

MARTHA JEONG

MARTHAJEONG@UST.HK

ACADEMIC POSITIONS

Hong Kong University of Science and Technology

Assistant Professor, Department of Management

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.

PAPERS UNDER REVIEW

Jeong, M., Dong, S., & Blunden, H. Learning from the best (and worst): Comparative learning improves performance but is undervalued, *reject and resubject at Organization Science*.

Cho, J., Lee, S., **Jeong, M.**, & Savani, K. Contrasting Effects of Authenticity on Persistence in Distributive vs. Integrative Negotiations: The role of the sense of power, *under review*.

Jeong, M., Minson, J., & Soll, J. The Thrill of Intuition: Expectations of enjoyment increase adoption of intuitive choice strategies, *under review*.

Jeong, M. & Chen, Z. Sticky Intuition: Following your intuition makes you less likely to change your mind than following a structured process, *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

Dong, S., **Jeong, M.**, & Ma, S. Reverse the Curse of Failure: Learning cues increase willingness to seek (and share) experiences overcoming failure, *manuscript in preparation for submission*.

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

Jeong, M., Chen, Z., & Rigolizzo, M. Learning violations, *data collection in process*.

Ma, S., **Jeong, M.**, & Dong, S. Advice from strivers versus naturals, *data collection in process*.

Magni, F. & **Jeong, M.** The behavioral consequences of AI evaluations on creativity, *data collection in process*.

POPULAR PRESS

Jeong, M. (2023, June 19). How to Manage Negotiating for Your Team?, *Harvard Business Review* Women at Work

<https://hbr.org/podcast/2023/06/how-to-manage-negotiating-for-your-team>

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)

Dong, S., **Jeong, M.**, & Ma, S. Preference for the Natural Advice-Giver: Failure is overlooked unless people think about who learned more

- Society of Judgment and Decision-Making, San Francisco, California (November 2023)

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

- Academy of Management, Boston, MA (August 2023)
- Society of Judgment and Decision-Making, San Diego, California (November 2022)

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 2020-2024, Organizational Behavior
- Business YoungStars MGMT Seminar (2021, 2022, 2023, 2024)
- JUPAS (2021, 2024)

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

Winner of Franklin Prize for Teaching Excellence

2023

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| Lee Heng Fellow | 2021-2022 |
| Finalist for Franklin Prize for Teaching Excellence | 2021 |
| 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 |

GRANTS

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| Hong Kong RGC Early Career Scheme Research Grant | (PI, Jan. 2023 – Dec. 2025) |
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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

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| Litigation Attorney (San Francisco, CA) | 2007-2012 |
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