
Taya R. Cohen

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[Collaboration and Conflict Research Lab](#)

EDUCATION

University of North Carolina, Chapel Hill
PhD, Psychology (5/2008); MA, Psychology (12/2005)
Major: Social Psychology, *Minor:* Quantitative Psychology, *Advisor:* Dr. Chester A. Insko

Pennsylvania State University, University Park
BA, Psychology (12/2002)
Major: Psychology, *Minor:* French, *Advisor:* Dr. Theresa K. Vescio
Honors: Phi Beta Kappa, Psi Chi Honor Society in Psychology, National Society for Collegiate Scholars

ACADEMIC POSITIONS

July 2024-	Professor of Organizational Behavior and Business Ethics with Indefinite Tenure, Tepper School of Business, Carnegie Mellon University
2021-2024	Associate Professor of Organizational Behavior and Business Ethics with Indefinite Tenure, Tepper School of Business, Carnegie Mellon University
2020-2021	Associate Professor of Organizational Behavior and Theory with Indefinite Tenure, Tepper School of Business, Carnegie Mellon University
2016-	Courtesy Appointment, Social & Decision Sciences Department, Dietrich College of Humanities and Social Sciences, Carnegie Mellon University
2015-2020	Associate Professor of Organizational Behavior and Theory without Indefinite Tenure, Tepper School of Business, Carnegie Mellon University <i>Carnegie Bosch Junior Faculty Chair (2015-2018)</i>
2010-2015	Assistant Professor of Organizational Behavior and Theory, Tepper School of Business, Carnegie Mellon University <i>Xerox Junior Faculty Chair (2012-2013)</i>
2008-10	Visiting Assistant Professor & Postdoctoral Fellow, Dispute Resolution Research Center at the Kellogg School of Management, Northwestern University

RESEARCH INTERESTS

Organizational Behavior; Business Ethics; Negotiation; Conflict Management; Honesty; Moral Character; Interpersonal Misconduct;

AWARDS

Best 40 Under 40 Professors (2020) from Poets & Quants

<https://poetsandquants.com/2020/04/29/2020-best-40-under-40-professors-taya-cohen-carnegie-mellon-tepper/?pq-category=business-school-news>

Outstanding Publication Award (2016) from the International Association for Conflict Management, honoring a publication that advances conflict management theory and practice, and which has made a significant and lasting contribution to the field. [Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2014). *Moral character in the workplace*. *Journal of Personality and Social Psychology*, 107(5), 943-963.]

Best Paper Award (2009) from the International Society for Self & Identity, honoring the best paper of the year published in the journal *Self and Identity*. [Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2010). *Shame proneness and guilt proneness: Toward the further understanding of reactions to public and private transgressions*. *Self and Identity*, 9, 337-362.]

Finalist for George Leland Bach Excellence in Teaching Award (2014, 2016), selected by the graduating MBA class at the Tepper School of Business.

RESEARCH GRANTS

The Honesty Project

John Templeton Foundation

August 2020 – August 2023 (\$4,402,255)

Role: Co-Investigator

(with Christian Miller, William Fleeson, R. Michael Furr, and Eranda Jayawickreme)

Press release <https://www.cmu.edu/tepper/news/stories/2020/august/honesty-project.html>

Learning to play the game: A longitudinal study of law students' moral character, game-framing, and honest disclosure in negotiations

NTR-Peterson Research Grant, Negotiations & Team Resources Institute

July 2022 (\$10,000)

Role: Co-Investigator

(with Matthew A. Diabes, Erik G. Helzer, Andrea Schneider, Art Hinshaw, & Robert A. Creo)

Randomized trial of a scalable, interactive tool to support surrogate decision-makers of elderly critically ill patients

NIH National Institute on Aging (R01)

September 2020 – May 2025 (\$628,823)

Role: Research Consultant

(with Principal Investigator Dr. Douglas B. White, University of Pittsburgh, Department of Critical Care Medicine)

Mentored patient-oriented research in improving surrogate decision making for patients with advanced respiratory failure

NIH National Heart, Lung, and Blood Institute (K24)

September 2019 – June 2024 (\$116,717)

Role: Research Consultant

(with Principal Investigator Dr. Douglas B. White, University of Pittsburgh, Department of Critical Care Medicine)

Conflict management through conflict expression: The role of psychological adjustment in conflict expression on teams

NTR-Peterson Research Grant, Negotiations & Team Resources Institute

July 2019 (\$9,789)

Role: Co-Investigator

(with Matthew A. Diabes and Laurie R. Weingart, Tepper School of Business, Carnegie Mellon University)

Barriers, facilitators, and care practices related to the conduct of interdisciplinary family meetings in the ICU

Cambia Foundation, Sojourns Scholars Leadership Program

July 2017 – December 2019

Role: Research Consultant

(with Principal Investigator Dr. Jennifer B. Seaman, University of Pittsburgh, Department of Acute and Tertiary Care)

Identifying morally exceptional future business leaders and examining the possibility of moral transmission.

Wake Forest University and the Templeton Religion Trust

July 2016 - December 2018 (\$145,000)

Role: Co-Investigator

(with Dr. Erik Helzer, Carey School of Business, Johns Hopkins University; and Brandy L. Aven, Tepper School of Business, Carnegie Mellon University)

Summer internship program for the Center for Behavioral & Decision Research

Roybal Center for Behavioral Economics & Health, University of Pennsylvania

June 2015-August 2015 (\$10,000)

Role: Principal Investigator

Interviewing for moral character.

Notre Dame Deloitte Center for Ethical Leadership

August 2013 – December 2014 (\$17,000)

Role: Principal Investigator

Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors

Wake Forest University and the John Templeton Foundation

July 2011- June 2013 (\$196,662)

Role: Principal Investigator

(with Dr. Abigail T. Panter, Psychology Department, University of North Carolina, Chapel Hill)

Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors

Berkman Faculty Development Fund at Carnegie Mellon University

April 2011- June 2013 (\$9,000)

Role: Principal Investigator**PUBLICATIONS****Articles in Refereed Journals (i.e., critical peer review before publication)**

1. Morse, L. & Cohen, T. R. (in press). Predicting monitoring failures using the HEXACO framework: The effects of honesty-humility and agreeableness. *Negotiation and Conflict Management Research*.
2. Helzer, E. G., Cohen, T. R., Kim, Y., Iorio, A., & Aven, B. (2023). Moral beacons: Understanding moral character and moral influence. *Journal of Personality*. <https://doi.org/10.1111/jopy.12865>
3. Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. (2023). Honest behavior: Truth-seeking, belief-speaking, and fostering understanding of the truth in others. *The Academy of Management Annals*, 17(2), 655-683. <https://doi.org/10.5465/annals.2021.0209>
Featured in AOM Insights: <https://journals.aom.org/doi/10.5465/annals.2021.0209.summary>
CMU Press release <https://www.cmu.edu/tepper/news/stories/2023/march/honesty-research.html>
4. Kim, Y., Cohen, T. R., & Panter, A. T. (2023). Workplace mistreatment and employee deviance: An investigation of the reciprocal relationship between hostile work environments and harmful work behaviors. *Group & Organization Management*, 48(4), 1173-1202.
<https://doi.org/10.1177/10596011231151747>
[Published in Special Issue on Workplace Mistreatment]
5. Helzer, E. G., Cohen, T. R., & Kim, Y. (2023). The character lens: A person-centered view of moral recognition and ethical decision-making. *Journal of Business Ethics*, 182, 483-500.
<https://doi.org/10.1007/s10551-021-05010-z>
Press release <https://www.cmu.edu/tepper/news/stories/2022/january/moral-character-ethical-decision-making.html>
6. Cohen, T. R., Helzer, E. G., & Creo, R. A. (2022). Honesty among lawyers: Moral character, game framing, and honest disclosures in negotiations. *Negotiation Journal*, 38(2), 199-234.
<https://doi.org/10.1111/nejo.12394>
Press release <https://www.cmu.edu/tepper/news/stories/2022/april/lawyers-moral-character.html>

