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DEGREES

Stanford University, Psychology, A.B., *with Distinction*, 1995
Princeton University, Psychology, M.A., 1999
Harvard University, Administration, Planning & Social Policy, Ed.M., 2002
Princeton University, Psychology, Ph.D., 2002

APPOINTMENTS

University of Michigan, Ann Arbor, MI

Assistant Professor of Psychology, Department of Psychology (2008-)
Assistant Professor of Organizational Studies, Organizational Studies Program (2008-)
Faculty Associate, Research Center for Group Dynamics, Institute for Social Research (2003-)
Adjunct Assistant Professor of Management and Organizations, School of Business (2003-)
Assistant Professor of Public Policy, Gerald R. Ford School of Public Policy (2002-08)

London Business School, London, UK

Visiting Assistant Professor of Organisational Behaviour (Spring 2007)

Massachusetts Institute of Technology, Cambridge, MA

Visiting Appointment (Winter 2006)

Harvard Law School, Cambridge, MA

Graduate Student Research Fellow, Program on Negotiation (2001- 2002)

Charles Schwab & Company, San Francisco, CA

Marketing Manager, Electronic Brokerage Division (May 2000 - September 2000)

Merrill, Lynch & Company, Princeton, NJ

Marketing Consultant, Private Client Group (January 1998 - May 1998)

Wells, Fargo & Company, San Francisco, CA

Marketing Consultant, Business Banking Group (October 1995 - April 1997)

HONORS

Best Competitive Paper, Assoc. for Consumer Research, with Weaver, Schwarz, & Miller
Graduate Fellowship, Program on Negotiation at Harvard Law School
National Science Foundation Graduate Fellowship
Ford Foundation Fellowship
Stanford University *Distinction*
Stanford University *Departmental Honors*
Irvine Research Award
Leadership Alliance Scholar

PROFESSIONAL ASSOCIATIONS

Academy of Management
Association for Consumer Research
Association for Psychological Science
International Association for Conflict Management
Society for Judgment and Decision Making
Society for Personality and Social Psychology

PUBLICATIONS

Tor, A., Gazal-Ayal, O., & **Garcia, S.M.** (in press). Fairness and the willingness to accept plea bargain offers. *Journal of Empirical Legal Studies*

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*

Garcia, S.M., & Tor, A. (2009). The N-Effect: More competitors, less competition. *Psychological Science*, *20*, 871-877.

Garcia, S.M., Weaver, K., Darley, J., & Spence, B.T. (2009). Dual effects of implicit bystanders: Diffusing vs. facilitating helping behavior. *Journal of Consumer Psychology*, *19*, 215-224.

Garcia, S.M., Meyle, M.J., & Provins, E. (2009). Headcounts and equal opportunity: "People accounting" in the workplace. In M. Ozbilgin (Ed.), *Theory and Scholarship in Equality, Diversity and Inclusion at Work*. Cheltenham, UK: Edward Elgar Press.

Garcia, S.M., & Tor, A. (2007). Rankings, standards, and competition: Task vs. scale comparisons. *Organizational Behavior and Human Decision Processes*, *102*, 95-108.

Garcia, S.M., & Miller, D.T. (2007). Social categories and group preference disputes: The aversion to winner-take-all solutions. *Group Processes and Intergroup Relations*, *10*, 581-593.

Weaver, K., **Garcia, S.M.**, Schwarz, N., & Miller, D.T. (2007). Inferring the popularity of an opinion from its familiarity: A repetitive voice can sound like a chorus. *Journal of Personality and Social Psychology*, 92, 821-833.

Garcia, S.M., & Harrison, B.J. (2007). A decision model of helping behavior. In R. Baumeister & K. Vohs (Eds.), *Encyclopedia of Social Psychology*. Thousand Oaks, CA: Sage Publications.

Garcia, S.M., & Ybarra, O. (2007). People accounting: Social category-based choice. *Journal of Experimental Social Psychology*, 43, 802-809.

