

# Uriel Haran

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## Curriculum Vitae

April 2025

### Employment

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- 2023 – Associate Professor  
Department of Management, Ben-Gurion University of the Negev
- 2017 – 2023 Senior Lecturer (tenured, 2018)  
Department of Management, Ben-Gurion University of the Negev
- 2012 – 2017 Lecturer  
Department of Management, Ben-Gurion University of the Negev
- 2011 – 2012 Post-Doctoral Fellow  
Center for the Study of Rationality and Faculty of Law, The Hebrew University of Jerusalem

### Education

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- 2011 Ph.D., Organizational Behavior and Theory  
Tepper School of Business, Carnegie Mellon University  
Dissertation Chair: Don A. Moore
- 2009 M.S., Organizational Behavior and Theory  
Tepper School of Business, Carnegie Mellon University
- 2006 B.A., Psychology and International Relations (Magna Cum Laude)  
The Hebrew University of Jerusalem

### Publications

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#### Peer-Reviewed Articles

- Haran, U., & Weisel, O. (2025). Trust is a two-way street: Why advisors who trust others are more persuasive. *Judgment and Decision Making*, 20, e9.
- Buttlere, B. Arvanitis, A., Białek, M., Choshen-Hillel, S., Davidai, S., Gilovich, T., Haran, U. et al. (2024). Kahneman in quotes and reflections. *Psychological Inquiry*, 35(1), 3-10.
- Fink, L., Newman, L., & Haran, U. (2024) Let me decide: Increasing user autonomy increases recommendation acceptance. *Computers in Human Behavior*, 156, 108244.
- Haran, U., Van Dijk, D., Barina, M., Krief, M., & Rosenzweig, S. (2024). Winning isn't everything: Guilt proneness and competitive vs. non-competitive motivation. *Journal of Personality*, 92(2), 457-479.
- Haran, U., Mazar, A., Hurwitz, M., & Moran, S. (2022). Confidently at your service: Advisors alter their stated confidence to be helpful. *Organizational Behavior and Human Decision Processes*, 171, 104154.
- Haran, U., & Shalvi, S. (2020). The implicit honesty premium: Why honest advice is more persuasive than highly informed advice. *Journal of Experimental Psychology: General*, 149(4), 757-773.

- Haran, U. (2019). May the best man lose: Guilt inhibits competitive motivation. *Organizational Behavior and Human Decision Processes*, 154, 15-33.
- Logg, J. M., Haran, U., & Moore, D. A. (2018). Is overconfidence a motivated bias? Experimental evidence. *Journal of Experimental Psychology: General*, 147(10), 1445-1465.
- Haran, U., Teichman, D., & Feldman, Y. (2016). Formal and social enforcement in response to individual vs. corporate transgressions. *Journal of Empirical Legal Studies*, 13(4), 786-808.
- Konis, D., Haran, U., Saporta, K., & Ayal, S. (2016). A sorrow shared is a sorrow halved: Moral judgments of harm to single vs. multiple victims. *Frontiers in Psychology*, 7, 1142.
- Cain, D. M., Moore, D. A., & Haran, U. (2015). Making sense of overconfidence in market entry. *Strategic Management Journal*, 36(1), 1-18.
- Haran, U., & Moore, D. A. (2014). A better way to forecast. *California Management Review*, 57(1), 5-15.
- Haran, U., & Ritov, I. (2014). Know who you're up against: Counterpart identifiability enhances competitive behavior. *Journal of Experimental Social Psychology*, 54, 115-121.
- Haran, U. (2013). A person-organization discontinuity in contract perception: Why corporations can get away with breaking contracts but individuals cannot. *Management Science*, 59(12), 2837-2853.
- Haran, U., Ritov, I., & Mellers, B.A. (2013). The role of actively open-minded thinking in information acquisition, accuracy and calibration. *Judgment and Decision Making*, 8(3), 188-201.
- Haran, U., Moore, D. A., & Morewedge, C. K. (2010). A simple remedy for overprecision in judgment. *Judgment and Decision Making*, 5(7), 467-476.

### Book Chapters

- Haran, U., & Bereby-Meyer, Y. (2024). Competition in Psychology and Experimental Economics. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.). *The Oxford Handbook of the Psychology of Competition*, 9-38. Oxford: Oxford University Press.
- Chen, E., Gaviols, I. and Haran, U. (2018). Let the fox guard the henhouse: How relaxing the three-level fair value hierarchy increases the reliability of fair value estimates. In G. Livne (Ed). *The Routledge Companion to Fair Value and Financial Reporting*, 214-227. Oxford: Routledge.
- Moore, D. A., Tenney, E. R., & Haran, U. (2016). Overprecision in judgment. In G. Wu & G. Keren (Eds). *The Wiley Blackwell Handbook of Judgment and Decision Making*, Vol. 1, 182-209. Wiley-Blackwell.
- Goodman, P. S., & Haran, U. (2009). Self-managing teams. In J. Levine & M.A. Hogg (Eds.) *Encyclopedia of Group Processes and Intergroup Relations*, 737-739. Thousand Oaks, CA: Sage Publication. Inc.

