

**Curriculum Vitae
Richard P. Larrick
January, 2015**

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Duke University
Fuqua School of Business
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Academic Positions

Fuqua School of Business, Duke University (2001-present)

Michael W. Krzyzewski University Professor in Leadership (July 2012- present)
Professor of Management and Organizations (2009-present)
Faculty Director, Center for Energy, Development, & the Global Environment (EDGE) (2010-present)
Research Affiliate, Center for Research on Environmental Decisions (CRED) (2009-present)
Secondary appointment, Department of Psychology and Neuroscience (2009-present)
Associate Professor of Management (2001-2009)

Graduate School of Business, University of Chicago (1993-2000)

Associate Professor of Behavioral Science (1997-2001)
Assistant Professor of Behavioral Science (1993-1997)

Kellogg Graduate School of Management, Northwestern University (1991-1993)

Visiting Assistant Professor of Organization Behavior
Post-Doctoral Fellow, Dispute Resolution Research Center

Education

Ph.D., 1991, M.A., 1989, Social Psychology, University of Michigan
Dissertation topic: Protecting the Self in Decisions under Risk
Committee: Richard E. Nisbett (chair), Michael D. Johnson, Claude M. Steele, J. Frank Yates

B.A., 1986, High Honors, Psychology and Economics, College of William and Mary
Thesis topic: Excuses and Justifications in Causal Attribution
Advisor: Kelly G. Shaver

Research Interests

Individual, group, and organizational cognition, including:

- **Improving decisions:** Debiasing, improving environmental decisions
- **Social decisions:** Wisdom of crowds, advice taking
- **Judgment:** Learning from feedback, overconfidence
- **Motivation and Emotion:** Goals, regret

Papers in the Review Process

- Arora, P., Logg, J. & Larrick, R. P. (conditional acceptance). Reciprocate or compensate? Identification with in-group determines response to defection in sequential social dilemmas. *Journal of Behavioral Decision Making*.
- Larrick, R. P., Soll, J. B., & Keeney, R. L. (conditional acceptance). Designing better energy metrics for consumers. *Behavioral Science and Policy*.
- Rader, C. A., Soll, J. B., & Larrick, R. P. (conditional acceptance). Pushing away from representative advice: Advice taking, anchoring, and adjustment. *Organizational Behavior and Human Decision Processes*.
- Ungemach, C., Camilleri, A. R., Johnson, E. J., Larrick, R. P., & Weber, E. U. (under review). *Translated attributes: Aligning consumer's choices and goals through signposts*.

Papers in Preparation

- Kay, M. B., & Larrick, R. P. (under revision). *The diversity bonus and penalty: How demographic diversity in groups affects perception of group creativity*.
- Kay, M. B., & Larrick, R. P. (under revision). *There is no team in I: How observers perceive creativity in a team setting*.
- Minson, J. A., Mueller, J. S., & Larrick, R. P. (under revision). *The wisdom of dyads: When discussion undermines versus enhances the accuracy of collaborative judgments*.
- Moweredge, C. K., Tang, S., & Larrick, R. P. (under revision). *Putting all of your eggs in one basket: Costly reluctance to hedge desired outcomes*.
- Tang, S., Moweredge, C.K., & Larrick, R. P. (in preparation). *Increased willingness to profit from personal failures than from failures of close others: Reluctance to promote self-interest due to loyalty motives*.

Publications and Selected Chapters

- Larrick, R. P., & Feiler, D. C. (forthcoming). Expertise in decision making. In G. B. Keren and G. Wu (Eds.), *Wiley-Blackwell Handbook of Judgment and Decision Making*. Malden, MA: Blackwell.
- Mannes, A. E., Soll, J. B., & Larrick, R. P. (2014). The wisdom of select crowds. *Journal of Personality and Social Psychology*, 107, 276-299.
- Camilleri, A. R., & Larrick, R. P. (2014). Metric and scale design as choice architecture tools. *Journal of Public Policy and Marketing*, 33, 108-125.
- Feiler, D. C., Tong, J. D., & Larrick, R. P. (2013). Biased judgment in censored environments. *Management Science*, 59, 573-591.
- Gromet, D. M., Kunreuther, H., & Larrick, R. P. (2013). Political identity affects energy efficiency attitudes and choices. *Proceedings of the National Academy of Sciences*, 110, 9314-9319.

- Additional commentary by [Dietz, Leshko, and McCright](#).

- Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56, 1465-1486.
- Soll, J. B., Keeney, R. L., & Larrick, R. P. (2013). Consumer misunderstanding of credit card use, payments, and debt: Causes and solutions. *Journal of Public Policy and Marketing*, 32, 66-81.
- Aggarwal, P., & Larrick, R. P. (2012). When consumers care about being treated fairly: The interaction of relationship norms and fairness norms. *Journal of Consumer Psychology*, 22, 114-127.
- Johnson, E. J., Shu, S.B., Dellaert, B. G. C., Fox, C.R., Goldstein, D.G., Haubl, G., Larrick, R. P., Payne, J. W., Peters, E., Schkade, D., Wansink, B., and Weber, E. U. (2012). Beyond nudges: Tools of a choice architecture. *Marketing Letters*, 23, 487-504.
- Larrick, R. P., Mannes, A. E., & Soll, J. B. (2012). The social psychology of the wisdom of crowds. In J. I. Krueger (Ed.), *Frontiers in social psychology: Social judgment and decision making* (pp. 227-242). New York: Psychology Press.
- Tost, L. P., Gino, F., & Larrick, R. P. (2012). Power, competitiveness, and advice taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes*, 117, 53-65.
- Wade Benzoni, K. A., Tost, L. P., Hernandez, M., & Larrick, R. P. (2012). It's only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science*.
- Larrick, R. P., & Cameron, K. W. (2011). Consumption-based metrics: From autos to IT. *Computer*, 44, 97-99.
- Larrick, R. P., Timmerman, T. A., Carton, A. M., & Abrevaya, J. (2011). Temper, temperature, and temptation: Heat-related retaliation in baseball. *Psychological Science*, 22, 423-428.
- Awarded the 2012 Cialdini Award from the Society for Personality and Social Psychology for research that uses field methods to demonstrate the relevance of social psychology to communities outside of academic social psychology
- Jeffrey, S. A., Onay, S., & Larrick, R. P. (2010). Goal attainment as a resource: The cushion effect in risky choice above a goal. *Journal of Behavioral Decision Making*, 23, 191-202.
- Burson, K. A., Larrick, R. P., & Lynch, Jr., J. G. (2009). Six of one, half dozen of the other: Expanding and contracting numerical dimensions produces preference reversals. *Psychological Science*, 20, 1074-1078.
- Larrick, R. P., Heath, C., & Wu, G. (2009). Goal-induced risk taking in negotiation and decision making. *Social Cognition*, 27, 342-364.
- Larrick, R. P. (2009). Broaden the decision frame to make effective decisions. In E. A. Locke (Ed.), *Handbook of Principles of Organizational Behavior* (2nd Ed.) (pp. 461-480). Chichester, UK: Wiley and Sons.
- Soll, J. B., & Larrick, R. P. (2009). Strategies for revising judgment: How (and how well) people use others' opinions. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 35, 780-805.
- Larrick, R. P., & Soll, J. B. (2008). The MPG illusion. *Science*, 320, 1593-1594.

