

Richard Ronay

Assistant Professor

University of Amsterdam Business School

Leadership and Management

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The Netherlands

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ACADEMIC APPOINTMENTS

University of Amsterdam

Faculty of Economics and Business

Leadership and Management Division

- Assistant Professor, October 2017 – Present

Vrije Universiteit Amsterdam

Department of Experimental and Applied Psychology,

- Tenured Assistant Professor, November 2016 – September 2017
- Assistant Professor, September 2012 – October 2016

Columbia Business School, Columbia University

Management Division

- Visiting Assistant Professor, January 2013 – May 2013
- Postdoctoral Research Scholar, May 2010 – August 2012

EDUCATION

Ph.D., University of Queensland, Social Psychology (Dean's Award for Outstanding Research Higher Degree Theses, equivalent of <i>magna cum laude</i>)	May 2010
B.Psychology, Macquarie University, (1st Class Honors, equivalent of <i>magna cum laude</i>)	May 2004
B.A., Macquarie University, Literature	May 1994
Diploma of Education, Macquarie University	May 1994

RESEARCH INTERESTS

- Leadership
- Social Hierarchy
- Inequality
- Overconfidence
- Negotiations
- Decision Making
- Social Neuroendocrinology
- Evolutionary Psychology
- Regulatory and Behavioral Flexibility

ACADEMIC AND TEACHING AWARDS

- 2015, Excellence in Teaching Award, Department of Social and Organizational Psychology, Vrije Universiteit Amsterdam
- 2015, Nominated for Vrije Universiteit Faculty Teaching Award
- 2014 Vrije Universiteit Faculteit Apparatuurcommissie, Hormones and Prosocial Behavior (€39,903)
- 2010, Dean's Award for Outstanding Research Higher Degree Theses, University of Queensland
- 2009, Commendation for Tutoring Excellence, University of Queensland
- 2009, Winner of University of Queensland Graduate School Three Minute Thesis Competition (\$5000)
- 2009, SPSP Student Poster Award Honorable Mention
- 2008, Graduate Research Travel Grant, University of Queensland (\$5000)
- 2003, John Anthill Prize for Theory and Practice of Survey Research, Macquarie University

PUBLICATIONS

Ronay, R., Ostrom, J.K., Lehmann-Willenbrock, N., Mayoral, S., & Rusch, H. (in press) Playing the trump card: Why we select overconfident leaders and why it matters. *The Leadership Quarterly*

Ronay, R., Maddux, W., von Hippel, W. (in press) Inequality Rules: Resource distribution and the evolution of dominance- and prestige-based leadership. *The Leadership Quarterly*.

Ronay, R. van der Meij, L., Ostrom, J.K., Pollet, T. (2018). No evidence for a relationship between testosterone hair samples and 2D:4D ratio or risk taking. *Frontiers in Behavioral Neuroscience – Hormones and Economic Behavior*, 12:30.

