

Shirli Kopelman

Assistant Professor of Management and Organizations, Clinical Track
Stephen M. Ross School of Business

University of Michigan
701 Tappan St., Office R4340
Ann Arbor, MI 48109-1234

Tel: (734) 936-2767
shirli@bus.umich.edu
www.shirlikopelman.com

RESEARCH INTERESTS

Strategic Display and Response to Emotions in Social Relationships, Global Resource Management Negotiations; Factors Promoting Cooperation in Interdependent Intra- and Inter-Organizational Contexts, Negotiation Strategy; Cross-Cultural Conflict Management and Resolution.

EDUCATION

Kellogg School of Management, Northwestern University

PhD in Management and Organizations.

Evanston Dec 30, 2003

MS in Organization Behavior.

Evanston June 16, 2000

The Hebrew University of Jerusalem,

BA with Distinction in Psychology.

Jerusalem Sept 15, 1994

PEER REVIEWED PUBLICATIONS

Garcia, S.M., Bazerman, M.H., Kopelman, S., Tor, A., & Miller, D.T. (in press). Worse but equal: The influence of social categories on resource allocations. [Special Issue on Integrative Perspectives on Behavioral Ethics] *Business Ethics Quarterly*

Kopelman, S. (2009). The effect of culture and power on cooperation in commons dilemmas: Implications for global resource management. *Organization Behavior and Human Decision Processes (OBHDP)*, 108, 153-163.

Potworowski, G. and Kopelman, S. (2008). Developing evidence-based expertise in emotion management: Strategically displaying and responding to emotions in negotiations. Special Issue on next generation negotiation skills (beyond the deal) in *Negotiation and Conflict Management Research (NCRM)*, 1, 4, 333-352.

Kopelman, S. and Rosette, A.S. (2008). Cultural variation in response to strategic display of emotions in negotiations. Special Issue on Emotion and Negotiation in *Group Decision and Negotiation (GDN)*, 17 (1) 65-77.

Sanchez-Burks, J., Neuman, E.J., Ybarra, O., Kopelman, S., Park, H., and Goh, K. (2008). Folk wisdom about the effects of relationship conflict. *Negotiation and Conflict Management Research (NCMR)*, 1 (1), 53-76.

Kopelman, S., Rosette, A., and Thompson, L. (2006). The three faces of eve: Strategic displays of positive neutral and negative emotions in negotiations. *Organization Behavior and Human Decision Processes (OBHDP)*, 99 (1), 81-101.

****IACM 2008: Outstanding Article Award for Paper Published in 2006**

Loewenstein, J., Morris, M., Chakravarti, A., Thompson, L., and Kopelman, S. (2005). At a Loss for Words: Dominating the Conversation and the Outcome in Negotiation as a Function of Intricate Arguments and Communication Media. *Organization Behavior and Human Decision Processes (OBHDP)*, 98 (1), 28-38.

Weber, M., Kopelman, S., & Messick, D. (2004). A conceptual review of decision making in social dilemmas: Applying the logic of appropriateness. *Personality and Social Psychology Review (PSPR)*, 8 (3), 281-307.

Kopelman, S., Weber, M., & Messick, D. (2002). Factors influencing cooperation in commons dilemmas: A review of experimental psychological research. In E. Ostrom et al., (Eds.) *The Drama of the Commons*. Washington DC: National Academy Press, National Research Council. Ch. 4., 113-156.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Kopelman, S., Lytle, A., and Varghese, A. (invited chapter). The genuine holistic negotiator. In K. Cameron and G. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship*. Oxford University Press. Ch. xx, pp-pp xx-xx.

Kopelman, S., Shoshana, J., and Chen, L. (2009). Re-narrating positive relational identities in organizations: Self-narration as a mechanism for strategic emotion management in interpersonal interactions. In L.M. Roberts and J. Dutton (Eds.) *Exploring positive identities and organizations: Building a theoretical and research foundation*. NY: Routledge. Ch. 12, pp-pp 265-287.

Kopelman, S. (2008). The herdsman and the *sheep, mouton, or kivsa?* The influence of group culture on cooperation in social dilemmas. In A. Biel, D. Eek, T. Gärling, and M. Gustafsson (Eds.) *New Issues and Paradigms in Research on Social Dilemmas*. NY: Springer Press. Ch. 11, p. 177-188.

