

**ELIZABETH A MANNIX**  
**Samuel Curtis Johnson Graduate School of Management**  
**Cornell University**  
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**2021**  
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<http://www.johnson.cornell.edu/faculty/profiles/mannix/>

Professional Experience

2015 – 2017 Associate Dean for Executive MBA

2012 - 2015 Associate Dean for Executive Programs & Executive MBA

2007 - Ann Whitney Olin Professor of Management, Johnson, Cornell University

2008 – 2009 Vice Provost for Equity & Inclusion, Cornell University (interim)

2005 - 2008 Director, Institute for the Social Sciences, Cornell University

2003-2007 Professor of Management & Organizations, Johnson, Cornell University

1999-2003 Associate Professor of Management, Johnson, Cornell University

1995-1999 Associate Professor, Graduate School of Business, Columbia University

1993-1995 Associate Professor, Graduate School of Business, University of Chicago

1989-1993 Assistant Professor, Graduate School of Business, University of Chicago

Education

1989 Ph.D., Social & Organizational Psychology, University of Chicago, Chicago, IL.

1983 B.A. in Psychology, with honors, Roosevelt University, Chicago, IL.

Honors, Grants and Awards – selected

Society for Organizational Behavior

American Psychological Society (*Fellow*)

Most Influential Paper Award, Academy of Management, *Conflict Management Division* (with Kristin Behfar, Randall Peterson & William Trochim), 2016.

Best Paper Award, Academy of Management, *Conflict Management Division* (with S. Lee & W. Adair), 2009.

Outstanding Article Published in 2008 (with Kristin Behfar, Randall Peterson & William Trochim), *IACM*, 2010-11.

Best Empirical Paper (with Sujin Lee and Wendi Adair), Academy of Management, *Conflict Management Division*, 2009.

Faculty Research Award, Johnson Graduate School of Management (2008)

Globe Award for Excellence in Teaching (Executive MBA, 2001)

Clifford H. Whitcomb Faculty Fellow, Johnson Graduate School of Management (2000-1).

Eugene Lang Junior Faculty Research Fellowship, Columbia Business School, (1998).

CIBE Grant, *The Culture on Negotiation Process and Outcome: I and II*, with Y. Chen, (1997).

IBM Scholar & FMC Scholar, University of Chicago, Graduate School of Business (1991-2 & 1993-4)

Best Paper, Academy of Management, Conflict Management Division, 1989.

Dispute Resolution Research Center Grant, Kellogg Graduate School of Management, *Coalitions in the Organizational Context: A Social Dilemmas Perspective*, (1998-9).

National Institute for Dispute Resolution Grant, *Integrative Agreements in Small Group Decision Making*, (1987-8).

Dispute Resolution Research Center Grant, Kellogg Graduate School of Management, *Negotiation and Matching Processes in Quasi-Markets*, with Harris Sondak and Max Bazerman, (1987-8).

Dispute Resolution Research Center Grant, Kellogg Graduate School of Management, *Integrative Agreements in Small Groups*, with Leigh Thompson, (1986-7).

## Publications – Journal Articles

Haveman, H., Mahoney, J. & Mannix, E. (2019). The role of theory in management research. *Academy of Management Review*, 44 (2), <https://doi.org/10.5465/amr.2019.0034>.

Yong, K., Sauer, S., & Mannix, E. (2014). Are you thinking what I'm thinking? Conflict and Creativity in Interdisciplinary Teams, *Small Group Research*, 45 (3), 266-289.

Lee, S., Adair, W.L., Mannix, E.A., & Kim, J. (2012). The Relational Versus Collective "We" and Intergroup Allocation: The Role of Nested Group Categorization. *Journal of Experimental Social Psychology*, 48, 1132-1138.

Behfar, K., Mannix, E., Peterson, R., & Trochim, W. (2010). Conflict in Small Groups: The Meaning and Consequences of Process Conflict, *Small Group Research*.

Burris, E., Rodgers, M., Mannix, E., Hendron, M., & Oldroyd, M. (2009). Playing Favorites: The Influence of Leaders' Inner Circle on Group Processes and Performance, *Personality and Social Psychology Bulletin*, 1244-1257.

