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Richard M. and Margaret S. Cyert Professor of Organizational Behavior and Theory
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January, 2019

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EDUCATION

- 1989 Ph.D., Organizational Behavior, J.L. Kellogg Graduate School of Management,
Northwestern University, Evanston, IL
- 1986 M.S., Organizational Behavior, Kellogg Graduate School of Management,
Northwestern University, Evanston, IL
- 1984 B.S., Industrial/Organizational Psychology, University of Illinois - Urbana-
Champaign

ACADEMIC POSITIONS HELD

- 2016 - Richard M. and Margaret S. Cyert Professor of Organizational Behavior and
Theory, Tepper School of Business, Carnegie Mellon University (CMU)
- 2010 - 2016 Carnegie Bosch Professor of Organizational Behavior and Theory, Tepper School
- 2003 - Professor, Tepper School
- 1999 - 2003 Associate Professor with indefinite tenure, Graduate School of Industrial
Administration (GSIA), CMU
- 1995 - 1999 Associate Professor without indefinite tenure, GSIA
- 1990 – 1991 Xerox Research Jr. Faculty Chair, GSIA
- 1989 - 1995 Assistant Professor, GSIA

ADMINISTRATIVE POSITIONS HELD

- 2017 - 2018 Interim Provost, Carnegie Mellon University
- 2014 - 2017 Senior Associate Dean – Education, Tepper School
- 2012 - 2014 Director, Accelerate Leadership Center, Tepper School
- 2011 - 2014 Founding Director, Tepper MBA BaseCamp Orientation Program, Tepper School

ACADEMIC PROFESSION LEADERSHIP POSITIONS

- 2013 – 2017 Co-editor, Academy of Management Annals
- 2007 – 2012 Inaugural President, Interdisciplinary Network for Group Research
- 2005 – 2006 Co-founder, Interdisciplinary Network for Group Research
- 2003 – 2004 President, International Association for Conflict Management
- 1999 – 2002 5-year leadership cycle in the Conflict Management Division of the Academy of Management (including Division Chair in 2001)

AWARDS AND HONORS

Profession

Academy of Management Fellow (elected)
Society of Organizational Behavior (elected)
Society of Experimental and Social Psychology (elected)

Research

1. Best Conference Paper – Empirical or Theoretical for Weingart, Behfar, Bendersky, Todorova, & Jehn (2014). Awarded by the Conflict Management Division, Academy of Management Conference, 2014.
2. Best Conference Paper for the study of Conflict in Context for Todorova, Bear, & Weingart (2013). Awarded by the Conflict Management Division, Academy of Management Conference, 2013.
3. Best Article Award 2013 in the journal *Small Group Research* for Goh, Goodman, & Weingart (2013). Awarded at the annual meeting of the Interdisciplinary Network for Group Research, 2013.

4. Finalist, Carolyn Dexter Best International Paper Award for Aslani, Ramirez, Brett, Tinsley, Weingart, & Adair (2012). Awarded by the Academy of Management Conference, 2012.
5. Best Conference Paper for the study of Conflict in Context for Todorova, Brake, & Weingart (2011). Awarded by the Conflict Management Division, Academy of Management Conference, 2011.
6. Best Published Paper in 2010 in the journal *Negotiation and Conflict Management Research* for Weingart, L.R., Todorova, G., & Cronin, M. A. (2010). Awarded at the annual meeting of the International Association for Conflict Management, 2011.
7. Most Influential Article/Chapter (published between 2001-2004) for De Dreu & Weingart (2003). Awarded by the Conflict Management Division of the Academy of Management, August, 2009.
8. Outstanding Article (published in 2000) for De Dreu, Weingart, & Kwon (2000). Awarded by the International Association of Conflict Management, June, 2002.
9. Outstanding Empirical Conference Paper, 12th Annual Conference of the International Association for Conflict Management, San Sebastian – Donostia, Spain, for Lovelace, Shapiro, & Weingart (1999).
10. 1995 Best Published Paper for Sitkin & Weingart (1995). Awarded by the Organizational Communication and Information Systems Division of the Academy of Management, August, 1996.

Education

1. 2003 American Society of Mechanical Engineers Curriculum Innovation Award [with Jonathan Cagan (Professor of Mechanical Engineering, CMU) and Craig Vogel (Professor of Industrial Design)] for the design, development, and delivery of our course, Integrated Product Development, at Carnegie Mellon University.
2. Teaching Award, Department of Industrial Management, GSIA, CMU, May, 1992

PUBLISHED ARTICLES AND BOOK CHAPTERS

Articles in Refereed Journals

1. Ervin, J. N., Kahn, J. M., Cohen, T. R., Weingart, L. R. (2018). Teamwork in the intensive care unit. *American Psychologist*, 73, 468-477. <http://dx.doi.org/10.1037/amp0000247>
2. Babcock, L., Recalde, M., Vesterlund, L., & Weingart, L. (2017). Gender differences in accepting and receiving requests for tasks with low promotability. *American Economic Review*, 107(3), 1-35. doi: 10.1257/aer.20141734
3. Aslani, S., Ramirez-Marin, J., Brett, J., Yao, J., Semnani-Azad, Z., Zhang, Z.-X., Tinsley, C., Weingart, L., & Adair, W. (2016). Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures. *Journal of Organizational Behavior*, 37, 1178-1201. doi: 10.1002/job.2095
4. Weingart, L. R., Behfar, K., Bendersky, C., Todorova, G., & Jehn, K. A. (2015). The directness and oppositional intensity of conflict expression. *Academy of Management Review*, 40, 235-262. doi:10.5465/amr.2013.0124
5. Bear, J. B., Weingart, L. R., & Todorova, G. (2014). Gender and the emotional experience of relationship conflict: The differential effects of avoidant conflict management. *Negotiation and Conflict Management Research*, 7, 213-231. doi: 10.1111/ncmr.12039
6. Goh, K., Krackhardt, D., Koh, T. K., & Weingart, L. R. (2014). The role of Simmelian friendship ties on retaliation with triads. *Small Group Research*, 45 471-505. doi:10.1177/1046496414537689
7. Todorova, G., Bear, J., & Weingart, L. R. (2014). Can conflict be energizing? A study of task conflict, positive emotions, and job satisfaction. *Journal of Applied Psychology*, 99, 451-467. doi: 10.1037/a0035134
8. Goh, K., Goodman, P. S., & Weingart, L. R. (2013). Team innovation processes: An examination of activity cycles in creative project teams. *Small Group Research*, 44, 159-194. doi: 10.1177/1046496413483326
Notable information: Awarded the Best Article Award 2013 in the journal *Small Group Research* at the 2013 meetings of the Interdisciplinary Network for Group Research.
9. Boni, A. A., & Weingart, L. R. (2012). Building teams in entrepreneurial companies. *Journal of Commercial Biotechnology*, 18, 31-37. doi:10.5912/jcb507
10. Patterson, P.D., Weaver, M.D., Weaver, S., Rosen, M., Todorova, G., Weingart, L., Krackhardt, D., Lave, J., Arnold, R., Yealy, D., Salas, E. (2012). Measuring teamwork and conflict among Emergency Medical Technician personnel. *Prehospital Emergency Care*, 16, 98-108. doi:10.3109/10903127.2011.616260

11. Cronin, M.A., Weingart, L.R., & Todorova, G. (2011). Dynamics in groups: Are we there yet? *The Academy of Management Annals*, 5, 571-612.
12. Tinsley, C. H., Turan, N. M., Aslani, S., & Weingart, L. R. (2011). The interplay between culturally- and situationally-based mental models of intercultural dispute resolution: West meets Middle East. *International Negotiation Journal*, 16, 481-510. (*Special Issue on Culture and Negotiation*). doi: 10.1163/157180611X592969
13. Cronin, M. A., Bezrukova, K., Weingart, L. R., & Tinsley, C. (2011). Subgroups within a team: The role of cognitive and affective integration. *Journal of Organizational Behavior*, 32, 831-849. doi: 10.1002/job.707
14. Prietula, M. J., & Weingart, L. R. (2011). Negotiation offers and the search for agreement. *Negotiation and Conflict Management Research*, 4, 77-109. doi: 10.1111/j.1750-4716.2011.00074.x
15. Weingart, L. R., Todorova, G., & Cronin, M. A. (2010). Task conflict, problem solving, and yielding: Effects on cognition and performance in functionally diverse innovation teams. *Negotiation and Conflict Management Research (special issue on Asymmetry in Conflict)*, 3, 312-337. doi: 10.1111/j.1750-4716.2010.00063.x
Notable Information: Awarded the Best Published Paper in 2010 in the journal *Negotiation and Conflict Management Research* by the International Association for Conflict Management (July, 2011).
16. Boni, A. A., Weingart, L. R., & Evenson, S. (2009). Innovation in an academic setting: Designing and leading a business through market- focused, interdisciplinary teams. *Academy of Management Learning and Education*, 8, 407-417.
17. Olekalns, M., & Weingart, L. R. (2008). Emergent negotiations: Stability and shifts in negotiation dynamics. *Negotiation and Conflict Management Research*, 1, 135-160. doi: 10.1111/j.1750-4716.2008.00008.x
18. Weingart, L. R., Brett, J. M., Olekalns, M., & Smith, P. L. (2007). Conflicting social motives in negotiating groups. *Journal of Personality and Social Psychology*, 93, 994-1010. doi: 10.1037/0022-3514.93.6.994
19. Adair, W., Weingart, L.R., & Brett, J. (2007). The timing and function of offers in U.S. and Japanese negotiations. *Journal of Applied Psychology*, 92, 1056-1068. doi: 10.1037/0021-9010.92.4.1056
20. Cronin, M. A. & Weingart, L. R. (2007). Representational gaps, information processing, and conflict in functionally diverse teams. *Academy of Management Review*, 32, 761-773. doi: 10.5465/AMR.2007.25275511
21. Dahlin, K. B., Weingart, L. R., & Hinds, P. J. (2005). Team diversity and information use. *Academy of Management Journal*, 48, 1107-1123. doi: 10.5465/AMJ.2005.19573112

