

GEOFFREY J. LEONARDELLI

Curriculum Vitae

July 19, 2019

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Web sites: [Personal](#) [Rotman](#) [LinkedIn](#) [Social Psychology Network](#)
Download Papers: [Academia](#) [ResearchGate](#)
Citations: [Publons](#) [Google Scholar](#)
Reviewer History: [Publons](#)

POSITIONS HELD

2019 – Present **Professor, OBHRM**
Rotman School of Management, University of Toronto

2019 – Present **Professor (cross appt), Department of Psychology**
University of Toronto

2015 – present **Academic Director, Executive Negotiation Program**
Rotman School of Management, University of Toronto

2010 – 2019 **Associate Professor (cross appt), Department of Psychology**
University of Toronto

2010 – 2019 **Associate Professor (with tenure), OBHRM**
Rotman School of Management, University of Toronto

2017 **Visiting Scholar, Organizational Behavior**
INSEAD Business School, France

2011 **Visiting Scholar, Department of Psychology**
University of Queensland, Australia

2004 – 2010 **Assistant Professor, OBHRM**
Rotman School of Management, University of Toronto

2002 – 2004 **Visiting Assistant Professor and Post-Doctoral Fellow in Dispute Resolution**
Kellogg School of Management, Northwestern University

2002 **Lecturer, Department of Psychology**
University of Maryland

EDUCATION

Ph.D. **The Ohio State University, Columbus**, Social Psychology, June 2002
Minor Fields: Quantitative Methods and Cognitive Psychology
Thesis: *Smaller can be better: Minority affirmation in intergroup relations*
Committee: Marilynn Brewer (Advisor), Robert Arkin, Richard Petty, Lisa Flores

M.A. **The Ohio State University, Columbus**, Social Psychology, August 1998
Thesis: *The motivational underpinnings of social discrimination*
Committee: Marilynn Brewer (Advisor), Robert Arkin, Philip Tetlock

B.A. **University of North Carolina, Chapel Hill**, August 1995
Major: Psychology with honors and distinction
Thesis: *State self-esteem: Self-concept confusion or self-concept positivity?*
Committee: Constantine Sedikides (Advisor), John Schopler, Vaida Thompson

AWARDS

- 2019 *Roger Martin Excellence in Teaching Award* (awarded to one or two faculty in the Rotman School of Management per year; based on teaching accomplishments over the last 3 years)
- 2015-present *Excellence in Teaching Award, MBAs*, average = 6.62/7
- 2014 *Certificate of Reviewing Excellence*, Journal of Experimental Social Psychology
- 2009 – 2013 *Excellence in Teaching Award, MBAs*, average_(last 5 years) = 6.49/7.0. Received award because average teaching ratings were above threshold (6.0/7)
- 2005 - 2006 *Excellence in Teaching Award, undergraduates*, average_(overall) = 6.54/7.0; details in “Teaching Experience”; Rotman School of Management, University of Toronto
- 2009 *Membership Invitation*, Society for Experimental Social Psychology
- 2006 *Best Paper Proceeding, GDO Division*, Academy of Management conference
- 2004 *Best Paper Proceeding, Conflict Management Division*, Academy of Management conference
- 2002-2004 *Post-Doctoral Fellowship, Dispute Resolution Research Center*, Kellogg School of Management, Northwestern University
- 2001-2002 *Presidential Fellowship for Distinguished Dissertation Proposal*, The Ohio State University
- 2001 *Travel Award, “Implicit theories of intelligence shape self-evaluations of intellectual ability”*, Society for Personality and Social Psychology
- 1998 *Finalist for the Edward F. Hayes Graduate Research Forum*, The Ohio State University

1995 *Honorable Mention for Dasbiell-Thurstone Award (best honors thesis)*, University of North Carolina

GRANTS

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- 2018 - 2019 *Grant, "Think-Leader-Think-Women: People Turn to Women Leaders for Teams with Hidden Goals"* \$6500 (Lead applicant: Jing Hu), *Institute for Gender + the Economy, Rotman School of Management*
- 2015 - 2020 *Insight Grant, "Three Kinds of Self-Categorization"* \$150,366 (Co-applicant: Soo Min Toh), *Social Sciences and Humanities Research Council of Canada*
- 2015 *University of Toronto Excellence Award (UTEA), "Space Organizing and Mindfulness,"* \$6000 (undergraduate research funding for Suraiya Allidina)
- 2010 – 2014 *Standard Research Grant, "Fair Treatment from Authorities and Intergroup Aid,"* \$81,258 (Collaborator: Soo Min Toh), *Social Sciences and Humanities Research Council of Canada*
- 2013 *University of Toronto Excellence Award (UTEA), "Height and Leader Emergence,"* \$5625 (undergraduate research funding for Ravin Alaei)
- 2009 – 2010 *AIC Institute, "Moral identity and self-affirmation in ethical decision-making,"* \$10,000 (w/Jun Gu), J.L. Rotman School of Management, University of Toronto
- 2006 – 2010 *Standard Research Grant, Optimal Distinctiveness and Intra-Group Cooperation,* \$101,941 (Collaborator: Marilyn Brewer), *Social Sciences and Humanities Research Council of Canada*
- 2006 – 2008 *AIC Institute, "Regulatory Focus and Citizenship Behaviors,"* \$10,000, (with Jun Gu), J.L. Rotman School of Management, University of Toronto
- 2003 *Kellogg Teams and Groups, titled "Optimal Distinctiveness and Nested Groups,"* Northwestern Univ.
- 2003 *Dispute Resolution Research Center, "Optimal Distinctiveness in Prisoner's Dilemma,"* Northwestern Univ.
- 2003 *Dispute Resolution Research Center, "Self-Handicapping in Negotiations,"* Northwestern University
- 2001 - 2002 *Alumni Research Award, "Optimal Distinctiveness and Group Preference,"* The Ohio State University
- 1995 *Harriet L. Rheingold Undergraduate Research Grant,* University of North Carolina

RESEARCH INTERESTS & SUMMARY

Self and identity; group processes, social identity, optimal distinctiveness, intergroup relations; diversity, social justice; inspiration and talent; negotiations, social decision-making and conflict

Funding Awarded

- Grants Awarded: at least 10
- Funding Awarded: over \$371,000

Presentation Contributions

- Invited talks: 3
- Invited university colloquia: 34

- Funding for Training: over \$190,000
- Conference presentations: 49

Training Contributions

- Undergraduates supervised: 30
- Undergraduate research projects: 8
- Grad. students trained (Master's & PhD): 10
- Dissertation committees: 7
- Doctoral degrees supervised: 1

Writing Contributions

- Edited Book: 1
- Publications, peer reviewed: 20
- Publications, practitioner: 8
- Book chapters/other publications: 7
- Cases/Exercises: 2
- Papers under review/in progress: 7

PROFESSIONAL ACTIVITIES

Books

1. Kramer, R.M., **Leonardelli, G.J.**, & Livingston, R.W. (2011). *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilynn Brewer*. Psychology Press Festschrift series. New York, NY: Taylor & Francis. Reviewed in *Administrative Science Quarterly* (Phillips, 2012). [Link](#)

Publications: Peer Reviewed (most recent 1st)

2. **Leonardelli, G.J.**, *Gu, J., *McRuer, G., Medvec, V., & Galinsky, A.D. (2019). Multiple equivalent simultaneous offers (MESOs) reduce the negotiator dilemma: How a choice of first offers increases economic and relational outcomes. *Organizational Behavior and Human Decision Processes*, 152, 64-82. DOI: 10.1016/j.obhdp.2019.01.007 [Open Access Paper](#). [Supplementary materials](#). [Data](#).

