

MARTHA JEONG

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ACADEMIC POSITIONS

Hong Kong University of Science and Technology

Lee Heng Fellow

Assistant Professor, Department of Management

October 2021-Present

July 2019-Present

EDUCATION

Harvard Business School

Ph.D. in Organizational Behavior

Committee: Francesca Gino, Julia Minson, Leslie John, & Laura Huang

2019

Harvard Law School

J.D.

2007

Rice University

B.A. in Psychology & English, *magna cum laude*

2003

RESEARCH INTERESTS

Judgment & decision-making; Workplace communication; Learning & advice; Negotiation

PUBLICATIONS

Jeong, M., Minson, J., & Gino, F. (2020). In generous offers I trust: The effect of first-offer value on economically vulnerable behaviors, *Psychological Science* 41(6): 644-653.

John, L.K., **Jeong, M.**, Gino, F., & Huang, L. (2019). The self-presentational consequences of upholding one's stance in spite of the evidence, *Organizational Behavior and Human Decision Processes*, 154, 1-14.

Jeong, M., Minson, J., Yeomans, M., & Gino, F. (2019). Communicating with warmth in distributive negotiations is surprisingly counter-productive, *Management Science* 65(12): 5813-5837.

WORKING PAPERS

Jeong, M., Minson, J., & Soll, J. Heed my advice, but not my example: Decision-makers choose to follow their own unstructured judgment, but recommend others adhere to a structured process, *under review*.

Jeong, M. & Dong, S. Learning from the best (and worst): Comparative learning improves performance but is undervalued, *under review*.

BOOK CHAPTERS

Jeong, M., Minson, J., & Gino, F. (2020). *Psychological Shortcomings to Optimal Negotiation Behavior: Intrapersonal & Interpersonal Challenges*. In P.A.M. Van Lange, E.T. Higgins, & A.W. Kruglanski (Eds.), *Social Psychology: Handbook of Basic Principles* (3rd Edition). New York: The Guilford Press.

SELECTED RESEARCH IN PROGRESS

Jeong, M. & Dong, S. Asking for advice about achieving success versus avoiding failure, *data collection in process*.

Jeong, M. Minson, J., & Gino, F. Downstream consequences of decision-making strategy: Intuitive decision-making increases responsibility, *data collection in process*.

Jeong, M. The economic, interpersonal, and intra-personal effects of being both warm and tough, *data collection in progress*.

POPULAR PRESS

Jeong, M. (2021, March 23). How to Ace a Virtual Negotiation?

<https://hkust.edu.hk/news/research-and-innovation/how-ace-virtual-negotiation-be-nice-or-tough>

Jeong, M., Minson, J., Yeomans, M., & Gino, F. Research: Nice Negotiators Finish Last, *Harvard Business Review* January/February 2020.

Jeong, M. (2019, October 31). The High Cost of Negotiating While Nice

<https://www.thelisttv.com/the-list/negotiating-while-nice-10-30-2019/>

Jeong, M., John, L.K., Gino, F., & Huang, L. Research: Changing Your Mind Makes You Seem Intelligent, *Harvard Business Review.org* September 2019 <https://hbr.org/2019/09/research-changing-your-mind-makes-you-seem-intelligent>

Jeong, M., Minson, J., Yeomans, M., & Gino, F. Research: Being Nice in a Negotiation Can

Backfire, *Harvard Business Review.org* September 2019 <https://hbr.org/2019/09/research-being-nice-in-a-negotiation-can-backfire>

CHAired SYMPOSIA

Jeong, M. *Conflicts & Biases: Role of Information Avoidance and Intuition in Shaping Decision Strategies*.

Showcase Symposium at the 2018 Academy of Management, Conflict Management Division, Chicago, IL. Presenters: Jane Risen, Daniel Feiler, Jeremy Cone, Sean Fath, & Martha Jeong

CONFERENCE PAPER PRESENTATIONS

(EXCLUDES COAUTHOR PRESENTATIONS)

Jeong, M., Minson, J., & Soll, J. Do as I say, not as I do: Decision-makers choose to follow their own intuitive judgment, but recommend others adhere to a structured process

- Academy of Management, Chicago, IL (August 2018)
- East Coast Doctoral Student Conference, New York, NY (May 2018)
- Society of Judgment and Decision-Making, Vancouver, Canada (November 2017)

Jeong, M., Minson, J., Yeomans, M., & Gino, F. Communicating with warmth in distributive negotiations is surprisingly counter-productive

- International Association for Conflict Management, Philadelphia, PA (July 2018)
- 14th Annual Whitebox Advisors Graduate Student Conference, New Haven, CT (April 2018)
- Wharton Women in Business Academia Conference, Philadelphia, PA (April 2018)
- Academy of Management, Atlanta, GA (August 2017)
- East Coast Doctoral Student Conference, New York, NY (April 2017)

John, L.K., **Jeong M.**, Gino, F., & Huang, L. Backing down: The self-presentational consequences of changing one's mind

- Society of Judgment and Decision-Making, Boston, MA (November 2016)
- Academy of Management, Anaheim, CA (August 2016)
- International Association for Conflict Management, New York, NY (June 2016)
- Behavioral Decision Research in Management, Toronto, Canada (June 2016)
- NYU-Columbia Doctoral Student Conference, New York, NY (May 2016)
- Wharton Women in Business Academia Conference, Philadelphia, PA (April 2016)

INVITED TALKS

2020 - Columbia Business School, Department of Management
 2019 - Hong Kong University of Science and Technology, Department of Management
 2019 - Rice University, Jones Graduate School of Business
 2018 - University of Illinois Urbana-Champaign, Gies College of Business
 2018 - University of Pennsylvania, Wharton (OID)
 2018 - Cornell University, ILR School

TEACHING EXPERIENCE

Hong Kong University of Science and Technology

- Spring 2021, Organizational Behavior
- Spring 2020, Organizational Behavior

Harvard Kennedy School

Guest Lecturer: MLD224 – Behavioral Science of Negotiations

- October 2017, “Communication Style & Managing Relationships”
- September 2017, “Negotiations & Anger”

Formula 1 Engineering Academy

Guest Lecturer: Team Decision-Making & Decision-Making Biases

- June 2018 (Montreal), September 2018 (Singapore), November 2018 (Abu Dhabi)

AWARDS

Finalist for Franklin Prize for Teaching Excellence	2020
The Program on Negotiation at Harvard Law School Next Generation Grant	2016, 2017
Howard Raiffa Doctoral Student Paper Award	2016
Harvard Kennedy School Dean’s Research Fund Award	2016

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Member, Academy of Management
 Reviewer & Member, International Association for Conflict Management
 Member, Society for Judgment and Decision Making
 Reviewer & Member, Behavioral Decision Research in Management

PROFESSIONAL EXPERIENCE

Litigation Attorney (San Francisco, CA)	2007-2012
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