22. Smith, P. L., Olekalns, M., & Weingart, L. R. (2005). Markov chain models of communication processes in negotiation. *International Negotiation*, *10*, 97-113. doi: 10.1163/1571806054741038
Notable Information: Reprinted in P. Carnevale & C.K.W. De Dreu (Eds.), *Methods of Negotiation Research* (pp. 257-272). Leiden, The Netherlands: Martinus Nijhoff.
23. Kern, M. C., Brett, J. M., & Weingart, L. R. (2005). Getting the floor: Motive-consistent strategy and individual outcomes in multi-party negotiations. *Group Decision and Negotiation*, *14*, 21-41.
24. Weingart, L. R., Olekalns, M., & Smith, P. L. (2004). Quantitative coding of negotiation behavior. *International Negotiation*, *9*, 441-455. doi: 10.1163/1571806053498805
Notable Information: Reprinted in P. Carnevale & C.K.W. De Dreu (Eds.), *Methods of Negotiation Research* (pp. 105-120). Leiden, The Netherlands: Martinus Nijhoff.
25. Ho, V., Weingart, L. R., & Rousseau, D. M. (2004). Responses to broken promises: Does personality matter? *Journal of Vocational Behavior*, *65*, 276-293. doi: 10.1016/j.jvb.2003.08.001
26. Kwon, S., & Weingart, L. R. (2004). Unilateral concessions from the other party: Concession behavior, attributions, and negotiation judgments. *Journal of Applied Psychology*, *89*(2), 263-278. doi: 10.1037/0021-9010.89.2.263
27. Olekalns, M., Brett, J.M., & Weingart, L. R. (2003). Phases, transitions and interruptions: Modeling processes in multi-party negotiations. *International Journal of Conflict Management*, *14*, 191-211. doi: 10.1108/eb022898
28. De Dreu, C. K. W., & Weingart, L. R. (2003). Task versus relationship conflict, team performance, and team member satisfaction: A meta-analysis. *Journal of Applied Psychology*, *88*, 741-749. doi: 10.1037/0021-9010.88.4.741
Notable Information: Awarded Most Influential Article/Chapter (2001-2004) by the Conflict Management Division of the Academy of Management, 2009.
29. Lovelace, K., Shapiro, D. L., & Weingart, L. R. (2001). Maximizing crossfunctional new product teams' innovativeness and constraint adherence: A conflict communications perspective. *Academy of Management Journal*, *44*(4) 779-783. doi: 10.2307/3069415
Notable Information: Awarded Outstanding Empirical Paper, 12th Annual Conference of the International Association for Conflict Management, San Sebastian – Donostia, Spain.
30. Gibbons, D. E., & Weingart, L. R. (2001). Can I do it? Will I try? Personal efficacy, assigned goals, and performance norms as motivators of individual performance. *Journal of Applied Social Psychology*, *31*(3), 624-648. doi: 10.1111/j.1559-1816.2001.tb02059.x
31. Gillespie, J. J., Brett, J. M., & Weingart, L. R. (2000). Interdependence, social motives, and outcome satisfaction in multiparty negotiation. *European Journal of Social Psychology*, *30*(6), 779-797.

doi: 10.1002/1099-0992(200011/12)30:6<779::AID-EJSP15>3.0.CO;2-7

32. Hyder, E. B., Prietula, M. J., & Weingart, L. R. (2000). Getting to best: Efficiency versus optimality in negotiation. *Cognitive Science*, 24(2), 169-204. doi: 10.1207/s15516709cog2402_1
33. De Dreu, C. K. W., Weingart, L. R. & Kwon, S. (2000). Influence of social motives on integrative negotiations: A meta-analytic review and test of two theories. *Journal of Personality and Social Psychology*, 78, 889-905. doi: 10.1037/0022-3514.78.5.889
Notable Information: Awarded Outstanding Article (published in 2000) by the International Association of Conflict Management, June, 2002.
34. Weingart, L. R., Prietula, M. J., Hyder, E., & Genovese, C. (1999). Knowledge and the sequential processes of negotiation: A Markov chain analysis of response-in-kind. *Journal of Experimental Social Psychology*, 35, 366-393. doi: 10.1006/jesp.1999.1378
35. Weingart, L. R., Hyder, E. B., & Prietula, M. J. (1996). Knowledge matters: The effect of tactical descriptions on negotiation behavior and outcome. *Journal of Personality and Social Psychology*, 70, 1205-1217. doi: 10.1037/0022-3514.70.6.1205
36. Sitkin, S. B., & Weingart, L. R. (1995). Determinants of risky decision-making behavior: A test of the mediating role of risk perceptions and risk propensity. *Academy of Management Journal*, 38, 1573-1592. doi: 10.2307/256844
Notable Information: Awarded 1995 Best Published Paper by the Organizational Communication and Information Systems Division of the Academy of Management.
37. Weingart, L. R., Bennett, R. J., & Brett, J. M. (1993). The impact of consideration of issues and motivational orientation on group negotiation process and outcome. *Journal of Applied Psychology*, 78, 504-517. doi: 10.1037/0021-9010.78.3.504
38. Weldon, E., & Weingart, L. R. (1993). Group goals and group performance. *British Journal of Social Psychology*, 32, 307-334. doi: 10.1111/j.2044-8309.1993.tb01003.x
39. Weingart, L. R. (1992). Impact of group goals, task component complexity, effort, and planning on group performance. *Journal of Applied Psychology*, 77, 682-693. doi: 10.1037/0021-9010.77.5.682
Notable Information: Reprinted in Small Groups: Key Readings in Social Psychology, J. M. Levine & R. L. Moreland (Eds.), NY: Psychology Press (2006).
40. Weingart, L. R., & Weldon, E. (1991). Processes that mediate the relationship between a group goal and group member performance. *Human Performance*, 4, 33-54. doi: 10.1207/s15327043hup0401_2
41. Brett, J. M., Feldman, D. C., & Weingart, L. R. (1990). Feedback-seeking behavior of new hires and job changers. *Journal of Management*, 16, 737-749. doi: 10.1177/014920639001600406

42. Weingart, L. R., Thompson, L. L., Bazerman, M. H., & Carroll, J. S. (1990). Tactical behavior and negotiation outcomes. *International Journal of Conflict Management*, 1, 7-31. doi: 10.1108/eb022670

Articles in Refereed Conference Proceedings

1. Todorova, G., Brake, M., & Weingart, L. R. (2011). Task conflict and idea sharing in interdisciplinary research groups: Diversity salience matters. *Academy of Management Annual Meeting Best Paper Proceedings*, 1-7.
2. Weingart, L. R., Todorova, G., Cronin, M. A. (2008). Representational gaps, team integration, and team creativity. *Academy of Management Annual Meeting Best Paper Proceedings*, 1-6.
3. De Dreu, C. K. W., & Weingart, L. R. (2002). Task versus relationship conflict: A meta-analysis. In Dennis H. Nagao (Ed.), *Academy of Management Best Paper Proceedings 2002*, pp. B1-B6.
4. Carey, H., Cagan, J., Vogel, C. M., & Weingart, L. R. (2002). Corporate decision making and part differentiation: A strategy for customer-driven product development planning. *Proceedings of DETC'02, ASME 2002* (the Design Engineering Technical Conferences and Computers and Information in Engineering Conference of the American Society of Mechanical Engineers), Montreal, Canada.
5. Cagan, J., Vogel, C. M., & Weingart, L. R. (September, 2001). Understanding perceptual gaps in integrated product development teams. *Proceedings of the DETC '01, ASME 2001* (the Design Engineering Technical Conferences and Computers and Information in Engineering Conference of the American Society of Mechanical Engineers) Pittsburgh, PA. DETC2001/DTM-21681.
6. Weingart, L. R., Thompson, L. L., Bazerman, M. H., & Carroll, J. S. (1987). Tactics in integrative negotiations. In Frank Hoy (Ed.), *Academy of Management Best Paper Proceedings 1987* (pp. 285-289).

Articles in Edited Books/Volumes

1. Bendersky, C., Bear, J. B., Behfar, K., Weingart, L. R., Todorova, G., & Jehn, K., (2014). Identifying gaps between the conceptualization of conflict and its measurement. In O. B. Ayoko, N. M. Ashkanasy, & K. A. Jehn (Eds.) *Handbook of Conflict Management Research* (pp. 79-89). UK: Edward Edgar Publishing.
2. Boni, A. A., Weingart, L. R., & Todorova, G. (2014). Building, managing, and motivating great teams. In C. Shimasaki (Ed.), *Biotechnology Entrepreneurship: Starting, Managing, and Leading Biotech Companies* (pp. 83-97). Amsterdam: Academic Press, Elsevier.
3. Turan, N., Dai, T., Sycara, K., & Weingart, L. (2013). Toward a unified negotiation framework: Leveraging strengths in behavioral and computational communities. In K.

