Susan E. Brodt, Ph.D.
Curriculum Vitae
(January 2022)

Smith School of Business
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Academic History

Ph.D.   Psychology, 1987, Stanford University, USA
M.S.   Statistics, 1982, Stanford University, USA
B.A.   Psychology, *Summa cum Laude*, 1978, University of California, Berkeley, USA

Academic Experience

Queen's University, Smith School of Business, Kingston, Ontario, Canada
  Associate Professor of Organizational Behaviour 2004 (Jan) – present
  E. Marie Shantz Associate Professor of Organizational Behaviour 2005 – 2008
    Ph.D./MSc Program
      - Seminar on Conflict and Negotiation
      - Advanced Topics in Organizational Behaviour
    Masters in International Business Program
      - International Business Negotiations
    MBA Programs
      Executive MBA – National & Ottawa Programs
        - Negotiations and Conflict Management
    Executive Education Programs
      - Queen's Executive Program
      - Human Resources Expert: *Trust in the Workplace/Effective Negotiations*
    Undergraduate Program
      - Negotiation Theory and Behaviour
      - International Business Negotiations
      - Introduction to Organizational Behaviour (for Non-Commerce Students)

Queen's University, Department of Psychology, Kingston, Ontario, Canada
  Associate Professor of Psychology (*cross-appointment*) 2004 – present
    Undergraduate Program
      - Psychology 501 – Honours Thesis supervision, 2005 – present
      - Psychology 570, 575 – Special Directed Lab Courses, 2008 – present

Universidad Adolfo Ibáñez (UAI), Escuela de Negocios, Santiago, Chile
  Profesora Visitante, 2009 – 2010
    MBA Programs
      MBA – International Program (in Santiago, Chile)
        - Negotiations and Conflict Management
      EMBA – Multinational Program (in Miami, Florida)
        - Alignment (Module VI, *with A. Espejo, A. Hatum, S. Poelmans*)

Indian School of Business (ISB), Hyderabad, India
  Visiting Professor, February - March 2007
  MBA Program
  - Negotiation Analysis (*with C. Tinsley*)

Duke University, Fuqua School of Business, Durham, NC USA
  Associate Professor/Assistant Professor 1994 – 2003 (Dec)
  Ph.D. Program
  - Research on Negotiation
  - Managerial Trust and Justice (*with S. Sitkin, B. Sheppard, & E.A. Lind*)
  MBA Programs
    The Duke MBA – Daytime Program
    - Managerial Effectiveness
    - Dynamics of Bargaining
    - Survey Course on Latin America (including travel to region)
    The Duke MBA – Weekend Executive Program
    - Dynamics of Bargaining/Dynamics of Bargaining: The Global Environment
    The Duke MBA –Global Executive Program
    - Managerial Effectiveness for the Global Executive I
  Executive Education Programs
  - Advanced Management Program
  - Program for Management Development
  - Eli Lilly Global Management Program
  - Johnson & Johnson Total Employee Involvement (TEI) Program
  Duke Center for International Business Education and Research (CIBER)
  - Strategies for Teaching International Negotiation: A Faculty Development Workshop

Stanford University, Department of Psychology, Stanford, CA USA
  Visiting Scholar: 1997 – 1998
  Lecturer: Psychology 199S, *Organizational Behavior*, Summers 1983-1988

University of Virginia, Darden Graduate School of Business, Charlottesville, VA USA
  Assistant Professor 1988 - 1994
  MBA Program
  - Organizational Behavior
  - Bargaining and Negotiation
  - Managing Conflict and Cooperation
  Executive Education Programs
    Darden Executive Programs
    - Managing Organizational and Individual Change
    - Power and Leadership
    - The Art of Managing Human Resources
    - Managing Critical Resources
    - Developing Managerial Excellence/Young Manager Program
    - NAVAIR Program

    University of Virginia Continuing Education Programs
    - Conflict and Negotiation (US Naval Shipyard, Norfolk, VA)
    - Conflict and Negotiation (Museum Management Institute)

Harvey Mudd College, The Claremont Colleges, Department of Humanities and Social Sciences, Claremont, CA USA
  Visiting Assistant Professor 1982 - 1984
  - General Psychology
  - Organizational Psychology
  - Personality and Social Psychology
  - Seminars: Organizational Decision Making; Human Inference and Decision Making

Research Expertise

Managerial Trust and Relationships
Conflict and Negotiation
Individual and Small Group Judgment and Decision Behaviour
Mindfulness at Work
Mosaic-type Multicultural Teams in Canadian Organizations

Publications *(* indicates peer-reviewed publications)*

Chuapetcharasopen, P., Neville, L., Adair, W., Brodt, S., & Lituchy, T., & Racine, A. 2018. Cultural mosaic beliefs as a new measure of the psychological climate for diversity: Individual distinctiveness and synergy in culturally diverse teams. *International Journal of Cross-Cultural Management, 18(1), 7-32.**

Brodt, S. 2016. Negotiation, mediation and arbitration. In S. Rogelberg (Ed), *The SAGE Encyclopedia of Industrial and Organizational Psychology,* 2nd Edition. Thousand Oaks, CA USA.

Felzensztein, C., Brodt, S. & Gimmon, E. 2014. Do strategic marketing and social capital really matter in regional clusters? Lessons from an emerging economy of Latin America. *Journal of Business Research, 67(4),* 498-507.*

Brodt, S. & Neville, L. 2013. Repairing trust to preserve balance: A balance-theoretic approach to trust breach and repair in groups. *Negotiation and Conflict Management Research, 6(1),* 49-65.*

Brodt, S., & Dionisi, A. 2011. When peers become leaders: The effects of internal promotion on workgroup dynamics. (pp. 370-399). In R. Searle & D. Skinner (Eds.), *Trust and human resource management.* London: Elgar

Neville, L & S. Brodt, S. 2010. The curious relationship between fairness and trust in teams: When unfair treatment begets trust, fair process erodes trust, and unfair restitution restores trust (pp. 121-155). In E. Mannix, M. Neale, & E. Mullens (Eds.). *Research on managing groups and teams: Justice.* Volume 13. New York, NY: Emerald *

Webster, J., Brown, G., Connelly, C., Brodt, S., & Sitkin, S. 2008. Beyond knowledge sharing: Withholding knowledge at work. *Research in Personnel and Human Resource Management, 27,* 1-38.*

Tinsley, C. & Brodt, S. 2004. Conflict management in East Asia: A dynamic framework and future directions. (pp. 439-458). In K. Leung & S. White (Eds.). *Handbook of Asian Management.* NY: Kluwer.

