

# STEPHEN MICHAEL GARCIA

Graduate School of Management  
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## UNIVERSITY DEGREES

**Stanford University**, Psychology, A.B., with distinction, 1995

**Princeton University**, Psychology, M.A., 1999

**Harvard University**, Administration, Planning & Social Policy, Ed.M., 2002

**Princeton University**, Psychology, Ph.D., 2002

## ACADEMIC APPOINTMENTS

### University of California, Davis, CA

Full Professor, with tenure, Graduate School of Management (2021-present)

Associate Professor, with tenure, Graduate School of Management (2019-2021)

### University of Michigan, Ann Arbor, MI

Full Professor of Psychology, with tenure, Department of Psychology (2019)

Full Professor of Organizational Studies, with tenure, Organizational Studies (2019)

Faculty Associate, Research Center for Group Dynamics, ISR (2003-2019)

Adjunct Faculty Associate, Research Center for Group Dynamics (2019-present)

Associate Professor of Psychology, with tenure, Department of Psychology (2011-19)

Associate Professor of Organizational Studies, with tenure, Organizational Studies(2011-19)

Adjunct Associate Professor of Management and Organizations, Business School (2012-14)

Assistant Professor of Psychology, Department of Psychology (2008-11)

Assistant Professor of Organizational Studies, Organizational Studies Program (2008-11)

Adjunct Assistant Professor of Management and Organizations, Business School (2003-08)

Assistant Professor of Public Policy, Gerald R. Ford School of Public Policy (2002-08)

### London Business School, London, UK

Visiting Assistant Professor of Organisational Behaviour (Spring 2007)

**Massachusetts Institute of Technology**, Sloan School of Management, Cambridge, MA

Visiting Appointment (Winter 2006)

**Harvard Law School**, Program of Negotiation, Cambridge, MA

Graduate Student Research Fellow (2001- 02)

## **INDUSTRY EXPERIENCE**

**Charles Schwab & Company**, San Francisco, CA

Marketing Manager, Electronic Brokerage Division (May 2000 - September 2000)

**Merrill, Lynch & Company**, Princeton, NJ

Marketing Consultant, Private Client Group (January 1998 - May 1998)

**Wells, Fargo & Company**, San Francisco, CA

Marketing Consultant, Business Banking Group (October 1995 - April 1997)

## **HONORS**

Society of Experimental Social Psychology, Elected Member

Stanford University Distinguished Alumni Scholar

Keynote Speaker, Atlanta Conference on Competitive Advantage

Best Competitive Paper, Association for Consumer Research

Outstanding Theoretical Paper Finalist, Eastern Academy of Management

Graduate Fellowship, Program on Negotiation at Harvard Law School

National Science Foundation Graduate Fellowship

Ford Foundation Fellowship

Stanford University *Distinction*

Stanford University *Departmental Honors*

Irvine Research Award

Leadership Alliance Scholar

## **PROFESSIONAL ASSOCIATIONS**

Academy of Management

Association for Consumer Research

Association for Psychological Science

Society for Experimental Social Psychology

Society for Judgment and Decision Making

Society for Personality and Social Psychology

## **EDITORIAL BOARDS**

Journal of Personality and Social Psychology

Journal of Behavioral Decision Making

Frontiers in Social Psychology and Personality

## PUBLICATIONS

(underline = students)

### Edited Volumes

**S.M. Garcia**, Tor, A., & Elliot, A. (forthcoming) *Oxford Handbook on the Psychology of Competition*. New York: Oxford University Press.

### Publications

**Garcia, S.M.**, Tor, A., & Elliot, A. (forthcoming) Introductory chapter. In S.M. Garcia, A. Tor, & A. Elliot (Eds), *Oxford Handbook on the Psychology of Competition*. New York: Oxford University Press.

**Garcia, S.M.**, & Tor, A. (forthcoming) Social comparison and competition. In S.M. Garcia, A. Tor, & A. Elliot (Eds), *Oxford Handbook on the Psychology of Competition*. New York: Oxford University Press.

Reese, Z.A., **Garcia, S.M.**, & Edelstein, R. (in press). More than a game: Trait competitiveness predicts motivation in minimally competitive contexts. *Personality and Individual Differences*

Ritov, I. & **Garcia, S.M.** (in press) Ventilator allocations: The effect of mere identifiability. *Behavioral Science & Policy*.