- Sycara, M. Gelfand, & A. Abbe (Eds.) *Advances in Group Decision and Negotiation: Models for Intercultural Collaboration and Negotiation (Vol. 6, pp. 53-65)*. Dordrecht, Netherlands: Springer Science.
4. Weingart, L. R. (2012). Studying dynamics within groups. In M. A. Neale and E. A. Mannix (Eds.), *Looking Back, Moving Forward: A Review of Group and Team-Based Research (Research in Managing Groups and Teams, Vol. 15, pp. 1-25)*. Bingley, UK: Emerald.
 5. Tinsley, C. H., Turan, N., Weingart, L. R., & Dillon, R. L. (2012). How cultural stereotyping influences intercultural negotiation. In B. M. Goldman and D. L. Shapiro (Eds.), *The Psychology of Negotiations in the 21st Century Workplace: New Challenges and New Solutions* (SIOP Organizational Frontier Series) (pp. 269-291). New York: Routledge Academic.
 6. Weingart, L. R., & Olekalns, M. (2012). Quantitative methods and coding. In D. J. Christie (Ed.), *Encyclopedia of Peace Psychology* (pp. 920-924). Hoboken, New Jersey: Wiley-Blackwell.
Notable information: This encyclopedia was recognized as an “Outstanding Reference Source for 2013” by the American Library Association.
 7. Olekalns, M., Smith, P. L., & Weingart, L. R. (2012). Markov chain models of negotiators’ communication. In D. J. Christie (Ed.), *Encyclopedia of Peace Psychology* (pp. 608-612). Hoboken, New Jersey: Wiley-Blackwell.
Notable information: This encyclopedia was recognized as an “Outstanding Reference Source for 2013” by the American Library Association.
 8. Turan, N., Dudik, M., Gordon, G., & Weingart, L. R. (2011). Modeling group negotiation: Three computational approaches that can inform behavioral sciences. In E. A. Mannix, M. A. Neale, & J. R. Overbeck (Eds.), *Research on Managing Groups and Teams: Negotiation and Groups* (Vol. 14, pp. 189-205). Bingley, UK: Emerald.
 9. Weingart, L. R., & Goh, K. (2010). Research methods and issues. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations* (pp. 698-706). Thousand Oaks, CA: Sage.
Notable information: This book was recognized as an “Outstanding Reference Source” by the American Library Association (January, 2011).
 10. Weingart, L. R. & Jehn, K. A. (2009). Manage intra-team conflict through collaboration. In E. A. Locke (Ed.), *Handbook of Principles of Organizational Behavior: Indispensable Knowledge for Evidence-Based Management, 2nd Edition* (pp. 327-346). Chichester, UK: Wiley. (Revision of chapter from 1st Edition, published in 2000).
 11. Weingart, L. R., & Cronin, M. A. (2009). Teams research in the 21st century: A case for theory consolidation. In E. Salas, G. F. Goodwin, & C. S. Burke (Eds.). *Team Effectiveness in Complex Organizations: Cross-disciplinary perspectives* (SIOP Organizational Frontier

Series; pp. 509-524). New York: Psychology Press.

12. Olekalns, M., Putnam, L. L., Weingart, L. R., & Metcalf, L. (2007). Communication processes and conflict management. In De Dreu, C.K.W. & Gelfand, M. J. (Eds.), *The Psychology of Conflict and Conflict Management in Organizations* (SIOP Organizational Frontier Series; pp. 81-114). New York: Psychology Press.
13. Cronin, M. A., & Weingart, L. R. (2007). The differential effects of trust and respect on team conflict. In K. J. Behfar and L. L. Thompson, *Conflict in Organizational Groups: New Directions in Theory and Practice* (pp. 205-228). Evanston, IL: Northwestern University Press.
14. Weingart, L. R., Cronin, M. A., Houser, C. J. S., Cagan, J., & Vogel, C. (2005). Functional diversity and conflict in cross-functional product development teams: Considering representational gaps and task characteristics. In L. L. Neider & C. A. Schriesheim (Eds.), *Understanding Teams* (pp. 89-110). Greenwich, CT: IAP.
15. Weingart, L. R., & Olekalns, M. (2004). Communication processes in negotiation: Frequencies, sequences, and phases. In M. J. Gelfand & J. M. Brett (Eds.) *The Handbook of Negotiation and Culture* (pp. 143-157). Palo Alto, CA: Stanford University Press.
16. Brett, J. M., Weingart, L. R., & Olekalns, M. (2004). Baubles, bangles and beads: Modeling the evolution of negotiating groups over time. In E. A. Mannix, M. A. Neale, & S. Blount-Lyon (Eds.), *Research in Managing Groups and Teams: Time in Groups* (Volume 6, pp. 39-64). New York: Elsevier Science.
17. De Dreu, C. K. W. & Weingart, L. R. (2003). A contingency theory of task conflict and performance in groups and organizational teams. In M. West, D. Tjosvold, & K. Smith (Eds.) *International Handbook of Organizational Teamwork and Cooperative Working* (pp. 151-165). Chichester, England: Wiley.
18. Weingart, L. R. (1997). How did they do that? The ways and means of studying group processes. In L. L. Cummings & B. M. Staw (Eds.), *Research in Organizational Behavior*, (Vol. 19, pp. 189-239). Greenwich, CT: JAI Press.
19. Prietula, M. J., & Weingart, L. R. (1994). Negotiation as problem solving. In Meindl, J., Porac, J., & Stubbart, C. (Eds.), *Advances in Managerial Cognition and Organizational Information Processing* (Vol. 5, pp. 187-213). Greenwich, CT: JAI Press.

Other Publications

1. Patterson, P.D., Weaver, M.D., Weaver, S., Rosen, M., Todorova, G., Weingart, L., Krackhardt, D., Lave, J., Arnold, R., Yealy, D.M., Salas, E. (2011) [Abstract #77] Emergency Medical Technician perceptions of teamwork and conflict with familiar and unfamiliar partners [abstract]. *Prehospital Emergency Care*, 15(1), 123. PMID: 21091331.

2. Weingart, L. R., & Todorova, G. (2010). Jury tensions: Applying communication theories and methods to study group dynamics. *Small Group Research, 41*, 495-502. (invited response within special issue)
Notable information: This special issue, "Jury Deliberation in a Capital Murder Case," was awarded the *2011 Distinguished Award for a Special Journal Issue* by the Applied Communication Division of National Communication Association (October, 2011).
3. Weingart, L. R. (2007). Negotiating differences: How contrasting styles affect outcomes. *Harvard Negotiation Newsletter* (Vol. 10, pp. 1-3). Cambridge, MA: Program on Negotiation, Harvard Law School.
4. Keyton, J., Weingart, L. R., & Wittenbaum, G. M. (2007). Introduction to the Special Issue: Research Presented at the 2006 Inaugural Conference of the Interdisciplinary Network for Group Research. *Small Group Research, 38*, 311.
5. Wittenbaum, G. M., Keyton, J., and Weingart, L. R. (2006). A New Era for Group Research: The Formation of INGRoup. *Small Group Research, 37*, 575 - 581.

WORKING PAPERS

1. Cronin, M. A., & Weingart, L. R. (2018). Conflict across representational gaps: Threats to and opportunities for improved communication. *Manuscript under review*.
2. Kern, M. C., Brett, J. M., Weingart, L. R., & Eck, C. (2018). Negotiator cognition and strategy in dyadic and multiparty negotiations. *Manuscript under review*.
3. Todorova, G., Goh, K., & Weingart, L.R. (2018). How conflict type and intensity of conflict expression influence approaches to conflict management. *Manuscript under review*.
4. Kim, Y., Behfar, K., Weingart, L. R., Bendersky, C., Bear, J., Todorova, G., & Jehn, K. (2018). Measuring conflict expression: A complementary approach to understanding conflict. *Working paper*.
5. Weirup, A., Weingart, L. R., & Cohen, T. R. (2016). Will you do me a favor? Responding to Favor Requests in the Workplace. *Working paper*.
6. Bhatia, N., Chow, R., & Weingart, L. R. (2015). Your cost or my benefit? : Effects of concession frames in distributive negotiations. *Working paper*.
7. Kwon, S., Weingart, L.R., & Ryu, G. (2011). Social motive expectations as a moderator of the concession timing effect in buyer-seller negotiations. *Working paper*.
8. Todorova, G., & Weingart, L. R. (2010). Experience, trust, and conflict: How they facilitate or inhibit idea building in cross functional innovation teams. *Working paper*.

9. Todorova, G., Brake, M., & Weingart, L.R. (2010). Task conflict and idea sharing in interdisciplinary research groups: Expertise diversity salience matters. *Working paper*.