Korsgaard, A., Brodt, S., & Sapienza, H. 2003. Trust, identity and attachment: Promoting cooperation in groups. (pp. 37-54). In M. West, D. Tjosvold, and K. Smith (Eds.). *International handbook of organizational teamwork and cooperative working.* West Sussex, UK: John Wiley & Sons.

Schweitzer, M., Brodt, S., & Croson, R. 2002. Seeing and believing: Visual access and the strategic use of deception in negotiations. *International Journal of Conflict Management*, 13, 1-18.*

Korsgaard, A., Brodt, S., & Whitener, E. 2002. Trust in the face of conflict: The role of managerial trustworthy behavior and organizational context. *Journal of Applied Psychology, 87,* 312-319. *

Thompson, L. & Brodt, S. 2001. Negotiating teams: A levels of analysis framework. *Group Dynamics, 5,* 208-219. *
  Reprinted in Lewicki, R., B. Barry, D. Saunders, J. Minton 2005. *Negotiations: Readings, Exercises and Cases.* New York, NY: Irwin McGraw-Hill

Brodt, S. & Cross, R. 2001. How assumptions of consensus undermine decision making. *Sloan Management Review, 42,* 86-94.*

Whitener, E. & Brodt, S. 2000. *Forging employee morale, trust and performance*. [Monograph]. Madison, WI: Filene Research Institute.

Brodt, S. & Tuchinsky, M. 2000. Working together but in opposition: An examination of the "good cop/bad cop" negotiating team tactic. *Organizational Behavior and Human Decision Processes*, *81*, 155-177. *

Brodt, S. & Dietz, L. 1999. Shared information and information sharing: Understanding negotiation as collective construal. *Research in Negotiation in Organizations*, volume *7*, 263-283. *

Brodt, S. & Ross, L. 1998. The role of stereotyping in overconfident social predictions. *Social Cognition*, *16*, 225-252. *

Whitener, E., Brodt, S., Korsgaard, A., Werner, J. 1998. Managers as initiators of trust: An exchange relationship framework for understanding managerial trustworthy behavior. *Academy of Management Review*, *23*, 513-530.*
    Reprinted in R. Kramer (Ed.). 2006. *Organizational trust: Progress and promise in theory and research.* London, UK: Oxford University Press.

Brodt, S. 1997. Innovative approaches to research in group decision and negotiation. *Group Decision and Negotiation* (Editor, special issue)

Thompson, L., Peterson, E., & Brodt, S. 1996. Team negotiation: An examination of integrative and distributive bargaining. *Journal of Personality and Social Psychology.70*, 66-78.*

Northcraft, G., Neale, M., & Brodt, S. 1995. The prospect of negotiating with non-linear utilities: Why some concessions are more equal than others. *Organizational Behavior and Human Decision Processes*, *63*, 298-310.*

 Brodt, S. 1994. "Inside" information and negotiator decision behavior. *Organizational Behavior and Human Decision Processes*, *58*, 172-202.*

Whitener, E. & Brodt, S. 1994. When is a "KO" OK? Capitalizing on existing knowledge structures to facilitate pre-training transfer, *Human Resource Management Review*, *4*, 363-381. *

Working Papers and Papers Under Review

Escribano, P., Espejo, A. & Brodt, S. Supporting and challenging the status-quo: Antecedents of citizenship behavior and taking charge behavior in organizations

Chow, H., Brodt, S. & Chang, X. Mindfulness, technostress, and work-life boundaries: Detachment, voice and managing work-related mobile phone use after hours.

Gondowijoyo, P. & Brodt, S. Using social controls to promote honest reporting in solo and group reporting settings.

Gondowijoyo, P. & Brodt, S. Standing up to the group: The role of mentoring and moral courage in mitigating group misreporting

Brodt, S. & Chang, X. Letting go: Mindfulness, emotion regulation and failed negotiations

Brodt, S. & Chang, X. More than awareness: Mindfulness and negotiation-related anxiety

Brodt, S. & Uychode, K. The irony of applicant impression management in the age of cybervetting.

Rosenfeld, N., & Brodt, S. Expressive Writing as an Intervention for Anxiety's Negative Effects on Women Negotiators

Neville, L., & Brodt, S. When does forgiveness promote discretionary helping? The roles of perceived civility, obligation, and gratitude.

Neville, L. & Brodt, S. Third-party responses to observing forgiveness.

Brodt, S., Neville, L., & Barr, J. The effect of self-affirmation on trust violation and trust repair.

Brodt, S. & Hoption, C. Whispering in cyberspace: The effects of private communication on decision processes in distributed work groups

Selected Seminars and Presentations *(* indicates refereed presentations)*

Chow, H., Brodt, S. & Chang, X. Mindfulness, technostress, and work-life boundaries: Detachment, voice and managing work-related mobile phone use after hours. Paper presented at the Western Academy of Management (WAM) conference. *March* 2021 *

Chow, H., Brodt, S. & Chang, X. Mindfulness, technostress, and work-life boundaries: Detachment, voice and managing work-related mobile phone use after hours. Paper (developmental) accepted for presentation at the Western Academy of Management (WAM) conference. Kona, Hawaii USA *March* 2020 * *[conference postponed due to COVID-19]*

Chang, X. & Brodt, S. Conspicuously imperceptible: The moderating role of mindfulness in the experience of paradoxical priorities. Paper presented at the Academy of Management (AOM) annual conference. Boston, MA USA *August* 2019 *

Chang, X. & Brodt, S. Mindfulness and the paradoxical workplace. Paper presented at the Academy of Management (AOM) annual conference. Chicago, IL USA *August* 2018 *