Chen, P., **Garcia, S.M.**, Chai, V., & Gonzalez, R. (in press) Comparing and being compared: Synergistic effects of social comparison and evaluation apprehension in competitive motivation. *Advances in Group Processes*.

**Garcia, S.M.**, Arora, P., Reese, Z.A., & Shain, M.J. (2020) Free agency and organizational rankings: A social comparison perspective on signaling theory. *Journal of Behavioral and Experimental Economics*, 89

**Garcia, S.M.**, Reese, Z., & Tor, A. (2020) Social comparison before, during, and after the competition. In J. Sul, L. Wheeler, & R. Collins (Eds), *Social Comparison, Judgment and Behavior*, Oxford University Press.

**Garcia, S.M.**, Weaver, K., & Chen, P. (2019) The status signals paradox. *Social Psychological and Personality Science*, 10, 690-696.

Weaver, K., & **Garcia, S.M.** (2018) The adding-and-averaging effect in bundles of information: Preference reversals across joint and separate evaluation. *Journal of Experimental Psychology: Applied*, 24, 296-305

Wu, K., **Garcia, S.M.**, & Kopelman, S., (2018). Frogs, ponds, and culture: Variations in entry decisions. *Social Psychological and Personality Science*, 9, 99-106.

Georgellis, Y., **Garcia, S.M.**, Gregoriou, A., & Ozbilgin, M. (2017) Pay referents and satisfaction with pay: Does occupational proximity matter? *British Journal of Management*, DOI: 10.1111/1467-8551.12272

**Garcia, S.M.**, & Halldorsson, A., (2017). Social comparison, In R. Biswas-Diener & E. Diener (Eds), Noba textbook series: *Psychology*. Champaign, IL: DEF Publishers.

Lee, Y.K., Weaver, K., & **Garcia, S.M.** (2016). I'll have fries with that: Increasing choice complexity promotes indulgent food choices. *Psychology and Marketing*, 33, 505-515

Hanek, K., **Garcia, S.M.**, & Tor, A. (2016) Gender and competitive preferences: The role of competition size. *Journal of Applied Psychology*, 101, 1122-33

Weaver, K.D., Hock, S., & **Garcia, S.M.** (2016) "Top 10" reasons: When adding persuasive arguments reduces persuasion. *Marketing Letters*, 27, 27-38.

**Garcia, S.M.**, Chen, P., & Gordon, M.T. (2014) The letter versus spirit of the law: A lay perspective on culpability. *Judgment and Decision Making*, 9, 479-490.

**Garcia, S.M.**, Tor, A., & Schiff, T. (2013). The psychology of competition: A social comparison perspective. *Perspectives on Psychological Science*, 8, 634 –650.

Weaver, K.D., **Garcia, S.M.**, & Schwarz, N. (2012). The presenter's paradox. *Journal of Consumer Research*, 39, 445-460

Chen, P., Myers, C., Kopelman, S., & **Garcia, S.M.** (2012). The hierarchical face: Higher ranks lead to less cooperative looks. *Journal of Applied Psychology*, 97, 479-86.

**Garcia, S.M.**, Song, H. & Tesser, A. (2010). Tainted recommendations: The social comparison bias. *Organizational Behavior and Human Decision Processes*, 13, 97-101.

Ybarra, O., Keller, M.C., Chan, E., **Garcia, S.M.**, Sanchez-Burks, J., Rios Morrison, K., & Baron, A. (2010). Being unpredictable: Friend or foe matters. *Social Psychological and Personality Science*, 1, 259-267.

**Garcia, S.M.**, Bazerman, M.H., Kopelman, S., Tor, A., & Miller, D.T. (2010). The price of equality: Suboptimal resource allocations across social categories. [Special Issue on Integrative Perspectives on Behavioral Ethics] *Business Ethics Quarterly*, 20, 75-88.

Tor, A., & **Garcia, S.M.** (2010). The N-Effect: Beyond probability judgments. *Psychological Science*, 21, 748-749.

Tor, A., Gazal-Ayal, O., & **Garcia, S.M.** (2010). Fairness and the willingness to accept plea bargain offers. *Journal of Empirical Legal Studies*, 7, 97-116

**Garcia, S.M.**, & Tor, A. (2009). The N-Effect: More competitors, less competition. *Psychological Science*, 20, 871-877.