GRANTS AND CONTRACTS

Educational Grants

Integrated Product Development

Dormont Manufacturing

International Truck and Engine

New Balance Corporation

Respironics

Ford Motor Co. (Escape program)

Research Grants

Collaborative Research: Time Allocation: Gender Differences in Propensity to Receive and Agree to Work-Related Requests (2013-2015)

National Science Foundation

Co-investigator (with L. Babcock (CMU), L. Vesterlund (UPitt))

Will you do me a favor? (2012 – 2014)

Carnegie Bosch Institute

Principal Investigator (with L. Babcock, L. Vesterlund)

Modeling Cultural Factors in Collaboration and Negotiation (2008 – 2011)

Army Research Office Multi-University Research Initiative

(PI: Katia Sycara)

Conflict Management and Integrated Product Development (2000 – 2002)

Ford Motor Company

Principal Investigator (with Professors Jonathan Cagan, Mechanical Engineering, Carnegie Mellon University and Craig Vogel, Industrial Design, Carnegie Mellon University)

Culture and Team Conflict, Functioning and Effectiveness (2000)

Carnegie Bosch Institute

Principal Investigator (with Professor Carsten DeDreu, University of Amsterdam)

Integrated Product Development at Ford (1999)

Ford Motor Company

Principal Investigator (with Professors Jonathan Cagan, Mechanical Engineering, Carnegie Mellon University, Craig Vogel, Industrial Design, Carnegie Mellon University, and Sunder Kekre, GSIA)

Managing Differences in Orientation and Strategy in Group Negotiation (1997-1999)

National Science Foundation

Principal Investigator (with Professor Jeanne Brett, Kellogg Graduate School of Management, Northwestern University)

Faculty Development Grant, Carnegie Mellon University (1990, 1993)

National Institute for Dispute Resolution, Washington D.C. (1987)

Dispute Resolution Research Center, Northwestern University (1986)

SEMINARS AND PRESENTATIONS

Keynote Presentations

1. Weingart, L. R., (May, 2018). Team collaboration and conflict. Featured keynote speaker, Science of Team Science (SciTS) conference, Galveston, TX.
2. Weingart, L. (November, 2017). Communicating science: Working across boundaries. Invited speaker at the National Academy of Sciences' Sackler Colloquium, The Science of Science Communication III: Inspiring Novel Collaborations and Building Capacity. Washington, D.C.
3. Weingart, L. (June, 2008). A Dynamic View of Negotiation. Invited keynote speaker at the 2008 Annual Group Decision and Negotiation Conference (The joint conference of the INFORMS section on Group Decision and Negotiation, the EURO Working Group on Decision and Negotiation Support, and the EURO Working Group on Decision Support Systems), Coimbra, Portugal.

Conference Paper Presentations

1. Ervin, J. N., Cohen, T. R., Weingart, L. R., Davis, B., Rak, K., & Kahn, J. M. (February, 2019). Psychological safety in critical care providers. Annual meeting of the Critical Care Congress of the Society of Critical Care Medicine, San Diego, CA
2. Weirup, A., & Weingart, L. R. (August, 2018). Will you do me a favor? Responding to favor requests in the workplace. Paper presented at the 2018 Academy of Management Meetings, Chicago, IL.
3. Todorova, G., Goh, K., & Weingart, L. R. (July, 2017). How conflict type and conflict expression intensity influence approaches to conflict management. Paper presented at the 2017 Interdisciplinary Network for Group Research (INGRoup) meeting, St. Louis, MO.

4. Behfar, K., Kim, Y., Weingart, L.R., Bendersky, C., Bear, J., Todorova, G., & Jehn, K. (July, 2017). Measuring conflict expression: a complementary approach to understanding conflict. Paper presented at the 2017 Interdisciplinary Network for Group Research (INGRoup), St. Louis, MO.
5. Behfar, K., Kim, Y., Weingart, L.R., Bendersky, C., Bear, J., Todorova, G., & Jehn, K. (August, 2016). Measuring conflict expression: A complementary approach to understanding conflict. Paper presented at the 2016 Academy of Management Meetings, Anaheim, CA.
6. Todorova, G., Weingart, L. R., Goh, K. & Mayo, A. (August, 2016). Process Conflict, Idea Integration, and the Role of Process Representational Gaps in Cross-Functional Innovation Teams. Paper presented at the 2016 Academy of Management Meetings, Anaheim, CA.
7. Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., Jehn, K. (April, 2016). Development and Validation of the Directness and Intensity of Conflict Expression (DICE) Scale. Paper presented at the 2016 Society of Industrial and Organizational Psychology meeting, Anaheim, CA.
8. Todorova, G., Mayo, A., Goh, K., & Weingart, L. R. (June, 2015). Idea Integration Structure and Creative Synthesis: The Antecedents and Consequences of Centralized Idea Integration in Diverse Teams. Paper presented at the 2015 Annual Conference of the Interdisciplinary Network for Group Research, Pittsburgh, PA.
9. Babcock, L., Vesterlund, L., & Weingart L. R. (June, 2015). Breaking the Glass Ceiling with “No”: Gender Differences in Accepting and Receiving Requests for Non-Promotable Tasks. Paper presented at the 2015 Annual Conference of the International Association for Conflict Management, Clearwater, FL.
10. Babcock, L., Vesterlund, L., & Weingart L. R. (June, 2015). Gender differences in the demand and supply of non-promotable tasks: “Just Say No” is not the answer. Paper presented at the 2015 Behavioral Science and Policy Conference, New York, NY.
11. Weingart, L. R., Behfar, K., Bendersky, C., Todorova, G., & Jehn, K. A. (August, 2014). The directness and oppositional intensity of conflict expression. Paper presented at the 74th Annual meeting of the Academy of Management, Philadelphia, PA.
Notable Information: Awarded Best Paper – Empirical or Theoretical by the Conflict Management Division.
12. Babcock, L., Vesterlund, L., & Weingart, L. R. (July, 2014). Breaking the Glass Ceiling with “No”: Gender Differences in Declining Requests for Non-Promotable Tasks. Paper presented at 2014 Behavioral Decision Research in Management Conference, London, UK.
13. Kern, M. C., Weingart, L. R., Brett, J. M., & Eck, C. (July, 2014). Reciprocity in dyadic and multi-party negotiations. Paper presented at the 9th Annual meeting of the Interdisciplinary Network for Group Research, Raleigh, NC.
14. Turan, N., Chow, R. M., & Weingart, L. R. (July, 2014). Your cost or my benefit? Effects of

concession frames in distributive negotiations. Paper presented at the 9th Annual meeting of the Interdisciplinary Network for Group Research, Raleigh, NC.

15. Behfar, K., Bear, J., Kim, Y., Weingart, L.R., Bendersky, C., Todorova, G., & Jehn, K. (July, 2014). Measuring conflict expression: A complementary approach to understanding conflict. Paper presented at the 27th Annual meeting of the International Association for Conflict Management, Leiden, Netherlands.
16. Turan, N., Tinsley, C., & Weingart, L. R. (July, 2014). Motivated attributions in cross-cultural dispute resolution. Paper presented at the 27th Annual meeting of the International Association for Conflict Management, Leiden, Netherlands.
17. Weingart, L., R., Todorova, G., & Bear, J. (July 2014). The emotional experience of conflict and its effect on individual work outcomes. Paper presented at the 27th Annual meeting of the International Association for Conflict Management, Leiden, Netherlands.
18. Todorova, G., Bear, J., & Weingart, L. R. (August, 2013). Can conflict be energizing? A study of task conflict, positive emotions, and job satisfaction. Paper presented at the 73rd Annual meeting of the Academy of Management, Lake Buena Vista, FL.
Notable Information: Awarded Best Paper for the study of Conflict in Context by the Conflict Management Division.
19. Weingart, L. R., Todorova, G., & Goh, K. (July, 2013). Conflict resolution as a moderator versus mediator of the effects of task, process, and relationship conflict on team outcomes. Paper presented at the 8th Annual meeting of the Interdisciplinary Network for Group Research, Atlanta, GA.
20. Weingart, L. R., Todorova, G., & Goh, K. (July, 2013). The combined effects of conflict type and conflict resolution on team performance and satisfaction. Paper presented at the 26th Annual meeting of the International Association for Conflict Management, Tacoma, WA.
21. Aslani, S., Ramirez-Marin, J., Yao, J., Brett, J., Shang, Z., Tinsley, C., Weingart, L., & Adair, W. (July, 2013). Honor, face, and dignity cultures: A tri-cultural study of negotiations. Paper presented at the 26th Annual meeting of the International Association for Conflict Management, Tacoma, WA.
22. Aslani, S., Ramirez, J., Brett, J. M., Tinsley, C., Weingart, L. R., Adair, W. L. (August, 2012). Implications of honor and dignity culture for negotiations: A study of Middle Easterners and Americans. Paper presented at the 72nd Annual meeting of the Academy of Management, Boston, MA.
Notable Information: Finalist, Carolyn Dexter Best International Paper Award by the Academy of Management.
23. Weingart, L.R., Bendersky, C., Behfar, K., Todorova, G., & Jehn, K. (February, 2012). The expression of conflict. Presented at the Society of Organizational Behavior – Australia annual meeting, Bond University.

