

Poonam Arora

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Department of Management
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Curriculum Vitae

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EDUCATION

- 2004-2009 **Columbia University, New York, NY**
Ph.D., Psychology
Dissertation: A Minimal Status Effect: The Impact of Competition on Subsequent Coordination.
- 1990-1992 **Kellogg School of Management, Northwestern University, Evanston, IL**
MBA
- 1985-1989 **John Cabot University, Rome Italy**
BBA *summa cum laude*, Class Valedictorian

EMPLOYMENT

- 2010 – Present ***Gabriel Hauge Assistant Professor***
Manhattan College, Department of Management
- 2011 – Present ***Adjunct Research Scientist***
Center for Research on Environmental Decisions (CRED),
Columbia University, New York, NY
- 2009 – 2010 ***Post Doctoral Researcher***
CRED, Columbia University, New York, NY
- 1998 – 2001 ***Acting Executive Director, Deputy Executive Director & CFO***
Working Today, Inc., New York, NY
- 1995 – 1998 ***Vice President***
Citicorp Securities, Inc., US Securitization, New York, NY
- 1992 – 1995 ***Senior Associate***
McKinsey and Company, Inc., Chicago, IL
- 1989 – 1990 ***Junior Economist***
UN: International Fund for Agricultural Development, Rome,
Italy

RESEARCH INTERESTS

Managerial (Behavioral) Decision Making; Negotiations and Conflict Management; Social, Environmental & Organizational Dilemmas; Sustainability: Economic, Social and Environmental; Economic Psychology; Leadership and Ethics; Mentoring and Career Development

My multi-method research combines lab and field experiments to study the role of social context and relationships in highly competitive situations. This research models real world decisions within their social contexts to create interventions and best practice benchmarks that can enhance conflict resolution in mixed motive decisions and dilemmas, leading to longer-term sustainable solutions. My fieldwork is with businesses

context and relationships in highly competitive situations. This research models real world decisions within their social contexts to create interventions and best practice benchmarks that can enhance conflict resolution in mixed motive decisions and dilemmas, leading to longer-term sustainable solutions. My fieldwork is with businesses in the Argentine Pampas, where, influenced by local and global markets, decision makers seek to balance economic, social and environmental goals and outcomes.

RESEARCH GRANTS, FELLOWSHIPS & AWARDS

GRANTS

NSF – Principal Investigator on CNH grant, 2012 – 2015

Total Award: \$1.44 million. Award to Manhattan College: \$136,000

NSF – Principal Investigator on EASM program grant, 2011 – 2014,

Total Award: \$800,000

Manhattan College Faculty Research Grant, 2013

FELLOWSHIPS

Gabriel Hauge Faculty Fellow, Manhattan College, January 2012 - Present

NSF Graduate Research Fellowship, 2004 – 2007

Columbia University PhD Fellowship, 2004 - 2009

AWARDS & HONORS

Best Conference Paper, 6th Developing Leadership Capacity Conference, Lancaster University Management School, 2014

Beta Alpha Psi, Inspirational Leader Award, 2014

Pen & Sword Society, Inducted 2013

Invited Scholar, Center for Entrepreneurship Research, Humboldt University, Berlin, Germany

Best Student Award, and Valedictorian, John Cabot University

PUBLICATIONS - PEER-REVIEWED ARTICLES AND BOOK CHAPTERS

Arora, P., Logg, J., Larrick, R., (Accepted with Revisions) "Reciprocity or Compensation: Identification with Group Determines Response in Sequential Dilemmas", *Journal of Behavioral Decision Making*.

Arora, P., Bert, F., Podesta, G., Krantz, D., (Forthcoming) "Ownership Effect in the Wild: Influence of Land Ownership on Economic, Environmental & Social Goals and Decisions in the Argentine Pampas", *Journal of Behavioral and Experimental Economics*.

Arora, P., Hanges, P., Bruzzone, A. (2014), "The Human Side of Logistics". *Journal of Critical Incidents*, 7, 125-127

Arora, P., Predmore, C. (2013). "Social Media as a Strategic Tool: Going Beyond the Obvious". In *Emerald Advanced Series in Management: Social Media and Management*, Eds. Bondarouk, T., & Olivás-Lujan, M., Emerald Publishing.