**Garcia, S.M.**, Weaver, K., Darley, J., & Spence, B.T. (2009). Dual effects of implicit bystanders: Diffusing vs. facilitating helping behavior. *Journal of Consumer Psychology*, 19, 215-224.

**Garcia, S.M.**, Meyle, M.J., & Provins, E. (2009). Headcounts and equal opportunity: "People accounting" in the workplace. In M. Ozbilgin (Ed.), *Theory and Scholarship in Equality, Diversity and Inclusion at Work*. Cheltenham, UK: Edward Elgar Press.

**Garcia, S.M.**, & Tor, A. (2007). Rankings, standards, and competition: Task vs. scale comparisons. *Organizational Behavior and Human Decision Processes*, 102, 95-108.

**Garcia, S.M.**, & Miller, D.T. (2007). Social categories and group preference disputes: The aversion to winner-take-all solutions. *Group Processes and Intergroup Relations*, 10, 581-593.

Weaver, K., **Garcia, S.M.**, Schwarz, N., & Miller, D.T. (2007). Inferring the popularity of an opinion from its familiarity: A repetitive voice can sound like a chorus. *Journal of Personality and Social Psychology*, 92, 821-833.

**Garcia, S.M.**, & Harrison, B.J. (2007). A decision model of helping behavior. In R. Baumeister & K. Vohs (Eds.), *Encyclopedia of Social Psychology*. Thousand Oaks, CA: Sage Publications.

**Garcia, S.M.**, & Ybarra, O. (2007). People accounting: Social category-based choice. *Journal of Experimental Social Psychology*, 43, 802-809.

**Garcia, S.M.**, Hallahan, M., & Rosenthal, R. (2007). Poor expression: Concealing social class stigma. *Basic and Applied Social Psychology*, 29, 99-107.

Ybarra, O., Keller, M., Chan, E., Hutsler, J., **Garcia, S.M.**, Sanchez-Burks, J., & Rios-Morrison, K. (2007). The social prediction dynamic: A legacy of cognition and mixed-motives. In Forgas, Haselton, & von Hippel (Eds.), *The Evolution of the Social Mind*. New York: Psychology Press.

**Garcia, S.M.**, Tor, A., & Gonzalez, R.D. (2006). Ranks and rivals: A theory of competition. *Personality and Social Psychology Bulletin*, 32, 970-982.

**Garcia, S.M.**, Tor, A., Bazerman, M.H., & Miller, D.T. (2005). Profit maximization versus disadvantageous inequality: The impact of self-categorization. *Journal of Behavioral Decision Making*, 18, 187-198.

Weaver, K., & **Garcia, S.M.** (2005). The self-presenter's paradox: Motivated reasoning in impression formation. *Advances in Consumer Research*, 32, 363-364.

**Garcia, S.M.**, Weaver, K., Moskowitz, G.B., & Darley, J.M. (2002). Crowded minds: The implicit bystander effect. *Journal of Personality and Social Psychology*, 83, 843-853.

**Garcia, S.M.** (2002). Power and the illusion of transparency in negotiation. *Journal of Business and Psychology*, 17, 133-144.

**Garcia, S.M.**, Darley, J., & Robinson, R. (2001). Morally questionable tactics: Negotiations between district attorneys and public defenders. *Personality and Social Psychology Bulletin*, 27, 731-743.

**Garcia, S.M.**, & Rosenhan, D. (1998). Power and intergroup perception between public defenders and district attorneys. *Journal of Police and Criminal Psychology*, 15, 15-24.

**Garcia, S.M.** (2010) Review of "Social Decision Making: Social Dilemmas, Social Values, and Ethical Judgments" (Eds.) Roderick M. Kramer, Ann E. Tenbrunsel, & Max H. Bazerman, *International Public Management Journal*, 13, 197-200.

## **MANUSCRIPTS UNDER REVISION OR REVIEW**

**Garcia, S.M.**, Tor., A., & Limberg, R. (revise and resubmit – 3<sup>rd</sup> round: *Organizational Behavior and Human Decision Processes*) N-equality: More people, less (concern for) equality?

Georgellis, Y. & **Garcia, S.M.** (under review) Personality bounds employees' job satisfaction.

Hanek, K., & **Garcia, S.M.** (under review) Gender and competitive performance: Closing gaps with smaller competitions

Reese, Z., & **Garcia, S.M.** (under review) Competitions and competitors: Disentangling competitive situations and competitive personalities.

