

Julian J. Zlatev

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ACADEMIC APPOINTMENTS

Harvard Business School

Negotiation, Organizations & Markets Unit
Assistant Professor of Business Administration

July 2018—

EDUCATION

Stanford University

Ph.D. in Business Administration

June 2018

Northwestern University

B.A. in Psychology

June 2011

PEER-REVIEWED PUBLICATIONS

Zlatev, J.J. (in press). I may not agree with you, but I trust you: Caring about social issues signals integrity. *Psychological Science*.

Daniels, D.P. & **Zlatev, J.J.** (2019) Choice architects reveal a bias toward positivity and certainty. *Organizational Behavior and Human Decision Processes*, 151, 132-149.

Halevy, N., Halali, E., **Zlatev, J.J.** (2019). Brokerage and brokering: An integrative review and organizing framework for third party influence. *Academy of Management Annals*, 13(1), 215-239.

Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect in attempts at social influence. *Proceedings of the National Academy of Sciences*, 114(52), 13643-13648.

**Selected for Academy of Management Proceedings (2017)*

Miller, D.T., Dannals, J.E., & **Zlatev, J.J.** (2017). Behavioral processes in long-lag interventions. *Perspectives on Psychological Science*, 12(3), 454-467.

Lin, S.C., **Zlatev, J.J.**, & Miller, D.T. (2017). Moral traps: When self-serving attributions backfire in prosocial behavior. *Journal of Experimental Social Psychology*, 70, 198-203.

Zlatev, J.J. & Miller, D.T. (2016). Selfishly benevolent or benevolently selfish? When self-interest undermines versus promotes prosocial behavior. *Organizational Behavior and Human Decision Processes*, 137, 112-122.

OTHER PUBLICATIONS

Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect persists over time and across contexts [Letter]. *Proceedings of the National Academy of Sciences* 115(35), E8107-E8108.

Zlatev, J.J., Halevy, N., & Tiedens, L.Z. (2016). Roles and ranks: The importance of social hierarchy for group functioning [Commentary]. *Behavioral and Brain Sciences*, 39, 40.

MANUSCRIPTS IN PREP AND UNDER REVIEW

Zlatev, J.J., Kupor, D.M., Laurin, K., & Miller, D.T. Doing ‘good’ or ‘good enough’: Prosocial risk and the structure of moral self-regard. *Conditional accept*.

Zlatev, J.J., Halevy, N., & Galinsky, A.D. Motivating employees with positives versus negatives: An integrative framework for leaders as agents of social influence. *Revise and resubmit*.

Kupor, D.M., Daniels, D.P., & **Zlatev, J.J.** The magnitude heuristic: Larger differences increase perceived causality. *Revise and resubmit*.

Dannals, J.E., **Zlatev, J.J.**, Halevy, N., & Neale, M.A. The dynamics of gender and alternatives in negotiation. *Revise and resubmit*.

Hart, J.L., Yadav, K.N., Summer, A.E., Tannenbaum, A.M., **Zlatev, J.J.**, Daniels, D.P., Halpern, S.D. Choice architecture in physician-patient communication: A mixed-methods assessment of physicians’ competency. *Revise and resubmit*.

Zlatev, J.J. & Flynn, F.J. How leaders negotiate: The relationship between leadership and bargaining style. *Working manuscript*.

Lin, S.C., **Zlatev, J.J.**, & Miller, D.T. “It wouldn’t have mattered anyway”: The motivated search for outcome-based justifications. *Working manuscript*.

HONORS, AWARDS, & GRANTS

Best Student Paper Award (Nominated), Conflict Management Division, Academy of Management, 2017

Student Paper Award, Judgment and Decision Making Preconference, Society for Personality and Social Psychology, 2017

Student Travel Award, Society for Personality and Social Psychology, 2017

Student Poster Award (Honorable Mention), Society for Judgment and Decision Making, 2016

CHIBE Grant, Roybal Center on Behavioral Economics and Health University of Pennsylvania, 2016

Ethics in Society Graduate Fellowship, McCoy Family Center for Ethics in Society, Stanford University, 2015-2016

DRRC Scholar Award, International Association for Conflict Management, 2015

Student Paper Award, Judgment and Decision Making Preconference, Society for Personality and Social Psychology, 2015

Jaedicke Award, Stanford University, 2013

INVITED TALKS

Judgment in Managerial Decision Making Workshop, Tuck School of Business, Dartmouth College (2019)

Harvard Business School, Harvard University (2017)

INSEAD (2017)

Kellogg School of Management, Northwestern University (2017)

Anderson School of Management, UCLA (2017)

Warrington College of Business, University of Florida (2017)

CHAired SYMPOSIA

Doing good or looking good? Distinguishing between private and public prosociality (with R.L. Ruttan). Academy of Management, 2017. Atlanta, GA

Creating and destroying value in negotiations. Academy of Management, 2017. Atlanta, GA.

Causes and consequences of moral judgment. Academy of Management, 2016. Anaheim, CA.

Merit as a tool for motivated (in)justice (with L.T. Philips). International Society for Justice Research, 2016. Canterbury, UK.

CONFERENCE TALKS

(* denotes presenter)

Zlatev, J.J.* (July 2019). I may not agree with you, but I trust you: Caring about social issues signals integrity. International Association for Conflict Management. Dublin, Ireland.

Zlatev, J.J.* & Miller, D.T. (August, 2017). The appeal of private prosocial behavior. Academy of Management. Atlanta, GA.

Zlatev, J.J.* & Flynn, F.J. (August, 2017). Leadership and bargaining style in negotiation. Academy of Management. Atlanta, GA.

Zlatev, J.J., Daniels, D.P.* & Kim, H. (August, 2017). Social influence failure: The case of default neglect. Academy of Management. Atlanta, GA.

