

ALEXANDRA MISLIN

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ACADEMIC EMPLOYMENT

<i>Associate Professor, American University, Washington, D.C.</i>	<i>2016 - present</i>
<i>Assistant Professor, American University, Washington, D.C.</i>	<i>2010- 2016</i>
<i>Assistant Professor, SUNY at Buffalo, Buffalo, NY</i>	<i>2006-2010</i>

EDUCATION

Ph.D., Organizational Behavior, Washington University in St. Louis	2006
M.S.B.A., Organizational Behavior, Washington University in St. Louis	2003
B.A., Economics, Mathematics minor, Kenyon College	1995

RESEARCH INTERESTS

I study how trust and emotions influence negotiations. My research investigates how these important aspects of social exchange affect cooperation and the implementation of agreements.

PUBLICATIONS

REFEREED JOURNAL ARTICLES

- Campagna, R., Mislin, A., Kong, D. & Bottom, W. 2016. Strategic Consequences of Emotion Misrepresentation in Negotiations: The Blowback Effect. Journal of Applied Psychology, 101(5): 605-624.
- Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. 2016. Agreement Attraction and Impasse Aversion: Reasons for Selecting a Poor Deal over No Deal at All. Psychological Science, 27(3): 312-321.
- Tierney, W. et al. (82 authors). In Press. Data Descriptor: Data from a pre-publication independent replication initiative examining ten moral judgment effects. Scientific Data.
- Schweinsberg, M., et al. (81 authors). 2016. The Pipeline Project: Pre-Publication Independent Replications of a Single Laboratory's Research Pipeline. Journal of Experimental Social Psychology, 66, 55–67.
- Mislin, A., Bottom, W. P, Boumgarden, P. 2015. Accounting for Reciprocity in Negotiation and Social Exchange. Judgment and Decision Making, 10(6), 571-589.
- Mislin, A., Williams, L. & Shaughnessy, B. 2015. Motivating Trust: Can Mood and Incentives Increase Interpersonal Trust? Journal of Behavioral and Experimental Economics, 58: 11-19.
- Shaughnessy, B., Mislin, A., & Hentschel, T. 2015. Should He Chitchat? The Benefits of Small Talk for Male Versus Female Negotiators. Basic and Applied Social Psychology, 37(2): 105-117.
- Johnson, N.D. & Mislin, A.A. 2012. How much should we trust the World Values Survey trust Question? Economics Letters, 116: 210-212.
- Mislin, A., Campagna, R., Bottom, W.P. 2011. After the Deal: Talk, Trust Building, and the Implementation of Negotiated Agreements. Organizational Behavior and Human Decision Processes, 115: 55-68.
- Johnson, N.D. & Mislin, A. 2011. Trust Games: A Meta-Analysis. Journal of Economic Psychology, 32: 865-889.
- Bottom, W. P., Holloway, J., Miller, G., Mislin, A., & Whitford, A. 2006. Building a Pathway to Cooperation: Negotiation and Social Exchange between Principal and Agent. Administrative Science Quarterly, 51: 29-58.

PROCEEDINGS

Mislin, A. 2006. A Happy Coincidence: Complementarities between Incentives and Emotions in Agency Problems. Academy of Management Meeting Best Paper Proceedings.

CONTRIBUTIONS TO EDITED BOOKS

Bottom, W.P, Kong, D.T. & Mislin, A. 2011. Judgment Bias and Decision Making in Negotiation. M. Benoliel (Ed.), *Negotiation Excellence: Successful Deal Making* (p.211-227). Hackensack, NJ: World Scientific Publishing.

Reprinted in 2nd edition. 2014.

MANUSCRIPTS UNDER REVIEW

Mislin, A & Campagna, R. Bargaining successfully when we distrust: What hostage negotiators can teach us about trust.

Kim, P., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., Van Kleef, G. Power as an Emotional Liability: The Role of Perceived Authenticity for Trust after a Violation.