Chang, X. & Brodt, S. Symposium co-organizer: Micro-foundations of paradox in the workplace, Academy of Management (AOM) annual conference, Chicago IL USA. *August 2018* *

Brodt, S. Incidental trust repair. IESE Business School, Barcelona, Spain. *May 2014. Invited seminar.*

Brodt, S. Research while on sabbatical. Presented in the Professional Development Workshop, "Where in the world? A guide to international academic sabbaticals." Academy of Management (AOM) annual conference, Orlando, FA USA. *August 2013* *

Brodt, S. The cultural mosaic model of multicultural groups. Presented in the Professional Development Workshop, "Crossing boundaries: Group dynamics from perspectives rooted in organizational development (OD), international management (IM), and organizational behavior (OB)." Academy of Management (AOM) annual conference, Boston, MA USA. *August 2012* *

Brodt, S. & Gross, M. An incidental approach to trust repair: Repairing trust through the kindness of strangers. Presented at the International Association for Conflict Management (IACM) Annual Conference. Johannesburg, South Africa. *July 2012* *

Brodt, S., Maznevski, M., Adair, W., Brett, J., Erez, M., Gibson, C., Paulus, P., & Johnson, A. Multicultural teams: Where do we go from here? – Discussion and Wrap-up of the 2011-2012 Multicultural Team Virtual Dialogue. Webinar series organized and moderated by Wendi Adair, U of Waterloo, with support from INGroup and DRRC, *June 2012*.

Lituchy, T., Michaud, J., Adair, W., Brodt, S., & Chuapetcharasopon, P. Cultural mosaic beliefs and acculturation. Paper presented at the Annual Conference of the Canadian Psychological Association, Halifax, NS. *2012**

Neville, L. & Brodt, S. The effects of observed forgiveness and discipline type on teammate forgiveness and team perceptions. Academy of Management (AOM) annual conference, San Antonia Texas USA. *August 2011 **

Neville, L. & Brodt, S. Interpersonal forgiveness following a trust breach: Consequences for group functioning. INGroup annual conference, Minneapolis MN USA. *July 2011**

Neville, L. & Brodt, S. Feeling trusted, trusting others: The effects of team initiators' trust in temporary team members. Presented at IACM annual conference, Istanbul, Turkey. *July 2011**

Brodt, S. Cultural mosaic models of multicultural teams. Multicultural Team Virtual Dialogue. Wendi Adair, U of Waterloo, Moderator. INGroup and DRRC supported Webinar, *June 2011*.

Brodt, S. Trust breach in the wake of internal transitions: When peers are promoted. European Association of Work and Organizational Psychology (EAWOP) annual conference, Maastricht, The Netherlands, *May 2011 **

Chuapetcharasopon, P., Adair, W., Lituchy, T., and Brodt, S. The cultural mosaic scale: Factor structure and construct validity. Society for Industrial and Organizational Psychology (SIOP) annual conference. Chicago, IL USA. *April 2011 **

Felzensztein, C., Brodt, S., & Gimmon, E. Do strategic marketing and social networks really matter in clusters? Business Association of Latin American Studies (BALAS) annual conference, Santiago, Chile. *April 2011 **

Whitener, E., Brodt, S. & Korsgaard, A. Understanding the relationship between cynicism and trust. Dept of Psychology, University of Waterloo. Ontario *November 2010. Invited seminar.*

Chuapetcharasopon, P., Adair, W., Brodt, S., Lituchy, T. & Lowe, M. Cultural mosaic in the workplace: Conceptualization and measurement. Annual Conference of the Academy of Management. Montreal, Quebec, Canada. *August 2010 **

Neville, L. & Brodt, S. Third-party responses to observing forgiveness. Presented at the Annual Conference of the Academy of Management. Part of a Showcase Symposium on "Forgiveness at Work." Montreal, Quebec, Canada. *August 2010 **

Brodt, S., Chuapetcharasopon, P., Adair, W., Lituchy, T. & Lowe, M. As Canadian as hockey: Examining the cultural mosaic approach to multicultural work groups. Presented at the IACM Annual Conference. Boston, MA USA. *June 2010 **

Brodt, S., Korsgaard, A., & Pitariu. Trust, identity and psychological attachment to groups: Influences on cooperation within groups. 5th Workshop on trust within and between organizations. EIASM, Madrid, Spain. *January 2010 **

Whitener, E., Brodt, S., & Korsgaard, A. Generar la confianza entre los cínicos. *Seminario Académico*, Escuela de Negocios, Universidad Adolfo Ibáñez, Santiago Chile. *November 2009. Invited presentation*

Brodt, S. Interpersonal conflict and negotiation. Multinational MBA. Escuela de Negocios, Universidad Adolfo Ibáñez, Santiago Chile *septiembre 2009 & 2010. Invited presentation.*

Brodt, S. & Ling, F. A balance theory approach to trust repair in groups. International Association for Conflict Management meetings. Kyoto, Japan. *June 2009 *

Neville, L. & Brodt, S. The curious relationship between fairness and trust in teams: When unfair treatment begets trust, fair process erodes trust and unfair restitution restores trust. Conference on Research on Managing Groups and Teams: Justice. Ithaca, NY *May 2009 *

Brodt, S. & Gross, M. Repairing trust through the kindness of strangers. Academy of Management Meetings. Anaheim, CA USA *August 2008 *

Neville, L. & Brodt, S. The fast and the fragile: Trust violations in temporary teams. Academy of Management Meetings. Anaheim, CA USA *August 2008 *

Brodt, S. & Dionisi, A. Trust and transitions: When peers become group leaders. Academy of Management Meetings. Anaheim, CA USA *August 2008 *

Dionisi, A. & Brodt, S. A. Managing identities across the negotiation divide: The effect of intra-group trust development strategies on inter-group negotiations. International Association for Conflict Management meetings. Chicago, IL USA *July 2008 *

Sippel, B. & Brodt, S. The psychology of blogging communities: Social identities and knowledge transfer across work groups. International Conference on Weblogs and Social Media, Seattle, WA USA *April 2008 *