Greer, L., Jehn, K., & Mannix, E. (2008). Conflict Transformation: A Longitudinal Investigation of the Relationships between Different Types of Intragroup Conflict and the Moderating Role of Conflict Resolution, *Small Group Research*, 39 (3), 278-302

Behfar, K. Peterson, R., Mannix, E., & Trochim, W., (2008). Conflict resolution strategies in autonomous work groups: Identifying process indicators associated with group viability, *Journal of Applied Psychology*, 93, 170-188.

Mannix, E. & Neale, M (2005). What differences make a difference? The promise and reality of diverse teams in organizations. *Psychological Science in the Public Interest*, 6(2), 31-55.

Abridged version reprinted in *Scientific American*, August, 2006, 32-40.

Phillips, K., Mannix, E. A., Neale, M., & Gruenfeld, D. (2004). Diverse groups and information sharing: The effects of congruent ties, *Journal of Experimental Social Psychology*, 40, 497-510.

Sell, J., Lovaglia, M., Mannix, E., Samuelson, C., & Wilson, R. (2004). Investigating conflict, power, and status within and among groups. *Small Group Research*, 35 (1), 44-72.

Chen, Y, Mannix, E., & Okumura, T. (2003). The importance of who you meet: The importance of self versus other concerns among negotiators in the United States, the People's Republic of China, and Japan, *Journal of Experimental Social Psychology*, 39 (1), 1-15.

Bayazit, M. & Mannix, E. (2003). Should I stay or should I go? Predicting team members' intent to remain in the team. *Small Group Research*, 34, 290-321.

Jehn, K. and Mannix, E. A. (2001). The dynamic nature of conflict: A longitudinal study of intragroup conflict and group performance, *Academy of Management Journal*, 44, 238-251.

Brockner, J., Chen, Y., Mannix, E., Leung, K., and Skarlicki, D. (2000). The moderating influence of cultural differences in self-construal on the interactive relationship between outcome favorability and procedural fairness, *Administrative Science Quarterly*, 45 (1), 138-159.

Reprinted in: Cooper, C. L. & Starbuck, W. H. (2005). *Work: Contexts and Consequences*. London: Sage Publications.

Goins, S. and Mannix, E. (1999). Self-selection and its impact on team diversity and performance. *Performance Improvement Quarterly*, 12 (1), 127-147.

Polzer, J., Mannix, E. A., and Neale, M.A. (1998). Interest alignment and coalitions in multi-party negotiation, *Academy of Management Journal*, 41, 42-54.

Gruenfeld, D., Mannix, E. A., Williams, K. Y., and Neale, M. A. (1996) Group composition and decision making: How member familiarity and information distribution affect process and performance, *Organizational Behavior and Human Decision Processes*, 67, 1-15.

Mannix, E. A., Neale, M., and Northcraft, G. (1995) Equity, Equality or Need? The effects of organizational culture on the allocation of benefits and burdens, *Organizational Behavior and Human Decision Processes*, 63, 276-286.

Mannix, E.A., Tinsley, C., Bazerman, M.H. (1995) Negotiating over time: Impediments to integrative solutions, *Organizational Behavior and Human Decision Processes*, 62, 241-251.

Mannix, E. A. (1994) Will we meet again? The effects of power, distribution norms, and the scope of future interaction in small group negotiation, *International Journal of Conflict Management*, 5, 343-368.

Mannix, E. A., and Loewenstein, G.F. (1994) The effects of inter-firm mobility and individual versus group decision making on managerial time horizons, *Organizational Behavior and Human Decision Processes*, 59, 371-390.

Mannix, E. A. and Loewenstein, G. (1993) Managerial time horizons and inter-firm mobility: An experimental investigation, *Organizational Behavior and Human Decision Processes*, 56, 266-284.

Mannix, E. A. (1993) Organizations as resource dilemmas: The effects of power balance on group decision making, *Organizational Behavior and Human Decision Processes*, 55, 1-22.

Mannix, E. A. (1993) The influence of power, distribution norms and task meeting structure on resource allocation in small group negotiation, *International Journal of Conflict Management*, 4 (1), 5-23.

Mannix, E.A., and Inanami, I. (1993) The effects of argument preparation and timing of first offer on negotiators' cognitions and performance, *Group Decision and Negotiation*, **2** (3), 347-362.

Mannix, E. A. and Neale, M.A. (1993) Power imbalance and the pattern of exchange in dyadic negotiation, *Group Decision and Negotiation*, **2** (2), 119-133.