Garcia, S.M., Hallahan, M., & Rosenthal, R. (2007). Poor expression: Concealing social class stigma. *Basic and Applied Social Psychology*, 29, 99-107.

Ybarra, O., Keller, M., Chan, E., Hutsler, J., **Garcia, S.M.**, Sanchez-Burks, J., & Rios-Morrison, K. (2007). The social prediction dynamic: A legacy of cognition and mixed-motives. In Forgas, Haselton, & von Hippel (Eds.), *The Evolution of the Social Mind*. New York: Psychology Press.

Garcia, S.M., Tor, A., & Gonzalez, R.D. (2006). Ranks and rivals: A theory of competition. *Personality and Social Psychology Bulletin*, 32, 970-982.

Garcia, S.M., Tor, A., Bazerman, M.H., & Miller, D.T. (2005). Profit maximization versus disadvantageous inequality: The impact of self-categorization. *Journal of Behavioral Decision Making*, 18, 187-198.

Garcia, S.M., Weaver, K., Moskowitz, G.B., & Darley, J.M. (2002). Crowded minds: The implicit bystander effect. *Journal of Personality and Social Psychology*, 83, 843-853.

Garcia, S.M. (2002). Power and the illusion of transparency in negotiation. *Journal of Business and Psychology*, 17, 133-144.

Garcia, S.M., Darley, J., & Robinson, R. (2001). Morally questionable tactics: Negotiations between district attorneys and public defenders. *Personality and Social Psychology Bulletin*, 27, 731-743.

Garcia, S.M., & Rosenhan, D. (1998). Power and intergroup perception between public defenders and district attorneys. *Journal of Police and Criminal Psychology*, 15, 15-24.

MANUSCRIPTS UNDER REVIEW

Garcia, S.M., Song, H. & Tesser, A. (invitation to revise and resubmit: *Organizational Behavior and Human Decision Processes*). The “social comparison” conflict of interest: Strategically protecting one’s comparison context.

Garcia, S.M., Tor, A., & Meyle, M.J. (invitation to revise and resubmit: *Strategic Management Journal*) How rivalry diminishes with the number of rivals: A psychological perspective on competitive strategy.

Song, H., & **Garcia, S.M.** (invitation to revise and resubmit: *Journal of Experimental Social Psychology*) The hidden cost of achieving standards: Ranking and competition in ultimatum games.

Ybarra, O., Keller, M.C., **Garcia, S.M.**, Sanchez-Burks, J., Chan, E., Rios Morrison, K., & Baron, A. (under review). Being unpredictable: The role of competitive and cooperative contexts

MANUSCRIPTS IN PREPARATION

Garcia, S.M., & Pillutla, M. Mixed-signals in markets: Strong signals that backfire

Garcia, S.M., Tor, A., & Miller, D.T. A coin toss and group disputes: Why heads or tails always fails.

Garcia, S.M., & Tor, A. The fable of free agency: A social comparison perspective.

Garcia, S.M., & Tor, A. Competition: The social comparison perspective.

Garcia, S.M., & Tor, A. The spirit vs. letter of the law: A hidden cost of “Broken Windows.”

Garcia, S.M., Ybarra, O., & Treynor, W. Ranks and rivals within and across social category lines.

Tor, A., & Garcia, S.M. Rankings, social comparison, and fairness: Implications for pay secrecy.

Weaver, K., & Garcia, S.M. The self presenter’s paradox.