- The idea of “Gallons per Mile” appeared in the *New York Times Magazine* “Year in Ideas” in 2008; a gas consumption metric (gallons per hundred miles) was added to the US fuel economy label in 2013

Larrick, R. P., Burson, K. A., & Soll, J. B. (2007). Social comparison and confidence: When thinking you're better than average predicts overconfidence (and when it does not). *Organizational Behavior and Human Decision Processes*, 102, 76-94.

Larrick, R. P., & Wu, G. (2007). Claiming a large slice of a small pie: Asymmetric disconfirmation in negotiation. *Journal of Personality and Social Psychology*, 93, 212-233.

Burson, K. A., Larrick, R. P., & Klayman, J. (2006). Skilled or unskilled, but still unaware of it: How perceptions of difficulty drive miscalibration in relative comparisons. *Journal of Personality and Social Psychology*, 90, 60-77.

Larrick, R. P., & Soll, J. B. (2006). Intuitions about combining opinions: Misappreciation of the averaging principle. *Management Science*, 52, 111-127.

Janicik, G. A., & Larrick, R. P. (2005). Social network schemas and the learning of incomplete networks. *Journal of Personality and Social Psychology*, 88, 348-364.

Larrick, R. P. (2004). Debiasing. In D. J. Koehler & N. Harvey (Eds.), *Blackwell Handbook of Judgment and Decision Making* (pp. 316-337), Malden, MA: Blackwell.

Blount, S., & Larrick, R. P. (2000). Framing the game: Examining frame choice in bargaining. *Organizational Behavior and Human Decision Processes*, 81, 43-71.

Heath, C., Larrick, R. P., & Wu, G. (1999). Goals as reference points. *Cognitive Psychology*, 38, 79-109.

Morris, M. W., Williams, K. Y., Leung, K., Larrick, R., Mendoza, M. T., Bhatnagar, D., Li, J., Kondo, M., Luo, J., & Hu, J. (1999). Conflict management style: Accounting for cross-national differences. *Journal of International Business Studies*, 29, 729-748.

Morris, M. W., Larrick, R. P., & Su, S. K. (1999). Misperceiving negotiation counterparts: When situationally-determined bargaining behaviors are attributed to personality traits. *Journal of Personality and Social Psychology*, 77, 52-67.

- Reprinted in *The Social Psychology of Organizational Behavior*, by L. L. Thompson, Ed., 2003, New York: Psychology Press; and in *Negotiation, Decision Making and Conflict Management*, by M. H. Bazerman, Ed., 2005, Cheltenham Glos, UK: Elgar

Drolet, A., Larrick, R., & Morris, M. W. (1998). Thinking of others: How perspective taking changes negotiators' aspirations and fairness perceptions as a function of negotiator relationships. *Basic and Applied Social Psychology*, 20, 22-31.

Heath, C., Larrick, R. P., & Klayman, J. (1998). Cognitive repairs: How organizations compensate for the shortcomings of individual learners. *Research in Organizational Behavior*, 20, 1-37.

Larrick, R. P., & Blount, S. (1997). The claiming effect: Why players are more generous in social dilemmas than in ultimatum games. *Journal of Personality and Social Psychology*, 72, 810-825.

- Reprinted in *Negotiation, Decision Making and Conflict Management*, by M. H. Bazerman, Ed.,

2006, Cheltenham Glos, UK: Elgar

- Larrick, R. P., & Boles, T. L. (1995). Avoiding regret in decisions with feedback: A negotiation example. *Organizational Behavior and Human Decision Processes*, 63, 87-97.
- Larrick, R. P., & Blount, S. (1995). Social context in tacit bargaining games: Consequences for perceptions of affinity and cooperative behavior. In R. Kramer & D. Messick (Eds.), *Negotiation as a Social Process* (pp. 268-284). Newbury Park, CA: Sage.
- Morris, M. W., & Larrick, R. P. (1995). When one cause casts doubt on another: A normative analysis of discounting in causal attribution. *Psychological Review*, 102, 331-355.
- Larrick, R. P. (1993). Motivational factors in decision theories: The role of self-protection. *Psychological Bulletin*, 113, 440-450.
- Larrick, R. P., Nisbett, R. E., & Morgan, J. N. (1993). Who uses the cost-benefit rules of choice? Implications for the normative status of microeconomic theory. *Organizational Behavior and Human Decision Processes*, 56, 331-347.
- Reprinted in *Rules for Reasoning*, by R. E. Nisbett, Ed., 1993, Hillsdale, NJ: Erlbaum; and in *Judgment and Decision Making: An Interdisciplinary Reader* (2nd ed.), by T. Connolly, H. R. Arkes, & K. R. Hammond, Eds., 1999, Cambridge, UK: Cambridge
- Josephs, R. A., Larrick, R. P., Steele, C. M., & Nisbett, R. E. (1992). Protecting the self from the negative consequences of risky decisions. *Journal of Personality and Social Psychology*, 62, 26-37.
- Reifman, A. S., Larrick, R. P., & Fein, S. (1991). Temper and temperature on the diamond: The heat-aggression relationship in major-league baseball. *Personality and Social Psychology Bulletin*, 17, 580-585.
- Reprinted in *Psychology is Social* (3rd Ed.), by E. Krupat, 1994, New York: Harper Collins; and in *Psychology is Social* (4th ed.), by E. Krupat, 1999, Toronto: Pearson
- Larrick, R. P., Morgan, J. N., & Nisbett, R. E. (1990). Teaching the use of cost-benefit reasoning in everyday life. *Psychological Science*, 1, 362-370.
- Reprinted in *Rules for Reasoning*, by R. E. Nisbett, Ed., 1993, Hillsdale, NJ: Erlbaum