24. Weingart, L.R., Bendersky, C., Behfar, K., Todorova, G., & Jehn, K. (December, 2011). The intensity and directness of conflict expression. Presented at the fourth annual mini conference on Asymmetry, Cognitions, and Emotions, Paris, France.
25. Todorova, G., Brake, M., & Weingart, L.R. (August, 2011). Task conflict and idea sharing in interdisciplinary research groups: Expertise diversity salience matters. Paper presented at the 71st Annual meeting of the Academy of Management, San Antonio, TX.
Notable Information: Awarded Best Paper for the study of Conflict in Context by the Conflict Management Division.
26. Tinsley, C. H., Turan, N., Weingart, L. R., Aslani, S., & Heino, R. (August, 2011). Western and Middle Eastern models of inter-cultural dispute resolution. Paper presented as part of a symposium entitled, "Cross-cultural differences in negotiation" at the 71st Annual meeting of the Academy of Management, San Antonio, TX.
27. Goh, K., Krackhardt, D., Koh, T. K., & Weingart, L. R. (August, 2011). Three amigos versus dynamic duos: The effect of Simmelian-tied friends on retaliation. Paper presented at the 71st Annual meeting of the Academy of Management, San Antonio, TX.
28. Turan, N., & Weingart, L. (July, 2011). Workplace beyond the West: Teamwork and conflict in Turkish organizations. Paper presented at the 6th Annual meeting of the Interdisciplinary Network for Group Research, Minneapolis, MN.
29. Cronin, M., Weingart, L. R., & Todorova, G. (July, 2011). From group statics to group dynamics: Understanding Emergence. Paper presented at the 6th Annual meeting of the Interdisciplinary Network for Group Research, Minneapolis, MN.
30. Aslani, S., Brett, J. M., Ramirez, J., Tinsley, C., & Weingart, L. (July, 2011). Implications of honor and dignity culture for negotiations: A comparative study of Middle Easterners and Americans. Paper presented at the 24th Annual meeting of the International Association for Conflict Management, Istanbul, Turkey.
31. Bear, J., Weingart, L. R., & Todorova, G. (July, 2011). Conflict avoidance in context: an investigation of gender, conflict avoidance, emotional labor and emotional exhaustion. Paper presented at the 24th Annual meeting of the International Association for Conflict Management, Istanbul, Turkey.
32. Weingart, L. R. (May, 2011). "Dynamics in Groups." Presented at the Research on Managing Groups and Teams Conference, Northwestern University.
33. Patterson, P. D., Weaver, M. D., Weaver, S., Rosen, M., Todorova, G., Weingart, L., Krackhardt, D., Lave, J., Arnold, R., Yealy, D., and Salas, E. (January, 2011). EMT perceptions of teamwork and conflict with familiar and unfamiliar partners. Poster presented at the National Association of EMS Physicians 2011 Annual Meeting. *Abstract to be published in Prehospital Emergency Care. 2011; 15(1), 123. PMID: 21091331*

34. Weingart, L. R., Todorova, G., & Bear, J. (December, 2010). The emotionality of conflict. Presented at the third annual mini conference on Asymmetry, Cognitions, and Emotions, New Orleans, LA.
35. Goh, K., Goodman, P. S., Weingart, L. R., & Todorova, G. (August, 2010). Interactive media development teams: The role of iterations in ambiguity reduction. Paper presented at the 70th Annual meeting of the Academy of Management, Montreal, Quebec.
36. Bendersky, C., Behfar, K., Weingart, L. R., Jehn, K. A., Todorova, G., & Bear, J. (August, 2010). Revisiting the dimensions of intra-group conflict. Paper presented at the 70th Annual meeting of the Academy of Management, Montreal, Quebec.
37. Weingart, L. R., Todorova, G., & Cronin, M. (July, 2010). Blending versus blanding: Balancing convergence and divergence in functionally diverse innovation teams. Paper presented at the 5th annual meeting of the Interdisciplinary Network for Group Research, Arlington, VA.
38. Goh, K., Krackhardt, D., Weingart, L. R., & Koh, T. K. (July, 2010). Three amigos versus dynamic duos: Comparing social control in dyads and groups. Paper presented at the 5th annual meeting of the Interdisciplinary Network for Group Research, Arlington, VA.
39. Bendersky, C., Behfar, K., Weingart, L. R., Jehn, K. A., Todorova, G., & Bear, J. (June, 2010). Revisiting the dimensions of intra-group conflict: Theoretical and Psychometric Construct Refinement. Paper presented at the 23rd Annual meeting of the International Association for Conflict Management, Boston, MA.
40. Turan, N., Dudik, M., Gordon, G., & Weingart, L. R. (May, 2010). "Modeling group negotiation: Three computational approaches that can inform behavioral sciences." Presented at the Research on Managing Groups and Teams Conference, Stanford University.
41. Weingart, L.R., Todorova, G., & Cronin, M. A. (December, 2009). Blending versus Blanding: Balancing Convergence and Divergence in Functionally Diverse Innovation Teams. Presented at the second annual mini conference on Asymmetry, Cognitions, and Emotions, London, UK.
42. Todorova, G., & Weingart, L. R. (August, 2009). A study of the dynamics of cross-functional cognitive integration in new product development teams. Paper presented at the 69th Annual meeting of the Academy of Management, Chicago, IL.
43. Turan, N., Dai, T., Sycara, K., & Weingart, L. (July, 2009). Toward a unified negotiation framework: Leveraging Strengths in Behavioral and Computational Communities. Paper presented at the "Modeling intercultural collaboration and negotiation" Workshop at 21st Annual meeting of the International Joint Conference on Artificial Intelligence, Pasadena, CA.
44. Goh, K., Goodman, P. S., Weingart, L. R., & Todorova, G. (July, 2009). Videogame Development Teams: A Model for Effective Coordination and Collaboration on Uncertain

and Complex Tasks. Paper presented at the 4th Annual meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.

45. Weingart, L. R., Bear, J., & Todorova, G. (June, 2009). Excited to disagree? A study of conflict and emotions. Paper presented at the 22nd Annual Meeting of the International Association for Conflict Management, Kyoto, Japan.
46. Weingart, L. R., Todorova, G., & Cronin, M. A. (August, 2008). Representational gaps, team integration, and team creativity: The mediating roles of conflict and coordination. Paper presented at the 68th Annual meeting of the Academy of Management, Anaheim, CA.
47. Kwon, S., & Weingart, L.R. (July, 2008). Social motive expectations and the concession timing effect. Paper presented at the 21st Annual Meeting of the International Association for Conflict Management, Chicago, Illinois.
48. Weingart, L. R., Todorova, G., & Brake, M. (July, 2008). The impact of diversity and job design on group processes and performance in academic research labs. Paper presented at the 3rd Annual meeting of the Interdisciplinary Network for Group Research, Kansas City, MO.
49. Cronin, M., Bezrukova, K., Weingart, L., & Tinsley, C. (July, 2007). The assets and liabilities of active faultlines: The role of cognitive and affective processes in team performance. Presented at the 2nd Annual Meeting of the Interdisciplinary Network for Group Research, Lansing, MI.
50. Weingart, L. R. (August, 2006). Methods for Studying Group Behavior over Time: Sequence and Phase Models. Presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.
51. Kern, M. C., Weingart, L. R., & Brett, J. M. (June, 2006). Reciprocity in dyadic and multi-party negotiations. Paper presented at the 19th Annual Meeting of the International Association for Conflict Management, Montreal, Quebec, Canada.
52. Weingart, L. R., & Prietula, M. J. (August, 2005). An exploration-exploitation model of negotiation. Paper presented at the 65rd Annual Meeting of the Academy of Management, Honolulu, Hawaii.
53. Cronin, M. A., & Weingart, L. R. (June, 2005). The differential roles of respect and trust in negotiation. Paper presented at the 18th Annual meeting of the International Association for Conflict Management, Seville, Spain.
54. Weingart, L. R., Olekalns, M., & Smith, P. L. (June, 2005). Quantitative coding of negotiation behavior. Paper presented at the 18th Annual meeting of the International Association for Conflict Management, Seville, Spain.
55. Adair, W., Weingart, L. R., & Brett, J. M. (June, 2004). Offers as information search in U.S. and Japanese Negotiation. Paper presented at the 17th Annual meeting of the International

Association for Conflict Management, Pittsburgh, PA.

