

Cameron Anderson
Curriculum Vitae

Haas School of Business
University of California, Berkeley
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Academic Positions Held

Assistant Professor of Organizational Behavior and Industrial Relations, Haas School of Business, University of California, Berkeley, 2005-present

Assistant Professor of Management and Organizations, Stern School of Business, New York University, 2003-2005

Visiting Assistant Professor and Postdoctoral Fellow of the Dispute Resolution Research Center, Kellogg School of Management, Northwestern University, 2001-2003

Education

Ph.D., Social/Personality Psychology, University of California, Berkeley, 2001

B. S., Psychology, University of Washington, 1994

Grants, Awards, and Fellowships

Junior Faculty Research Grant (University of California), October, 2007.

Institute of Industrial Relations Research Grant (University of California), August, 2006.

Junior Faculty Research Grant (University of California), October, 2005.

Professor of the Year (Stern School of Business, New York University), June 2005.

Dispute Resolution Research Center Grant (Northwestern University): The sense of power in negotiations and decision-making, April 2002 (with Adam Galinsky).

August 15, 2007

Kellogg Teams and Groups Research Center Grant (Northwestern University): Emotional similarity in teams, April 2002 (with Hoon-Seok Choi and Leigh Thompson).

Social Science Research Grant (University of California, Berkeley): Status, power, and emotion, October 1998.

University Graduate Fellowship (University of California, Berkeley), 1997-1998

Member, Phi Beta Kappa (University of Washington), 1994

Books

Neale, M. A., E. A. Mannix, & C. Anderson (Eds.) (2007). *Research on managing groups and teams, Vol. 10*. Greenwich, CT: Elsevier Science Press.

Chapters and Commentaries

Anderson, C. (2007). The functions of affect in work groups. In M. A. Neale, E. A. Mannix, & C. Anderson (Eds.), *Research on managing groups and teams, Vol. 10*. Greenwich, CT: Elsevier Science Press.

Anderson, C., & Spataro, S. E. (2005). Misperceiving your place: Hubris and humility in social hierarchies. In M. A. Neale, E. A. Mannix, & M. Thomas-Hunt (Eds.), *Research on Managing in Teams and Groups, Vol. 7*. Greenwich, CT: Elsevier Science Press.

Anderson, C., & Keltner, D. (2004). Emotional Convergence: Implications for Individuals, Relationships, and Cultures. In Leach, C. L. and Tiedens, L. Z. (Eds.), *The Social Life of Emotion*.

Gruenfeld, D. H, Keltner, D. J. & Anderson, C. (2003). The effects of power on those who possess it: An interpersonal perspective on social cognition. In G. Bodenhausen and A. Lambert (Eds.), *Foundations of Social Cognition: A Festschrift for Robert S. Wyer, Jr.*

Anderson, C., & Keltner, D. (2002). The role of empathy in the formation and maintenance of social bonds. *Behavioral and Brain Sciences, 25*.

Keltner, D., Anderson, C., Gonzaga, G. C. (2002). Culture, emotion, and the good life in the study of affect and judgment. *Psychological Inquiry, 13*, 65-67.

Journal Articles

Anderson, C., & Shirako, A. (in press). Are individuals' reputations related to their history of behavior? *Journal of Personality and Social Psychology*.