*current/former
student or post-
doctoral fellow

3. La Macchia, S. T., Louis, W. R., Hornsey, M. J., & **Leonardelli, G. J.** (2016). In small we trust: Lay theories about small and large groups. *Personality and Social Psychology Bulletin*, 42(10), 1321-1334. doi:10.1177/0146167216657360 [Paper](#).
4. **Leonardelli, G.J.**, & Loyd, D.L. (2016). Optimal distinctiveness signals membership trust. *Personality and Social Psychology Bulletin*, 42(7), 843-854, DOI: 10.1177/0146167216643934 [Paper](#).
5. **Leonardelli, G.J.** & Toh, S.M. (2015). Social categorization in intergroup contexts: Three kinds of self-categorization. *Social and Personality Psychology Compass*, 9(2), 69-87, DOI: 10.1111/spc3.12150 [Paper](#).
6. Cohen, T. R., **Leonardelli, G. J.**, & Thompson, L. L. (2014). Avoiding the agreement trap: Teams facilitate impasse in negotiations with negative bargaining zones. *Negotiation and Conflict Management Research*, 7(4), 232-242, DOI: 10.1111/ncmr.12038 [Paper](#).
7. Toh, S. M., & **Leonardelli, G. J.** (2013). How global leaders can promote women in different cultures. *Organizational Dynamics*, 42(3), 191-197. DOI: 10.1016/j.orgdyn.2013.06.004 [Paper](#).
8. *Gu, J., *Bohns, V., & **Leonardelli, G.J.** (2013). Regulatory focus and interdependent economic decision-making. *Journal of Experimental Social Psychology*, 49(4), 692-698, DOI: 10.1016/j.jesp.2012.11.008 [Paper](#).

9. Toh, S.M., & **Leonardelli, G.J.** (2012). Cultural constraints on the emergence of women as leaders. *Journal of World Business*, 47, 604-611. DOI: 10.1016/j.jwb.2012.01.013 [Paper](#).
10. **Leonardelli, G.J.**, & Toh, S.M. (2011). Perceiving expatriate coworkers as foreigners encourages aid: Social categorization and procedural justice together improve intergroup cooperation and dual identity. *Psychological Science*, 22(1), 110–117. DOI: 10.1177/0956797610391913. Authors contributed equally. [Paper](#).
11. **Leonardelli, G.J.**, Pickett, C.L., & Brewer, M.B. (2010). Optimal distinctiveness theory: A framework for social identity, social cognition and intergroup relations. In M. Zanna & J. Olson (Eds.) *Advances in experimental social psychology* (Vol. 43, pp. 65-115). New York: Elsevier. [Paper](#).
12. Zhong, C.B., & **Leonardelli, G.J.** (2008). Cold and lonely: Does social exclusion literally feel cold? *Psychological Science*, 19(9), 838-842, DOI: 10.1111/j.1467-9280.2008.02165.x [Paper](#).
13. Rosette, A., **Leonardelli, G.J.**, & Phillips, K.W. (2008). The White standard: Racial bias in leader categorization. *Journal of Applied Psychology*, 93(4), 758-777. DOI: 10.1037/0021-9010.93.4.758 [Paper](#).
14. Zhong, C., Phillips, K.W., **Leonardelli, G.J.**, & Galinsky, A. (2008). Negational categorization and intergroup behavior. *Personality and Social Psychology Bulletin*, 34(6), 793-806. DOI: 10.1177/1054773804271935 [Paper](#).
15. **Leonardelli, G.J.**, Lakin, J.L., & Arkin, R.M. (2007). A regulatory focus model of self-evaluation. *Journal of Experimental Social Psychology*, 43(6), 1002-1009. DOI: 10.1016/j.jesp.2006.10.021 [Paper](#).
16. Galinsky, A.D., **Leonardelli, G.J.**, Okhuysen, G.A., & Mussweiler, T. (2005). The role of regulatory focus in negotiation: Promoting distributive and integrative success. *Personality and Social Psychology Bulletin*, 31(8), 1087-1098. DOI: 10.1177/0146167205276429 [Paper](#).
17. **Leonardelli, G.J.**, & Tormala, Z.L. (2003). The negative impact of perceiving discrimination on collective well-being: The mediating role of perceived ingroup status. *European Journal of Social Psychology*, 33, 507-514. DOI: 10.1002/ejsp.159 [Paper](#).
18. De Cremer, D., & **Leonardelli, G.J.** (2003). Cooperation in social dilemmas and the need to belong: The moderating effect of group size. *Group Dynamics: Theory, Research, and Practice*, 7(2), 168-174. DOI: 10.1037/1089-2699.7.2.168 [Paper](#).
19. **Leonardelli, G.J.**, Hermann, A.D., Lynch, M.E., & Arkin, R.M. (2003). The shape of self-evaluation: Implicit theories of intelligence and judgments of intellectual ability. *Journal of Research in Personality*, 37, 141-168. DOI: 10.1016/S0092-6566(02)00565-2 [Paper](#).

20. Hermann, A.D., **Leonardelli, G.J.**, & Arkin, R.M. (2002). Self-doubt and self-esteem: A threat from within. *Personality and Social Psychology Bulletin*, 28, 395-408. DOI: 10.1177/0146167202286010 [Paper](#).
21. **Leonardelli, G.J.**, & Brewer, M.B. (2001). Minority and majority discrimination: When and why. *Journal of Experimental Social Psychology*, 37, 468-485. DOI: 10.1006/jesp.2001.1475 [Paper](#).

**Publications:
Practitioner**

22. **Leonardelli, G. J.** (2019, April 4). What managers can learn from the Trump-Lighthizer memo of (mis)understanding. *The Globe and Mail*. [Link](#).
23. **Leonardelli, G. J.** (2018). The power of a prospecting mindset in negotiations. *Rotman Magazine* (Spring), 118-120.
24. Kaplan, S., & **Leonardelli, G. J.** (2016, June 23). Inclusion key to creating safe LGBTQ work space. *The Toronto Star*. [Link](#).
25. Toh, S. M., & **Leonardelli, G. J.** (2014, July). Strategies to promote women should vary across cultures. *Harvard Business Review*. [Link](#).
26. **Leonardelli, G.J.** & Zhong, C.B. (2010). Negational categorization. *Rotman Magazine, Spring*, 98-100. Paper.
27. **Leonardelli, G. J.**, Galinsky, A.D., Okhuysen, G.A., & Mussweiler, T. (2007). Achieving optimal agreements. *Rotman Magazine, Spring*, 50-53. Paper.
28. Thompson, L.L., & **Leonardelli, G.J.** (2004). Why negotiation is the most popular business school course. *Ivey Business Journal*. [Link](#).
29. Thompson, L.L., & **Leonardelli, G.J.** (2004). The Big Bang: The evolution of negotiation research. [Article part of special issue on *Getting to Yes*.] *Academy of Management: Executive*, 18(3), 113-117. [Paper](#).