Kopelman, S., Gewurz, I., and Sacharin, V. (2008). The power of presence: Strategic response to displayed emotions in negotiations. In N.M. Ashkanasy and C.L. Cooper (Eds.) *Research Companion to Emotions in Organizations*. Cheltenham, UK: Edward Elgar Publishing (New Horizons in Management Series). Ch. 24, 405-417.

- Brett, J.M. & Kopelman, S. (2004). Culture and social dilemmas. In M.J. Gelfand and J.M. Brett (Eds.) *The Handbook of Negotiation and Culture*. Stanford University Press: CA. Ch. 19., 395-411.
- Thompson, L., Medvec, V.H., Siedens, V. & Kopelman, S. (2001). Poker face, smiley face, and rant 'n' rave: Myths and realities about emotion in negotiation. In M. Hogg & S. Tindale (Eds.) *Blackwell Handbook in Social Psychology*, Vol. 3: Group Processes, Ch. 6., 139-163.
- Rosette, A.S., Kopelman, S. & Thompson, L. (2000). High-performance contract negotiation skills. *Product Management Today*, 11 (7), 38-41.
- Kopelman, S. & M. Olekalns. (1999). Process in cross-cultural negotiations. *Negotiation Journal*, 373-380.

WORK UNDER REVIEW

- Rosette, A., and Kopelman, S. (R&R). Good grief! Feeling of anxiety sour the economic benefits of first offers.
- Moeller, S.J., Ybarra, O. & Kopelman, S. (R&R). Biased knowledge acquisition facilitates uncertain interpersonal interactions. *Personality and Social Psychology Bulletin* (PSPB).

WORK IN PROGRESS

- Kopelman, S., Gewurz, I., Lytle, A. (work in progress). Emotion management in negotiations: Best practices.
- Kopelman, S. (work in progress). Cultural group norms and communication in resource dilemmas: Implications for cooperative behavior in negotiations.
- Kopelman, S. and T., Shang, J (work in progress). Positive emotion and collective mindsets: Implications for decision making in public good dilemmas.
- Kopelman, S. (work in progress). The Anticommons Dilemma: Theoretical and Empirical Implications for Cooperation in Social Dilemmas.
- Kopelman, S. T., Shang, J., and Thomas, T. (work in progress). Social Identity and Charitable Contribution: Implications for decision making in public good dilemmas.
- Kopelman, S. & Rigdon, M. (work in progress). Fairness norms and cooperation: A comparison of commons and anticommons dilemmas.
- Kopelman, S., Fredrickson, B., and Waugh, C. (work in progress). Positive emotions and interdependent outcomes in business relationships: Implications for broaden and build theory and negotiations strategy.

Sinaceur, M. and Kopelman, S. (work in progress). Hearing the crying of the lamb: When and why sadness expression may help claim value in negotiations.

Ben Dov, R., Heller, D., Kopelman, S. (work in progress). The influence of power on leveraging trade-offs and creating value in negotiations.

WORKING PAPERS

Kopelman, S. (2002). Social motives and reciprocity in negotiations: Implications for cross-cultural settings. Dispute Resolution Research Center (DRRC) *Working Paper #271*. Kellogg School of Management, Northwestern University.

Dialdin, D., Kopelman, S., Adair, W., Brett, J.M., Okumura, T., & Lytle, A. (2002). The distributive outcomes of cross-cultural negotiations. Dispute Resolution Research Center (DRRC) *Working Paper #269*. Kellogg School of Management, Northwestern University.

Adair, W. L., Kopelman, S., Gillespie, J., & Brett, J. M. (2002). Compatible cultural values and schemas in U.S./Israel negotiations: Implications for joint gains. Dispute Resolution Research Center (DRRC) *Working Paper #270*. Kellogg School of Management, Northwestern University.

