

## Shirli Kopelman

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### RESEARCH INTERESTS

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Cooperation in Competitive Relationships, Leading with Emotions, Mindful Display and Response to Emotions in Business Conversations, Global Resource Management Negotiations; Factors Promoting Cooperation in Interdependent Intra- and Inter-Organizational Contexts; Social Dilemmas; Tragedy of the Commons; Negotiation Strategy; Cross-Cultural Conflict Management and Resolution.

### ACADEMIC PUBLICATIONS (Journal Articles & Book Chapters)

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Rees, L., Tsai, M. H., Kopelman, S., & Hu, H. H. (2024). Can confidence influence persuasiveness in disagreements by conveying competence versus dominance? The moderating role of competitiveness. *Negotiation and Conflict Management Research*, 17(2), 153. <https://doi.org/10.34891/y2w2-qy05> 2025

**NCMR Article of the Year Award** (received in 2025 for article published in 2024)

Dannals, J., Halali, E., Kopelman, S., & Halevy, N. (2022). Power, constraint, and cooperation in groups: The role of communication. *Journal of Experimental Social Psychology*, xx(y), pp-pp. <https://doi.org/10.1016/j.jes.2022.104283>

Aaldering, H. & Kopelman, S. (2021). Dovish and hawkish influence in distributive and integrative negotiations: The role of (a)symmetry in constituencies. *Group Decision Negotiation (GDN)*, 1-26. <https://doi.org/10.1007/s10726-021-09759-6>

Quinn\*, R.W., Myers\*, C.G., Kopelman, S., Simmons, S.A. (2021). How Did You Do That? Exploring the Motivation to Learn from Others' Exceptional Success. *Academy of Management Discoveries (AMD)*, 7(1), 15-39. <https://doi.org/10.5465/amd.2018.0217> [\*Authors contributed equally]

McCarter, M.W., Kopelman, S., Turk, T.A. and Ybarra, C.E. (2021). Too many cooks spoil the broth: Toward a theory for how the tragedy of the anticommons emerges in organizations. *Negotiation and Conflict Management Research (NCMR)*, 14(12), 60-74. <https://doi.org/0.1111/ncmr.12174>

Spreitzer, G.S., Myers\*, C.G., Kopelman\*, S., & Mayer\*, D.M. (2021). The conceptual and empirical value of a positive lens: An invitation to organizational scholars to develop novel research questions. *Academy of Management Perspectives (AMP)*, 35(3), 517-534. <https://doi.org/10.5465/amp.2015.0056> [\*Authors contributed equally]

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- Wu, K., Garcia, S.M., & Kopelman, S. (2018). Frogs, Ponds, and Culture: Variations in Entry Decisions. *Social Psychology and Personality Science (SPPS)*, 9 (1), 99-106. <https://doi.org/10.1177/1948550617706731>
- Eisenkraft, N., Elfenbein, H. A., & Kopelman, S. (2017). We know who likes us, but not who competes against us: Dyadic meta-accuracy among work colleagues. *Psychological Science*, 28, 233-241. <https://doi.org/10.1177/0956797616679440>
- Kopelman, S., Hardin, A.E., Myers, C.G., & Tost, L.P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology (JAP)*, 101(5), 721-730. <http://dx.doi.org/10.1037/apl0000065>
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- Marchiondo, L.A., Myers, C.G., & Kopelman, S. (2015). The relational nature of leadership identity construction: How and when it influences perceived leadership and decision-making. *The Leadership Quarterly (LQ)*. 26 (5), 892-908. DOI: 10.1016/j.leaqua.2015.06.006.
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- Lee, D.S., Moeller, S.J., Kopelman, S., & Ybarra, O. (2015). Biased social perceptions of knowledge: Implications for negotiators' rapport and egocentrism. *Negotiation and Conflict Management Research (NCMR)*, 8(2), 85-99, DOI: 10.1111/ncmr.12047.

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- Chen, P., Myers, C.G., Kopelman, S., & Garcia, S.M. (2012). The hierarchical face: Higher rankings lead to less cooperative looks. *Journal of Applied Psychology (JAP)*, 97(2), 479-486.  
**\* Awarded Philip Brickman Memorial Prize in Psychology at the University of Michigan**
- Kopelman, S., Avi-Yonah, O., & Varghese, A. K. (2012). The mindful negotiator: Strategic emotion management and wellbeing. In G. Spreitzer & K. Cameron, *The Oxford Handbook of Positive Organizational Scholarship*. Oxford University Press, Ch. 44, 591-600.
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- Loewenstein, J., Morris, M., Chakravarti, A., Thompson, L., & 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.
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