### Other

- Moore, D., & Haran, U. (2014) A simple tool for making better forecasts. *Harvard Business Review Online*. <https://hbr.org/2014/05/a-simple-tool-for-making-better-forecasts>

## Research Grants

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2021-2025	Israel Science Foundation research grant (665,600 NIS), "Trust repair in advice relationships."
2018	German-Israeli Science Foundation Young Scientists' grant (19,000 Euros), "Trust repair and information processing in advisor-recipient relationships."
2016-2018	Israel Science Foundation individual research grant (300,000 NIS), "Achievers, not winners: The effect of guilt proneness on goal pursuit in competitive settings."

## Honors, Awards, and Fellowships

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2017	The Toronto Prize for Excellence in Research
2012	Herbert A. Simon Doctoral Dissertation Award
2012	Outstanding Reviewer Award, Academy of Management, Managerial and Organizational Cognition Division.
2011	Gerald R. Salancik Doctoral Fellowship Award
2009	2 <sup>nd</sup> place, SJDM Annual Meeting Student Poster Competition
2007-2011	William Larimer Mellon Doctoral Fellowship

## Graduate Student Supervision

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### PhD

2022	Reut Blaywais, PhD
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### MBA, MSc

2025	Liam Hikrey Nirgad
2024	Meytal Eizik
2023	Leorre Newman
2022	Karina Stoian
2022	Shir Itschakian
2020	Ido Zigdon
2020	Mor Krief
2014	Mordechai Hurwitz

## Conferences Organized

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2018	Risk and Uncertainty in the 21 <sup>st</sup> Century. Ben-Gurion University
2016	Conflict, Between and Within People. Ben-Gurion University
2013	Fairness & Justice: From the Lab to Policy. Ben-Gurion University

## Invited Talks

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2025	Ben-Gurion University Department of Psychology   Tel-Aviv University Coller School of Management
2024	Stevens Institute of Technology School of Business   Rutgers University Business School   The Hebrew University of Jerusalem Business School: OB colloquium   Reichman University Tiomkin School of Economics
2022	Tel Aviv University Department of Psychology   Ono Academic College Business School   Haifa University, Center for the Study of Organizations & Human Resource Management

- 2021 Technion, Faculty of Industrial Engineering and Management | The Hebrew University of Jerusalem Business School: OB colloquium
- 2019 Columbia Business School, Management Seminar | Tel Aviv University, Recanati Business School: Marketing Colloquium
- 2018 Thurgauer Wirtschaftsinstitut & University of Konstanz, Department of Economics | University of Tübingen, Department of Psychology | University of Göttingen, Department of Psychology | Tel Aviv University, Recanati Business School: OB colloquium
- 2017 The Hebrew University of Jerusalem Business School: OB colloquium | IDC Herzliya, School of Psychology
- 2016 The Hebrew University of Jerusalem, Department of Psychology | Workshop on Behavioral Business Ethics, ESC Dijon | Technion, Faculty of Industrial Engineering and Management | University of Haifa, Center for the Study of Organizations & Human Resource Management
- 2015 Tel Aviv University, Recanati Business School: OB colloquium | Ono Academic College, Faculty of Business Administration
- 2014 ISF International Research Workshop on Behavioral Legal Studies: Cognition, Motivation and Moral Judgments (Jerusalem) | Bar Ilan University, Department of Psychology | Hebrew University, Department of Agricultural Economics | Tel Aviv University, Recanati Business School: Strategy colloquium
- 2013 Max Planck Institute for Collective Goods, Bonn
- 2012 Tel Aviv University, Department of Psychology | Bar Ilan University, School of Business Administration
- 2011 International Symposium on Economic, Empirical and Experimental Aspects of Contracts (Jerusalem) | Technion, Faculty of Industrial Engineering and Management

### Conference Presentations

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- 2023 Trust is a two-way street: Why trusting advisors are more persuasive. *IACM*, Thessaloniki; *SPUDM*, Vienna | *IOBC*, Tel Aviv.  
Trust repair in advice relationships. *IOBC*, Tel Aviv; *IACM*, Thessaloniki; *SPUDM*, Vienna. Presenter: Ilan Torgovitsky.
- 2022 Let me decide: The importance of user autonomy in accepting online recommendations. *European Conference on Information Systems*, Timisoara, Romania. Presenter: Leorre Newman.  
Confidently at your service: Advisors alter their stated confidence to be helpful. *SJDM*. Presenter: Simone Moran
- 2021 Achievers, not winners: On the negative role of guilt proneness in competitive settings. *Academy of Management*.  
Witnessing Rudeness: Cooperation vs. Competition. *IACM*. Presenter: Ido Zigdon.
- 2020 Achievers, not winners: Guilt proneness reduces competitive motivation. *IOBC*, Tel Aviv.

