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**Kathleen M. O'Connor**

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**PROFESSIONAL EXPERIENCE**

2004-present	Associate Professor (with tenure), Management and Organizations, JGSM, Cornell University Member: Graduate fields of management, cognitive science
2012-present 2005-2006	Visiting faculty member, Organisational Behaviour, London Business School
2001-2004	Associate Professor, Management and Organizations, JGSM
1997-2001	Assistant Professor, Organizational Behavior, JGSM
1996-1997	Visiting Assistant Professor, Management and Organization, Kellogg Graduate School of Management, Northwestern University
1994-1997	Assistant Professor, Department of Psychology, Rice University
1992-1993	Instructor in Social Psychology, University of Illinois at Urbana-Champaign

**EDUCATION**

1994	Ph.D., University of Illinois at Urbana-Champaign Social and organizational psychology minor in quantitative psychology
1992	A. M., University of Illinois at Urbana-Champaign Industrial and organizational psychology
1989	B. S., Cornell University Industrial and labor relations

## RECENT HONORS AND AWARDS

Winner, DRRC Most Influential Paper (2002-2005) Award, Conflict Management Division, Academy of Management, 2010.

Johnson Graduate School of Management, Recognition for Excellence in Teaching, 1997-2001, 2003, 2007-2010, 2012, 2013, 2015, 2016.

## PUBLICATIONS, Journal Articles:

O'Connor, K. M., & Gladstone, E. (in press). Beauty and social capital: Being attractive shapes social networks. *Social Networks*.

O'Connor, K. M., & Gladstone, E. (2015). How social exclusion distorts social network perceptions. *Social Networks*, 40, 123-128.

Gladstone, E., & O'Connor, K.M. (2014). A counterpart's feminine face signals cooperativeness and encourages negotiators to compete. *Organizational Behavior and Human Decision Processes*, 125(1), 18-25.

\* Article's findings highlighted and described in *Bloomsberg Businessweek*, *The Washington Post*, and the *Wall Street Journal*.

O'Connor, K. M., & Arnold, J. A. (2011). Sabotaging the deal: The way relational concerns undermine negotiations. *Journal of Experimental Social Psychology*, 47, 1167-1172.

O'Connor, K. M., Arnold, J. A., & Maurizio, A. M. (2010). The prospect of negotiating: Stress, cognitive appraisal, and performance. *Journal of Experimental Social Psychology*, 46, 729-735.

Sullivan, B. A., O'Connor, K. M., & Burris, E. (2006). Negotiator confidence: The impact of self-efficacy on negotiation performance. *Journal of Experimental Social Psychology*, 42, 567-581.

Arnold, J. A., & O'Connor, K. M. (2006). How negotiator self-efficacy drives decisions to pursue mediation. *Journal of Applied Social Psychology*, 36, 2649-2669.

O'Connor, K. M., Arnold, J. A., & Burris, E. R. (2005). Negotiators' bargaining experiences over time and their effects on future negotiations. *Journal of Applied Psychology*, 90, 350-362.

Sally, D. F., & O'Connor, K. M. (2004). Team negotiations. *Marquette Law Review*, 87, 883-892.

Tinsley, C. H., O'Connor, K. M., & Sullivan, B. A. (2002). Tough guys finish last: The perils of a distributive reputation. *Organizational Behavior and Human Decision Processes*, 88, 621- 642.

\* Article's findings highlighted and described in Program on Negotiation newsletter ( )

O'Connor, K. M., de Dreu, C. K. W., Barry, B., Schroth, H., Lituchy, T. R., & Bazerman, M. H. (2002). What we want to do versus what we think we should do: An empirical investigation of intrapersonal conflict. *Journal of Behavioral Decision Making*, 15, 403 - 418.

O'Connor, K. M., & Arnold, J. A. (2001). Distributive spirals: Negotiation impasses and the moderating effects of disputant self-efficacy. *Organizational Behavior and Human Decision Processes*, *84*, 148-176.