Brodt, S. Making it real: Engaging students in questions about knowledge application. 2007 Annual Cross-Faculty Teaching Forum, "Embracing Inquiry." Centre for Teaching and Learning, Queen's University, Kingston Ontario, Canada. *May 2007*. *

Brodt, S. & Hoption, C. Whispering in cyberspace: The effects of private communication on decision processes in distributed work groups. Queen's University Department of Psychology, Social Psychology Brown Bag Series. Queen's University, Kingston, Ontario. *November 2006. Invited seminar.*

Brodt, S., Lewicki, R., Northcraft, G., Pinkley, R., Thomas-Hunt, M., Weingart, L., Weiss, S. (co-presenters). Negotiating your first academic job: A training seminar for doctoral students. Academy of Management Meetings. Atlanta, GA USA *August 2006*

Shea, C. & Brodt, S. Blogging to know you: Using personal blogs to develop workplace relationships. Academy of Management Meetings. Atlanta, GA USA *August 2006*

Silva, C. & Brodt, S. The paradoxical nature of power in negotiations: Can technology keep negotiators on track? Academy of Management Meetings. Atlanta, GA USA *August 2006*

Brodt, S. & Sitkin, S. The paradox of secrecy norms in organizations. Society for Industrial and Organizational Psychology (SIOP) (APA Division 12) conference. Dallas, TX USA. *April 2006 *

Brodt, S. & Emery, J. Beyond messages: The effects of information and relationship overload on e-communication responsiveness and stress. Conference Celebrating the Life and Scholarship of Gerry DeSanctis, Durham, NC USA, *March 2006*

Brodt, S. & Hoption, C. Whispering in cyberspace: The effects of private communication on decision processes in distributed work groups. International Association for Conflict Management meetings. Sevilla, Spain *June 2005 *

Brodt, S. & Hernandez, M. Trust and employment negotiations: The importance of feeling in control. International Association for Conflict Management meetings. Sevilla, Spain *June 2005 ***

Brodt, S. Engendering trust among cynics: A story about strong and weak situational cues. Queen's University Department of Psychology, Social Psychology Brown Bag Series. Queen's University, Kingston, Ontario. *December 2004. Invited Seminar,*

Brodt, S. Engendering trust among cynics. Ivey School of Business, University of Western Ontario. London, Ontario. *December 2004. Invited Seminar.*

Whitener, E., Brodt, S. & Korsgaard, A. Toward an understanding of cynicism about work groups. Academy of Management Meetings. New Orleans, LA USA *August 2004 ***

Brodt, S., Emery, J., & DeSanctis, G. The role of relationship load in e-communication overload: Managing multiple roles and identities. Academy of Management. New Orleans, LA *August 2004 ***

Brodt, S., Schweitzer, M., & Croson, R. Negotiating teams in technology-mediated negotiations: Do they have a competitive advantage? International Association for Conflict Management meetings. Pittsburgh, PA USA *June 2004 ***

Brodt, S., Korsgaard, A., & Whitener, E. The role of trustworthy behavior in rebuilding trust: The hidden costs of open communication. Academy of Management Meetings. Seattle, WA USA *August 2003 ***

Brodt, S. Researching conflict and negotiation: Two ways of looking at the process. Junior Faculty Research Incubator: Negotiation Process. Academy of Management Meetings. Seattle, WA USA *August 2003. Invited Presentation.*

Brodt, S. & Korsgaard, A. Group identity and attachment: Two paths to trust and cooperation in groups. International Association for Conflict Management meetings. Melbourne, Australia *June 2003 ***

Brodt, S. Negotiating at a distance: What we know and don't know about technology-mediated negotiations. Fletcher School of Law & Diplomacy, Tufts U., Medford, MA *March 2003. Invited.*

Brodt, S. The psychology of trust in global organizations. *Invited seminars.*
 Queen's University, Kingston, Ontario, Canada (November 2002);
 INSEAD, Singapore/Fontainebleau (December 2002);
 London Business School, London England (December 2002);
 McGill University, Montreal, Quebec, Canada (January 2003)
 Tufts University, Boston, MA (January 2003)

Brodt, S., DeSanctis, G. & Emery, J. Looking beyond the messages: The effects of informational and relational complexity on E-communication overload. Academy of Management Meetings. Denver, Colorado USA *August 2002 ***

Brodt, S., Schweitzer, M., & Croson, R. Seeing and believing: Visual access and the strategic use of deception. Behavioral Decision Research in Management (BDRM) Chicago, IL USA *June, 2002 ***
Brodt, S., Korsgaard, A., & Whitener, E. The role of trustworthy behavior in rebuilding trust: The risks and rewards of open communication. Society for Industrial and Organizational Psychology (SIOP) (APA Division 12) annual conference. Toronto, ON, Canada. *April 2002 ***

Brodt, S. The waxing and waning of self-interest: Cognitive and motivational aspects of intergroup negotiations among existing and newly formed negotiating teams. Society for Industrial and Organizational Psychology (SIOP) (APA Division 12) Conference. Orlando, FL USA *April 2001 ***

Brodt, S. Trust is at the heart of negotiating. Johnson Graduate School of Management. Cornell University. Ithaca, NY USA *April 2001. Invited Seminar.*

Brodt, S. & Sitkin, S. The paradox of secrecy norms in organizations: Incompatibility, incompleteness, and over-inclusiveness. Stern School of Management. New York University. New York, NY USA *December 2000. Invited Seminar.*

Brodt, S. Trust is at the heart of negotiating. Conference on Research on Negotiation in Organization (RNO), Duke University, Durham, NC, USA *November 2000. Invited Presentation.*

Brodt, S. & Fortune, A. Negotiating electronically versus face to face: An analysis of negotiation task, trust and deception. Academy of Management Meetings. Toronto, Ontario, *August 2000. **

Sitkin, S. & Brodt, S. Coping with the paradox of secrecy: Incompatibility, incompleteness, and inclusiveness. Academy of Management Meetings. Toronto, Ontario, Canada *August 2000 **

