

## **JULIA A. MINSON**

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### **RESEARCH INTERESTS**

Conflict and Negotiations; Judgment and decision making; Groups and teams;

### **EDUCATION**

- Ph. D. 2009, Social Psychology, *Stanford University*  
B. A. 1999, Psychology, *magna cum laude*, *Harvard University*

### **EMPLOYMENT**

2019 – Present

*Harvard Kennedy School, Harvard University*

Associate Professor of Public Policy, Management Leadership and Decision Science Area

2013 – 2019

*Harvard Kennedy School, Harvard University*

Assistant Professor of Public Policy, Management Leadership and Decision Science Area

2009 – 2013

*The Wharton School, University of Pennsylvania*

Lecturer; Post-doctoral researcher

2010-2012 – Summer

*Interdisciplinary Center, Herzliya, Israel*

Visiting Professor

## PAPERS UNDERGOING PEER REVIEW

\*\* -- supervisee

- ◆ **Minson, J. A.**, Kupor, D. M., \*\*DeWees, B. R. (2020). Trying again is overrated: Reconsidering quantitative estimates does not improve accuracy, but people think it does. *Management Science*, under review.
- ◆ **Minson, J. A.** & Chen, F. S. (2020). Receptiveness to Opposing Views: Conceptualization and Integrative Review. *Personality and Social Psychology Review*, under review.
- ◆ \*\*Collins, H. K., **Minson, J. A.**, \*\*Kristal, A., Wood Brooks, A. (2020). Perceptions of conversational listening are inaccurate. *Journal of Personality and Social Psychology*, under review.
- ◆ \*\*Hagmann, D., **Minson, J. A.**, & Tinsley, C. H. (2020). Personal Narratives Build Trust in Ideological Conflict. *Organizational Behavior and Human Decision Processes*, under review.
- ◆ \*\*DeWees, B. R. & **Minson, J. A.** (2020). I was first and I was right: The effects of order on evaluations of peer judgments. *Organizational Behavior and Human Decision Processes*, invited revision.
- ◆ \*\*Dorison, C. & **Minson, J. A.** (2020). You can't handle the truth! Errors in affective perspective-taking during disagreement. *Organizational Behavior and Human Decision Processes*, invited revision.
- ◆ Reschke, B. P., **Minson, J. A.**, Bowles, H. R., de Vaan, M., & Srivastava S. B. (2020). Dampening the echo: Receptiveness to opposing views, majority-minority distance, and network homogeneity. *Organizational Behavior and Human Decision Processes*, invited revision.

## PEER REVIEWED PUBLICATIONS

\*\* -- supervisee

- ◆ **Minson, J. A.** & \*\*Umphres, C. (2020). Confidence in context: Perceived accuracy of quantitative estimates decreases with repeated trials. *Psychological Science*, 0956797620921517.
- ◆ \*\*Yeomans, M., **Minson, J. A.**, \*\*Collins, H., Chen, F. & Gino, F. (2020). Conversational Receptiveness: Expressing engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160,131-148.
- ◆ \*\*Jeong, M., **Minson, J. A.**, & Gino, F. (2020). In high offers I trust: The effect of first offer value on economically vulnerable behaviors. *Psychological Science*, 31, 644–653.
- ◆ \*\*Yeomans, M., Huang, K., Brooks, A.W., **Minson, J. A.** & Gino, F. (2019). It helps to ask: The cumulative benefits of asking follow-up questions. *Journal of Personality and Social Psychology*, 117, 1139–1144.
- ◆ **Minson, J. A.**, Chen, F. S. & Tinsley, C. H. (2019). Why won't you listen to me? Measuring

receptiveness to opposing views. *Management Science*, 66, 3069-3094.