The power of initial trust: How and why initial trust matters in negotiation. With Campagna, R., Dirks, K., Elfenbein, H. A.

WORKS IN PROGRESS

Motivated by a guilty conscience: The impact of guilt and felt trust on post-negotiation behaviors. With Campagna, R., & Bottom, W. P.

Temporal Influence on Trust Repair and Apology. With Campagna, R. & O'Connor, K.

A theory of negotiation outcomes & implementation behavior. With Campagna, R. & Bottom, W.P.

The importance of feeling trusted: Formation and implications of felt trust during job negotiations. With Campagna, R. & Olekalns, M.

Activating impasse aversion in negotiations. With Tuncel, E., Kesebir S., & Pinkley, R.

A cross-cultural study of negotiation and small talk. With Shaughnessy, B. & Fulmer, A.

The impact of financial literacy on negotiation behavior. With Krische, S.

Physician negotiations in the workplace. With Iqbal, S. and (team of GW/Children's Hospital physicians).

SELECTED CONFERENCE PRESENTATIONS

Campagna, A., Mislin, A., & Olekalns, M. (2016) The importance of feeling trusted: Formation and implications of felt trust during job negotiations. Presented at Academy of Management (AOM) Conference, Anaheim, CA.

Mislin, A., & Campagna, R. (2016) Accounting for first impressions: The role of initial trust in causal attributions for negotiation transgressions and generous acts. Presented at International Association for Conflict Management (IACM) New York, NY.

Campagna, R., Mislin, A., & Bottom, W. (2016) What are the strategic implications of guilt and trust perceptions on post-negotiation behaviors? Presented at European Group for Organizational Studies (EGOS) Colloquium, Naples Italy.

Kim, P., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., Van Kleef, G. (2015) Power as an Emotional Liability: The Role of Perceived Authenticity for Trust after a Violation. Presented at Academy of Management (AOM) Conference, Vancouver, CA.

- Shaughnessy, B., Mislin, A., & Jones, A. (2015) Skillful small talk: How the ability to chat and dyad gender composition affects the negotiation process. Presented at Academy of Management (AOM) Conference, Vancouver, CA.
- Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. (2015) Agreement Attraction and Impasse Aversion. Presented at International Association for Conflict Management (IACM), Clearwater, FL.
- Campagna, R., Mislin, A., Bottom, W. (2015) Motivated by a guilty conscience: The role of guilt and trust meta-perceptions in negotiations. Presented at International Association for Conflict Management (IACM), Clearwater, FL.
- Mislin, A. & Campagna, R. (2014) Temporal influences and downstream consequences of actions during the bargaining process. Presented at Academy of Management (AOM) Conference, Philadelphia, PA.
- Shaughnessy, B., Mislin, A., Hentschel, T. & Peus, C. (2014) Should we chit chat? Benefits of small talk for male but not female negotiators. Presented at Academy of Management (AOM) Conference, Philadelphia, PA.
- Mislin, A & Campagna, R. (2014) Bargaining successfully when we distrust: Tactics from hostage negotiations. Presented at International Association of Conflict Management (IACM) Leiden, The Netherlands.
- Shaughnessy, B. & Mislin, A. (2014) Salt in the wound or water under the bridge: The expectations and effects of cheap talk in the ultimatum game. Presented at International Association of Conflict Management (IACM) Leiden, The Netherlands.
- Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. (2013) Settling for Agreement: Understanding the Agreement Bias. Presented at Academy of Management (AOM) Conference, Orlando, FL.
- Campagna, R., Mislin, A. & Bottom, W.P. (2013) A theory of negotiation outcomes & implementation behavior. Presented at International Association of Conflict Management (IACM) Conference, Tacoma, WA.
- Mislin, A., Shaughnessy, B. & Williams, L. (2012) Gender differences in motivating trust between strangers. Presented at 16th Congress of the European Association of Work and Organizational Psychology (EWOP), Münster, Germany.
- Mislin, A., Boumgarden, P., Jang, D. (2012) Social Exchange in Negotiation: How Relational Accounts Influence Negotiator Behavior. Academy of Management (AOM) Conference, Boston, MA.
- Campagna, R., Kong, D., Mislin, A., Bottom, W. (2011) Of Machiavelli and Mad Men: The Effects of Strategic Emotion on Trust and Negotiation Outcomes. Presented at Academy of Management (AOM) Conference, San Antonio, TX.
- Shaughnessy, B. & Mislin, A. (2011) Who should chitchat? Gender effects on the value of negotiator small talk. Presented at Academy of Management (AOM) Conference, San Antonio, TX.
- Campagna, R., Kong, D., Bottom, W., Mislin, A. (2010) Flying Bagels and Social Graces: The Impact of Strategic Expressions of Emotion on Distrust and Post Settlement Behavior. International Association of Conflict Management (IACM) Conference, Boston, Massachusetts.
- Mislin, A. & Johnson, N.D. (2009) Cultures of Kindness: A Meta-Analysis of Trust Game Experiments. International Society for New Institutional Economics Conference, Berkeley, CA.
- Mislin, A., Bottom, W. P., Boumgarden, P. (2009) Mental Accounting for Negotiation and Exchange. International Association of Conflict Management (IACM) Conference, Kyoto, Japan .
- Mislin, A., & Williams, L. (2008) Understanding trust: Bridging the divide between rational-choice and psychological approaches to studying trust. Academy of Management (AOM) Conference, Anaheim, CA.
- Bottom, W.P., Mislin, A., Boumgarden, P. (2007) Behavioral Theory of Negotiation. International Association for Conflict Management (IACM) Conference, Budapest, Hungary.