Mannix, E. A., and White, S. (1992) The effect of distributive uncertainty on coalition formation in organizations, *Organizational Behavior and Human Decision Processes*, **51**, 198-219.

Mannix, E. A. (1991) Resource dilemmas and discount rates in organizational decision making groups, *Journal of Experimental Social Psychology*, **27**, 379-391.

Reprinted in Bazerman, M. (2005). *Negotiation, Decision Making and Conflict Management*, (volume III). Edward Elgar Publishing.

Mannix, E.A., Thompson, L.L., and Bazerman, M.H. (1989) Small group negotiation, *Journal of Applied Psychology*, **74**, 508-517.

Thompson, L.L., Mannix, E.A., and Bazerman, M.H. (1988) Negotiation in small groups: Effects of decision rule, agendas and aspirations, *Journal of Personality and Social Psychology*, **54**, 86-95.

#### Publications: Books

Neale, M. & Mannix, E. (Eds). (2012) *Research on Managing Groups and Teams: Looking Back and Moving Forward* vol. 15.

Mannix, E., Neale, M., & Overbeck, J. (Eds). (2011). *Research on Managing Groups and Teams: Negotiation and Groups*, vol. 14.

Neale, M., Mannix, E., & Mullins, E. (Eds). (2010). *Research on Managing Groups and Teams: Justice and Groups*, vol. 13.

Mannix, E., Neale, M., & Goncalo, J. (Eds.). (2009). *Research on Managing Groups and Teams: Creativity and Groups*, vol. 12.

Neale, M., Mannix, E., & Phillips, K. (Eds.). (2008). *Research on Managing Groups and Teams: Diversity and Groups*, vol. 11. Bingley, UK: JAI Emerald.

Mannix, E., Neale, M., & Anderson, C. (Eds.). (2007). *Research on Managing Groups and Teams: Affect and Groups*, vol. 10. Oxford, UK: Elsevier Science Press.

Neale, M., Mannix, E., & Chen, Y. (Eds.). (2006). *Research on Managing Groups and Teams: International & Cross-Cultural Teams*, vol. 9. Oxford, UK: Elsevier Science Press.

Mannix, E., Neale, M., & Tenbrunsel, A. (Eds.). (2006). *Research on Managing Groups and Teams: Ethics in Groups*, vol. 8. Oxford, UK: Elsevier Science Press.

Neale, M., Mannix, E., & Thomas-Hunt, M. (Eds.) (2005). *Research on Managing Groups and Teams: Status and Groups*, vol. 7. Oxford, UK: Elsevier Science Press.

Mannix, E., Neale, M., & Blount-Lyon, S. (Eds.). (2004). *Research on Managing Groups and Teams: Time in Groups*, vol. 6. Oxford, UK: Elsevier Science Press.

Neale, M., Mannix, E., & Polzer, J. (Eds.) (2003). *Research on Managing Groups and Teams: Identity Issues*, vol. 5. Oxford, UK: Elsevier Science Press.

Peterson, R. & Mannix, E. (Eds.) (2003). *Understanding People in the Dynamic Organization*, Lawrence Erlbaum Associates.

Mannix, E., Neale, M., & Sondak, H. (Eds.). (2002). *Research on Managing Groups and Teams: Toward Phenomenology of Groups and Group Membership*, vol. 4. Oxford, UK: Elsevier Science Press.

Neale, M., Mannix, E., & Griffith, T. (Eds.) (2000). *Research on Managing Groups and Teams: Technology*, vol. 3. Stamford, CT: JAI Press.

Mannix, E., Neale, M., & Wageman, R.. (Eds.). (1999). *Research on Managing Groups and Teams: Groups in Context*, vol. 2. Stamford, CT: JAI Press.

Neale, M., Mannix, E., & Gruenfeld, D. (Eds.) (1998). *Research on Managing Groups and Teams: Composition*, vol. 1. Stamford, CT: JAI Press.

Publications: Chapters, Cases and other articles

Sondak, H., Neale, M., and Mannix, E. (2013). Managing Uncertainty in Multiparty Negotiations. In M. Olekalns & W. Adair (Eds). *Handbook of Research on Negotiation*, MA; Elgar.

