

GEOFFREY J. LEONARDELLI

Curriculum Vitae
January 19, 2012

Office:

Rotman School of Management
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POSITIONS HELD

- 2010 – present **Associate Professor (cross appt), Department of Psychology**
University of Toronto
- 2010 – present **Associate Professor (with tenure), OBHR**
Rotman School of Management, University of Toronto
- 2004 – 2010 **Assistant Professor, OBHR**
Rotman School of Management, University of Toronto
- 2002 – 2004 **Visiting Assistant Professor and Post-Doctoral Fellow in Dispute Resolution**
Kellogg School of Management, Northwestern University
- 2002 **Lecturer, Department of Psychology**
University of Maryland

EDUCATION

- Ph.D.** **The Ohio State University, Columbus**, Social Psychology, June 2002
Minor Fields: Quantitative Methods and Cognitive Psychology
Thesis: *Smaller can be better: Minority affirmation in intergroup relations*
Committee: Marilynn Brewer (Advisor), Robert Arkin, Richard Petty, Lisa Flores
- M.A.** **The Ohio State University, Columbus**, Social Psychology, August 1998
Thesis: *The motivational underpinnings of social discrimination*
Committee: Marilynn Brewer (Advisor), Robert Arkin, Philip Tetlock
- B.A.** **University of North Carolina, Chapel Hill**, August 1995
Major: Psychology with honors and distinction
Thesis: *State self-esteem: Self-concept confusion or self-concept positivity?*
Committee: Constantine Sedikides (Advisor), John Schopler, Vaida Thompson

AWARDS AND GRANTS

Awards:

- Membership Invitation*
Society for Experimental Social Psychology, 2009
- Excellence in Teaching Award*
Rotman School of Management, 2005, 2006, 2009, 2010, 2011
- Best Paper Proceeding, GDO Division*
Academy of Management conference, 2006
- Best Paper Proceeding, Conflict Management Division*
Academy of Management conference, 2004
- Post-Doctoral Fellowship, Dispute Resolution Research Center*
Northwestern University, 2002-2004
- Presidential Fellowship for Distinguished Dissertation Proposal*
The Ohio State University, 2001-2002
- SPSP Travel Award for "Implicit theories of intelligence shape self-evaluations of intellectual ability"*
Society for Personality and Social Psychology, 2001
- Finalist for the Edward F. Hayes Graduate Research Forum*
The Ohio State University, 1998
- Honorable Mention for Dashiell-Thurstone Award (best honors thesis)*
University of North Carolina, 1995

Grants:

- Standard Research Grant, "Fair Treatment from Authorities and Intergroup Aid,"* \$81,258
(Collaborator: Soo Min Toh)
Social Sciences and Humanities Research Council of Canada, 2010-2014
- AIC Institute, "Moral identity and self-affirmation in ethical decision-making,"* \$10,000 (w/Jun Gu)
J.L. Rotman School of Management, University of Toronto, 2009-2010
- AIC Institute, "Regulatory Focus and Citizenship Behaviors,"* \$10,000, (with Jun Gu)
J.L. Rotman School of Management, University of Toronto, 2006-2008
- Standard Research Grant, "Using Optimally Distinct Categories to Elicit Intra-Group Cooperation,"*
\$101,941 (Collaborator: Marilynn Brewer)
Social Sciences and Humanities Research Council of Canada, 2006-2010
- Kellogg Teams and Groups, titled "Optimal Distinctiveness and Nested Groups"*
Northwestern University, 2003
- Dispute Resolution Research Center, "Optimal Distinctiveness in Prisoner's Dilemma"*
Northwestern University, 2003
- Dispute Resolution Research Center, "Self-Handicapping in Negotiations"*
Northwestern University, 2003
- Alumni Research Award, "Optimal Distinctiveness and Group Preference"*
The Ohio State University, 2001-2002
- Harriet L. Rheingold Undergraduate Research Grant*
University of North Carolina, 1995

RESEARCH INTERESTS

Self and identity; group processes, social identity, optimal distinctiveness, diversity, social justice; inspiration and talent; negotiations, social decision-making and conflict; experimental methods, statistics

PROFESSIONAL ACTIVITIES

Books

Kramer, R.M., Leonardelli, G.J., & Livingston, R.W. (2011). *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York, NY: Taylor & Francis.

