

## Richard Ronay

Associate Professor

University of Amsterdam Business School

Leadership and Management

Plantage Muidergracht 12

1018 TV Amsterdam

The Netherlands

[r.ronay@uva.nl](mailto:r.ronay@uva.nl)

### ACADEMIC APPOINTMENTS

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#### University of Amsterdam

Faculty of Economics and Business

Leadership and Management Division

- Tenured Associate Professor, November 2019 – Present
- Assistant Professor, October 2017 – November 2019

#### 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

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

## RESEARCH INTERESTS

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- Leadership
- Social Hierarchy
- Inequality
- Overconfidence
- Business Ethics
- Negotiations
- Collective Action
- Decision Making
- Social Neuroendocrinology
- Evolutionary Psychology

## ACADEMIC AND TEACHING AWARDS

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- 2019, 2020, 2021, 2022, 2023, 2024. Lecturer Trophy – Executive Programme in Management Studies, University of Amsterdam Business School
- 2022 Nominated for UvA Lecturer of the Year Award
- 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

## PROFESSIONAL AFFILIATIONS

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- 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

## PUBLICATIONS

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\*She, M., **Ronay, R.**, & den Hartog, D. (in press). The Light, the Dark, and the Deviant: A Latent Profile Analysis of HEXACO and the Dark Traits. *Journal of Business Ethics*.

**Ronay, R.** (2024). Protecting the tribe from dominant leaders. In J. P. Forgas, (Ed.), *The Tribal Mind and The Psychology of Collectivism*. Taylor & Francis.

\*Mayoral, S., Ostrom, J.K., **Ronay, R.** (2024). Overconfidence and the pursuit of social status: test of two behavioral strategies. *Journal of Business and Psychology*, 39, 1163-1186.  
<https://doi.org/10.1007/s10869-024-09936-9>

**Ronay, R.**, Ostrom, J.K., She, M., & Maner, J. K. (2024). Banding together to avoid exploitation: Dominant (but not prestige-based) leaders elicit coalitional challenges from followers. *Group Processes and Intergroup Relations*, 27, 76-98.  
<https://doi.org/10.1177/13684302231151942>

**Ronay, R.**, Maddux, W., & von Hippel, W. (2022). The cocksure conundrum: How evolution created a gendered currency of corporate overconfidence. *Adaptive Human Behavior and Physiology*.  
<https://doi.org/10.1007/s40750-022-00197-5>

Ostrom, J.K., **Ronay, R.**, & Van Kleef, G. (2021). The Signalling Effects of Nonconforming Dress Style in Personnel Selection Contexts: Do Applicants' Qualifications Matter? *European Journal of Work and Organisational Psychology*, 30, 70-82.  
<https://doi.org/10.1080/1359432X.2020.1813112>

**Ronay, R.**, Maddux, W., von Hippel, W. (2020). Inequality Rules: Resource distribution and the evolution of dominance- and prestige-based leadership. *The Leadership Quarterly*, 31, 101246.  
<https://doi.org/10.1016/j.leaqua.2018.04.004>

**Ronay, R.**, Ostrom, J.K., Lehmann-Willenbrock, N., Mayoral, S., & Rusch, H. (2019). Playing the trump card: Why we select overconfident leaders and why it matters. *The Leadership Quarterly*, 30, 10316.

\*(This paper was ranked by the [Financial Times](#) as among the 100 most socially impactful international business-school publications from 2015 - 2020; [Altmetrics](#)

- “attention score” ranking top 5% of all research outputs; [Leadership Quarterly Editor’s Selection, 2019](#)).
- <https://doi.org/10.1016/j.leaqua.2019.101316>
- \*van Huijstee, D., & **Ronay, R.** (2019). “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.
- 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.  
<https://doi.org/10.3389/fnbeh.2018.00030>
- Ronay, R.**, Ostrom, 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.  
<https://doi.org/10.1016/j.jesp.2016.10.005>
- Ostrom, 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.  
<https://doi.org/10.1016/j.jrp.2017.09.001>
- \*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.  
<https://link.springer.com/article/10.1007/s40750-017-0065-0>
- 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.  
<https://doi.org/10.1080/23743603.2017.1342447>
- 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.  
<https://doi.org/10.1080/23743603.2017.1342447>
- 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.