CONFERENCE PRESENTATIONS

Kopelman, S., Chen, L.L., Shoshana, Y. (2009). Negotiating positive relational identities in organizations: Self-narration as a mechanism for strategic emotion management in interpersonal interactions. *International Association of Conflict Management (IACM)*, Kyoto, June 2009

Ben-Dov, R., Heller, D., Kopelman, S. (2009). Power and decision making in negotiations: Predictions from construal level theory. *International Association of Conflict Management (IACM)*, Kyoto, June 2009

Varghese, A. & Kopelman, S. (2009). Strategic response to the display of emotions and cross cultural attributions in negotiations. *International Association of Conflict Management (IACM)*, Kyoto, June 2009.

Rosette, A. and Kopelman, S. (2008). Good grief! Feeling of anxiety sour the economic benefits of first offers. In M. Sinaceur (symposium organizer) "Through the Looking Glass": The contrarian effects of good intentions and bad behaviors. *Academy of Management (AOM)*, Anaheim.

- Kopelman, S., Shoshana, J., & Chen, L.L. (2008). Re-Narrating positive relational identity in organizations: Mindful self-narration as a mechanism for strategic emotion management in interpersonal interactions. In J. Dutton & J. Bednar (symposium organizers) Looking through the lens of positive identity symposium. *Academy of Management (AOM)*, Anaheim.
- Kopelman, S. and Shang, J. (2007). Emotion, Social Identity, and Morality: Implications for decision making in public good dilemmas. *The 12th Biennial Conference of the International Conference on Social Dilemmas (ICSD)*, Seattle.
- Rosette, A. and Kopelman, S. (2007). Cultural variation in response to strategically displayed emotions. *International Association of Conflict Management (IACM)*, Budapest, July, 2007.
- Sanchez-Burks, J., Neuman, E.J., Ybarra, O., Kopelman, S., Park, H, and Goh, K. (2007). Folk wisdom about the effects of relationship conflict. *International Association of Conflict Management (IACM)*, Budapest, July, 2007.
**** Award for Best Conference Empirical Paper**
- Thomas, T., Shang, J., and Kopelman, S. (2006). Powerful Drinking Buddies and Miserable Corporate Event Goers are the Most Generous! The effects of Identity and Power on Cooperation in Social Dilemmas. *Academy of Management (AOM)*. Atlanta, Aug. 2006.
- Sacharin, V., Lytle, A., and Kopelman, S. (2006). Identity conflict in social dilemmas: The effect of gender and role conflict on cooperation. *International Association of Conflict Management (IACM)*, Montreal, June, 2006.
- Sinaceur, M. and Kopelman, S. (2006). Hearing the crying of the lamb: Why sadness expression may help claim value in negotiations. *Academy of Management (AOM)*. Atlanta, Aug. 2006.
- Rosette, A., Abbott, J., and Kopelman, S. (2006). The First Offer Disadvantage: The Role of Perceived Vulnerability and Feelings of Dissatisfaction. *International Association of Conflict Management (IACM)*, Montreal, June, 2006.
- Kopelman, S. and Rosette, A. (2005). Crossing cultural boundaries: Implications for strategic use of emotions in negotiation. *Small Group Meeting on Emotions in Organizations*. Rotterdam.
- Thomas, T., Shang, J. and Kopelman, S. (2005). Social Identity and Power: Implications for Charitable Contribution to Public Goods. *The 11th Biennial Conference of the International Conference on Social Dilemmas (ICSD)*, Poland.
- Kopelman, S., Waugh, C. and Fredrickson, B. (2005). Positive Emotions and Interdependent Outcomes in Business Relationships: Implications for Broaden and Build Theory and Negotiations Strategy. In Symposium on Emotion in Social Conflict: Recent Developments and New Insights. *International Association of Conflict Management (IACM)*, Seville.