INVITED TALKS

Michigan State University, Department of Psychology (2009, Apr)

Northwestern University School of Law, Law and Psychology Colloquium (2008, Sep)

University of Oxford, Said Business School, Strategy Group (2008, Apr)

University of California at Irvine, Planning, Policy & Design (2008, Apr)

Duke University, Fuqua School of Business (2008, Feb)

Rice University, Jones School of Management (2008, Jan)

University of Kent at Canterbury, Department of Psychology (2007, May)

University of Cambridge, Judge Business School (2007, May)

Max Planck Institute, Research Center on Collective Goods (2007, May)

Norwich Business School, Equality Research Seminar (2007, May)

Hebrew University of Jerusalem, Decision Consortium (2006, June)

University of Haifa, Behavioral Law and Economics Symposium (2006, June)

University of Michigan, Annual Decision Consortium Conference (2006, May)

Brown University, Social Cognition Seminar (2006, April)

Massachusetts Institute of Technology, Department of Marketing (2006, Mar)

University of Michigan, Management and Organizations, Ross School of Business (2005, Nov)

Michigan State University, Department of Psychology (2005, Nov)

University of Michigan, Decision Making Consortium Series (2004, Oct)

University of Michigan, Annual Decision Consortium Conference (2004, May)

University of Michigan, Interdisciplinary Committee on Organizational Studies (2004, Feb)

University of Michigan, Program on Organizational Studies (2004, Feb)

University of Michigan at Dearborn, Faculty of Economics and Political Science (2004, Jan)
University of Michigan, Decision Making Consortium Series (2003, Feb)
University of Michigan, Psychology Department, Organizational Psychology (2003, Feb)
University of Michigan, Michigan Business School, Organizational Behavior (2003, Feb)
University of Michigan, Psychology Department, Social Psychology Area (2002, Oct)
Williams College, Department of Psychology (2002, Feb)
Washington University, Olin School of Business, Department of Marketing. (2002, Feb)
London Business School, Department of Organisational Behaviour (2002, Jan)
University of Michigan, Ford School of Public Policy (2002, Mar)

CONFERENCE PRESENTATIONS

Garcia, S.M., Tor, A., & Meyle, M. (2009, Aug) *Rivalry Diminishes with Number of Competitors*. Paper presented at the Academy of Management Conference. Chicago, IL.

Garcia, S.M., Tor, A., & Meyle, M. (2009, Jul) *Rivalry Diminishes with Number of Competitors*. Paper presented at the Summer Institute on Competitive Strategy. Berkeley, CA.

Garcia, S.M., & Tor, A. (2008, August). *The N-Effect: More competitors and less competition*. Paper presented at the Academy of Management Conference, Anaheim, CA.

Song, H., & **Garcia, S.M.** (2008, February). *The more you have, the more you lose: Ranking and negotiation in multi-party ultimatum game*. Paper presented at the Conference of Society for Personality and Social Psychology, Albuquerque, NM.

Garcia, S.M., & Tor, A. (2006, Nov). *Rankings and competition: Task vs. scale comparison*. Paper presented at the meeting of the Society for Judgment and Decision Making, Houston, TX.

Garcia, S.M., & Miller, D.T. (2006, Oct). *Collectivizing preference disputes*. Paper presented at the Conference of the Society of Experimental Social Psychology, Philadelphia, PA.

Garcia, S.M., & Tor, A. (2006, August). *Rankings and competition: Task vs. scale comparison*. Paper presented at the Conference of the Academy of Management, Atlanta, GA.

Tor, A., Gazal, O., & **Garcia, S.M.** (2006). *Substantive fairness and comparative evaluation in plea bargain decision making*. Paper presented at the Marie Curie Conference, The University of Manchester, UK.

Garcia, S.M., Tor, A., & Gonzalez, R.D. (2006, January). *Ranks and rivals: A theory of competition*. Paper presented at the Social Psychology Winter Conference, Park City, UT.

Garcia, S.M. & Tor, A. (2005, August). *Ranks and rivals: Implications for maximizing joint gains*. Paper presented at the Conference of the Academy of Management, Honolulu, HI.

Garcia, S.M. & Tor, A. (2005, June). *Ranks and rivals: Implications for maximizing joint gains*. Paper presented at the Conference of the International Association for Conflict Management, Seville, Spain.

