

Michael P. Haselhuhn
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Academic Positions

- 2012 – Present: Assistant Professor
University of California, Riverside
School of Business Administration, Management Area
- 2009 – 2012: University of Wisconsin-Milwaukee
Lubar School of Business, Organizations and Strategic Management Area
- 2010 – 2012: Assistant Professor
 - 2011 – 2012: Director, Marshall & Ilesley Center for Business Ethics
 - 2009 – 2010: Visiting Assistant Professor
- 2007 – 2009: Postdoctoral Fellow and Lecturer
University of Pennsylvania
Wharton School, Operations and Information Management Department

Education

- University of California, Berkeley
Haas School of Business
Ph.D., Business Administration
Concentration: Organizational Behavior and Industrial Relations
Berkeley, CA
2007
- University of California, Berkeley
Haas School of Business
M.S., Business Administration
Berkeley, CA
2004
- Northwestern University
B.A., Psychology, Economics
Evanston, IL
2002

Journal Articles

Haselhuhn, M.P. & Wong, E.M. (2012). Bad to the bone: Facial structure predicts unethical behaviour. *Proceedings of the Royal Society B: Biological Sciences*, 279, 571-576.

- Selected media coverage: *Wall Street Journal*, *The Economist*, *Discovery News*, *New Scientist*, *MSNBC.com*, *MSN.com*, *LiveScience*, *Science News*.

Haselhuhn, M.P., Pope, D., Schweitzer, M.E. & Fishman, P. (2012). The impact of personal experience on behavior: Evidence from video-rental fines. *Management Science*, 58, 35-51.

Kray, L.J. & Haselhuhn, M.P. (2012). Male pragmatism in negotiators' ethical reasoning. *Journal of Experimental Social Psychology*, 48, 1124-1131.

- Selected media coverage: *Wall Street Journal*, *Scientific American*, *Huffington Post*.

Wong, E.M., Haselhuhn, M.P., & Kray, L.J. (2012). Improving the future by considering the past: The impact of upward counterfactual reflection and implicit beliefs on negotiation performance. *Journal of Experimental Social Psychology*, 48, 403-406.

Wong, E.M., Ormiston, M.E. & Haselhuhn, M.P. (2011). A face only an investor could love: CEOs' facial structure predicts their firms' financial performance. *Psychological Science*, 22, 1478-1483.

- Selected media coverage: *Forbes*, *Wall Street Journal*, *Bloomberg*, *US News and World Report*, *Financial Times*, *CBS news*, *MSNBC.com*, *MSN.com*, *LiveScience*.

Haselhuhn, M.P., Schweitzer, M.E. & Wood, A. (2010). How implicit beliefs influence trust recovery. *Psychological Science*, 21, 645-648.

- Highlighted in *The Huffington Post*, June 8, 2011.

Mellers, B.A., Haselhuhn, M.P., Tetlock, P.E., Silva, J. & Isen, A.M. (2010). Predicting behavior in economic games by looking through the eyes of the players. *Journal of Experimental Psychology: General*, 139, 743-755.

Kray, L.J. & Haselhuhn, M.P. (2007). Implicit negotiation beliefs and performance: Longitudinal and experimental evidence, *Journal of Personality and Social Psychology*, 93, 49-64.

Haselhuhn, M.P. & Mellers, B.A. (2005). Emotions and cooperation in economic games, *Cognitive Brain Research*, 23, 24-33.

Book Chapters

Haselhuhn, M.P., & Kray, L.J. (2012). Gender and negotiation. In B. Goldman, & D. Shapiro (Eds.), *The Psychology of Negotiations in the 21st Century Workplace*. Society of Industrial/Organizational Psychology Organizational Frontiers Series. United Kingdom: Routledge.

Haselhuhn, M.P., & Kray, L.J. (2011). The impact of implicit negotiation beliefs on motivation and cognition in group negotiations. In M.A. Neale, E.A. Mannix (Series Eds.), & J. Overbeck (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 14. Negotiation and Groups*. United Kingdom: Emerald.

- Received Emerald Publishing Group's *Outstanding Author Contribution Award*

Kray, L.J. & Haselhuhn, M.P. (2009). What it takes to succeed: An examination of the relationship between negotiators' implicit beliefs and performance. In C.L. Hoyt, G.R. Goethals & D.R. Forsyth (Eds.), *Leadership at the crossroads: Leadership and Psychology*. West Port, CT: Praeger.

Kray, L.J., Locke, C.C. & Haselhuhn, M.P. (2009). In the words of Larry Summers: Gender stereotype endorsement and implicit negotiation beliefs in mixed-gender negotiations. In A. Stanton, M. Day & I. Welpel (Eds.), *Neuroeconomics and the Firm*. Northampton, MA: Elgar.