Encyclopedia Entries and Other Chapters

- Camilleri, A. R., & Larrick, R. P. (forthcoming). Choice architecture. In R. Scott & S. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: John Wiley and Sons.
- Larrick, R. P. & Feiler, D. C. (2013). Theory X and Theory Y: HR Strategy. In D. J. Teece & M. Augier (Eds.), *The Palgrave Encyclopedia of Strategic Management*. Palgrave MacMillan:
- Larrick, R. P., & Wu, G. (2012). Risk in negotiation: Judgments of likelihood and value. In G. E. Bolton & R. T. A. Croson (Eds.), *The Oxford Handbook of Economic Conflict Resolution* (pp. 279-291). New York, NY: Oxford University Press.

Wu, G., Larrick, R. P., & Tennant, R. (2012). Biased beliefs in negotiation. In G. E. Bolton & R. T. A. Croson (Eds.), *The Oxford Handbook of Economic Conflict Resolution* (pp. 254-265). New York, NY: Oxford University Press.

Soll, J. B., Mannes, A. E., & Larrick, R. P. (2013). The “wisdom of crowds” effect. In H. Pashler (Ed.), *Encyclopedia of Mind*. Thousand Oaks: Sage Publications.

Current Projects

Tost, L. P., Gino, F., & Larrick, R. P. (in process). *The power of sharing opinions: The mutually reinforcing effect of power and advice giving*.

Kay, M. B., & Larrick, R. P. (in process). *Implications of scale expansion for performance evaluation and fairness perceptions*.

Selected Conference Presentations (* = presenter)

*Rader, C.A., Sah, S., & Larrick, R.P. (August, 2014). *Misjudging the impact of advice: How advisors systematically misperceive their influence*. Academy of Management Conference, Philadelphia, PA.

*Sah, S., & Larrick, R. (August, 2014). *A sense of invulnerability predicts increased acceptance of and influence from conflicts of interest*. Academy of Management Conference, Philadelphia, PA.

*Sah, S., Gromet, D., Larrick, R. (August, 2014). *The acceptability of Nudges: The role of attention to self-control lapses*. Society of Business Ethics Conference, Philadelphia, PA.

Sah, S., *Gromet, D., Larrick, R. (August, 2014). *The politics of Nudges: How the Nudge source affects individual compliance*. Society of Business Ethics Conference, Philadelphia, PA.

*Larrick, R. P., & Camilleri, A., R. (August, 2014). *Aggregating potential collective action to alleviate drop-in-the-bucket despair*. American Psychological Association Conference, Washington, DC.

*Moweredge, C., Tang, S., & Larrick, R. (July, 2014). *Costly reluctance to hedge desired outcomes*. Behavioral Decision Research in Management Conference, London.

*Burson, K., Aribarg, A., & Larrick, R. (July, 2014). *Tipping the scale toward better decision making*. The “Greater Good Pre-Conference,” Behavioral Decision Research in Management Conference, London.

*Ungemach, C., Camilleri, A. R., Larrick, R. P., Johnson, E., & Weber, E. U. (July, 2014). *Facilitating environmental decisions by translating attributes into benefits*. Behavioral Decision Research in Management Conference, London.

Minson, J., Mueller, J., & *Larrick, R. P. (July, 2014). *The fickle wisdom of dyads: When discussion undermines versus enhances the accuracy of collaborative judgments*. INGRoup Conference, Raleigh, NC.

*Camilleri, A. R., & Larrick, R. P. (June, 2014). *Aggregating potential collective action to alleviate drop-in-the-bucket despair*. Marketing & Public Policy Conference, Boston, MA.

