

Uriel Haran

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Curriculum Vitae

June 2016

Employment

- 2012 - Lecturer
Department of Management, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev
- 2011 – 2012 Post-Doctoral Fellow
Center for the Study of Rationality and Faculty of Law, The Hebrew University of Jerusalem

Education

- 2011 Ph.D., Organizational Behavior and Theory
Tepper School of Business, Carnegie Mellon University
Dissertation Chair: Don A. Moore
- 2009 M.S., Organizational Behavior and Theory
Tepper School of Business, Carnegie Mellon University
- 2006 B.A., Psychology and International Relations (Magna Cum Laude)
The Hebrew University of Jerusalem

Research Interests

Judgment and decision making, social comparison and competitive behavior, moral judgment in business, biases in forecasting.

Publications

Peer-Reviewed Articles

- Cain, D. M., Moore, D. A., & Haran, U. (2015). Making sense of overconfidence in market entry. *Strategic Management Journal*, 36(1), 1-18.
- Haran, U., & Moore, D. A. (2014). A better way to forecast. *California Management Review*, 57(1), 5-15.
- Haran, U., & Ritov, I. (2014). Know who you're up against: Counterpart identifiability enhances competitive behavior. *Journal of Experimental Social Psychology*, 54, 115-121.
- Haran, U. (2013). A person-organization discontinuity in contract perception: Why corporations can get away with breaking contracts but individuals cannot. *Management Science*, 59(12), 2837-2853.
- Haran, U., Ritov, I., & Mellers, B.A. (2013). The role of actively open-minded thinking in information acquisition, accuracy and calibration. *Judgment and Decision Making*, 8(3), 188-201.

Haran, U., Moore, D. A., & Morewedge, C. K. (2010). A simple remedy for overprecision in judgment. *Judgment and Decision Making*, 5(7), 467-476.

Book Chapters

Moore, D. A., Tenney, E. R., & Haran, U. (2016). Overprecision in judgment. In G. Wu & G. Keren (Eds.). *The Wiley Blackwell Handbook of Judgment and Decision Making*, Vol. 1, 182-209. Wiley-Blackwell.

Goodman, P. S., & Haran, U. (2009). Self-managing teams. In J. Levine & M.A. Hogg (Eds.) *Encyclopedia of Group Processes and Intergroup Relations*. Thousand Oaks, CA: Sage Publication. Inc.

Other

Moore, D., & Haran, U. (2014) A simple tool for making better forecasts. *Harvard Business Review Online*. <https://hbr.org/2014/05/a-simple-tool-for-making-better-forecasts>

Manuscripts under Review or Revision

Haran, U. May the best man lose: Guilt inhibits competitive behavior. Revised for resubmission to *Journal of Personality and Social Psychology*.

Haran, U., Ritov, I. Counterpart identifiability increases selfish preferences. Revised for resubmission to *Journal of Experimental Social Psychology*.

Haran, U., Feldman, Y., & Teichman, D. Formal and social enforcement in individual and corporate transgressions. Revised for resubmission to *Journal of Empirical Legal Studies*.

Konis, D., Haran, U., Saporta, K., & Ayal, S. A sorrow shared is a sorrow halved: Moral judgments of harm to single vs. multiple victims. Under review.

Haran, U., & Shalvi, S. Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. Under review.

Honors and Awards

2012	Herbert A. Simon Doctoral Dissertation Award
2012	Outstanding Reviewer Award, Academy of Management, Managerial and Organizational Cognition Division.
2011	Gerald R. Salancik Doctoral Fellowship Award
2009	2 nd place, Student Poster Competition, SJDM Annual Meeting

Graduate Student Supervision

Reut Blaywais, PhD (dissertation co-chair)
 Mordechai Hurwitz, MBA (thesis co-chair)
 Lilach Shilwan, MBA (thesis committee member)
 Dana Sapir, MA (thesis committee member)
 Zohar Chen, MBA (thesis committee member)

Invited Talks

- 2016 Technion, Israel Institute of Technology, Faculty of Industrial Engineering and Management: Behavioral Sciences colloquium.
University of Haifa, Center for the Study of Organizations & Human Resource Management: Faculty colloquium.
- 2015 Tel Aviv University, Recanati Business School: Organizational Behavior colloquium.
Ono Academic College, Faculty of Business Administration: Faculty colloquium.
- 2014 ISF International Research Workshop on Behavioral Legal Studies: Cognition, Motivation and Moral Judgments (Jerusalem).
Bar Ilan University, Department of Psychology: Social Psychology colloquium.
Hebrew University, Department of Agricultural Economics: Faculty colloquium.
Tel Aviv University, Recanati Business School: Strategy colloquium.
- 2013 Max Planck Institute for Collective Goods, Bonn.
- 2012 Tel Aviv University, Department of Psychology: Faculty colloquium.
Bar Ilan University, Graduate School of Business Administration: Faculty colloquium.
- 2011 International Symposium on Economic, Empirical and Experimental Aspects of Contracts (Jerusalem).
Technion, Israel Institute of Technology, Faculty of Industrial Engineering and Management: Behavioral Sciences colloquium.