## **MANUSCRIPTS IN PREPARATION**

**Garcia, S.M.** & Tor, A. Perceptions of Inequality.

Ritov, I. & **Garcia, S.M.** Third-party allocations and identifiability.

Weaver, K.D., & **Garcia, S.M.** Goal Progress and the N-Effect.

Weaver, K.D., & **Garcia, S.M.** Averaging Effects and Attribute Alignability.

## **RESEARCH GRANTS**

U.S. – Israel Binational Science Foundation, \$300,000 USD, Co-PI with I. Ritov, (2019-2022)  
Law School Admission Council, PI with A. Tor, (2014)  
Barger Leadership Institute, Research Grant (2009)  
Center for Local, State, and Urban Policy Grant (2005)  
National Poverty Center (2004)  
Center for Local, State, and Urban Policy Grant (2003)  
Rackham Faculty Research Grant (2003)  
Association of Princeton Graduate Alumni Grant (1998, 2000)

## **INVITED TALKS**

**Cornell University**, S.C. Johnson College of Business (2020, May)  
**University of California, Davis**, Graduate School of Management (2019, Apr)  
**University of Illinois – Urbana-Champaign**, Law School (2019, Mar)  
**Michigan State University**, Department of Psychology (2018, Oct)  
**University of Kent at Canterbury**, Kent Business School (2015, Nov)  
**Michigan State University**, Department of Psychology (2015, Nov)  
**Wayne State University**, Department of Psychology (2013, Dec)  
**University of California – Riverside**, School of Management (2012, Dec)  
**Michigan State University**, Department of Psychology (2012, Oct)  
**Loyola Marymount University**, College of Business Administration (2012, Oct)  
**Michigan State University**, Department of Psychology (2012, Sep)  
**University of Southern California**, Gould School of Law (2012, May)  
**Kingston University London**, Business School, London, UK (2011, Sep)  
**Michigan State University**, Department of Psychology (2009, Apr)  
**Northwestern University School of Law**, Law and Psychology Colloquium (2008, Sep)  
**University of Oxford**, Saïd Business School, Strategy Group (2008, Apr)  
**University of California at Irvine**, Planning, Policy & Design (2008, Apr)  
**Duke University**, Fuqua School of Business (2008, Feb)  
**Rice University**, Jones School of Management (2008, Jan)  
**University of Kent at Canterbury**, Department of Psychology (2007, May)  
**University of Cambridge**, Judge Business School (2007, May)  
**Max Planck Institute**, Research Center on Collective Goods (2007, May)  
**Norwich Business School**, Equality Research Seminar (2007, May)  
**Hebrew University of Jerusalem**, Decision Consortium (2006, June)  
**University of Haifa**, Behavioral Law and Economics Symposium (2006, June)  
**University of Michigan**, Annual Decision Consortium Conference (2006, May)  
**Brown University**, Social Cognition Seminar (2006, April)  
**Massachusetts Institute of Technology**, Department of Marketing (2006, Mar)  
**University of Michigan**, Management and Organizations, Ross School of Business (2005, Nov)  
**Michigan State University**, Department of Psychology (2005, Nov)  
**University of Michigan**, Decision Making Consortium Series (2004, Oct)  
**University of Michigan**, Annual Decision Consortium Conference (2004, May)  
**University of Michigan**, Interdisciplinary Committee on Organizational Studies (2004, Feb)  
**University of Michigan**, Program on Organizational Studies (2004, Feb)  
**University of Michigan at Dearborn**, Faculty of Economics and Political Science (2004, Jan)

**University of Michigan**, Decision Making Consortium Series (2003, Feb)  
**University of Michigan**, Psychology Department, Organizational Psychology (2003, Feb)  
**University of Michigan**, Michigan Business School, Organizational Behavior (2003, Feb)  
**University of Michigan**, Psychology Department, Social Psychology Area (2002, Oct)  
**Williams College**, Department of Psychology (2002, Feb)  
**Washington University**, Olin School of Business, Department of Marketing. (2002, Feb)  
**London Business School**, Department of Organisational Behaviour (2002, Jan)  
**University of Michigan**, Ford School of Public Policy (2002, Mar)

### CONFERENCE PRESENTATIONS (selected)

**Garcia, S.M.**, & Weaver, K. (2018, Aug). Adding and Averaging in Organizational Decisions: The Impact of Evaluation Mode. Academy of Management. Chicago, IL.