7. Diabes, M. A., Ervin, J. N., Davis, B. S., Rak, K. J., Cohen, T. R., Weingart, L. R., & Kahn, J. M. (2021). Psychological safety in Intensive Care Unit rounding teams. *Annals of the American Thoracic Society*, 18(6), 1027-1033. <https://doi.org/10.1513/AnnalsATS.202006-753OC>
Press release <https://www.cmu.edu/tepper/news/stories/2021/june/icu-psychological-safety-research.html>
8. Young, I. F., Razavi, P., Cohen, T. R., Yang, Q., Alabèrnia-Segura, M., Sullivan, D. (2021). A multidimensional approach to the relationship between individualism-collectivism and guilt and shame. *Emotion*, 21(1), 108-122. <http://dx.doi.org/10.1037/emo0000689>
9. Halevy, N., Halali, E., & Cohen, T. R. (2020). Brokering orientations and social capital: Influencing others' relationships shapes status and trust. *Journal of Personality and Social Psychology*, 119(2), 293-316. <http://dx.doi.org/10.1037/pspi0000213>
Press release <https://www.gsb.stanford.edu/insights/how-invest-your-social-capital>
10. Halevy, N., & Cohen, T. R. (2019). Intergroup conflict 2020. *Negotiation and Conflict Management Research*, 12(2), 161-173. doi: <http://dx.doi.org/10.1111/ncmr.12148>
[Published in special issue on Big Questions for Culture and Negotiation Research]
11. Morse, L. & Cohen, T. R. (2019). Moral character in negotiation. *Academy of Management Perspectives*, 33, 12-25. <http://doi.org/10.5465/amp.2017.0051>
[Published in Symposium on Ethics in Negotiation: Causes and Consequences]
12. Chin, A., Cohen, T. R., & Lindblad, M. (2019). Consumer bankruptcy stigma: Understanding relationships with familiarity and perceived control. *Journal of Consumer Affairs*, 53, 600-629. <http://dx.doi.org/10.1111/joca.12206>
13. Levine, E. E., & Cohen, T. R. (2018). You can handle the truth: Mispredicting the consequences of honest communication. *Journal of Experimental Psychology: General*, 147, 1400-1429. <http://dx.doi.org/10.1037/xge0000488>.
Press release <https://www.sciencedaily.com/releases/2018/09/180919133003.htm>
14. Levine, E. E., Bitterly, T. B., Cohen, T. R., & Schweitzer, M. E. (2018). Who is trustworthy? Predicting trustworthy intentions and behavior. *Journal of Personality and Social Psychology*, 115, 468-494. <http://dx.doi.org/10.1037/pspi0000136>
Press release <https://scienmag.com/are-you-prone-to-feeling-guilty-then-youre-probably-more-trustworthy-study-shows/>
15. 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>
[Published in special issue on The Science of Teamwork]
Press release <https://www.cmu.edu/news/stories/archives/2018/august/icu-study.html>
16. Leunissen, J. M., Sedikides, C., Wildschut, T., & Cohen, T. R. (2018). Organizational nostalgia lowers turnover intentions by increasing work meaning: The moderating role of burnout. *Journal of Occupational Health Psychology*, 23, 44-57. <http://dx.doi.org/10.1037/ocp0000059>

17. Cohen, T. R., Kim, Y., Jordan, K. P., & Panter, A. T. (2016). Guilt-proneness is a marker of integrity and employment suitability. *Personality and Individual Differences*, 92, 109-112.
<http://dx.doi.org/10.1016/j.paid.2015.12.026>
18. Jordan, J., Flynn, F., & Cohen, T. R. (2015). Forgive them for I have sinned: The relationship between guilt and forgiveness of others' transgressions. *European Journal of Social Psychology*, 45(4), 441-459. <http://dx.doi.org/10.1002/ejsp.2101>
19. Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2014). Moral character in the workplace. *Journal of Personality and Social Psychology*, 107(5), 943-963.
<http://dx.doi.org/10.1037/a0037245>
[Outstanding Article Award from the International Association for Conflict Management]
20. Wiltermuth, S. S., & Cohen, T. R. (2014). "I'd only let you down": Guilt proneness and the avoidance of harmful interdependence. *Journal of Personality and Social Psychology*, 107(5), 925-942. <http://dx.doi.org/10.1037/a0037523>
New York Times <https://www.nytimes.com/2014/12/21/business/the-guilt-prone-can-hold-back-the-team.html?emc=eta1>
21. Halevy, N., Cohen, T. R., Chou, E. Y., Katz, J. J., & Panter, A. T. (2014). Mental models at work: Cognitive causes and consequences of conflict in organizations. *Personality and Social Psychology Bulletin*, 40(1), 92-110. <http://dx.doi.org/10.1177/0146167213506468>
22. Cohen, T. R., Leonardelli, G. J., & Thompson, L. (2014). Avoiding the agreement trap: Teams facilitate impasse in negotiations with negative bargaining zones. *Negotiation and Conflict Management Research*, 7(4), 232-242. <http://dx.doi.org/10.1111/ncmr.12038>
23. Chin, A., & Cohen, T. R. (2014). The national debt in the 2012 presidential election. *Analyses of Social Issues and Public Policy*, 14, 105-122. <http://dx.doi.org/10.1111/asap.12046>
[Published in special issue on the Social Psychology of the 2012 US Presidential Election]
24. Insko, C. A., Wildschut, T., & Cohen, T. R. (2013). Interindividual-intergroup discontinuity in the Prisoner's Dilemma Game: How common fate, proximity, and similarity affect intergroup competition. *Organizational Behavior and Human Decision Processes*, 120, 168-180.
<http://dx.doi.org/10.1016/j.obhdp.2012.07.004>
[Published in special issue on Social Dilemmas]
25. Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2013). Agreement and similarity in self-other perceptions of moral character. *Journal of Research in Personality*, 47, 816-830.
<http://dx.doi.org/10.1016/j.jrp.2013.08.009>
26. Cohen, T. R., Panter, A. T., & Turan, N. (2013). Predicting counterproductive work behavior from guilt proneness. *Journal of Business Ethics*, 114, 45-53. <http://dx.doi.org/10.1007/s10551-012-1326-2>

27. Cohen, T. R., Panter, A. T., & Turan, N. (2012). Guilt proneness and moral character. *Current Directions in Psychological Science*, 21, 355-359. <http://dx.doi.org/10.1177/0963721412454874>
Press release <http://www.sciencedaily.com/releases/2012/10/121010141452.htm>
28. Hershfield, H. E., Cohen, T. R., & Thompson, L. (2012). Short horizons and tempting situations: Lack of continuity to our future selves leads to unethical decision making and behavior. *Organizational Behavior and Human Decision Processes*, 117, 298-310.
<http://dx.doi.org/10.1016/j.obhdp.2011.11.002>
29. Halevy, N., Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012). Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. *Journal of Personality and Social Psychology*, 102(2), 351-366. <http://dx.doi.org/10.1037/a0025515>
Press release <https://www.sciencedaily.com/releases/2011/09/110928105720.htm>
30. Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2011). Introducing the GASP scale: A new measure of guilt and shame proneness. *Journal of Personality and Social Psychology*, 100, 947-966.
<http://dx.doi.org/10.1037/a0022641>
Press release <https://www.cmu.edu/homepage/health/2011/summer/gasp.shtml#>
31. Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2010). Shame proneness and guilt proneness: Toward the further understanding of reactions to public and private transgressions. *Self and Identity*, 9, 337-362. <http://dx.doi.org/10.1080/15298860903106843>
[Best Paper Award from the International Society for Self and Identity]
32. Cohen, T. R., Wildschut, T., & Insko, C. A. (2010). How communication increases interpersonal cooperation in mixed-motive situations. *Journal of Experimental Social Psychology*, 46, 39-50.
<http://dx.doi.org/10.1016/j.jesp.2009.09.009>
33. Cohen, T. R. (2010). Moral emotions & unethical bargaining: The differential effects of empathy and perspective taking in deterring deceitful negotiation. *Journal of Business Ethics*, 94, 569-579.
<http://dx.doi.org/10.1007/s10551-009-0338-z>
34. Halevy, N., Chou, E., Cohen, T. R., & Bornstein, G. (2010). Relative deprivation and intergroup competition. *Group Processes & Intergroup Relations*, 13, 685-700.
<http://dx.doi.org/10.1177/1368430210371639>
[Published in special issue on Negotiation in Intergroup Conflict]
35. Kennedy, L. A., Cohen, T. R., Panter, A. T., DeVellis, B. M., DeVellis, R. F., Yamanis, T. J., & Jordan, J. M. (2010). Buffering against the emotional impact of pain: Mood clarity reduces depressive symptoms in older adults. *Journal of Social & Clinical Psychology*, 29, 975-987.
<http://dx.doi.org/10.1521/jscp.2010.29.9.975>
36. Cohen, T. R., Gunia, B. C., Kim-Jun, S. Y., & Murnighan, J. K. (2009). Do groups lie more than individuals? Honesty & deception as a function of strategic self-interest. *Journal of Experimental Social Psychology*, 45, 1321-1324. <http://dx.doi.org/10.1016/j.jesp.2009.08.007>

