unequals compete: Where do they stand after the competition? *Cognitive Science*. [🔗](#)
- **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 [🔗](#)
 - Select media: [HBR](#), [Freakonomics](#), [Knowledge @Wharton](#)
- **Hart, E.**, & Schweitzer, M. E. (2020). Getting to less: When negotiating harms post-agreement performance. *Organizational Behavior and Human Decision Processes*, 156. 155-175. [🔗](#)
 - Select media: [New York Times](#), [Forbes](#), [CNBC](#), [Wharton Magazine](#), [LinkedIn](#)
- **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*. [🔗](#)
- **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. [🔗](#)
- Shen, Q., Teo, M., Winter, E., **Hart, E.**, Chew, S. H., & Ebstein, R. P. (2016). To cheat or not to cheat: Tryptophan Hydroxylase 2 SNP Variants contribute to dishonest behavior. *Frontiers in Behavioral Neuroscience*, 10, 82. [🔗](#)
- **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. [🔗](#)
- **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. [🔗](#)
- Avrahami, J., Kareev, Y., & **Hart, E.** (2014). Taking the sting out of choice? Diversification of investments. *Judgment and Decision Making*, 9(5), 373–386. [🔗](#)
- Israel, S., **Hart, E.**, & Winter, E. (2014). Oxytocin decreases accuracy in the perception of social deception. *Psychological Science*, 25, 293-295. [🔗](#)

PAPERS UNDER REVISION OR REVIEW

- **Hart, E.*** & Campagna, R. C.* (2nd round review) Moderating roles of trust in the envy process. *Journal of Management*.
- Bowles, H. R.* & **Hart E.*** (2nd round review) Negotiating professional roles enhances motivation. *Journal of Applied Psychology*. [Authors in alphabetical order]
- **Hart, E.**, VanEpps, E. M., Sezer, O., & Amir, O. (R&R) Replies and impressions. *Management Science*.
- Ren, Z. B. §, **Hart, E.**, & Schweitzer, M. E. (R&R) Negotiation length affects satisfaction. *Journal of Applied Psychology*.
- Sontuoso, A., Bicchieri, C., Funcke, A., & **Hart, E.** (R&R) Strategic problems with risky prospects: The impact of noisy feedback on decision-making. *Games and Economic Behavior*. [🔗](#)
- **Hart, E.***, Campagna, R. C.*, Elfenbein, H. A., & Curhan, J. (Reject & Resubmit) Negotiation consequences for job candidates and managers. *Organization Science*.
- Campagna, R. C., Mislin, A., **Hart, E.**, & Lee, J. (working paper) Time and apologies in trust repair.

SELECT WORK IN PROGRESS

(working papers available upon request)

- **Hart, E.**, & Gunia, B. Negotiating within relationships. *In preparation; data from 3 studies.*
- Bitterly, T. B., **Hart, E.**, Yip, J., & Schweitzer, M. E. Humor and negotiations. *Data from 3 studies.*
- **Hart, E.**, Cronin, M., & Shapiro, D. Effectively managing relationship conflict. *In preparation.*

SELECT COMMENTARIES

- “Negotiating Is Unlikely to Jeopardize Your Job Offer” *Harvard Business Review*, May 8, 2024. By Einav Hart, Julia Bear, and Zhiying (Bella) Ren [U](#)
- “Want to Brag Better? Promote Peers When You Share Your Accomplishments” *Harvard Business Review*, November 20, 2023. By Eric M. VanEpps, Einav Hart, and Maurice E. Schweitzer. [U](#)
- “When Can Negotiators Profit by Not Focusing on Profit?” *Psychology Today*. March 2, 2022. By Einav Hart, and Maurice E. Schweitzer. [U](#)
- “The Case for Asking Sensitive Questions” *Harvard Business Review*. November 24, 2020. By Einav Hart, Eric M. VanEpps, and Maurice E. Schweitzer. [U](#)