Croson, R., Schweitzer, M., & Brodt, S. Visual access and context-dependent lies: The use of deception in videoconference and telephone mediated negotiations. Behavioral Decision Research in Management (BDRM) Conference. Tucson, Arizona, USA *May 2000 **

Brodt, S. & Dietz, L. Personal self-disclosure and competitive and cooperative group decision making. INFORMS Meetings. Salt Lake City, UT, USA. *May 2000 **

Brodt, S. The relationship between cynicism and trust. A symposium on trust and cynicism at the Academy of Management Meetings, Chicago, IL, USA. *August 1999 **

Brodt, S. & Tuchinsky, M. Warmth over wires: Building rapport for long distance negotiation. International Association for Conflict Management. San Sebastian, Spain. *June 1999**

Brodt, S. Negotiating relationships. Young Presidents Organization, Charleston, SC USA *May 1999. Invited Seminar.*

Brodt, S. Stereotyping and overconfidence: What hippies, preppies and those who judge them can tell us about cross-cultural encounters. Department of Psychology, The Ohio State University. Columbus, OH USA. *March 1999. Invited Seminar.*

Brodt, S. Strategies for Teaching International Negotiation. Three-day faculty development workshop covering research and its implications for course design and teaching. Center for International Business Education and Research (CIBER), Duke University. Durham, NC USA. *An annual workshop, October 1998, 1999, 2000, and 2001.*

Brodt, S. Evidence of exploration and discovery in negotiating teams. International Association for Conflict Management (IACM) meetings, University of Maryland, College Park, MD. USA *June 1998 **

Brodt, S. & Dietz, L. Shared information and information sharing: Understanding collective construal or meaning making in negotiations. RNO Conference, Duke University, Durham, NC, USA. *April 1998. Invited Presentation.*

Brodt, S. & Clemen, R. Sources of value: The links between prescriptive negotiation techniques and experienced utility. INFORMS meetings, Montreal, Quebec, Canada *April 1998 **

Brodt, S. Negotiation as exploration and discovery: The initial voyage. Stanford University, Psychology Department. Stanford, CA USA. *November 1997. Invited Seminar.*

Brodt, S. Group memory systems and their implications for negotiating teams and intergroup negotiation. SPUDM 16 Conference, Leeds, England. *August 1997 ***

Brodt, S. & Engelhoff, W. Understanding and studying what it means to be global. Professional Development Seminar. Academy of Management Conference. Boston, MA, USA *August 1997 ***

Brodt, S. & Tinsley, C. The role of frames, schemas and scripts in cross-cultural conflict, International Association for Conflict Management, Bonn, Germany, *June 1997 ***

Brodt, S. The social psychology of global management: Schemas, scripts and frames. Department of Management. Georgetown University, Washington, DC USA *February 1997. Invited Seminar.*

Brodt, S. & Tuchinsky, M. Working together in opposite directions: A test of a cognitive, decision-analytic model of the "good cop/bad cop" negotiating team tactic. Academy of Management Meetings, Cincinnati, OH, USA *August 1996 ***

Brodt, S. & Seybolt, P. Culture, information and interpersonal conflict: The role of cultural context and performance information in understanding conflict in global organizations. Academy of Management Meetings, Cincinnati, OH, USA *August 1996 ***

Brodt, S. & Sheppard, B. Thinking globally: What is different about managerial and organizational cognition in global and non-global firms? Workshop co-chairs. Executive Panelists: Mr, Gino Santini (Eli Lilly), Richard Slember (ABB), Jose Santos (INSEAD), Caren Siehl (AGSIM). Academy of Management Meetings, Cincinnati, OH USA *August 1996 ***

Brodt, S. & Duncan, G. Negotiating teams and the "Good cop/Bad Cop" paradox. INFORMS meetings, Washington, DC USA *May 1996 ***

Brodt, S. Negotiated conflict resolution: Key elements and obstacles. XXV Congreso de la Sociedad Interamericana de Psicologia. San Juan, PR USA *July 1995.***

Brodt, S. Understanding seemingly paradoxical negotiation behavior. Duke University, Department of Psychology, *April 1995. Invited Seminar.*

Brodt, S. Issues related to negotiating teams. University of Utah, Eccles School of Business. *February 1995. Invited Seminar.*

Thompson, L., Brodt, S. & Peterson, E. Team versus solo negotiators: Are two heads better than one? Symposium on Social Rationality: Considering the effects of relationships on decision processes and outcomes. Academy of Management Meetings, Atlanta GA USA *August 1993 ***

Brodt, S. Sources of conflict in performance appraisal: Managing dysfunctional differences in expectations, International Association for Conflict Management, Hengelhoef-Houthallen, Belgium, *June 1993 ***

Brodt, S. A truly false consensus effect: Overestimating heuristic value of self-knowledge in employment interviews. American Psychological Society, Washington, DC USA *August, 1991 ***

Brodt, S. "False consensus" bias, gender stereotypes, and the employment interview: The primacy of self-knowledge in social perception. 99th Annual Convention of the Ameriocan Psychological Association, Division 14 (SIOP), Washington, DC USA *August 1991 ***

Brodt, S. On being human: The psychology of managerial judgment and prediction. Darden Research Dinner, November 1990

Brodt, S. Measures of probability judgment performance: The problem of accuracy in social perception and prediction. Meeting of the Virginia Academy of Science, Statistics Section (ASA/VAS). Fairfax, Virginia, USA *May 1990.* *

Grants, Honors, and Awards

SSHRC (Social Sciences and Humanities Research Council of Canada), General Research Grant, (W. Adair, T. Lituchy), 2009-12. *Promoting a cultural mosaic in a multicultural workplace: Balancing cultural identities to build productive, trusting and satisfying work relationships,* $82,700

E. Marie Shantz Research Professorship, Queen's U, 2005-2008, $45,000

Monieson Centre Research Grant, Queen's University
> 2009-11. (L. Neville). *Feeling Trusted, Trusting Others: Team Initiator's' Trust in Temporary Team Members*
> 2008-09. *The psychology of blogging communities: Social identity and knowledge transfer across work groups*