37. Wolf, S. T., Cohen, T. R., Kirchner, J. L., Rea, A., Montoya, R. M., & Insko, C. A. (2009). Reducing intergroup conflict through the consideration of future consequences. *European Journal of Social Psychology*, 39, 831-841. <http://dx.doi.org/10.1002/ejsp.592>
38. Cohen, T. R., Lindblad, M. R., Paik, J. G., & Quercia, R. G. (2009). Renting to owning: An exploration of the theory of planned behavior in the homeownership domain. *Basic & Applied Social Psychology*, 31, 376-389. <http://dx.doi.org/10.1080/01973530903316971>
39. Cohen, T. R., Hall, D. L., & Tuttle, J. (2009). Attitudes toward stereotypical versus counterstereotypical gay men and lesbians. *Journal of Sex Research*, 46, 1-8. <http://dx.doi.org/10.1080/00224490802666233>
40. Cohen, T. R., Montoya, R. M., & Insko, C. A. (2006). Group morality and intergroup relations: Cross-cultural and experimental evidence. *Personality and Social Psychology Bulletin*, 32, 1559-1572. <http://dx.doi.org/10.1177/0146167206291673>

Invited Contributions to Edited Books/Volumes

41. Lehmann, M. & Cohen, T. R. (2023, December 8). Turning annual performance reviews into 'humble encounters' yields dividends for employees and managers. *The Conversation*. <https://theconversation.com/turning-annual-performance-reviews-into-humble-encounters-yields-dividends-for-employees-and-managers-216949>
42. Cohen, T. R. Having a conscience in business: Guilt-proneness, job performance, and leadership potential (*forthcoming*). In K. Townsend & M. Lamb (Eds.), *Character and the Professions*. Preprint available at: <https://dx.doi.org/10.31234/osf.io/6uepj>
43. Fulham, N. M., Krueger, K. L., & Cohen, T. R. (2022). Honest feedback: Barriers to receptivity and discerning the truth in feedback. *Current Opinion in Psychology*, 46, 101405. <https://doi.org/10.1016/j.copsyc.2022.101405>.
[Invited article for a special issue on Honesty and Deception.]
44. Levine, E. E., Roberts, A. R., & Cohen, T. R. (2020). Difficult conversations: Navigating the tension between honesty and benevolence. *Current Opinion in Psychology*, 31, 38-43. <https://doi.org/10.1016/j.copsyc.2019.07.034>
[Invited article for a special issue on Privacy & Disclosure, Online & in Social Interactions]
45. Morse, L., & Cohen, T. R. (2020). The importance of the HEXACO model in behavioral business ethics: Comment on Ashton and Lee (2020). *European Journal of Personality*, 34, 535-536. <https://doi.org/10.1002/per.2284>
[Invited article for a special issue about the HEXACO Model of Personality Structure]
46. Seaman, J. B., Cohen, T. R., & White, D. B. (2018). Reducing the stress of clinicians working in the ICU. *JAMA*, 320(19), 1981-1982. <http://dx.doi.org/doi:10.1001/jama.2018.14285>

47. Cohen, T. R. (2017). Moral character and trustworthiness in negotiations (chapter 34). In C. Honeyman and A. K. Schneider (Eds.), *The Negotiator's Desk Reference, Vol 1* (pp. 471-480). DRI Press. <https://www.ndrweb.com/>
48. Cohen, T. R. (2017). The Morality Factor: How To Pick A Great Worker. *Scientific American Mind Magazine*, January issue, vol. 28, issue 1 (pp. 32-38).
<https://www.scientificamerican.com/article/how-to-pick-a-great-worker/>
49. Turan, N., & Cohen, T. R. (2016). Shame and guilt. In H. S. Friedman (Ed.), *Encyclopedia of Mental Health, 2nd edition, Vol 4* (pp. 144-146). Waltham, MA: Academic Press.
<https://doi.org/10.1016/B978-0-12-397045-9.00067-7>
50. Kim, Y., & Cohen, T. R. (2015). Moral character and workplace deviance: Recent research and current trends. *Current Opinion in Psychology*, 6, 134-138.
<http://dx.doi.org/10.1016/j.copsyc.2015.08.002>
[Invited article for a special issue on Morality and Ethics]
51. Morse, L., & Cohen, T. R. (2015). Virtues and vices in workplace settings: The role of moral character in predicting counterproductive and citizenship behaviors. In A. J. G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management, 1st edition*. Springer Reference, pp. 1-11.
http://dx.doi.org/10.1007/978-94-007-6729-4_98-1
52. Cohen, T. R., & Panter, A. T. (2015). Character traits in the workplace: A three-month diary study of moral and immoral organizational behaviors. In C. B. Miller, R. M. Furr, A. Knobel, & W. Fleeson (Eds.), *Character: New directions from philosophy, psychology, and theology* (pp. 150-163). New York, NY, US: Oxford University Press.
<http://dx.doi.org/10.1093/acprof:oso/9780190204600.003.0007>
53. Cohen, T. R., & Morse, L. (2014). Moral character: What it is and what it does. *Research in Organizational Behavior*, 34, 43-61. <http://dx.doi.org/10.1016/j.riob.2014.08.003>
54. Cohen, T. R., & Thompson, L. (2011). When are teams an asset in negotiations and when are they a liability? In E. A. Mannix, M. A. Neale, J. R. Overbeck (Eds.), *Research on Managing Groups and Teams: Negotiation and Groups, Vol. 14* (pp. 3-34). Bingley, United Kingdom: Emerald Group Publishing. [http://dx.doi.org/10.1108/S1534-0856\(2011\)0000014004](http://dx.doi.org/10.1108/S1534-0856(2011)0000014004)
55. Cohen, T. R., & Insko, C. A. (2011). The reduction of intergroup conflict. In D. J. Christie (Ed.), *The encyclopedia of peace psychology*. Hoboken, New Jersey: Wiley-Blackwell.
<http://dx.doi.org/10.1002/9780470672532.wbepp058>
56. Thompson, L. & Cohen, T. R. (2011). Metacognition in teams and organizations. In P. Brinol & K. G. DeMarree (Eds.), *Social metacognition* (pp. 283-302). New York: Psychology Press.
<http://dx.doi.org/10.4324/9780203865989>
57. Sanna, L. J., Panter, A. T., Cohen T. R., & Kennedy, L. A. (2011). Temporal biases and debiasing in program evaluation: Planning the future and assessing the past. In M. M. Mark, S. I. Donaldson &

B. Campbell (Eds.), *Social psychology and evaluation: The past, the present, and possible futures* (pp. 166-186). New York: Guilford Press.

58. Cohen, T. R., Meier, B. P., Hinsz, V. B., & Insko, C. A. (2010). Competitive group interactions: Why they exist and how to overcome them. In S. Schuman (Ed.), *The Handbook for Working with Difficult Groups*. (pp. 223-236). San Francisco: Jossey-Bass.
59. Cohen, T. R. (2010). Conflict resolution. In I. B. Weiner & W. E. Craighead (Eds.), *The Corsini Encyclopedia of Psychology, 4th edition, Volume 1* (pp. 390-391). Hoboken, NJ: John Wiley & Sons, Inc. <http://dx.doi.org/10.1002/9780470479216.corpsy0219>
60. Cohen, T. R., & Insko, C. A. (2008). War and peace: Possible approaches to reducing intergroup conflict. *Perspectives on Psychological Science*, 3, 87-93. <http://dx.doi.org/10.1111/j.1745-6916.2008.00066.x>
[Invited article for a special issue on *From Philosophical Thinking to Psychological Empiricism*]

Refereed Conference Proceedings

61. Weiqi, V. H., Krueger, K., Cohen, T. R., Hilton, M. (2024, March). Improving software engineering teamwork with structured feedback. *Proceedings of the 55th ACM Technical Symposium on Computer Science Education V. 1 (SIGCSE 2024)*, March 20-23, Portland, OR. <https://doi.org/10.1145/3626252.3630877>
62. Kim, Y., Cohen, T. R., & Panter, A. T. (2016). Cause or consequence? The reciprocal model of counterproductive work behavior and mistreatment. *Best Paper Proceedings of the 2016 meeting of the Academy of Management*. <http://dx.doi.org/10.5465/ambpp.2016.238>
63. Jordan, J., Flynn, F., Cohen, T. R. (2011). People in glass houses avoid throwing stones: The relationship between guilt and forgiveness. *Best Paper Proceedings of the 2011 meeting of the Academy of Management*. <http://dx.doi.org/10.5465/ambpp.2011.65869755>

NON-PUBLISHED PAPERS

Completed Working Papers

Under review or revision

Kim, Y., Cohen, T. R., & Panter, A. T. (2023). Interviewing for Moral Character. *Revising for a new journal submission*.