- Anderson, C., Ames, D. R., Gosling, S. D. (in press). The perils of status self-enhancement in teams and organizations. *Personality and Social Psychology Bulletin*.
- Brett, J., Olekalns, M., Goates, N., Friedman, R., Anderson, C., & Lisco, C. C. (2007). Tortoise or hare? A study of the time to resolution in on-line disputes. *Academy of Management Journal*, *50*, 85-99.
- Anderson, C., Srivastava, S., Beer, J., Spataro, S. E., & Chatman, J. A. (2006). Knowing your place: Self-perceptions of status in social groups. *Journal of Personality & Social Psychology*, *91*, 1094-1110.
- Anderson, C., & Galinsky, A. (2006). Power, optimism, and risk-taking. *European Journal of Social Psychology: Special issue on social power*, *36*, 511-536.
- Ames, D. R., Rose, P., & Anderson, C. (2006). The NPI-16 as a short measure of narcissism. *Journal of Research in Personality*, *40*, 440-450.
- Berdahl, J. L., & Anderson, C. (2005). Men, women, and leadership centralization in groups over time. *Group Dynamics: Theory, Research, and Practice*, *9*, 45-57.
- Anderson, C., & Thompson, L. L. (2004). Affect from the top down: How powerful individuals' positive affect shapes negotiations. *Organizational Behavior and Human Decision Processes*, *95*, 125-139.
- Friedman, R., Anderson, C., Brett, J., Olekalns, M., Goates, N., Lisco, C. C. (2004). The positive and negative effects of anger on dispute resolution: Evidence from electronically-mediated disputes. *Journal of Applied Psychology*, *89*, 369-376.
- Anderson, C., Keltner, D., & John, O. P. (2003). Emotional convergence between people over time. *Journal of Personality & Social Psychology*, *84*, 1054-1068.
- Keltner, D., Gruenfeld, D. H., & Anderson, C. (2003). Power, approach, and inhibition. *Psychological Review*, *110*, 265-284.
- Anderson, C., & Berdahl, J. L. (2002). The experience of power: Examining the effects of power on approach and inhibition tendencies. *Journal of Personality & Social Psychology*, *83*, 1362-1377.
- Bonanno, G. A., Keltner, D., Noll, J. G., Putnam, F. W., Trickett, P. K., LeJeune, J., & Anderson, C. (2002) When the face reveals what words do not. *Journal of Personality & Social Psychology*, *83*, 94-110.
- Anderson, C., John, O. P., Keltner, D., & Krings A. M. (2001). Who attains social status? Effects of personality traits and physical attractiveness in social groups. *Journal of Personality & Social Psychology*, *81*, 116-132.

Keltner, D., & Anderson, C. (2000). Saving face for Darwin: The functions and uses of embarrassment. *Current Directions in Psychological Science*, 9, 187-192.

Manuscripts under Review

Anderson, C., Spataro, S., & Flynn, F. J. (invited resubmission). Personality and Power in Teams and Organizations. *Journal of Applied Psychology*.

Flynn, F. J., & Anderson, C. (invited resubmission). Too tough, too soon: The impact of familiarity on the backlash effect. *Organizational Behavior and Human Decision Processes*.

Chatman, J. A., Berdahl, J. L., Boisnier, A., Spataro, S. E., & Anderson, C. (invited resubmission). The typical, the rare, and the outnumbered: Distinguishing between historical typicality and numerical distinctiveness in work groups. *Organizational Behavior and Human Decision Processes*.

Anderson, C., & Kilduff, G. (under review). Why do dominant personalities attain influence in groups? A competence-signaling account of personality dominance. *Journal of Personality & Social Psychology*.

Manuscripts in Preparation (Data are collected)

Kilduff, G., & Anderson, C. (in preparation). The antecedents and temporal development of status conflicts.

Anderson, C., & Brion, S. (in preparation). The signaling functions of self-enhancement.

Anderson, C., John, O. P., Keltner, D. (in preparation). The personal sense of power: An interactionist approach.

Refereed Presentations

Anderson, C., & Shirako, A. (2007). The origins of reputation: Behavior, visibility, and personality. Paper to be presented at the 66th meeting of the Academy of Management, Philadelphia, PA.

Anderson, C. (2006). The social relations model: Analyzing group data with precision and power. Paper presented at the 65th meeting of the Academy of Management, Atlanta, GA.

Kilduff, G., & Anderson, C. (2006). Battling for status: The origins, development, and effects of status conflicts in work groups. Paper presented at the 65th meeting of the Academy of Management, Atlanta, GA.

Anderson, C., Srivastava, S., Beer, J., Spataro, S. E., & Chatman, J. A. (2005). Knowing your place: Self-perceptions of status in social groups. Paper presented at the 64th meeting of the Academy of Management, Honolulu, HI.

Galinsky, A. D., Liljenquist, K. A., Magee, J. C., & Anderson, C. (2005). Acceptable action: The effects of power on regrets of action and inaction. Paper presented at the 64th meeting of the Academy of Management, Honolulu, HI.

Anderson, C., Srivastava, S., Beer, J., Spataro, S. E., & Chatman, J. A. (2004, November). Knowing your place: Self-perceptions of status in social groups. Paper presented at the 10th annual Wharton Organizational Behavior Conference, Philadelphia, PA.

Anderson, C. (2004, August). When anger works: Power and pugnacity in negotiations. Paper presented at the 63rd meeting of the Academy of Management, New Orleans, LA.

Brett, J., Olekalns, M., Anderson, C., Goates, N., Friedman, R., & Lisco, C. C. (2003, June). Tortoise or hare? A study of the time to resolution in on-line disputes. Paper presented at the 17th meeting of the International Association for Conflict Management.

Spataro, S. E., & Anderson, C. (2003, August). Values that shape hierarchies: group culture and individuals' status in organizations. Paper presented at the 62nd meeting of the Academy of Management, Seattle, WA.