Manuscripts under Review

Haselhuhn, M.P. Support theory in negotiation: How unpacking aspirations and bottom lines can improve negotiation performance.

Haselhuhn, M.P., Wong, E.M., Ormiston, M.E., Inesi, M.E. & Galinsky, A.D. Negotiating face-to-face: Men's facial structure predicts negotiation performance.

Conference Presentations

Haselhuhn, M.P., Wong, E.M., Ormiston, M.E., Inesi, M.E. & Galinsky, A.D. (2012). Negotiating face-to-face: Men's facial structure predicts negotiation performance. To be presented at the Academy of Management meetings, Boston, MA.

Kray, L.J. & Haselhuhn, M.P. (2012). Male Pragmatism in Negotiators' Ethical Reasoning. Presented at the International Association for Conflict Management meetings, South Africa.

Wong, E.M., Haselhuhn, M.P., & Kray, L.J. (2011). Looking toward the future by considering the past: The role of counterfactual narratives and implicit beliefs in negotiation performance. Presented at the National Communication Association Conference, New Orleans, LA.

- Top Four Paper, Peace and Conflict Communication Division.

Wong, E.M., Ormiston, M.E. & Haselhuhn, M.P. (2011). A face only an investor could love: CEO facial structure predicts firm financial performance. Presented at the Interdisciplinary Network for Group Research (INGROUP) conference, Minneapolis, MN.

Haselhuhn, M.P., & Kray, L.J. (2010). The impact of implicit negotiation beliefs on motivation and cognition in group negotiations. Presented at the Research on Managing Groups and Teams conference, Palo Alto, CA.

Haselhuhn, M.P. & Kray, L.J. (2010). Gender and strategic self-interest in ethical decision making. Presented at the International Association for Conflict Management meetings, Boston, MA.

Haselhuhn, M.P. & Wong, E.M. (2010). Support theory in negotiation: How unpacking aspirations and bottom lines can improve negotiation performance. Presented at the Academy of Management meetings, Montreal, Canada.

Haselhuhn, M.P. & Schweitzer, M.E. (2008). The role of implicit theories in trust recovery. Presented at the Academy of Management meetings, Anaheim, CA.

Kray, L.J., Locke, C. & Haselhuhn, M.P. (2007). In the words of Larry Summers: Gender stereotype endorsement and implicit negotiation beliefs in mixed-gender negotiations. Presented at the Academy of Management meetings, Philadelphia, PA.

Haselhuhn, M.P. (2006). Un-mixing motives: The effects of regulatory focus on information processing. Presented at the Academy of Management meetings, Atlanta, GA.

Haselhuhn, M.P. (2005). Un-mixed motives: An examination of meta-motivated reasoning. Presented at the annual meeting of the Society for Judgment and Decision Making, Toronto, Ontario.

Kray, L.J. & Haselhuhn, M.P. (2005). Implicit theories of negotiating ability and performance: Longitudinal and experimental evidence. Presented at the Academy of Management meetings, Honolulu, HI.

Haselhuhn, M.P. (2004). Achievement goal theory and the confirmation bias. Presented at the annual meeting of the Society for Judgment and Decision Making, Minneapolis, MN.

Haselhuhn, M.P. & Mellers, B.A. (2003). How does it feel to play ultimatum and dictator games? Presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, British Columbia.

Teaching Experience

University of Wisconsin-Milwaukee

2009-2012, Undergraduate Business Ethics

- UWM Gold Star Teaching Awards (Top Five Business School Instructor, Mass Lecture Course) in 2009 (Fall), 2010 (Spring and Fall), 2011 (Spring and Fall).

Fall 2009, MBA Organizational Behavior

- UWM Gold Star Teaching Award (Top Ten Business School Instructor, Graduate Course).

Northwestern University

Spring 2010, Undergraduate Collective Decision Making

Spring 2010, Graduate-level Organizational Behavior

Fall 2009, Undergraduate Research Methods in Organizational Communication

University of Pennsylvania

2007-2009, MBA Negotiation and Conflict Resolution

University of California, Berkeley

Fall 2005, MBA Organizational Behavior (Graduate Student Instructor)

2005-2006, Undergraduate Business Ethics (Graduate Student Instructor)

Teaching and Research Interests

Organizational Behavior

Negotiation and Conflict Resolution

Leadership

Managerial Decision Making

Business Ethics

Professional Activities

Member

Academy of Management

International Association for Conflict Management

Society for Judgment and Decision Making

Society for Personality and Social Psychology

Association for Psychological Science

Interdisciplinary Network for Group Research

Ad-hoc reviewer

Organizational Behavior and Human Decision Processes, Psychological Science, Management Science, Evolution and Human Behavior, Journal of Strategy and Management, International Journal of Conflict Management, European Journal of Social Psychology, Economics and Philosophy, Academy of Management meetings