

TERRI R. KURTZBERG, PH.D.

**Professor of Management and Global Business
Rutgers Business School-Newark and New Brunswick, Rutgers University**

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EDUCATION AND ACADEMIC POSITIONS

Rutgers University, Rutgers Business School, 2002-Present

Professor I with tenure, 2020-present

Dean's Research Professor, 2022-2025

Associate Professor with tenure, 2008-2020

Assistant Professor, 2002-2008

New York University, Stern School of Business, 2000-2002

Visiting Assistant Professor

Harvard Business School, 1998-1999

Visiting Researcher

Northwestern University, Kellogg Graduate School of Management, 1995-2000

Ph.D. 2000 in Organization Behavior. Thesis: "Creative styles and teamwork: Effects of coordination and conflict on group outcomes" Advisor: Max Bazerman

M.S. 1997 in Organization Behavior.

The University of Chicago, 1991-1995

B.A. 1995 in Psychology, Phi Beta Kappa

M.A. 1995 in Education. Thesis: "A study of teacher-child interactions: group versus individual instructional settings"

RESEARCH OVERVIEW

Examines the effects of online interaction on relationships and outcomes. For example, people have a tendency towards more negative evaluations of peers electronically than on an identical paper form, more negative reactions to feedback received over email, more lying, and poorer cooperation and rapport. Recent work explores multitasking behavior and the effects of various screen sizes on relationships, reputations, and outcomes.

MEDIA COVERAGE: 150+ ARTICLES, INTERVIEWS, PODCASTS, WEBSITES (HIGHLIGHTS BELOW)

TV News: **Chasing News** with Bill Spadea

Radio Interviews: **BBC World Service, CBS radio – Lou Dobbs show, Future Tense/American Public Radio, NJ101.5, and iHeartRadio**

Print: **Fortune** magazine, **New York Times/Science Section, New York Times/Real Estate Section, New York Times/Personal Business, Time Magazine, MSN Tech & Gadgets, Strategy + Business Magazine**

Web Articles include **CNBC.com, CNN.com, MSN.com, Yahoo News, Telegraph UK, New York Times, The Guardian, USNews.com, BBC.com**, plus article in **The Conversation**

(complete list of media citations and interviews available upon request)

BOOK PUBLICATIONS

- (2022) Kurtzberg, T. R. and Ameri, M. (forthcoming). *The 10-second commute: New realities of virtual work*. Santa Barbara, CA: Praeger.
- 2020 **Kurtzberg, T. R.** and Kern, M. (2020). *Negotiating at home: Essential steps for reaching agreement with your kids*. Santa Barbara, CA: Praeger. Reviewed by Kirkus: <https://www.kirkusreviews.com/book-reviews/terri-r-kurtzberg/negotiating-at-home/>
- 2017 **Kurtzberg, T. R.** and Gibbs, J. L. (2017). *Distracted: Staying connected without losing focus*. Santa Barbara, CA: Praeger. Reviewed by CBQ CRITICAL REVIEWS Long Essays Pages 35-44 | Published online: 06 Aug 2018. DOI: 10.1080/10948007.2018.1471870
- 2014 **Kurtzberg, T. R.** (2014). *Virtual teams: Mastering communication and collaboration in the digital age*. Santa Barbara, CA: Praeger.
- 2011 **Kurtzberg, T. R.** and Naquin, C. E. (2011). *The essentials of job negotiations: Proven strategies for getting what you want*. Santa Barbara, CA: Praeger.

REFEREED PUBLICATIONS

- 2022 **Kurtzberg, T. R.**, Naquin, C. E., & Ameri, M. (2022). Deception by device: Lying behavior on laptops versus cell phones. *International Journal of Conflict Management*, 33, 569-591. doi: 10.1108/IJCMA-10-2021-0157
- 2022 Ameri, M. & **Kurtzberg, T. R.** (15 Feb, 2022). Leveling the playing field through remote work. *MIT Sloan Management Review*, 63, 1-3. <https://sloanreview.mit.edu/article/leveling-the-playing-field-through-remote-work/>
- 2022 Ameri, M. & **Kurtzberg, T. R.** (2022). The disclosure dilemma: requesting accommodations for chronic pain in job interviews. *Journal of Cancer Survivorship: Research and Practice*, 16, 152-164. doi: 10.1007/s11764-021-01142-3
- 2021 Ameri, M., Amoroso, L. M., & **Kurtzberg, T. R.** (2021). Advancing diversity training. *Rutgers Business Review*, 6, 154-160.
- 2021 Ameri, M., **Kurtzberg, T. R.**, Schur, L., & Kruse, D. (2021). Disability and influence in job interviews. *International Journal of Conflict Management*, 32, 266-291. doi: 10.1108/IJCMA-04-2020-0070
- 2020 Kern, M. C. & **Kurtzberg, T. R.** (29 May, 2020). How to negotiate...with your kids. *Harvard Business Review (hbr.org)*. <https://hbr.org/2020/05/how-to-negotiate-with-your-kids>. Reprinted in *Getting It All Done*, Harvard Business Review Press, and *Communicate Better with Everyone*, in the Working Parents series at Harvard Business Review Press.
- 2020 Levin, D. Z. & **Kurtzberg, T. R.** (27 May, 2020). Sustaining employee networks and relationships in the virtual workplace. *Sloan Management Review, Summer 2020*, 61(4), 13-15. <https://sloanreview.mit.edu/article/sustaining-employee-networks-in-the-virtual-workplace/>