**Publications:
Chapters**

30. **Leonardelli, G.J.**, Bohns, V., & Gu, J. (2015). Security seeking in a regulatory focus whodunit: The case of the relative orientation in behavioral economics. In P.J. Carroll, R.M. Arkin, & A. Wichman (Eds.), *The Handbook of Personal Security* (pp. 225-240). New York, NY, USA: Psychology Press. [Paper](#).
31. Tasa, K., Whyte, G., & **Leonardelli, G.J.** (2013). Goals and negotiation. In E.A. Locke & G.P. Latham (Eds.) *New Developments in Goal Setting and Task Performance* (pp. 397-414). New York, NY, USA: Routledge. [Paper](#).
32. Toh, S.M., DeNisi, A.S., & **Leonardelli, G.J.** (2012). The perspective of host country nationals in socializing expatriates: The importance of foreign-local relations. In C. Wanberg (Ed.) *The Oxford Handbook of Organizational Socialization*. New York, NY: Oxford University Press. [Paper](#).

33. Livingston, R.W., **Leonardelli, G. J.** & Kramer, R.M. (2011). Four pillars of excellence: The legacies of Marilyn Brewer's social psychology. In R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York: Taylor & Francis. Paper.
34. **Leonardelli, G.J.**, Pickett, C.L., Joseph, J.E., & Hess, Y.D. (2011). Optimal distinctiveness theory in nested categorization contexts: Moving from dueling identities to a dual identity. In R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer* (pp. 103-125). Psychology Press Festschrift series. New York: Taylor & Francis. [Paper](#).
35. **Leonardelli, G.J.**, & Lakin, J.L. (2010). The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self-evaluation. In R.M. Arkin, K.C. Oleson, P.J. Carroll (Eds.), *The Uncertain Self: A Handbook of Perspectives from Social and Personality Psychology* (pp. 249-265). Mahwah, NJ: Lawrence Erlbaum Associates. [Paper](#).
36. Pickett, C. L., & **Leonardelli, G.J.** (2006). Using collective identities for assimilation and differentiation (pp. 56-73). In T. Postmes & J. Jetten (Eds.), *Individuality and the Group: Advances in Social Identity*. Thousand Oaks, CA: Sage Publications. [Paper](#).

**Manuscript
under Review:**

37. **Leonardelli, G.J.**, Toh, S.M., & *Kim, Y.J. (2019). Social categorization increases intergroup cooperation: A behavioral field experiment.

**Working
Papers:**

38. *Allidina, S., & **Leonardelli, G.J.** (2019). Categorization leads to greater mindfulness. Paper in preparation. University of Toronto.
 39. **Leonardelli, G.J.** (2019). Understanding diversity through the lens of three kinds of self-categorization. Out for friendly review.
 40. **Leonardelli, G.J.**, & Whyte, G.R. (2019). How high status harms negotiation outcomes. Paper in preparation. University of Toronto.
- *denotes current/former PhD student or post-doctoral fellow

**Works in
Progress:**

41. *Hu, J., & **Leonardelli, G.J.** (2019a). *Racial bias in leader categorization: A cross-cultural investigation*. Data collection in progress. University of Toronto.
42. *Hu, J., & **Leonardelli, G.J.** (2019b). *Think-Leader-Think-Women: People turn to women leaders for teams with hidden goals*. Data collection in progress. University of Toronto.
43. *Kim, Y.J., Toh, S.M., & **Leonardelli, G.J.** (2019). Gendered leadership among the US States: cultural tightness amid transitions. Data collection in progress. University of Toronto.
44. **Leonardelli, G.J.**, & Cunningham, W.A. (2019). *Theory as method: Improving our discussion of theory in psychological science*. Data collection in progress. University of Toronto.

45. **Leonardelli, G.J.**, *Kim, J.H., & *Leblanc, C.A. (2019). *Three kinds of self-categorization*. Data collection in progress. Univ. of Toronto.
46. *Zhao, X., & **Leonardelli, G.J.** (2019). Three kinds of self-categorization and attitudes about diversity. Data collection in progress. University of Toronto.

*denotes current/former PhD student or post-doctoral fellow

Cases and Exercises
(most recent 1st)

47. **Leonardelli, G.J.**, Samtani, H., & McRuer, G. (2010). *Soccer Solutions*. Rotman School of Management, University of Toronto, Canada. A two-party negotiation exercise over a professional soccer player's contract. Designed to teach distributive and integrative bargaining and multiple equivalent simultaneous offers. Ideal negotiation for testing the effects of offer equivalence. 15 minutes to prepare, 30 to negotiate.
48. **Leonardelli, G.J.** (2008). *The Bancroft Family and the Sale of the Dow Jones Co.* Rotman School of Management, University of Toronto, Canada. A short case on the sale of Dow Jones Company (owner of the *Wall Street Journal*) to the News Corp. Discussion focuses on what the Bancroft family could have done to gain more value from the negotiation. Great for discussing team dynamics, negotiations, or both and can be used for courses on OB, strategy, negotiation and teams. 15 minutes to read, 15 to debrief.

Repository Papers:

Behfar, K.J., Kern, M., **Leonardelli, G.J.**, & Thompson, L.M. (2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes*. University of California, Irvine.

*see SSRN for a copy: <http://papers.ssrn.com/sol3/DisplayAbstractSearch.cfm>

Conference Presentations and Activities:
(most recent 1st)

1. Leonardelli, G.J., Gu, J., & Galinsky, A.D. (July 2019). *Multiple equivalent simultaneous offers reduce the negotiator dilemma: How a choice of first offers increases individual and joint outcomes*. Presenter, International Association for Conflict Management, Dublin, IE.
2. Leonardelli, G.J. (2019). *Three kinds of self-categorization*. Presenter, Groups pre-conference of the Society for Personality and Social Psychology conference, Portland, OR, USA.
3. Leonardelli, G.J. (2018). *One lab, many paths: Different career options after your PhD*. Panel member, the Society for Personality and Social Psychology conference, Atlanta, GA, USA.
4. Leonardelli, G.J., & Toh, S.M. (2016). *Social categorization improves intergroup helping: A behavioral field experiment*. Paper presented at the Academy of Management conference, Anaheim, CA, USA.
5. Hu*, J., Leonardelli, G.J., & Toh, S.M. (2016). *The white leader prototype in China? A test of cultural exposure and white dominance*. Paper presented at the Academy of Management conference, Anaheim, CA, USA.
6. Leonardelli, G.J., *Gu, J., & *McRuer, G. (2016). *Multiple Equivalent Simultaneous Offers: Negotiating with a Velvet Hammer*. Paper presented at the Society for Personality and Social Psychology, San Diego, CA.