Weaver, K., **Garcia, S.M.**, Miller, D., & Schwarz, N. (2004, October). *Metacognitive beliefs about groups: Inferences of extensivity from familiarity*. Paper presented at the Conference of the Association for Consumer Research, Portland, OR.

Weaver, K., & **Garcia, S.M.** (2004, October). *The self presenter's paradox: Motivated reasoning in information integration*. Paper presented at the Conference of the Association for Consumer Research, Portland, OR.

Garcia, S.M., Tor, A., Bazerman, M., & Miller, D. (2003, November). *Profit maximization in joint evaluation: Social category-based preference reversals*. Paper presented at the meeting of the Society for Judgment and Decision Making, Vancouver, B.C.

Garcia, S.M., Weaver, K.W., Moskowitz, G.B., & Darley, J.M. (2002, August). *Crowded minds: The implicit bystander effect*. Paper presented at the Conference of the Academy of Management, Denver, CO.

Garcia, S.M., & Miller, D.T. (2001, June). *Groups preference disputes: When losses become defeats*. Paper presented at the Conference of the American Psychological Society, Toronto, Canada.

Garcia, S.M., & Miller, D.T. (2000, August) *Heads or tails? Winner-take-all solutions to group conflict*. Paper presented at the Conference of the Academy of Management, Toronto, Canada.

Garcia, S.M., & Miller, D.T. (2000, June) *Preference for compromise: Intergroup versus Intragroup disputes*. Paper presented at the Conference of the American Psychological Society, Miami, FL.

Garcia, S.M., & Darley, J. (1999, June) *Power status, counter-aggression, and perception of negotiation tactics among criminal attorneys*. Paper presented at the Conference of the American Psychological Society, Denver, C.O.

Garcia, S.M., Hallahan, M., Rosenthal, R., & Zimbardo, P. (1998, September) *Power differences in perceptivity and expressivity: The role of status*. Paper presented at the Social Psychology Conference of the British Psychological Society, Canterbury, Kent, England.

Garcia, S.M. & Darley, J. (1998, May) *The components and definitions of evil*. Paper presented at the Conference of the American Psychological Society, Washington, D.C.

Garcia, S.M., Hallahan, M., & Rosenthal, R. (1997, May) *Asymmetrical perceptions in power relationships: The role of status*. Paper presented at the Conference of the American Psychological Society, Washington, D.C.

Garcia, S.M., Hallahan, M. & Rosenthal, R. (1996, July). *Race and social class as predictors of*

interpersonal sensitivity. Paper presented at the Conference of the American Psychological Society, San Francisco, CA.

Garcia, S.M., & Steiner, H. (1993, April). *Defense mechanisms correlate with stressful life events*. Paper presented at the SACNAS Conference, Chicago, IL.

PROFESSIONAL SERVICE

Ad-hoc Reviewer Psychological Science
Journal of Experimental Social Psychology
Personality and Social Psychology Bulletin
Organizational Behavior and Human Decision Processes
British Journal of Social Psychology
Basic and Applied Social Psychology
International Public Management Journal
Sage Publications, Books

Advisory Board Harvard J. of Hispanic. Pol. (2001-05), Michigan J. of Public Affairs (2003-04)

Grant Reviewer Israel Science Foundation

RESEARCH GRANTS

Barger Leadership Institute, Research Grant (2009)
Center for Local, State, and Urban Policy Grant (2005)
National Poverty Center (2004)
Center for Local, State, and Urban Policy Grant (2003)
Rackham Faculty Research Grant (2003)
Association of Princeton Graduate Alumni Grant (1998, 2000)

RESEARCH IN MEDIA (selected)