- Mislin, A. (2007) Who trusts strangers? Findings and Implications from Behavioral Trust Experiments. Accepted for presentation at International Association for Conflict Management (IACM) Conference, Budapest.
- Mislin, A. (2006). A Happy Coincidence: Complementarities between Incentives and Emotions in Agency Problems. Academy of Management (AOM) Meetings, Atlanta, GA.
- Long, C. & Mislin, A. (2006). Fairness in the face of adversity: How superior-subordinate conflicts affect managers' efforts to promote fairness. Academy of Management (AOM) Meetings, Atlanta, GA.
- Mislin, A. (2005). The Motivating Effect of Emotions in Post-negotiation Contract Implementation. Academy of Management (AOM) Meetings, Honolulu, HI.
- Bunderson, J. S. and A. Mislin (2005). Leveraging Member Expertise in Groups: The Importance of Group Climate. Academy of Management (AOM) Meetings, Honolulu, HI.
- Bottom, W. P., J. Holloway, G. Miller, A. Mislin, & A. Whitford (2004). Gift Exchange between Principal and Agent. International Association for Conflict Management (IACM) Conference, Pittsburgh, PA.
- Bottom, W. P., J. Holloway, G. Miller, A. Mislin, & A. Whitford (2003). Gift Exchange and Outcome Based Incentives in Principal-Agent Negotiations. Academy of Management (AOM) Meetings, Seattle, WA.
- Bottom, W. P., J. Holloway, G. Miller, A. Mislin, & A. Whitford (2002). Gift Exchange in Negotiations Between Principal and Agent. Society for Judgment and Decision Making, Kansas City, KS.
- Bottom, W. P., J. Holloway, G. Miller, A. Mislin, & A. Whitford (2002). Trust in Principal-Agent Negotiations: Can Gift-Exchange Minimize Efficiency Loss? Interdisciplinary Conference on Trust in Experimental Economics, St. Louis, MO.