DI McLeod Term Research Grant, School of Business, Queen's U, 2004-05, 2005-06, 2007-08

DI McLeod Summer Research Grant, School of Business, Queen's U, 2004-06, 2008, 2011-12, 2015

Faculty Development Grant, Smith School of Business, Queen's U:
> 2006 – *International negotiations*, $1,960
> 2009-10 – *Spanish seminars* (Centro Chileno Canadiense, Santiago, Chile), $1,400
> 2012, Winter, $1,390

General Research Grant, Queen's School of Business, Queen's U,
> 2004-2005 – *Balance theory and trust repair*, $6,000
> 2009-2011 – *Blogging communities, identity and knowledge transfer*, $6,200
> 2012-2013 – *Studies of idea theft*, $1,300
> 2017-2018 – *The Adaptive and mindful negotiator*, $13,000

Research Initiation Grant, Queen's University, 2004- present, $75,000

Hartman Center for Medium Size Enterprises, Duke U., Fuqua School of Business, Research Grant, 2002-03 – *Trust, Attachment, and Working Effectively in Groups,* $4,300USD

Filene Research Institute & Center for Credit Union Research, U. of Wisconsin (with E. Whitener, PI), 1999-2000 – *Forging employee morale, trust and performance*

Center for International Studies (CIBER), Duke University, Research Grant, 1999-2000:
> *Warmth over the wires: Building rapport for distance negotiation*

Center for International Studies (CIBER), Duke University, Research and Development Grants:
> 1995 (Mexico); 1996 (Spain, Brazil); 1998 (Argentina); 1999 (France)

Center for International Studies (CIBER), Duke University, Research Travel Grants: 1995-2000

CIBER Duke – Research and MBA Course development travel (Sao Paulo, Brazil) $2828, Dec 1995

CIBER Duke – MBA Course support (Dr. M. Birch guest speaker), Feb 1997

CIBER Duke – Research Travel Grant – Puerto Rico (July 1995, Negotiated conflict resolution: Key elements and obstacles), Sociedad Interamericana de Psicologia (SIP). $1600

CIBER Duke – Research Travel Grant – Puerto Rico (Workshop on July 1995, Negotiated conflict resolution: Key elements and obstacles), IACM

CIBER Duke – Research Grant – Multiparty Team Negotiations $1460

CIBER – 1995 Faculty Development grant (Mexico), Duke $1800; Texas A&M ($500)

CIBER Duke – 1998 October, Faculty Research grant $6000 (paid as research money for Negotiations FDIB)

CIBER – $1000 – IACM in Melbourne Australia, June 2003

Hartman - $1600 – IACM in Melbourne Australia, June 2003

Duke-UNC Program on Latin American Studies, Development Grant, 2000-01, *Negotiation: The Global Environment,* $2,500USD

Citibank Global Scholars Award, 1993: *Team Negotiations in the European Community*

Fulbright Scholar Award finalist 2002-2003

Phi Beta Kappa

IACM Co-Program Chair (with Roy Lewicki), 1998 Conference in College Park, Maryland.

Fellowships
> National Institute of Mental Health Fellowship (NIMH, USA)
> Stanford University Graduate Fellowship (USA)

Membership in Professional Organizations
> Academy of Management (AOM)
>> Conflict Management Division Elected Positions: Division Chair, Program Chair,
>> Professional Development Workshop Chair
> American Psychological Society (APS)
> Business Administration and Latin American Studies (BALAS)
> International Association for Conflict Management (IACM)
>> Elected positions: Annual Meeting Co-Program Chair, Member Board of Directors
> Society for Judgment and Decision Making (JDM)
> Society for Personality and Social Psychology (SPSP)

Ad Hoc Reviewer and Review Board Membership
> *Organization Science* (served on Editorial Review Board)
> *Negotiation and Conflict Management Research* (served on Editorial Review Board)
> *Journal of Management* (served on Editorial Review Board)
> *Journal of International Business Studies* (served on Editorial Review Board)
> *International Journal of Conflict Management* (served on Editorial Review Board)
> *Organizational Behavior and Human Decision Processes* (served on Editorial Review Board)
> *Administrative Science Quarterly*
> *Academy of Management Journal*
> *Group Decision and Negotiation*
> *Management Science*
> Academy of Management Annual Conference (OB, CM, MOC divisions)
> International Association for Conflict Management (IACM) Annual Conference
> Social Sciences and Humanities Research Council of Canada (SSHRC)
> National Science Foundation (NSF)

Teaching Materials *Cases, Teaching Notes and Technical Notes.*
> *(+ indicates available in Spanish, ++ indicates available through Northwestern U/Kellogg DRRC)*

(1) Sports Magazine: National Football League Quarterback (with A. Dionisi)
     Sports Magazine: Magazine Representative (with A. Dionisi)
(2) Consternation at College Town Apartments: Role of Chris (with A. Ebel-Lam)
     Consternation at College Town Apartments: Role of Pat (with A. Ebel-Lam)
(3) Peterson Technologies: The Committee to select a new CFO
(4) Spencer Associates: Chris Wilson, Recruiter
     Spencer Associates: Jordan Clark, Job Candidate
(5) Mt. Spencer, International: Pat Lothian, Director of Marketing, Advertising and
            Promotions at Mountaineering Equipment International (with M. Tuchinsky)
     Mt. Spencer, International: Jean-François Belmont,
            Professional Mountain Climber (with M. Tuchinsky)
     Mt. Spencer, International: Teaching Note
(6) Mt. Spencer: Mountaineering Equipment International
     Mt. Spencer: A.C. Grant, Professional Mountain Climber
     Mt. Spencer: Teaching Note
(7) Performance Beyond Belief: The Reorganization at Pizza Hut, Inc (A, B, C)
            Published in Colley, J. (1995). *Case Studies in Service Operations*. NY: Dryden Press.
(8) Machiavellianism: Understanding the Person and the Situation
(9) The Charity Ball: Students Seeking an Audience with Blue Hat's EEEsseky Founders
     The Charity Ball: The EEEsseky Founders of Blue Hat
(10) Labor Contract Negotiation: City Negotiator (with M. Schweitzer, R. Croson)
     Labor Contract Negotiation: Labor Negotiator (with M. Schweitzer, R. Croson)
(11) The Making of *Heaven's Gate* (A-F, Epilogue)
(12) ART Mystique