Kamran-Morley, D., Leana, C. R., & Cohen, T. R. (2023). When magic becomes myth: A dynamic process model of disenchantment with work. *Revising for a new journal submission*.

Unpublished (available online)

Kamran-Morley, D., & Cohen, T. R. (2020). *Privilege and passion: Exploring the relationship between economic privilege and the ideology of work being one's passion*. Unpublished manuscript. University of Pittsburgh. <https://doi.org/10.17605/OSF.IO/92YWA>

McCormick, E. N., Cohen, T. R., & Kassam, K. S. (2018). *Now reverse everything: Using inhibitory control to detect deception*. Unpublished manuscript. Carnegie Mellon University.
<https://doi.org/10.17605/OSF.IO/TQZF7>

ASSESSMENTS & DATASETS

Cohen, T. R. & Helzer, E. G. (2020). *Negotiation game frame scale*. Carnegie Mellon University.
<https://doi.org/10.17605/OSF.IO/YJXAF>

Cohen, T. R., Kim, Y., & Panter, A. T. (2014). *The five-item guilt proneness scale (GP-5)*. Carnegie Mellon University. <https://doi.org/10.17605/OSF.IO/G389S>

Helzer, E. G., Cohen, T. R., & Aven, B. (2018). *Identifying morally exceptional future business leaders and examining the possibility of moral transmission [Dataset]*. Johns Hopkins University & Carnegie Mellon University. <https://doi.org/10.17605/OSF.IO/FHBA8>

Cohen, T. R., Panter, A. T., Kim, Y., Turan, N., & Morse, L. (2012). *Work Experiences and Character Traits (WECT) Project [Dataset]*. Carnegie Mellon University.
<https://doi.org/10.17605/OSF.IO/W3HGR>

PRESENTATIONS

Plenary Talks & Keynotes

Honest Behaviour: Truth-Seeking, Belief-Speaking, and Fostering Understanding of the Truth in Others. FIIB Emerald Series organized by Fortune Institute of International Business, New Delhi, India, virtual (2023, December).

Honesty & Difficult Conversations. The Gottman Institute, virtual. (2023, November).

Honesty & Difficult Conversations. City of Milwaukee Employee Resource Group, virtual. (2023, October).

Honesty among lawyers and law students. Honesty Project Conference, Wake Forest University, Winston Salem, NC. (2023, July). Recording available: <https://youtu.be/n3jhZ7yEl-s>

Having a conscience in the workplace: Guilt-proneness, job performance, and leadership potential. U.S. Department of Energy's Human Reliability Program Designated Psychologists Training, virtual. (2023, April)

Truth and honesty in business. Partners in Business Ethics Symposium, Boston University Questrom School of Business, Boston, MA. (2022, October)

Honesty among lawyers: Moral character, game framing, and honest disclosures in negotiations. Mediation Council of Western Pennsylvania, Conflict Resolution Day: An Annual International Celebration, Pittsburgh, PA. (2022, October)

Insights into honesty. Honesty Project Conference, Wake Forest University, Winston Salem, NC. (2022, August)

The Honesty Project. Management & Organizations Conference, Cornell University Johnson Graduate School of Business, Ithaca, NY. (2022, June)

Having a Conscience in Banking. Federal Reserve Bank of New York's Supervisor's Roundtable Meeting, Virtual. (2021, December)

Ethical leadership through honesty and giving voice to values. AACSB International, Associate Deans Conference, St. Petersburg, Florida. (2021, October)

Having a conscience in business: Guilt-proneness, job performance, and leadership potential. Character and Professions Conference, Oxford Character Project & Wake Forest University, Virtual. (2021, March). Recording available: <https://youtu.be/oe2jGbavVal>

Negotiation and conflict management. Highmark Health Solutions WomenLEADIT Conference, Pittsburgh, PA. (2019, January)

Invited Presentations at Conference/Symposium

Honesty and difficult conversations in asset management. Institutional Investor's Institute (III) and Alternative Investor Institute (AII) Senior Delegates Roundtable, Aspen, CO. (2023, January)

The art and science of negotiation. Emerging Leaders Alliance (ELA) Conference for the Association for Iron and Steel Technology, Pittsburgh, PA. (2022, September)

Honesty among lawyers: Moral character, game framing, and honest disclosures in negotiations. Pennsylvania Association of Criminal Defense Lawyers, Virtual (2022, June)

The Honesty Project (Christian Miller & Taya Cohen). John Templeton Foundation's Templeton Philanthropies Seminar, Virtual. (2021, October). Recording available: <https://www.templeton.org/news/watch-what-makes-an-honest-person-it-may-be-more-complex-than-you-think>

Ethical leadership through giving voice to values. Emerging Leaders Alliance (ELA) Conference for the Association for Iron and Steel Technology, Pittsburgh, PA. (2021, September)

The Honesty Project (Christian Miller, Taya Cohen, Caleb Reynolds, William Fleeson). Network for Research in Morality Inaugural Conference, Virtual. (2021, May). Recording available: <https://www.youtube.com/watch?v=gcGlsbxoA1o&t=186s>

The art and science of negotiation. UPMC Women in Information Technology Speaker Series, Pittsburgh, PA. (2021, February)

How do lawyers think about negotiations? Allegheny County Bar Association, Health Law Section. (2020, December)

Hiring for moral character. Corporate Startup Lab Forum, Carnegie Mellon University Swartz Center. (2020, November). Recording available:
<https://www.corporatestartuplab.com/2020-forum-taya-cohen>

The morality factor: Predicting job performance and leadership potential. Ethics & Compliance Initiative (ECI) Fellows Meeting, National Harbor, MD. (2019, July)

How and when gender matters in negotiations. Women in Leadership Conference, Carnegie Mellon University, Pittsburgh, PA. (2019, February; 2016, February)

Intergroup conflict think tank (Nir Halevy & Taya Cohen). Culture and Negotiation Conference, Kellogg School of Management, Northwestern University, Evanston, IL. (2018, April)

Moral character in the workplace: Identifying the ethical employee. Mid-Atlantic Association for Court Management, Dover, DE. (2018, June)

The ethical employee. Arison Business School at the Interdisciplinary Center in Herzliya Conference on Ethics and Morality, Herzliya, Israel. (2016, July)

Interviewing for moral character. Justice and Morality Pre-conference of the annual meeting of the Society for Personality and Social Psychology, San Diego, CA. (2016, January)

Moral character in the workplace. Notre Dame Deloitte Center for Ethical Leadership Forum, Dallas TX. (2014, March)

Moral character in the workplace. Character Project Conference, Wake Forest University, Winston Salem, NC. (2013, June). Recording available:
<https://www.youtube.com/watch?v=Vun3rHIPPKA>

Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors. Character Project Conference, Winston Salem, NC. (2012, June). Recording available:
<https://www.youtube.com/watch?v=kozFHnBRjH8>

"It ain't just the PDG": Interindividual-intergroup discontinuity in ethical decision making. University of North Carolina's Conference Honoring Chet Insko, Chapel Hill, NC. (2010, July).

When are teams an asset in negotiations and when are they a liability? Research on Managing Groups and Teams Conference, Palo Alto, CA. (2010, May)

When are teams an asset in negotiations and when are they a liability? Social Psychologists of Chicago Conference, Chicago, IL. (2010, April)

Intergroup relations & the theory of two moralities: What happens when the self becomes fused with a group? Self & Identity Pre-conference of the annual meeting of the Society for Personality

and Social Psychology, Tampa, FL. (2009, February)

Panel Discussions at Conference/Symposium

Moving from Conflict to Curiosity in a Hierarchical Workplace, Panel Discussion with Taya Cohen, Jessica Jameson, & Julie Pham, moderated by Emily McCrary-Ruiz-Esparza. Virtual (2023, November). Recording available: <https://www.attuned.ai/moving-from-conflict-to-curiosity-in-a-hierarchical-workplace>

Honesty in innovation, Panel discussion with Taya Cohen, Daren Firestone, & Sophia Yen, Inaugural Meaningful Work and Building an Ethical Future Forum, Pittsburgh, PA. (2023, February). Recording available: https://youtu.be/Lzc_nod_ncU

The future of the field: Open science and the negotiation data repository. Roundtable discussion with Taya Cohen, Silvia Glick, Joel Cutcher-Gershenfeld, Nazli Bhatia, Michael Yeomans, Peter Carnevale, & Jimena Ramirez Marin, International Association for Conflict Management annual meeting, Ottawa, Canada. (2022, July)

Rethinking research on honesty using a new conceptual framework. Roundtable discussion with Taya Cohen, Binyamin Cooper, Elizabeth Huppert, Daniel Effron, Emma Levine, Julia Minson, Juliana Schroeder, & Maurice Schweitzer, International Association for Conflict Management annual meeting, Virtual. (2021, July). Recording available: https://youtu.be/mVf6n_Rcurl

The art and science of disagreeing: How to create more effective conversations about opposing views. Symposium discussant, Academy of Management annual meeting, Virtual. (2020, August). <https://doi.org/10.5465/AMBPP.2020.15153symposium>

Behavioral compliance and the verdict on incentives, predictive analytics, and AI: What works and what doesn't – What it really takes to drive ethical conduct. Panel discussion with Taya Cohen & Carl Hahn, American Conference Institute 22nd Annual Congress on the Foreign Corrupt Practices Act, New York. Virtual (2020, July)

Seeing the other side: Antecedents and consequences of actual and perceived counterpart's personality. Symposium discussant, International Association for Conflict Management annual meeting, Philadelphia, PA. (2018, July).