Mannix, E. (2010). Team Negotiation. In J. Levine & M. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*, CA: Sage.

Lee, S. Adair, W. & Mannix, E. (2009). The Relational Versus Collective "We" and Intergroup Allocation Decisions. *Best Paper Proceedings of the Academy of Management*, August.

Mannix, E. & Sauer, S. (2006). Status and Power in Organizational Group Research: Acknowledging the Pervasiveness of Hierarchy, In S. Thye & E. Lawler (Eds.) *Advances in Group Processes: Social Psychology of the Workplace (23)*, p. 149-182.

Mannix, E. (2006). Multi-party Negotiation: Three keys to success. *Negotiation*. Harvard Business School Publishing, 9(20), p. 4-6.

Mannix, E. (2005) Strength in numbers: Negotiating as a team. *Negotiation: Decision-making and Communication Strategies that Deliver Results*, Harvard Business School Publishing: 8 (5), p 1-4.

Lovaglia, M., Mannix, E., Samuelson, C., Sell, J., & Wilson, R. (2004). Conflict, power and status in groups, In M. S. Poole & A. B. Hollingshead (Eds). *Theories of Small Groups: Interdisciplinary Perspectives*. Sage Publications: Thousand Oaks, CA, 139-184.

Mannix, E. and Jehn, K. (2004). Let's storm and norm, but not right now: Integrating models of group development and performance. In E. Mannix, M. Neale, and S. Blount, (Eds.), *Research on Managing Groups and Teams: Temporal Issues*, Vol 6: Elsevier Science Press.

Griffith, T., Mannix, E., & Neale, M. (2003). Conflict & virtual teams. In C.B. Gibson & S.G. Cohen, (Eds.), *Virtual teams that work: Creating Conditions for Virtual Team Effectiveness*. San Francisco: Jossey-Bass.

Mannix, E. A., Griffith, T., & Neale, M. A. (2002). The phenomenology of conflict in distributed work teams. In P. Hinds & S. Kiesler, *Distributed Work*. Cambridge, MA: MIT Press, pages 213-232.

Mannix, E., Thatcher, S. & Jehn, K. (2001). Does culture always flow downstream? Linking group consensus and organizational culture. In Cartwright, S., Cooper, C., Earley, C., Chatman, J., Cummings, T., Holden, N., Sparrow, P. & Starbuck, W. (eds.), *International Handbook of Organizational Culture and Climate*, Sussex: John Wiley & Sons.

Wageman, R. and Mannix, E. (1998). The uses and misuses of power in task-performing teams. In R. Kramer and M. Neale (Eds.), *Power and Influence in Organizations*, Sage Publications.

Owens, D., Mannix, E. A., and Neale, M. (1998). Strategic formation of groups: Issues in task performance and team member selection. In Neale, M., Mannix, E., & Gruenfeld, D. (Eds.), *Research on Managing Groups and Teams*, vol 1, JAI Press

Valley, K., Neale, M. and Mannix, E. A. (1995) Friends, Lovers, Colleagues, Strangers: The effects of relationship on the process and outcome of negotiation. In R. Bies, R. Lewicki, and B. Sheppard (Eds.), *Research in Negotiation in Organizations*, vol 5, JAI Press, pages 65-94.

Polzer, J., Mannix, E. A., and Neale, M. (1995) Multi-party negotiation in its social context. In R. Kramer and D. Messick (Eds). *Negotiation as a Social Process*, Thousand Oaks, Ca: Sage, pages 123-142.

Mannix, E. A. (1990) Resource dilemmas and discount rates in organizational decision making groups. *Best Paper Proceedings of the Academy of Management*, August.

Bazerman, M.H., Mannix, E.A., Sondak, H.C., and Thompson, L.L. (1990) Negotiation behavior and decision processes in dyads, groups and markets. In J. S. Carroll (Ed.), *Applied Social Psychology and Organizational Settings*, Lawrence Erlbaum Press.

Bazerman, M.H., Mannix, E.A., and Thompson, L.L. (1988) Groups as mixed-motive negotiations. In E.J. Lawler and B. Markovsky (Eds.), *Advances in Group Decision Making Processes: Theory and Research*, vol. 5, JAI Press.

Mannix, E.A. (1989) Organizations as resource dilemmas: The effects of power balance on group decision making. *Best Paper Proceedings of the Academy of Management*, August.