Anderson, C. J., & O'Connor, K. M. (2000). System change, learning, and public opinion about the economy. *British Journal of Political Science*, *30*, 147-172.

Arnold, J. A., & O'Connor, K. M. (1999). Ombudspersons or peers? The effects of third party expertise and recommendations on negotiation. *Journal of Applied Psychology*, *84*, 776-785.

O'Connor, K. M., & Adams, A. A. (1999). What novices think about negotiation: A content analysis of scripts. *Negotiation Journal*, *15*, 135-147.

O'Connor, K. M. (1997). Groups and solos in context: The effects of accountability on team negotiation. *Organizational Behavior and Human Decision Processes*, *72*, 384-407.

O'Connor, K. M. (1997). Motives and cognitions in negotiation: A theoretical integration and an empirical test. *International Journal of Conflict Management*, *8*, 114-131.

O'Connor, K. M., & Carnevale, P. J. (1997). A nasty but effective negotiation strategy: Misrepresentation of a common-value issue. *Personality and Social Psychology Bulletin*, *23*, 504-515.

#### **PUBLICATIONS, Journal articles in special issues**

Arrow, H., Berdahl, J., Bouas, K. S., Craig, K., Cummings, A., Lebie, L., McGrath, J. E., O'Connor, K. M., Rhoades, J. A., Schlosser, A. (1996). Time, technology, & groups: An integration. *Computer Supported Cooperative Work*, *4*, 253-261.

Rhoades, J. A., & O'Connor, K. M. (1996). Affect in computer-mediated and face-to-face work groups: The construction and testing of a general model. *Computer Supported Cooperative Work*, *4*, 203-228.

Hollingshead, A. B., McGrath, J. E., & O'Connor, K. M. (1993). Group task performance and communication technology: A longitudinal study of computer-mediated vs face-to-face work groups. *Small Group Research*, *24*, 307-333.

O'Connor, K. M., Gruenfeld, D. H., & McGrath, J. E. (1993). The experience and effects of conflict in continuing work groups. *Small Group Research*, *24*, 362-382.

McGrath, J. E., Arrow, H., Gruenfeld, D. H., Hollingshead, A. B., & O'Connor, K. M. (1993). Groups, tasks, and technology: The effects of experience and change. *Small Group Research*, *24*, 406-420.

#### **PUBLICATIONS, Book Chapters:**

O'Connor, K. M., & Ormiston, M. E. (in press). Facing off across the table: Negotiators' facial features affect the agreements they reach. In A. K. Scheider, & C. Honeyman (Eds.) *The Negotiator's Fieldbook*. American Bar Association Press.

Sally, D. F., O'Connor, K. M., & Lynam, I. (in press). Two heads are better than one: Team negotiations in research and in professional soccer. In A. K. Scheider, & C. Honeyman (Eds.) *The Negotiator's Fieldbook*. American Bar Association Press.

O'Connor, K. M. (2007). Cooperation in negotiation and conflict resolution. In B. A. Sullivan, M. Snyder, & J. Sullivan (Eds.), *Cooperation: The Political Psychology of Effective Human Interaction.*, Blackwell Publishers

Sally, D. F., & O'Connor, K. M. (2006). Team negotiations. In A. K. Scheider, & C. Honeyman (Eds.) *The Negotiator's Fieldbook*. American Bar Association Press.

O'Connor, K. M., & Adair, W. L. (2003). Integrative interests? Building a bridge between negotiation research and the dynamic organization. In R. S. Peterson, & E. A. Mannix (Eds.) *Leading and Managing People in the Dynamic Organization*. Mahwah, NJ: Lawrence Erlbaum Associates.

O'Connor, K. M. (1998). Experiential diversity in groups: Conceptualizing and measuring variation among teammates. In M. A. Neale, E. A. Mannix, D. H Gruenfeld (Eds.) *Research on Managing Groups and Teams*, pp. 167-182. Stamford, CT: JAI Press.