Can virtue in business be measured? Panel discussion with Taya Cohen, Lily Morse, Yeonjeong Kim, Miguel Alzola, Geoff Moore, Thomas Wright, & Santiago Mejia, Society for Business Ethics annual meeting, Atlanta, GA. (2017, August)

Conference Paper Presentations [peer reviewed]

Weiqi, V. H., Krueger, K., Cohen, T. R., Hilton, M. (2024, March). Improving software engineering teamwork with structured feedback. 55th ACM Technical Symposium on Computer Science Education V. 1 (SIGCSE 2024), March 20-23, Portland, OR. <https://doi.org/10.1145/3626252.3630877>

Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. (2023, August). Honesty in team debriefs. Symposium presentation at the annual meeting of the Academy of Management, Boston, MA,

Krueger, K. L., Fulham, N. M., Cooper, B., Levine, E. E., & Cohen, T. R. (2023, July). Support versus praise: Communicating critical feedback with benevolent honesty. Paper presentation at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.

Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. (2022, August). Honesty in organizations: A systematic review and new conceptual framework. Paper presentation at the annual meeting of the Society for Business Ethics, Seattle, WA.

Krueger, K. L. , Cooper, B., Levine, E. E., & Cohen, T. R. (2022, August). The importance of honest and benevolent feedback in the workplace. Symposium presentation at the annual meeting of the Academy of Management, Seattle, WA.

<https://doi.org/10.5465/AMBPP.2022.17721symposium>

Krueger, K. L. , Cooper, B., Levine, E. E., & Cohen, T. R. (2022, July). Communicating feedback effectively: The value of being both honest and kind. Symposium presentation at the annual meeting of the International Association for Conflict Management, Ottawa, Canada.

Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. (2021, August). Honesty in organizations. Symposium presentation at the annual meeting of the Academy of Management, virtual. <https://doi.org/10.5465/AMBPP.2021.12392symposium>

Cohen, T. R., Helzer, E. G., & Creo, R. A. (2021, August). Honesty among lawyers: Moral character, game frames, and honest disclosures in negotiations. Symposium presentation at the annual meeting of the Academy of Management, virtual.

<https://doi.org/10.5465/AMBPP.2021.12481symposium>

Cohen, T. R., Helzer, E. G., & Creo, R. A. (2021, July). Honesty among lawyers: Moral character, game frames, and honest disclosures in negotiations. Symposium presentation at the annual meeting of the International Association for Conflict Management, virtual.

Seaman, J.B., White, D.B., Ren, D., Vercelli, A.M., Carpenter, A.K., Cohen, T.R., Miller, E., Sullivan, A.E. & Arnold, R.M (May, 2021). Feasibility, Acceptability, and Perceived Value of a Nurse-Led Intervention to Ensure Timely, Routine, Interprofessional Family Meetings in the ICU: Findings for the SET-to-Meet Pilot Trial. Paper presentation at the American Thoracic Society Annual Meeting, virtual. https://www.atsjournals.org/doi/pdf/10.1164/ajrccm-conference.2021.203.1_MeetingAbstracts.A1082

[Winner of ATS Assembly on Nursing Marilyn Hansen Award]

Helzer, E., Cohen, T. R., & Kim, Y. (2020, August). The character lens: A person-centered view of moral recognition. Symposium presentation at the annual meeting of the Academy of Management, virtual. <https://doi.org/10.5465/AMBPP.2020.12297symposium>

Diabes, M. A., Weingart, L. R., & Cohen, T. R. (2020, August). Individual well-being and interpersonal conflict expression. Symposium presentation at the annual meeting of the Academy of Management, virtual. <https://doi.org/10.5465/AMBPP.2020.11788symposium>

Diabes, M. A., Weingart, L. R., & Cohen, T. R. (2020, July). Individual well-being and interpersonal conflict expression. Symposium presentation at the annual meeting of the Interdisciplinary Network for Group Research (INGroup), virtual.

<https://doi.org/10.5465/AMBPP.2020.11788symposium>

Kim, Y., Cohen, T. R., & Panter, A. T. (2019, August). Evaluating moral character traits using behavioral interview questions. Symposium presentation at the annual meeting of the Academy of Management, Boston, Massachusetts.

<https://journals.aom.org/doi/10.5465/AMBPP.2019.11916symposium>

Diabes, M. A., & Cohen, T. R. (2019, August). Psychological adjustment in teams: Team member well-being facilitates transactive memory emergence. Paper presentation annual meeting of the Academy of Management, Boston, Massachusetts.

<https://journals.aom.org/doi/10.5465/AMBPP.2019.16271abstract>

Diabes, M. A., & Cohen, T. R. (2019, July). Psychological adjustment in teams: Team member well-being facilitates transactive memory emergence. Annual meeting of the Interdisciplinary Network for Group Research (INGroup), Lisbon, Portugal.

Morse, L., & Cohen, T. R. (2019, July). Moral courage in auditing: Characteristics of ethical accountants. Paper presentation at the annual meeting of the International Association for Conflict Management, Dublin, Ireland.

Ervin, J. N., Davis, B., Cohen, T. R., Weingart, L. R., & Kahn, J. M. (2019, May). Delivery of evidence-based practice in mechanical ventilation: Differences between perceived and actual performance. Paper presentation at the American Thoracic Society International Conference, Dallas, TX. https://www.atsjournals.org/doi/abs/10.1164/ajrccm-conference.2019.199.1_MeetingAbstracts.A2467

Diabes, M. A., & Cohen, T. R. (2019, April). Psychological adjustment in teams: Team member well-being facilitates transactive memory emergence. Paper presentation at the annual meeting of the East Coast Doctoral Conference in Management, New York, New York.

Ervin, J. N., Cohen, T. R., Weingart, L. R., Davis, B., Rak, K., & Kahn, J. M. (2019, February). Psychological safety in critical care providers. Annual meeting of the Critical Care Congress of the Society of Critical Care Medicine, San Diego, CA.

<https://doi.org/10.1097/01.ccm.0000551874.36124.09>

Helzer, E., Cohen, T. R., & Kim, Y. (2018, August). The character lens: Moral character promotes ethical decision-making through moral awareness. Annual meeting of the Academy of Management, Chicago, IL. <https://doi.org/10.5465/AMBPP.2018.17936abstract>

Seaman J. B., Arnold R. M., Buddadhumaruk P., Pidro C. J., Cohen T. R., Yang J., Pyankov M., Shields A-M., Argenas A., White D. B. (2018, June). A national survey of practices, barriers, and facilitators related to the conduct of interdisciplinary family meetings in the ICU. Paper presentation at the Department of Critical Care Medicine CRISMA Seminar, Pittsburgh, PA.

Seaman, J. B., Arnold, R. M., Buddadhumaruk, P., Pidroc C. J., Cohen, T. R., Yang J., Pyankov M., Shields A-M., Argenas A., & White D. B. (2018, May). Survey of barriers, facilitators, and care practices related to the conduct of interdisciplinary family meetings in the ICU. Paper

presentation at the American Thoracic Society International Conference, San Diego, CA.
https://www.atsjournals.org/doi/abs/10.1164/ajrccm-conference.2018.197.1_MeetingAbstracts.A7716

Morse, L., Cohen, T. R. (2017, August). A personality perspective on unethical negotiation behavior. Symposium presentation at the annual meeting of the Academy of Management, Atlanta, GA. <https://doi.org/10.5465/AMBPP.2017.13711symposium>

Levine, E. E., & Cohen, T. R. (2017, August). You can handle the truth: Mispredicting the intrapersonal consequences of honesty and kindness. Paper presentation at the annual meeting of the Academy of Management, Atlanta, GA.
<https://doi.org/10.5465/ambpp.2014.10413abstract>

Kamran-Morley, D. & Cohen, T. R. (2017, August). How passion for work manifests in ideology-infused psychological contracts across social class. Paper presentation at the annual meeting of the Academy of Management, Atlanta, GA. <https://doi.org/10.5465/AMBPP.2017.17766abstract>

Kim, Y., Cohen, T. R., & Panter, A. T. (2017, July). Collective wisdom in the detection of moral character: The Hidden Information Distribution and Evaluation (HIDE) model. Paper presentation at the annual meeting of the Interdisciplinary Network for Group Research (INGroup), St. Louis, MO.