- *van Huijstee, D., & **Ronay, R.** (2018). "Make the world a better place": Local leadership as a vehicle for personal and community development. In Allen, J., & Reiter-Palmon, R. (Eds.), *The Cambridge handbook of organizational community engagement and outreach*, Cambridge, UK: Cambridge University Press.
- Oostrom, J.K., Köbis, N., **Ronay, R.**, & Cremers, M. (2017). False consensus in situational judgement tests: What would others do? *Journal of Research in Personality, 71*, 33-45.
- Ronay, R.**, Oostrom, J.K. Lehmann, N.K., & van Vugt, M. (2017). Pride before the fall: Overconfidence predicts escalation of public commitment. *Journal of Experimental Social Psychology, 69*, 13-22.
- *Salam, A.P., Rainford, E., Van Vugt, M., **Ronay, R.** (2017). Acute Stress Promotes Distrust of Racial Outgroup members but not Racial Ingroup members. *Adaptive Human Behavior and Physiology, 3*, 282-292.
- Ronay, R.** & Tybur, J., van Huijstee, D., & Morssinkhof, M. (2017). Embodied power, testosterone, and overconfidence as a causal pathway to risk taking. *Comprehensive Results in Social Psychology, 2*, 1-18.
- Jonas, K. J., Cesario, J., Alger, M., Bailey, A. H., Bombari, D., Carney, D., ... **Ronay, R.** & Jackson, B. (2017). Power poses—where do we stand?. *Comprehensive Results in Social Psychology, 2*, 139-141.
- Ronay, R.** & Tybur, J. (2017). The wolf will live with the lamb. Comment on "Explaining financial and prosocial biases in favor of attractive people: Interdisciplinary perspectives from economics, social psychology, and evolutionary psychology." *Behavior and Brain Sciences, 40*, 36-37.
- von Hippel, W., **Ronay, R.**, Baker, E., Kjelsaas, K., & Murphy, S. C. (2016). Quick thinkers are smoother talkers: Mental speed facilitates charisma. *Psychological Science, 27*, 119-122.
- von Hippel, W., **Ronay, R.**, & Maddux, W.W. (2016). Of baboons and elephants: Inequality and the evolution of immoral leadership. In J. P. Forgas, P. van Lange, & L. Jussim (Eds.), *Social Psychology and Morality*.
- Ronay, R.**, & von Hippel, W. (2015). Sensitivity to changing contingencies predicts social success. *Social Psychological and Personality Science, 6*, 23-30.

- Swaab, R.I., Schaerer, M. Anicich, E.M., **Ronay, R.**, & Galinsky, A.D. (2014). The Too-Much-Talent Effect: Team interdependence determines when more talent is too much versus not enough. *Psychological Science, 25*, 1581-1591.
- Van Vugt, M., & **Ronay, R.** (2014) The evolutionary psychology of leadership: Theory, review, and roadmap. *Organizational Psychology Review, 4*, 74-95.
- Denson, T. F., Dobson-Stone, C., **Ronay, R.**, von Hippel, W., & Schira, M. M. (2014). A functional polymorphism of the MAOA gene is associated with neural responses to induced anger control. *Journal of Cognitive Neuroscience, 26*, 1418-1427.
- Denson, T.F., **Ronay, R.**, von Hippel, W., & Schira, M.M. (2013). Endogenous testosterone and cortisol modulate neural responses to induced anger control. *Social Neuroscience, 8*, 165-177.
- Ronay, R.** & Carney, D.R. (2013). Testosterone's negative relationship with empathic accuracy and perceived leadership ability. *Social Psychological and Personality Science, 4*, 92-99.
- Ronay, R.**, Greenaway, K., Anicich, E.M., & Galinsky, A.D. (2012). The path to glory is paved with hierarchy: When hierarchical differentiation increases group effectiveness. *Psychological Science, 23*, 669-677.
- Ronay, R.**, & Galinsky, A.D. (2011). Lex Talionis: Testosterone and the law of retaliation. *Journal of Experimental Social Psychology, 47*, 702-705.
- Ronay, R.**, & von Hippel, W. (2010). Power, testosterone and risk-taking. *Journal of Behavioral Decision Making, 23*, 439-526.
- Ronay, R.**, & von Hippel, W. (2010) The presence of an attractive woman elevates testosterone and risk-taking in young men. *Social Psychological and Personality Science, 1*, 57-64.
- von Hippel, W., & **Ronay R.** (2009) Executive functions and self-control, In J. P. Forgas, R. Baumeister & D. Tice (Eds.), *The Psychology of Self-Regulation*. New York: Psychology Press
- Ronay, R.**, & Kim, D-Y (2006), Explicit and implicit gender differences in risk-taking: A socially facilitated phenomenon. *British Journal of Social Psychology, 45*, 397-419.

*Denotes student is first author.

MANUSCRIPTS SUBMITTED FOR PUBLICATION AND IN PREPARATION

Ronay, R., Oostrom, J.K., Asbach, S., & Maner, J. K. Two ways to the top, one way back down: Dominant (though not prestigious) leaders elicit coalitional challenges from followers.