Federated Science Fund – Negotiation simulation, distributed by the Dispute Resolution Research Center, Northwestern University.

#### Work in Progress

Johnson, W. and Mannix, E. Going the distance? Personal and organizational cost benefit analyses in the creative adoption decision process, Working Paper.

Wang, S., Mannix, E., & Cronin, M. Beyond Diversity and Homogeneity: Conceptualizing Compatibility in Cognition, Working Paper.

## Book Reviews

Mannix, E. A. (2002). Jeanne Brett, *Negotiating Globally: How to negotiate deals, resolve disputes, and make decisions across cultural boundaries*. In the *Industrial and Labor Relations Review*, **56 (1)**, 193-194.

Mannix, E.A. (1991) Henry Montgomery and Ola Svenson (Eds.) *Process and Structure in Human Decision Making*. In the *Journal of Organizational Behavior*, **12**, 81-84.

Bazerman, M.H., and Mannix, E.A. (1989) Robyn M. Dawes, *Rational Choice in an Uncertain World*. In the *Journal of Behavioral Decision Making*, **2**, 63-64.

## Invited Presentations – Selected

UC Berkeley, NYU Stern School, Goizueta Business School at Emory University, Robert H. Smith School of Business at University of Maryland, The Kennedy School at Harvard University, The Program on Negotiation at Harvard University, USC, UCLA, Harvard Business School, INSEAD, University of California at Berkeley, Stanford University, Queen's University, University of Chicago, Columbia University, Carnegie-Mellon University, Kellogg Graduate School of Management, The Tuck School, Washington University, Yale University, University of Utah, The Wharton School, University of Chicago, University of California at Berkeley, Stanford University, Duke University, University of Minnesota, University of Texas at Austin, Harvard Business School

## Conferences Organized

Co-Organizer of Annual Conference & Book Series: ***Research on Managing Groups and Teams***, (Annually from 1997 – 2011, with Margaret Neale).

Co-Organizer of Conference and book volume: ***Understanding the Dynamic Organization*** (2001, with Randall Peterson)

## Conference Presentations

Sondak, H., Neale, M., & Mannix, E. (2012). Managing Uncertainty in Multi-party Negotiations. Presented at The Handbook on Negotiation Conference, Northwestern University, Evanston, IL.

Lee, S., Adair, W., Mannix, E., & Kim, J. (2011). Intergroup Resource Allocation. Presented at the 4<sup>th</sup> Annual FACE Conference, Paris, France.

Lee, S., Adair, W., & Mannix, E. (2009). The relational versus collective “we” and intergroup allocation decisions. Presented at the Academy of Management Meetings, Chicago, IL.

Behfar, K., Mannix, E., Peterson, R., & Trochim, W. (2008). Coordinating Both People and Task: Revisiting and Explicating the Process Conflict Construct. Presented at the Academy of Management Meetings, Anaheim, CA.

Yong, K., Sauer, S. & Mannix, E. (2006). Emotional conflict and creative synergy in interdisciplinary teams. Presented at the International Association for Conflict Management, Montreal, CA.

Mannix, E. & Proell, C. (2005). Power in the 21<sup>st</sup> Century: The Dynamic Implications of Power on Individuals and Groups in Organizations. Symposium presented at the Academy of Management Meetings, Honolulu, Hawaii.

Lee, S., Adair, W. & Mannix, E. (2004). Contextual and temporal dynamics in social categorization. Presented at the Academy of Management Meetings, New Orleans, LA.

Burris, E., Rodgers, M. & Mannix, E. (2004). Friends in high places: The effects of relational status and leadership in decision making groups. Presented at the International Association for Conflict Management, Pittsburgh, PA.

Lee, S., Adair, W., & Mannix, E. (2004). Negotiator self-identity and justice judgment in intergroup negotiation. Presented at the International Association for Conflict Management, Pittsburgh, PA.

Lee, S., Adair, W., & Mannix E. (2003). Relational and collective interdependence and social categorization when negotiating with outgroups. Presented at the International Association for Conflict Management, Melbourne, Australia.

Mannix, E. (2003). Social Influence and Values. Presented at the International Conference on Motivation Science, Columbia University, NY.