Publications: Peer Reviewed (most recent 1st)

Leonardelli, G.J., & Toh, S.M. (2011). [Perceiving expatriate coworkers as foreigners encourages aid: Social categorization and procedural justice together improve intergroup cooperation and dual identity](#). *Psychological Science*, 22(1), 110–117. DOI: 10.1177/0956797610391913. Authors contributed equally.

Zhong, C.B., & Leonardelli, G.J. (2008). [Cold and lonely: Does social exclusion literally feel cold?](#) *Psychological Science*, 19(9), 838-842.

Rosette, A., Leonardelli, G.J., & Phillips, K.W. (2008). [The White standard: Racial bias in leader categorization](#). *Journal of Applied Psychology*, 93(4), 758-777.

Zhong, C., Phillips, K.W., Leonardelli, G.J., & Galinsky, A. (2008). [Negational categorization and intergroup behavior](#). *Personality and Social Psychology Bulletin*, 34(6), 793-806. DOI: 10.1177/1054773804271935

Leonardelli, G.J., Lakin, J.L., & Arkin, R.M. (2007). [A regulatory focus model of self-evaluation](#). *Journal of Experimental Social Psychology*, 43(6), 1002-1009.

Galinsky, A.D., Leonardelli, G.J., Okhuysen, G.A., & Mussweiler, T. (2005). [The role of regulatory focus in negotiation: Promoting distributive and integrative success](#). *Personality and Social Psychology Bulletin*, 31(8), 1087-1098.

Leonardelli, G.J., & Tormala, Z.L. (2003). [The negative impact of perceiving discrimination on collective well-being: The mediating role of perceived ingroup status](#). *European Journal of Social Psychology*, 33, 507-514.

De Cremer, D., & Leonardelli, G.J. (2003). [Cooperation in social dilemmas and the need to belong: The moderating effect of group size](#). *Group Dynamics: Theory, Research, and Practice*, 7(2), 168-174.

Leonardelli, G.J., Hermann, A.D., Lynch, M.E., & Arkin, R.M. (2003). [The shape of self-evaluation: Implicit theories of intelligence and judgments of intellectual ability](#). *Journal of Research in Personality*, 37, 141-168.

Hermann, A.D., Leonardelli, G.J., & Arkin, R.M. (2002). [Self-doubt and self-esteem: A threat from within](#). *Personality and Social Psychology Bulletin*, 28, 395-408.

Leonardelli, G.J., & Brewer, M.B. (2001). [Minority and majority discrimination: When and why](#). *Journal of Experimental Social Psychology*, 37, 468-485.

**Publications:
Chapters**

- Livingston, R.W., Leonardelli, G. J. & Kramer, R.M. (2011). Four pillars of excellence: The legacies of Marilyn Brewer's social psychology. To appear in R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York, NY: Taylor & Francis.
- Leonardelli, G. J., Pickett, C.L., Joseph, J.E., & Hess, Y.D. (2011). Optimal distinctiveness theory in nested categorization contexts: Moving from dueling identities to a dual identity. To appear in R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press Festschrift series. New York, NY: Taylor & Francis.
- Leonardelli, G.J., Pickett, C.L., & Brewer, M.B. (2010). Optimal distinctiveness theory: A framework for social identity, social cognition and intergroup relations. In M. Zanna & J. Olson (Eds.) *Advances in experimental social psychology* (Vol. 43, pp. 65-115). New York: Elsevier.
- Leonardelli, G. J., & Lakin, J.L. (2010). The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self-evaluation. In R.M. Arkin, K.C. Oleson, P.J. Carroll (Eds.), *The Uncertain Self: A Handbook of Perspectives from Social and Personality Psychology*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Pickett, C. L., & Leonardelli, G. J. (2006). Using collective identities for assimilation and differentiation (pp. 56-73). In T. Postmes & J. Jetten (Eds.), *Individuality and the Group: Advances in Social Identity*. Thousand Oaks, CA, USA: Sage Publications.

**Publications:
Invited Articles**

- Toh, S.M., & Leonardelli, G.J. (in press). Cultural constraints on the emergence of women as leaders. *Journal of World Business*.
- Thompson, L.L., & Leonardelli, G.J. (2004). [Why negotiation is the most popular business school course](#). *Ivey Business Journal*. [online]
- Thompson, L.L., & Leonardelli, G.J. (2004). [The Big Bang: The evolution of negotiation research](#). [Article part of special issue on *Getting to Yes*.] *Academy of Management: Executive*, 18(3), 113-117.