- ◆ \*\*Dorison, C., **Minson, J. A.**, Rogers, T. (2019). A pleasant surprise in partisan politics: Selective exposure is partly driven by an affective forecasting error. *Cognition*, 188, 98-107.
- ◆ \*\*Logg, J., **Minson, J. A.** & Moore, D. A. (2019). Algorithm Appreciation: People prefer algorithmic to human judgment. *Organizational Behavior and Human Decision Processes*, 151, 90-103.
- ◆ \*\*Jeong, M., **Minson, J. A.**, \*\*Yeomans, M. & Gino, F. (2018). Communicating with warmth in distributive negotiations is surprisingly counter-productive. *Management Science*, in press.
- ◆ **Minson, J. A.**, Van Epps, E., Yip, J., & Schweitzer, M. (2018). Eliciting the truth, the whole truth, and nothing but the truth: The effect of question type on deception. *Organizational Behavior and Human Decision Processes*, 147, 76-93.
- ◆ **Minson, J. A.**, Mueller, J. S., & Larrick, R. P. (2017). The contingent wisdom of dyads: When discussion enhances vs. undermines the accuracy of collaborative judgments. *Management Science*, 64, 4177-4192.
- ◆ Huang, K., \*\*Yeomans, M., Brooks, A.W., **Minson, J. A.** & Gino, F. (2017). It doesn't hurt to ask: Question-asking increases liking. *Journal of Personality and Social Psychology*, 113, 430-452.
- ◆ Chen, F.S., **Minson, J.A.**, Schöne, M., & Heinrichs, M. (2013). In the eye of the beholder: Eye contact increases resistance to persuasion. *Psychological Science*, 24, 2254-2261.<sup>1</sup>
- ◆ Milkman, K.L., **Minson, J. A.** & Volpp K.G.M. (2013). Holding the Hunger Games hostage at the gym: An evaluation of temptation bundling. *Management Science*, 60(2), 283-299.
- ◆ **Minson, J. A.**, & Mueller, J. S. (2013). Groups weight outside information less than individuals do, although they shouldn't: Response to Shultze, Mojzisch, and Schulz-Hardt (2013). *Psychological Science*, 24(7) 1373–1374.
- ◆ Bucchianeri, G. W. & **Minson, J. A.** (2013). A homeowner's dilemma: Anchoring in residential real estate transactions. *Journal of Economic Behavior and Organization*, 89, 76-92.
- ◆ **Minson, J. A.**, & Mueller, J. S. (2012). The cost of collaboration: Why joint decision making exacerbates rejection of outside information. *Psychological Science*, 3, 219-224.
- ◆ **Minson, J. A.**, Liberman, V., & Ross, L. (2011). Two to tango: The effect of collaboration and disagreement on dyadic judgment. *Personality and Social Psychology Bulletin*, 37, 1325–1338.

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<sup>1</sup> Chen & Minson contributed equally to the work.

- ◆ **Minson, J. A.** & Monin, B. (2011). Do-gooder derogation: Disparaging morally-motivated minorities to defuse anticipated reproach. *Social and Psychological and Personality Science*, 3, 200-207.
- ◆ Liberman, V., **Minson, J. A.**, Bryan, C. J. & Ross, L. (2011). Naïve realism and capturing the “wisdom of dyads.” *Journal of Experimental Social Psychology*, 48, 507-512.
- ◆ Jacobson, J., Dobbs-Marsh, J., Liberman, V., & **Minson, J. A.** (2011). Predicting civil jury verdicts: How attorneys use (and mis-use) a second opinion. *Journal of Empirical Legal Studies*, 8, 99-119.
- ◆ Chen, F. S., **Minson, J. A.** & Tormala, Z. L. (2010). Tell me more: effects of expressed interest on receptiveness during dialog. *Journal of Experimental Social Psychology*, 46, 850-853.<sup>2</sup>

## OTHER PUBLICATIONS

- ◆ Gino, F., **Minson, J. A.**, Huizinga, J. Braver Angels: A Grassroots Effort to Depolarize American Politics. Harvard Business School Case 9-920-054
- ◆ **Minson, J. A.** How we can combat coronavirus and political division at the same time. *CNN Opinion*, March, 26, 2020.
- ◆ **Minson, J. A.**, Dorison, C. & Rogers, T. What Bernie Sanders and Ted Cruz Supporters Have in Common. *CNN Opinion*, November 14, 2019.
- ◆ Jeong, M., **Minson, J. A.**, Yeomans, M. & Gino, F. Being nice in a negotiation can backfire. *Harvard Business Review, Negotiations section*, September 6, 2019.
- ◆ Jeong, M., **Minson, J. A.**, & Gino, F. Social perception in negotiation: How do perceptions of warmth and competence affect negotiation behavior and outcomes? *Handbook of Basic Principles (3<sup>rd</sup> Edition)*, in press.
- ◆ **Minson, J. A.** Be reasonable, see it my way! Harvard Kennedy School Case 2148.2
- ◆ Logg, J. M., Minson, J.A., & Moore, D.A. Do People Trust Algorithms More Than Companies Realize? *Harvard Business Review, Technology Section*. October 26, 2018.
- ◆ DeWees, B. R. & **Minson, J. A.** The Right Way to Use the Wisdom of Crowds. *Harvard Business Review, Decision Making Section*. December 20, 2018.