Levine, E. E., & Cohen, T. R. (2017, July). You can handle the truth: Mispredicting the intrapersonal consequences of honesty and kindness. Paper presentation at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

Levine, E. E., Bitterly, T. B., Cohen, T. R., & Schweitzer, M. E. (2017, July) Who is trustworthy? Guilt-proneness increases trustworthy intentions and behavior. Paper presentation at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

Kim, Y., Cohen, T. R., & Panter, A. T. (2017, July). Moral character judgments using the Hidden Information Distribution and Evaluation (HIDE) model. Paper presentation at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). Moral character judgments from job interview questions. Symposium presentation at the annual meeting of the Academy of Management, Anaheim, CA. <https://doi.org/10.5465/ambpp.2016.17391symposium>

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). Cause or consequence? The reciprocal model of counterproductive work behavior and mistreatment. Paper presentation at the annual meeting of the Academy of Management, Anaheim, CA. <https://doi.org/10.5465/ambpp.2016.238>

Kleinbaum, A.M. & Cohen, T.R. (2016, August). Personality and the endogenous selection into social foci. Symposium presentation at the annual meeting of the Academy of Management, Anaheim, CA. <https://doi.org/10.5465/ambpp.2016.13898symposium>

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). The accuracy of zero-acquaintance moral character judgments: Evaluations from short written interview responses predict unethical behaviors. Paper presentation at the annual meeting of the Society for Business Ethics, Anaheim, CA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, June). The accuracy of moral character judgments in zero-acquaintance settings. Character evaluations from written interview responses predict authors' unethical behaviors. Paper presentation at the annual meeting of the International Association for Conflict Management, New York, NY.

Diabes, M. A., & Cohen, T.R. (2016, May). Data collection in the twenty-first century: New approaches to conducting psychological studies. Symposium presentation at the annual meeting of the Association for Psychological Science, Chicago, IL.

Aven, B. L., Cohen, T. R., & Chang, J. W. (2015, August). Disentangling embedded ties: How liking and trust influence economic partner selection and fraud. Paper presentation at the annual meeting of the Academy of Management, Vancouver, Canada.
<https://doi.org/10.5465/ambpp.2015.12221abstract>

Kim, Y., Cohen, T. R., & Panter, A. T. (2015, August). Detecting guilt proneness in job interviews. Symposium presentation at the annual meeting of the Academy of Management, Vancouver, Canada. <https://doi.org/10.5465/ambpp.2015.11634symposium>

Kim, Y., Cohen, T. R., & Panter, A. T. (2015, July). The reciprocal relationship between counterproductive work behavior and workplace mistreatment: Its temporal dynamics and boundary conditions. Paper presentation at the annual meeting of the Interdisciplinary Network for Group Research (INGroup), Pittsburgh, PA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2015, July). Uncovering guilt proneness via written interview questions. Paper presentation at the annual meeting of the International Association for Conflict Management, Clearwater Beach, Florida.

Cohen, T. R., Kim, Y., Morse, L., & Panter, A. T. (2015, April). Personality and counterproductive work behaviors: A three-month diary study. Symposium presentation at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.

Cohen, T. R., Kim, Y., & Panter, A. T. (2014, October). The reciprocal relationship between bad work environments and unethical work behaviors. Symposium presentation at the annual meeting of the Society of Experimental Social Psychology, Columbus, OH.

Wiltermuth, S. S., & Cohen, T. R. (2014, August). "I'd only let you down": Guilt proneness and the avoidance of harmful interdependence. Paper presentation at the annual meeting of the Academy of Management, Philadelphia, PA. <https://doi.org/10.5465/ambpp.2014.10413abstract>

Kim, Y., Cohen, T. R., & Panter, A. T. (2014, July). The reciprocal relationship between mistreatment and counterproductive work behavior: A twelve-wave longitudinal study. Paper presentation at the annual meeting of the International Association for Conflict Management, Leiden, The Netherlands.

Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2014, February). Moral character in the workplace. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Halevy, N., Chou, E. Y., & Cohen, T. R. (2014, January). The psychological prominence of mutual cooperation. Paper presentation at the Israel Organizational Behavior Conference, Tel Aviv, Israel.

Kim, Y., Cohen, T. R., Hong, S., & Jeong, J.-C. (2013, October). Generalizability theory approach for multisource feedback. Paper presentation at the annual meeting of INFORMS, Minneapolis, MN.

Halevy, N., Cohen, T. R., Chou, E. Y., Katz, J. J., & Panter, A. T. (2013, July). Mental models of conflict predict organizational discord. Paper presentation at the annual meeting of the International Association for Conflict Management, Tacoma, WA.

Wiltermuth, S., & Cohen, T. R. (2013, July). "I'd only let you down": Guilt proneness and interdependent partnerships. Paper presentation at the annual meeting of the International Association for Conflict Management, Tacoma, WA.

Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013, July). Moral character in the workplace. Paper presentation at the annual meeting of the International Association for Conflict Management, Tacoma, WA.

Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013, June). Moral character in the workplace. Paper presentation at the biennial meeting of the Association for Research in Personality, Charlotte, NC.

Cohen, T. R., Panter, A. T., & Turan, N. (2012, July). Predicting counterproductive work behavior from guilt proneness. Paper presentation at the annual meeting of the International Association for Conflict Management, Cape Town, South Africa.

Cohen, T. R., & Panter, A. T. (2012, January). Feeling bad and doing good: Predicting immoral behavior from guilt proneness. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Halevy, N., Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012, January). Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Jordan, J., Flynn, F., & Cohen, T. R. (2011, August). People in glass houses avoid throwing stones: The relationship between guilt and forgiveness. Paper presentation at the annual meeting of the Academy of Management, San Antonio, TX. <https://doi.org/10.5465/ambpp.2011.65869755>

Kim-Jun, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2011, August). Feeling responsible by cultural association: Cultural differences in moral emotions and taking personal responsibility for others' transgressions. Paper presentation at the annual meeting of the Academy of Management, San Antonio, TX.

Turan, N. & Cohen, T. R. (2011, June). When moral transgressions are publically exposed: Cognitive and behavioral consequences of public condemnation at the workplace. Paper presentation at the annual meeting of the International Association for Conflict Management, Istanbul, Turkey.

Cohen, T. R., Leonardelli, G. J., & Thompson, L. (2010, June). Avoiding the agreement bias: Teams facilitate impasse in negotiations with negative bargaining zones. Paper presentation at the annual meeting of the International Association for Conflict Management, Boston, MA.

Cohen, T. R., Livingston, R. W., & Halevy, N. (2010, January). Empowering the wolf in sheep's clothing: The folly of choosing social rather than prosocial leaders. Symposium presentation at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Cohen, T. R. (2009, June). Moral emotions & unethical bargaining: The differential effects of empathy and perspective taking in deterring deceitful negotiation. Paper presentation at the annual meeting of the International Association for Conflict Management, Kyoto, Japan.

Conference Poster Presentations [peer reviewed]

Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. (2023, July). Honesty in team debriefs. Poster presentation at the annual meeting of the International Association for Conflict Management, Thessaloniki, Greece.

Sullivan, A., Miller, E., Arnold, R., White, D. B., Cohen, T. R., Vercelli, A., Singer, S., & Seaman, J. B. (2020, May). Using Stakeholder Engagement to Refine the Set-to-Meet Family Meeting Intervention in Intensive Care Units. Poster presentation at the American Thoracic Society Annual Meeting. https://doi.org/10.1164/ajrccm-conference.2020.201.1_MeetingAbstracts.A4632

Diabes, M. A., & Cohen, T. R. (2019, June). Psychological adjustment in teams: Team member well-being facilitates transactive memory emergence. Poster presentation at the Collective Intelligence 2019 meeting, Pittsburgh, PA.

Seaman, J. B., Arnold, R. M., Miller, E., Cohen, T. R., Vercelli, A. M., Sullivan, A. M., Singer, S. B., & White, D. B. (2019, April). The development of SET-to-Meet: A nurse-led intervention to ensure timely interdisciplinary family meetings in the ICU. Poster presentation at the University of Pittsburgh Department of Critical Care Medicine Mitchell P. Fink Scholar Day, Pittsburgh, PA.