AWARDS AND GRANTS

Merit salary increase, George Mason University (awarded to top 16% of faculty) (2023-2024)
 Negotiation & Team Resources (NTR)-Peterson Research Grant (\$10,000) (2023)
 Merit salary increase, George Mason University (awarded to top 16% of faculty) (2022)
 Negotiation & Team Resources (NTR)-Peterson Research Grant (\$10,000) (2021)
 Outstanding teacher award, MS in Technology Management, George Mason University. (2021)
 Negotiation & Team Resources (NTR)-Peterson Research Grant (\$8,900) (ranked #1) (2018)
 Global Initiatives Research Program Funding, Wharton School (with Schweitzer & VanEpps, 2018)
 Hayek Fund award, the Institute for Humane Studies at George Mason University (2018)
 Hebrew University post-doctoral award for excellent female researchers
 The Victor Smorgon charitable fund (\$21,000). Jerusalem, Israel. (2015)

TEACHING

George Mason University, School of Business		2020 - Present
2024 - ...	Teams and Interpersonal Relations	<u>Undergraduate</u> : MGMT 464
2024	Individual Relationships and Groups	PhD: BUS 893 (* Co-teaching seminar)
2021 - ...	Negotiations	<u>MBA</u> : MBA 726
2020 - ...	Negotiation in Organizations	<u>Undergraduate</u> : MGMT 463
2021 - 2022	Negotiation and Conflict Management	<u>Masters</u> : TECM 641 (* Teaching award 2021)
University of Pennsylvania		2015 - 2019
2015 - 2019	Trust & Deception	<u>Undergraduate</u> : PPE 474-301
2017	Competition & Negotiation	<u>Undergraduate</u> : PPE 474-301
2015 - 2016	Competitive Behavior	<u>Undergraduate</u> : PPE 475-301
Hebrew University of Jerusalem		2011 - 2015
2011 - 2015	Hands-on Introduction to Research	<u>Undergraduate</u> : 06140
2011, 2014	Psychology of Decision Making (TA)	<u>Graduate</u> : 76012

PRESENTATIONS AND WORKSHOPS

INVITED SYMPOSIA ORGANIZER & CHAIR

2024

- Academy of Management (OB, CM): “Organizational consequences of misperceptions about sensitive topics”
- Academy of Management (OB, CM): “How do we manage difficult conversations?”
- International Association for Conflict Management: “How do we manage difficult conversations?”
- International Association for Conflict Management: “Misperceptions about sensitive topics and their social consequences”

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”

2017 - 2019

- Academy of Management (OB, CM): “Words will never hurt me? Managing conflict through communication”
- International Association for Conflict Management: “Managing conflict through communication”
- Academy of Management (OB, CM): “In a conflict state of mind: How do people act upon their expectations of conflict?”
- Academy of Management (OB, CM): “Promoting cooperation in competitive negotiations: Which communication strategies help and hurt?”

INVITED TALKS

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- 2024 American University, Kogod School of Business (Management)
- 2023 University of Pennsylvania, The Wharton School (OB Conference)
George Washington University School of Business (Management)
- 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

(last 6 years; * collaborator presentation)

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- 2024 Academy of Management; *International Association of Conflict Management; *Association for Consumer Research; Paper accepted at Behavioral Decision Research in Management
- 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

SERVICE**Professional Service:**

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|---|-------------|
| Voting Board Member: International Association of Conflict Management | 2023 – 2025 |
| Member, Nominations & Elections Committee | 2024 |
| Chair of Award Committee: Outstanding Conference Paper, Student as First Author | 2024 |
| Chair of Award Committee: Negotiation and Team Resources (NTR) Research Grants | 2024 |
| Judge for student poster competition, Society for Judgment and Decision Making | 2022 |

Academic Societies:

- | | |
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| International Association of Conflict Management | 2016 – Present |
| Academy of Management | 2015 – Present |

Society for Personality and Social Psychology
Society for Judgment and Decision Making

2014 – Present
2012 – Present

Ad-hoc Reviewer:

Management Journals:

Academy of Management Journal, Journal of Applied Psychology, Management Science, Organization Science, Organizational Behavior and Human Decision Processes, Academy of Management Discoveries, Group Decision and Negotiation.

Psychology & Decision Science Journals:

Psychological Science, Nature Communications, Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Journal of Behavioral Decision Making, Journal of Judgment and Decision Making, European Journal of Social Psychology, Journal of Environmental Social Psychology.

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, Negotiation and Team Resources.

Service at George Mason University:

Organizer of Organizational Behavior Speaker Series

2019 – Present