

Uriel Haran

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Curriculum Vitae

April 2024

Employment

- 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

- 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

- Fink, L., Newman, L., & Haran, U. (2024) Let me decide: Increasing user autonomy increases recommendation acceptance. *Computers in Human Behavior* (in press).
- 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. (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

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

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 nd place, SJDM Annual Meeting Student Poster Competition

Graduate Student Supervision

PhD

Current	Ilan Torgovitsky
2022	Reut Blaywais, PhD

MBA, MSc

Current	Liam Hikery Nirgad
Current	Meytal Eizik
Current	Moral Fridberg
Current	Keren Nir
2023	Leorre Newman
2022	Karina Stoian
2022	Shir Itschakian
2020	Ido Zigdon
2020	Mor Krief
2014	Mordechai Hurwitz

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

2024	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

- 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* (7th Ed.). New York: Wiley

ServiceEditorial 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 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 | Review of Law and Economics | 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 Associations 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)

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
 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
 2020
 2013-2016 Department of Management faculty search committee

Professional Affiliations

Academy of Management
Association for Psychological Science
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
Society for Personality and Social Psychology

Consulting and Professional Experience

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