**Publications:
Public Interest**

- Zhong, C.B., & Leonardelli, G.J. (2010). Negational categorization. *Rotman Magazine*.
- Leonardelli, G. J., Galinsky, A.D., Okhuysen, G.A., & Mussweiler, T. (2007). Achieving optimal agreements. *Rotman Magazine, Spring*, 50-53.

**Manuscripts
under Review:**

- Leonardelli, G.J., Gu, J., Galinsky, A.D., & Medvec, V. (2010). Making multiple equivalent simultaneous offers in negotiations: The economic and relational advantages of offering choice. *To be resubmitted*.

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Gu, J., Leonardelli, G.J., & Lake, V.B. (2010). Regulatory focus and social decision-making: Securing interdependence through a relative orientation. *To be submitted.*

Leonardelli, G.J., & Galinsky, A.D. (2010). Optimal distinctiveness and collective self-affirmation: Meaning of favoritism for numerical minorities. *To be resubmitted.*

Leonardelli, G.J., & Loyd, D.L. (2010) Numerical minority size as a marker of membership trust. *To be resubmitted.*

Manuscripts in Preparation:

Leonardelli, G.J. (2009). *Member self-integrity model of good group membership.* Rotman School of Management, University of Toronto, ON, Canada.

Working Papers:

Behfar, K.J., Kern, M., Leonardelli, G.J., & Thompson, L.M. (2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes.* University of California, Irvine.

*see SSRN for a copy:: <http://papers.ssrn.com/sol3/DisplayAbstractSearch.cfm>

Swift, S., Cohen, T., Leonardelli, G.J., & Thompson, L. (2010). The agreement bias in negotiation: Teams facilitate impasse. IACM 23rd Annual Conference Paper. Available at SSRN: <http://ssrn.com/abstract=1612404>

Research in Progress:

Leonardelli, G.J. & McRuer, G. (2009). *Perceiving intergroup relations.* Rotman School of Management, University of Toronto, ON.

Min, J.-A., Leonardelli, G.J., & Toh, S.M. (2009). *Exposure as an antecedent to racial bias in leader categorization.* Rotman School of Management, University of Toronto, ON.

Radhakrishnan, P., & Leonardelli, G.J. (2009). *Epistemic motivation as a mechanism for perspective taking in integrative negotiations.* Rotman School of Management, University of Toronto, ON.

Cohen, T. R., Leonardelli, G. J., & Thompson, L. L. (2010). Negotiating teams are more likely than solo negotiators to avoid agreement bias. Carnegie Mellon University.

Cases and Exercises
(most recent 1st)

Leonardelli, G.J., Samtani, H., & McRuer, G. (2010). *Soccer Solutions.* A two-party negotiation exercise over a professional soccer player's contract. Designed to teach distributive and integrative bargaining and the applications of package offers and multiple equivalent simultaneous offers. Distinctive aspect: negotiable issues have a continuous series of outcomes rather than a discrete selection, which allows for greater flexibility making tradeoffs and greater diversity in the constellations of possible package offers. Ideal negotiation for testing the effects of offer equivalence. Rotman School of Management, University of Toronto, Canada. 15 minutes to prepare, 30 minutes to negotiate.

Leonardelli, G.J. (2008). *The Bancroft Family and the Sale of the Dow Jones Co.* Unpublished document, Rotman School of Management, University of Toronto, Canada. A case summary and analysis of the sale of Dow Jones Company (owner of the *Wall Street Journal*) to the News Corporation. Discussion questions focus on what the Bancroft family could have done differently to gain more value from the negotiation. A great

case for discussing team dynamics in negotiations and can be used for courses on OB, strategy, negotiation and teams. Uses information from previously published sources. 15 minutes to read, 15 to debrief.

