

# Uriel Haran

Guilford Glazer Faculty of Business and Management | Ben-Gurion University of the Negev  
Beer-Sheva 8410501, Israel | Phone: +972-8-647-2776 | Fax: +972-8-647-7697  
Email: uharan@bgu.ac.il | Web: <http://bgu.ac.il/~uharan>

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## Curriculum Vitae

March 2020

### Employment

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- 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

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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., & 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

- Chen, E., Gaviious, 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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| 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

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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                                |

## Graduate Student Supervision

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Current	Reut Blaywais, PhD
Current	Michal Barina, PhD
Current	Ilan Torgovitsky, PhD
Current	Merav Weiss-Sidi, PhD (dissertation committee)
Current	Dana Nayer, PhD (dissertation committee)
Current	Naama Ilany-Tzur, PhD (dissertation committee)
Current	Ido Zigdon, MBA
Current	Karina Stoian, MBA
Current	Shir Itschakian, MBA
Current	Leorre Newman, MSc
2020	Mor Krief, MBA
2014	Mordechai Hurwitz, MBA

## 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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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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- 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  
 Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. *SPUDM26*, 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. *SPUDM25*, Budapest.
- 2014 Functional overconfidence: Need for informativeness drives excessive confidence in advice. *SJDM*, Long Beach.  
 Counterpart identifiability enhances competitive behavior. *BDRM*, London.  
 Counterpart identifiability enhances competitive behavior. *DICE@IDC – UK Workshop on Human Intuition and Economic Behavior*, Herzliya.
- 2013 Know who you're up against: Counterpart identifiability enhances competitive behavior. *SJDM*, Toronto.  
 Know who you're up against: Counterpart identifiability enhances competitive behavior. *SPUDM24*, Barcelona.  
 A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SPUDM24*, Barcelona.  
 Identifiability and rival-less rivalry in competition and product auctions. *TIBER XII*, 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* (7<sup>th</sup> Ed.). New York: Wiley

## Service

### Editorial Board

Journals: Organizational Behavior and Human Decision Processes  
Conferences: Israel Organizational Behavior Conference (IOBC)

### Ad-Hoc Reviewer

Journals: Academy of Management Discoveries  
American Sociological Review  
Ecological Economics  
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  
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: ISF  
 FWF Austrian Science Fund  
 FWO Research Foundation Flanders  
 GIF  
 NSF

Conferences: Academy of Management  
 BDRM  
 IOBC  
 SJDM  
 SPSP

#### 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 - Director of the Faculty of Business and Management's Honors Research MBA program

#### Professional Affiliations

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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

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2011 Max Planck Institute for Cognition and Human Development  
 Summer Institute on Bounded Rationality  
 2004 - 2007 Adkit Global Information & Research  
 Market Research Analyst