56. Cronin, M. A., Bezrukova, K., Weingart, L. R., & Tinsley, C. (June, 2004). Agree or not agree? The role of cognitive and affective processes in group disagreements. Paper presented at the 17th Annual meeting of the International Association for Conflict Management, Pittsburgh, PA.
57. Weingart, L. R., Cronin, M., Cagan, J., & Vogel, C. (August, 2003). Affective integration and team innovation. Paper presented at the 63rd Annual Meeting of the Academy of Management, Seattle, Washington.
58. Dahlin, K., Weingart, L. R., & Hinds, P. J. (August, 2003). The effect of team diversity on information use. Paper presented at the 63rd Annual Meeting of the Academy of Management, Seattle, Washington.
59. Olekalns, M., & Weingart, L. R. (June, 2003). Think globally, act locally: Towards an adaptive model of dyadic negotiations in organizations. Paper presented at the 16th Annual meeting of the International Association for Conflict Management, Melbourne, Australia.
60. Weingart, L. R., Brett, J. M., & Olekalns, M. (August, 2002). Conflicting social motives in negotiating groups. Paper presented at the 62nd Annual meeting of the Academy of Management, Denver, Colorado.
61. De Dreu, C. K. W., & Weingart, L. R. (August, 2002). Task versus relationship conflict: A meta-analysis. Paper presented at the 62nd Annual meeting of the Academy of Management, Denver, Colorado.
62. Cronin, M., A., Weingart, L.R., Cagan, J., & Vogel, C. (June, 2002). How conflict results from perceptual gaps in the shared understanding of a problem. Paper presented at the 15th Annual meeting of the International Association for Conflict Management, Park City, Utah.
63. Olekalns, M., Weingart, L.R., & Brett, J.M. (June, 2002). In-phase, out-of-phase: Temporal patterns in negotiators' interactions. Paper presented at the 15th Annual meeting of the International Association for Conflict Management, Park City, Utah.
64. Kern, M. C., Brett, J. M., & Weingart, L. R. (June, 2002). Neither strategic nor selfish: Individualistic negotiators and their behavior over time. Paper presented at the 15th Annual meeting of the International Association for Conflict Management, Park City, Utah.
65. Brett, J. M., Weingart, L. R., & Olekalns, M. (May, 2002). "Just Enough Rope to Hang Ourselves: Modeling the Evolution of Negotiating Groups over Time." Presented at the Research on Managing Groups and Teams Conference, Stanford University.
66. Weingart, L. R. & Olekalns, M. (October, 2001). "Communication Processes in Negotiation: Frequencies, Sequences, and Phases." Presented at the Negotiation and Culture Conference, Kellogg Graduate School of Management, Northwestern University.

67. Weingart, L.R., Brett, J.M., & Olekalns, M. (June, 2001). Managing differences in orientation and strategy in group negotiation. Paper presented at the 14th Annual meeting of the International Association for Conflict Management, Cergy, France.
68. Kern, M.C., Brett, J.M., & Weingart, L.R. (June, 2001). Social value orientation and behavioral strategies: The impact on individual outcomes. Paper presented at the 14th Annual meeting of the International Association for Conflict Management, Cergy, France.
69. Kwon, S., & Weingart, L.R. (August, 2000). When you get a unilateral concession from the other party: Concession behavior, Attribution, and Negotiation Judgments. Paper presented at the 60th Annual meeting of the Academy of Management, Toronto, Canada.
70. Ho, V., Weingart, L. R., & Rousseau, D. M. (August, 2000). Responses to Psychological Contract Breach: Does Personality Matter? Paper presented at the 60th Annual meeting of the Academy of Management, Toronto, Canada.
71. Weingart, L. R., Houser, C. J. S., Cagan, J., & Vogel, C. (June, 2000). Functional Diversity and Conflict in Cross-Functional Product Development Teams: Considering Perceptual Gaps and Task Characteristics. Paper presented at the 13th Annual meeting of the International Association for Conflict Management, St. Louis, MO.
72. Weingart, L. R. (June, 1999). Directly Examining Negotiation Processes: Why Bother. Paper presented at the 12th Annual meeting of the International Association for Conflict Management, San Sebastian-Donostia, Spain.
73. Kwon, S., & Weingart, L. R. (June, 1999). The Relationship between Concession Behavior, Perceived Fairness, and Response to a Successful Negotiated Outcome. Paper presented at the 12th Annual meeting of the International Association for Conflict Management, San Sebastian-Donostia, Spain.
74. Lovelace, K., Shapiro, D. L., & Weingart, L. R. (June, 1999). Maximizing Crossfunctional New Product Teams' Innovativeness and Constraint-Adherence: A Conflict Communications Perspective. Paper presented at the 12th Annual meeting of the International Association for Conflict Management, San Sebastian-Donostia, Spain.
75. De Dreu, C. K. W., & Weingart, L. R. (August, 1998). Social Motives in Integrative Negotiation: A Meta-Analytic Review and Test of Two Theories. Paper presented at the 58th Annual meeting of the Academy of Management, San Diego, CA.
76. Weingart, L. R. & Prietula, M. J. (June, 1998). Tracing the Progression of Offers: Meeting Achievement and Agreement Goals in Negotiation. Paper presented at the 11th Annual meeting of the International Association for Conflict Management, Washington D.C.
77. Weingart, L. R., & Brett, J. M. (April, 1998). Motivational Orientations in Negotiating Groups: Convergence and Reaching Agreement. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

78. Gibbons, D. E. & Weingart, L. R. (August, 1997). Shaping Self-efficacy through Social Comparisons, Assigned Goals, and Performance Feedback.. Paper presented at the 57th annual meeting of the Academy of Management, Boston, MA.
79. Gillespie, J. J., & Weingart, L. R. (August, 1997). Conflicts and Interactions in Motivational and Social Value Orientations: Implications for Individual Negotiating Performance. Paper presented at the 57th annual meeting of the Academy of Management, Boston, MA.
80. Weingart, L. R. (November, 1996). "How Did they Do That? The Ways and Means of Studying Group Process." Presented at the 2nd Annual Organizational Behavior Conference: Recent Developments in Organizational Behavior, The Wharton School, University of Pennsylvania, Philadelphia, PA.
81. Weingart, L. R., & Brett, J. M. (August, 1996). Mixed Motivational Orientations in Groups: Convergence and Quality of Agreements. Paper presented at the 56th annual meeting of the Academy of Management, Cincinnati, OH.
82. Dahlin, K., & Weingart, L. R. (August, 1996). Absorptive Capacity -- A Link between Group Diversity and Group Performance. Paper presented at the 56th annual meeting of the Academy of Management, Cincinnati, OH.
83. Gibbons, D. E., & Weingart, L. R. (August, 1996). Can I do It? Will I Try? Assigned Goals, Performance Norms, and Trait Efficacy as Motivators of Individual Performance. Paper presented at the 56th annual meeting of the Academy of Management, Cincinnati, OH.
84. De Dreu, C. K. W., & Weingart, L. R. (June, 1996). Social Motivation in Integrative Negotiation: A Meta-analysis. Paper presented at the 10th annual meeting of the International Association for Conflict Management, Ithaca, NY.
85. Gibbons, D. E., & Weingart, L. R. (March, 1996). Information in Education: Transmitting New Knowledge and Methods through Social Networks. Paper presented at the 37th Annual Western Academy of Management Conference, Banff, Alberta, Canada.
86. Weingart, L. R., Prietula, M. J., & Hyder, E. (August, 1995). Tactical Knowledge and the Process of Negotiation. Paper presented at the 55th annual meeting of the Academy of Management, Vancouver, British Columbia, Canada.
87. Weingart, L. R., Brett, J. M., & Simons, T. (June, 1995). Strategies in Conflict: Managing Tactical Differences in Group Decision Making. Paper presented at the eighth annual meeting of the International Association for Conflict Management, Copenhagen, Denmark.
88. Weingart, L. R. (June, 1993). Motivational Orientation as a Residual Effect in Negotiation Research. Presented at the sixth annual conference of the International Association of Conflict Management, Hengelhof-Houthallen, Belgium.

89. Weingart, L. R., Hyder, E. H., & Prietula, M. J. (June, 1993). "Knowledge Matters: The Application of Tactics in Naive Negotiation." Presented at the sixteenth international conference on Groups, Networks, and Organizations, Nags Head Conference Center, Highland Beach, Florida.
90. Weingart, L. R., & Weldon, E. (May, 1993). Gradually Increasing Goals for Quality and Group Performance: Attention as a Mediating Process. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
91. Hyder, E., Weingart, L. R., & Prietula, M. (June, 1992). The Impact of Tactical Descriptions and Task Content on Negotiation Behavior and Outcome. Paper presented at the Fifth Conference of the International Association for Conflict Management, Minneapolis, Minnesota.
92. Hyder, E., Weingart, L. R., & Prietula, M. (August, 1991). The Impact of Tactical Knowledge and Motivational Orientation on Negotiation Behavior and Outcome. Paper presented at the 51st annual meeting of the Academy of Management, Miami, Florida.
93. Prietula, M., & Weingart, L. R. (August, 1991). Cognition in Naive Negotiation: A Knowledge-based Approach. Paper presented at the 51st annual meeting of the Academy of Management, Miami, Florida.
94. Weingart, L. R., & Weldon, E. (August, 1991). The Impact of a Gradually Increasing Goal for Quality on the Quantity and Quality of Group Performance. Paper presented at the 51st annual meeting of the Academy of Management, Miami, Florida.
95. Weingart, L. R., & Prietula, M. (June, 1991). The Impact of Motivational Orientation and Agreement Goal Salience on Negotiator Behavior and Performance. Paper presented at the fourth annual conference of the International Association of Conflict Management, Amsterdam, The Netherlands.
96. Weingart, L. R. (August, 1990). Group Goals, Effort, Planning, and Group Performance. Paper presented at the 50th annual meeting of the Academy of Management, San Francisco, California.
97. Weingart, L. R., & Weldon, E. (August, 1989). Processes that Mediate the Relationship between a Group Goal and Group Member Performance. Paper presented at the 49th annual meeting of the Academy of Management, Washington, D.C.
98. Weingart, L. R. (August, 1988). The Effect of Task Component Complexity and Group Goal Difficulty on Group Performance. Paper presented at the 48th annual meeting of the Academy of Management, Anaheim, California.
99. Weldon, E., & Weingart, L. R. (August, 1988). A Theory of Group Goals and Group Performance. Paper presented at the 48th annual meeting of the Academy of Management, Anaheim, California.