- 2019 Kang, S. H. & **Kurtzberg, T. R.** (2019). Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Journal of Behavioral Addictions* 8(3), 395–403. DOI: 10.1556/2006.8.2019.21. <https://akademai.com/doi/full/10.1556/2006.8.2019.21>; selected for inclusion in the *Academy of Management Proceedings, 2019*, <https://doi.org/10.5465/AMBPP.2019.10664abstract>.
- 2018 **Kurtzberg, T. R.**, Kang, S. H., and Naquin, C. E. (2018). The effect of screen size and e-communication richness on negotiation performance. *Group Decision and Negotiation*, 27(4), 573-592. DOI: 10.1007/s10726-018-9574-x; abstract included in the “Research Insights” column for the *Dispute Resolution Magazine*, winter 2019 (the publication of the Dispute Resolution section of the American Bar Association, with 9000 subscribers in print and electronic distribution to another 7000-9000 law students each year).
- 2017 Naquin, C. E. and **Kurtzberg, T. R.** (2017). Leadership selection and cooperative behavior in social dilemmas: An empirical exploration of assigned versus group-chosen leadership. *Negotiation and Conflict Management Research*, 11(1), 29-52. DOI: 10.1111/ncmr.12114. *Paper in the top 10 most frequently downloaded articles for 2018 for this journal, with 425 downloads.*
- 2016 Naquin, C. E., **Kurtzberg, T. R.**, and Lewin, L. (2016). High tech versus high touch: Comparing electronic and hard copy gift cards. *Cornell Hospitality Quarterly*, 1-6. cqx.sagepub.com. DOI: 10.1177/1938965516643755.
- 2015 Naquin, C. E., **Kurtzberg, T. R.**, and Krishnan, A. (2015). Fairness judgments and counterfactual thinking: Pricing goods versus services. Best Paper Proceedings, Academy of Management 2014. *International Journal of Organizational Analysis*, 23, 174-190. DOI: 10.1108/IJOA-03-2013-0645
- 2014 **Kurtzberg, T. R.**, Naquin, C. E., and Krishnan, A. (2014). The curse of the smartphone: Electronic multitasking in negotiations. *Negotiation Journal*, 30, 191-208. DOI: 10.1111/nejo.12055
- 2013 Belkin, L., **Kurtzberg, T. R.**, and Naquin, C. E. (2013). Signaling dominance through affective displays in online negotiations: When anger helps and happiness hurts. *Negotiation and Conflict Management Research*, 6, 285-304. Also described in the Dispute Resolution magazine, which reaches 9000 subscribers + 9000 law students.
- 2013 Chen, C., Belkin, L., McNamee, R., and **Kurtzberg, T. R.** (2013). Charisma attribution during organizational change: the importance of followers' emotions and concern for well-being. *Journal of Applied Social Psychology*, 43, 1136-1158; selected for inclusion in *Academy of Management Proceedings, 2007*, 1–6. DOI: [10.5465/ambpp.2007.26523080](https://doi.org/10.5465/ambpp.2007.26523080).
- 2010 Naquin, C. E., **Kurtzberg, T. R.**, and Belkin, L. Y. (2010). The finer points of lying online: E-mail versus pen-and-paper. *Journal of Applied Psychology*, 95, 387-394. DOI: 10.1037/a0018627
- 2010 Levin, D. Z., **Kurtzberg, T. R.**, Phillips, K. W., and Lount, R. B. (2010). The role of affect in knowledge transfer. *Group Dynamics: Theory, Research, and Practice*, 14, 123-142. DOI: 10.1037/a0017317