Ronay, R., Mayoral, S., Jarrett, M., Oostrom, J.K., Maddux, W. Last one standing: Costly signaling and perceptions of leadership potential.

Oostrom, J.K., **Ronay, R.**, & Van Kleef, G. Dress to impress: The effects of nonconformist dress style on professional selection contexts: Does Applicants' Status Matter?. Submitted to Journal of Organizational Behaviour.

Ernest Baker, E. Murphy, S.C., Dixon, B.J.W., **Ronay, R.**, & von Hippel, W. Divergent thinking facilitates persuasion, humor, and charisma.

CONFERENCE PRESENTATIONS & INVITED TALKS

Ronay, R. Oostrom, J.K. Asbach, S. & Maner, J. (2019). Two Ways to the Top, One Way Down: Dominance-Based Leaders Inspire Reverse Dominance Hierarchies. *Academy of Management (AoM)*, Boston, MA., USA.

Ronay, R. (2019). Two Ways to the Top One Way Down: Dominance-Based Leaders Inspire Reverse Dominance Hierarchies. Amsterdam Leadership Lab, Amsterdam, The Netherlands.

Ronay, R. (2019). A Perspective on Negotiations. Invited presentation at RaboBank, Utrecht, The Netherlands, & van Oord, Brussels, Belgium.

Ronay, R. (2019). A Gendered Perspective on Negotiations. Invited presentation at RaboBank, Utrecht, The Netherlands.

Ronay, R. (2019). Inequality Rules: Leadership in an Age of Unprecedented Inequality. Invited presentation at ebay/Marktplaats, Amsterdam, The Netherlands, & Insinger Gilessen, Amsterdam, The Netherlands.

Ronay, R. (2017). Inequality Rules: Leadership in an Age of Unprecedented Inequality. Melbourne Business School, Australia.

- Ronay, R.** Maddux, W., & von Hippel, W. (2016). Inequality Rules: Resource Distribution and the Evolution of Dominance- and Prestige-Based Leadership. *Society for Experimental Social Psychology (SESP)*, Santa Monica, Cal., USA.
- Ronay, R.** (2016). The Promise and Peril of Overconfident Leadership. Invited presentation Center for Research in Social Psychology, University of Queensland, Brisbane, Australia.
- Ronay, R.**, Salam, A.P., Rainford, E., & Van Vugt, M. (2016). “Fight or flight” or “tend and befriend”? Acute Stress Promotes Distrust of Racial Outgroup members but not Racial Ingroup, Workshop on Conflict, Emotions, and Aggression: Economic and Psychological Views. Vrije Universiteit, Amsterdam, The Netherlands.
- Ronay, R.**, Oostrom, J.K., & Lehmann-Willenbrock, N. (2015). Pride before the fall: Overconfidence, leadership selection, and escalating commitment, 17th European Congress of Work and Organisational Psychology (EAWOP), Oslo, Norway.
- Ronay, R.** (2015). The neuroscience of social intelligence. Invited presentation, GP Bullhound Summit, Marbella, Spain.
- Ronay, R.** (2014). A capacity based perspective on social competence: The role of behavioral flexibility in response to changing contingencies. Invited presentation Department of Social Psychology Seminar Series, Tilburg University, Tilburg, The Netherlands.
- Ronay, R.**, & von Hippel, W. (2014). Sensitivity to changing contingencies is a foundation of social intelligence. *Society for Experimental Social Psychology (SESP)*, Columbus, Ohio, USA.
- Ronay, R.** (2014). The architecture of social hierarchy: Implications for coordination, conflict, and creativity. Invited presentation HRM/OB seminar series, University of Groningen, The Netherlands.
- Ronay, R.**, & von Hippel, W. (2014). Sensitivity to reversal of fortune predicts social success, 17th General Meeting of the European Association for Social Psychology, Amsterdam, The Netherlands.
- Ronay, R.** (2014). The architecture of social hierarchy: Implications for coordination, conflict, and creativity. Invited presentation at the Social Hierarchy Conference, IDC Herzliya, Tel Aviv, Israel.