INVITED PRESENTATIONS & WORKSHOPS

<i>Grand Rounds Lectureship.</i> Children's National Medical Center, Washington DC.	<i>June 2016</i>
<i>Women Faculty@ Children's Hospital Roundtable Workshop,</i> Washington DC.	<i>June 2016</i>
<i>Contract Negotiations.</i> Lecture and workshop with Dr. Dayal and S. Kaufman to American Academy of Pediatrics – National Conference, Washington DC.	<i>October 2015</i>
<i>Negotiating Successfully in the Workplace.</i> Lead professional development workshop for Center for Teaching, Research and Learning (CTRL) at American University.	<i>June 2015</i>
<i>Contract Negotiations for Physicians.</i> Conducted lecture and workshop to American Academy of Pediatrics – DC Chapter	<i>April 2014</i>
<i>Strategic Negotiations for Women.</i> Conducted skills workshop. American University's Kogod School of Business Women in Leadership Conference.	<i>October 2013</i>
<i>Strategic Negotiations for Women.</i> Conducted lecture and workshop to Women Physicians and Scientists at Children's Hospital (WATCH) at Children's National Medical Center, Washington DC.	<i>May 2013</i>

TEACHING

<i>Kogod School of Business, American University</i>	<i>2010 – Present</i>
MGMT 353: Management & Organizational Behavior (Undergraduate)	
MGMT 465: Negotiation (Undergraduate)	
MGMT 608 HB: Negotiations Strategies & Tactics (PMBA Hybrid Course)	
MGMT 608 901U: Negotiations Strategies & Tactics (Freddie Mac MSM)	
MGMT 665: Negotiations (MBA)	
<i>Singapore Institute of Management (SIM), Singapore</i>	<i>May 2014</i>
Theory & Practice of Negotiation. (Executive MBA)	
<i>School of Management, SUNY Buffalo</i>	<i>2006 - 2010</i>
Organizational Behavior (Undergraduate)	
<i>Department of Economics, Cal State University Long Beach</i>	<i>2005</i>
Industrial Organization (Undergraduate)	
<i>Olin Business School, Washington University in St. Louis</i>	<i>2005</i>
Negotiation (Undergraduate)	

RESEARCH GRANTS

Krische, S. & Mislin, A. (2016). The impact of financial literacy on negotiation behavior. Kogod School of Business, American University. \$5,000.
Shaughnessy, B. in collaboration with Mislin, A. & Högl, M. (2015) Bouncing back: How resilience influences recovery from negotiation setbacks. 50,000 €.
Mislin, A., Williams, L. (2008). Can positive emotions solve social dilemmas? <i>SUNY Buffalo School of Management Research Committee</i> . \$4,200.
Mislin, A., Williams, L. (2007). Let there be trust: The effects of anticipated returns on willingness to trust. <i>SUNY Buffalo School of Management Research Committee</i> . \$6,000.
Long, C.P. and A. Mislin (2005). How Bad Comes Good: The Effects of Superior-Subordinate Conflicts on Managers' Control, Trust-Building, and Fairness-Building Activities. <i>Boeing Center for Technology, Information, and Management (BCTIM)</i> . \$15,000.
Mislin, A. (2004). Experimental Research on Principal Agent Negotiations. <i>Center for Research in Economics and Strategy (CRES)</i> . \$2,000.

AWARDS AND HONORS

Kogod Research Professorship , American University	<i>2016-2019</i>
Jack Child Teaching with Technology Award , American University	<i>2016</i>
Winner of Kogod Interdisciplinary Research Funding Competition , American University	<i>2016</i>
Kogod Faculty Award for Outstanding Research , American University	<i>2011, 2016</i>
Kogod Faculty Award for Outstanding Teaching , American University	<i>2011, 2013</i>
Best Theoretical Conference Paper Award , International Association of Conflict Management (IACM) Conference, Tacoma, WA	<i>2013</i>
Best Student Paper , Academy of Management Conflict Management Division	<i>2006</i>
Danforth Scholar , Washington University	<i>2001-2006</i>

PROFESSIONAL SERVICE

EDITORIAL BOARD MEMBER

Journal of Trust Research (2014 – Present)

AD-HOC REVIEWER

Academy of Management Conference, Academy of Management Journal, American Journal of Political Science, Behavior Research Methods, Behavioral and Experimental Economics, Group Decision and Negotiation, International Association of Conflict Management Conference, Journal of Applied Social Psychology, Journal of Economic Behavior & Organization, Journal of Experimental Psychology, Journal of Experimental Social Psychology, Journal of Socio-Economics, Journal of Trust Research, Organizational Behavior and Human Decision Processes, Organization Science.