<https://doi.org/10.1177/0956797615616255>

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.

<https://doi.org/10.1177/1948550614542348>

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.

<http://dx.doi.org/10.1177/0956797614537280>

Van Vugt, M., & **Ronay, R.** (2014) The evolutionary psychology of leadership: Theory, review, and roadmap. *Organizational Psychology Review*, 4, 74-95.

<https://doi.org/10.1177/2041386613493635>

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.

[https://doi.org/10.1162/jocn\\_a\\_00592](https://doi.org/10.1162/jocn_a_00592)

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.

<https://doi.org/10.1080/17470919.2012.655425>

**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.

<https://doi.org/10.1177/1948550612442395>

**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.  
<https://doi.org/10.1177/0956797611433876>

**Ronay, R.**, & Galinsky, A.D. (2011). Lex Talionis: Testosterone and the law of retaliation. *Journal of Experimental Social Psychology, 47*, 702-705.  
<https://doi.org/10.1016/j.jesp.2010.11.009>

**Ronay, R.**, & von Hippel, W. (2010). Power, testosterone and risk-taking. *Journal of Behavioral Decision Making, 23*, 439-526.  
<https://doi.org/10.1002/bdm.671>

**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.  
<https://doi.org/10.1177/1948550609352807>

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.  
<https://doi.org/10.1348/014466605X66420>

\*Student is first author

#### MANUSCRIPTS SUBMITTED FOR PUBLICATION AND IN PREPARATION

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\*Mayoral, S., **Ronay, R.** Hentschel, T., & Oostrom, J.K. Overconfidence, Moral Disengagement, and Deceptive Impression Management: Verifying an Idealized Self. *Revise and resubmit at Journal of Organizational Behavior*.

\*Mayoral, S. Oostrom, J.K., **Ronay, R.** Overconfidence and Power Asymmetries as Antecedents of Despotic Leadership – An Examination of Main and Interacting Effects. *Under review at Psychological Reports*.

\*Chen, L. **Ronay, R.**, Oostrom, J.K., Yuan, S., & Khapova, S. COVID-19 and the contagion of leaders' overconfident signaling. *Under review at Journal of Business Research*.

Pearson, S., Baker, E., **Ronay, R.**, W. Individual differences in divergent thinking predict persuasion, humor. *Under review at European Journal of Social Psychology.*

Lasse Lausten et al. Intergroup Conflict Cross-Culturally Heightens Preferences for Strong Leaders. This is a multilab collaboration involving a large set of co-authors. My contribution involved collecting a sample of Australian respondents and assisting with manuscript revisions. *Under review at Evolution and Human Behavior.*

Ostrom, J.K., Hentschel, T., & **Ronay, R.** Why Gender Differences in Overconfidence Hinder Leadership Diversity and How to Fix It. *Preparing for submission.*

**Ronay, R.**, & Ostrom, J.K. Blurred Lines: Sex, status, and the sanctioning of sexual misconduct at work. *Gathering more data.*

**Ronay, R.**, Mayoral, S., Jarrett, M., Ostrom, J.K., & Maddux, W. Last one standing: Costly signaling and perceptions of leadership potential. *Gathering more data.*

\*Schlamp, S., **Ronay, R.**, Ostrom, J.K., & van Vugt, M. The glass pyramid hypothesis: Sex differences in preferences for hierarchical organizations. *Gathering more data.*

#### CONFERENCE PRESENTATIONS & INVITED TALKS

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She, M. **Ronay, R.** & Den Hartog, D.N. (2024). Does Team identification Boost Voice Uniformly Across Personality Profiles? *Academy of Management (AoM)*, Chicago, IL., USA.

**Ronay, R.** (2024). Leader Follower Dynamics: Dominance, Dissent, and Distance. Invited presentation for *IESE Business School*, Barcelona, Spain.

**Ronay, R.** (2024). The Origins of Conflict and Its Management. Invited presentation for ASR, Nederland.

**Ronay, R.** (2023). Protecting the Tribe from Dominant Leaders. *Sydney Symposium of Social Psychology*, Visegrad, Hungary.

**Ronay, R.** Ostrom, J.K., She, M., & Maner, J. (2023) Banding Together to Avoid Exploitation: Dominant (but Not Prestige-based Leaders) Motivate Collective Moral Opposition from Followers. International Association for Conflict Management (IACM), Thessaloniki, Greece.

