

Uriel Haran

Guilford Glazer Faculty of Business and Management | Ben-Gurion University of the Negev
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Curriculum Vitae

March 2023

Employment

- 2017 – Senior Lecturer (tenured, 2018)
Department of Management, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev
- 2012 – 2017 Lecturer
Department of Management, Guilford Glazer Faculty of Business and 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

- 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

Peer-Reviewed Articles

- 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. (2022). Competition in Psychology and Experimental Economics. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.). *The Oxford Handbook of the Psychology of Competition*. 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 and Awards

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| 2017 | The Toronto Prize for Excellence in Research |
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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 nd place, SJDM Annual Meeting Student Poster Competition

Graduate Student Supervision

Current	Ilan Torgovitsky, PhD
Current	Liam Hikery Nirgad, MBA
Current	Meytal Eizik, MSc
Current	Leorre Newman, MSc
2022	Reut Blaywais, PhD
2022	Karina Stoian, MBA
2022	Shir Itschakian, MBA
2020	Ido Zigdon, MBA
2020	Mor Krief, MBA
2014	Mordechai Hurwitz, MBA

Conferences Organized

2018	Risk and Uncertainty in the 21 st 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

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

- 2023 Reciprocating trust with advice taking: Why trusting others makes you more persuasive. *IOBC*, Tel Aviv.
Trust repair in advice relationships. *IOBC*, Tel Aviv. 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.

- A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SPUDM*, Barcelona.
- Identifiability and rival-less rivalry in competition and product auctions. *TIBER*, Tilburg.
- 2011 SPIES provide better intelligence: Using the SPIES method to reduce overconfidence in interval estimates. *SJDM*, Seattle.
- A simple remedy for overprecision in judgment. *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.
- A simple remedy for overprecision in judgment. *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* (7th Ed.). New York: Wiley

Service

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 Behavioral and Experimental Economics
 Journal of Behavioral and Experimental Finance
 Journal of Behavioral Decision Making
 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
 Review of Law and Economics
 Social Cognition
 Strategic Entrepreneurship Journal
 Strategic Management Journal
 Thinking and Reasoning

Granting Institutions: Austrian Science Fund
 Bi-National U.S.-Israel Science Foundation
 Israel Science Foundation
 Research Foundation Flanders
 German-Israeli Science Foundation
 National Science Foundation

Conferences: Academy of Management
 BDRM
 IACM
 IOBC
 SJDM
 SPSP
 SPUDM

Board Membership

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

University Service

2017 - Department of Management teaching committee chair
2019 - 2022 Director of the Faculty of Business and Management's Honors Research MBA program

Professional Affiliations

Academy of Management
Association for Psychological Science
Center for Decision Making and Economic Psychology
European Association for Decision Making
Global Young Academy
Society for Judgment and Decision Making
Society for Personality and Social Psychology

Additional Experience

2021 - Aquant Technologies
Behavioral Science Consultant
2011 Max Planck Institute for Cognition and Human Development
Summer Institute on Bounded Rationality
2004 - 2007 Adkit Global Information & Research
Market Research Analyst