National Science Foundation, Decision Risk and Management Sciences program

DEPARTMENT & UNIVERSITY SERVICE

American University General Education Committee	2016-Present
Kogod Educational Policy Committee (EPC)	2013-2016
Mentoring Sessions to CTRL for Productive Workplace Communications	2015
Kogod Faculty Search Committee	2015
Developed and Led CTRL Departmental Retreat Workshop	2015
AU Honors Capstone Research Conference Judge	2015
Kogod Student Commencement Speaker Selection Committee	2013, 2015
Ad Hoc Kogod Policy Manual Committee	2013
Kogod Mini Case Competition Judge	2013, 2015
MBA Oral Communications Assessments	2013
Management Faculty Search Committee	2013

SERVICE TO FIELD

Elected Representative-at-Large, Conflict Management Committee, Academy of Management	2014-2016
Co-organizer of <i>Negotiating your First Academic Job</i> Professional Development Workshop. Academy of Management (AOM) Conference.	2015
Co-organizer of <i>The Media and How to Publicize Your Academic Research</i> Professional Development Workshop. Academy of Management (AOM) Conference.	2015
Committee member of Best Published Article of 2012, International Association of Conflict Management (IACM) Conference.	2014

DISSERTATION COMMITTEES

Brooke Shaughnessy, <i>The negotiation of i-deals in organizations: A process model incorporating individual and relational motivations, political skill, and employee outcomes.</i>	2011-2012
Lisa Williams, <i>A Model of Interpersonal Trust from an Individual Differences Perspective: The Effects of Cognition, Affect, and Behavior.</i>	2007-2010

PROFESSIONAL DEVELOPMENT

<i>Junior Faculty Research Incubator, Academy of Management Conference, CM Division</i>	2013
<i>Junior Faculty Research Incubator, Academy of Management Conference, CM Division</i>	2011
<i>Doctoral Consortium, Academy of Management, CM Division</i>	2002
<i>Measuring Emotions Workshop, Institute for Social Research, University of Michigan</i>	2001

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
 International Association for Conflict Management (IACM)
 Society for Judgment and Decision Making (SJDM)

OTHER ACADEMIC & PROFESSIONAL EXPERIENCE

<i>Teaching & Research Assistant, Washington University, St. Louis, MO</i>	2001-2006
<i>Freelance Consultant, Tucker Consultants LLC, St. Louis, MO</i>	2005
<i>Jr. Analyst - Client Principal, Weber & Associates Consulting, Columbus, OH</i> Managed project development, financial status, and client relationships	1997-2000

SELECTED MEDIA COVERAGE

- *Wall Street Journal*: [Office Small Talk Helps Men – But Not Women, Study Finds](#)
- *The Globe and Mail*: [Men, not women, win by chatting before negotiating](#)
- *Fortune*: [What men can learn from female negotiators](#)
- *Business Insider*: [Here's the best way to start a negotiation](#)
- *Inc.*: [Study: Pre-negotiation small talk is useless, if you're a woman](#)
- *Academy of Management Press Release*: [A little chit-chat provides a nice boost for male but not female negotiators, study suggests](#)
- *Harvard Law School Program on Negotiation Daily Blog*: [Women and Negotiation: Permission to skip the chit-chat?](#)
- *Fast Company*: [Is there a Small-talk gender gap?](#)
- *APS Minds for Science*: [Chatting Before Negotiations Benefits Men More Than Women](#)
- U.S.News & World Report: [Small Talk Can Boost Business Deals for Men Study Says](#)
- *The Express Tribune with the International New York Times*: [Small talk before negotiation yields benefits](#)
- *Time.com* [How to Snag a Big Raise Now](#)