## WORKING PAPERS

- ◆ \*\*Jeong, M., **Minson, J. A.** & Soll, J. (2020). Do as I say, not as I do: Decision-makers choose to follow their own intuitive judgment, but recommend others adhere to a structured process. *HKUST*

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<sup>2</sup> Chen & Minson contributed equally to the work.

*working paper.*

- ◆ \*\*Logg, J. L., \*\*Berg, L. & **Minson, J. A.** (2020). Everybody argues and nobody loses: Overestimation of success as a driver of debate. *Georgetown University working paper.*
- ◆ **Minson, J. A.** & Chen, F. S. (2012). Eating with the enemy: Receptive mindsets in conflictual dialogue. *Wharton, University of Pennsylvania working paper.*

### Projects in Progress

- ◆ Contagion in conversational receptiveness. With Michael Yeomans, Francesca Gino & Hanne Collins.
- ◆ Personal narratives are more trustworthy. With David Hagmann & Catherine Tinsley.
- ◆ The limited accuracy benefits of thinking harder. With Daniella Kupor & Brad DeWees.
- ◆ Conversational goals in disagreement. With Hanne Collins, Charles Dorison & Francesca Gino.
- ◆ Toward a comprehensive understanding of receptiveness to opposing views. With Frances Chen.
- ◆ Hedonic pleasures of intuitive judgment. With Martha Jeong, Jack Soll & Francesca Gino.
- ◆ Detecting “good listening.” With Hanne Collins and Alison Wood Brooks.
- ◆ Accepting feedback from humans and algorithms. With Jennifer Logg and Francesca Gino.

### **REFERREED CONFERENCE PRESENTATIONS**

- ◆ Dorison, C., **Minson, J. A.**, Rogers, T. (2018, July). Not so bad: Selective exposure is driven by an error in affective forecasting. International Association for Conflict Management meeting, Philadelphia, PA.
- ◆ Jeong, M., **Minson, J. A.**, Yeomans, M. & Gino, F. (2018, July). Communicating with warmth in distributive negotiations is surprisingly counter-productive. International Association for Conflict Management meeting, Philadelphia, PA.
- ◆ Dorison, C., **Minson, J. A.**, Rogers, T. (2017, November). Not so bad: Selective exposure is driven by an error in affective forecasting. Society for Judgment and Decision-Making meeting, Vancouver, BC.
- ◆ Jeong, M., Minson, J. A., Soll, J. (2017, November). Do as I say, not as I do: Self-other differences in analytical versus intuitive judgment. Society for Judgment and Decision-Making meeting, Vancouver, BC.
- ◆ Jeong, M., **Minson, J. A.**, Yeomans, M. & Gino, F. (2017, August). Communicating with warmth in distributive negotiations is surprisingly counter-productive. Academy of Management meeting, Atlanta,

GA.

