

## CURRICULUM VITAE

### **Larissa Z. Tiedens**

#### Office

Stanford Graduate School of Business  
Stanford University  
Stanford, CA 94305-5015

#### Home

251 W. Floresta Way  
Portola Valley, CA 94028

phone: (650)723-3942

fax: (650)725-7979

email: tiedens\_larissa@gsb.Stanford.edu

#### ***EDUCATION***

Ph.D., Social Psychology 1998  
University of Michigan, Ann Arbor, MI

M.A., Social Psychology 1995  
University of Michigan, Ann Arbor, MI

B.A., Psychology 1993  
Carleton College, Northfield, MN  
Phi Beta Kappa, *magna cum laude*, distinction in major and thesis, Sigma Xi

#### ***POSITIONS***

April 2008 - present Jonathan B. Lovelace Professor of Organizational Behavior  
Graduate School of Business, Stanford University

September 2008 – August 2009 Fellow  
Center for the Advanced Study of Behavioral Sciences

August 1998 – April 2008 Assistant Professor, Associate Professor, Professor of  
Organizational Behavior  
Graduate School of Business, Stanford University

#### ***AWARDS AND HONORS***

Spence Faculty Scholar, Stanford Graduate School of Business, 2006-2007

Fletcher Jones Faculty Scholar, Stanford Graduate School of Business, 2004-2005

Western Academy of Management Ascendant Scholar, 2003

Ph.D. Distinguished Faculty Award, Stanford Graduate School of Business, 2002

James and Doris McNamara Faculty Fellow, Stanford Graduate School of Business, 2001-2002

Rackham Predoctoral Fellowship, University of Michigan, 1997

Rackham Pedagogy Award, University of Michigan, 1997

Brickman Memorial Award for Outstanding Paper in Social Psychology, University of Michigan, 1996

Paterson Award for Best Psychology Undergraduate in Minnesota, Minnesota Psychological Association, 1993

### ***PROFESSIONAL AFFILIATIONS***

Academy of Management

National Institute for Mental Health Bay Area Affective Science Consortium (training faculty)

Society for Experimental Social Psychology

Society for Personality and Social Psychology

### ***EDITORIAL BOARDS***

Journal of Experimental Social Psychology (2006 - present)

Journal of Personality and Social Psychology (2006 - present)

Organizational Behavioral and Human Decision Processes (2006 - present)

Organizational Science (2007 - present)

Personality and Social Psychology Bulletin (2006 - present)

### ***AD HOC REVIEWS***

Academy of Management Journal, Administrative Science Quarterly, Aggressive Behavior, British Journal of Social Psychology, Cognition and Emotion, Emotion, European Journal of Social Psychology, Group Processes and Intergroup Relations, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Motivation and Emotion, National Science Foundation, Organizational Behavior and Human Decision Processes, Organizational Science, Personality and Social Psychology Bulletin, Perceptual and Motor Skills, Personality and Social Psychology Review, Psychological Science, Social Cognition, Social Sciences and Humanities Research Council of Canada

### ***INVITED PRESENTATIONS***

Carnegie Mellon University, Columbia University, Cornell University, Harvard University, Northwestern University, Ohio State University, Purdue University, Stanford University, University of California – Berkeley, University of California – Santa Cruz, University of Chicago, University of Illinois, University of Michigan, University of Pennsylvania, University of Southern California, University of Utah, Yale University

### ***TEACHING***

#### **MBA Program**

Conflict Management and Negotiation

Groups and Teams (Core)

Interpersonal Dynamics

#### **Executive Programs**

Executive Program for Non-Profit Leaders

Executive Program for Women Leaders

Influence and Negotiation Strategies  
Managing Teams for Innovation and Success  
NUS-Stanford Executive Program in Singapore  
Custom programs for Aetos, Citibank, Genentech, Meltwater News, Silver Lake  
Partners, Sybase

**Ph.D. Program**

Design and Process of Experimental Research  
Emotions in Organizations

***PUBLICATIONS***

***Books***

Tiedens, L. Z. & C. W. Leach (Eds.) (2004). The Social Life of Emotions. Cambridge, UK: Cambridge University Press.

***Book Chapters***

Gruenfeld, D. H. & Tiedens, L. Z. (in press). Organizational Preferences and their Consequences. In S.T. Fiske, D. T. Gilbert, & G. Lindsay (Eds.) The Handbook of Social Psychology. New York: Wiley.

Litvak, P. M., Lerner, J. S., Tiedens, L. Z., & Shonk, K. (in press). Fuel in the fire: How anger impacts judgment and decision making. In M. Potegal, G. Stemmler, & C. D. Spielberger (Eds.) Handbook of Anger Research. New York: Springer.

Tiedens, L. Z., Chow, R. M., & Unzueta, M. M. (2007). Complementary Contrast and Assimilation: Interpersonal Theory and the Social Functions of Contrast and Assimilation Effects. In D. Stapel & J. Suls (Eds.) The Social Psychology of Contrast and Assimilation. New York, NY: Psychology Press.