- Ronay, R.** Oostrom, J.K., She, M., & Maner, J. (2023). Banding Together to Avoid Exploitation: Dominant (but Not Prestige-based Leaders) Motivate Collective Moral Opposition from Followers. *Academy of Management (AoM)*, Boston, MA., USA.
- Ronay, R.** (2023) Banding Together to Avoid Exploitation: Dominant (but Not Prestige-based Leaders) Motivate Collective Moral Opposition from Followers. *Evolution and Human Adaptation Program. Winter Series – Evolutionary Perspectives on Social Hierarchy, Competition, and Conflict*. University of Michigan, Ann Arbor, USA.
- 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 *van Oord*, Brussels, Belgium; *Rabobank*, Utrecht, The Netherlands, *FrieslandCampina*, Amersfoort, Netherlands, *DPG Media*, Netherlands.
- Ronay, R.** (2019). Inequality Rules: Leadership in an Age of Unprecedented Inequality. Invited presentation at *Adyen*, Amsterdam, *USG People*, Almere, *ebay/Marktplaats*, Amsterdam; *Insinger Gilessen*, Amsterdam; *Robeco*, Rotterdam; *Melbourne Business School*, Melbourne, 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, 17<sup>th</sup> 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, 17<sup>th</sup> 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. 14<sup>th</sup> 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), 25<sup>th</sup> 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. 13<sup>th</sup> 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), 24<sup>th</sup> Annual Conference, Istanbul, Turkey.
- Ronay, R.,** von Hippel, W. & Galinsky, A.D. (2011). Risk taking, testosterone, & cognitive control, 24<sup>th</sup> Social Psychology Winter Conference, Park City, Utah, USA.
- Ronay, R. &** von Hippel, W. (2009) Physical attraction, executive functions and risk-taking, 10<sup>th</sup> 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, 10<sup>th</sup> 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, 36<sup>th</sup> 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. 7<sup>th</sup> 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, 34<sup>th</sup> 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**

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

### ***University of Amsterdam Business School***

#### *Data-Driven Decision-Making*

Business Studies Honours, 2023 -  
Instructor evaluation achieved: 4.8

#### *Negotiation Strategies for Building Better Social Bridges*

Interdisciplinary Studies Honours, 2023-  
Instructor evaluation achieved: 4.7 of 5

#### *Managing People Strategically*

Executive Masters, 2018-2023  
Instructor evaluation achieved: 9.2 of 10

#### *Theories of Leadership*

Masters & Executive, 2018-2022  
Instructor evaluation achieved: 8.3 of 10

#### *Ethics and the Future of Business*

Masters & Executive, 2021-  
Instructor evaluation achieved: 4.4 of 5

#### *Thesis Proposal Course*

Masters & Executive, 2022  
Instructor evaluation achieved: 8.5 of 10

#### *Experimental Data Analysis*

Masters, 2022

*Leading People Strategically*

MBA, 2017-2020

Instructor evaluation achieved: 8.6 of 10

***Vrije Universiteit University, Amsterdam******Faculty of Law****Contract Law, Dispute Law, and Psychology*

Masters, 2015 – 2024

Instructor Evaluation: Achieved 5 of 5

***In collaboration with Center for Conflict Resolution and Mediation****Conflict Resolution and Mediation*

Customized Training Program for Indonesian Government, 2015

***Department of Experimental and Applied Psychology****Negotiations*

Masters, 2013 – 2016

Instructor Evaluation: Achieved 4.8 of 5

*Leadership and Organizations*

Work and Organisational Psychology Masters, 2012– 2016

Instructor Evaluation: Achieved 4.8 of 5

*Intercultural Psychology*

Psychology Undergraduate, 2012 – 2014

Instructor Evaluation: Achieved 4.8 of 5

***Columbia University******Columbia Business School,****Managerial Negotiations*

MBA, 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**

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- PhD Students

#### **Graduated**

Sofia Schlamp (2021) – Women Striving for Leadership: The Role of Follower Perceptions and Organisational Structure

Samuel Mayoral (2022) – The Causes and Consequences of Overconfident Leadership – An Examination of Motives, Strategies, and Outcomes