Anderson, C., & Spataro, S. E. (2003, May). Knowing your place: The sense of power in thought, feeling, and action. Paper presented at the 7th meeting of the Research on Managing Groups and Teams Conference, Ithaca, NY.

Friedman, R., Anderson, C., Brett, J., Olekalns, M., & Goates, N. (2002, June). *Affect, reputation, and mediator strategy: A Study of On-Line Mediation*. Paper presented at the 16th meeting of International Association for Conflict Management, Salt Lake City, UT.

Keltner, D., & Anderson, C. (2002, February). *The effects of power*. Paper presented at the 3rd meeting of the Society for Personality and Social Psychology, Savannah, Georgia.

Langner, C., Anderson, C., & Keltner, D. (2001, February). *Power and emotion*. Poster presented at the 2nd meeting of the Society of Personality and Social Psychology, San Antonio, Texas.

Anderson, C., & Berdahl, J. L. (2000, August). *The sense of power and experiences of threat and reward*. Paper presented at the 60th meeting of the Academy of Management, Toronto, Canada.

Berdahl, J. L., & Anderson, C. (2000, August). *A shared norms approach to predicting emergent hierarchies in work groups*. Paper presented at the 60th meeting of the Academy of Management, Toronto, Canada.

Chatman, J. A., Berdahl, J. L., Boisnier, A., Spataro, S. E., & Anderson, C. (2000, August). *The typical, the rare, and the outnumbered: Distinguishing between historical typicality and numerical distinctiveness in work groups*. Paper presented at the 60th meeting of the Academy of Management, Toronto, Canada.

Anderson, C., & Berdahl, J. L. (2000, July). *Formal power, personality dominance and the experiences of threat and reward*. Paper presented at the 23rd meeting of the International Society of Political Psychology, Seattle, WA.

Anderson, C., Beer, J., & Robins, R. (1998, July). *Individual differences in self-perception motives*. Poster presented at the 9th bi-annual meetings of the European Association of Personality Psychology, Surrey, UK.

Anderson, C., Beer, J., & Robins, R. (1998, August). *A measure of individual differences in self-perception motives*. Poster presented at the 106th annual meetings of the American Psychological Association, San Francisco, CA.

Invited Presentations

Anderson, C. (2006). *Knowing Your Place: Self-Perceptions of Status in Social Groups*. Presented to the Management Departments at Dartmouth College, November, 2004; Columbia University, November, 2004; Harvard University, November, 2004; Stanford University, December, 2004; University of California, Berkeley, March, 2005; University of California, Los Angeles, 2006.

Anderson, C. (2005). *Affect at Work: The Role of Emotion in Cooperation, Cohesion-Building, and Competition*. Presented to the Negotiations, Organizations, and Markets Group at Harvard Business School, January, 2005.

Anderson, C. (2003). *The Emotional Convergence Hypothesis: Implications for Relationship Cohesion, Longevity, and Dyadic Performance*. Presented to the Management Departments at Stanford University, February, 2003; London Business School, February, 2003.

Anderson, C. (2002-2003). *The Psychological Effects of Having vs. Lacking Power: Testing the Approach/Inhibition Theory*. Presented to the Management Departments at

Carnegie Mellon University, February, 2003; Duke University, February, 2003; New York University, January, 2003; University of California at Irvine, January, 2003; Vanderbilt University, December, 2002; Washington University, December, 2002; University of California at Berkeley, December, 2002; University of Southern California, November, 2002; University of Arizona, November, 2002.

Editorial Work

Ad Hoc Journal Reviewer

Journal of Personality and Social Psychology, Psychological Bulletin, Psychological Science, Personality and Social Psychology Bulletin, Organizational Behavior and Human Decision Processes, Organizational Science, European Journal of Social Psychology, Emotion, Motivation and Emotion, Cognition and Emotion, Journal of Research in Personality, Journal of Experimental Social Psychology

Grant Reviewer

NIMH B-Start Grant Program

Activities and Professional Associations

Member, International Association of Conflict Management, 2002-present

Member, Academy of Management, 2000-present

Member, Society for Personality and Social Psychology, 2000-present

Member, American Psychological Association, 1997-present

Courses Taught

“Power and Politics,” Haas School of Business, 2006

“Negotiations and Conflict Resolution,” Haas School of Business, 2006, 2007

“Power and Politics,” Stern School of Business. 2005

“Collaboration, Conflict, and Negotiation,” Stern School of Business. 2004

“Negotiations,” Kellogg School of Management. 2001-2003