- ◆ **Minson, J. A.** & Chen, F. S. (2016, November). Why won't you listen to me? Measuring receptiveness to opposing views. Society for Judgment and Decision-Making meeting, Boston, MA.
- ◆ **Minson, J. A.**, Chen, F. S. & Skowronek, S. (2016, May). The "Oppositional Mindset": Arguing boosts confidence in... everything. Behavioral Decision Research in Management meeting, Toronto, CA.
- ◆ **Minson, J. A.**, Chen, F. S. & Skowronek, S. (2015, November). The "Oppositional Mindset": Arguing boosts confidence in... everything. Society for Judgment and Decision Making meeting, Chicago, IL.
- ◆ **Minson, J. A.** & Mueller, J. S. (2015, January). The cost of collaboration: Joint decision-making exacerbates overconfidence. Society for Personality and Social Psychology meeting, Long Beach, CA.
- ◆ **Minson, J. A.**, Muller, J. S. & Larrick, R. P. (2013, November). The fragile wisdom of dyads: discussion both undermines and enhances accuracy on collaborative judgment tasks. Society for Judgment and Decision-Making meeting, Long Beach, CA.
- ◆ **Minson, J. A.** & Urminsky, O. (October, 2012). The egocentrist and the stranger: Conditional inference when making sense of others. Association for Consumer Research meeting, Vancouver, B. C.
- ◆ **Minson, J. A.**, Liberman, V., Bryan, C. J. & Ross, L. (2012, January). Naïve realism and capturing the "wisdom of dyads." Society for Personality and Social Psychology meeting, San Diego, CA.
- ◆ **Minson, J. A.**, Ruedy, N. E., & Schweitzer, M. E. (2011, August). Ask (the right way) and you shall receive: The effect of question type on information disclosure and deception. Academy of Management meeting, San Antonio, TX.
- ◆ **Minson, J. A.**, & Chen, F. S. (2011, June). Eating with the enemy: On the dubious benefits of breaking bread with holders of opposing views. Summer Symposium on Judgment and Decision Making, Las Vegas, NV.
- ◆ **Minson, J. A.**, Liberman, V., Bryan, C. J. & Ross, L. (2011, May). Hell to pay: Judgment, policy and relational costs of self-other biases. Symposium presented at the Association for Psychological Science meeting, Washington, D. C.
- ◆ **Minson, J. A.**, & Mueller, J. S. (2011, May). The cost of collaboration: Why joint decision making exacerbates rejection of outside information. Decision Making for a Social World webconference.
- ◆ **Minson, J. A.**, Liberman, V., Jacobson, J. & Ross, L. (2010, November). Trial and Error: The effect of experience, perspective taking and collaboration on professional judgments. Symposium presented at the Society for Judgment and Decision Making meeting, St. Louis, MO.
- ◆ **Minson, J. A.**, Liberman, V., & Ross, L. (2010, August). Two to Tango: Effects of Collaboration and Disagreement on Dyadic Judgment. Symposium presented at the Behavioral Decision Making in Management meeting, Pittsburgh, PA.

- ◆ **Minson, J. A.**, Liberman, V., Bryan, C. J., & Ross, L. (2009, May). Two to Tango: Naïve Realism in Novice and Expert Partnerships. Symposium presented at the Association for Psychological Science Conference, San Francisco, CA.
- ◆ **Minson, J. A.**, Chen, F. S., Tormala, Z. L. & Ross, L. (2008, May). The inference of interest: The effect of asking clarifying questions on actual and perceived receptiveness to counter-attitudinal information. Symposium presented at the annual meeting of the American Psychological Society, Chicago, IL.
- ◆ Ross, L., **Minson, J. A.**, Liberman, V. & Bryan, C. (2008, February). Naïve realism and its consequences. Symposium presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.

### INVITED TALKS

- ◆ Leeds School of Business, University of Colorado, Boulder, February 2011
- ◆ Yale School of Management, Yale University, March 2011
- ◆ The Wharton School, University of Pennsylvania, April, 2011
- ◆ The Fuqua School of Business, Duke University, May 2011
- ◆ Yale, School of Management, Yale University, September 2011
- ◆ Fordham University, Graduate School of Business, February 2012
- ◆ University of California San Diego, Rady School of Management, March 2012
- ◆ University of California, Berkeley, Haas School of Business, October 2012
- ◆ Harvard University, Kennedy School of Government, December 2012
- ◆ Northwestern University, Kellogg School of Management, January 2013
- ◆ Harvard University, Department of Psychology, March 2013
- ◆ University of California, Los Angeles, Anderson School of Management, January 2014
- ◆ Harvard University, Behavioral Insights Group, March 2015
- ◆ Navy Strategic Studies Group, November 2015
- ◆ Duke University, Fuqua School of Business, March 2016
- ◆ Navy Strategic Command Distinguished Speaker Series, March 2016
- ◆ Harvard University, Department of Psychology, October 2016
- ◆ University of Pennsylvania, Decision Processes Colloquium, February 2017
- ◆ Georgetown University, McDonough School of Business, March 2017
- ◆ Boston University, Questrom School of Business, April 2018
- ◆ Cornell University, Johnson School of Business, February 2019

