

ALEX B. VAN ZANT

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ACADEMIC POSITIONS

Rutgers Business School **2017-Present**
Assistant Professor, Department of Management & Global Business

Wharton School of the University of Pennsylvania **2015-2017**
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
- Overconfidence
- Negotiations

REFEREED PUBLICATIONS

Van Zant, A. B., & Berger, J. How the voice persuades. (in press). *Journal of Personality and Social Psychology*. [[pdf](#)]

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 displays as strategic impression management (revise and resubmit at *Organizational Behavior and Human Decision Processes*). [[pdf](#)]

WORKING PAPERS

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](#)]

Van Zant, A. B., Kunreuther, H., & Michel-Kerjan, E. Elongating an event's time horizon curtails opportunistic deception about its likelihood. Targeted for *Management Science*. (working draft available upon request)

SELECTED CONFERENCE PRESENTATIONS

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2018). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *Academy of Management*, Chicago, IL.

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2017). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *Academy of Management*, Atlanta, GA.

Van Zant, A. B., & Berger, J. (2017). Nonverbal persuasion attempts enhance trust. *Society for Personality and Social Psychology*, San Antonio, TX.

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 paralanguage. *Society for Personality and Social Psychology*, San Diego, CA.

Van Zant, A. B., & Andrade, E. B. (2014). Is there a “voice” of certainty? Paralingual 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 Rutgers Business School (Department of Management & Global Business)
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

Management Science

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

Seminar Organizer, Department of Management & Global Business, Rutgers Business School (2018)
Doctoral Admissions Committee, Department of Management & Global Business, Rutgers Business School (2018)
Peer Advisor, Management of Organizations Group, Haas School of Business (2011-2012)

TEACHING EXPERIENCE

Rutgers Business School – Newark and New Brunswick

Management Skills
(recent mean rating: 4.7/5.0)

Fall 2017-Present