

Uriel Haran

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Curriculum Vitae

August 2018

Employment

- 2017 – Senior Lecturer
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

Research Interests

Judgment and decision making, social comparison and competitive behavior, behavioral ethics.

Publications

Peer-Reviewed Articles

- Logg, J. M., Haran, U., & Moore, D. A. (in press). Is overconfidence a motivated bias? Experimental evidence. *Journal of Experimental Psychology: General*.
- 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

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

2018	GIF Young Scientists' grant (19,000 Euros), "Trust repair and information processing in advisor-recipient relationships."
2016-2018	ISF 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

Current	Reut Blaywais, PhD (dissertation co-chair)
2018	Michal Barina, MBA (thesis committee)
2018	Lior Tidhar, MA (thesis committee)
2018	Keren Dealitzky, MA (thesis committee)
2017	Meirav Eyal, MA (thesis committee)
2017	Klil Uliel, MBA (thesis committee)
2017	Liron Har-Vardi, MBA (thesis committee)
2017	Elad Arbel, MS (thesis committee)

2016	Rebekah Zagofsky, MBA (thesis committee)
2016	Lilach Shilwan, MBA (thesis committee)
2014	Mordechai Hurwitz, MBA (thesis co-chair)
2013	Dana Sapir, MA (thesis committee)
2013	Zohar Chen, MBA (thesis committee)

Conferences Organized

2016	Conflict, Between and Within People. Ben-Gurion University.
2013	Fairness & Justice: From the Lab to Policy. Ben-Gurion University

Invited Talks

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

Conference Presentations

(Oral presentation unless indicated otherwise; presenter's name is underlined)

2017	<u>Haran, U.</u> & Shalvi, S. Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. <i>IAREP</i> , Rishon LeZiyon. <u>Haran, U.</u> & Shalvi, S. Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. <i>SPUDM26</i> , Haifa.
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- 2016 Haran, U. & Shalvi, S. Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. *BDRM*, Toronto.
- 2015 Logg, J. M., Haran, U., & Moore, D. A. Is overconfidence a motivated bias? Experimental evidence. *SJDM*, Chicago.
Haran, U., Feldman, Y., & Teichman, D. Formal and social enforcement of individual vs. corporate transgressions. *The 10th Annual Conference on Empirical Legal Studies*, St. Louis.
Haran, U. May the best man lose: Guilt reduces competitive behavior. *SPUDM25*, Budapest.
- 2014 Hurwitz, M., Haran, U., & Moran, S. Functional overconfidence: Need for informativeness drives excessive confidence in advice. *SJDM*, Long Beach.
Haran, U. & Shalvi, S. Better be wrong than do wrong: Why advice-takers rely on erroneous advice more than on deceitful advice. *SJDM*, Long Beach (poster).
Haran, U. & Ritov, I. Counterpart identifiability enhances competitive behavior. *BDRM*, London.
Haran, U. & Ritov, I. Counterpart identifiability enhances competitive behavior. *DICE@IDC – UK Workshop on Human Intuition and Economic Behavior*, Herzliya.
- 2013 Haran, U., & Ritov, I. Know who you're up against: Counterpart identifiability enhances competitive behavior. *SJDM*, Toronto.
Haran, U., & Ritov, I. Know who you're up against: Counterpart identifiability enhances competitive behavior. *SPUDM24*, Barcelona.
Haran, U. A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SPUDM24*, Barcelona.
Haran, U., Ritov, I., & Mellers, B.A. The role of Actively Open-Minded Thinking in enhancing information acquisition, estimate accuracy and calibration. *SPUDM24*, Barcelona (poster).
Haran, U., & Ritov, I. Identifiability and rival-less rivalry in competition and product auctions. *TIBER XII*, Tilburg.
- 2012 Haran, U., Ritov, I., & Mellers, B.A. The role of Actively Open-Minded Thinking in enhancing information acquisition, estimate accuracy and calibration. *SJDM*, Minneapolis (poster).
- 2011 Haran, U., Erev, I., Moore, D. A., & Morewedge, C. K. SPIES provide better intelligence: Using the SPIES method to reduce overconfidence in interval estimates. *SJDM*, Seattle.
Haran, U. A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SJDM*, Seattle (poster).
Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *International Conference on Behavioral Decision Making*, Herzliya.
- 2010 Haran, U., & Cain, D. M. The more the merrier: The perverse effect of additional victims on moral judgment. *Society for Business Ethics annual meeting*, Montreal.
Haran, U., Moore, D. A., & Morewedge, C. K. SPIES provide better intelligence: Subjective probability confidence intervals reduce overprecision. *Academy of Management*, Montreal.

- Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *BDRM*, Pittsburgh.
- 2009 Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *SJDM* (poster; 2nd place: best student poster award).
Haran, U., & Cain, D. M. The more the merrier: The perverse effect of additional victims on moral judgment. *SJDM*, Boston.
Moore, D. A., Benoit, J. P., Dubra, J., Haran U, & Shidlovski, D. Motivation and overconfidence. *SJDM*, Boston.
- 2008 Haran, U., & Moore, D. A. 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)
- 2016 - International Business
 Ben-Gurion University of the Negev and the University of Manitoba
- 2013 - 2016 Seminar on (Un)ethicality and (Un)fairness in management
 Ben-Gurion University of the Negev (2013-2015)
 ESC Dijon (2016)

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

Ad-Hoc Reviewer

- Journals:
- Academy of Management Discoveries
 - American Sociological Review
 - European Journal of Social Psychology
 - Experimental Psychology
 - Frontiers in Psychology
 - Journal of Behavioral and Experimental Finance
 - Journal of Behavioral Decision Making
 - Journal of Experimental Social Psychology
 - Judgment and Decision Making
 - Long Range Planning
 - Management Science
 - Organization Science
 - Organizational Behavior and Human Decision Processes
 - Social Cognition
 - Thinking and Reasoning

Granting Institutions: ISF
 GIF
 NSF

Conferences: Academy of Management
 BDRM
 SJDM
 SPSP

Board Member

2013 - 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

Professional Affiliations

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

Additional Experience

2011 Max Planck Institute for Cognition and Human Development
 Summer Institute on Bounded Rationality

2004 - 2007 Adkit Global Information & Research
 Market Research Analyst