(13)   Pelican Landing: Bender Corporation [+]
       Pelican Landing: City of Springfield [+]
       Pelican Landing: Teaching Note
(14)   Cascade Manor: City of Bainbridge, Financial Director (with L. Thompson) [++]
       Cascade Manor: City of Bainbridge, Chief Planner (with L. Thompson) [++]
       Cascade Manor: ALKI Corporation, Vice President (with L. Thompson) [++]
       Cascade Manor: ALKI Corporation, Chief Financial Officer (with L. Thompson) [++]
       Cascade Manor: Teaching Notes (with L. Thompson) [++]
(15)   Feathered Serpents and Flowering Trees: An Extraordinary Bequest of Teotihuacan Murals
            Published in Lewicki, R., B. Barry, D. Saunders, J. Minton (2007). *Negotiations:*
            Readings, Exercises and Cases. NY: Irwin McGraw-Hill
(16)   Ming Vase (with D. Abrams, A. Cejudo Mercado, I. Desagnat, L. Tran Dinh Quoc & M. Olaru)
(17)   Sacred Lion (with K. Albin, K., Bae, S.H. Chung, S. Rajic, & E. Westgate)

Selected Professional and Consulting Experience

       Board and Advisory Committees *(Current and previously)*
           Loving Spoonful, Fund Development Committee & Board Liaison
           Kingston, ON Canada

           Board of Directors, Temple Beth Israel
           Kingston, ON Canada

           Executive Committee member, UNC-Duke Consortium in Latin American
           and Caribbean Studies, Duke University, Durham, NC USA

           Board Member, Council on Latin American and Caribbean Studies,
           Duke University, Durham, NC USA

           Board of Directors, International Association for Conflict Management (IACM)
           St. Louis, MO USA

           Executive Committee, Elected position, Conflict Management Division,
           Academy of Management, Braircliff Manor, NY USA
             5-year sequence:
             Professional Development Workshop Program Chair & Program Chair Elect (Year 1)
             Scholarly Program Chair & Division Chair-Elect (Year 2)
             Division Chair (Year 3) & Past Division Chair (Year 4)

           Executive Committee & Co-Organizer (with E. A. Lind, S. Sitkin)
           Trust in Organizations Conference
           Duke University, Fuqua School of Business, Durham, NC

           Honorary Board of Directors, Institute of Research and Education in Europe (IRENE)
           ESSEC Business School, Cergy-Pontoise FRANCE

           Board of Directors, Graduate Women in Business (GWIB)
           Charlottesville, VA USA

       Organizational Behavior
           Canadian Conference for Undergraduate Women in Physics (CCUWiP), Invited Speaker
            Queen's University, Department of Physics, Kingston ON Canada
            Topic: *What women need to know about negotiation*

           Kraft General Foods, Glenview, IL USA.
            Topic: *Conflict Management*

Eli Lilly and Company, Indianapolis, IN USA
Topic: *Judgment, decision making, and negotiation*

American Federation of the Arts, J. Paul Getty Trust,
Museum Management Institute San Francisco, CA USA
Topic: *Interpersonal conflict and negotiated conflict resolution*

Stanford University, Department of Psychology
Guest Lecturer, Psychology S159 (*Organizational Behavior*, Instructor: Rob J. Robinson)
Topics: (1) *Interpersonal conflict and negotiated conflict resolution,* (2) *Leadership*

Methodology, Statistics, and Data Analysis
Research Psychologist and Statistician
Department of Pediatrics, Division of Adolescent Medicine, UCSF, San Francisco, CA USA

Program Evaluation
Director of Program Evaluation, "IndepenDance" Program
The David & Lucile Packard Foundation, 300 Second Street, Los Altos, CA USA

Service

Academy of Management
Conflict Management (CM) Division elected leadership positions:
Past Division Chair (2008-09), Division Chair (2007-08) & Chair Elect (2006-07),
Program Chair (2005-06), PDW Chair & Program Chair Elect (2004-05)
Program Committee (Organizational Behavior, CM, and Managerial Cognition Divisions)
Conflict Management (CM) Division Awards Committee
Executive Board Member (CM Division)

International Association for Conflict Management (IACM)
Board of Directors
Annual Meeting Program Co-Chair *(with R. Lewicki)*
Chair, Best Article Award Committee
Member, Program Committee, Publications Committee

Queen's University & Smith School of Business
Renewal, Tenure & Promotion (RTP) Committee, Smith School of Business (*elected*)
Appointments Committee, Smith School of Business, 2 terms *(elected)*
Adjunct Appointments Committee, Smith School of Business (*elected*)
Queen's University Research Ethics Review Board (GREB)
Unit Research Ethics Review Board (UREB), Smith School of Business
Major Admissions Awards, Chancellor's Award Review Committee, *Adjudicator*
Ontario Council on Graduate Student (OCGS) Scholarship Adjudication Committee
Queen's U, Graduate Dean's Doctoral Field Travel Grant Competition, *Adjudicator*
Queen's U, School of Graduate Studies, Internal Fellowship Competition Awards Committee
Andrina McCulloch Public Speaking Competition, *Judge*
Inquiry@Queen's Conference, Session Leader and Student Advisor
Associate Chair, Division V, Queen's University School of Graduate Studies and Research
Faculty Development Fund Committee, Queen's School of Business
Queen's University Senator *(elected position) 2004 – 2007*
Queen's University Library Committee, Chair *(appointed by University Principal) 2005-2007*
Queen's University Library Committee, Member (*Senate Committee*)
Library Committee, Smith School of Business
Principal's Advisory Committee, review of *University Librarian, 2006-7*
Queen's Strategic Research Plan (SRP) Community Committee Representative

