

ALEX B. VAN ZANT

The Wharton School
University of Pennsylvania
3730 Walnut St., Suite 500
Philadelphia, PA 19104
619-972-9268

vanzant@wharton.upenn.edu

alexvanzant.com

ACADEMIC POSITIONS

Wharton School of the University of Pennsylvania **2015-Present**
Postdoctoral Research Fellow, Risk Management & Decision Processes Center

EDUCATION

Haas School of Business, University of California, Berkeley **2010-2015**
Ph.D., Business Administration (August 2015)
M.S., Business Administration (December 2012)

University of California, Berkeley **2006-2010**
B.A., Economics (May 2010)
B.A., Psychology (May 2010)

RESEARCH INTERESTS

- Ethical Judgment and Decision Making
- Nonverbal Behavior
- Negotiations
- Overconfidence

REFEREED PUBLICATIONS

Van Zant, A. B., & Moore, D. A. (2015). Leaders' use of moral justifications increases policy support. *Psychological Science*, 26(6), 934-943. [[pdf](#)]

Haselhuhn, M. P., Kennedy, J. A., Kray, L. J., Van Zant, A. B., & Schweitzer, M. E. (2015). Gender differences in trust dynamics: Women trust more than men following a trust violation. *Journal of Experimental Social Psychology*, 56(1), 104-109. [[pdf](#)]

Kray, L. J., Kennedy, J. A., & Van Zant, A. B. (2014). Not competent enough to know the difference? Gender stereotypes about women's ease of being misled predict negotiator deception. *Organizational Behavior and Human Decision Processes*, 125(2), 61-72. [[pdf](#)]

Van Zant, A. B., & Kray, L. J. (2014). "I can't lie to your face": Minimal face-to-face interaction promotes honesty. *Journal of Experimental Social Psychology*, 55(1), 234-238. [[pdf](#)]

Van Zant, A. B., & Moore, D. A. (2013). Avoiding the pitfalls of overconfidence while benefiting from the advantages of confidence. *California Management Review*, 55(2), 5-23. [[pdf](#)]

Kray, L. J., Locke, C. C., & Van Zant, A. B. (2012). Feminine charm: An experimental analysis of its costs and benefits in negotiations. *Personality and Social Psychology Bulletin*, 38(10), 1343-1357. [[pdf](#)]

OTHER PUBLICATIONS

Van Zant, A. B., & Kray, L. J. (2015). Negotiation and conflict resolution: A behavioral decision research perspective. In G. Wu & G. Keren (Eds.), *Wiley-Blackwell Handbook of Judgment and Decision Making* (pp. 828-848). John Wiley & Sons: Chichester, UK. [[pdf](#)]

MANUSCRIPTS UNDER REVIEW

Van Zant, A. B. Certainty posturing: Evidence of inauthentic certainty in advice. Under review, *Journal of Personality and Social Psychology*. [[pdf](#)]

MANUSCRIPTS IN PREPARATION

Van Zant, A. B., & Andrade, E. B. Is there a “voice” of certainty? Speakers’ certainty is detected through paralanguage. Targeted for *Organizational Behavior and Human Decision Processes*. [[pdf](#)]

SELECTED WORK IN PROGRESS

Anderson, C., Van Zant, A. B., Moore, D. A., & Sharps, D. L. Feigning competence in the pursuit of social status. Targeted for *Psychological Science*.
(Data collection complete, manuscript in preparation)

Van Zant, A. B., Kunreuther, H., & Michel-Kerjan, E. The unit of analysis for discrete events influences individuals’ likelihood of deceiving others about their probability. Targeted for *Organizational Behavior and Human Decision Processes*.
(5 studies complete, additional data collection under way)

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. Deceivers’ guilt undermines their own subjective experiences and those of their negotiation counterparts. Targeted for *Organizational Behavior and Human Decision Processes*.
(2 studies complete, additional data collection under way)

Van Zant, A. B., & Berger, J. When verbal persuasion attempts can backfire, and why nonverbal persuasion attempts often enhance trust. Targeted for *Psychological Science*.
(3 studies complete, additional data collection under way)