**Garcia, S.M.**, Weaver, K., & Chen, P. (2018, May). Status signals. Association for Psychological Science Conference. San Francisco, CA.

**Garcia, S.M.**, Weaver, K., & Chen, P. (2017, Jan) Status signals. Self and Identity Pre-Conference of the Society for Personality and Social Psychology. San Antonio, TX.

**Garcia, S.M.**, Tor, A., & Limberg, R.. (2015, June) N-Equality: More people more (concern for) inequality? Notre Dame University in London, United Kingdom

**Garcia, S.M.**, Tor, A., & Limberg, R.. (2015, November) N-Equality: More people more (concern for) inequality? Conference of the Society for Judgment and Decision Making, Chicago, IL.

Weaver, K., & **Garcia, S.M.** (2013). The N-effect reverses in the proximity of a goal. Paper presented at the Academy of Management, Orlando, FL.

**Garcia, S.M.**, Tor., A., & Schiff, T. (2012). *Psychology of competition*. Paper presented at the Eastern Academy of Management, Philadelphia.

**Garcia, S.M.**, Tor., A., Carino, C., & Meyle, M. (2010). *How rivalry diminishes with the number of rivals*. Paper presented at the Academy of Management, Montreal, Canada.

**Garcia, S.M.**, & Tor, A. (2009, Nov) *The N-Effect* Paper presented at the Society for Judgment and Decision Making. Boston, MA.

**Garcia, S.M.**, Tor, A., & Meyle, M. (2009, Jul) *Rivalry Diminishes with Number of Competitors*. Paper presented at the Society for Strategic Management. Washington DC.

**Garcia, S.M.**, Tor, A., & Meyle, M. (2009, Jul) *Rivalry Diminishes with Number of Competitors*. Paper presented at the Summer Institute on Competitive Strategy. Berkeley, CA.



**Garcia, S.M., & Tor, A.** (2008, August). *The N-Effect: More competitors and less competition*. Paper presented at the Academy of Management Conference, Anaheim, CA.

Song, H., & **Garcia, S.M.** (2008, February). *The more you have, the more you lose: Ranking and negotiation in multi-party ultimatum game*. Paper presented at the Conference of Society for Personality and Social Psychology, Albuquerque, NM.

**Garcia, S.M., & Tor, A.** (2006, Nov). *Rankings and competition: Task vs. scale comparison*. Paper presented at the meeting of the Society for Judgment and Decision Making, Houston, TX.

**Garcia, S.M., & Miller, D.T.** (2006, Oct). *Collectivizing preference disputes*. Paper presented at the Conference of the Society of Experimental Social Psychology, Philadelphia, PA.

**Garcia, S.M., & Tor, A.** (2006, August). *Rankings and competition: Task vs. scale comparison*. Paper presented at the Conference of the Academy of Management, Atlanta, GA.

Tor, A., Gazal, O., & **Garcia, S.M.** (2006). *Substantive fairness and comparative evaluation in plea bargain decision making*. Paper presented at the Marie Curie Conference, The University of Manchester, UK.

**Garcia, S.M., Tor, A., & Gonzalez, R.D.** (2006, January). *Ranks and rivals: A theory of competition*. Paper presented at the Social Psychology Winter Conference, Park City, UT.

**Garcia, S.M. & Tor, A.** (2005, August). *Ranks and rivals: Implications for maximizing joint gains*. Paper presented at the Conference of the Academy of Management, Honolulu, HI.

**Garcia, S.M. & Tor, A.** (2005, June). *Ranks and rivals: Implications for maximizing joint gains*. Paper presented at the Conference of the International Association for Conflict Management, Seville, Spain.

Weaver, K., **Garcia, S.M.**, Miller, D., & Schwarz, N. (2004, October). *Metacognitive beliefs about groups: Inferences of extensity from familiarity*. Paper presented at the Conference of the Association for Consumer Research, Portland, OR.

Weaver, K., & **Garcia, S.M.** (2004, October). *The self presenter's paradox: Motivated reasoning in information integration*. Paper presented at the Conference of the Association for Consumer Research, Portland, OR.

**Garcia, S.M., Tor, A., Bazerman, M., & Miller, D.** (2003, November). *Profit maximization in joint evaluation: Social category-based preference reversals*. Paper presented at the meeting of the Society for Judgment and Decision Making, Vancouver, B.C.