Conference Presentations and Activities:
(most recent 1st)

- Leonardelli, G.J., & Toh, S.M. (2010). *Social categorization and fair treatment by authorities build intergroup cooperation and dual identities*. Presented as part of a multiple identities symposium at the Society for Experimental Social Psychology conference, Minneapolis, MN.
- Leonardelli, G.J., & Loyd, D.L. (2010). *Optimal distinctiveness as a marker of member trust*. Paper presented at the INGRoup conference, Washington, DC.
- Cohen, T.R., Leonardelli, G.J., & Thompson, L.L. (2010). *The agreement bias in negotiation: Teams facilitate impasse*. Paper presented at the International Association of Conflict Management, Boston, MA.
- Leonardelli, G.J. (2009, November). *Social categorization encourages intergroup cooperation*. To present as part of the Wharton Organizational Behavior conference for junior faculty. Wharton School of Management, University of Pennsylvania.
- Leonardelli, G.J. (2009, August, chair). *Ties that bind (or blind) during disputes*. Chaired symposium on group conflict and dispute resolution at the annual Academy of Management conference, Chicago, IL.
- Gu, J., & Leonardelli, G.J. (2009, August). *Self-regulation and perceptions of economic interdependence*. Paper presented as part of symposium on self-regulation and social interdependence at the annual Academy of Management conference, Chicago, IL.
- Leonardelli, G.J. (2009, August, discussant). *Structure and flexibility as two modes of autonomy*. Discussant for symposium on integrating job design and improvisation at the annual Academy of Management conference, Chicago, IL.
- Gu, J., & Leonardelli, G.J. (2009, August, co-chair). *Self-regulation in social interdependence*. Co-chaired symposium presented at the annual Academy of Management conference, Chicago, IL.
- Leonardelli, G. J., & Lakin, J.L. (2008, October). *The new adventures of regulatory focus: Self-uncertainty and the quest for a diagnostic self*. Paper presented at the annual meeting of the Society for Experimental Social Psychology in Sacramento, CA.
- Leonardelli, G.J., & Zhong, C-B. (2008, September). *Does social exclusion literally feel cold?* Paper presented at Ohio State University symposium in honor of Marilyn B. Brewer's influence on the field of social psychology, Columbus, Ohio.
- Leonardelli, G.J., & Gu, J. (2008, August). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper presented at the annual meeting of the Academy of Management in Anaheim, CA.

- Radhakrishnan, P., & Leonardelli, G (2008, May). *Getting People to Think Critically before Negotiating*. Paper presented at the annual meetings of the Association for Psychological Science in Chicago, IL.
- Leonardelli, G.J. (2007). *Regulatory focus and social decision-making: Securing interdependence through social comparison*. Paper to be presented at the European Association for Experimental Social Psychology conference on Group Processes and Self-Regulation, Leiden, The Netherlands.
- Gu, J., & Leonardelli, G.J. (2007). *A regulatory focus model of interdependence motivation*. Poster presented at the 8th annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Rosette, A., Phillips, K.W., & Leonardelli, G.J. (August, 2006). *The White standard in leadership evaluations: Attributional benefits of being a White corporate leader*. Best Paper proceeding, to be presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Leonardelli, G.J. (May, 2006). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the Southern Ontario Behavioral Decision Research Conference, Toronto, ON.
- Behfar, K.J., Kern, M., Leonardelli, G.J., & Thompson, L.M. (August, 2005). *Inter-team conflict in a multiple round negotiation and its impact on outcomes*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (July, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the meeting of the European Association for Experimental Social Psychology, Würzburg, Germany.
- Medvec, V., Leonardelli, G.J., Galinsky, A.D., & Claussen-Schulz, A. (June, 2005). *Choice and achievement at the bargaining table: The distributive, integrative, and interpersonal advantages of making multiple equivalent simultaneous offers*. Paper presented at the annual meeting of the International Association for Conflict Management, Seville, Spain.
- Leonardelli, G.J., Lakin, J.L., & Arkin, R.M. (January, 2005). *A regulatory focus approach to the self-evaluation process*. Poster presented at the 6th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Zhong, C.B., Phillips, K.W., Leonardelli, G.J., & Galinsky, A.D. (August, 2004). *I'm not one of you! Negational identification and intergroup discrimination*. Best Paper proceeding, Academy of Management conference, New Orleans.