- ◆ Dartmouth University, Tuck School of Business, May 2019
- ◆ Columbia University, Columbia Business School, October 2019
- ◆ Dartmouth College, Tuck School of Business, December 2019
- ◆ University of Chicago, Booth School of Business, January 2020
- ◆ University of Massachusetts, Amherst, Department of Psychology, February 2020

## **TEACHING EXPERIENCE**

- ◆ Harvard University, Harvard Kennedy School  
*MLD 224: Behavioral Science of Negotiations*  
*Recipient of Dean's Award for Teaching Excellence 2014-2019*
- ◆ Harvard University, Harvard Kennedy School  
*Executive Education: Team Decision Making (I & II)*  
*Presented in: Leadership Decision Making (Chair: Jennifer Lerner)*  
*Wexner Senior Leadership Program (Chair: Brian Mandell)*  
*Women in Power (Chair: Hannah Riley Bowles)*  
*United Arab Emirates Senior Leadership Program (Chair: James Honan)*  
*Leaders in State and Local Government (Chair: David King)*  
*Emerging Leaders: (Chair: Christopher Robichaud)*
- ◆ University of Pennsylvania, The Wharton School  
*OPIM 691: Negotiations*  
*OPIM 291: Negotiations*
- ◆ Interdisciplinary Center, Herzliya, Israel  
*From Adversaries to Partners: Resources and Barriers in Collaboration*
- ◆ Stanford University, Department of Psychology  
*Obtaining Funding for Graduate School, graduate workshop series, Spring 2008*  
*Teaching Assistant for Introduction to Statistical Methods, Winter 2007, Fall 2007*  
*Co-instructor for Introduction to Social Psychology, Summer 2006*  
*Teaching Assistant for Introduction to Social Psychology, Spring 2006, Spring 2008*  
*Teaching Assistant for Psychology One Initiative, Fall 2005, Winter 2005*



## RESEARCH FUNDING

- ◆ Foundations of Human Behavior Initiative, Harvard University (Julia Minson & Jennifer Logg) – support for research on overconfidence in arguing
- ◆ Program on Negotiation, Harvard University (Julia Minson) – support for research on role of emotion in receptiveness to opposing views
- ◆ Foundations of Human Behavior Initiative, Harvard University (Julia Minson & Frances Chen) – support for research on receptiveness to opposing views
- ◆ Foundations of Human Behavior Initiative, Harvard University (Julia Minson, Katherine Milkman, Dana Born, Celia Gaertig) – support for research on decision-making effects of firearms use
- ◆ Binational Science Foundation (Lee Ross and Varda Liberman, PIs) – three-year support for research on dyadic decision-making and conflict resolution
- ◆ Norman Anderson Research Fellowship (Julia Minson & Frances Chen) – support for research on receptiveness in hostile dialogue
- ◆ Graduate Research Opportunity Grant (with Frances Chen) – support for research on receptiveness in hostile dialogue
- ◆ Stanford Center for International Conflict and Negotiation Fellowship (Julia Minson) – support for research on conflict and disagreement

## PROFESSIONAL AND SERVICE ACTIVITIES

- ◆ Ad hoc reviewer:
  - Academy of Management*
  - Econometrica*
  - Israeli Science Foundation*
  - Journal of Experimental Psychology: General*
  - Journal of Experimental Social Psychology*
  - Management Science*
  - National Science Foundation*
  - Organizational Behavior and Human Decision Processes*
  - Personality and Social Psychology Bulletin*
  - Psychological Science*

*Social Psychological and Personality Science*  
*Society for Judgment and Decision Making*

- ◆ Faculty Advisor, Harvard Decision Sciences Laboratory 2015 – present
- ◆ Harvard Kennedy School Colloquium on Research Results in Leadership seminar series – organizer 2017 – present
- ◆ Program on Negotiation Research Lab – co-founder and organizer 2015 – present
- ◆ Society for Experimental Social Psychology 2017 – conference organizing committee
- ◆ Behavioral Decision Research in Management 2018 – conference organizing committee
- ◆ Women in Judgment and Decision Making organizing committee, 2016 - 2018

### **PROFESSIONAL AFFILIATIONS**

- ◆ Academy of Management
- ◆ Society for Judgment and Decision Making
- ◆ American Psychological Association
- ◆ Society for Personality and Social Psychology