- *Larrick, R. P. (May, 2014). *Using choice architecture to design better energy metrics*. 2014 Marketing and Innovation Symposium, sponsored by Erasmus Center for Marketing and Innovation and the American Marketing Association, Rotterdam, Netherlands.
- *Sah, S., & Larrick, R. (February, 2014). *I am immune: A sense of invulnerability predicts increased acceptance of, and influence from, conflicts of interest*. Society of Personality and Social Psychology Conference, Austin, TX.
- *Camilleri, A. R., & Larrick, R. P. (November, 2013). *Scale and metric design as choice architecture tools*. Behavior, Energy, and Climate Change Conference, Sacramento, CA.
- *Gromet, D. M., Kunreuther, H., & Larrick, R. P. (November, 2013). *The cost of environmental messaging on demand for energy efficiency*. Association for Public Policy Analysis and Management Conference (Washington, DC).
- *Gromet, D. M., Kunreuther, H., & Larrick, R. P. (November, 2013). *The cost of environmental messaging on demand for energy efficiency*. Behavior, Energy, and Climate Change Conference (Sacramento, CA).
- *Minson, J. A., & Mueller, J. S., & Larrick, R. P. (November, 2013). *The fragile wisdom of dyads: Discussion undermines the benefits of collaboration on quantitative judgment tasks*. Society for Judgment and Decision Making, Toronto.
- *Rader, C., Sah, S., & Larrick, R. (November, 2013). *Misjudging the impact of advice: How advisors systematically misperceive their influence*. Society for Judgment and Decision Making, Toronto.
- *Sah, S., & Larrick, R. (November, 2013). *I am immune: A sense of invulnerability predicts increased acceptance of, and influence from, conflicts of interest*. Society for Judgment and Decision Making, 2013, Toronto.
- *Tang, S., & Larrick, R. (November, 2013). *I can only bet on my failure, not yours: Differences in betting behavior for the self and close other*. Society for Judgment and Decision Making, Toronto.
- *Larrick, R. P. (October, 2013). *Behavioral issues in energy efficiency*. Harvard Workshop on “Evaluating the Energy Efficiency Gap,” Cambridge, MA.
- Camilleri, A. R., & *Larrick, R. P. (May, 2013). *Scale and metric design as choice architecture tools*. . SPUDM24, Barcelona.
- Mannes, A. E., Soll, J.B., & *Larrick, R. P. (August, 2013). *The wisdom of small crowds*. SPUDM24, Barcelona.
- *Rader, C., Sah, S., & Larrick, R. (August, 2013). *Misjudging the impact of advice: How advisors systematically misperceive their influence*. SPUDM24, Barcelona.
- Tost, L. P., Gino, F., & *Larrick, R. P. (August, 2013). *Sharing advice and feeling powerful: The mutually reinforcing effects of power and advice giving*. Academy of Management Annual Conference, Orlando, FL.
- *Camilleri, A. R., Ungemach, C., Johnson, E. J., Larrick, R. P., & Weber, E. U. (July, 2013). *The choice architecture of translated attributes*. World Marketing Congress Conference, Melbourne, Australia.

- *Gromet, D. M., Larrick, R. P., & Kunreuther, H. (2013, June). *Red, blue, and choosing green: Political ideology affects energy efficiency attitudes and choices*. Climate Mind and Behavior Symposium (Garrison, NY).
- Tost, L. P., Gino, F., & *Larrick, R. P. (June, 2013). *When power makes others speechless: The negative impact of leader power on team performance*. New Directions in Leadership Research, INSEAD.
- *Camilleri, A. R., & Larrick, R. P. (May, 2013). *Scale and metric design as choice architecture tools*. Marketing and Public Policy Conference, Washington, DC.
- *Camilleri, A. R., Ungemach, C., Johnson, E. J., Larrick, R. P., & Weber, E. U. (May, 2013). *Translated attributes as a choice architecture tool: Trick & treat*. Marketing and Public Policy Conference, Washington, DC.
- *Camilleri, A. R., & Larrick, R. P. (May, 2013). *Scale and metric design as choice architecture tools*. Marketing and Public Policy Conference, Washington, DC.
- *Gromet, D. M., Larrick, R. P., & Kunreuther, H. (2013, February). *Red, blue, and choosing green: Political ideology affects demand for energy efficiency*. Society for Consumer Psychology (San Antonio, TX).
- *Camilleri, A. M., & Larrick, R. P. (November, 2012). *The impact of scale and metric changes on choice*. Society for Judgment and Decision Making Conference, Minneapolis.
- *Gromet, D., Larrick, R., & Kunreuther, H. (November, 2012). *Red, blue, and being green: How identity concerns can reduce demand for cost-saving energy measures*. Society for Judgment and Decision Making Conference, Minneapolis.
- *Ungemach, C., Camilleri, A., Weber, E., Larrick, R., & Johnson, E. (November, 2012). *Redundant information as a choice architecture tool: Shifting weights in environmental decisions*. Society for Judgment and Decision Making Conference, Minneapolis.
- *Soll, J. B. & Larrick, R. P. (November, 2012). *Combining the intuitive and analytic mind*. INFORMS Conference, Phoenix.
- *Larrick, R. P., & Soll, J. B. (June, 2012). *Combining the intuitive and analytic mind*. Behavioral Decision Research in Management Conference, Boulder.
- *Rader-Baquero, C. A, Soll, J. B., and Larrick, R. P. (June, 2012). *Taking advice when you can't form your own opinion*. Behavioral Decision Research in Management Conference, Boulder.
- *Larrick, R. P. (May, 2012). The million dollar fish: Neuroeconomics and seafood (panelist). BlueMind2 Conference, Nags Head.
- *Larrick, R. P. (February, 2012). [*Better metrics for energy decisions*](#). Climate, Mind, and Behavior Conference. Garrison Institute, Garrison, NY.
- *Larrick, R. P., & Soll, J. B. (January, 2012). *Combining the intuitive and analytic mind*. Society for Personality and Social Psychology Conference, San Diego.