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- Galinsky, A.D., Leonardelli, G.J., Okhuysen, G.A., & Mussweiler, T. (June, 2004). *The role of regulatory focus in social interaction: Promoting negotiator success*. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburgh, PA.
- Zhong, C.B., Phillips, K.W., Galinsky, A.D., & Leonardelli, G.J. (June, 2004). *Defining what you are by what you are not: Negational identity and needs fulfillment*. Paper presented at International Association of Conflict Management, Pittsburg, PA.
- Leonardelli, G.J., & Galinsky, A. (June, 2003). *Minority affirmation in intergroup relations: Ingroup favoritism as self-affirmation*. Paper presented at the annual meeting of the International Association for Conflict Management, Melbourne, Australia.
- Leonardelli, G.J. (June, 2003). *Smaller can be better: Minority affirmation in intergroup relations*. Paper presented at the European Association for Experimental Social Psychology conference on Minority Groups, London, United Kingdom.
- Lakin, J., Leonardelli, G.J., & Arkin, R.M. (February, 2003). *Individual differences in self-discrepancy theory: Self-esteem and self-doubt as mediators of discrepancy-affect links*. Poster presented at the 4th annual meeting of the SPSP, Los Angeles, CA.
- Leonardelli, G.J. (February, 2003). *Ingroup favoritism as collective-self affirmation*. Paper presented at the 4th annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
- Hermann, A.D., Leonardelli, G.J., & Arkin, R.M. (February, 2002). *You're always the "Weakest Link": The power of positive thinking is lost on people low in self-esteem*. Poster presented at the 3rd annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Leonardelli, G.J., & Brewer, M.B. (February, 2002). *Choosing between minority and majority ingroups: With regard to social identification, smaller is better*. Poster presented at the 3rd annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Leonardelli, G.J., Lynch, M., & Arkin, R. M. (June, 2001). *Predicting self-discrepancies: The role of attribute importance, self-worth, and self-doubt*. Poster presented at the annual meeting of the American Psychological Society, Toronto, ON, Canada.
- Leonardelli, G.J., Hermann, A.D., & Arkin, R. M. (February, 2001). *Implicit theories of intelligence shape self-evaluations of intellectual ability*. Poster presented at the 2nd annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Leonardelli, G.J., Tormala, Z.L., & Brewer, M. B. (February, 2000). *Enhancement and protection mechanisms in stigmatized groups*. Poster presented at the 1st annual meeting of the Society for Personality and Social Psychology, Nashville, TN.

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Leonardelli, G.J., & Brewer, M. B. (July, 1999). *Minority and majority social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the biannual meeting of the European Association for Experimental Social Psychology, Oxford, UK.

Hermann, A.D., Leonardelli, G., & Arkin, R.M. (June, 1999). *Self-doubt and ease of retrieval: Past as prologue.* Paper presented at the annual meeting of the American Psychological Society, Denver CO.

Hermann, A., Leonardelli, G.J., & Arkin, R.M. (May, 1998). *Self-evaluation certainty: The direct and reactive impact of thinking doubtfully about oneself.* Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.

Leonardelli, G.J., & Brewer, M. B. (May, 1998). *The motivational basis for social discrimination: The self-esteem hypothesis or optimal distinctiveness theory?* Paper presented at the Midwest Psychological Association, Chicago, IL.

Leonardelli, G.J., & Lynch, M., & Arkin, R.M. (May, 1998). *Relationships of central tendency, variability, and shape of self-evaluation to personality predictors.* Poster presented at the annual meeting of the American Psychological Society, Washington, D.C.

Leonardelli, G.J., & Sedikides, C. (November, 1995). *State self-esteem: Self-concept confusion or self-concept positivity?* Poster presented at the annual meeting of the Southeastern Society of Social Psychologists, Boca Raton, FL.

**Online
Contribution:**

Preacher, K. J., & Leonardelli, G. J. (March, 2001). *Calculation for the Sobel test: An interactive calculation tool for mediation tests* [online]. Available:
<http://www.unc.edu/~preacher/sobel/sobel.htm>

Invited Talks:

"Social Categorization Encourages Cooperation": University of Queensland (Psychology, 2011); Washington University (Olin School of Business, 2011); York University (Psychology, 2010); The Ohio State University (Psychology, 2010); University of Toronto (Psychology, 2009), University of Pennsylvania (Wharton OB conference, 2009); Emory University (Goizueta Business School, 2009)

"The Cold and Lonely Connection": Queens University (Psychology, 2008)

"Regulating Self-Interest in Interdependent Contexts": University of Queensland (Psychology, 2011); The Ohio State University (Fisher School of Business, 2010); Duke University (Fuqua School of Business, 2007); University of Toronto (Centre for Industrial Relations, 2006)

