

Alice J. Lee

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alicejlee@cornell.edu

ACADEMIC POSITIONS

Cornell University, Industrial & Labor Relations School (2019-)

Assistant Professor of Organizational Behavior

EDUCATION

Columbia University, Graduate School of Business

Ph.D., Management, May 2019

New York University, Leonard N. Stern School of Business

B.S., Finance, May 2009, *magna cum laude*

PUBLICATIONS

⁺ Denotes doctoral student collaborator

- Lee, A. J., Mason, M. F., Malcomb, C. S.⁺ (in press). Beyond Cheap Talk Accounts: A Theory of Politeness in Negotiations. *Research in Organizational Behavior*. <https://doi.org/10.1016/j.riob.2021.100154>
- Anicich, E. M., Lee, A. J., Liu, S (2021). Thanks, but No Thanks: Unpacking the Relationship between Power and Gratitude. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672211025945>
- Lee, A. J., Loschelder, D. D., Schweinsberg, M., Mason, M. F., Galinsky, A. G. (2018). Too Precise to Pursue: How Precise First Offers Create Barriers-to-Entry in Negotiations and Markets. *Organizational Behavior and Human Decision Processes*, 148, 87-100.
- Schaerer, M., Lee, A. J., Galinsky, A. D., & Thau, S. (2018). Contextualizing social power research within organizational behavior. In Ferris, D. L., Johnson, R. E., & Sedikides, C. (Eds.), *The Self at Work: Fundamental Theory and Research*. Organizational Frontiers Series of the Society for Industrial and Organizational Psychology. New York: Routledge.
- Lee, A. J., Ames, D. R. (2017). “I can’t pay more” versus “It’s not worth more”: Divergent effects of constraint and disparagement rationales in negotiations. *Organizational Behavior and Human Decision Processes*, 141, 16-28.
- Ames, D. R., Lee, A. J., & Wazlawek, A. S. (2017). Interpersonal Assertiveness: Inside the Balancing Act. *Social and Personality Psychology Compass*, 11(6), e12317.
- Galinsky, A. D. & Lee, A. J. (2016). When Perspective-Takers Turn Unethical. *The Social Psychology of Morality*, 126.
- Kuwabara, K., Yu, S., Lee, A. J., & Galinsky, A. D. (2015). Status Decreases Dominance in the West but Increases Dominance in the East. *Psychological Science*, 27, 127-137.
- Ames, D. R. & Lee, A. J. (2015). Tortured beliefs: How and when prior support for torture skews the perceived value of coerced information. *Journal of Experimental Social Psychology*, 60, 86-92.

Mason, M. F., Lee, A. J., Wiley, E. A., & Ames, D. R. (2013). Precise offers are potent anchors: Conciliatory counteroffers and attributions of knowledge in negotiations. *Journal of Experimental Social Psychology*, 49, 759-763.

SELECTED RESEARCH IN PROGRESS

+ Denotes doctoral student collaborator

Hays, N. A., Lee, A. J., Blader, S. L., Galinsky, A. D. The social relations-approach theory of social hierarchy: Understanding the distinct psychological experience of status and power. Revise and resubmit at *Psychological Review*.

Loschelder, D. D., Lee, A. J., Mason, M. F., Ames, D. R., Galinsky, A. D. An Interpersonal, Attributional Perspective on First Offers in Negotiations. Working manuscript.

Lee, A. J., Mason, M. F., Malcomb, C. S.⁺ Foregone Politeness, Foregone Negotiations: Politeness Lowers the Risk of Alienating Potential Negotiation Partners. Working manuscript.

Lee, A. J., Mason, M. F., Malcomb, C. S.⁺ Gender and politeness. Working manuscript.

Lee, A. J., Hays, N. A., Li, H., Galinsky, A. D. The Power to Leverage Your Power: How Social Power Affects the Use Of Negotiation-Specific Power. Working manuscript.

Lee, A. J., Ames, D. R. Disparagement backlash and caretaker advantage: How attachment shapes reactions to accounts in negotiations. Working manuscript.

Lee, A. J., Mason, M. F., Ames, D. R. The post-decision affirmation (PDA) effect: The interpersonal benefits of closing negotiations with affirmative comments. Working manuscript.

Ames, D. R., Lee, A. J. Cheap shots and fair points: Egocentric perceptions of rationales in bargaining—and the potential impact of perspective-taking. Working manuscript.

OTHER PUBLICATIONS

Anicich, E. M. & Lee, A. J. (2021). [Two Words that Rarely Travel Down the Hierarchy: Thank You!](#) Invited contribution to the Society for Personality and Social Psychology's *Character & Context* Blog, December 6.