7. Leonardelli, G.J., & Toh, S.M. (2014). *Social categorization improves intergroup cooperation: A behavioral field experiment*. Paper presented at the Interdisciplinary Network of Groups Researchers (INGRoup) conference, Raleigh, NC.
8. Toh, S. M., Leonardelli, G., & Ekkirala, S. (2014). *Superordinate and subgroup categorization effects on expatriate information seeking and perceived information sharing from host country nationals*. In S. Reiche (chair), “Me, Myself and I: From Individual-Centered to Multiple Stakeholder Perspectives in Expatriate Research.” Symposium to be presented at the Academy of International Business Annual Meeting, Vancouver, Canada.
9. Leonardelli, G.J., & Loyd, D.L. (2013). *Optimal distinctiveness signals membership trust*. Paper part of P. van Lange (chair) Symposium titled “Psychological and Evolutionary Perspectives of Trust and Cooperation” at the Society for Experimental Social Psychology conference, Berkeley, CA, USA.
10. Leonardelli, G.J., & Loyd, D.L. (2013). *Optimal distinctiveness as a marker of member trust*. Poster presented at the Society for Personality and Social Psychology conference, New Orleans, LA.
11. Leonardelli, G.J., & Whyte, G.R. (2012). *How high status leads to worse negotiated outcomes*. To be presented as part of a symposium on counter-intuitive effects in negotiations at the Academy of Management conference, Boston, MA.
12. *McRuer, G., *Gu, J., & Leonardelli, G.J. (2012). *Multiple Equivalent Simultaneous Offers in Negotiations: Effects on Individual and Joint Gain*. Paper to be presented at the Academy of Management conference, Boston, MA.
13. Leonardelli, G.J., Pickett, C.L., *Joseph, J., & *Hess, Y.D. (2011). *Optimal distinctiveness in nested categorization contexts: From dueling identities to dual identity*. Paper presented as part of a symposium on social identities at the Society for Experimental Social Psychology conference, Washington, DC.
14. Toh, S.M., & Leonardelli, G.J. (2011). *Perceiving expatriates as foreign and fair treatment encourages information sharing*. Presented as part of a symposium on expatriate relations with host country nationals at the Academy of International Business conference, Nagoya, Japan.
15. *Min, J., Leonardelli, G.J., & Toh, S.M. (2011). *The origins of the white leadership prototype: The role of exposure to western culture*. Presented as part of a symposium on “Asians in Organizations” at Academy of Management conference, San Antonio, TX.
16. Leonardelli, G.J., Pickett, C.L., *Joseph, J., & *Hess, Y.D. (2011). *Optimal distinctiveness in nested categorization contexts: From dueling identities to dual identity*. Presented as part of a symposium on social identities at the Academy of Management conference, San Antonio, TX.
17. Leonardelli, G.J. (2011). *Regulatory focus in interdependent economic decision-making: Securing interdependence through a relative orientation*. Paper presented as part of the Brisbane Self

and Identity Symposium at the University of Queensland's Centre for Research in Social Psychology, Brisbane, Queensland, Australia.

18. Leonardelli, G.J., & Toh, S.M. (2010). *Social categorization and fair treatment by authorities build intergroup cooperation and dual identities*. Part of multiple identities symposium at Society for Experimental Social Psychology conference, Minneapolis, MN.
19. Leonardelli, G.J., & Loyd, D.L. (2010). *Optimal distinctiveness as a marker of member trust*. Paper presented at the INGRoup conference, Washington, DC.
20. Cohen, T.R., Leonardelli, G.J., & Thompson, L.L. (2010). *The agreement bias in negotiation: Teams facilitate impasse*. Paper presented at the International Association of Conflict Management, Boston, MA.
21. Leonardelli, G.J. (2009, November). *Social categorization encourages intergroup cooperation*. To present as part of the Wharton Organizational Behavior conference for junior faculty. Wharton School of Management, University of Pennsylvania.
22. Leonardelli, G.J. (2009, August, chair). *Ties that bind (or blind) during disputes*. Chaired symposium on group conflict and dispute resolution at the annual Academy of Management conference, Chicago, IL.
23. *Gu, J., & Leonardelli, G.J. (2009, August). *Self-regulation and perceptions of economic interdependence*. Paper presented as part of symposium on self-regulation and social interdependence at the annual Academy of Management conference, Chicago, IL.
24. Leonardelli, G.J. (2009, August, discussant). *Structure and flexibility as two modes of autonomy*. Discussant for symposium on integrating job design and improvisation at the annual Academy of Management conference, Chicago, IL.
25. *Gu, J., & Leonardelli, G.J. (2009, August, co-chair). *Self-regulation in social interdependence*. Co-chaired symposium presented at the annual Academy of Management conference, Chicago, IL.
26. Leonardelli, G. J., & Lakin, J.L. (2008, October). *The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self*. Paper presented at the annual meeting of the Society for Experimental Social Psychology in Sacramento, CA.
27. Leonardelli, G.J., & Zhong, C-B. (2008, September). *Does social exclusion literally feel cold?* Paper presented at Ohio State University symposium in honor of Marilyn B. Brewer's influence on the field of social psychology, Columbus, Ohio.
28. Leonardelli, G.J., & *Gu, J. (2008, August). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper presented at the annual meeting of the Academy of Management in Anaheim, CA.
29. Radhakrishnan, P., & Leonardelli, G (2008, May). *Getting People to Think Critically before Negotiating*. Paper presented at the annual meetings of the Association for Psychological Science in Chicago, IL.

30. Leonardelli, G.J. (2007). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper to be presented at the European Association for Experimental Social Psychology conference on Group Processes and Self-Regulation, Leiden, The Netherlands.
31. *Gu, J., & Leonardelli, G.J. (2007). *A regulatory focus model of interdependence motivation*. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
32. Rosette, A., Phillips, K.W., & Leonardelli, G.J. (August, 2006). *The White standard in leadership evaluations: Attributional benefits of being a White corporate leader*. Best Paper proceeding, presented at the Academy of Management meeting, Atlanta, GA.
33. Leonardelli, G.J. (May, 2006). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the Southern Ontario Behavioral Decision Research Conference, Toronto, ON.
34. Behfar, K.J., Kern, M., Leonardelli, G.J., & Thompson, L.M. (August, 2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
35. Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (July, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Presented at meeting of European Association for Experimental Social Psychology, Würzburg, Germ.
36. Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (June, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the annual meeting of the International Association for Conflict Management, Seville, Spain.
37. Leonardelli, G.J., Lakin, J.L., & Arkin, R.M. (January, 2005). *A regulatory focus approach to the self-evaluation process*. Poster presented at the 6th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
38. Zhong, C.B., Phillips, K.W., Leonardelli, G.J., & Galinsky, A.D. (August, 2004). *I'm not one of you! Negational identification and intergroup discrimination*. Best Paper proceeding, Academy of Management conference, New Orleans.
39. Galinsky, A.D., Leonardelli, G.J., Okhuysen, G.A., & Mussweiler, T. (June, 2004). *The role of regulatory focus in social interaction: Promoting negotiator success*. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburgh, PA.
40. Zhong, C.B., Phillips, K.W., Galinsky, A.D., & Leonardelli, G.J. (June, 2004). *Defining what you are by what you are not: Negational identity and needs fulfillment*. Paper presented at International Association of Conflict Management, Pittsburg, PA.