- 2010 **Kurtzberg, T. R.** and Naquin, C. E. (2010). Electronic signatures and interpersonal trustworthiness in online negotiations. *Negotiation and Conflict Management Research*, 3, 49-63. DOI: 10.1111/j.1750-4716.2009.00049.x
- 2009 **Kurtzberg, T. R.**, Naquin, C. E., and Belkin, L. Y. (2009). Humor as a relationship-building tool in online negotiations, *International Journal of Conflict Management*, 20, 377-397.
- 2009 Naquin, C. E. and **Kurtzberg, T. R.** (2009). Team negotiation and perceptions of trust: The whole versus the sum of the parts. *Group Dynamics: Theory, Research, and Practice*, 13, 133-150.
- 2008 Naquin, C. E., **Kurtzberg, T. R.**, and Belkin, L. (2008). E-mail communication and group cooperation in mixed motive contexts. *Social Justice Research*, 21, 470-489. DOI: 10.1007/s11211-008-0084-x
- 2006 **Kurtzberg, T. R.**, Belkin, L., and Naquin, C. E. (2006). The effect of e-mail on attitudes towards performance feedback. *International Journal of Organizational Analysis*, 14, 4-21. DOI: 10.1108/10553180610739722
- 2005 **Kurtzberg, T. R.**, Naquin, C. E., and Belkin, L. Y. (2005). Electronic performance appraisals: The effects of e-mail communication on peer ratings in actual and simulated environments. *Organizational Behavior and Human Decision Processes*, 98, 216-226. DOI:10.1016/j.obhdp.2005.07.001.
- 2005 **Kurtzberg, T. R.** and Mueller, J. S. (2005). The influence of daily conflict on perceptions of creativity: A longitudinal study. *International Journal of Conflict Management*, 16, 335-353.
- 2005 **Kurtzberg, T. R.**, Dunn-Jensen, L., & Matsibekker, C. (2005). Multi-party e-negotiations: Agents, alliances, and negotiation success. *International Journal of Conflict Management*, 16, 245-264.
- 2005 **Kurtzberg, T. R.** (2005). Feeling creative, being creative: An empirical study of diversity and creativity in teams. *Creativity Research Journal*, 17, 51-65.
- 2004 Naquin, C. E. and **Kurtzberg, T. R.** (2004). Human reactions to technological failure: How accidents rooted in technology vs. human error influence judgments of organizational accountability. *Organizational Behavior and Human Decision Processes*, 93, 129-141.
- 2002 Morris, M. W., Nadler, J., **Kurtzberg, T. R.**, & Thompson, L. L. (2002). Schmooze or lose: Social friction and lubrication in e-mail negotiations. *Group Dynamics*, 6, 89-100.
- 2001 **Kurtzberg, T. R.** & Amabile, T. M. (2001). From Guilford to creative synergy: Opening the black box of team-level creativity. *Creativity Research Journal*, 13, 285-294.
- 2000 Darr, E. D., & **Kurtzberg, T. R.** (2000). An investigation of partner similarity dimensions on knowledge transfer. *Organizational Behavior and Human Decision Processes*, 82, 28-44.
- 2000 **Kurtzberg, T. R.** & Medvec, V.H. (2000). Can we negotiate and still be friends? *Negotiation Journal*, 15, 355-361.

- 2000 Kurtzberg, R. L., **Kurtzberg, T. R.**, & McGannon, M. (2000). Bringing Shakespeare to middle school students. *Middle School Journal*, Sept., 5-12.
- 1999 Moore, D., **Kurtzberg, T.**, Thompson, L., & Morris, M. (1999). Long and short routes to success in electronically mediated negotiations: Group affiliations and good vibrations. *Organizational Behavior and Human Decision Processes*, 77, 22-43.
- 1999 Moore, D., **Kurtzberg, T.**, Fox, C. & Bazerman, M. (1999). Positive illusions and forecasting errors in mutual fund investment decisions. *Organizational Behavior and Human Decision Processes*, 79, 95-114.
- 1998 **Kurtzberg, T.** (1998). Creative thinking, cognitive aptitude, and integrative joint gain: A study of negotiator creativity. *Creativity Research Journal*, 11, 283-293.

NON-REFEREED PUBLICATIONS

Book Chapters:

- Belkin, L.Y. & **Kurtzberg, T.** (2013). Affective displays in e-mail communication: Evidence from the lab and the field. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Research on Emotions in Organizations* (Vol. 9) pp. 279-308. Amsterdam: Elsevier.
- Chen, C.C., Belkin, L.Y., & **Kurtzberg, T.R.** (2006). Organizational change, member emotion, and construction of charismatic leadership. In Shamir, B., Pillai, R., Bligh, M., & Uhl-Bien, M. (eds.) *Follower-centered perspectives on Leadership: A tribute to the memory of James R. Meindl*, Greenwich, CT: Information age Publishing.
- Milliken, F. J., Bartel, C. A., & **Kurtzberg, T. R.** (2001). Diversity and creativity in work groups: A dynamic perspective on the affective and cognitive processes that link diversity and performance. In P. Paulus and B. Nijstad (Eds.), *Group Creativity*. Oxford University Press.
- Kurtzberg, T.**, Moore, D., Valley, K., & Bazerman, M. (1999). Agents in negotiations: Toward testable propositions. In L. Susskind, R. Mnookin, & P. Foster, (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage.