100. Weldon, E., & Weingart, L. R. (March, 1988). The Impact of Group Goals on the Performance of Individual Group Members. Paper presented at the annual meeting of the Western Academy of Management, Big Sky, Montana.
101. Weingart, L. R., Thompson, L. L., Bazerman, M. H., & Carroll, J. S. (August, 1987). Tactics in Integrative Negotiations. Paper presented at the 47th annual meeting of the Academy of Management, New Orleans, Louisiana.

Conference Poster Sessions

1. Weirup, A., Babcock, L. C., & Weingart, L. R. (2014, February). Forecasting the emotional consequences of favor performance. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
2. Weirup, A., Weingart, L. R., & Babcock, L. C. (2013, January). Favors feel different for females: Gender differences in the cognitive and affective processes of favor deliberation. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Conference Panel Discussions and Professional Development Workshops

1. Panelist in workshop, "Finding Value in Academic Life," at the annual meeting of the Interdisciplinary Network for Group Research (July, 2018).
2. Discussant in symposium, "New Directions in Research on Conflict Dynamics" jointly sponsored by the Conflict Management Division and the Organizational Behavior Division, Academy of Management meetings (August, 2018).
3. Faculty participant in Doctoral Student Consortium, Conflict Management Division, Annual meeting of the Academy of Management (August, 2015).
4. Panelist in junior faculty research incubator, "Research in the fast lane: Strategies for enhancing research productivity" sponsored by the Conflict Management Division, Academy of Management meetings (August 2013).
5. Discussant in symposium, "Intragroup conflict: Unique perspectives and new questions" jointly sponsored by the Conflict Management, Organizational Behavior, and Managerial and Organizational Communication divisions of the Academy of Management (August, 2013).
6. Facilitator in Professional Development Workshop, "How to Negotiate your First Job Offer" jointly sponsored by the Conflict Management and four other divisions of the Academy of Management (August, 2012).
7. Presenter, "How to Find and Build a Microcommunity" jointly sponsored by the Organizational Behavior, Organizational Development and Change, and Conflict

Management Divisions, Academy of Management meetings (August, 2012).

8. Invited presenter, "Conflict in Teams" at a conference held by the National Cancer Institute, *The Role of Health Care Teams in Cancer Care* (May, 2012)
9. Invited participant in doctoral student session, "Meet the scholars! A graduate student forum" with J. R. Hackman, M. S. Poole, M., and E. Salas. At the 6th annual meeting of the Interdisciplinary Network for Group Research, Minneapolis, MN (July, 2011).
10. Invited participant in Comprehensive Review Working Group meeting on potential implications of the repeal of U. S. policy commonly known as "Don't Ask, Don't Tell" regarding homosexuality in the military its influence on unit cohesion and morale. Pentagon (August, 2010).
11. Discussant in symposium, "Recent Innovations in Conceptualizing and Measuring Intra-group Conflict," jointly sponsored by the Conflict Management and Organizational Behavior Divisions, annual meeting of the Academy of Management (August, 2010).
12. Faculty participant in Doctoral Student Consortium, "Developing the Pipeline: Research Strategies to Accelerate Tenure and Foster a Successful Career," Conflict Management Division, Annual meeting of the Academy of Management (August, 2010).
13. Co-organized and presented in panel, "Combining computational and social science approaches to negotiation: Opportunities and Challenges," annual meeting of the International Association for Conflict Management (June, 2010).
14. Author/Panel Member: Special session on SIOP Organizational Frontiers 2007 Volume: Conflict in Organizations. At the 22nd Annual Meeting of the Society for Industrial/Organizational Psychology. (April, 2007).
15. Faculty participant in Conflict Management Division pre-conference workshop, "Starting out on the right foot: Negotiating your first academic job," annual meeting of the Academy of Management (August, 2006).
16. Participated in symposium, "An interdisciplinary conversation on methods, measurement, and challenges of group process assessment." First annual meeting of the Interdisciplinary Network for Group Research, Pittsburgh, PA (July, 2006).
17. Participated in symposium, "Visual representation in the research process," Research Methods Division, annual meeting of the Academy of Management (August, 2005).
18. Faculty participant in Conflict Management Division pre-conference workshop, "Starting out on the right foot: Negotiating your first academic job," annual meeting of the Academy of Management (August, 2005).

19. Faculty participant in Conflict Management Division Junior Faculty Research Incubator, annual meeting of the Academy of Management (August, 2003).
20. Faculty participant in Conflict Management Division Doctoral Consortium, annual meeting of the Academy of Management (August, 2000).
21. Discussant in symposium "A Time for Teams," Organization Behavior Division, annual meeting of the Academy of Management (August, 2000).
22. Panelist in Conflict Management Division pre-conference session on Studying Interaction Processes in Conflict, annual meeting of the Academy of Management (August, 2000).
23. Discussant in "Group Processes" paper session, Organization Behavior Division, annual meeting of the Academy of Management, San Diego, CA. (August, 1998).
24. Organized and chaired symposium, "Advances in Research on Motives in Negotiation: Expanding Horizons," Conflict Management Division, annual meeting of the Academy of Management, Vancouver, BC. (August, 1996).
25. Discussant in "Negotiation and Bargaining: Aspiration and Framing in Dispute Resolution" session at the Fifth Conference for the International Association for Conflict Management, Minneapolis. (June, 1992).
26. Organized and chaired symposium, "Approaches to the Study of Negotiation: A Cognitive Sampler" sponsored jointly by the Power, Negotiation, and Conflict interest group and the Managerial Cognition interest group at the annual meeting of the Academy of Management, Miami (August, 1991).
27. Discussant in invited symposium, M. Ambrose (Chair), "Organizational Fairness: The Role of Justice in Organizations" at the annual meeting of the Midwestern Psychological Association, Chicago (April, 1991).
28. Presented *A Multi-party, Multi-issue Case* at session titled "Scorable Games" in workshop titled "Innovative Methods for Teaching Negotiation and Conflict Management in Organizations" at the annual meeting of the Academy of Management, San Francisco (August, 1990).

Seminars at other academic institutions

Cornell University
 Duke University
 George Mason University
 Georgia Institute of Technology
 Korea University
 Harvard University
 INSEAD - Fontainebleau
 London Business School

MIT
New York University
Northwestern University
Pennsylvania State University
Stanford University
University of Amsterdam
University of California – Berkeley
University of California – Los Angeles
University of Illinois - Urbana
University of Maryland
University of Melbourne, Australia
University of Neuchatel, Switzerland
University of North Carolina – Chapel Hill
University of Pennsylvania
University of Pittsburgh
University of Southern California
University of Utah
Vanderbilt University
Washington University, St. Louis

BOARD MEMBERSHIPS

Scientific/Professional Journals

1. Academy of Management Annals
Co-editor: Volumes 9, 10, 11; 2013-2017
2. Small Group Research
Co-editor, Special issue, June, 2008: Research Presented at the 2007 Interdisciplinary Network for Group Research (INGRoup) Conference (Vol. 39, No. 3).

Co-editor, Special issue, June, 2007: Research Presented at the 2006 Inaugural Conference of the Interdisciplinary Network for Group Research (Vol. 38, No. 3).
3. Negotiation and Conflict Management Research
Editorial Board Member (2006 – present)
4. Organizational Behavior and Human Decision Processes
Editorial Board Member (2003 – 2010)
5. MRN NEG: Negotiation Processes and Communication, Social Science Research Network
Editor (2002 – present)
6. Academy of Management Review
Editorial Board Member (2002 – 2008)

7. Journal of Personality and Social Psychology
Editorial Board Member (2005 – 2008)
8. The International Journal of Conflict Management
Associate Editor (1999 – 2000)
Assistant Editor (1997 – 1998)
Editorial Board Member (1990-1996, 2000 - 2004)
9. Group Dynamics: Theory, Research, and Practice
Editorial Board Member (1996 – 1998)
10. Ad Hoc Reviewer
Academy of Management Journal
Applied Psychology: International
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Experimental Social Psychology
Personality and Social Psychology Bulletin
Organization Science

Editorial Boards for Professional Meetings

1. Interdisciplinary Network for Group Research
2. Academy of Management meetings, Conflict Management Division,
3. International Association for Conflict Management meetings
4. Academy of Management meetings, Organizational Behavior Division

Community Service Board Membership

1. Member, Board of Directors, I Have A Dream Foundation, Pittsburgh, PA (1994-2002).

Membership in Professional Societies, Honorary Fraternities

1. Academy of Management
2. Society for Industrial and Organizational Psychology (SIOP - Division 14 of the American Psychological Association)
3. Association for Psychological Science
4. Society of Organizational Behavior (elected)
5. Society of Experimental and Social Psychology (elected)
6. International Association for Conflict Management
7. Interdisciplinary Network for Group Research
8. Phi Beta Kappa (elected)

SERVICE

Professional Societies

Interdisciplinary Network for Group Research

1. Founding President/Chairman of the Board (2007-2012)
2. Program Chair (2007, 2008)
3. Local Arrangements Chair, Inaugural Conference (2006)
4. Member, Program Committee (2006)
5. Co-founder, member of organizing committee (2005)