VP Research's Research Community Committee
Internal Academic Review Team, review of *Jewish Studies Program*
School of Business Organizational Behaviour area Research Seminar Series, *Coordinator*
Scholars at Risk (SAR), Queen's University
Smith School of Business International Case Competition Team, *Advisor*
- U of Maastricht (ICC@M), 2019 – 1st Place
- U of Auckland, Champions Trophy, 2020 – 2nd Place

Duke University
Duke University Academic Council
Dean's Faculty Advisory Committee, Fuqua School of Business
International Business Committee, Fuqua School of Business
Executive MBA Committee, Fuqua School of Business
Global Executive Program (GEP) Design Committee, Fuqua School of Business
Honor Board and Grievance Committee, Fuqua School of Business
Duke University Council on Latin American and Caribbean Studies
Duke-UNC Program in Latin American Studies

University of Virginia
Executive Education Committee, Darden Graduate School of Business
Second-year MBA Elective Course Committee, Darden Graduate School of Business
Dean's Ad Hoc Advisory Group on Diversity, Darden Graduate School of Business

Dissertation and Masters Theses Committees *(* indicates supervisor & committee chair)*
*(** indicates co-supervisor)*

Doug Lisle (PhD)	Psychology Department, U. of Virginia
John Bloomingdale (PhD)	Psychology Department, U. of Virginia
Sara Hodges (PhD)	Psychology Department, U. of Virginia
Kathy Bell (PhD)	Psychology Department, U. of Virginia
Thomas O'Brien (PhD)	Psychology Department, U. of Virginia
Lisa Anderson (PhD)	Economics Department, U. of Virginia
Marla Tuchinsky (PhD)	Fuqua School of Business, Duke U. (2002)
Leah Dietz Houde (PhD)	Fuqua School of Business, Duke U. (2003)
Christopher Bell (PhD)*	Fuqua School of Business, Duke U. (2003)
Ian Wong (MSc)*	Queen's School of Business, Queen's U. (2005)
James Emery (PhD)	Fuqua School of Business, Duke U. (2006)
Ann Frances Cameron (PhD)	Queen's School of Business, Queen's U. (2006)
Catherine Shea (MSc)*	Queen's School of Business, Queen's U. (2006)
Lukas Neville (MSc)*	Queen's School of Business, Queen's U. (2007)
Angela Dionisi (MSc)*	Queen's School of Business, Queen's U. (2008)
Bryan Sippel (MSc)*	Queen's School of Business, Queen's U. (2008)
Michelle Lowe (MSc)*	Queen's School of Business, Queen's U. (2009)
Pablo Escribano P. (MSc)	Escuela de Negocios, U Adolfo Ibáñez (2010)
Cristian Geldes G. (MSc)	Escuela de Negocios, U Adolfo Ibáñez (2010)
Yvonne Tsui (MSc)*	Queen's School of Business, Queen's U. (2011)
Regan Schmidt (PhD)	Queen's School of Business, Queen's U. (2011)
Lukas Neville (PhD)*	Queen's School of Business, Queen's U. (2012)
Kathryn Papke (MSc)*	Queen's School of Business, Queen's U. (2013)
Eung-Jun (Eric) Lee (MSc)*	Queen's School of Business, Queen's U. (2013)
Holly Chow (MSc)*	Smith School of Business, Queen's U. (2017)
Sara Kaplan (MSc)*	Smith School of Business, Queen's U. (2018)
Xiaoxi Chang (PhD)*	Smith School of Business, Queen's U. (2019)
James Hillman (MSc)	Department of Psychology, Queen's U. (2019)
Dan Somosh (PhD)	Smith School of Business, Queen's U. (2020)
Nicky Cheung (MSc)*	Smith School of Business, Queen's U. (2021)
Pujawati Gondowijoyo (PhD)**	Smith School of Business, Queen's U. (2021)

Undergraduate Honours Theses Committees *(* indicates supervisor & committee chair)*

Gianna Moreno*	Psychology Department, Duke U. (2000)
David King*	Psychology Department, Duke U. (2002)

            Recipient *Zehmer Award for best undergraduate thesis*, 2002

Erin Collins*	Psychology Department, Queen's U. (2006)
Leah Dietrich*	Psychology Department, Queen's U. (2007)
Brian Lee*	Psychology Department, Queen's U. (2008)
Joanne Ko*	Psychology Department, Queen's U. (2008)
Christopher Humphries*	Psychology Department, Queen's U. (2009)
Lindsey Fielding*	Psychology Department, Queen's U. (2009)
Jessica Barr*	Psychology Department, Queen's U. (2009)
Antonia Dangaltcheva*	Psychology Department, Queen's U. (2009)
Jennifer Doggart*	Psychology Department, Queen's U. (2010)
Yvonne Tsui*	Psychology Department, Queen's U. (2010)
Andrea Tang*	Psychology Department, Queen's U. (2011)
Joe Choi*	Psychology Department, Queen's U. (2011)
Kathryn Papke*	Psychology Department, Queen's U. (2012)
Kathleen Taylor*	Psychology Department, Queen's U. (2012)
Catherine Oppedisano*	Psychology Department, Queen's U. (2012)
Allyson Haarstad*	Psychology Department, Queen's U. (2012)
Naomi Rosenfeld*	Psychology Department, Queen's U. (2013)
Heather Carson*	Psychology Department, Queen's U. (2013)
Nicola de Souza*	Psychology Department, Queen's U. (2013)
Michaela Eichinger*	Psychology Department, Queen's U. (2016)
Keziah Uychocde*	Psychology Department, Queen's U. (2016)
Sarah Feldberg*	Psychology Department, Queen's U. (2016)

Languages English, Spanish

International Travel *(partial list)*

    Andorra, Argentina, Australia, Austria, Bahamas, Belgium, Belize, Brazil, Chile, Croatia, Czech Republic, Denmark, Ecuador, England, Fiji, France, Germany, Greece, Honduras, Hungary, India, Israel, Italy, Japan, Monaco, Mexico, Morocco, The Netherlands, New Zealand, Norway, Peru, Portugal, Puerto Rico, Rarotonga, Scotland, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Tahiti, Uruguay

Citizenship United States, Canada

References Available upon request