INVITED PRESENTATIONS

University of California, Los Angeles, Anderson School of Management (2018)

Georgetown University, McDonough School of Business (2018)

Harvard University, Harvard Business School (2018)

Emory University, Goizueta Business School (2018)

Cornell University, ILR School (2018)

Deming Center for Quality, Productivity, and Competitiveness, Columbia University (2018)

CONFERENCE PRESENTATIONS

Disparagement Backlash and Caretaker Advantage: How Attachment Shapes Reactions to Accounts in Negotiations. (Co-Author: Ames, D. R.)

International Association of Conflict Management (2018)

Too Precise to Pursue: How Precise First Offers Create Barriers-to-Entry in Negotiations and Markets. (Co-Author: Loschelder, D. D., Schweinsberg, M., Mason, M. F., Galinsky, A. D.)

Academy of Management (2017)

“I can’t pay more” versus “It’s not worth more”: Divergent effects of constraint and disparagement rationales in negotiations. (Co-Author: Ames, D. R.)

European Association of Social Psychology (Co-chaired Symposium, 2017)

International Association of Conflict Management (Co-chaired Symposium, 2017)

International Association of Conflict Management (2016)

The Social Integration Theory of Status: Understanding the Psychological Experience of Status. (Co-Authors: Hays, N., Blader, S. L., Galinsky, A. D.)

Society of Experimental Social Psychology (2016)

Precision and Anchor Potency: Attributions of Knowledge in Negotiations. (Co-Authors: Mason, M. F., Wiley, L. A., Ames, D. R.)

Academy of Management Annual Meeting (2014)

International Association for Conflict Management (2014)

Society for Personality and Social Psychology Annual Meeting (2014)

Management Talk Series, Haas Business School (2013)

Tortured beliefs: Prior support for torture skews judgments of the intelligence payoff from coerced information. (Co-Authors: Ames, D. R.)

Trans-Atlantic Doctoral Conference (2015)

From Glue to Gasoline: How the Same Processes That Normally Bind People Together, Tear Them Apart During Competition. (Co-Authors: Galinsky A. D., Swaab, R., Kilduff, G.)

Society for Personality and Social Psychology Annual Meeting (2015)

The Unethical Perspective-Taker (Co-Authors: Galinsky A. D.)

Sydney Symposium of Social Psychology (2015)

AWARDS & HONORS

2020	Nominated for MacIntyre Award for Exemplary Teaching and Advising
2017-18	Deming Center Doctoral Research Fellowship
2017	IACM DRRC Merit Based Student Award
2013-18	Graduate Student Fellowship, Columbia Business School

2013	Chazen Institute of International Business Grant
2007-09	Dean's List, New York University
2007	The Irvine Foundation Endowed Scholarship
2005-07	Dean's List, Occidental College
2005-06	Occidental Achievement Scholarship
2006	Carnation Foundation Scholarship

TEACHING EXPERIENCE

COURSES TAUGHT

Managerial Negotiations (Undergraduate Course), ILR School, Cornell University
Instructor (Spring 2022)

Managerial Negotiations (Master's Course), ILR School, Cornell University
Instructor (Spring 2022)

Organizational Behavior Workshop, ILR School, Cornell University
Co-organizer (Fall 2021)

Managerial Negotiations (Undergraduate Course), ILR School, Cornell University
Instructor (Spring 2021, Average Rating: 5.0/5.0)

Managerial Negotiations (Master's Course), ILR School, Cornell University
Instructor (Spring 2021, Average Rating: 4.8/5.0)

Managerial Negotiations (Master's Course), ILR School, Cornell University
Instructor (Fall 2020, Average Rating: 4.9/5.0)

Negotiation & Conflict Resolution (Undergraduate Course), ILR School, Cornell University
Instructor (Spring 2020, Average Rating: 4.9/5.0)

Managerial Negotiations (Master's Course), ILR School, Cornell University
Instructor (Spring 2020, Average Rating: 4.9/5.0)

Cross-Cultural Seminar (MBA Course), Columbia Business School, Columbia University
Instructor (Summer 2018, Rating N/A)

TEACHING FELLOW

Negotiations Fellow, Columbia Business School (2014-2017)

- Supported all facets of CBS' negotiations curriculum (~24 sections per year)
- Managed the capturing and dissemination of course resources
- Assisted in the creation of substantive classroom materials

Head Teaching Assistant, Leadership Development, Columbia Business School (2015-2016)

- Course-level TA for 11 sections (~800 incoming MBA students)
- Managed and coordinated responsibilities across all course TA's

- Developed and refined new course materials

TEACHING ASSISTANT

Managerial Negotiations (MBA Course), Columbia Business School
Teaching Assistant (10 sections, 2013-2018)

Managerial Negotiations (EMBA Course), Columbia Business School
Teaching Assistant (5 sections, 2012-2014)