Toizer, B., Kamran-Morley, D., Cohen, T. R. (2018, March). The internet told me to: Seeking crowd-sourced advice about work from anonymous online communities. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2017, January). Uncovering moral character via interview questions. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Morse, L., & Cohen, T. R. (2016, January). When auditors fail: The role of psychological closeness in unethical behavior. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Weirup, A., & Cohen, T. R. (2016, January). The impact of guilt proneness on favor performance in organizations. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2015, April). Interviewing for guilt proneness: Consensus and self-other agreement. Poster presentation at the annual meeting of the Society for Industrial & Organizational Psychology (SIOP), Philadelphia, PA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2015, February). Self-other agreement in perceptions of moral character traits based on written interview questions. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

McCormick, E. N., Kassam, K. S., Cohen, T. R., & Osherson, D. N. (2015, February). Now reverse everything: Detecting deception with a response conflict-based cognitive load manipulation. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.

McCormick, E. N., Kassam, K. S., Cohen, T. R., & Osherson, D. N. (2014, November). Now reverse everything: Detecting deception with a response conflict-based cognitive load manipulation. Poster presentation at the annual meeting of the Society for Judgment and Decision Making, Long Beach, CA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2014, February). The reciprocal relationship between mistreatment and counterproductive work behavior: A twelve-wave longitudinal study. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Morse, L., & Cohen, T. R. (2014, February). Seeing the bigger picture: How construal level shapes decisions in moral dilemmas. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Schweitzer, S., Cikara, M., & Cohen, T. R. (2014, February). Trust and taking advice from individuals versus institutions. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

Chin, A., Cohen, T. R., & Lindblad, M. (2013, May). Perceptions of bankruptcy and bankruptcy filers: An exploratory analysis. Poster presentation at the 2013 Boulder Summer Conference on Consumer Financial Decision Making, Boulder, CO.

Morse, L., Cohen, T. R., & Swann, W. B. (2013, January). The dark side of group morality: Cheating for the good of the group. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Turan, N., Cohen, T. R., Smith, R. H. (2012, January). The differential effects of humiliation and shame on employees' counterproductive work behavior. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Kim-Jun, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2010, January). Do groups lie more than individuals? Honesty & deception as a function of strategic self-interest. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Cohen, T. R. & Insko, C. A. (2009, February). Empathy & intergroup aggression: Examining the role empathy plays in fostering negative intergroup relations. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2008, February). Shame and guilt: Toward the further understanding of reactions to personal transgressions. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Callison, T. A., Cohen, T. R., & Insko, C. A. (2008, February). Cooperation between individuals in the prisoner's dilemma game as a function of communication and trust. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Tuttle, J., Cohen, T. R., & Hall, D. L. (2008, February). Attitudes toward gay men & lesbians. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2008, February). Differentiating shame and guilt: Evidence for the public-private and self-behavior distinctions. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

Cohen, T. R., & Insko, C. A. (2007, January). The effects of empathy on intergroup conflict. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Cohen, T. R., & Insko, C. A. (2006, January). The effects of ingroup empathy and guilt on intergroup conflict. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.

Cohen, T. R., & Insko, C. A. (2005, January). Group morality and intergroup competition. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Hoover, A., Cohen, T. R., Heitzmann, C., Yezdimer, K., & Vescio, T. K. (2003, February). Power and gender based social categorization in gender neutral contexts. Poster presentation at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.

Seminar Presentations at Other Academic Institutions

Arizona State University, Sandra Day O'Connor College of Law (2023, January)

Swansea University, Economic Research Series Seminar (2022, May)

Columbia University, Psychology Department, Moral Cognition Lab (2021, October)

University of Pennsylvania, Wharton School of Management, Department of Legal Studies and Business Ethics (2021, September)

Ben Gurion University, Center for Decision-Making and Economic Psychology (2021, May)

Harvard University, Kennedy School of Government, Center for Public Leadership (2021, April)

Marquette University Law School (2021, March)

University of Maryland, Robert H. Smith School of Business (2020, December)

Rutgers University, Rutgers Business School (2018, September)

Washington University in St. Louis, Olin School of Business (2018, April)

Emory University, Goizueta Business School (2018, March)

University of Pittsburgh, Psychology Department (2018, February)

Universidade Católica Portuguesa, Católica Lisbon School of Business & Economics (2016, May)

Boston University, Questrom School of Business (2016, March)

University of Utah, Eccles School of Business (2016, February)

Vanderbilt University, Owen Graduate School of Management (2015, November)

The Ohio State University, Fischer College of Business (2015, October)

London Business School (UK) (2015, April)

University of Sussex (UK), Centre for Leadership, Ethics, and Diversity (2015, April)

Stanford University, Stanford Graduate School of Business (2014, October)

University of California Berkeley, Haas School of Business (2014, October)

Chatham University, Psychology Department (2014, March)

University of Pennsylvania, The Wharton School (2013, December)

University of Western Ontario, IVEY School of Business (2013, November)

University of Pittsburgh, Psychology Department (2013, September)

Gettysburg College, Psychology Department (2012, February)

University of Seville (Spain), Psychology Department (2011, April)

Pennsylvania State University, Psychology Department (2011, March)

Northwestern University, Psychology Department (2010, March)

University of North Carolina, Kenan-Flagler Business School (2010, February)

Northwestern University, Dispute Resolution Research Center (2010, May)

Northwestern University, Kellogg School of Management (2009, May)

University of Illinois-Chicago, Psychology Department (2009, January)

University of Pennsylvania, The Wharton School (2008, November)

Northwestern University, Kellogg School of Management (2008, February)

Texas Tech University, Psychology Department (2008, January)

University of Massachusetts-Amherst, Psychology Department (2007, December)

Podcasts & Recorded Interviews

Dr. Taya Cohen on the Truth about Honesty in Relationships and Workplace. **Shortcast over Coffee podcast (2023, December)**. Recording available: <https://youtu.be/yWh3OtsD4vY>

The Truth About Honesty. **Hidden Brain (2023, July)**. Recording available: <https://hiddenbrain.org/podcast/the-truth-about-honesty>

Taya Cohen, Ph.D. – A new multidimensional framework of honesty. **Experimental Honesty podcast with Brian Curtis (2023, June)**. Recording available: <https://sites.libsyn.com/403724/9-taya-cohen-phd-a-new-multidimensional-framework-of-honesty>

Meaningful Work and Building an Ethical Future Forum (2023, February). Recordings available: https://youtube.com/playlist?list=PLKIAaRGVRcbKjNQonWdPgyO_93XJTDpvk

How to Spot Dishonest Lawyers: They're Playing a Game. **Bloomberg Law Podcast, (2022, June)**. Recording available: <https://www.bloomberg.com/news/audio/2022-06-03/how-to-spot-dishonest-lawyers-they-re-playing-a-game-podcast>

Honesty and moral character at work. **Virtues and Vocations National Forum, Center for Social Concerns, University of Notre Dame (2022, April)**. Recording available: <https://youtu.be/XTHI91ogtTs>

Thank You for Your Feedback. **The Pulse from WHYY, NPR (2022, February)**. Recording available: <https://whyy.org/episodes/thank-you-for-your-feedback>

Exploring the Predictive Power of Guilt. **Federal Reserve Bank of New York's Bank Notes Podcast (2021, November)**. Recording available: <https://youtu.be/XWiAD4R-g6Q>

Why do we hate to fail? **The Pulse from WHYY, NPR (2015, July)**. Recording available: <https://whyy.org/segments/why-do-we-hate-to-fail/>

Moral Character: Taya Cohen & Geoff Goodwin. **In Character Video Series (2014, August)**. Recording available: <https://youtu.be/-5CXvaPU-k8>

Guilt and moral character. **Academic Minute podcast from WAMC Northeast Public Radio, NPR (2013, January)**. Recording available: <https://www.wamc.org/academic-minute/2013-01-04/dr-taya-cohen-carnegie-mellon-university-guilt-and-moral-character>

EDUCATION

Courses Taught at Carnegie Mellon University

Managing People and Teams [MBA, Masters of Product Management, Masters of Business Analytics]
 Negotiation [MBA, PhD]
 Organizational Behavior [PhD]
 Research Methods in Behavioral Science [PhD]
 Honesty and Dishonesty in Organizations [PhD]
 Unethical Behavior [PhD]

Executive Education Programs (open-enrollment programs at Carnegie Mellon)

Behavioral Economics and the Science of Decision Making, Decision Science in Organizational Settings (2022-2023)
 Women's Leadership & Negotiation Academy, Negotiation (2021-2023)
 Executive Leadership Academy, Negotiations (2020)
 Leadership As A Daily Challenge, Negotiation & Conflict Management (2015-2023)

New Teaching Materials

Aven, B. L., Cohen, T. R., & Chang, J. W. (2015). Social networks and markets simulation (Le Montre). A negotiation exercise designed to teach students how social relationships influence the choice of negotiation partners and negotiation outcomes. Distributed by iDecisionGames (<https://idecisiongames.com>).