41. Leonardelli, G.J., & Galinsky, A. (June, 2003). *Minority affirmation in intergroup relations: Ingroup favoritism as self-affirmation*. Paper presented at the annual meeting of the International Association for Conflict Management, Melbourne, Australia.
42. Leonardelli, G.J. (June, 2003). *Smaller can be better: Minority affirmation in intergroup relations*. Paper presented at the European Association for Experimental Social Psychology conference on Minority Groups, London, United Kingdom.
43. Lakin, J., Leonardelli, G.J., & Arkin, R.M. (February, 2003). *Individual differences in self-discrepancy theory: Self-esteem and self-doubt as mediators of discrepancy-affect links*. Poster presented at the 4th annual meeting of the SPSP, Los Angeles, CA.
44. Leonardelli, G.J. (February, 2003). *Ingroup favoritism as collective-self affirmation*. Paper presented at the 4th annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
45. Hermann, A.D., Leonardelli, G.J., & Arkin, R.M. (February, 2002). *You're always the "Weakest Link": The power of positive thinking is lost on people low in self-esteem*. Poster presented at the 3rd annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
46. Leonardelli, G.J., & Brewer, M.B. (February, 2002). *Choosing between minority and majority ingroups: With regard to social identification, smaller is better*. Poster presented at the 3rd annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
47. Leonardelli, G.J., Lynch, M., & Arkin, R. M. (June, 2001). *Predicting self-discrepancies: The role of attribute importance, self-worth, and self-doubt*. Poster presented at the annual meeting of the American Psychological Society, Toronto, ON, Canada.
48. Leonardelli, G.J., Hermann, A.D., & Arkin, R. M. (February, 2001). *Implicit theories of intelligence shape self-evaluations of intellectual ability*. Poster presented at the 2nd annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
49. Leonardelli, G.J., Tormala, Z.L., & Brewer, M. B. (February, 2000). *Enhancement and protection mechanisms in stigmatized groups*. Poster presented at the 1st annual meeting of the Society for Personality and Social Psychology, Nashville, TN.
50. Leonardelli, G.J., & Brewer, M. B. (July, 1999). *Minority and majority social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the biannual meeting of the European Association for Experimental Social Psychology, Oxford, UK.
51. Hermann, A.D., Leonardelli, G., & Arkin, R.M. (June, 1999). *Self-doubt and ease of retrieval: Past as prologue*. Paper presented at the annual meeting of the American Psychological Society, Denver CO.

52. Hermann, A., Leonardelli, G.J., & Arkin, R.M. (May, 1998). *Self-evaluation certainty: The direct and reactive impact of thinking doubtfully about oneself*. Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.
53. Leonardelli, G.J., & Brewer, M. B. (May, 1998). *The motivational basis for social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the Midwest Psychological Association, Chicago, IL.
54. Leonardelli, G.J., & Lynch, M., & Arkin, R.M. (May, 1998). *Relationships of central tendency, variability, and shape of self-evaluation to personality predictors*. Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.
55. Leonardelli, G.J., & Sedikides, C. (November, 1995). *State self-esteem: Self-concept confusion or self-concept positivity?* Poster presented at the annual meeting of the Southeastern Society of Social Psychologists, Boca Raton, FL.

Symposia:

- 2016, Academy of Management conference, Boston, MA.
Chair, Racial-Ethnic Disparities in Leadership and Worker Experiences
- 2012, Academy of Management conference, Boston, MA.
Co-Chair, Knowledge Transfer in MNCs
Co-organizer, Knowledge Transfer in MNCs
- 2011, Society for Experimental Social Psychology conference, Washington, DC.
Co-Chair, The Psychology of Groups: A Symposium in Honor of Marilynn Brewer
Co-organizer, The Psychology of Groups: A Symposium in Honor of Marilynn Brewer
- 2011, Academy of Management conference, San Antonio, TX.
Co-Chair, Social Identity from the Perspective of Marilynn Brewer
Co-organizer, Social Identity from the Perspective of Marilynn Brewer
- 2009, Academy of Management conference, Chicago, IL.
Chair, Ties that bind (or blind) during disputes.
Chair, Self-regulation and social interdependence.
Co-organizer, Self-regulation and social interdependence.

Online

Contribution:

- Preacher, K. J., & Leonardelli, G. J. (March, 2001). *Calculation for the Sobel test: An interactive calculation tool for mediation tests* [online]. Available:
<http://www.unc.edu/~preacher/sobel/sobel.htm>

University

Colloquia:

- “Revisiting Self-Category Formation”: University at Buffalo (Management School, May 2019); University of Toronto (Psychology, Sept. 2018); University of Cambridge (Judge School of Business; Nov. 2017); Vrije Universiteit (Psychology, Nov. 2017), INSEAD (Oct. 2017), University of Washington (Foster School of Business; 2016)
- “Social Categorization Encourages Cooperation”: University of Waterloo (I/O Psychology, 2013); University of Western Ontario (Ivey Business School, 2012); University of Queensland (Psychology, 2011); Washington University (Olin School of Business, 2011); York University (Psychology, 2010); The Ohio State University (Psychology, 2010);

University of Toronto (Psychology, 2009), University of Pennsylvania (Wharton OB conference, 2009); Emory University (Goizueta Business School, 2009)

"The Cold and Lonely Connection": Queens University (Psychology, 2008)

"Regulating Self-Interest in Interdependent Contexts": University of Queensland (Psychology, 2011); The Ohio State University (Fisher School of Business, 2010); Duke University (Fuqua School of Business, 2007); Uni. of Toronto (Centre for Industrial Relations, 2006)

"Self-Integrity in Intergroup Relations": University of Toronto (Psychology, 2005); University of Chicago (Psychology, 2004); University of Utah (David Eccles School of Business, 2004); New York University (Stern School of Business, 2004); University of Toronto (Rotman School of Management, 2003); Marquette University (Business School, 2003); Northwestern University (Psychology, 2003); Northwestern University (Kellogg School of Management, 2002); University of Maryland (Psychology, 2002); University of Amsterdam, Netherlands (Psychology, 1999)

Journal Editor (Associate):

2019 – present Group Processes and Intergroup Relations

Editorial Boards:

2012 – present Journal of Experimental Social Psychology
1998 – 2001 Representative Research in Social Psychology

Ad Hoc

Reviewing:

Management

& Topical

African Journal of Business Management
Academy of Management Journal
Communication Research
Ergonomics
Group Dynamics
Group Processes and Intergroup Relations
Group & Organization Management
Journal of Applied Social Psychology
Journal of Consumer Behavior
Journal of Economic Psychology
Journal of Management
Journal of Managerial Psychology
Journal of Occupational and Organizational Psychology
Journal of World Business
International Journal of Conflict Management
Management Science
Organizational Behavior and Human Decision Processes
Organization Science

Ad Hoc

Reviewing:

Psychology &

General Science

Basic and Applied Social Psychology
British Journal of Social Psychology
Cognition & Emotion
Emotion

European Journal of Social Psychology
Journal of Personality
Journal of Personality and Social Psychology: Attitudes and Social Cognition
Journal of Personality and Social Psychology: Group Processes & Interpersonal Relations
Journal of Psychology
Motivation and Emotion
Nature: Human Behavior (*general*)
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
PLOS One (*general*)
Psychological Science
Self and Identity
Social Cognition
Social Psychological and Personality Science