Leach, C. W. & Tiedens, L. Z. (2004). A world of emotion. In L. Z. Tiedens & C. W. Leach (Eds.) The Social Life of Emotions. (pp. 1-18). Cambridge, UK: Cambridge University Press.

Tiedens, L. Z., Sutton, R. I., & Fong, C. T. (2004). Emotional variation within work groups: Causes and performance consequences. In L. Z. Tiedens & C. W. Leach (Eds.) The Social Life of Emotions. (pp. 164-186). Cambridge, UK: Cambridge University Press.

Tiedens, L. Z. (2000). Powerful emotions: The vicious cycle of social status positions and emotions. In N. Ashkanasy, W. Zerbe, & C. Hartel (Eds.). Emotions in the workplace: Research, theory, and practice. (pp. 71-81). Westport, CT: Quorum Books.

***Articles***

Fast, N. J. & Tiedens, L. Z. (in press). Blame contagion: The automatic transmission of self-serving attributions. Journal of Experimental Social Psychology.

- Young, M. J., Tiedens, L. Z., Jung, H., & Tsai, M. H. (in press). Mad enough to see the other side: The effect of anger on hypothesis disconfirmation. Cognition and Emotion.
- Chow, R. M., Tiedens, L. Z., & Govan, C. (2008). Excluded feelings: Emotional responses to social ostracism predict aggressive reactions. Journal of Experimental Social Psychology, *44*, 896-903.
- Tiedens, L. Z., Unzueta, M. M. & Young, M. J. (2007). The desire for hierarchy?: The motivated perception of dominance complementarity in task partners. Journal of Personality and Social Psychology, *93*, 402-414.
- Lerner, J. S. & Tiedens, L. Z. (2006). Portrait of the angry decision maker: How appraisal tendencies shape anger's influence on cognition. Journal of Behavioral Decision Making, *19*, 115-137.
- Magee, J. C. & Tiedens, L. Z. (2006). Emotional ties that bind: The roles of valence and consistency of group emotion in inferences of cohesiveness and common fate. Personality and Social Psychology Bulletin, *32*, 1703-1715.
- Overbeck, J. R., Tiedens, L. Z., & Brion, S. (2006). The powerful want to, the powerless have to: Perceived constraint moderates causal attributions. European Journal of Social Psychology, *36*, 479-496.
- Sinaceur, M. & Tiedens, L. Z. (2006). Get mad and get more than even: The benefits of anger expressions in negotiations. Journal of Experimental Social Psychology, *42*, 314-322.
- Lee, F., Peterson, C., & Tiedens, L. Z. (2004). *Mea culpa*: Predicting Stock Prices from Organizational Attributions. Personality and Social Psychology Bulletin, *30*, 1636-1649.
- Tiedens, L. Z. & Fragale, A. R. (2003). Power moves: Complementarity in submissive and dominant nonverbal behavior. Journal of Personality and Social Psychology, *84*, 558-568.
- Tiedens, L. Z. & Jimenez, M. C. (2003). Assimilation for affiliation and contrast for control: Complementary self-construals. Journal of Personality and Social Psychology, *85*, 1049-1061.
- Fong, C. T. & Tiedens, L. Z. (2002). Dueling experiences and dual ambivalences: The emotional and motivational ambivalence of women in high status positions. Motivation and Emotion, *26*, 105-121.
- Lee, F. & Tiedens, L. Z. (2001). Is it lonely at the top?: The independence and interdependence of power holders. Research in Organizational Behavior, *23*, 43-91.
- Lee, F. & Tiedens, L. Z. (2001). Who is being served?: 'Self'-serving attributions in social hierarchies. Organizational Behavior and Human Decision Processes, *84*, 254-287. *Nominated for the William A. Owens Scholarly Achievement Award for the best article published in Industrial and Organizational Psychology*

- Tiedens, L. Z. (2001). Anger and advancement versus sadness and subjugation: The effects of negative emotion expressions on social status conferral. Journal of Personality and Social Psychology, 80, 86-94.
- Tiedens, L. Z. (2001). The effect of anger on the hostile inferences of aggressive and non-aggressive people: Specific emotions, cognitive processing, and chronic accessibility. Motivation and Emotion, 25, 233-251.
- Tiedens, L. Z. & Linton, S. (2001). Judgment under emotional certainty and uncertainty: The effects of specific emotions and their associated certainty appraisals on cognitive processing. Journal of Personality and Social Psychology, 81, 973-988.
- Tiedens, L. Z., Ellsworth, P.C., & Mesquita, B. (2000). Stereotypes about sentiments and status: Emotional expectations for high and low status group members. Personality and Social Psychology Bulletin, 26, 560-575.
- Tiedens, L. Z. (1997). Optimism and revolt of the oppressed: A comparison of two Polish Jewish ghettos of World War II. Political Psychology, 18, 45-69.