Online Articles and Blog Posts:

- Kurtzberg, T. R.** & Kern, M. C. (9/12/2020). Here's why you should negotiate with your kids. *nj.com/The Star Ledger*. <https://www.nj.com/opinion/2020/09/heres-why-you-should-negotiate-with-your-kids-opinion.html>
- Kern, M. C. & **Kurtzberg, T. R.** (6/3/20). 4 steps to negotiating with your kids—and minimizing conflict. *Working Mother*. <https://www.workingmother.com/how-to-negotiate-with-kids>
- Kurtzberg, T. R.** (11/26/19). How to tell if your digital addiction is ruining your life. *The Conversation*. <https://theconversation.com/how-to-tell-if-your-digital-addiction-is-ruining-your-life-127310>. (Article has more than 90,000 reads as of 6/20)

Kurtzberg, T. R. & Gibbs, J. L. (12/6/17). The multitasking way of life. *The Glass Hammer*. <http://theglasshammer.com/2017/12/06/multitasking-way-life/>

Kurtzberg, T. R. & Gibbs, J. L. (8/30/17). Creating effective digital habits for yourself and your company. *Young Upstarts*. <http://www.youngupstarts.com/2017/08/30/creating-effective-digital-habits-for-yourself-and-your-company/>

Gibbs, J. L. & **Kurtzberg, T. R.** (6/20/17). Science says our constant connectivity is hurting productivity. Here's how to fix it. *Entrepreneur.com*. <https://www.entrepreneur.com/article/295863>

Kurtzberg, T. R. & Gibbs, J. L. (5/25/17). The new normal of relationship overload. *Thrive Global*. <https://journal.thriveglobal.com/the-new-normal-of-relationship-overload-200a12f429ac>

WORKING PAPERS AND PROJECTS

Ameri, M., Kurtzberg, T.R., Schur, L., Colella, A., Adya, M., & Kruse, D. From deployment to employment: An exploration of the “thank you for your service” effect on job candidates. *Received Revise and Resubmit from Academy of Management Discoveries*.

Ameri, M., Kurtzberg, T. R., and Robinson, J. Small empires: Are startups equipped to hire people with disabilities? *Data collection in progress*.

Van Zant, A., Sheldon, O., Ameri, M., & Kurtzberg, T. R. Gender and nonverbal signals of competence during job interviews. *Pilot testing in progress*.

Ameri, M., Kurtzberg, T. R., Kruse, D., and Schur, L. Disability, assistive technology, and employer impressions.

Ameri, M., Kurtzberg, T. R., Kruse, D., Schur, L., Johnson, H-A., Houston, L., and Hanna, E. DEI statements and job impressions by people with disabilities.

REFEREED PRESENTATIONS

2022 Ameri, M., Kurtzberg, T. R., & Robinson, J. (June 2022). Small Empires: How Equipped are Small Business Owners in Hiring People with Disabilities? *Presented at the 2022 Labor and Employment Relations Association 75th Annual Meeting. (Presenter: Mason Ameri)*

2021 Ameri, M. and Kurtzberg, T. R. (2021). The disclosure dilemma: Requesting accommodations for chronic pain in job interviews. *Presented at the International Association for Conflict Management conference (online), July 2021. (Presenter: Terri Kurtzberg)*

2020 Kurtzberg, T. R., Naquin, C. E., and Ameri, M. (2020). Deception by device: Lying behavior on laptops versus cell phones. *Presented at the International Association for Conflict Management conference (online), July 2020. (Presenter: Terri Kurtzberg)*

2020 Ameri, M., Kurtzberg, T. R., Schur, L., & Kruse, D. (2020). Disability and influence in job interviews. *Presented at the International Association for Conflict Management conference (online), July 2020. (Presenter: Terri Kurtzberg)*