Academy of Management

1. Division Chair, Conflict Management Division (2001)
2. Division Chair elect, Conflict Management Division (2000)
3. Program-chair, Conflict Management Division (1999)
4. Program-chair elect, Conflict Management Division (1998). (Note: This elected position progresses through several roles including 1999 CM division program chair; 2000 division chair-elect; 2001 division chair; 2002 outgoing division chair)
5. Member-at-large, Conflict Management Division (1996-1997)
6. Member, Awards Committee: Organizational Behavior Division (1994)

International Association for Conflict Management

1. President (2003-2004)
2. President-elect (2002-2003)
3. Chair, Award Committee for Best Journal Article in Conflict Resolution (1996 and 1997)
4. Member, Board of Directors (1995-1997)
5. Co-Program Chair (1995)
6. Track Chair: Decision Making Track (1993)

Tepper School

1. Member, Tepper School Building Committee (2013 - 2017)
2. Member, Online Hybrid MBA Advisory Committee (2013 – 2014)
3. Director, Accelerate Leadership Center (2012 – 2014)
4. Director, Tepper BaseCamp MBA Orientation programs (2010 – 2014)
5. Co-chair, MBA curriculum review committee (2010 – 2011)
6. Member, CBI scholarship selection committee (2009)
7. Member, Master's Educational Action Committee (MEAC) (2009 – present)
8. Co-coordinator, OBT Seminar Series (2008 – 2009)
9. Faculty Advisor, Organizational Leadership Club (2008 - present)
10. Chair, Student/Faculty Activities Committee (2008-2009)
11. Member, PhD Committee (2008-2009)
12. Elliott Dunlap Smith Award Selection Committee (2001; Chair, 2002, 2003, 2007, 2008, 2009)
13. Member, OBT Recruiting Committee (2007-2008)

14. Member, Tepper Center for Business Strategy Advisory Committee (2007 - 2008)
15. Member, Tepper Committee on Women and Diversity (since 2006)
16. Member, EMBA in International Wealth Management Curriculum Committee (since 2006)
17. Member, Faculty Computing Committee (1996-1997; 2006 - 2011)
18. Member, Behavioral Lab Advisory Committee (1994-1999; 2007 - 2010)
19. Member, Tepper Executive Education Advisory Committee (2005 - 2016)
20. Director, Center for Interdisciplinary Research on Teams (2004 - 2010)
21. Tepper Marketing Advisory Committee (since 2002)
22. Coordinator, OBT Faculty Visitor Recruiting (2002)
23. Member, Dean Search Committee (2001)
24. Chair, Behavioral Lab Advisory Committee (1990-1994; 2000)
25. Coordinator, OBT Faculty Recruiting (with Linda Argote, Paul Goodman) (1998-1999; 1999-2000)
26. Member, Posner Hall Addition Committee (1998-1999)
27. Member, Admissions Advisory Committee (1996)
28. Member, Management Game Team Board of Directors (1990-1993, 1995, 1996)
29. Coordinator, OBT Seminar Series (Fall, 1996 - Spring, 1997; Fall, 1994 - Spring, 1995)
30. Master's Faculty Advisor (Fall, 1995)
31. Member, Dean Search Committee (1995-1996)
32. Member, GSIA Commission on Women (1995)
33. Member, COC Director Search Committee (1993)
34. Member, Dean's Junior Faculty Advisory Committee (1992-1994)
35. Member, Industrial Management Committee (1990-1994)

Other CMU

1. Vice President – Operations Search Committee (2016)
2. Tepper Quad Architect Selection Committee (2013-2014)
3. Research Misconduct Investigation Committee (Spring, 2007)
4. Research Misconduct Inquiry Committee (Winter, 2006)
5. Special Faculty Committee (since Spring, 2004)
6. Faculty Review Council (Fall, 2001- 2004)
7. Innovation Working Group (2001-2002)
8. University Task Force drafting Family Leave Policy (2001)
9. University Committee on Faculty Appointments Without Indefinite Tenure (University Non-Tenure Committee) (Fall, 1999 – Spring, 2001)
10. Faculty Affairs Council (January, 1999 – August, 2000)
11. Committee chairperson, Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences (Spring, 1999)
12. University Education Council/Education Task Force (Fall, 1996 – Fall, 1998)
13. Commission on Women Subcommittee - Supervisory Skills Training (1992-1993)
14. Ryan Award Selection Committee (1992-1993)

CONSULTING ACTIVITIES

- 2007-2008 UPMC Health System, Pittsburgh, PA
(Mentored summer internship teams)
- 2006-2007 Intel Research Lab – Pittsburgh, PA
(Mentored summer internship teams)
- 2003-2004 United Methodist Services for the Aging, Pittsburgh, PA
(Provided team performance consulting and training)
- 2000-2001 FreeMarkets, Pittsburgh, PA
(Developed and delivered negotiation training program to sales force with Linda Babcock)
- 1998 The Renaissance & Baroque Society of Pittsburgh, Pittsburgh, PA
Pittsburgh Chamber Music Society, Pittsburgh, PA
(Facilitated initial contact between the two groups in their attempt to plan a joint project for the year 2000)
- 1993 Y Music Society, Jewish Community Center, Pittsburgh, PA
(Provided workshop on interactive skills and strategic planning)

INVITED TRAINING SEMINARS

Negotiations

Conflict and Multi-party Negotiation

Negotiating a Job Offer

- Stowers Institute for Medical Research, Kansas City, MO
- American Federation for Medical Research, Career Development Workshop. Chicago, IL.
- National Institute of Health. Sponsored by NIH Fellows Committee, Office of Research on Women's Health, Office of Education, and Scientific Directors.
- University of North Carolina – Chapel Hill. Sponsored by UNC Postdoctoral Association and the UNC Office of Postdoctoral Services..
- National Medical Association. National Conference, Residents Section.
- Department of Electrical and Computer Engineering, CMU. Sponsored by Junior seminar series.
- National Institute of Health. Sponsored by National Institute of Children's Health and Human Development, The Women Scientist Advisory Committee, and The NIH Fellows Committee.
- American Women in Science, Bethesda, Maryland chapter.
- NSF supported workshop on "Teaching Survival Skills and Ethics to Emerging Scientists." Department of Neuroscience, University of Pittsburgh, for faculty from the biomedical sciences at universities throughout the U.S.

TEACHING AND EDUCATION

Courses Taught

MBA

- Team Conflict and Multiparty Negotiation
- Designing and Leading a Business
- Interpersonal Negotiation
- Advanced Negotiation in Complex Environments
- Groups and Teams in Organizations
- Integrated Product Development
- Human Behavior in Organizations

Undergraduate

- Organizational Behavior I
- Negotiation and Conflict Resolution

PhD

- Micro Organizational Behavior
- Groups and Teams in Organizations
- Negotiation and Conflict

Executive

- Collaboration in Groups
- Team Innovation
- Negotiation as Problem Solving
- Team Conflict

New Educational Programs

Designed co-curricular leadership development activities (2012)

Co-led redesign of MBA curriculum (2010-2012)

Led the design of the new *MBA Orientation Program* – BaseCamp (2010-2011)

Designed the *Managing Innovation and Product Development* (MIPD) MBA track (2003) with Peter Boatwright.

Coordinated all *Organizational Behavior I* sections in the IM program (1990-1991). This included standardizing the texts, topics, requirements, and activities.

Doctoral Student Supervision

Yeonjeong Kim (Member, Thesis Committee, 2017)
Amanda Weirup (Co-Chair, Thesis Committee, 2017)
Nazli Turan (Member, Thesis Committee, 2014)
Kenneth Goh (Chair, Thesis Committee, 2012)
Brandi Pearce (Chair, Thesis Committee, 2011)
Gergana Todorova (Chair, Thesis Committee, 2011)
Kimberly Ling (Member, Thesis Committee, 2009)
Julia Bear (Member, Thesis Committee, 2008-9)
Klarissa Chang (Member, Thesis Committee, 2007)
Matthew Cronin (Chair, Thesis Committee)
Violet Ho (Member, Thesis Committee)
Laurie Levesque (Co-chair, Thesis Committee)
Seungwoo Kwon (Chair, Thesis Committee)
Elaine Hyder (Chair, Thesis Committee)
Ranga Ramanujam (Member, Thesis Committee)
Deborah Ballou (Member, Thesis Committee)
Diane Liang (Member, Thesis Committee)

Master's Student Project Supervision

Project: *UPMC Fellowship in Business Innovation: Vivid – Healthy Living Made Simple*.
Co-supervised project sponsored by **UPMC** (David Westfall, Vice President of Emerging Technologies, Information Services Division).

Project: *Service Design for the Cadillac Brand*.
Co-supervised project sponsored by **General Motors – Cadillac Division** (Thomas Seder, GM Research and Planning) [with Shelley Evenson (Design)].

Project: *Healthcare and Robotics*.
Co-supervised summer internship project sponsored by **Intel Research Lab** (David Westfall, Operations Manager) and **UPMC** (Jay Srini, VP, Emerging Technologies) [with Art Boni (Tepper), Shelley Evenson (Design)].

Project: *Image matching and search via Diamond in dermatopathology*.
Co-designed and co-supervised summer internship project sponsored by **Intel Research Lab** [with Art Boni (Tepper), Shelley Evenson (Design), David Westfall (Intel Research Lab, Tepper Flextime student), Casey Helfrich (Intel Research Lab)].