Arora, P., Peterson, N.D., Krantz, D.H., Hardisty, D.J., Reddy, K.S. (2012). "To Cooperate or Not to Cooperate: Using New Methodologies and Frameworks to Understand How Affiliation Influences Cooperation in the Present and Future", *Journal of Economic Psychology*, 33(4), 842-853, doi: [10.1016/j.joep.2012.02.006](https://doi.org/10.1016/j.joep.2012.02.006)

Appelt, K. C., Zou, X., **Arora, P.**, & Higgins, E. T. (2009). "[Regulatory fit in negotiation: Effects of "prevention-buyer" and "promotion-seller" fit](#)". *Social Cognition*, 27(3), 365-384

Krantz, D., Peterson, N., **Arora, P.**, Milch, K., Orlove, B. (2008) "Individual Values and Social Goals in Environmental Decision Making," *Decision Modeling and Behavior in Uncertain and Complex Environments*, Eds. Kugler, T. Smith, J.C., Connolly, T., Son, Y. J., Springer Press, 165 - 198.

PUBLICATIONS: UNDER REVISION & REVIEW

Arora, P., Rovenpor, J., (Under Revision) "Leading Responsibly: Using the Power of Poetry to Cultivating Personal Responsibility in Leadership", *Leadership Journal*

Rovenpor, J., **Arora, P.**, (Under Review) "Developing Professional Voices for Students: Using Internships as a Pedagogical Tool in Business Schools".

Rovenpor, J., **Arora, P.**, (Under Review) "Developing Professional Voices for Students: Using Internships as a Pedagogical Tool in Business Schools".

PUBLICATIONS: CONFERENCE PROCEEDINGS

- Arora, P.**, Bert, F. and Podesta, G., "Influence of Land Ownership on Agribusiness Goals and Decisions in the Argentine Pampas". Academy Of Management Annual Meeting Proceedings, Philadelphia, August 2014
- Arora, P.**, Logg, J., "Reciprocity or Compensation: Identification with Group Determines Response in Sequential Dilemmas". Academy Of Management Annual Meeting Proceedings, Philadelphia, August 2014
- Arora, P.**, Rovenpor, J., "The Power of Poetry in Cultivating Responsible Leadership", Proceedings of the 6th Developing Leadership Capacity Conference, Lancaster, UK, July 2014, **Winner: Best Conference Paper Award**
- Predmore, C., **Arora, P.**, "When The Journey is the Destination, It is Never Over: The Legacy of India's First Prime Minister", Proceedings of the 6th Developing Leadership Capacity Conference, Lancaster, UK, July 2014
- Arora, P.**, Logg, J., Larrick, R., "Doormat or Good Group Member: Identification with Group Determines Response in Sequential Dilemmas". International Association for Conflict Association Conference Proceedings, Leiden, The Netherlands, July 2014
- Predmore, C.E. and **Arora, P.** "Social Media to Everyone? Not a Good Idea", Proceedings of the 14th Annual International Conference, National Business and Economics Society, Costa Rica, March 2013.
- Arora, P.**, Krantz, D.H., Higgins, E.T., "Role Effects in Coordination: Collaborators and Competitors Choose Different Focal Points and Vary in Outcomes Obtained in Coordination", International Association for Conflict Management Conference, South Africa, July 2012
- Arora, P.**, Appelt, K., Higgins, E.T., "Role of Status in Strategic Choices and Outcomes in Negotiations", International Association for Conflict Management Annual Meeting, Boston, MA, June 2010.

PUBLICATIONS - BOOK

Alamgir, M., and **Arora, P.**, (1991) *Providing Food Security for All*, New York University Press, NY

WORKING PAPERS AND PUBLICATIONS UNDER PREPARATION

- Arora, P.**, Peterson, N., Bert F., Podesta, G., (Under Preparation) "Finding the Sweet Spot: Balancing Economic, Social and Environmental Goals for Long Term Sustainability in the Argentine Pampas"
- Arora, P.**, (Under Preparation) "The Forest or The Trees: Advisors And Owners Differ in Choices in Resource Dilemmas"
- Arora, P.**, (Under Preparation) "Hard-wired for the Short-run: Why Decision Makers Prefer to Focus on 'Now' Rather than 'Later'".