**Garcia, S.M., Weaver, K.W., Moskowitz, G.B., & Darley, J.M.** (2002, August). *Crowded minds: The implicit bystander effect*. Paper presented at the Conference of the Academy of Management, Denver, CO.

**Garcia, S.M., & Miller, D.T.** (2001, June). *Groups preference disputes: When losses become defeats*. Paper presented at the Conference of the American Psychological Society, Toronto, Canada.

**Garcia, S.M., & Miller, D.T.** (2000, August) *Heads or tails? Winner-take-all solutions to group conflict*. Paper presented at the Conference of the Academy of Management, Toronto, Canada.

## TEACHING

### Courses

*Negotiation*, Graduate School of Management, University of California, Davis  
*Individual and Group Dynamics*, Graduate School of Management, University of California, Davis  
*Negotiation*, Organizational Studies, University of Michigan  
*Inside Organizations*, Organizational Studies, University of Michigan  
*Negotiation in Practice*, Psychology Department, University of Michigan  
*Bargaining and Influence Skills*, Ross School of Business, University of Michigan  
*Negotiation and Conflict Management*, Ford School of Public Policy, University of Michigan  
*Organizations and Marketing*, Organizational Studies, University of Michigan  
*Learning and Academic Success*, Summer Bridge Program, University of Michigan

### Workshops

*Negotiation Workshop*, Kent Business School, University of Kent at Canterbury  
*Negotiation Workshop*, IPE, Ford School of Public Policy, University of Michigan  
*Negotiation*, Executive Education, *Ross School of Business*, University of Michigan  
*Negotiation Workshop*, Law School, *Universidad de Anahuac de Xalapa*, Veracruz, Mexico

### Mentoring

*Doctoral Student Advising*, Psychology Department (2006- )  
*Undergraduate Thesis Advisor*, Psychology Department (2006-2019)  
*Undergraduate Research Opportunities Program*, Faculty Mentor (2002-2019)  
*MPP Student Advising*, Ford School of Public Policy (2002-2007)

## SERVICE AND ACADEMIC CITIZENSHIP

### University of California, Davis

#### Graduate School of Management

*Member, MBA Program Committee (2020 - )*

*Member, Committee on Research (2019-2020)*

*Member, Ad-Hoc Committee on the Alternative MBA (2019-)*

*Member, Personnel Committee on Continuing Lecturer Review (2019-20)*

*Member, Personnel Committee on Merit Review for Associate Professor (2020)*

*Member, Personnel Committee on Merit Review for Assistant Professor (2020)*

*Member, Curriculum Planning Committee for Betty Moore School of Nursing-Graduate School of Management Fellowship Program (2020-present)*

*Participant, UC Davis Qualitative Research Conference (2020)*

#### University-at-Large

*Member, Advancing Faculty Diversity Learning Community, Faculty Learning Community.*

*Speaker, Summer Institute for Emerging Managers and Leaders, GSM and UCOP (2020)*

*Member, "FRIENDS" — UC Davis Faculty Working and Networking Group, sponsored by office of Associate Vice Chancellor (2020 - )*

*Member, Center for the Advancement of Multicultural Perspectives in the Social Sciences, Arts & Humanities (CAMPSSAH) (2019 - )*

*Speaker, Diversity and Inclusion Panel, UC Davis School of Veterinary Medicine (2020)*

#### National and International Service (see below)

### University of Michigan, Ann Arbor

#### Academic Leadership

*Honors Program Director, Organizational Studies, University of Michigan (2016- 18)*

*Representative-at-Large (Elected), Academy of Management, CM Division (2015-18)*

#### Institution Building

*Chair, Organizational Studies Faculty Search Committee, University of Michigan (2018-19)*

*Chair, Organizational Studies - Psychology Search Committee, University of Michigan (2017-18)*

*Chair, Organizational Studies Faculty Search Committee, University of Michigan (2017-18)*

*Chair, Organizational Studies Faculty Search Committee, University of Michigan (2016-17)*

*Chair, Organizational Studies - Psychology Search Committee, University of Michigan (2013-14)*

*Chair, OS Diversity Post-Doc Ad-hoc Committee, University of Michigan (2017-18)*

*Member, Faculty Search Committee, Organizational Studies, University of Michigan (2008)*