- *Larrick, R. P., Keeney, R. L., & Soll, J. B. (November, 2011). *Better metrics for energy decisions*. INFORMS, Charlotte.
- *Arora, P., Logg, J., Larrick, R. (November, 2011). *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*. Society for Judgment and Decision Making Conference, Seattle
- *Larrick, R. P., Burson, K. A., & Kay, M. (October, 2011). *The effect of scale expansion on preference, prediction, and judgment*. Association for Consumer Research, St. Louis.
- *Soll, J. B., Keeney, R. L., & Larrick, R. P. (September, 2011). *Consumers Misunderstanding of Credit Card Debt: Causes and Solutions*. Invited talk at the Federal Deposit Insurance Corporation, Consumer Research Symposium: Financial Behavior in Turbulent Times, Washington, D.C.
- *Tost, L. P., Gino, F., & Larrick, R. P. (August, 2011). *When power makes others speechless: The negative impact of leader power on team performance*. Academy of Management, San Antonio.
- *Carton, A. M., Larrick, R. P., & Page, L. (August, 2011). *Back to the grind: How attention affects satisfaction during goal pursuit*. Academy of Management, San Antonio.
- *Arora, P., Logg, J., Larrick, R. (July, 2011). *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.
- *Soll, J. B., Keeney, R. L., & Larrick, R. P. (June, 2011). *Consumers' understanding of credit card debt: Shortcomings and solutions*. Boulder Summer Conference on Consumer Financial Decision Making, Boulder, Colorado.
- *Larrick, R. P., Timmerman, T. A., Carton, A. M., & Abrevaya, J. (November, 2010). *Temper, temperature, and temptation: The decision to retaliate in baseball*. Society for Judgment and Decision Making, St. Louis.
- *Carton, A. M. & Larrick, R. P. (August, 2010). *Translational leadership and goal dimensionality: The international race to the moon in the 1960s*. Academy of Management, Montreal.
- Tost, L. P., Gino, F., & *Larrick, R. P. (June, 2010). *Power, competitiveness, and advice taking: Why the powerful don't listen*. Behavioral Decision Research in Management, Pittsburgh.
- *Larrick, R. P. (May, 2010). *Choosing attribute scales to guide better decisions*. Triennial Choice Conference, Key Largo.
- *Soll, J. B., Larrick, R. P., & Mannes, A. E. (October, 2009). *When it comes to wisdom, smaller crowds are wiser*. Association for Consumer Research, Pittsburgh.
- *Carton, A.M., Larrick, R.P., & Wood, W. (August, 2009). *Why others influence us when we neither think they do nor want them to: Misperceptions of influence*. Academy of Management, Chicago.
- *Larrick, R. P., & Soll, J. B. (August, 2009). *The MPG Illusion*. American Psychological Association, Toronto.
- *Larrick, R. P., & Soll, J. B. (November, 2008). *The MPG illusion: Improving fuel efficiency judgments through GPM*. Society for Judgment and Decision Making Pre-Conference on "Using Human Nature to Improve Human Life," Chicago.

- *Soll, J.B., Larrick, R. P., & Mannes, A. E. (November, 2008). *When smaller crowds are wiser*. Society for Judgment and Decision Making, Chicago.
- *Soll, J.B., Larrick, R. P., & Mannes, A. E. (April, 2008). *The wisdom of small crowds*. Behavioral Decision Research in Management, San Diego.
- *Soll, J.B., Larrick, R. P., & Mannes, A. E. (August, 2007). *Strategies for combining opinions*. European Association for Decision Making (SPUDM-21), Warsaw.
- *Larrick, R. P. (August, 2007). Participant in Junior Faculty Research Incubator on *Putting negotiators in their place: Studying negotiation in its social context*. Academy of Management, Philadelphia.
- *Larrick, R. P. (August, 2007). Participant in symposium on *Leadership in academia*. Academy of Management, Philadelphia.
- Soll, J. B., *Mannes, A. E., & Larrick, R. P. (November, 2006). *Average or chase? Errors in the use of advice*. Society for Judgment and Decision Making Conference, Houston.
- *Soll, J. B., Mannes, A. E., & Larrick, R. P. (October, 2006). *Averaging opinions: When does it work well, and when do people do it?* INFORMS, Pittsburgh.
- *Larrick, R. P. (August, 2006). Discussant for paper session on “Decision Making in Organizations.” Academy of Management, Atlanta.
- Soll, J. B., *Larrick, R. P. (and session facilitator), & Burson, K. A. (August, 2006). *Social comparison and confidence: When thinking you're better than average predicts overconfidence*. Paper session on “Self-Regulation and Job Performance.” Academy of Management, Atlanta.
- * Larrick, R. P., Soll, J. B., & Mannes, A. E. (2006, June). *The futility of chasing the expert*. Behavioral Decision Research in Management, Santa Monica.
- *Soll, J. B., Larrick, R. P., & Zhu, X. (2006, June). *The Wisdom of the Crowd in the mind*. Behavioral Decision Research in Management, Santa Monica.
- *Larrick, R. P., & Burson, K. A. (April, 2004). *On the relationship between two classic judgment errors: Is thinking you're better-than-average the same as being overconfident?* Behavioral Decision Research in Management, Duke University.
- *Larrick, R. P., & Wu, G. (June, 2003). *Self-fulfilling versus self-correcting errors in negotiation*. Duck Conference on Social Cognition, Duck, North Carolina.
- *Larrick, R. P., & Soll, J. B. (May, 2003). *Lay intuitions about combining quantitative judgments*. Conference on Information Aggregation, University of Maryland.
- *Larrick, R. P. (October, 2002). Discussant for a special session entitled *Making decisions about the future: Psychological drivers of intertemporal choice* chaired by Gal Zauberman. Association for Consumer Research, Atlanta.
- *Larrick, R. P. (September, 2002). *Normative and intuitive strategies for revising opinions*. Keynote address, ASPO Summer Symposium on Economic Psychology. Held at Tilburg University, September 20, 2002.

- *Larrick, R. P., & Soll, J. B. (June, 2002). *Combining opinions: Why don't people average?* Behavioral Decision Research in Management Conference, University of Chicago.
- *Larrick, R. P. (October, 2001). *Goal-induced risk taking in strategy choice*. In a symposium on goals and decision making organized by Nathan Novemsky. Society for Judgment and Decision Making Conference, Orlando, Florida.
- *Larrick, R. P., Heath, C., & Wu, G. (November, 2001). *Goal-induced risk taking in strategy choice*. In a symposium on goals and decision making organized by Nathan Novemsky. Association for Consumer Research Conference, Austin, Texas.
- *Larrick, R. P., & Blount, S. (October, 2000). *On choosing frames and being framed in bargaining*. Paper in a special session entitled "Strategic framing: The art and science of influencing others" chaired by Rebecca Hamilton. Association for Consumer Research Conference, Salt Lake City.
- *Larrick, R. P. (October, 2000). Discussant for a special session entitled "What is your goal? The impact of goals on counterfactual thinking, attitude formation, and predictions of the future" chaired by Jennifer L. Aaker and Angela Lee. Association for Consumer Research Conference, Salt Lake City.
- *Larrick, R.P., & Wu, G. (June, 2000). *The small pie bias in distributive bargaining*. Behavioral Decision Research in Management Conference, University of Arizona.
- *Soll, J. B., & Larrick, R. P. (November, 1999). *The 80/20 rule and the revision of judgment in light of another's opinion: Why do we believe ourselves so much?* Society for Judgment and Decision Making Conference, Los Angeles.
- *Jeffrey, S., & Larrick, R. P. (November, 1999). *The effect of aspiration levels on risky decision making*. Society for Judgment and Decision Making Conference, Los Angeles.
- *Larrick, R. P., Heath, C., & Wu, G. (June, 1998). *Goals as reference points*. Behavioral Decision Research in Management Conference, University of Miami.
- *Larrick, R. P. (August, 1995). Chair and presenter, symposium on *Current perspectives on motivation in decision making*. Participants included Lola Lopes, James Beggan, Terry Boles, David Messick, and Roy Baumeister. American Psychological Association, New York.
- *Larrick, R. P. (May, 1994). *Avoiding conflict in decisions under multiattribute risk*. Behavioral Decision Research in Management, Boston.
- *Larrick, R. P., & Blount White, S. (March, 1994). *Claiming and dividing: The role of norms in social dilemmas and ultimatum games*. Conference on "Negotiation in its Social Context," Stanford University, Palo Alto.
- *Larrick, R. P. (May, 1992). *Self-protective processes in choice*. Behavioral Decision Research in Management, University of California-Berkeley.