- 2019 Functional overconfidence: When (and why) advisors exaggerate stated confidence. *SPUDM*, Amsterdam.
- 2017 Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. *IAREP*, Rishon LeZiyon | *SPUDM*, Haifa.
- 2016 Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. *BDRM*, Toronto.
- 2015 Is overconfidence a motivated bias? Experimental evidence. *SJDM*, Chicago. Presenter: Jennifer Logg
- Formal and social enforcement of individual vs. corporate transgressions. *Conference on Empirical Legal Studies*, St. Louis. Presenter: Doron Teichman
- May the best man lose: Guilt reduces competitive behavior. *SPUDM*, Budapest.
- 2014 Functional overconfidence: Need for informativeness drives excessive confidence in advice. *SJDM*, Long Beach.
- Counterpart identifiability enhances competitive behavior. *DICE@IDC – UK Workshop on Human Intuition and Economic Behavior*, Herzliya | *BDRM*, London
- 2013 Know who you're up against: Counterpart identifiability enhances competitive behavior. *SJDM*, Toronto | *SPUDM*, Barcelona | *TIBER*, Tilburg.
- A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SPUDM*, Barcelona.
- 2011 SPIES provide better intelligence: Using the SPIES method to reduce overconfidence in interval estimates. *SJDM*, Seattle | *International Conference on Behavioral Decision Making*, Herzliya.
- 2010 The more the merrier: The perverse effect of additional victims on moral judgment. *Society for Business Ethics*, Montreal.
- SPIES provide better intelligence: Subjective probability confidence intervals reduce overprecision. *Academy of Management*, Montreal | *BDRM*, Pittsburgh.
- 2009 The more the merrier: The perverse effect of additional victims on moral judgment. *SJDM*, Boston.
- Motivation and overconfidence. *SJDM*, Boston. Presenter: Don Moore
- 2008 100% certain but not so sure: The calibration of probability judgments in measuring overconfidence. *SJDM*, Chicago.

## Teaching

### Courses Taught

- 2010 - Introduction to Organizational Behavior  
Ben-Gurion University of the Negev (2012-present)  
The Interdisciplinary Center Herzliya (2012)  
Carnegie Mellon University (2010)
- 2013 - Seminar on (Un)ethicality and (Un)fairness in management  
Ben-Gurion University of the Negev (2013-present)  
ESC Dijon (2016)

2016 – 2019 International Business  
Ben-Gurion University of the Negev and the University of Manitoba

### Teaching Materials

Haran, U. (2008) Test Bank for Bazerman, M. H., & Moore, D. A. *Judgment in Managerial Decision Making* (7<sup>th</sup> Ed.). New York: Wiley

### Service

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#### Editorial Boards

Organization Science  
Organizational Behavior and Human Decision Processes

#### Ad-Hoc Reviewer

Journals: Academy of Management Discoveries | American Sociological Review | British Journal of Social Psychology | Collabra Psychology | Decision | Ecological Economics | European Journal of Social Psychology | Experimental Psychology | Frontiers in Psychology | Journal of the Association for Information Systems | Journal of Behavioral and Experimental Economics | Journal of Behavioral and Experimental Finance | Journal of Behavioral Decision Making | Journal of Experimental Psychology: General | Journal of Experimental Social Psychology | Journal of Marketing Research | Journal of Personality and Social Psychology | Judgment and Decision Making | Long Range Planning | Management Science | Nature Human Behavior | Organization Science | Organizational Behavior and Human Decision Processes | PLoS ONE | Review of Law and Economics | Scientific Reports | Social Cognition | Sports Economics Review | Strategic Entrepreneurship Journal | Strategic Management Journal | Thinking and Reasoning | Trends in Cognitive Sciences

Granting Institutions: Austrian Science Fund (FWF) | Bi-National U.S.-Israel Science Foundation (BSF) | Israel Science Foundation (ISF) | Research Foundation Flanders (FWO) | German-Israeli Science Foundation (GIF) | National Science Foundation (NSF)

Conferences: Academy of Management (AoM) | Behavioral Decision Research in Management (BDRM) | International Association for Conflict Management (IACM) | Israel Organizational Behavior Conference (IOBC) | Society for Judgment and Decision Making (SJDM) | Society for Personality and Social Psychology (SPSP) | Subjective Probability Utility and Decision Making (SPUDM)

#### Academic Board Membership

2013 - 2019 Steering committee: Center for Decision Making and Economic Psychology (DMEP) at Ben-Gurion University of the Negev

#### Academic Association Service

2025 - SJDM/EADM Joint Symposium organizing committee

#### University Service

2017 - Department of Management teaching committee chair  
2023 - Ben-Gurion University ethics committee  
2024 Faculty of Business and Management dean search committee

2019 - 2022	Director of the Faculty of Business and Management's Honors Research MBA program
2021	Department of Business Administration faculty search committee
2021	University committee for integration of English studies
2013 - 2016	Department of Management faculty search committee

### Professional Affiliations

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Academy of Management  
Center for Decision Making and Economic Psychology  
European Association for Decision Making  
Global Young Academy  
International Association for Conflict Management  
Society for Judgment and Decision Making

### Consulting and Professional Experience

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2021 -	Aquant Technologies Behavioral Science Consultant
2004 - 2007	Adkit Global Information & Research Market Research Analyst