

# Binyamin (Benny) Cooper

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## Education

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University of Florida  
2020 Ph.D., Management

Bar-Ilan University  
2014 M.A., Social-Organizational Psychology

Hebrew University of Jerusalem  
2011 B.A., Psychology

## Professional Experience

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Morgan State University, Graves School of Business and Management  
2023 – Present Assistant Professor

Carnegie Mellon University, Tepper School of Business  
2020 – 2023 Post-Doctoral Research Fellow  
[The Collaboration and Conflict Research Lab](#)

Tmurot TPS  
2013 – 2015 Organizational Consultant

## Research Interests

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Workplace mistreatment, Honesty, Resilience, Organizational Behavior

## Peer Reviewed Publications

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2023 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honest Behavior: Truth-Seeking, Belief-Speaking, and Fostering Understanding of the Truth in Others. *Academy of Management Annals*, 17(2).  
<https://doi.org/10.5465/annals.2021.0209>

- 2022 Cooper, B., Giordano, C. R., Erez, A., Foulk, T. A., Reed, H., & Berg, K. B. Trapped by A First Hypothesis: How Rudeness Leads to Anchoring. *Journal of Applied Psychology*, 107(3), 481-502. <http://doi.org/10.1037/apl0000914>
- 2021 Woolum, A. H., Echeto, L. F. Cooper, B., Gale, J. P., Erez, A., Katz, J., Guelmann, M., Jerrell, R. G., & Zoidis, P. How Witnessing Rudeness can Disrupt Psycho-Motor Performance of Dental Students. *Journal of Dental Education*. <https://doi.org/10.1002/jdd.12651>
- 2020 Avesar, M., Erez, A., Essakow, J., Young, C., Cooper, B., Akan, D., Klein, M., Chang, T., & Rake, A. The Effects of Rudeness, Experience, and Perspective-taking on Challenging Premature Closure after Pediatric ICU Physicians Receive Hand-off with the Wrong Diagnosis: A Randomized Controlled Simulation Trial. *Diagnosis*. <http://doi.org/10.1515/dx-2020-0083>
- 2019 Riskin, A., Bamberger, P., Erez, A., Foulk, T. A., Cooper, B., Peterfreund, I., Sheps, J., Wilhelm-Kafil, M., Riskin, Y., Riskin-Guez, K., & Bamberger, E. Incivility and Patient Safety: A Longitudinal Study of Rudeness, Protocol Compliance and Adverse Events. *The Joint Commission Journal on Quality and Patient Safety*, 45(5), 358-367. <http://doi.org/10.1016/j.jcjq.2019.02.002>
- 2019 Riskin, A., Bamberger, P., Erez, A., Riskin-Guez, K., Riskin, Y., Sela, R., Foulk, T. A., Cooper, B., Ziv, A., Pessach-Gelblum, L., & Bamberger, E. Expressions of Gratitude and Medical Team Performance. *Pediatrics*, 143(4), e20182043. <https://doi.org/10.1542/peds.2018-2043>

## Articles Under Review

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- 3<sup>rd</sup> round R&R Gale, J. P., Erez, A., Bamberger, P., Foulk, T. A., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. Rudeness and Team Performance: Adverse Effects Via Member Social Value Orientation and Coordinative Team Processes. *Journal of Applied Psychology*.

## Working papers (available upon request)

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Cooper, B., Bamberger, P., Jingqiu, C., Zhou, J., Huang, M., Erez, A., & Ackerman, R. The Impact of Workplace Injury on Return to Work and Post-Return Work Functioning: The Role of Metacognition and Emotion. Target: *Journal of Applied Psychology*.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Target: *Journal of Applied Psychology*.

Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Honesty vs. Benevolence in Difficult Conversations. Target: *Academy of Management Journal*.

Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. The Positive and Negative Consequences of Workplace Teasing. Target: *Academy of Management Journal*.