- 2019 Kang, S. H. & Kurtzberg, T. R. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Presented at the Academy of Management Conference, Boston, MA, August 2019. (Presenter: Terri Kurtzberg)*
- 2017 Kurtzberg, T. R., Kang, S. H., and Naquin, C. E. The effect of screen size and e-communication richness on negotiation performance. *Presented at the Academy of Management Conference, Atlanta, GA, August 2017. (Presenter: Sanghoon Kang)*
- 2014 Kurtzberg, T. R., Naquin, C. E., and Krishnan, A. Pricing and satisfaction: The goods-versus-services distinction. *Presented at the Academy of Management Conference, Philadelphia, PA, August 2014. (Presenters: Charles Naquin and Terri Kurtzberg)*
- 2012 Krishnan, A., Kurtzberg, T. R., and Naquin, C. E. The curse of the smartphone: Electronic multitasking in negotiations. *Presented at the Academy of Management Conference, Boston, MA, August, 2012. (Presenters: Aparna Krishnan and Charles Naquin)*
- 2012 Belkin, L., Kurtzberg, T. R., and Naquin, C. E. Emotional displays in online negotiations: When anger helps and happiness hurts. *Presented at the Academy of Management Conference, Boston, MA, August, 2012. (Presenters: Liuba Belkin and Charles Naquin)*
- 2009 Belkin, L., Kurtzberg, T. R., and Naquin, C. E. The effects of emotion on e-negotiations. *Presented at the Academy of Management Conference, Chicago, IL, August, 2009. (Presenters: Liuba Belkin, Terri Kurtzberg and Charles Naquin)*
- 2009 Naquin, C. E. and Kurtzberg, T. R. Signing off in e-mail negotiations: The subtle but significant effect of company disclaimer notices. *Presented at the Academy of Management Conference, Chicago, IL, August, 2009. (Presenters: Terri Kurtzberg and Charles Naquin)*
- 2008 Naquin, C. E., Kurtzberg, T. R., and Belkin, L. Y. Dishonesty and deceit in online negotiations. *Presented at the Academy of Management Conference, Anaheim, CA, August, 2008. (Presenters: Liuba Belkin and Charles Naquin)*
- 2007 Belkin, L., McNamee, R., Chen, C., and Kurtzberg, T. R. Emotion and leadership charisma attribution. *Presented at the Academy of Management Conference, Philadelphia, August 2007. (Presenter: Liuba Belkin)*
- 2007 Naquin, C. E. and Kurtzberg, T. R. The whole versus the sum of the parts: Trust differences in individual and collective team evaluations. *Presented at the Academy of Management Conference, Philadelphia, August 2007. (Presenters: Terri Kurtzberg and Charles Naquin)*
- 2006 Belkin, L., Kurtzberg, T. R., and Naquin, C.E. The effects of emotion on e-negotiations. *Presented at the International Association for Conflict Management Conference, Montreal, CA, June 2006. (Presenters: Terri Kurtzberg and Liuba Belkin)*
- 2006 Mueller, J. S. and Kurtzberg, T. R. The positive side of relationship conflict: How relational theory explains the positive benefits of conflict in organizations. *Presented at the Qualitative Data Conference at the University of California, Davis, March 2006. (Presenter: Jennifer Mueller)*
- 2005 Levin, D. Z., Kurtzberg, T. R., and Phillips, K. W. The role of mood in knowledge transfer and learning. *Presented at the Academy of Management Conference, Honolulu, August, 2005. (Presenter: Daniel Levin)*

- 2005 Belkin, L., Naquin, C. E. and Kurtzberg, T. R. Online communication and social dilemmas: How media influence trust, cooperation, and fairness. *Presented at the Academy of Management Conference, Honolulu, August, 2005. (Presenter: Liuba Belkin)*
- 2004 Kurtzberg, T. R., Belkin, L., and Naquin, C. E. Communication, feedback, and information technology: Different actions on and different reactions to feedback via differing communication media. *Presented at the Academy of Management Conference New Orleans, August 2004. (Presenters: Terri Kurtzberg, Liuba Belkin, and Charles Naquin)*
- 2003 Kurtzberg, T. R., Dunn-Jensen, L., & Matsibekker, C. Getting the deal done: A study of principal and agent alliances in virtual negotiating teams. *Presented at the Academy of Management Conference, Seattle, August 2003. (Presenter: Terri Kurtzberg)*
- 2001 Kurtzberg, T. R. (June, 2001). Where there's teams, there's conflict: An empirical examination of daily conflict in organizational work teams and the effects on creative output. *Presented at the International Association for Conflict Management, Cergy, France. (Presenter: Terri Kurtzberg)*
- 1999 Nadler, J., Kurtzberg, T. R., Morris, M. W., & Thompson, L. L. (June, 1999). Getting to know you: The effects of relationship-building and expectations on e-mail negotiations. *Presented at the International Association for Conflict Management, San Sebastian, Spain. (Presenters: Terri Kurtzberg and Janice Nadler)*
- 1999 Kurtzberg, R. L. & Kurtzberg, T. R. (July, 1999). Thinking through Shakespeare. *Presented to the 8th International Conference on Thinking, Edmonton, Alberta Canada. (Presenters: Terri Kurtzberg and Richard Kurtzberg)*
- 1998 Moore, D.A., Kurtzberg, T. R., Thompson, L. L., & Morris, M. W. (October, 1998). The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations. *Presented at the Society for Experimental Social Psychology, Lexington, KY. (Presenter: Leigh Thompson)*
- 1998 Darr, E. D. & Kurtzberg, T. R. (June, 1998). The effects of partner similarity on knowledge transfer. *Presented at the Carnegie Mellon University Conference on Knowledge Transfer. (Presenter: Eric Darr)*

INVITED PRESENTATIONS AND SEMINARS

Invited Panelist on Job Negotiations for Rutgers University SHRM/POWER, April 2022

Invited Speaker for the Rutgers Business School Center for Women in Business Board Meeting, November 2021