Selected Invited Colloquia

- Columbia University Graduate School of Business (May 2014)
- Harvard Business School, Negotiation, Organizations, and Markets (April 2014)
- University of Pennsylvania, Wharton School, Decision Processes Seminar (December 2013)

- London Business School (April 2013)
- Georgetown University, McDonough School of Business (March 2013)
- University of Virginia, Psychology Department (September 2012)
- University of Chicago, Booth Graduate School of Business (September 2011)
- University of Minnesota, Carlson School of Management (November 2010)
- University of Southern California, Marshall School of Business (October 2010)
- University of Pennsylvania, Wharton School (November 2009)
- New York University, Stern School of Business (September 2009)
- UCLA, Anderson School of Business (May 2009)
- [Harvard University Center for the Environment](#) (April 2009)
- Harvard University, NOM seminar at Harvard Business School (April 2009)
- Harvard University, TEEM Seminar at the Kennedy School (December 2008)
- INSEAD (October 2008)
- Universitat Pompeu Fabra (October 2008)
- University of Texas, McCombs School (March 2008)
- University of Toronto, Rotman School of Management (February 2008)
- Waterloo University, Management Sciences Department (February 2008)
- Washington University, Olin School of Business (April 2007)
- Northwestern University, Kellogg Graduate School of Management (March 2007)
- Harvard University, Program on Negotiation (March 2007)
- University of Pennsylvania, Wharton School (February 2007)
- University of Chicago, Graduate School of Business (May 2006)
- University of North Carolina, Psychology Department (February 2006)
- UCLA, Anderson School (February 2005)
- UCSD, Rady School of Business (January 2005)
- Columbia University, Graduate School of Business (March 2004)
- Yale University, School of Management (December 2003)
- Northwestern University, Kellogg Graduate School of Management (May 2000)
- New York University, Stern School of Business (February 2000)
- Cornell University, Johnson School of Management (January 2000)

Selected Media Coverage

Coverage of Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56, 1465-1486.

- The danger of a rush of power to the head. *Financial Times*, Oct. 7. [link](#)
- Pulpit bullies: How dominating leaders hurt team performance. *Forbes*, Nov 18. [link](#)
- How overbearing bosses cost their companies. *Market Watch*, Oct. 3. [link](#)
- When you feel powerful you talk too much, and your subordinates perform poorly. *Harvard Business Review*, Nov. 5. [link](#)

Coverage of Gromet, D. M., Kunreuther, H., & Larrick, R. P. (2013). Political identity affects energy efficiency attitudes and choices. *Proceedings of the National Academy of Sciences*, 110, 9314-9319.

- How to persuade a conservative to buy green? Don't tell them it's green. *Fast Company*, May 6, 2013. [link](#)
- Do green products turn off conservative customers? *Wall Street Journal blog*, April 30, 2013.
- Spiteful partisanship. *The Colbert Report*, May 8, 2013. [link](#)

- Pro-environment light bulb labeling turns off conservatives, study finds, *National Geographic*, April 30, 2013. [link](#)

Coverage of Larrick, R. P., Timmerman, T. A., Carton, A. M., & Abrevaya, J. (2011). Temper, temperature, and temptation: Heat-related retaliation in baseball. *Psychological Science*, 22, 423-428.

- Pain at the plate: Heat increases pitcher retaliation, *NPR's Morning Edition*, October 11, 2011. [link](#)
- Week in ideas. *Wall Street Journal*, March 5, 2011. [link](#)
- A batter for a batter: Heat raises odds of being hit by pitch. *Scientific American*, June 5, 2011. [link](#)

Coverage of Larrick, R. P., & Soll, J. B. (2008). The MPG illusion. *Science*, 320, 1593-1594.

- Gallons per mile. *New York Times Magazine – Year in Ideas*, 2008. [link](#)
- M.P.G. can mislead when searching for fuel efficiency. *New York Times Science*. June 24, 2008. [link](#)
- Car gas mileage may not be all it seems. *NPR's All Things Considered*, June 19, 2008. [link](#)
- Ways to conserve energy and lower bills. *NPR's Science Friday*, June 20, 2008. [link](#)
- Study: MPG ratings misleading to average consumer. *Associated Press (syndicated – USA Today, MSNBC, Seattle Times, Detroit Free Press, Washington Times, etc.)*. [link](#)