McGrath, J. E. & O'Connor, K. M. (1996). Temporal issues in work groups. In M. West (Ed.), *Handbook of Work Group Psychology*, pp. 25-52. Sussex, England: John Wiley & Sons.

Carnevale, P. J., O'Connor, K. M., & McCusker, C. (1993). Time pressure in negotiator and mediator decision making. In O. Svenson and J. Maule (Eds.), *Time Pressure and Stress in Human Judgment and Decision Making*. New York: Plenum Press.

Carnevale, P. J., Putnam, L., Conlon, D., & O'Connor, K. M. (1991). Effective behavior in community mediation. In K. Duffy, P. Olczak, & J. Grosch (Eds.), *The Art and Science of Community Mediation: A Handbook for Practitioners and Researchers*. New York: Guilford Press.

#### **WORK IN PROGRESS:**

O'Connor, K. M., Arnold, J. A. & Gladstone, E. Empathy in negotiation.

O'Connor, K. M., & Gladstone, E. Sitting pretty: How alters provide social capital to attractive people.

Gladstone, E., O'Connor, K. M. & Mehra, A. J. Smart, but shifty: The contingent appeal of network brokers.

O'Connor, K. M., & Gladstone, E. Network exploitation decisions: How traits matter for network cognition.

## **DEGREE TEACHING**

### Recent courses

- Developing Managers and Organisations (EMBA London, EMBA Dubai) (2014, 2015, 2017)  
Managing People and Organisations (Sloan) (2016)
- Principled Leadership (MBA Johnson School, Cornell University) (2016)
- Negotiation (EMBA Johnson School, Cornell University) (2014, 2015, 2016)
- Leadership Legacy Capstone (EMBA Johnson School, Cornell University) (2016)

## **PROFESSIONAL ACTIVITIES**

### **Current and Recent Corporate Clients**

ING, Google, Nestle, Danone, Deutsche Bank, Wells Fargo, Prudential, Nordea, World Economic Forum, WABCO, YPO, PWC, KPMG, Johnson Matthey, Dairy Farmers of America, Credit Union Executive, King Wood & Mallesons, Taylor Wessing, American University Dubai.

### **Speaking, Training and Consulting Expertise**

Women Who Lead; Leading with More Impact; Negotiating and Networking for Professional Success; Creating Engaged Workplaces; Leading Change

### **Recent Invited Talks and Panel Participation**

London Business School Women in Business, 2016, panel "Having a Global Career"  
Cornell University London Alumni, 2016, Speaker "Opportunities in a Time of Disruption"  
Women in Cable Telecommunications, 2016, "The Art of Persuasion" (<http://wict-uk.co.uk/2017/01/>)

### **Professional Academic Service**

Past-President, Conflict Management Division (CMD), Academy of Management, 2010-2011  
President-Elect, CMD, Academy of Management, 2009-2010

### **Invited Research Presentations**

University College London; Marshall School, USC; School of Management, George Mason University; Eller School of Management, University of Arizona; Goizueta, Emory University; London Business School; University of Amsterdam; Yale School of Management; Wharton, University of Pennsylvania; Rotman School of Management, University of Toronto; Olin Graduate School of Management, Washington University; Kellogg Graduate School of Management, Northwestern University; Faculty of Commerce, University of British Columbia; Texas A & M University; Rice University; Carlson School, University of Minnesota

### **Recent Press Mentions**

*Associated Press, Wall Street Journal, Bloomberg Businessweek, Washington Post, HR Magazine, Lioness Magazine, London Business School Review*

**Academic Journal Editorial Boards**

*Organizational Behavior and Human Decision Processes (2007-2016)*

*Negotiation Conflict Management Research (2007-present)*

*Academy of Management Review (2002-2005)*

*International Journal of Conflict Management (2003-2007)*