Invited Panelist on Pay Equity & The Art of Negotiation for BioNJ Conference on Inspiring Women in Stem, December 2020

Invited Speaker for Webinar with Croda International on Virtual Influence, December 2020

Invited Speaker for Speechworks Webinar on Managing Virtual Teams, November 2020

Invited Speaker for the Rutgers Business School Lunch & Learn Virtual Webinar Series, April 2020

Invited Lecturer for the Pharm Fellows program at the Rutgers School of Pharmacy, July 2021, January 2018, and September 2018

Invited Guest Speaker, SAP AG, EMEA region webinar on Successful Virtual Teams, April, 2013

Invited Guest Speaker, Rutgers Business School Advisory Board, September, 2012

Invited Guest Speaker, Faculty Research Seminars:

Rutgers Business School, Management and Global Business Department Research Day, March 2017

Rutgers Business School, Management and Global Business Department, March, 2004

Indiana University, Kelley School of Business, December, 2002

Rutgers University, Rutgers Business School, November, 2002

New York University, Stern School of Business, January 2001

Yale University, School of Management, January 2001

University of Maryland, Robert H. Smith School of Business, November, 2000

Cornell University, Johnson Graduate School of Management, January, 2000

McGill University, Management, January, 2000

Emory University, Goizueta School of Business, January, 2000

Invited Guest Speaker, PhD Seminars:

Influence, Persuasion, and Attention lecture for the Communicating Science interdisciplinary PhD seminar in the Rutgers Graduate School of Biomedical Sciences, April 2017

Virtual Teams Research, Kellogg School of Management Northwestern, March 2015

Research Methodology, RBS, Lecture on Experimental Design, March 2009 & 2010

Research Methodology (Contributed content on Experimental Design), RBS, Feb 2007

Management of Innovation and Technology, Rutgers Business School, February 2003

Organizational Behavior, Rutgers Business School, November 2002

Organizational Behavior, Stern School of Management, NYU, April 2002

Industrial and Organizational Psychology, New York University, February 2002

RESEARCH AWARDS AND HONORS

2021 Research Fellow, Rutgers Business School Center for Women in Business

2019 Kang, S. H. & Kurtzberg, T. R. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Selected for inclusion in the Academy of Management Meeting Briefs, 2019.*

2014 Kurtzberg, T. R., Naquin, C. N., and Krishnan, A. Pricing and satisfaction: The goods-versus-services distinction. *Best Papers Proceedings from the Academy of Management meetings.*

2013 The Chesed Faculty Award for Innovative Research at Rutgers Business School

- 2008 Naquin, C. E., Kurtzberg, T. R., and Belkin, L. Y. Dishonesty and deceit in online negotiations. *Manuscript selected for press release by the Academy of Management.*
- 2007 Belkin, L., McNamee, R., Chen, C., and Kurtzberg, T. R. Emotion and Leadership Charisma Attribution. *Best Papers Proceedings from the Academy of Management meetings.*
- 2006 Rutgers Business School Untenured Faculty Research Award
- 2001 American Psychological Association—Group Psychology and Group Psychotherapy Division Dissertation Award Finalist

GRANTS

- 2021 US Department of Health and Human Services, Rehabilitation Research and Training Center (RRTC) on Interventions to Promote Community Living Among People with Disabilities (Co-PI; \$4.3M)
- 2021 Rutgers Business School, Center for Women in Business (\$8000); Research Fellowship
- 2020 Negotiation and Teams Resource Institute (\$8472)
- 2020 Rutgers University Research Resource Council (\$2000)
- 2007 Rutgers Business School Resource Committee Grant (\$3250)
- 2006 Rutgers Business School Technology Management Resource Center (\$3000)
- 2005 Rutgers Business School, Resource Committee Grant (\$3500)
- 2004 Rutgers Business School, Resource Committee Grant (\$3500)
- 2003 Rutgers Business School, Resource Committee Grant (\$4000)
- 1999 Kellogg Team and Groups Center Grant Recipient (\$2500)
- 1996 Dispute Resolution Research Center Grant Recipient (\$5000)
- 1995 Northwestern University Graduate Fellowship (\$11,000 Stipend + Tuition Waver)

TEACHING EXPERIENCE

Rutgers Business School, Newark and New Brunswick, Rutgers University

- ◆ Negotiations-EMBA, MBA and Undergraduate levels
- ◆ Virtual Teams Module-EMBA, SMLR programs including NextGen HR
- ◆ Organizational Behavior-IEMBA (independent studies), EMBA, MBA and Undergraduate levels
- ◆ Principles of Management-Undergraduate level
- ◆ Management Skills-Undergraduate level
- ◆ Average Instructor Rating for all courses: 4.6 / 5.0
- ◆ Mentor to others (senior and junior faculty, PhD students, NTT Instructors and Part-time Lecturers) on teaching-related issues including course design, grading practices, delivery, interactions with students, assessment and grading methods, and session management, including extensive TEDx talk prep and coaching for Mason Ameri