Ad Hoc

Reviewing:

*Conferences, grants,
and competitions*

Academy of Management
American Psychological Association
Association for Psychological Science
Interdisciplinary Network of Groups Researchers (INGRoup)
International Association for Conflict Management
INFORMS (Organization Science)
National Science Foundation (NSF)
Social Sciences and Humanities Council of Canada (SSHRC)
US-Israeli Binational Foundation

Professional Societies:

2012 – 2015 American Association for the Advancement of Science (AAAS)
2012 – present European Association for Social Psychology (EASP)
2009 – present Interdisciplinary Network for Group Research (INGRoup)
2009 – present Society for Experimental Social Psychology
2003 – present Academy of Management
2003 – present International Association for Conflict Management
1997 – present Association for Psychological Science
1996 – present Society for Personality and Social Psychology (APA Division 8)
1996 – present International Society for Self and Identity
1995 – present Phi Beta Kappa

TEACHING INTERESTS

- | | |
|-----------------------------------|---------------------------------|
| ✓ Leading People in Organizations | ✓ Decision Processes |
| ✓ Negotiations | ✓ Social Conflict |
| ✓ Introductory Statistics | ✓ Perspectives on Self-Interest |
| ✓ Research Methods | ✓ Leading Teams |
| ✓ Persuasion & Influence | ✓ Leading Globally |

TEACHING EXPERIENCE (Since 1999)

- ✓ *Teaching Snapshot*
 - Teaches on topics such as leadership, teams and groups, negotiations, and change
 - Created the elective at Rotman on Leading Teams
 - MBA Courses (2011 – 2018), average instructor evaluation across 1521 students: 6.5 out of 7
 - Executive Ed. (2012 – 2018), average instructor evaluation across 1255 participants: 6.31 out of 7

- ✓ *Executive Education*
 - **Participants:** SVP/VP level, Director-level, small business owners, MDs, Public Sector employees
 - **Clients:** Rogers Communications, St. Michael's Hospital, Mount Sinai Hospital, Ontario Public Service, Corus Entertainment, Independent Electricity System Operator (IESO), Capital One
 - **Industries:** Communications, Healthcare, Public service, Entertainment, Energy, Finance, Retail
 - **Open Programs:** Rotman-ICPM Board Effectiveness Program, MBA Essentials, Executive Leadership Program, Athena, Business Edge Program, Strategic Negotiations
 - **Custom Programs:** Public Sector Leadership Institute (PSLI), Capital One
 - **Teaching:** Teams, Negotiations, Leadership, Persuasion/Influence, Diversity, Communication, Authenticity, Culture
 - **Academic Direction:** Executive Negotiations, Strategic Change

- ✓ *Leading Teams*, student evaluation: averaged 6.45/7 over last six years
 - Typically 44 students/section
 - RSM 2615/RSM 2620, MBA elective, Rotman School, University of Toronto, 2010 – present
 - **Position:** Created a course that investigates how managers can build effective teams, optimize their performance, regulate team dynamics, and lead them, even when teammates are scattered across the globe. Has been designed and taught in a condensed intensive and weekly nine-week format.

- ✓ *Managerial Negotiations*, recent student evaluation: 6.54/7 (MBA)
 - Typically over 130 students per year (MBA)
 - Previously taught to MFins, MBAs, undergrads
 - RSM 1261, MBA Core, Rotman School, University of Toronto, 2007-present
 - MGT 461, undergraduates, Rotman School, University of Toronto, 2006
 - MORS 470, MBAs, Northwestern University, Evanston, IL, 2003 – 2004
 - **Position:** taught course using negotiation exercises, alternative media, cases

- ✓ *Leading People in Organizations*, student evaluation: averaged 6.3/7
 - MGT 262, RSM 260, undergraduates, University of Toronto, Canada, 2004, 2009
 - MGT 1263, MBAs, University of Toronto, 2009
 - **Position:** Taught students survey course on introductory organizational behavior, covering teams, social decision-making, motivation, power and politics, organizational change, networking; used an integrative framework of exercises, readings, demonstrations, and discussions

- ✓ *Quantitative Methods in the Applied Behavioral Sciences*, PhD course (no evaluations)
 - MGT 3090, University of Toronto, ON, 2006-2009
 - **Position:** Co-taught with Stéphane Côté a survey statistics course to PhD students from OB, marketing, strategy, nursing, psychology, and industrial relations; included fundamentals in inferential statistics, effect size, power analysis, analysis of variance, regression analysis, statistical

mediation and control, factor analysis, hierarchical linear modeling, and structural equation modeling

- ✓ *Experimental Research Methods*, student evaluation: 4.5/5
 - PSYC 520, The Ohio State University, Columbus, 2000 - 2001
 - **Position:** co-taught seminar on how to devise/run a study and summarize results
- ✓ *Introductory Social Psychology*, student evaluation: 4.7/5
 - PSYC 221, University of Maryland, College Park, 2001
 - PSYC 367.01, The Ohio State University, Columbus, 1999- 2000

RESEARCH ADVISOR EXPERIENCE

Supervision and Training Summary:

- Doctoral degrees supervised: 1
- Dissertation committees: 7
- Graduate students (Master's and PhD): 10
- Undergraduate research projects: 8
- Undergraduate research training: 30

✓ *Dissertation Committees, Supervisor or Co-Supervisor*

- Jun Gu, 2011 University of Toronto PhD, co-chair, topic: *moral identity and self-affirmation*

✓ *Dissertation Committees*

- Jing Hu, 2016 – present, topic: *work meaningfulness across cultures*
- Ravit Heskiu, 2017, University of Toronto PhD
- Eugene Chan, 2014, University of Toronto PhD, topic: *motivation moderates choice overload*
- Ivona Hideg, 2012 University of Toronto PhD, topic: *emotional regulation and negotiations*
- Nancy Carter, 2011 University of Toronto PhD, topic: *necessary evil and ethical orientations*
- Christopher Miners, 2008 University of Toronto PhD, topic: *emotional intelligence and networks*
- Marie-Helen Budworth, 2006 University of Toronto PhD, topic: *vertical transfer of training*
- Janelle Enns, 2006 University of Toronto PhD, topic: *social identity and counterproductive work behaviour*

✓ *Supervision, PhD Student*

- Jing Hu, 2014-present, Rotman, collaborator, topic: *culture and leadership categorization*
- Yeun Joon Kim, 2014-present, Rotman, collaborator, topic: *social categorization and helping behavior*
- Junha Kim, 2016 – 2018, Rotman, collaborator, topic: *self-categorization*
- Behzad Asyaby-Eshghi, 2013-2014, Psychology, collaborator, topic: *eyes and cooperation*
- Geordie McRuer, 2010-2015, Rotman, collaborator, topic: *manifestation of cooperation*
- Ji-A Min, 2008-2009, Rotman, collaborator, topic: *exposure and leadership categorization*
- Jun Gu, 2005–2011, Rotman, collaborator, topic: *regulatory focus and interdependence*