*Member, OS Admissions, Organizational Studies, University of Michigan (2009-10, 11-12)*  
*Member, PhD Admissions, Social Psychology, University of Michigan (2008-9)*

### **Academic Governance and Leadership Bodies**

*Executive Committee (Advisory Board), Organizational Studies, University of Michigan (2011-19)*  
*Executive Committee, Research Center for Group Dynamics, University of Michigan (2018 -19)*  
*Curriculum Committee, Entrepreneurship Minor, University of Michigan (2015- 17)*  
*Executive Committee, Psychology Department, University of Michigan (2011-12)*  
*LSA Curriculum Committee, Appointed Member, University of Michigan (Winter 2011)*

### **Advisory Board Service**

*LSA Academic Judiciary Committee, Member, University of Michigan (2016 - 19)*  
*ADVANCE Advisory Committee, Member, University of Michigan (2016 – 19)*  
*Awards Committee, Psychology Department, University of Michigan (2015 – 19)*  
*Psychology Annual Review Committee, Member, University of Michigan (2016-17)*  
*M-Healthy Faculty Advisory Board, University of Michigan (2013 - 17)*  
*Communications and External Relations Advisory Board, University of Michigan (2013- 17)*  
*Psychology Annual Review Committee, Member, University of Michigan (2013-14)*  
*Advisory Board, Comprehensive Studies Program, University of Michigan (2011-14)*  
*Diversity Committee, Psychology Department, University of Michigan (2011-12)*  
*Curriculum Committee Chair, Organizational Studies, University of Michigan (2010- 12)*

### **Faculty Review Committees**

*Chair, OS – Psychology 3<sup>rd</sup> Year Review Committee, University of Michigan (2017-18)*  
*Member, Organizational Studies 3<sup>rd</sup> Year Review Committee, University of Michigan (2018-19)*  
*Member, Organizational Studies 3<sup>rd</sup> Year Review Committee, University of Michigan (2011-12)*

### **Faculty Mentoring**

*Mentoring Committee for Ashley Harrell, Organizational Studies, University of Michigan (2018-19)*  
*Mentoring Committee for Arnold Ho, Org Studies - Psychology, University of Michigan (2014 -19)*  
*Launch Committee for Ashley Harrell, Organizational Studies, University of Michigan (2017-18)*

### **Other Service at University of Michigan:**

*Organizer, Social Psychology Brown Bag Series, University of Michigan (2008-09, 2010-11)*  
*Faculty Consultant, Oral Cancer Prevention Campaign, U.M. School of Dentistry (2005-07)*  
*Undergraduate Research Opportunities Program, Sponsor, University of Michigan (2002- 2016)*  
*Fellowship Committee for Nontraditional Graduate Students, University of Michigan (2004)*  
*Member, Admission Committee, Ford School, University of Michigan (2005)*  
*Member, Search Committee for News Director, Ford School, University of Michigan (2005)*

## **National and International Service**

### **External Reviewer**

Promotion case at Ben-Gurion University of the Negev

Promotion case at Kennedy School of Government, Harvard University  
Promotion case at University of Kent, Canterbury United Kingdom  
Dissertation case at Hebrew University of Jerusalem

### **Grant Reviewer**

National Science Foundation  
Israel Science Foundation

### **PhD Committees**

Dissertation Committee, Psychology, Zachary Reese, (expected 2021)  
Dissertation Committee, Psychology Kaidi Wu, 2020  
Dissertation Committee, Marketing, Tiffany Vu, 2019  
Dissertation Committee, Management & Organizations, Ashley Hardin, 2017  
Dissertation Committee, Psychology, Kathrin Hanek, 2016  
Dissertation Committee, Marketing, Christine Kang, 2015  
Dissertation Committee, Marketing, Grant Packard, 2012  
Dissertation Committee, Marketing, Robert Smith, 2013  
Dissertation Committee, Marketing, Charles Zhang, 2013  
Dissertation Committee, Psychology, Alex Chavez, 2011  
Dissertation Committee, Psychology, Hyunjin Song, 2009