- Ronay, R., & Carney, D.R. (2013).** When wanting to lead isn't enough: Testosterone's negative relationship with empathic accuracy and leadership ability. 14th Annual Meeting of the Society for Social and Personality Psychology (SPSP), New Orleans, LA, USA.
- Ronay, R., Greenaway, K., Anicich, E.M., & Galinsky, A.D. (2012).** The path to glory is paved with hierarchy: When hierarchical differentiation increases group effectiveness. International Association for Conflict Management (IACM), 25th Annual Conference, Stellenbosch, South Africa.
- Ronay, R., Greenaway, K., Anicich, E.M., & Galinsky, A.D. (2012).** Payback and pecking orders: Prenatal testosterone exposure as a predictor of competitive confrontations. 13th Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CAL, USA.
- Ronay, R., Galinsky, A.D. (2011).** Lex talionis: Testosterone and the law of retaliation. International Association for Conflict Management (IACM), 24th Annual Conference, Istanbul, Turkey.
- Ronay, R., von Hippel, W. & Galinsky, A.D. (2011).** Risk taking, testosterone, & cognitive control, 24th Social Psychology Winter Conference, Park City, Utah, USA.
- Ronay, R. & von Hippel, W. (2009)** Physical attraction, executive functions and risk-taking, 10th Annual Meeting of the Society for Personality and Social Psychology (SPSP), Tampa, FL, USA.
- Ronay, R. & von Hippel, W. (2009)** Testosterone moderates the effect of power on risk-taking, Judgment and Decision Making Pre-Conference, 10th Annual Meeting of the Society for Social and Personality Psychology (SPSP), Tampa, FL, USA.
- Ronay, R. & von Hippel, W. (2007),** Sex, power, testosterone and the risk-taking male, 36th Annual Conference of the Society for Australasian Social Psychologists, Brisbane, QLD, Australia
- Ronay, R. & Kim, D-Y (2006),** Gender differences in risk-taking: A socially facilitated phenomenon. 7th Annual Meeting of the Society for Social and Personality Psychology (SPSP), Palm Springs, CA, USA.

Ronay, R. & Kim, D-Y. (2005), Gender differences in risk-taking: A socially facilitated phenomenon, 34th Annual Conference of the Society for Australasian Social Psychologists, Townsville QLD, Australia

Ronay, R. (2005), Gender, context and risk-taking. Invited speaker at the Department of Human Resources and Organizational Behavior, School of Business, Ajou University, Suwon, South Korea.

Ronay, R. & Kim, D-Y. (2004), The social facilitation of gender differences in risk-taking, 6th Annual Quality of Life Conference, Melbourne, Vic, Australia

TEACHING EXPERIENCE

*I am a university trained educator with a diploma of education (1994) and a University Teaching Qualification (UTQ or BKO in Dutch; 2018).

University of Amsterdam Business School

Managing People Strategically, Executive Masters
2018-2019

Instructor evaluation achieved: 8.7 of 10

Theories of Leadership, Masters
2018-2019

Instructor evaluation achieved: 8.3 of 10

Leading People Strategically, MBA
2017-2019

Instructor evaluation achieved: 8.6 of 10

Vrije Universiteit University, Amsterdam

In collaboration with Center for Conflict Resolution and Mediation

2015

Conflict Resolution and Mediation

Customized Training Program for Indonesian Government

Faculty of Law

Contract Law, Dispute Law, and Psychology (Masters)
2015 – 2018

Instructor Evaluation: Achieved 5 of 5

Department of Experimental and Applied Psychology

Negotiations (Masters)
2013 – 2016

Instructor Evaluation: Achieved 4.8 of 5

Leadership and Organizations (Masters)
2012– 2016

Instructor Evaluation: Achieved 4.8 of 5

Intercultural Psychology (Undergraduate)