PUBLICATIONS - OTHER

- Op-Ed, New Castle Now:** Game Theory and Public Hearings: A Decision Theorist's Perspective, December 3, 2012
- Columbia University, Climate Center Blog:** Do I Want It In My Backyard? Yes, I Do!, January, 2012
- Article Requested By the **Asociación Argentina de Consorcios Regionales de Experimentación Agrícola** for their members: "Now Why Did I Just Do That? Understanding the Underlying Motivations That Influence our Decisions", 2012

INVITED TALKS & SELECTED PEER REVIEWED CONFERENCE PRESENTATIONS

- Arora, P.**, Bert, F. and Podesta, G., "Land Ownership Influences Agribusiness Goals and Decisions in the Argentine Pampas". International Conference on Applied Psychology, Paris, July 2014
- Sowden, W., Kopelman, **Arora, P.**, "Loyalty: The Moral Influence of Social Relationships on Cooperation". International Association for Conflict Association Conference,

Psychology, Paris, July 2014

- Sowden, W., Kopelman, **Arora, P.**, "Loyalty: The Moral Influence of Social Relationships on Cooperation". International Association for Conflict Association Conference, Leiden, The Netherlands, July 2014
- Rovenpor, J.L., **Arora, P.**, Samra, Y., "Developing the Professional Voices of Students Via Internships." Accepted for presentation at OBTC Teaching Conference for Management Educators, Vanderbilt University, Nashville, Tennessee, June 2014.
- Arora, P.**, Hanges, P., Bruzzone, A., Nitis, T., "The Human Side of Logistics". Critical Incidents Conference, Society for Case Research, Chicago, March 2014
- Arora, P.**, "High Heels and Low Morale". Critical Incidents Conference, Society for Case Research, Chicago, March 2014
- Arora, P.**, Bert, F. and Podesta, G. "Land Ownership Influences Agribusiness Goals and Decisions in the Argentine Pampas", Western Business and Management Association Conference, London, October 2013.
- Tedeschi, G.A. and **Arora, P.** "What happens when there is an "I" in team? An investigation of status and efficiency", Western Business and Management Association Conference, London, October 2013.
- Predmore, C.E., **Arora, P.**, Greene, F. and Samra, Y. "Modeling a Business Environment Situation to Explore a Classroom Decision Negotiation", Western Business and Management Association Conference, London, October 2013.
- Arora, P.**, Edwards, S., Bert, F., Podesta, G., "Do As I Say, Not As I Do: Psychological Distance Influences Self-Choice vs. Advice to Others in a Common's Dilemma", International Conference for Social Dilemmas, Zurich, Switzerland, July 2013
- Arora, P.**, Logg, J., Larrick, R., "I'll Let You Walk All Over Me If It Makes Me Look Good: Role of Group and Beneficiary Identity in Conforming to Expected Behavior", SJDM Annual Meeting, Seattle, WA, November, 2011
- Arora, P.**, Logg, J., Larrick, R., "Over-compensate For You or Disengage From You: Group Identity and Dissonance Interact to Determine Choices in Social Dilemmas", International Conference for Social Dilemmas, Amsterdam, The Netherlands, July 2011
- Arora, P.**, "Social Context Matters: Role of Status and Affiliation in Resolving Social Dilemmas" *Invited Colloquium Speaker*, Manhattan College Honors Colloquium Series, Riverdale, NY, March 2011
- Arora, P.**, Krantz, D.H., Higgins, E. T., "Minimal Status Effect on Strategic Coordination", Society of Judgment and Decision Making, Annual Meeting, Boston, MA, Nov. 2009
- Arora, P.**, Krantz, D.H., Higgins, E. T., "Status as a Strategic Guide to Coordination: The Minimal Status Effect", International Conference for Social Dilemmas, Kyoto, Japan, Aug. 2009
- Arora, P.**, Krantz, D., "Social Influences on Economic Decisions in Commons Dilemmas", *Invited Speaker*, Institute for Entrepreneurship, Humboldt University, Berlin, Germany, January, 2008
- Arora, P.**, "Using Behavioral Decision Making as a Tool for Environmental Policy", *Invited Speaker*, NY State Agency NYSERDA, Albany, NY, December 2007
- Arora, P.**, Hardisty, D., Reddy, K., Krantz, D.H., "Tradeoffs between Social and Economic Goals in Social Dilemmas", SJDM Annual Meeting, Long Beach, CA, November, 2007
- Arora, P.**, Hardisty, D., Krantz, D.H., "Intrinsic Value of Cooperation: When a Social Dilemma is not a Dilemma", International Conference for Social Dilemmas, Seattle, WA, July 2007
- Arora, P.**, Peterson, N., Krantz, D.H., "Group Affiliation and the Intrinsic Value of Cooperation in Social Dilemmas", *NSF Invitee* at AAAS Conference, San Francisco, March 2007