“Psyched out: The fewer the competitors, the harder they try,” **The Economist**, Jul 2009
“Are Fewer Competitors a Good Thing?,” **Business Week**, Jul 2009
“Poor marks? ... The Size of Your Exam Room May be at Fault,” **Edmonton Journal**, Feb 2009
“Surprising Insights from the Social Sciences,” **Boston Globe**, Jan 2009
“The N-Effect,” **Mother Jones**, Jan 2009
“Rumor’s Reasons,” **New York Times Magazine**, March 2008
“In My Humble Popular Opinion,” **Business Week**, Feb 2008
“Persistence of Myths Could Alter Public Policy Approach,” **The Washington Post**, Sept 2007
“Street Dogs: So Long as It’s Repeated Often Enough,” **Business Day** (South Africa), Aug 07
“The Sound of One Trap Flapping,” **Stanford Social Innovation**, Fall 2007
“How Many Times Must I Tell You,” **The Times** (of London), Aug 2007
“Everyone Agrees” article, **American Scientific Mind**, Aug 2007
“Is that Really What You Think?,” **The Globe and Mail** (Canada), Aug 2007
“Best in Business,” **U.S. News & World Report**, Aug 2006

TEACHING

Courses

Negotiation in Practice, Psychology Department, University of Michigan
Inside Organizations, Organizational Studies, University of Michigan
Negotiation and Dispute Resolution, Organizational Studies, University of Michigan
Bargaining and Influence Skills, Ross School of Business, University of Michigan
Negotiation and Conflict Management, Ford School of Public Policy, University of Michigan

Workshops

Negotiation Workshop, IPE, Ford School of Public Policy, University of Michigan
Negotiation, Executive Education, *Ross School of Business*, University of Michigan
Negotiation Workshop, Law School, *Universidad de Anahuac de Xalapa*, Veracruz, Mexico

Mentoring

Undergraduate Research Opportunities Program, Faculty Mentor
Undergraduate Thesis Advisor, Psychology Department
Doctoral Student Advising, Psychology Department
MPP Student Advising, Ford School of Public Policy

ACADEMIC CITIZENSHIP

Organizer, Social Psychology Brown Bag Series, University of Michigan (2008-)
PhD Admissions, Social Psychology, University of Michigan (2008-9)
OS Admissions, Organizational Studies, University of Michigan (2009)
Commencement Marshal, University of Michigan (2008)
Faculty Search Committee, Member, Organizational Studies, University of Michigan (2008)
Admission Committee, Member, Ford School, University of Michigan (2005)
Faculty Consultant, Detroit Oral Cancer Prevention Campaign, U.M. School of Dentistry (2005-)
Search Committee for News Director, Faculty Member, Ford School, University of Michigan (2005)
Undergraduate Research Opportunities Program, Faculty Sponsor, University of Michigan (2002-)
Fellowship Committee for Nontraditional Graduate Students, Member, University of Michigan (2004)

Council of the Princeton University Community, Graduate Student Representative (1998-2000)
Council of the Princeton University Community, Priorities Committee, Member (1999-2000)
Council of the Princeton University Community, Executive Committee, Member (1998-99)
Princeton Psychology Graduate Student Committee, Co-Chair (1998-99)

Stanford Faculty Senate, Committee on Research, Student Representative (1994-95)
Stanford Faculty Senate, Committee on Libraries, Student Representative (1993-94)
Chicanos in Health Education, Treasurer (1991-1995)
Alpha Phi Omega Service Fraternity, Fellowship Co-Chair (1994)
Families In Transition, Volunteer (1993-1994)
Stanford Chicano Alumni Symposium, Finance Chair (1994)
Stanford Rainforest Alliance, Co-Chair (1994)

REFERENCES

Max H. Bazerman
Straus Professor of Business Administration
Harvard Business School
Baker West 265, Soldiers Field Park
Boston, MA 02163
Tel: 617.495.6429
E-mail: mbazerman@hbs.edu

John M. Darley
Professor of Psychology and Public Affairs
Department of Psychology
Princeton University
Princeton, NJ 08544-1010
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Susan T. Fiske
Higgins Professor of Psychology
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Dale T. Miller
Morgridge Professor of Organizational Behavior
Stanford Business School
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