JULIA A. MINSON

Harvard Kennedy School, Harvard University
79 JFK Street, Taubman Bld., rm. 362

Cambridge, MA 02138

 (617) 495-3204

julia\_minson@hks.harvard.edu

**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*

* \*\*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.[[1]](#footnote-1)
* Milkman, K.L., **Minson, J. A.** & Volpp K.G.M. (2013). [Holding the Hunger Games hostage at the gym: An evaluation of temptation bundling](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2183859). *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*.*
	+ **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.[[2]](#footnote-2)

**OTHER PUBLICATIONS**

* **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 (3rd 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 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
1. Chen & Minson contributed equally to the work. [↑](#footnote-ref-1)
2. Chen & Minson contributed equally to the work. [↑](#footnote-ref-2)