#### **Ongoing**

Minnie She – The Light and Dark Sides of Organisational Deviance

Yvette Lambi – From Radicalism to Reform: Mapping the Mechanisms of Social Change in Response to Income Inequality

Lei Chen – Overconfidence and its Consequences Among the Upper Echelons

#### **PhD Committees**

Elisabeth Jackel (2023) – Temporal Interaction Patterns in Negotiations

Martha Topete Quevedo (2023) – Understanding the Impact of Power on Workplace Innovation: A Network Analysis Approach

Khadija van der Straaten (2022) – Inequality of Opportunities in Multinational Enterprises

Florian Wanders (2019) – Rebels, Renegades, and Robin Hoods: The Social-Hierarchical Dynamics Surrounding Norm Violators

Fabiola Gerpott (2017) – Learning and Leadership in Contemporary Organizations: Qualitative, Quantitative, and Temporal Insights

Jeremy Nash (2017) – Behavioral Investments in the Short Term Fail to Produce a Sunk Cost Effect

Jill Knapen (2017) – The Tall and Short of It: On the Role of Human Height in Social Perception, Interpersonal Interactions and Individual Differences

### Master Students

- I have supervised more than one hundred Master's students (MBA, MSC, EPMS) during the completion of their theses.

### EDITORIAL BOARD:

- The Leadership Quarterly
- Journal of Business and Psychology

### AD-HOC REVIEWING

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|---|--|
| • Adaptive Human Behavior and Physiology      | • Journal of Personality and Social Psychology         |
| • Asian Journal of Social Psychology          | • Journal of Risk Research                             |
| • Behavioral and Brain Sciences               | • The Leadership Quarterly                             |
| • Biological Psychology                       | • National Science Foundation                          |
| • British Journal of Social Psychology        | • Organizational Behavior and Human Decision Processes |
| • Current Directions in Psychological Science | • Organization Science                                 |
| • Evolutionary Psychology                     | • Personality Neuroscience                             |
| • Group Processes and Intergroup Relations    | • Personality and Social Psychology Bulletin           |
| • Hormones and Behavior                       | • Personality and Social Psychology Review             |
| • Journal of Behavioral Decision Making       | • PLoS one   |
| • Journal of Business Ethics                  | • Psychological Science                                |
| • Journal of Business and Psychology          | • Social Psychological and Personality Science         |
| • Journal of Experimental Social Psychology   |  |

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- PROFESSIONAL SERVICE

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- - University of Amsterdam
  - 2022- : Coordinator PhD Education for Amsterdam Business School Research Institute
  - 2021- : Co-director of Amsterdam Center of Excellence in Risk and Resilience (ACRR)
  - 2020- : Coordinator of bi-weekly faculty research group

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

## SELECTED MEDIA COVERAGE OF MY RESEARCH

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- [Why Are Humans Biased Against AI? \*Forbes\*. February, 2023](#)
- [Why We Should All Beware of the Optimism Trap. \*The Times UK\*. December, 2022.](#)
- [5 Red Flags to Watch for When Assessing Leadership Potential. \*Fast Company\*. November, 2022.](#)
- [Arrogant Leaders Continue to Rise. Here's How to Deal With One. \*Fast Company\*. November, 2021.](#)
- [3 Leadership Traits We Desperately Need in 2021. \*Fast Company\*. March, 2021.](#)
- ["Failing Up": Why Some Climb the Ladder Despite Mediocrity. \*BBC News\*. March, 2021.](#)
- [Should Leaders Stop Hiring in Their Own Image? \*Forbes\*. September, 2020.](#)
- [Want to be a Great Remote Team Leader? Actions Speak Louder Than Words. \*INC\*. August, 2020.](#)
- [Does a Positive Outlook Actually Make a Difference? \*Forbes\*. July, 2020.](#)
- [Academic Focus Limits Business Schools' Contribution to Society: FT Survey of Best in Class Social Research, 2020.](#)
- [Evolution, Hierarchy, and Leadership. \*The Dissenter\*, YouTube, 2020.](#)
- [What Science Can Tell Us About Building Great Teams? \*Kellogg Insights\*, 2019.](#)
- [When the Revolution Came for Amy Cuddy. \*The New York Times\*. October, 2017.](#)
- [Too Much Talent? Why it Can be Bad for Business. \*Business News Daily\*, 2016.](#)
- [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.](#)