### ***Unpublished Manuscripts***

- Caza, B., Tiedens, L. Z., & Lee, F., Power becomes you: The effects of implicit and explicit power on the self-concept. Revision requested, *Organizational Behavior and Human Decision Processes*.
- Fragale, A. R., Summanth, J., Tiedens, L. Z. & Northcraft, G. Appeasing Equals: Lateral Deference in E-mail Communication at Enron. Under review, *Administrative Science Quarterly*
- Wiltermuth, S., Tiedens, L. Z., & Neale, M. A. The benefits of dominant behavior in cooperative negotiations.
- Wiltermuth, S. & Tiedens, L. Z. Incidental anger and the desire to evaluate. Under review, *Organizational Behavior and Human Decision Processes*.
- Zitek, E. M. & Tiedens, L. Z. The fluency of social hierarchy: The ease with which hierarchical relationships are learned, remembered, and seen.

### ***CONFERENCE PRESENTATIONS***

- Hogan, C., Tiedens, L. Z., & Chow, R. M. (2008, August). Getting in versus moving up: The differential effect of dominance behavior for insiders and outsiders. Paper presented at the annual meeting of The Academy of Management, Anaheim, CA
- Tiedens, L.Z. (2007, April). The affective bases of hierarchy. Paper presented at the annual meeting of the Emotions Research Group, Olema, CA.

- Tiedens, L. Z. & Zitek, E. M. (2005, October). The fluency of hierarchy. Paper presented at the annual meeting of the Society for Experimental Social Psychology, San Diego, CA.
- Unzueta, M. M., Tiedens, L. Z., & Young, M. J. (2005, August). Complementary perceptions of work partners. Paper presented at the annual meeting of The Academy of Management, Honolulu, HI.
- Tiedens, L. Z., Young, M. J., & Unzueta, M. M. (2004, January). The desire for hierarchy: The motivated perception of complementarity. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Tiedens, L. Z. & Fragale, A. R. (2003, October). Power moves: Complementary nonverbal behavior as an automatic form of hierarchical differentiation. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Boston, MA.
- Tiedens, L. Z. (2003, August). Participant on "The Dark Side of Democracy: Hierarchies, Power, and Status," panel at the annual meeting of the Academy of Management, Seattle, WA.
- Tiedens, L. Z. (2002, October). Judgment under emotional uncertainty. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Columbus, OH.
- Magee, J. C. & Tiedens, L. Z. (2002, August). The emotional ties that bind: Affective characteristics of groups in judgments of cohesiveness and common fate. Paper presented at the annual meeting of the Academy of Management, Denver, CO.
- Tiedens, L. Z. & Fragale, A. R. (2002, June) Power moves: The affective consequences of dominant and submissive non-verbal behavior. Paper presented in the "Emotions in Social Context" symposium at the 13<sup>th</sup> general meeting of the European Association of Experimental Social Psychology, San Sebastian, Spain.
- Tiedens, L. Z. (2000, October). Reciprocal relations between social status and emotions. Paper at the annual meeting of the Society for Experimental Social Psychology, Atlanta, GA.
- Fong, C. T. & Tiedens, L. Z. (2000, August). Emotional ambivalence in high status women: Gender, power, and emotions. Paper presented at the annual meeting of the Academy of Management, Toronto, Ontario, Canada.
- Tiedens, L. Z. (1999, August). Feeling superior: The link between high social status positions and anger. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Tiedens, L. Z. (1998, August). Powerful emotions: The vicious cycle of social status positions and emotions. Paper presented at the first conference on Emotions in Organizations, San Diego, CA
- Lee, F. & Tiedens, L. Z. (1998, August). Who's being served? 'Self'-serving attributions and their implications for power. Paper presented at the annual meeting of the Academy of Management, San Diego, CA

Tiedens, L. Z. (1998, July). Powerful emotions: The social information conveyed in an emotion display. Paper presented at the annual meeting of the International Society of Political Psychology, Montreal, Quebec, Canada.

Tiedens, L. Z. & Lee, F. (1997, May). Private and public attributions: Communicating negative events in power relationships. Paper presented at the annual meeting of the American Psychological Society Conference, Washington, D.C.

Tiedens, L. Z., Ellsworth, P. C., & Mesquita, B. (1996, August). Negative emotions in social hierarchy: Appraisal, feelings, and action tendencies. Poster presented at the annual meeting of the International Society for Research on Emotions Conference, Toronto, Ontario, Canada.

### ***MEDIA COVERAGE***

My research has been described and discussed in [Business 2.0](#), [Forbes](#), [Fortune](#), [The Chicago Tribune](#), [Newsweek](#), [Psychology Today](#), [Self Magazine](#), [The Philadelphia Daily News](#), [The APA Monitor](#), [Redactie Psychologie Magazine](#), [The Wall Street Journal](#), [U.S. News and World Report](#), [USA Today](#), and on ABC News and National Public Radio