

T. BRADFORD BITTERLY

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ACADEMIC POSITIONS

The Hong Kong University of Science and Technology

Assistant Professor, August 2020-Present
Department of Management

The Stephen M. Ross School of Business, University of Michigan

Postdoctoral Research Fellow, September 2018-July 2020
Department of Management & Organizations

EDUCATION

The Wharton School, University of Pennsylvania

Ph.D. in Operations, Information and Decisions, May 2018
Advisor: Maurice E. Schweitzer

University of Notre Dame

Bachelor of Arts, May 2008
Major: Psychology, Magna cum laude

RESEARCH INTERESTS

Negotiation, Power and Status, Trust, Communication

RESEARCH PUBLICATIONS

Bitterly, T. B., & Schweitzer, M. E. (2020). The economic and interpersonal consequences of deflecting direct questions. *Journal of Personality and Social Psychology, 118*(5), 945.

Bitterly, T.B., & Schweitzer, M.E. (2019). The Impression Management Benefits of Humorous Self-Disclosures: How Humor Influences Perceptions of Veracity. *Organizational Behavior and Human Decision Processes, 151*, 73-89.

Levine, E.E., Bitterly, T.B., Cohen, T.R., & Schweitzer, M.E. (2018). Who is Trustworthy? Predicting Trustworthy Intentions and Behavior. *Journal of Personality and Social Psychology, 115*(3), 468-494.

Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. (2017). Risky Business: When Humor Increases and Decreases Status. *Journal of Personality and Social Psychology, 112*(3), 431-455.

OTHER PUBLICATIONS

Bitterly, T.B., & Brooks, A.W. (2020). Sarcasm, Self-Deprecation, and Inside Jokes: A User's Guide to Humor at Work, *Harvard Business Review*, 98(4), 96-103.

Bitterly, T.B., & Schweitzer, M.E. (2019, Nov 18). How to Deflect Difficult Questions in an Interview or Negotiation. *Harvard Business Review*.

Brooks, A.W., Bitterly, T.B., & Schweitzer, M.E. (2017, Feb 27). Why It Pays Off to Be Funny at Work—Usually. *Wall Street Journal*.

Bitterly, T.B., Mislavsky, R., Dai, H., & Milkman, K.L. (2015). Dueling with Desire: A Synthesis of Past Research on Want/Should Conflict. In W. Hoffman and L. Nordgren (Eds.), *The Psychology of Desire* (pp. 244-264). New York, NY: The Guildford Press.

SELECTED RESEARCH IN PROGRESS

Bitterly, T.B. How Power Influences the Use of Humor, *under second round review*.

Bitterly, T.B., Brooks, A.W., Aaker, J.L., & Schweitzer, M.E. Why Women Laugh More than Men, *under review*.

Bitterly, T.B., Kang, P., & Schweitzer, M.E. The Valence of Power, *under review*.

Bitterly, T.B., Yip, J.A., & Schweitzer, M.E. Crossing the Line with Humor in Negotiations, *in preparation*.

Bitterly, T.B., & Schweitzer, M.E. Laughter and Trust, *in preparation*.

Sezer, O., Bitterly, T.B., Brooks, A.W., Norton, M.I., & Schweitzer, M.E. Inside Jokes, *in preparation*.

AWARDS & HONORS

Paul R. Kleindorfer Scholar Award, November 2016

- Awarded to one departmental PhD student annually who has made exceptional progress toward their degree.

Russell Ackoff Doctoral Student Fellowship, 2014-2017

Phi Beta Kappa, May 2008

Notre Dame Presidential Scholar, January 2005

CONFERENCE PRESENTATIONS

July 2014, *International Association for Conflict Management*, Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. Risky Business: How Humor Increases Status.

July 2015, *International Association for Conflict Management*, Levine, E.E., Bitterly, T.B., & Schweitzer, M.E. Trust the Guilty! Guilt-Prone Individuals are More Trustworthy.

August 2015, *Academy of Management Annual Meeting*, Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. Risky Business: When Humor Increases and Decreases Status.

August 2015, *Academy of Management Annual Meeting*, Levine, E.E., Bitterly, T.B., Cohen, T.R., & Schweitzer, M.E. Trust the Guilty: Anticipated Guilt Increases Trustworthiness.