Mannix, E. & Rodgers, M. (2002). Social Identity in Evolving, Boundary-Less, and Pluralistic Organizations. Presented at the annual meeting of the Academy of Management, Denver, CO.

Jackson, K., Peterson, R., Mannix, E., Trochim, W. (2002). Conflict strategies in team settings. Presented at the annual meeting of the Academy of Management, Denver, CO.

Mannix, E., Chen, Y., Lee, S., And Lau, A. (2002). It's not what, but when: The pacing of negotiation moves across three cultures. Presented at the International Association for Conflict Management, Salt Lake City, UT.

Jackson, K., Mannix, E., Peterson, R., & Trochim, W. (2002). A multi-faceted approach to process conflict. Presented at the International Association for Conflict Management, Salt Lake City, UT.

Proell, C. & Mannix, E. (2001) Look Before You Leap? What negotiators really do to prepare. Presented at the International Association for Conflict Management, Clergy, France.

Phillips, K., Mannix, E., Neale, M., & Gruenfeld, G. (2001). Who Knows What? The Effects of Asymmetrical Social and Knowledge Ties. Presented at the International Association for Conflict Management, Clergy, France.

Griffith, T., Mannix, E., and Neale, M. (2001). Conflict in virtual teams. Presented at the Conference on Virtual Work, University of Southern California, Los Angeles, CA.

Bayazit, M. & Mannix, E. (2001). Should I Stay or Should I Go: Predicting Team Viability. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

Mannix, E., Griffith, T., & Neale, M. (2000). The phenomenology of conflict in distributed work groups. Presented at the Conference on Distributed Work, Carmel, CA, August.

Mannix, E. & Jehn, K. (2000). Negotiation research in groups and teams: Looking back and moving forward. Presented at the Conference on Group Negotiation and Decision Research, Glasgow, Scotland, July.

Mannix, E., Thatcher, S., & Jehn, K. (1999). The Culture of Organizational Teams: The Impact of Values and Norms on Process and Performance. Presented at the annual meeting of the Academy of Management, Chicago, IL, August.

Brockner, J., Chen, Y., & Mannix, E. (1999). The Moderating Influence of Cultural Differences in Self-construal on the Interactive Relationship between Outcome Favorability and Procedural Fairness. Presented at the annual meeting of the Academy of Management, Chicago, IL, August.

Chen, Y., Mannix, E. & Okumura, T. (1999). Interactive Effects of Self vs. Opponent's Goal and Self-Primacy Conflict Orientations in Dyadic Negotiations: Evidence from the United States, the People's Republic of China, and Japan. Presented at the Asian Conference on Social Psychology. Taipei, Taiwan, August.

Chen, Y, Mannix, E., & Okumura, T. (1998). Negotiation in Context: Effects of Aspiration and self-primacy orientation on individual profit in the US, the PRC, and Japan. Presented at the annual meeting of the Academy of Management, San Diego, CA, August.

Williams, K., Mannix, E., Neale, M., & Gruenfeld, D. (1997). Sharing unique perspectives: The process of knowledge exchange in social and informational coalitions. Presented at the annual meeting of the Academy of Management, Boston, MA, August.

Chen, Y. and Mannix, E. A. (1997). The effects of time perspective and culture on negotiation process and outcome. Presented at the International Association for Conflict Management, Bonn, Germany, June.

Williams K., and Mannix, E. (1996). Group composition and decision making: The effect of familiarity and information coalitions. Symposium presented at the annual meeting of the Academy of Management, Cincinnati, Ohio, August.

Goins, S., Carroll, S., and Mannix, E. (1996). Teams in the classroom: The effects of team composition on process and performance. Presented at the annual meeting of the Academy of Management, Cincinnati, Ohio, August.

Jehn, K. and Mannix, E. A. (1996). The dynamic nature of conflict: A longitudinal study of intragroup conflict and group performance. Presented at the annual meeting of the Academy of Management, Cincinnati, Ohio, August.

Blount, S., Mannix, E. and Gruenfeld, D. (1995) Embedded dilemmas in organizations. Presented at the Sixth International Conference on Social Dilemmas, Wassenaar, The Netherlands, June.

Mannix, E. (1995) Allocating scarce goods and overabundant bads: Cognitive, dyadic, and organizational effects. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada, August.