✓ *Supervision, Master's Research Lab*

- Catherine Anita LeBlanc, CIRHR Masters student, data collection and analysis, 2014–2016
- Krishna Vempati, 2014 Rotman MBA, assisted me with programming in Summer 2013
- Matthew Finch-Noyes, 2012 Rotman MBA, assisted me with data collection in Summer 2012
- Kamil Alam, 2012 Rotman MBA, assisted me with data collection in Summer 2012

- ✓ *Supervision, Undergraduate Honors Thesis*
 - Helen Ma, 2006-2007, University of Toronto, topic: *regulatory focus and self-verifying feedback*
 - Ginny Kington, 2001-2002, Ohio State University, topic: *collective self-affirmation motive*
 - Shruti Shivpuri, 1998-1999, Ohio State University, topic: *optimal distinctiveness and group favoritism*
 - Jamieson Duvall, 1997-1998, Ohio State University, topic: *subjective overachievement*

- ✓ *Supervision, Undergraduate Independent Research*
 - Suraiya Allidina, 2015-2016, University of Toronto, Canada, topic: *categorization and mindfulness*
 - Ravin Alaei, 2013, University of Toronto, Canada, topic: *height and leader emergence*
 - Todd Ji, Spring 2010, University of Toronto, Canada, topic: *social categorization and teamwork*
 - Geordie McRuer, Spring 2009, University of Toronto, Canada, topic: *power and intergroup relations*

- ✓ *Letter Writer (miscellaneous)*
 - Yan Yan, 2019, graduate school, master's degree programs
 - Weija (Jasper) Chen, 2019, graduate school, master's degree programs in economics
 - Jing Hu, 2018, grants and job market
 - Khadija Bhura, 2018, BA U of T
 - Suraiya Allidina, 2017, BA U of T; now at University of Toronto's Psychology Master's program
 - Catherine LeBlanc, 2016, CIRHR Masters student, now at Michigan State University PhD program
 - Shalini Shah, 2015, MBA, application for OGS
 - Ravin Alaei, 2015, SSHRC and OGS references, received SSHRC Doctoral Award
 - Ravin Alaei, 2014 BA U of T; now at U of T psychology PhD program
 - Behzad Asyaby-Eshghi, 2014 Masters psychology, for psychology programs
 - Ivona Hideg, 2012 PhD, job market; now at Wilfred Laurier University, management faculty
 - Jun Gu, 2011 PhD, job market; now at Monash University, management faculty
 - Chris Miners, 2008 PhD, job market; now Queens University b-school faculty
 - Alex Garcia, 2008, Ontario Graduate Scholarship; received funding
 - Janelle Enns, 2006 PhD, job market, University of Lethbridge faculty

- ✓ *Reader (Committee member), Rotman OBHRM PhD program, 2nd Year Paper*
 - Ivona Hideg, 2008-2009, *emotional regulation in conflict resolution*
 - Alexander Garcia, 2007-2008, *gender stereotypes*

- ✓ *Professional Research Assistant Supervision*
 - Cecilia Ma, 2018 – present

- ✓ *Undergraduate Research Assistant Supervision*
 - Yan Yan, 2018 – present, University of Toronto, Canada
 - Weija (Jasper) Chen, 2018 – present, University of Toronto, Canada
 - Khadija Bhura, 2016-present, University of Toronto, Canada
 - Suraiya Allidina, 2014-2017, University of Toronto, Canada
 - Youngmin (Grace) Chung, 2014-2015, University of Toronto, Canada
 - Yichen (Elizabeth) Zhong, 2013-2014, University of Toronto, Canada
 - Samantha Pettinato, 2013-2014, University of Toronto, Canada
 - Saif Khandaker, 2013-2014, University of Toronto, Canada
 - Youngjun (Michael) Koh, 2012-2013, University of Toronto, Canada

- Ravin Alaei, 2012-2014, University of Toronto, Canada
- Jamie Hlusko, 2012-2013, University of Toronto, Canada
- Claire Ann Banga, 2012-2013, University of Toronto, Canada
- Behzad Asyaby-Eshghi, 2012-2013, University of Toronto, Canada
- Alice Ton, 2012, University of Toronto, Canada
- Hao (Ethan) Li, 2012, University of Toronto, Canada
- Tu-Vy Dinhe-Le, 2012, University of Toronto, Canada
- Yuechuan Sun, 2012, University of Toronto, Canada
- Joo-sung (Jason) Park, 2010-2013, University of Toronto, Canada
- Simritpal Malhi, 2010-2013, University of Toronto, Canada
- Anthony Dimech, 2010-2012, University of Toronto, Canada
- Yiyi Luan, 2009-2012, University of Toronto, Canada
- Qian (Rose) Luo, 2010-2012, University of Toronto, Canada
- Stella Xueyao Wu, 2010-2012, University of Toronto, Canada
- Jane Yinuo Yao, 2009-2011, University of Toronto, Canada
- Geordie McRuer, 2008-2010, University of Toronto, Canada
- Todd Ji, 2008-2010, University of Toronto, Canada
- Tony Xu, 2008-2010, University of Toronto, Canada
- Konstantin Chestopalov, 2008-2009, University of Toronto, Canada
- Hiten Samtani, 2007-2008, University of Toronto, Canada
- Krystal Periera, 2007-2008, University of Toronto, Canada
- Mark Lazarte, 2004-2007, University of Toronto, Canada
- Jennie Tao, 2004-2005, University of Toronto, Canada
- Nicole Ouellette, 2002-2004, Kellogg School of Management, Evanston, IL, USA
- Many others at the Ohio State University

ADMINISTRATIVE RESPONSIBILITIES

Professional

- ✓ Chair, Local Planning, Society for Experimental Social Psychology 2019 Conference, 2018 – present
- ✓ Member, Most Influential Paper Award (2009-2012) Committee, Academy of Management's Conflict Management Division, 2017
- ✓ Strategic Planning Committee member, Interdisciplinary Network for Group Research, 2011

University of Toronto: Committees

- ✓ Member, Research Integrity Working Group (Decanal), Rotman School representative, 2013 - 2016
- ✓ Member, Research Ethics Board (REB), Social Sciences, Humanities, and Education, 2013 – 2015
- ✓ SGS Chair, dissertation committee in OISE (on behalf of Rotman), August 2014
- ✓ Member, Research Faculty Search Committee - UTM, OB/HRM Area, 2013-2014
- ✓ SGS Chair, dissertation committee in social work (on behalf of Rotman), March 2012
- ✓ SGS Chair, dissertation committee in medical sciences (on behalf of Psychology), January 2012
- ✓ Member, Research Faculty Search Committee, Rotman School and Psychology Dept, 2011-2012
- ✓ Member, CFI Initiative, Rotman School and Psychology Dept., 2011-2012
- ✓ Member, Research Faculty Search Committee - UTM, OB/HRM Area, 2010-2011