Stern School of Business, New York University

- ◆ Conflict and Negotiations. MBA-level 2000-2002, 5 sections.
Instructor rating Fall 2000 of 6.9 / 7.0 – Highest rated professor at the Stern School of Business
- ◆ Management and Organizational Analysis – Undergraduate-level. Fall 2001, Spring 2002, 3 sections-Instructor rating 6.6 / 7.0

Kellogg Graduate School of Management, Northwestern University

- ◆ Negotiations. MBA-level. Summer and Fall 1999, 2 sections
- ◆ Negotiations and Organization Behavior. Teaching Assistantships, 1995-98 for MBA and Executive level courses

Harvard Business School

- ◆ Entrepreneurship, Creativity, and Organization. Teaching Assistantship for Prof. Teresa Amabile, 1998

TEACHING AWARDS AND RECOGNITION

National Level:

2021 “Top 50 Best Undergraduate Business School Professors of 2021” for Poets & Quants

2020 “Favorite Professors of the Executive MBA Class of 2020” for Poets & Quants

Rutgers University Level:

2016 Warren I. Susman Award for Excellence in Teaching at Rutgers University

Rutgers Business School Level:

2021 Rutgers Business School Dean’s Meritorious Award for Teaching

2020 Rutgers Business School Innovation Challenge Award for Restructuring Class Delivery Concept

2014 Rutgers Business School Dean’s Meritorious Award for Teaching

2007 Thomas H. Mott Teaching Award for undergraduate education in Rutgers Business School, New Brunswick campus

2004 Rutgers Business School Paul J. Nadler Untenured Faculty Teaching Award

SERVICE

Rutgers Business School (RBS) / Management and Global Business (MGB) Department / Rutgers University (RU) Service

RBS Member of committee to redesign NTT promotion criteria, 2021-2022

RU Member of the Provost/Chancellor’s Task Force for Academic Master Plan Steering Committee for Undergraduate Education, 2021

RU Member of A&P Committee for the School of Management and Labor Relations for multiple cases, 2019-2021

RU Future of Work Committee—Assistance with Survey Development
 MGB Committee on departmental grading policy, 2020-present
 MGB Presentation to MGB Faculty on Effective Grading Practices, 5/14/21
 MGB Presentation to NTT Faculty on Reappointment and Promotion Procedures, 5/19/21
 RU Curriculum Review Committee for Rutgers University – New Brunswick, RBS rep Spring 2021
 MGB Committee on Diversity and Inclusion Curriculum Update, 2020
 MGB Course Development for Leading in the Digital World, 2020
 MGB Review Committee on Faculty Compensation Awards, 2010, 2020
 RBS Online MBA Program Development Committee, 2019-2020
 RBS Online Teaching Incentive Committee, 2019-2020
 RBS Teaching Methods and Innovations Committee, 2019
 RBS Academic Standing Committee in New Brunswick, 2017-present
 RBS New Brunswick Levin Building Design Committee, 2020
 RBS New Brunswick Undergraduate Policy Committee, 2012-2015; 2019-2021; Chair, 2021-2022
 MGB Course Coordinator for Negotiations, 2014-present, including creating course for the Honors Living and Learning Community (HLLC) in Newark
 MGB Co-Course Coordinator for Effective Leadership Communications, 2016-present
 MGB Course Coordinator for MBA Organizational Behavior, including entire course redesign and standardization, 2018-2019
 MGB Chair, Non-Tenure Track Faculty Evaluation Committee, 2015-present, including work defining promotion criteria
 MGB Teaching Evaluation Committee, 2018-present
 MGB Chair, MBA Grade Reform Committee, 2017-present
 MGB Reading Committee on PhD Qualifying Exams, 2010-2015, 2017-2019
 MGB New Brunswick Faculty Chair for Departmental Honors recipients 2012-present
 MGB Chair, Undergraduate Curriculum Reform Committee, 2015-2017
 RBS Chair, Nominating Committee, 2014-2015, Member 2015-2016
 MGB Faculty Recruiting Committee, 2002-2003; 2003-2004 (Chair); 2008-2009 (Chair); 2010-2011 (Chair); 2015-2016; 2016-2017
 MGB New Brunswick office enhancement project, 2016-2017
 RBS Task Force on Creating a Specialty MBA Program in NYC, 2014
 RBS Task Force on Improving Undergraduate Rankings, 2014
 RBS Task Force on Reducing Teaching Loads for Faculty, 2014
 MGB Org. Behavior MBA-level Challenge Exam, 2013-2015
 RBS Task Force on Teaching Large Class Sections, 2012-2013
 RBS Task Force to review and revise the Rutgers Business School Mission Statement, 2012
 RBS Research Presentation to Rutgers Business School Advisory Board, September 2012
 MGB New Brunswick Undergraduate Degree Certification, 2012-2014
 MGB Coordinator for Undergraduate Recruiting Events, New Brunswick, 2011-2012
 MGB Course Design for Management Skills course, 2010-2011
 MGB Curriculum Review for department courses: OB, Principles of Mgmt, HR, 2007-2009
 MGB Curriculum and Textbook Review for Principles of Mgmt, 2008-2009