- Lytle, A. L. and Kopelman, S. (2005). Friendly threats? The linking of threats and promises in negotiation. *International Association of Conflict Management (IACM)*, Seville.
- Kopelman, S., Rosette, A., and Thompson, L. (2004). The Three Faces of Eve: An Examination of Strategic Positive, Negative, and Neutral Emotion in Negotiations. Symposium on Negative Emotions in Negotiations. *Academy of Management (AOM)*, New Orleans.
- Kopelman, S. (2003). Cultural and Economic Asymmetry in Resource Negotiations: Implications for Self-Interested Behavior in Social Dilemmas. *Negocia*, Paris.
- Kopelman, S. (2003). Cultural and Economic Asymmetry in Resource Negotiations: Implications for Self-Interested Behavior in Social Dilemmas. *The 10th Biennial Conference of the International Conference on Social Dilemmas (ICSD)*, Sweden.
- Kopelman, S. (2001). Cultural and Economic Heterogeneity: Implications for Self-Interested Behavior in Asymmetric Resource Dilemmas. *Academy of Management (AOM)*, Washington D.C.
- Kopelman, S. & Cristal, M. (2001) Post Camp David 2000: Conflict Management versus Conflict Resolution. *International Association of Conflict Management (IACM)*, Paris.
- Kopelman, S., Rosette, A., and Thompson, L. (2001). Poker Face, Smiley Face, and Rant 'n' Rave: An Examination of the Strategic Use of Emotion in Negotiation. *International Association of Conflict Management (IACM)*, Paris.
- Kopelman, S. & Brett, J.M. (2001). Culture and Social Dilemmas. *The 9th Biennial Conference of the International Conference on Social Dilemmas (ICSD)*, Chicago.
- Kopelman, S. (2000). Social Motives and Culture: Implications for Distributive Outcomes in Negotiations. *Academy of Management (AOM)*, Toronto.
- Kopelman, S., Weber, M., & Messick, D. (2000). Resource Dilemmas: A Review of Experimental Research. *The 8th Biennial Conference of the International Association for the Study of Common Property (IASCP)*, Bloomington.
- Kopelman, S. (1999). The tragedy of the anticommons: Implications for research on social dilemmas. *The 8th International Conference on Social Dilemmas (ICSD)*, Israel.

INVITED PRESENTATIONS

Kopelman, S. (2007). Strategic emotion and negotiation. Psychology Department, Michigan State University.

Kopelman, S. (2007). Cultural variation in response to strategic display of emotions during negotiations. *Decision Consortium*. University of Michigan.

Kopelman, S. (2006). Teaching Decision Making: Establishing a Foothold. *Pre-Conference coordinated by Frank Yates. Behavioral Decision Research in Management (BDRM)*, UCLA Anderson School of Management.

Kopelman, S. and Thomas, T. (2006). If I were a rich man: The effect of culture and power on decision making in social dilemmas. *Management and Organizations Mechanisms Seminar* with Kathy Sutcliffe. Ross School of Business.

Kopelman, S., Rosette, A., and Thompson, L. (2005). The three faces of eve: Strategic displays of positive neutral and negative emotions in negotiations. *Hosmer Lunch Series*, Ross School of Business.

Kopelman, S. and Rosette, A. (2005). Crossing cultural boundaries: Implications for strategic use of emotions in negotiation. Small Group Meeting on Emotions in Organizations. Rotterdam.

Kopelman, S. (2004). The Tragedy of the Commons and Anticommons: Implications for Management & Organizations. *NRFPPT Speaker Series*, Management and Organizations. Michigan State University.

Kopelman, S. (2004). Culture and Power Asymmetry in Commons Dilemmas: Implications for Multi-Party Negotiations and Sustainable Environmental Management. *Bauer Distinguished Speaker Series*, C.T. Bauer College of Business. University of Houston

Kopelman, S. and Garcia, S. M. (2004). Resource Allocation in Negotiations: Crossing Social Categories and Cultural Boundaries. *Interdisciplinary Committee on Organizational Studies (ICOS)*. University of Michigan.

Kopelman, S. and Parson, E. (2004). What We Need to Know About Negotiations But Don't-Yet. *Decision Consortium*. University of Michigan.

MEMBERSHIPS AND AFFILIATIONS

International Association of Conflict Management, Executive Officer	2006-2009
International Association of Conflict Management, Member	1999-Present
Academy of Management, Member	1999-Present
International Conference on Social Dilemmas, Member	1999-Present

PEER REVIEWING

American Journal of Sociology	2007-Present
Journal of Applied Psychology	2006-Present
Journal of Personality and Social Psychology	2006-Present
European Journal of Social Psychology	2006-Present
Negotiation and Conflict Management Research	2006-Present
Organization Behavior and Human Decision Processes	2005-Present
Group Dynamics	2004-Present
Group Decisions and Negotiations	2002-Present
International Journal of Conflict Management	2002-Present
Thunderbird International Business Review	2001-Present
Academy of Management Conference	2000-Present
International Association of Conflict Management	2000-Present