**Selected for Academy of Management Proceedings*

Zlatev, J.J.* & Miller, D.T. (July, 2017). The appeal of private prosocial behavior. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J.* & Flynn, F.J. (July, 2017). How leaders negotiate: The relationship between leadership and bargaining style. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J., Daniels, D.P.* , & Kim, H. (July, 2017). Social influence failure: The case of default neglect. International Association for Conflict Management. Berlin, Germany.

Dannals, J.E.* , Zlatev, J.J., Halevy, N., & Neale, M.A. (July, 2017). The dynamics of gender and alternatives in negotiation. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J.* & Miller, D.T. (February, 2017). Selfishly benevolent or benevolently selfish: When self-interest undermines versus promotes prosocial behavior. Society for Consumer Psychology. San Francisco, CA.

Zlatev, J.J.*, Daniels, D.P., & Kim, H. (January, 2017). Social influence failure: The case of default neglect. Judgment and Decision Making Preconference at the Society for Personality and Social Psychology Conference. San Antonio, TX.

**Received Student Paper Award*

Lin, S.* , Zlatev, J.J., & Miller, D.T. (July, 2016). Moral Traps: When self-serving attributions backfire in prosocial behavior. Society for Judgment and Decision Making. Boston, MA.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (August, 2016). Moral coding: Distinguishing tests from opportunities. Academy of Management. Anaheim, CA.

Zlatev, J.J.* & Miller, D.T. (August, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. Academy of Management. Anaheim, CA.

D.P. Daniels* & Zlatev, J.J. (August, 2016). Interpersonal Choice Architecture. Academy of Management. Anaheim, CA.

Zlatev, J.J.*, Kim, H. & Miller, D.T. (July, 2016). Moral coding: Distinguishing tests from opportunities. International Society for Justice Research. Canterbury, UK.

Lin, S., Zlatev, J.J.*, & Miller, D.T. (July, 2016). “It wouldn’t have mattered anyway”: The motivated search for incidental justifications. International Society for Justice Research. Canterbury, UK.

Zlatev, J.J.* & Miller, D.T. (June, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. International Association for Conflict Management. New York, NY.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (June, 2016). Moral coding: Distinguishing tests from opportunities. International Association for Conflict Management. New York, NY.

D.P. Daniels* & Zlatev, J.J. (June, 2016). Interpersonal Choice Architecture. Behavioral Decision Research in Management Conference. Toronto, ON.

Zlatev, J.J.* & Miller, D.T. (May, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. Transatlantic Doctoral Conference. London, UK.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (February, 2016). Moral coding. Berkeley-Stanford Doctoral Conference. Stanford, CA.

D.P. Daniels* & Zlatev, J.J. (November, 2015). Interpersonal Choice Architecture. Society for Judgment and Decision Making. Chicago, IL.

Zlatev, J.J.* & Tiedens, L.Z. (June, 2015). Anger and ally formation. International Association for Conflict Management. Clearwater Beach, FL.

**Received DRRC Scholar Award*

Zlatev, J.J.* & Halevy, N. (February, 2015). When good is stronger than bad. Society for Personality and Social Psychology Conference, Long Beach, CA.

Zlatev, J.J.* & Miller, D.T. (February, 2015). Selfishly benevolent or benevolently selfish? Framing effects in prosocial giving. Judgment and Decision Making Preconference at the Society for Personality and Social Psychology Conference. Long Beach, CA.

**Received Student Paper Award*

Zlatev, J.J.* & Miller, D.T. (January, 2015). Framing effects in prosocial giving. Talk presented at the Berkeley-Stanford Doctoral Conference. Berkeley, CA.

PROFESSIONAL SERVICE

Co-Organizer, Program on Negotiation Research Lab (2019–present)
Student Mentor, Stanford GSB PhD Mentors Program (2015–2017)
Vice-President, Stanford GSB PhD Association (2015–2016)

Ad hoc reviewer

Academy of Management Journal, Administrative Science Quarterly, Journal of Applied Psychology, Journal of Behavioral Decision Making, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Medical Decision Making, Organizational Behavior and Human Decision Processes, Organization Science

Conference submission reviewer

Academy of Management, International Association for Conflict Management, Society for Consumer Psychology

TEACHING AND COURSE DEVELOPMENT

2019

Negotiation

Instructor

Harvard Business School, Harvard University

2016-2017

Fundamentals of Philanthropic and Nonprofit Strategy (online course)

- Course development with Prof. Paul Brest
Graduate School of Business, Stanford University
- 2016-2017 **Strategic Philanthropy and Impact Investing**
TA for Profs. Paul Brest & Mark Wolfson
Graduate School of Business, Stanford University
- 2015-2017 **Negotiations**
TA for Profs. Nir Halevy & Margaret Neale
Graduate School of Business, Stanford University
- 2015-2017 **Groups and Teams**
TA for Profs. Brian Lowery, Deborah Gruenfeld,
Margaret Neale, & Lindred Greer
Graduate School of Business, Stanford University
- 2015-2016 **Ethics in Management**
TA for Profs. Benoit Monin,
Neil Malhotra, & Kenneth Shotts
Graduate School of Business, Stanford University
- 2014-2015 **Organizational Behavior**
Course Development and Grading for
Profs. Francis Flynn & Kristin Laurin
Graduate School of Business, Stanford University

SELECTED MEDIA MENTIONS

Bloomberg Business, Pacific Standard, Business Insider, Insights by Stanford Business, National Affairs, Forbes India

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
International Association for Conflict Management (IACM)
International Society for Justice Research (ISJR)
Society for Judgment and Decision Making (SJDM)
Society for Personality and Social Psychology (SPSP)