TEACHING INTERESTS

- Negotiations
- Ethics

- Managerial Decision-Making
- Leadership
- Organizational Behavior

TEACHING EXPERIENCE

Haas School of Business, University of California, Berkeley

Graduate Student Instructor

MBA 205: Leading People (Don Moore)	Fall 2012, Fall 2013, Fall 2014
MBA 252: Decision Making (Don Moore)	Spring 2015
XMBA 252: Negotiation and Conflict Resolution (Laura Kray)	Summer 2014
<ul style="list-style-type: none"> • Instructor Effectiveness Rating: 6.00 / 7.00 (Mean of all Graduate Student Instructors = 4.62) 	

Course Reader

UGBA 105: Organizational Behavior (Holly Schroth)	Summer 2011
UGBA 105: Organizational Behavior (Eli Kass)	Summer 2011

SELECTED CONFERENCE PRESENTATIONS

Van Zant, A. B. (2016). Certainty posing: Evidence of inauthentic certainty in advice. *Society for Judgment and Decision Making*, Boston, MA.

Van Zant, A. B., & Andrade, E. B. (2016). Is there a “voice” of certainty? Evidence of perceiver accuracy in identifying speakers’ degree of certainty via paralinguistic cues. *Society for Personality and Social Psychology*, San Diego, CA.

Kray, L. J., Kennedy, J. A., & Van Zant, A. B. (2014). When opportunity knocks, female negotiators are disproportionately deceived. *Academy of Management Conference*, Philadelphia, PA.

Van Zant, A. B., & Andrade, E. B. (2014). Is there a “voice” of certainty? Paralinguistic cues as strategic signals of certainty. *Society for Personality and Social Psychology*, Austin, TX.

Kray, L. J., Van Zant, A. B., & Kennedy, J. A. (2014). When opportunity knocks, female negotiators are disproportionately deceived. *Society for Personality and Social Psychology*, Austin, TX.

Van Zant, A. B., & Kray, L. J. (2012). Battle of the (same) sexes: How we take advantage of presumed trust from same-sex others. *Society for Industrial and Organizational Psychology*, San Diego, CA.

INVITED TALKS

- 2016 University of California, Riverside (School of Business Administration)
- 2015 Wharton School, University of Pennsylvania (Decision Processes Seminar)
- Columbia Business School, Columbia University (Management Department)
- Kellogg School of Management, Northwestern University (Human Ecology Lab)
- Olin Business School, Washington University in St. Louis (Management Department)
- Eller College of Management, University of Arizona (Management Department)

Stanford University (Department of Management Science and Engineering)

AWARDS AND HONORS

UC Berkeley Haas School of Business Summer Research Fellowship (2014)
UC Berkeley Behavioral Lab Grant (2011-2014)
California Management Review Fellowship (2011-2012)
UC Berkeley Alumni Association Leadership Scholar (2006-2010)

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Personality and Social Psychology
Society for Judgment and Decision Making

PROFESSIONAL SERVICE

Ad-Hoc Reviewer

Journal of Personality and Social Psychology
Organizational Behavior and Human Decision Processes
Journal of Nonverbal Behavior
California Management Review
Comprehensive Results in Social Psychology
National Science Foundation
Academy of Management Conference

University Service

Peer Advisor, Management of Organizations Group, Haas School of Business (2011-2012)

REFERENCES

Laura J. Kray

Professor
Warren E. and Carol Spieker Chair in Leadership
Management of Organizations Group
Haas School of Business, University of California, Berkeley
(510) 642-0829
kray@haas.berkeley.edu

Don A. Moore

Associate Professor
Lorraine and Tyson Mitchell Chair in Leadership and Communication
Management of Organizations Group
Haas School of Business, University of California, Berkeley
(510) 643-1059
dmoore@haas.berkeley.edu

Eduardo B. Andrade

Professor
Marketing and Behavioral Sciences
Brazilian School of Public and Business Administration
FGV, Rio de Janeiro
(55) (21) 3799-5747
eduardo.b.andrade@fgv.br