FELLOWSHIPS AND AWARDS

International Association of Conflict Management Best Article Award for Publication in 2006	Chicago	July, 2008
Kellogg School of Management, Teaching Award Award for teaching MBA level classes	Evanston	2000-2001
Kellogg School of Management Tuition scholarship and fellowship stipend	Evanston	1997 - 2001
Government of Israel Full tuition award for undergraduate studies at Hebrew University of Jerusalem	Jerusalem	1989 - 1993
The Joseph S. & Caroline Gruss Life Monument Fund for Assistance to I.D.F. Ex-Servicemen Prestigious award for outstanding students in inter-disciplinary areas of study	Jerusalem	1990 - 1993

TEACHING EXPERIENCE

MBA

Bargaining & Influence Skills, MBA elective, Ross School of Business 2003 - present

- Average Teacher Ratings: Instructor overall **4.85**, Class overall **4.83** (5 point scale)

Negotiations Strategy, MBA elective, Kellogg School of Management 2000 - 2001

- Taught four quarterly negotiation courses including full-time Kellogg MBA day students & part-time evening MBA
- Kellogg Teaching Award for 2000-2001 academic year for Teaching Evaluations: Instructor Overall **9.5**, Class Overall **9.3** (10 point scale)

EMBA

Negotiations, Executive-MBA elective, Ross School of Business 2005 - present

- Sample Teacher Ratings: Instructor overall 4.67, Class overall 4.46 (5 point scale)

Negotiation Strategies, Executive-MBA elective, Tel-Aviv University 2002 - present

- Leon Recanati Graduate School of Business Administration, Sample Teacher Ratings: Instructor overall 6.8, Class overall 7.0 (7 point scale)

Executive Education

- Ross School of Business, University of Michigan (2003-present):
 - **Negotiation Strategies and Influence Skills:** Developed 3-day open enrollment program. Recent Teaching Evaluations: Instructor overall 9.47, Program overall 9.0 (10 point scale)
 - **MII** Teach half-day negotiation session in 1-week Managers Program;
 - **Custom Programs** Tailored off-site corporate programs.
- Kellogg School of Management, Northwestern University (1999-2001): Tailored 1-day negotiation workshops.

Corporate Programs

- Trained executives teams from the US, Canada, France, Germany, Italy, Hong Kong, China, Jordan, Palestine, and Israel.
- Clients included: DTE, Schneider Electric, Texas Instruments, IXI, Elbit, Israel Corp., Pitango VC, Israeli Defense Forces, Société Générale, GM, Ford, Visteon, ZF Sachs, Pfizer Pharmaceuticals, Abbot, Givaudan, Kraft Foods, and Timberland.

TEACHING MATERIALS DEVELOPED

Cartoon Outcomes Spreadsheet, Dispute Resolution Research Center (DRRC) © 2003

SHARC Competitive Outcomes Spreadsheet, DRRC © 2003

New Recruit Outcomes Spreadsheet, DRRC © 2003

Moms.com Outcomes Spreadsheet, with Mary Kern. DRRC © 2003

Final Offer Online Bargaining Exercise, Shirli Kopelman © 2004

Salary Negotiation, Shirli Kopelman © 2005

Trading Places, Shirli Kopelman © 2005

Monopoly, Shirli Kopelman © 2006

Football Tickets, Shirli Kopelman © 2007

Cross Cultural Catering Negotiation, Shirli Kopelman © 2007

Market Puzzle, Shirli Kopelman © 2008

WORK EXPERIENCE

The Supreme Court of Israel: *Asst Director of Public Affairs.* Jerusalem 1994-1995

AMCHA National Israeli Center for Psychosocial Support of Survivors of the Holocaust and the 2nd Generation: *Director of Volunteer Program* Jerusalem 1993-1995

Kibbutz Ga'ash Dairy Farm: *Project Manager.* Israel 1988-1989

Israel Defense Forces, Intelligence Branch: *Compulsory Service.* Israel 1986-1988

PERSONAL

Languages: Bilingual Hebrew/English, advanced French, and beginner German & Spanish.
Hobbies: Photography, cello, travel, backcountry hiking, running, and volleyball.