White, S., Mannix, E., and Taylor S. (1994) What's in it for me or what's in it for us? An examination of the concept of self-interest on organizations. Symposium presented at the meeting of the Academy of Management, Dallas, TX, August.

Polzer, J., Mannix, E. A., and Neale, M. (1994) Should I stay or should I go? Alliances, factions and coalitions in multi-party negotiation. Paper presented at the Conference on Negotiation in its Social Context, Stanford University, March.

Valley, K., Neale, M. and Mannix, E. A. (1993) Relationships and negotiation. Presented at the Fourth Conference on Research In Negotiations in Organizations, Georgetown University, Washington, D.C.

Mannix, E.A., Tinsley, C., Bazerman, M.H. (1993) Negotiating over time: Impediments to integrative solutions. Paper presented at the International Association for Conflict Management, Belgium, June.

Mannix, E. A. (1993) Will we meet again? The effects of power, need, and the scope of future interaction in small group negotiation. Paper presented at the International Association for Conflict Management, Belgium, June.

Mannix, E.A., Polzer, J., and Neale, M.A. (1992) The interaction of mixed-motive negotiation and coalition formation: A study of power, entitlement and relationships. Paper presented at the meeting of the Academy of Management, Las Vegas, NV, August.

Mannix, E. A. and Neale, M.A. (1992) Power imbalance and the pattern of exchange in dyadic

negotiation. Paper presented at the International Association for Conflict Management, Minneapolis, MN, June.

Mannix, E.A., and Inami, I. (1992) Offer-driven versus issue-driven negotiation: The effects of argument preparation and timing of first offer on negotiation process and performance. Paper presented at the International Association for Conflict Management, Minneapolis, MN, June.

Mannix, E. A. and White S. (1991) The effect of distributive uncertainty on coalition formation in organizations. Paper presented at the International Association for Conflict Management, Amsterdam, The Netherlands, June.

Mannix, E. A., and White, S. (1990) Coalition formation in decision making groups: The effect of resource allocation schemes. Paper presented at the Society for Judgment and Decision Making, New Orleans, LA, November.

Mannix, E. A. (1990) Resource dilemmas and discount rates in organizational decision making groups. Paper presented at the meeting of the Academy of Management, San Francisco, CA.

Mannix, E.A. (1990) Zephyr: A multi-party negotiation exercise. Paper presented at The Organizational Behavior Teaching Conference, Richmond, VA, May.

Mannix, E. A. (1989) Groups as mixed-motive negotiations. Paper presented at the meeting of the Society for Probability, Utility and Decision Making, Moscow, U.S.S.R., August.

Mannix, E.A. (1989) Organizations as resource dilemmas: The effects of power balance on group decision making. Paper presented at the meeting of the Academy of Management, Washington, DC, August.

Mannix, E. A., and Bazerman, M. H. (1988) Matches and negotiation in a market context: Limitations on rationality. Paper presented at the national joint meeting of the Institute of Management Sciences/Operations Research Society of America, Denver, Colorado, October.

Mannix, E.A., Thompson, L.L., and Bazerman, M.H. (1988) Small group negotiation. Paper presented at the meeting of the Academy of Management, Anaheim, California, August.

Thompson, L.L., Mannix, E.A., and Bazerman, M.H. (1987) Negotiation in small groups: Effects of decision rule, agendas and aspirations. Paper presented at the meeting of the Academy of Management, New Orleans, Louisiana, August.

## Editorial and Review Activities

*Academy of Management Review*, Associate Editor (2017- 2020)

*Organization Science*, editorial board (2007 - 2012)

*Administrative Science Quarterly*, editorial board (1999 – 2003 and 2005 - 2010)

*Administrative Science Quarterly*, Book Review Editor (2003 - 2004)

*Academy of Management Review*, Associate Editor (2002-2005)

*Social Science Research Network (SSRN): Multiple Party Negotiation*, editorial board (2002 - )

*Academy of Management Journal*, editorial board (1997 - 2002)

*Academy of Management Journal*, Guest Editor Special Research Forum: A New Time (2002).