Honors and Fellowships

- *Robert B. Cialdini Award*, 2012, from the Society for Personality and Social Psychology for the paper “Temper, temperature, and temptation: Heat-related retaliation in baseball,” with Thomas Timmerman, Andrew Carton, and Jason Abrevaya.
- *Fellow, Association for Psychological Science*, 2012.
- *William and Sue Gross Distinguished Research Fellow*, Fuqua School of Business, 2010-2012
- *Runner up for Best Paper Award*, 2001, from the Conflict Management Division of the Academy of Management for the 1995 article “Avoiding regret in decisions with feedback: A negotiation example” with Terry Boles.
- *Hillel Einhorn New Investigator Award*, 1996, awarded by the Society for Judgment and Decision Making for the 1995 article entitled “When one cause casts doubt on another: A normative analysis of discounting in causal attribution” with Michael Morris.
- *William S. Fishman Research Fellowship*, 1995-1996, from the University of Chicago’s Graduate School of Business.
- *Philip Brickman Memorial Prize*, 1988, awarded by the University of Michigan Psychology Department for the manuscript “Who uses the cost-benefit rules of choice?”
- *National Science Foundation Graduate Fellowship*, 1987-1990.
- *University of Michigan Regents' Fellowship*, 1986-1987, 1990-1991.
- *College of William and Mary’s Lord Botetourt Medal*, 1986, for the student ranking first in the graduating class.
- *Phi Beta Kappa*, 1985.
- *College of William and Mary Ranking Scholar*, 1984-1986.

Professional Affiliations

Academy of Management, American Psychological Association, American Psychological Society,

Association for Consumer Research, Society for Experimental Social Psychology, Society for Judgment and Decision Making, Society for Personality and Social Psychology

Ph. D. Advising

o Dissertation Chair

- Min Kay, Duke University, Ph. D. completed in 2013
- Daniel Feiler, Duke University, Ph. D. completed in 2012
- Andrew M. Carton, Duke University, Ph. D. completed in 2011 (co-chair with Jonathon Cummings)
- Siyuan Huang, Duke University, Ph. D. completed in 2009
- Albert Mannes, Duke University, completed in 2009
- Min Li, Duke University, Ph. D. completed in 2008 (co-chair with Kim Wade-Benzoni)
- James Emery, Duke University, Ph. D. completed in 2006 (co-chair with Sim Sitkin).
- Kelly E. See, Duke University, Ph. D. completed in 2004.
- Jack B. Soll, University of Chicago, Ph. D. completed in 1997.

o Dissertation Committee Member

- Kaitlin Toner, Duke University (Psychology) , Ph. D. completed in 2013
- Zhenhua Chen, Duke University (Accounting), Ph. D. completed in 2012
- Jordan D. Tong, Duke University (Operations), Ph. D. completed in 2012
- Patrick Badolato, Duke University (Accounting), Ph. D. completed in 2011
- Stephen Spiller, Duke University (Marketing) Ph. D. completed in 2011
- Leigh Plunkett Tost, Duke University, Ph. D. completed in 2010
- Xuimei Zhu, Duke University, Ph. D. completed in 2009.
- Henry Sauermann, Duke University, Ph. D. completed in 2008
- Robin Tanner, Duke University (Marketing), Ph. D. completed in 2008.
- Alex Markle, University of Chicago, Ph. D. completed in 2007.
- Morela Hernandez, Duke University, Ph. D. completed in 2007.
- Kim Chi Trinh, Duke University, Ph. D. completed in 2006.
- Katherine A. Burson, University of Chicago, Ph. D. completed in 2004.
- Gregory A. Janicik, University of Chicago, Ph. D. completed in 1998.
- Veronique d'Estaintot, University of Chicago, Ph. D. completed in 1996.

o Current Duke Ph. D. Collaborations

- Devin Hargrove, Christina Rader, Simone Tang, Christy Zhou

Editorial Positions and Reviewing

o Associate Editor

- *Management Science*, Judgment and Decision Making Department (2012-present)
- *Management Science*, Decision Analysis Department (2006-2011)

o **Department Editor**

- Culture, Conflict and Cognition in *Journal of International Business Studies* (2002-2006)

o **Editorial Board Member**

- *Psychological Science* (2012-present)
- *Journal of Behavioral Decision Making* (1997-present)
- *Personality and Social Psychological Review* (2006-2010)
- *Personality and Social Psychology Bulletin* (2003-2005)
- *Organizational Behavior and Human Decision Processes* (2001-2010)

o **Ad Hoc Reviewer**

- | | |
|--|---|
| • <i>Academy of Management Review</i> | • <i>Journal of Experimental Social Psychology</i> |
| • <i>Accounting Review</i> | • <i>Journal of Marketing Research</i> |
| • <i>Administrative Science Quarterly</i> | • <i>Journal of Personality and Social Psychology</i> |
| • <i>American Economic Review</i> | • <i>Management Science</i> |
| • <i>American Journal of Sociology</i> | • <i>Organizational Behavior and Human Decision Processes</i> |
| • <i>Behavioral and Applied Social Psychology</i> | • <i>Organization Science</i> |
| • <i>California Management Review</i> | • <i>Personality and Social Psychology Bulletin</i> |
| • <i>Cognition</i> | • <i>Proceedings of the National Acad. of Science</i> |
| • <i>Cognitive Psychology</i> | • <i>Psychological Bulletin</i> |
| • <i>Decision Analysis</i> | • <i>Psychological Review</i> |
| • <i>European Journal of Social Psychology</i> | • <i>Psychological Science</i> |
| • <i>Human Factors</i> | • <i>Science</i> |
| • <i>Journal of Applied Psychology</i> | • <i>Sloan Management Review</i> |
| • <i>Journal of Applied Social Psychology</i> | • <i>Social Cognition</i> |
| • <i>Journal of Accounting Research</i> | • <i>Social Networks</i> |
| • <i>Journal of Behavioral Decision Making</i> | • <i>Social Psychological and Personality Science</i> |
| • <i>Journal of Consumer Research</i> | • <i>Strategic Management Journal</i> |
| • <i>Journal of Economic Literature</i> | • <i>Sustainability</i> |
| • <i>Journal of Economic Psychology</i> | |
| • <i>Journal of Experimental Psychology: Learning, Memory, and Cognition</i> | |

o **Grant Proposal Reviewer**

- National Science Foundation, Decision, Risk, and Management Science Program
- National Science Foundation, Methodology, Measurement, and Statistics Program