### **Conference Planning and Roles**

Co-Organizer (2020). UC Davis – Notre Dame University London Conference on the Psychology of Competition  
Program Committee (2010) Behavioral Decision Research in Management (BDRM)  
Discussant (2018) “Invisibility at the Intersections of Gender, Race, Ethnicity, Caste and Class” Academy of Management Conference  
Discussant (2015) “Happiness as Business Purpose?” Academy of Management  
Facilitator (2012) “Conflict in Teams.” Academy of Management Conference  
Discussant (2010) The Decision Consortium, University of Michigan  
Discussant (2008) “Equity Revisited.” Academy of Management Conference  
Discussant (2008) “The Future of Organization Studies.” ICOS, University of Michigan  
Discussant (2006) “Trusting Supervisors and Leaders.” Academy of Management Conference  
Discussant (2005) The Decision Consortium, University of Michigan  
Chair (2004) “Intra and Intergroup Conflict.” Academy of Management Conference  
Discussant (2003) The Decision Consortium, University of Michigan

### **Service to the Field**

S.M. Garcia, & Tor, A. (Eds.) (forthcoming) *Oxford Handbook on Psychology and Competition*. New York: Oxford University Press.

## **Editorial Boards**

*Journal of Personality and Social Psychology*  
*Journal of Behavioral Decision Making*  
*Frontiers in Social Psychology and Personality*

Previous:

*British Journal of Management* (2010-14)  
*Harvard Journal of Hispanic Policy* (2001-05)  
*Michigan Journal of Public Affairs* (2003-04)

## **Ad-Hoc Reviewer for Leading Journals (selected, by discipline)**

### **SCIENCE**

*Proceedings of the National Academy of Sciences*

### **PSYCHOLOGY**

*Psychological Science*  
*Journal of Experimental Psychology: General*

### **SOCIAL PSYCHOLOGY**

*Journal of Personality and Social Psychology*  
*Journal of Experimental Social Psychology*  
*Personality and Social Psychology Bulletin*  
*British Journal of Social Psychology*

### **ORGANIZATIONAL BEHAVIOR**

*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Journal of Organizational Behavior*  
*Journal of Occupational and Organizational Psychology*

### **MANAGEMENT**

*Academy of Management Review*  
*Management Science*  
*British Journal of Management*

### **MARKETING**

*Journal of Consumer Research*  
*Journal of Marketing Research*

### **STRATEGY**

*Strategic Management Journal*

## DECISION MAKING

*Journal of Behavioral Decision Making*

*Judgment and Decision Making*

*Cognition*

## LAW

*Journal of Empirical Legal Studies*

## Ad-Hoc Reviewer for Academic Presses

*Cambridge University Press*

*Harvard University Press*

*Oxford University Press*

## Other Service:

Blogger, "Keeping up with the Joneses," *Psychology Today*

## RESEARCH IN MEDIA (selected)

"This is how competition affects your brain, motivation, and productivity," **Fast Company**, Oct 18

"People are confused about the usefulness of buying fancy things," **The Atlantic**, Sep 18

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"East and West have opposite views of personal success...", **Quartz**, July 2017

"Frogs in the wrong ponds, Tiger mothers and the 'best' college," **Inside Higher Ed**, July 2017

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"Is Fear Of Competition To Blame For The Gender Leadership Gap?" **Fast Company**, May 2016

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"Why Every Man Needs a Great Rival," **Men's Health Magazine**, May 2015

"Why Do You Love Personality Quizzes," **NBC News**, August 2014

"Enemy Me on Facebook," **Boston Globe**, Feb 2012

"The Presentation Mistake You Don't Know You're Making," **Harvard Business Review**, Oct 2012

"Beware the Presenter's Paradox," **Business Week**, Nov 2012.

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"Put a sock in the stuffers," **New York Post**, Dec 2011

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"Why You Shouldn't Buy Stocking Stuffers," **Time**, Dec 2011

"Perceived Gift Values Get Averaged Not Added," **Scientific American**, Dec 2011

"How can you pick the highest ranked people out of photos?," **Business Insider**, Dec 2011

"Friending," **National Affairs**, Nov 2011

"Bring your Ivy League game face," **Boston Globe**, Nov 2011

"Psyched out: The fewer the competitors, the harder they try," **The Economist**, Jul 09

"Taking the SAT in a crowded room means lower scores," **Newsweek**, Dec 2009

"Competing against large numbers subdues performance," **The Times of India**, Dec 09

"Are Fewer Competitors a Good Thing?," **Business Week**, Jul 2009

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"The N-Effect," **Mother Jones**, Jan 09

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"Daha Fazla Rakip, Daha Az Rekabet," **Yakin Dunya Haber** (Turkey), Dec 09

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