MGB Committee on Grading Inflation, 2010

MGB Senior Faculty Mentor to Assistant Professor Alex Van Zant, 2017-present

MGB Senior Faculty Mentor to Assistant Professor Danni Wang, 2016-present

MGB Senior Faculty Mentor to Assistant Professor of Professional Practice Mason Ameri, 2018-present

MGB Senior Faculty Mentor to Assistant Professor Sinead Monaghan, 2014-2018

MGB Senior Faculty Mentor to Assistant Professor Oliver Sheldon, 2010-2016

MGB Senior Faculty Mentor to Assistant Professor Payal Sharma, 2011-2015

MGB PhD student Admissions Committee, 2007

MGB PhD student Advisor for Job Talk Presentations, 2010, 2011, 2012

MGB Job Talk / Seminar Series Organization, Spring / Fall 2003

MGB Job Talk / Seminar Series Organization, Spring 2007

MGB Guest Lecture for PhD courses, 2002, 2003, 2007, 2009, 2010

Student Advising

Co-Advisor to DBA student Eric Hanna

Primary Advisor and Dissertation Chair to PhD student Aparna Krishnan 2010-2015, Instructor at Georgia State University, Spring 2015

Primary Advisor and Dissertation Chair to PhD student Liuba Belkin, 2002-2007, now tenured at Lehigh University

Advisor to PhD student Hoonie Kang, 2015-2020

Advisor to PhD student Lisa Lewin, 2013-2018

Advisor to PhD student Jun Li, 2006-2007

Dissertation Committee member for Luyin Zhao, Computer Information Systems Program

Dissertation Committee member for Shalei Simms, Management and Global Business Dept.

Dissertation Committee member for Emilio De Lia, Management and Global Business Dept.

Dissertation Committee member for Robert McNamee, Management and Global Business Dept.

Dissertation Committee member for Holly Chiu, Management and Global Business Dept.

Dissertation Committee member for Julia Eisenberg, Management and Global Business Dept.

Dissertation Committee member for Lisa Lewin, Management and Global Business Dept.

Dissertation Committee member for Shoshana Bass, Management and Global Business Dept.

Dissertation Committee member for Hoonie Kang, Management and Global Business Dept.

Advisor to 20+ MBA and undergraduate student independent study courses

Designed and administered Organizational Behavior course as an independent study for IEMBA program

Professional Community Service

Reviewer for Hong Kong Research Grants Council, 2015-present

Invited Editorial Board Member, Organizational Behavior and Human Decision Processes, 2007-2015

Nominated Reviewer: International Journal of Conflict Management

Ad-hoc Reviewer:

Academy of Management Discoveries
Academy of Management Journal
Academy of Management Review
Applied Psychology: An International Review
Behaviour & Information Technology
Creativity Research Journal
Group Decision and Negotiation
Group Dynamics
Human Relations Journal
IEEE: Transactions on Engineering Management
International Journal of Organizational Analysis
International Journal of Selection and Assessment
Journal of Creative Behavior
Management Science
Negotiation and Conflict Management Research
Organizational Behavior and Human Decision Processes

Conference Reviewer:

Academy of Management Technology and Innovation Management Division
Academy of Management Conflict Management Division
International Association for Conflict Management
Committee to Select Best Paper, International Association for Conflict Management, 2007

Conference Moderator:

“Negotiation and Conflict: Women at the Table” Stern Women in Business conference,
January 25, 2002, in New York, NY
“Negotiation Perceptions, Tactics and Strategies” for Conflict Management Division of
Academy of Management Annual Meetings, 2003

RESEARCH EXPERIENCE

Research Assistant, 1995-1998, Professor Max Bazerman, Northwestern University. Collaborated on projects on negotiations, investment strategies, and decision making.

Research Associate, 1998-1999, Professor Teresa Amabile, Harvard Business School. Collaborated on a multi-year longitudinal quantitative and qualitative research effort on organizational creativity and teamwork.

Research Associate, 1998-2001, Ernst & Young Center for Business Innovation. Led and contributed to multiple research efforts on topics such as knowledge management in R&D departments, innovation launch centers / incubators, and the Internet banking industry.

Lab Assistant, 1994-1995, Professor Susan Goldin-Meadow, University of Chicago. Designed and executed research on nonverbal communication and education.

Office and Teaching Assistant, 1991-1995, Professor Marvin Zonis, University of Chicago & Marvin Zonis & Associates, Inc.