2012 – 2014

Instructor Evaluation: Achieved 4.8 of 5

Columbia University

Columbia Business School,

Managerial Negotiations, MBA Course

2010 – 2013

Instructor Evaluation: Achieved 4.8 of 5

University of Queensland

Department of Psychology

Head Teaching Assistant: Psychological Approaches to Complex Problems

2009 - *Commendation for Tutoring Excellence*

Teaching Assistant: Social and Organizational Psychology,

2009

Head Teaching Assistant: Questionnaire and Survey Design Skills

2008

Head Teaching Assistant: Topics in Social Psychology

2008

University of New South Wales

Department of Psychology

Teaching Assistant: Advanced Social Psychology

2006 – 2007

Teaching Assistant: Social and Developmental Psychology

2006 – 2007

ADVISING AND MENTORING

I have supervised more than forty Master's students (MBA, MSC, EPMSC) during the completion of their theses. I currently supervise three PhD students.

AD-HOC REVIEWING

- Asian Journal of Social Psychology
- Behavioral and Brain Sciences

- Biological Psychology
- British Journal of Social Psychology
- Current Directions in Psychological Science
- Evolutionary Psychology
- Group Processes and Intergroup Relations
- Journal of Behavioral Decision Making
- Journal of Business Ethics
- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
- Journal of Risk Research
- Leadership Quarterly
- National Science Foundation
- Organizational Behavior and Human Decision Processes
- Personality and Social Psychology Review
- PLoS one
- Psychological Science
- Social Psychological and Personality Science
- The Leadership Quarterly

PROFESSIONAL AFFILIATIONS

- American Psychological Association
- Association for Psychological Science
- Academy of Management
- European Association of Work and Organisational Psychology
- International Association for Conflict Management
- Society for Personality and Social Psychology
- Society for Experimental Social Psychology

PROFESSIONAL SERVICE

University of Amsterdam

Vrij Universiteit

- 2016-2017: Faculty Lab Coordinator
- 2016-2017: Organization of Department of Experimental and Applied Mini Conference
- 2015-2017: Coordinator of the Master Social Psychology Program
- 2014-2017: Colloquium Coordinator

SELECTED MEDIA COVERAGE OF MY RESEARCH

- [The Problem of Too Much Talent. *The Atlantic*. October, 2015](#)
- [A Tipping Point for Too Much Talent. *New York Times*. August, 2014.](#)
- [The Fault in Our Stars. *Wall Street Journal*. June, 2014.](#)
- [Not Enough Basketballs? The Too-Much-Talent Effect. *Huffington Post*. June, 2014.](#)
- [Talent Acquisition: Sometimes Less is More. *Forbes*. June, 2014.](#)
- [Why Many Superstars Can Be Bad For Your Team, *Business Insider*. June, 2014.](#)
- [Duke it Out: Healthy Conflict Yields Better Work Outcomes, *Inc.* May 31, 2013.](#)
- [Why Office Hierarchies are Good for Business, *Inc.* August 24, 2012](#)
- [At the Office: Testosterone's Dark Side. *The Wall Street Journal, At Work*. July 26, 2012.](#)
- [Why We Can't All Be Chiefs. *Australian Financial Review*. June 4, 2012.](#)
- [The Big Reason Employees Need Bosses. *Business News Daily*. May 31, 2012.](#)
- [Productivity: Hierarchy at Work. *The Wall Street Journal, Week in Ideas*. May 25, 2012.](#)
- [How Flat is Too Flat? *Inc.* May 25, 2012.](#)
- [Group Tasks: The Case for Hierarchy. *The Wall Street Journal, Ideas Market*. March 23, 2012.](#)
- [Origins of Us. *BBC Television*. Oct 18, 2011.](#)
- [Prenatal Levels of Testosterone Linked as Key Factor in Bargaining Behavior, *Business Week*. Feb 21, 2011.](#)
- [Skating on the Edge, Feature Story on *ABC Television Australia, Catalyst*. July 29, 2010.](#)
- [To be a Femme Fatale, Just stand there and Watch Him Perform, *Chronicle of Higher Education*. March 21 2010.](#)
- [Pretty Women Make Simple Men, *Psychology Today*. December 18, 2010.](#)
- [Why Men Will Risk All for a Beautiful Woman, *ABC News*, March 24, 2010.](#)