"Self-Integrity in Intergroup Relations": University of Toronto (Psychology, 2005); University of Chicago (Psychology, 2004); University of Utah (David Eccles School of Business, 2004); New York University (Stern School of Business, 2004); University of Toronto (Rotman School of Management, 2003); Marquette University (Business School, 2003); Northwestern University (Psychology, 2003); Northwestern University (Kellogg School of Management, 2002); University of Maryland (Psychology, 2002); University of Amsterdam, Netherlands (Psychology, 1999)

Editorial Review Board: Journal of Experimental Social Psychology, 2012 –
Representative Research in Social Psychology, 1998-2001

Ad Hoc Reviewing: African Journal of Business Management
Journals Basic and Applied Social Psychology
British Journal of Social Psychology
Communication Research
Ergonomics
European Journal of Social Psychology
Group Dynamics
Group & Organization Management
Journal of Experimental Social Psychology
Journal of Occupational and Organizational Psychology
Journal of Personality
Journal of Personality and Social Psychology: Attitudes and Social Cognition
Journal of Personality and Social Psychology: Group Processes & Interpersonal Relations
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Psychological Science
Self and Identity
Social Cognition

Ad Hoc Reviewing: Academy of Management
Conferences American Psychological Association
Association for Psychological Science
International Association for Conflict Management

Professional Societies: Academy of Management
International Association for Conflict Management
Interdisciplinary Network for Group Research (INGRoup)
Association for Psychological Science
Society for Experimental Social Psychology
Society for Personality and Social Psychology

TEACHING EXPERIENCE (*SINCE 1999*)

Management Courses

- ✓ *Leading Teams*, Elective, RSM 2615, MBAs, achieved 6.62/7
- ✓ *Negotiations*, rating: achieved 6.7/7
 - Core Course, RSM 1261, MBAs, Rotman School of Management, 2007-present, achieved 6.64/7
 - Elective, MGT 461, undergraduates, University of Toronto, 2006, achieved 6.7/7
 - Elective, MORS 470, MBAs, Northwestern University, 2003 – 2004
- ✓ *Introduction to Organizational Behaviour*, rating: achieved 6.5/7
 - Core Course, MGT 262/RSM260, undergraduates, University of Toronto, 2004, 2009
 - Core Course, MGT 1263, MBAs, University of Toronto, 2009
- ✓ *Executive Education*, rating: average 6.0/7

Methods Courses

- ✓ *Quantitative Research Methods*, University of Toronto, ON, 2006-2009
 - **Position:** PhD statistics course co-taught with Stéphane Côté; includes fundamentals in inferential statistics, analysis of variance, regression analysis, statistical mediation and control, factor analysis, hierarchical linear modeling, structural equation modeling
- ✓ *Experimental Research Methods*, 2000 – 2001, rating: achieved 4.5/5
 - **Position:** co-taught seminar on how to devise/run a study and summarize results

RESEARCH ADVISOR EXPERIENCE

- ✓ *Dissertation Committees, Chair or Co-Chair*
 - Jun Gu, 2011 University of Toronto PhD, , co-chair, topic: *moral identity and self-affirmation*
- ✓ *Dissertation Committees*
 - Ivona Hideg, 2009 – present, University of Toronto, topic: *emotional regulation and negotiations*
 - Nancy Carter, 2011 University of Toronto PhD, topic: *necessary evil and ethical orientations*
 - Christopher Miners, 2008 University of Toronto PhD, topic: *emotional intelligence and networks*
 - Marie-Helen Budworth, 2006 University of Toronto PhD, topic: *vertical transfer of training*
 - Janelle Enns, 2006 University of Toronto PhD, topic: *social identity and counterproductive work behaviour*
- ✓ *Graduate Student Supervision*
 - Ji-A Min, 2008 – 2010, Rotman, collaborator, topic: *exposure and leadership categorization*
 - Jun Gu, 2005–2011, Rotman, collaborator, topic: *regulatory focus and interdependence*
 - Ivona Hideg, 2008-2009, Rotman, reader for second year paper: *emotional regulation in conflict resolution*
 - Alexander Garcia, 2007-2008, Rotman, reader for second year paper: *gender stereotypes*
- ✓ *Letter Writer (miscellaneous)*
 - Ivona Hideg, PhD student, job market; joining Wilfred Laurier University
 - Chris Miners, 2008 PhD, job market; now at Queens University
 - Alex Garcia, 2008, Ontario Graduate Scholarship; received funding
 - Janelle Enns, 2006 PhD, job market; took position at University of Lethbridge
- ✓ *Supervision, Undergraduate Honors Thesis*
 - Helen Ma, 2006-2007, University of Toronto, topic: *regulatory focus and self-verifying feedback*
 - Ginny Kington, 2001-2002, Ohio State University, topic: *collective self-affirmation motive*
 - Shruti Shivpuri, 1998-1999, Ohio State University, topic: *optimal distinctiveness and group favoritism*
 - Jamieson Duvall, 1997-1998, Ohio State University, topic: *subjective overachievement*
- ✓ *Independent Study Supervision*
 - Todd Ji, Spring 2010, University of Toronto, Canada
 - Geordie McRuer, Spring 2009, University of Toronto, Canada
- ✓ *Undergraduate Research Lab Supervision*
 - Qian (Rose) Luo, 2010-present, University of Toronto, Canada
 - Stella Wu, 2010-present, University of Toronto, Canada
 - Joosung (Jason) Park, 2010-present, University of Toronto, Canada