Babcock, L., Weingart, L. R., & Cohen, T. R. (2014). Three Rivers Hospital negotiation exercise. An exercise designed to teach medical professionals how to create and claim value in negotiation. Distributed by Negotiation and Team Resources (<https://negotiationandteamresources.com/>) and by iDecisionGames (<https://idecisiongames.com>).

STUDENT AND POSTDOCTORAL FELLOW SUPERVISION

Doctoral Student Thesis Committees at Carnegie Mellon University

Matthew Diabes (Chair, Thesis Committee, Tepper School of Business) (May 2023) (Title: The relationship between individual well-being and collaborative processes and performance: Theoretical and empirical investigations).

Winner: Paul S. Goodman Doctoral Dissertation Award

Byeongjo Kim (Member, Thesis Committee, Heinz College of Public Policy and Management) (2019) (Title: A model of evidence-based practice effectiveness).

Yeonjeong Kim (Chair, Thesis Committee, Tepper School of Business) (2018) (Title: Forecasting unethical behavior using the Hidden Information Distribution and Evaluation (HIDE) model).

Winner: Paul S. Goodman Doctoral Dissertation Award

Winner: Outstanding Dissertation Award from the International Association for Conflict Management (IACM)

Lily Morse (Chair, Thesis Committee, Tepper School of Business) (2017) (Title: Bad deeds for good friends: Maintaining auditor independence and objectivity).

Amanda P. Weirup (Member, Thesis Committee, Tepper School of Business) (2016) (Title: Will you do me a favor? The decision making processes and outcomes of responses to favor requests).

Winner: Gerald R. Salancik Doctoral Dissertation Award

Alycia Chin (Co-Chair, Thesis Committee, Social & Decision Sciences Department, Dietrich College of Humanities and Social Sciences) (2015) (Title: Are consumers' information needs addressed by disclosures?: Credit card decisions and evaluability).

Nazli Turan Bhatia (Member, Thesis Committee, Tepper School of Business) (2014) (Title: Concession frames in distributive negotiations).

Winner: Gerald R. Salancik Doctoral Dissertation Award

Winner: Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences.

Sam Swift (Member, Thesis Committee, Tepper School of Business) (2012) (Title: Talking the value out of the deal: Self-perception and the subjective value of negotiated outcomes).

Winner: Gerald R. Salancik Doctoral Dissertation Award

Doctoral Student Thesis Committees at Other Universities

Kamran-Morley, Daniya (Member, Thesis Committee, Katz School of Business, University of Pittsburgh) (expected May 2024) (Title: Disenchantment with the occupation).

Emma E. Levine (Member, Thesis Committee, The Wharton School, University of Pennsylvania) (2016) (Title: Navigating the tension between honesty and benevolence).

Winner: Outstanding Dissertation Award from the International Association for Conflict Management (IACM)

Postdoctoral Fellow Supervision at Carnegie Mellon University

Michal Lehmann (2023-2025), co-supervised with Dr. Laurie Weingart

Binyamin Cooper (2020-2023), co-supervised with Dr. Laurie Weingart

Kori Kruger (2020-2023), co-supervised with Dr. Laurie Weingart

Jennifer Ervin (2016-2018), co-supervised with Dr. Laurie Weingart and Dr. Jeremy Kahn (University of Pittsburgh, Department of Critical Care Medicine).

EDITORIAL ROLES

Scientific/Professional Journals

Guest Associate Editor

Organizational Behavior and Human Decision Processes, Special Issue on Experimental Studies of Conflict (2020-2021)

Editorial Review Board Member

Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes (2012-2020; 2022-present)

Personality and Social Psychology Bulletin (2013-2014; 2021-present)

Negotiation and Conflict Management Research (2021-present)

Negotiation Journal (2020-present)

European Journal of Personality (2020-present)

Self & Identity (2016-present)

Ad Hoc Referee

Academy of Management Discoveries; Academy of Management Journal; Academy of Management Review; Advances in Accounting; American Psychologist; Current Directions in Psychological Science; European Journal of Social Psychology; Group Processes and Intergroup Relations; International Journal of Conflict Management; Journal of Applied Psychology; Journal of Business Ethics; Journal of Experimental Psychology: General, Journal of Experimental Social Psychology; Journal of Personality; Journal of Research in Personality; Management Science; Nature: Human Behavior; Organization Science; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Review; Perspectives on Psychological Science; Psychological Science;

Professional Meetings (Conference/Symposium)

International Association for Conflict Management

Grants & Awards

Government Agencies

United States National Science Foundation
Government of Canada SSHRC
Israel Science Foundation
Netherlands Organisation for Scientific Research
Swiss National Science Foundation

Non-Profits & Foundations

John Templeton Foundation
Responsible Research in Business & Management
Negotiation and Team Resources Institute
International Association for Conflict Management

Books

American Psychological Association Books
Cambridge University Press
Wilfred Laurier University Press

SERVICE

Tepper School of Business

Steering Committee, Center for Behavioral & Decision Research (2014-present)

Steering Committee Chair, Accelerate Leadership Committee, Tepper School of Business (2023-present)

Member, Tepper Healthcare Initiative, Tepper School of Business (2021-present)

Member, Marketing Advisory Committee (2020-present)

Member, Masters Educational Affairs Committee (2020-present)

Member, Masters Academic Actions Committee (2017-2019)

Steering Committee, MBA Online Hybrid Program (2019-2020)

Member, Strategic Planning Committee for Education (2016-2017)

Coordinator, Center for Behavioral & Decision Research Summer Internship Program (2014, 2015)

Faculty Mentor, Fusion Forum: Creating Partnerships for Graduate Education (2015)

Member, Future Delivery Committee (FDC), to design a distance MBA program (2012)

Faculty Mentor, Net Impact Pro-Bono Consulting Club (2012, 2013)

Faculty Advisor, Organizational Leadership Club Book Club (2012)

Coordinator, Organizational Behavior & Theory Seminar Series (2011-2014)

Board Member, Institutional Review Board (2011- present)

Diversity Liaison, Faculty Diversity, Inclusion and Development Initiative. (2016-present).

Member, Sponsored Research Contracting Task Force (2017-2018)

Awards Selection Committees

Chair, Accelerate Award for Academic Achievement in Organizational Behavior and Theory, Communications and Leadership for MBA students (2020, 2021, 2022, 2023)

Member, Elliott Dunlap Smith Award for MBA students (2023)

Member, Tepper Health Care Initiative grants (2021, 2022, 2023)

Chair, Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences (2021, 2022)

Member, Herbert A. Simon Doctoral Dissertation Award in Behavioral Research in the Administrative Sciences (2012, 2014, 2015, 2020)

Member, Gerald R. Salancik Doctoral Dissertation Fellowship Award (2012, 2013, 2014, 2015)

Conference & Career Fair

Planned, organized, and raised funding for the inaugural *Meaningful Work and Building an Ethical Future Forum and Career Fair*, in collaboration with Erika Cheung of the non-profit Ethics in Entrepreneurship, and Derek Leben. (2023, February). Press release: <https://www.cmu.edu/tepper/news/stories/2023/march/business-ethics.html>

Professional Organizations

International Association for Conflict Management

Advisory Council of Past Presidents, International Association for Conflict Management (2022-present)

Chair, Publications Committee, International Association for Conflict Management (2022-present)

Member, Negotiation Data Repository Committee, International Association for Conflict Management (2020-present)

President, International Association for Conflict Management (2020-2022)

Member, Future of Negotiation and Conflict Management Research Task Force, International Association for Conflict Management (2020)

At-Large Board Member, International Association for Conflict Management (2014-2016)

Other

Judge, Organization Science Dissertation Proposal Competition, INFORMS (2015)

Faculty Panelist, Graduate Student Committee Mentoring Lunch, Society for Personality and Social Psychology, Long Beach, CA (2015)

Membership in Professional Societies

Academy of Management; American Psychological Association; Association for Psychological Science; International Association for Conflict Management; Network for Research on Morality;

Society for Business Ethics; Society of Experimental Social Psychology; Society for Industrial & Organizational Psychology; Society for Personality and Social Psychology;