Leadership Development (MBA Course), Columbia Business School
Teaching Assistant (6 sections, 2013-2017)

WORKSHOPS AND GUEST LECTURING

Workshop, “Negotiating Job Offers”
Department of Cardiology, New York-Presbyterian Hospital, Spring 2016

Guest Lecturer, “Opening Acts: The Science of Getting Started”
Managerial Negotiations (two sections; MBA Course), Fall 2016

Guest Lecturer, “Opening Acts: The Science of Getting Started”
Managerial Negotiations (two sections; MBA Course), Fall 2015

SELECTED MEDIA MENTIONS

RATIONALES

Research Insights. Winter 2018. *Dispute Resolution Magazine**

https://www.americanbar.org/groups/dispute_resolution/publications/dispute_resolution_magazine/2018/winter2018.html

**This issue of the Magazine was mailed to more than 5,000 members of the ABA Section of Dispute Resolution and made available in digital format to more than 12,000 members.*

TORTURED BELIEFS

The Psychological Research That Helps Explain The Election. December 25, 2016. *The New Yorker*.

http://www.newyorker.com/science/maria-konnikova/the-psychological-research-that-helps-explain-the-election?mbid=nl_161226_Daily&CNDID=45413788&spMailingID=10113857&spUserID=MTY0NDYwMDg1MjYyS0&spJobID=1062072553&spReportId=MTA2MjA3MjU1MwS2

PRECISE OFFERS ARE POTENT ANCHORS

Revealed: The One Big Secret to Successful Haggling. June 6, 2013. *TIME*.

<http://science.time.com/2013/06/03/revealed-the-one-big-secret-to-successful-haggling/print/>

A Quick Trick For Getting A Big Raise. May 31, 2013. *Forbes*.

<http://www.forbes.com/sites/susanadams/2013/05/31/a-quick-trick-for-getting-a-big-raise/>

Asking for a Raise? Avoid Round Numbers. May 28, 2013. *Wall Street Journal*.

<http://online.wsj.com/news/articles/SB10001424127887324310104578511583633691660>

How to Score a Higher Salary. May 29, 2013. *Wall Street Journal: At Work*.

<http://blogs.wsj.com/atwork/2013/05/29/how-to-score-a-higher-salary/>

A numbers game: How to negotiate a better salary. June 27, 2013. *CNN*.

<http://edition.cnn.com/2013/06/05/business/salary-negotiation/index.html>

Next Time You Ask For A Raise, You Might Want To Round Up. June 3, 2013. *NPR*.

<http://www.npr.org/templates/story/story.php?storyId=188397997>

How Precision Makes You A Better Negotiator. June 11, 2013. *Business Insider*.

<http://www.businessinsider.com/how-precision-makes-you-a-better-negotiator-2013-6>

When it comes to salary negotiations, ask for a precise number. June 3, 2013. *Quartz*.

<http://qz.com/90370/when-it-comes-to-salary-negotiations-ask-for-a-precise-number/>

Good Question: How Much Do Numbers Matter In Negotiating? June 6, 2013. *CBS News*.

<http://minnesota.cbslocal.com/2013/06/06/good-question-how-much-do-numbers-matter-in-negotiating/>

Precise Offers Are Potent Anchors: Conciliatory Counteroffers And Attributions Of Knowledge In Negotiations. April 29, 2013. *Ideas at Work*, Columbia Business School.

<http://www4.gsb.columbia.edu/ideasatwork/researchbriefs/7329879>

PROFESSIONAL AFFILIATIONS

Academy of Management

International Association for Conflict Management

Society for Judgment and Decision Making

Society for Personality and Social Psychology

SERVICE

AD-HOC REVIEWER

Organizational Behavior and Human Decision Processes (OBHDP)

Journal of Experimental Social Psychology (JESP)

Organization Science

Journal of Social Psychology

Academy of Management Annual Meeting

International Association for Conflict Management

UNIVERSITY SERVICE

Computing Committee, member, ILR, 2020-23
Psychology of Work Subcommittee, member, ILR, 2019-2020
Committee on Teaching Reactivation Options (C-TRO) Subcommittee, member, 2020

NON-ACADEMIC WORK EXPERIENCE

J.P. Morgan Asset Management, *New York, NY*
Institutional Sales Analyst, 2011-2013

Willis Group Holdings LLC, *New York, NY*
Risk Management Analyst, Rotational Program, 2009-2011

Deloitte Touche Tohmatsu, *Hong Kong SAR*
Intern, Audit, 2008

Leading Investment & Securities Co., *Seoul, Korea*
Intern, Investment Management, 2008

Cosmo Investment Management, *Seoul, Korea*
Intern, Investment Management, 2007

Credit Suisse, *Seoul, Korea*
Intern, Equity Research, 2006