The Rotman School of Management: Events

- ✓ Panel Member, Panel on “Unintended Consequences of Paternity Leave”, hosted by the Centre on Gender + the Economy, Nov. 2018
- ✓ Presenter, Rotman Negotiation Club Introduction, Nov. 2018
- ✓ Presenter, LINKS Mentoring Best Practices, Nov. 2018
- ✓ Presenter, Faculty Mentoring Best Practices, Nov. 2016
- ✓ Moderator, Panel on “Women and Negotiations - Is Negotiating Really Different for Women?”, hosted by the Rotman Negotiation Club and Women in Management Association, Feb. 2016
- ✓ Conducted “Are you Optimally Distinctive?” workshop as part of 16th annual lifelong learning conference, May 2014
- ✓ Conducted a Teams Workshop, Rotman Staff Skills Café, June 2013
- ✓ Conducted a “Negotiating Your Compensation” Workshop, Rotman Alumni, April 2013

The Rotman School of Management: Positions

- ✓ Chair, Admissions & Standards subcommittee of Master’s Program Committee, 2018 – present
- ✓ Deputy Chair, MBA Programs Committee, 2018 – present
- ✓ Academic Director, Leading Strategic Change, 2018 - present
- ✓ Academic Director, Program on Executive Negotiations: Influence and Persuasion, 2015 – present
- ✓ Chair, Learning Objectives subcommittee of Master’s Program Committee, 2016 – 2017
- ✓ Co-Faculty Mentor, Letters at Rotman MBA student club (LGBTQ student club), 2014 - present
- ✓ Academic Co-Director, Public Sector Leadership Institute, 2014 – 2016
- ✓ Coordinator, Behavioral Research Lab software, 2004 – present
- ✓ Teams Advisor, “Working Professionals” Program, 2012 - 2016
- ✓ Teaching Fellow, Rotman Teaching Effectiveness Centre, 2011 - 2014
- ✓ OBHRM Solicitor, Faculty/Staff Campaign, 2012 - 2013
- ✓ Coordinator, Participant Recruitment drive for Rotman Paid Research Pool, 2009 - 2013
- ✓ Coordinator, Rotman Paid Research Pool, 2009 – 2013

The Rotman School of Management: Initiatives

- ✓ For Behavioral research, co-organized purchase of Qualtrics Offline, 2015
- ✓ For Behavioral Lab, established staff biosafety approval (those under my supervision), 2013-2015
- ✓ For Rotman Paid Research Pool, established prescreening database, 2009
- ✓ With ChenBo Zhong, co-created Rotman Paid Research Pool, 2007
- ✓ With Andy Mitchell and Scott Hawkins, coordinated the hiring of a post-doc lab manager, 2008, 2011

The Rotman School of Management: Committees

- ✓ Member, Audit Subcommittee, Master’s Program Committee, 2018 – present
- ✓ Member, Advisory Board, Rotman Lee-Chin Institute for Corporate Citizenship, 2016 – present
- ✓ OBHRM Representative, Master’s Program Committee, 2016 – present
- ✓ Advisory Board Member, Michael Lee-Chin Family Institute for Corporate Citizenship, 2016 – present
- ✓ Member, Marketing Tenure Committee, 2019
- ✓ Member, OBHRM Tenure Research Evaluation Committee, 2018
- ✓ Member, OBHRM Tenure Committee, 2018
- ✓ Member, Learning Subcommittee, Master’s Program Committee, 2016 – 2017
- ✓ OBHRM Representative, MBA Curriculum Review Committee, 2016 – 2017
- ✓ Chair, Management Ethics Review Committee (formerly Commerce ERC), 2007-2015

- ✓ Member, Rotman Branding Committee, 2016 – 2017
- ✓ Member, Behavioral Research Lab Committee, 2005 – 2016
- ✓ Member, OBHRM Tenure Teaching Evaluation Committee, 2014
- ✓ Co-Chair, with Matthew Feinberg, Research Resources Task Force, 2014-2015
- ✓ Member, Marketing Tenure Committee, 2013
- ✓ Member, OBHRM Tenure Teaching Evaluation Committee, 2013
- ✓ Member, Marketing Tenure Research Evaluation Committee, 2012
- ✓ Member, Taskforce on Gender Equity, 2010-2011, mentoring programs
- ✓ Elected member, Rotman School Executive Committee, 2007-2009
- ✓ Member, Commerce Ethics Review Committee (Commerce ERC), 2006-2007

Rotman School's OBHRM Area: Positions

- ✓ Area Representative, Master's Program Committee, 2016 – present
- ✓ "Leadership and Change Management" Major Coordinator, 2013 – present
- ✓ Course Coordinator, RSM 260, 2016
- ✓ Commerce Teaching Mentor, 2013
- ✓ Chair, OB/HRM Area Speaker Series, 2007– 2009

Rotman School's OBHRM Area: Committees

- ✓ Member or Co-Chair of seven Dissertation Committees, 2005 – present
- ✓ Member, PhD Admissions Committee, 2004 - 2015
- ✓ Member, Research Faculty Search Committee, 2016 – 2017
- ✓ Member, Teaching Faculty Search Committee, 2015 – 2016
- ✓ Member, Research Faculty Search Committee, 2005 – 2006
- ✓ Member, Comprehensive Exam Committee, 2004 – 2005, 2016
- ✓ Member, Five-Year Plan Committee, 2004 – 2005

SELECTED MEDIA MENTIONS

Interviews (Topical Expertise):

- **Video:** [Global News \(10 minutes in\)](#) on Torontonians Identity, Raptor Fans, Crowd Behavior, May 27, 2019
- **Radio:** [Tim Denis Show interview on Selling the Canadian Identity](#), Aug. 18, 2016; [CBC Ontario Today](#) on Trust, February 24, 2012
- **Print:** [BNN Bloomberg](#) on Raptors' Masai Ujiri and Leadership Effectiveness, May 31, 2019; [Globe and Mail](#), Canadian identity and negotiations, Aug. 3, 2016; [Wall Street Journal](#), collective bargaining, Sept. 13, 2012; [Globe and Mail](#), March 17, 2012; [Globe and Mail](#), September 30, 2009; [Toronto Star](#), on negotiating in a recession, April 22, 2009

Research Mentions (New Discoveries):

- **Strategies to Promote Women Should Vary Across Cultures** (Toh & Leonardelli, 2014, *HBR Blog*): Financial Times (2014)

- **Where in the World do Women Emerge as Leaders and Why** (Toh & Leonardelli, 2012, *Journal of World Business*): [New York Times](#) (2012), [Financial Times.com](#) (2012), [National Post](#) (2012)
- **“Us versus Them” and Helping Expatriates Adjust** (Leonardelli & Toh, 2011, *Psychological Science*): Tribune Papers (2012), The Telegraph (2011, UK), Financial Times (2011)
- **Loneliness Feels Cold** (Zhong & Leonardelli, 2008, *Psychological Science*): Boston Globe (2009), Allure Magazine (2009), New York Times Year in Ideas (2008), [Science](#) (2008), [WebMD](#) (2008), [Live Science](#) (2008), [ABCNews.com](#) (2008), [New York Times](#) (2008)
- **People Assume Leaders are White and that White Leaders are More Effective** (Rosette, Leonardelli, & Phillips, 2008, *Journal of Applied Psychology*): Economist Intelligence Unit Business Briefing, [Linkin Radio Show](#) (Radio Canada International, 2008), [European Movement](#) (2008), [Globe and Mail](#) (featured article, 2008), [WRAL Localtechwire](#) (2008), [Discover Magazine](#) (2008)