*Group Decision and Negotiation*, Guest Editor Special Issue on Relationships and Negotiation (1993, vol. 2)

*International Journal of Conflict Management* (editorial board 1990-1995)

Ad hoc Reviewer -

*Administrative Science Quarterly*

*Organizational Behavior and Human Decision Processes*

*Journal of Experimental Social Psychology*

*Journal of Applied Psychology*

*Journal of Personality and Social Psychology*

*Management Science*

*Personality and Social Psychology Bulletin*

## Major Service Activities

### **Cornell University**

University Appeals Committee (2020 – 2025)  
FACTA, Faculty Advisory Committee on Tenure Appointments (2018-2022)  
Center for Teaching Excellence, Advisory Board (2009 - 2011)  
Vice-Provost for Equity and Inclusion (2008 - 09)  
University Diversity Council Working Group (2006-08 / Chair 2008 - 09)  
Director, Institute for the Social Sciences (2005-2008)  
A.D. White Professor-at-large Selection Committee (2006- 09)  
Lehman Scholars Selection Committee (2006 - 09)  
Social Science Internal Advisory Committee (2005- 09)  
Social Science Advisory Committee, Cornell University (2002 – 2005 / Co-Chair 2004-2005)

### **S.C. Johnson College of Business, Cornell University**

Faculty Policy Committee, Chair (2018-2019)  
Peer Teaching committee (2017 - )  
Johnson in NYC Committee (2012 - 2014)  
MBA Curriculum Committee (2011- 2013)  
Search Committee - SGE (2011- 2012)  
EMBA Program, Faculty Director (2010 - 2012)  
Academic Standards Committee (2009- 2013; Chair 2012-2013)  
EMBA Committee (2008 - 2012)  
Policy Committee (1999 – 2002, 2009-10)  
Search Committee, Global Management (2007- 2008)  
Johnson Dean Search Committee (2006-07)  
MBA Orientation Foundations in Leadership course - Design and Administration  
Search Committee, Sustainable Global Enterprise (2003- 2006)  
Search Committee, Entrepreneurship (2002 - 2003)  
Faculty Director, Center for Leadership (1999-2005)  
Leadership Intensive – Design & Advisory Committee  
Executive MBA Steering Committee (2001 – 2002)  
Search Committee, Samuel Johnson Chair for Sustainable Global Business (2001-2002)  
GBC Leadership Forum – Advisory Committee (2000)  
Recruiting Chair – Management & Organizations (1999, 2000, 2002)  
Park Leadership Fellows Committee (1999-2000)

## Doctoral Supervision

Wayne Johnson (Cornell University, Johnson) - Chair  
Ozias Moore (Cornell University, ILR) - member  
Shirley Wang (Cornell University, Johnson) - Chair  
Dongjun Zhao (Cornell University, Human Ecology) - member  
Elliott Heffner (Cornell University, Plant Breeding & Genetics) -- member  
Stephen Sauer (Cornell University, Johnson) – chair  
Kevyn Yong (Cornell University, Johnson) – chair  
Sujin Lee (Cornell University, Johnson) – chair  
Chad Proell (Cornell University, Johnson) – chair  
Matt Rodgers (Cornell University, Johnson) - chair  
Ethan Burris (Cornell University, Johnson) – member  
Gerald Ericksen (Cornell University, ILR) - member  
Kristin Jackson (Cornell University, Johnson) – member  
Kerri L. Johnson (Cornell University, Psychology) - member  
Jenna Shanis (Cornell University, DEA) – member  
Tina Diekmann (Northwestern University) – member  
Ichiro Innami (University of Chicago) – member

## Teaching

### **Degree & Certificate Courses:**

Managing and Leading in Organizations (*ExecMBA, Core MBA, Accelerated MBA*)  
High Performance Teams (*ExecMBA*)  
Healthcare Leadership (*ExecMBA*)  
Building your Leadership Legacy (*ExecMBA*)  
Power & Politics (*Elective – MBA, ExecMBA*)  
Negotiations (*Elective - MBA*)  
Foundations in Leadership (*ExecMBA*)  
Organizational Behavior (*PhD*)

*Managing Virtual and Global Teams (eCornell)*

### **Executive Education (Topics & Programs):**

Principled Leadership  
Women in Leadership  
Organizational Change & Renewal  
Emotional Intelligence  
Motivation, Engagement & Organizational Culture  
Creativity and Innovation  
Power, Influence, & Networking  
Leveraging Diversity for Optimal Performance  
Creating & Leading High-Performance Teams  
Strategic Negotiation  
Custom Programs – companies and topics available on request