- Simritpal Malhi, 2010-present, University of Toronto, Canada
- Anthony Dimech, 2010-present, University of Toronto, Canada
- Geordie McRuer, 2008-2010, University of Toronto, Canada
- Todd Ji, 2008-2010, University of Toronto, Canada
- Tony Xu, 2008-2010, University of Toronto, Canada
- Konstantin Chestopalov, 2008-2009, University of Toronto, Canada
- Hiten Samtani, 2007-2008, University of Toronto, Canada
- Krystal Periera, 2007-2008, University of Toronto, Canada
- Mark Lazarte, 2004-2007, University of Toronto, Canada
- Jennie Tao, 2004-2005, University of Toronto, Canada
- Nicole Ouellette, 2002-2004, Kellogg School of Management, Evanston, IL, USA

ADMINISTRATIVE RESPONSIBILITIES

Professional

- ✓ Strategic Planning Committee member, Interdisciplinary Network for Group Research, 2011

University of Toronto

- ✓ SGS Chair, dissertation committee, medical sciences (on behalf of Psychology), 2012
- ✓ Member, Faculty Search Committee, Rotman School and Psychology Dept, 2011-2012
- ✓ Member, CFI Initiative, Rotman School and Psychology Dept., 2011-2012

The Rotman School of Management: Initiatives

- ✓ Teaching Fellow, Rotman Teaching Effectiveness Centre, 2011 - present
- ✓ Coordinator, Participant Recruitment drive for Rotman Paid Research Pool, 2009 - present
- ✓ Coordinator, Rotman Paid Research Pool, 2009 – present
- ✓ Coordinator, Behavioral Research Lab software, 2004 – present
- ✓ Established participant prescreening database, Rotman Paid Research Pool, 2009
- ✓ With ChenBo Zhong, co-created Rotman Paid Research Pool, 2007
- ✓ With Andy Mitchell, coordinated the hiring of a post-doc lab manager, 2008

The Rotman School of Management: Committees

- ✓ Chair, Commerce Ethics Review Committee (Commerce ERC), 2007-present
- ✓ Member, Behavioral Research Lab Committee, 2005 – present
- ✓ Coordinator, Behavioral Research Lab software, 2004 – present
- ✓ Member, Taskforce on Gender Equity, 2010-2011, mentoring programs
- ✓ Elected member, Rotman School Executive Committee, 2007-2009
- ✓ Member, Commerce Ethics Review Committee (Commerce ERC), 2006-2007

Rotman School's OBHRM Area

- ✓ Member or Co-Chair of six Dissertation Committees, 2005-present
- ✓ Chair, OB/HRM Area Speaker Series, 2007– 2009
- ✓ Member, Faculty Search Committee - UTM, OB/HRM Area, 2010-2011
- ✓ Member, Faculty Search Committee, OB/HRM Area, 2005 – 2006
- ✓ Member, Comprehensive Exam Committee, OB/HRM Area, 2004 – 2005
- ✓ Member, Five-Year Plan Committee, OB/HRM Area, 2004 – 2005

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