Service and Teaching

o **Service to Society for Judgment and Decision Making**

- Hillel Einhorn New Investigator Award Selection Committee, chair (2002 (ad hoc), 2004), member (2000, 2002, 2009, 2010, 2011, 2012)

o **Service to the Society for Personality and Social Psychology**

- Robert Ciadini Award Selection Committee, 2013.

o **Service at Duke University (2001-present)**

- Academic Programs Committee of the Academic Council (2013-present)
- Member of Duke University's Academic Council (2003, 2009-present).
- Fuqua School of Business Faculty Advisory Committee member (2012 – present)
- Fuqua School of Business Dean Search Committee member (2012-2013)
- Duke University Energy Initiative Faculty Advisory Committee member (2011-present)
- Faculty Director, Center for Energy, Development, and the Global Environment (Spring, 2010 – present)
- Duke University Energy and Environment Working Group member (2009-2011)
- Management and Organizations Area coordinator (July, 2009 – June, 2010; July, 2012 - present)
- FSB Triangle Area Alumni research presentation (Spring, 2007)
- Faculty presenter at Parents' Weekend—overview of new FSB curriculum (Fall, 2007)
- Faculty instructor for Blue Devil Weekend mock class (Spring, 2007, 2011 - 2013)
- Member of Duke's Institutional Review Board (Fall, 2006 – present)
- Judge for the Deloitte Consulting Case Competition (Fall, 2006, 2011)
- Moderator, session on "Creating the Entrepreneurial Edge within Large Corporations," Duke/Coach K Leadership Conference (October, 2006)
- Participant in MBA Games Preview (September, 2006)
- Member of the FSB Executive Committee (September, 2006 – July, 2007)
- Member of the Duke University search committee for Associate Vice President for Auxiliary Services (Spring, 2006)
- Member of the Center for Entrepreneurship and Innovation (2005 – present).
 - o Member of the Innovation Working Group
 - o Member of the Entrepreneurship Education Team
 - o Member of the Strategy and Planning Task Force
- Member of the Center on Leadership and Ethics (2004 – present).
 - o COLE Scholar
- Faculty instructor for Parents' Weekend mock class (Fall, 2004, 2005)
- Coordinator for poster sessions, Behavioral Decision Research in Management Conference, Duke University (April, 2004).
- LEAD Program teacher (Summer, 2003, 2005).
- Chair of the Management area Ph. D. program (December, 2002 – December, 2007; January 2009 – present).
- Instructor for Responsible Conduct of Research training for incoming Fuqua Ph. D. students (August, 2003 – 2006, 2011).
- Member of CEBE and Technology Committee (Fall, 2002 – Fall, 2003).
- Participant at the Fuqua School of Business Diversity Conference (November, 2003).

o **Service at University of Chicago (1993-2001)**

- Member of the Institutional Review Board, University of Chicago (1998-2001).
- Case Leader for the City of Chicago Mayor's Office Retreat (1997).
- Case Leader for MBA Program Orientation Sessions, various dates (1993-2001).
- Member of the Behavioral Science Ph. D. Exam Committee (1993-1997).

o **MBA Teaching**

- *Sustainable Business Strategy* (Daytime Elective, with Dan Vermeer), Fuqua School of Business (2012)
- *Leadership, Ethics, and Organizations* (Daytime Core), Fuqua School of Business (2007, 2009 -2011)
- *Integrative Leadership Experience* (Daytime Core), Fuqua School of Business (2007)
- *Power and Politics* (Daytime Elective), Fuqua School of Business (2003-present)
- *Power and Politics* (Global EMBA Elective), Fuqua School of Business (2005 - 2007)
- *Managerial Effectiveness* (Daytime Core), Fuqua School of Business (2001-2006)
- *Dynamics of Bargaining* (Daytime Elective), Fuqua School of Business (2002)
- *Power and Politics in Organizations* (Daytime, Evening, and Weekend Core), University of Chicago GSB (1998-2000)
- *Strategy and Processes of Negotiation* (Daytime, Evening, and Weekend Elective), University of Chicago GSB (1994-2000)
- *Managing in Organizations* (Daytime and Evening Core), University of Chicago GSB (1994)
- *Negotiation* (Daytime Elective), Kellogg Graduate School of Management (1992-1993)
- *Negotiation and Decision Making* (Executive MBA Core), University of Chicago GSB (2001)

o **Additional Teaching**

- *Effective Decision Making: Obstacles and Skills*, Madison and Lila Self Graduate Fellowship Program, University of Kansas (Winter, 2012)
- *Negotiation and Leadership Skills*, Renal Physician Association, Fuqua School of Business (Fall, 2006, 2007; Spring, 2008, 2009)
- *Negotiation and Leading Organizational Change*, Museum Leadership Institute, held through the Getty Leadership Institute, Getty Museum, Los Angeles, CA (2002-2004)
- *Negotiation and Decision Making Strategies for Managers*, University of Chicago GSB (1996-2001)

o **Ph. D. Teaching**

- Seminar on *Micro-Organizational Behavior*, Duke University (Spring, 2005; Fall, 2009 with Allan Lind; 2010; Fall, 2011 with Aaron Kay and Allan Lind; Fall, 2012)
- Seminar on *Groups and Decision Making*, University of Chicago (Fall, 2000)

o **Fuqua Teaching Ratings (Daytime MBA)**

Ratings are on a 7 – point scale

Course	Core / Elective	Years	Sections	Enrollment per section	Course Rating	Instructor Rating
<i>Managerial Effectiveness</i>	Core	2001-2006	15	70	5.72	6.12
<i>Power and Politics</i>	Elective	2003, 2004, 2006, 2009	10	40 - 65	6.10	6.34
<i>Leadership, Ethics, and Organizations</i>	Core	2007, 2009-2012	12	72	6.31	6.59
<i>Sustainable Business Strategy*</i>	Elective	2012	1	40	6.28	6.69

* co-taught with Dan Vermeer

o **Additional Teaching Interests**

- Organizational Learning and Change
- Energy and the Environment: Behavioral Approaches