TEACHING EXPERIENCE

Manhattan College

2010 – Present

Leadership and Organizational Behavior (MBAC 622)

Research and Experiential Learning (MBAE 602)

Business Plan Project – Consulting with a Real Client (MBAE 607)

Negotiation and Conflict Resolution (MCMGT 450)

Leadership and Organizational Behavior (MBAE 622)
Research and Experiential Learning (MBAE 602)
Business Plan Project – Consulting with a Real Client (MBAE 607)
Negotiation and Conflict Resolution (MGMT 450)
Introduction to Management (MGMT 201)
Internship Experience in Management (MGMT 375; MGMT 475)
Management Independent Study (MGMT 470)
Strategic Management (MGMT 406)

Columbia University
Social Psychology

Summer 2009

Columbia University

2004 - 2009

Graduate Teaching Assistant for: Social Psychology; Science of Psychology; Experimental Psychology: Social and Personality Psychology

Guest Lectured on topics of Decision Making, Organizational Behavior, and Negotiations at Baruch College, Barnard College and Columbia Business School

MENTORED STUDENT RESEARCH

Manhattan College

2010 – Present

Mentor students to write short cases for presentation at Critical Incidents Conference, 2014

Mentor Jasper Research Fellow (2014) and Jasper Summer Research Scholars (2014 & 2013)

Sponsored student-led Posters at various conferences (2012 to Present)

Columbia University

2004 - 2010

Supervised Honors Student thesis, Psychology Honors Program

Supervised Research by Psychology Post Baccalaureate Students

SERVICE

Professional Service

Elected Representative-at-large: International Association of Conflict Management, 2014 – Present

Contributor: Research Agenda Working Group of the Integrated Network on Social Sustainability (NSF Funded Network), 2013 – Present

Contributor: Working Group on Defining Social Sustainability and the Working Space for the Integrated Network on Social Sustainability (NSF Funded Network), 2013 – Present

Ad Hoc Peer Reviewer: Journal of Personality and Social Psychology, Organizational Behavior & Human Decision Processes, Judgment and Decision Making, Group Processes & Intergroup Relations, Weather, Climate & Society, Journal of Critical Incidents, Negotiation and Conflict Management Research

AdHoc Conference Paper Reviewer: Academy of Management, International Association of Conflict Management, International Conference on Social Dilemmas, Society of Judgment and Decision Making, Society of Case Research.

Student Poster Judge, Society of Judgment and Decision Making: 2009, 2012, 2013

Member: Academy of Management, International Social Dilemma Network, Society of Judgment and Decision Making, Society of Case Research, International Association for Applied Psychology

Institutional Service at Manhattan College

2011-Present

Education Affairs Commission (Deputy Chairperson, 2014 – 2015)

Institutional Service at Manhattan College

2011-Present Education Affairs Commission (Deputy Chairperson, 2014 – 2015)
2012-2013 College-wide Sub-Committee on Academic Integrity
2012-Present School of Business Curriculum Committee
2011-Present School of Business MBA Admissions Committee
2010-Present Attendee at School of Business Board of Advisor meetings
2010-2012 Ad Hoc Committee to develop a Behavioral Research Lab
Various Presenter at CELT Seminars, Train RAs on Conflict Management and speak at other Manhattan College events as requested by various administrative staff and faculty.

Community Service

ProBono work for Van Cortland Park Conservancy
Teach a weekly Human Values class to teenagers (15 – 18 year olds)
Presentation Skills Coach for 8th Grade Students from Bell Middle School

LANGUAGES

Fluent in English, Italian, and Hindi
Working knowledge of Spanish and French