June 2016, *International Association for Conflict Management*, Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. That's What She Said: When Humor Attempts Increase and Decrease Status.

August 2016, *Academy of Management Annual Meeting*, Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. Risky Business: When Humor Increases and Decreases Status.

May 2017, *East Coast Doctoral Conference*, Bitterly, T.B., & Schweitzer, M.E. You're Getting Warmer: The Impression Management Benefits of Humorous Self-Disclosure.

May 2017, *Trans-Atlantic Doctoral Conference*, Bitterly, T.B., Brooks, A.W., & Schweitzer, M.E. Risky Business: When Humor Increases and Decreases Status.

July 2017, *International Association for Conflict Management*, Bitterly, T.B., & Schweitzer, M.E. You're Getting Warmer: The Impression Management Benefits of Humorous Self-Disclosure.

July 2017, *International Association for Conflict Management*, Levine, E.E., Bitterly, T.B., Cohen, T.R., & Schweitzer, M.E. Who is Trustworthy? Predicting Trustworthy Intentions and Behavior.

August 2017, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. Can We Deflect Direct Questions? What Good is That?

August 2017, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. You're Getting Warmer: The Impression Management Benefits of Humorous Self-Disclosure.

June 2018, *Behavioral Decision Research in Management*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions.

July 2018, *International Association for Conflict Management*, Bitterly, T.B., & Schweitzer, M.E. You're Getting Warmer: The Impression Management Benefits of Humorous Self-Disclosure.

July 2018, *International Association for Conflict Management*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions.

July 2018, *International Association for Conflict Management*, Bitterly, T.B. Shock and Ha! The Relationship between Power and Humor.

August 2018, *Academy of Management Annual Meeting*, Bitterly, T.B. Humor and Hierarchy.

August 2018, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions.

August 2018, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. You're Getting Warmer: The Impression Management Benefits of Humorous Self-Disclosure.

August 2018, *Academy of Management Annual Meeting*, Bitterly, T.B. Shock and Ha! The Relationship between Power and Humor.

November 2018, *Society of Judgment and Decision Making*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions.

January 2019, *University of Zurich Winter Workshop: Workplace Humor*, Bitterly, T.B. Humor and Hierarchy.

February 2019, *Society for Consumer Psychology*, Bitterly, T.B., & Schweitzer, M.E. The Impression Management Benefits of Humorous Self-Disclosure.

July 2019, *International Association for Conflict Management*, Bitterly, T.B. How Power Influences the Use of Humor.

July 2019, *International Association for Conflict Management*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions.

August 2019, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. The Impression Management Benefits of Humorous Self-Disclosures: How Humor Influences Perceptions of Veracity.

August 2019, *Academy of Management Annual Meeting*, Bitterly, T.B., Kang, P., & Schweitzer, M.E. The Valence of Power.

August 2019, *Academy of Management Annual Meeting*, Bitterly, T.B., & Schweitzer, M.E. The Economic and Interpersonal Consequences of Deflecting Direct Questions

PROFESSIONAL SERVICE

Journal Reviewer

- *Current Psychology*
- *Group & Organization Management*
- *Human Relations*
- *Journal of Behavioral Decision Making*
- *Journal of Experimental Social Psychology*
- *Management Science*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- *Personality and Social Psychology Bulletin*

Service to Ross School of Business

Co-organizer of Management & Organization Seminar Series (Fall 2018-Spring 2020)

TEACHING

Ross School of Business – Courses Taught

Bargaining and Influence Skills

Weekend MBA Course Instructor (Fall 2018)

1 Section, Rating of 4.6/5.0

MBA Course Instructor (Spring 2019)

3 Sections, Rating of 4.5/5.0

Weekend MBA Course Instructor (Fall 2019)

1 Section, Rating of 4.8/5.0

SOCIETY MEMBERSHIP

Academy of Management

International Association for Conflict Management

Phi Beta Kappa

Society for Judgment and Decision Making

Society for Personality and Social Psychology

PROFESSIONAL EXPERIENCE

Bridgewater Associates, 2011-2012

Non-Equity Research Data Analyst