Conference Presentations

(All papers accepted for oral presentation unless indicated otherwise; presenter's name is underlined)

- 2016 Haran, U. & Shalvi, S. Better be wrong than do wrong: Honest advisors are more persuasive than competent ones. *Behavioral Decision Research in Management conference*, Toronto.
- 2015 Logg, J. M., Haran, U., & Moore, D. A. Is overconfidence a motivated bias? Experimental evidence. *Society for Judgment and Decision Making annual meeting*, Chicago.
Haran, U., Feldman, Y., & Teichman, D. Formal and social enforcement of individual vs. corporate transgressions. *The 10th Annual Conference on Empirical Legal Studies*, St. Louis.
Haran, U. May the best man lose: Guilt reduces competitive behavior. *SPUDM25*, Budapest.
- 2014 Hurwitz, M., Haran, U., & Moran, S. Functional overconfidence: Need for informativeness drives excessive confidence in advice. *Society for Judgment and Decision Making annual meeting*, Long Beach.

- Haran, U. & Shalvi, S. Better be wrong than do wrong: Why advice-takers rely on erroneous advice more than on deceitful advice. *Society for Judgment and Decision Making annual meeting*, Long Beach (poster).
- Haran, U. & Ritov, I. Counterpart identifiability enhances competitive behavior. *Behavioral Decision Research in Management conference*, London.
- Haran, U. & Ritov, I. Counterpart identifiability enhances competitive behavior. *DICE@IDC – UK Workshop on Human Intuition and Economic Behavior*, Herzliya, Israel
- 2013 Haran, U., & Ritov, I. Know who you're up against: Counterpart identifiability enhances competitive behavior. *Society for Judgment and Decision Making annual meeting*, Toronto.
- Haran, U., & Ritov, I. Know who you're up against: Counterpart identifiability enhances competitive behavior. *SPUDM24*, Barcelona.
- Haran, U. A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *SPUDM24*, Barcelona.
- Haran, U., Ritov, I., & Mellers, B.A. The role of Actively Open-Minded Thinking in enhancing information acquisition, estimate accuracy and calibration. *SPUDM24*, Barcelona (poster).
- Haran, U., & Ritov, I. Identifiability and rival-less rivalry in competition and product auctions. *TIBER XII*, Tilburg, Netherlands.
- 2012 Haran, U., Ritov, I., & Mellers, B.A. The role of Actively Open-Minded Thinking in enhancing information acquisition, estimate accuracy and calibration. *Society for Judgment and Decision Making annual meeting*, Minneapolis (poster).
- 2011 Haran, U., Erev, I., Moore, D. A., & Morewedge, C. K. SPIES provide better intelligence: Using the SPIES method to reduce overconfidence in interval estimates. *Society for Judgment and Decision making annual meeting*, Seattle.
- Haran, U. A Person-Organization discontinuity in contract perception: Why organizations can get away with breaking contracts but individuals cannot. *Society for Judgment and Decision Making annual meeting*, Seattle (poster).
- Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *International Conference on Behavioral Decision Making*, Herzliya, Israel.
- 2010 Haran, U., & Cain, D. M. The more the merrier: The perverse effect of additional victims on moral judgment. *Society for Business Ethics annual meeting*, Montreal.
- Haran, U., Moore, D. A., & Morewedge, C. K. SPIES provide better intelligence: Subjective probability confidence intervals reduce overprecision. *Academy of Management annual meeting*, Montreal.
- Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *Behavioral Decision Research in Management conference*, Pittsburgh.

- 2009 Haran, U., Moore, D. A., & Morewedge, C. K. A simple remedy for overprecision in judgment. *Society for Judgment and Decision Making annual meeting* (poster; 2nd place: best student poster award).
- Haran, U., & Cain, D. M. The more the merrier: The perverse effect of additional victims on moral judgment. *Society for Judgment and Decision Making annual meeting*, Boston.
- Moore, D. A., Benoit, J. P., Dubra, J., Haran U, & Shidlovski, D. Motivation and overconfidence. *Society for Judgment and Decision Making annual meeting*, Boston.
- 2008 Haran, U., & Moore, D. A. 100% certain but not so sure: The calibration of probability judgments in measuring overconfidence. *Society for Judgment and Decision Making annual meeting*, Chicago.

Teaching

Courses Taught

- 2010 - Introduction to Organizational Behavior
Ben-Gurion University of the Negev (2012-present)
The Interdisciplinary Center Herzliya (2012)
Carnegie Mellon University (2010)
- 2016 - International Business
Ben-Gurion University of the Negev and the University of Manitoba
- 2013 - 2015 Seminar on (Un)ethicality and (Un)fairness in management
Ben-Gurion University of the Negev

Teaching Materials

Haran, U. (2008) Test Bank for Bazerman, M. H., & Moore, D. A. *Judgment in Managerial Decision Making* (7th Ed.). New York: Wiley

Service

Ad-Hoc Reviewer

- Journals: Management Science
Organization Science
Organizational Behavior and Human Decision Processes
American Sociological Review
Journal of Experimental Social Psychology
Social Cognition
European Journal of Social Psychology
Experimental Psychology
- Granting Institutions: ISF
GIF
- Conferences: Academy of Management
Society for Personality and Social Psychology
Society for Judgment and Decision Making
Behavioral Decision Research in Management

Board Member

2013 - Steering committee: Center for Decision Making and Economic Psychology (DMEP) at Ben-Gurion University of the Negev

Professional Affiliations

Society for Judgment and Decision Making
European Association for Decision Making
Academy of Management
Association for Psychological Science
Society for Personality and Social Psychology

Additional Experience

2011 Max Planck Institute for Cognition and Human Development
Summer Institute on Bounded Rationality

2004 - 2007 Adkit Global Information & Research
Market Research Analyst