Erez, A., Gale, J. P., Cooper, B., Porath, C. L., & Rano, G. Overconfident and Hostile: Effects of Overconfidence on Workplace Relationships. *Academy of Management Journal*

Gale, J. P., Foulk, T.A., Erez, A., Kim, R., Krishnan, S., & Cooper, B. From Road to Rage: How Commute Stress Causes Rudeness at Work (and what to do about it). Target: *Journal of Applied Psychology*.

## Chaired Symposia, Conferences and Workshops

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| 2022 | Krueger, K. L., Cooper, B. (Chairs), & Cohen, T. R. New Frontiers in Mentorship Research: Communicating Feedback and Advice. Symposium at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.   |
| 2021 | Cooper, B. & Huppert, E. (Chairs), Cohen, T. R., Effron, D. A., Levine, E. E., Minson, J. A., Scheweitzer, M. E., & Schroeder, J. Roundtable Discussion: Rethinking Research on Honesty Using a New Conceptual Framework. Roundtable panel discussion at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Presentation. |
| 2017 | Schilpzand, P. & Cooper, B. (Chairs). Workplace Incivility: New Frontiers and Research Directions. Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.   |
| 2015 | Berson, Y. & Cooper, B. (Chairs). New Directions in Ethics-Focused Leadership Research: Behaviors, Transmitters, and Qualifiers. Symposium at the 75th Annual Meeting of the Academy of Management, Vancouver, B.C.  |

## Conference Presentations and Activities

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| 2023 | Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. In the Eye of the Beholder: Advancing Feedback Research with a Focus on Perceptions. To be presented at the 83 <sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.  |
| 2023 | Discussant, in Harari, D. Making the Most of It: Being Successful in a Post-Doc and Beyond. To be presented at the 83 <sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.   |
| 2023 | Krueger, K., Fulham, N., Cooper, B., Levine, E.E., Cohen, T. R. Support versus praise: Communicating critical feedback with benevolent honesty. To be presented at the 36 <sup>th</sup> Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece. |

- 2023 Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. Honesty in teams: Incorporating Honesty in After Action Reports. To be presented at the 36th Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece.
- 2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. The Importance of Honest and Benevolent Feedback in the Workplace. Presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- 2022 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations: A Systematic Review and New Conceptual Framework. Presented at the Society for Business Ethics Annual Meeting, Seattle, WA.
- 2022 Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. Teasing in the Workplace. Presented at the 17th Annual Meeting of the Interdisciplinary Network for Group Research (INGRoup), Hamburg, Germany.
- 2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Communicating Feedback Effectively: The Value of Being Both Honest and Kind. Presented at the 35th Annual Meeting of the International Association for Conflict Management, Ottawa, Canada.
- 2021 Discussant, in Harari, D. Making the Most of It: Being Successful in a Post-Doc and Beyond. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2021 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Erez, A., Bamberger, P., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. When Sticks in a Bundle Are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Pounds, T., Erez, A., & Cooper, B. Seeing in believing: The Effect of Rudeness on Perceptions of Negative Perpetrator Attributes. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Gale, J., Erez, A., & Brownlee, A., & Cooper, B. The Worries that Could: How the Combination of Neuroticism and Problem Solving Improves Responses to Rudeness in a Customer Service Context. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2019 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination.

- Presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- 2018 Cooper, B., De Pater, I., Foulk, T. A., & Erez, A. The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- 2018 Cooper, B., Pounds, T., Halevy, N., & Erez, A. An Organizational House of Cards: How Witnessing Rudeness Undermines Intergroup Cooperation. Presented at the 4th Annual Meeting of the Israel Organizational Behavior Conference, Tel-Aviv, Israel.
- 2017 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Does Experiencing Rudeness Trigger Outgroup Hate? The Role of Rudeness as an Accelerator of Intergroup Conflict. Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- 2017 Pounds, T., Cooper, B., & Erez, E. Inducing Out-Group Hate: Rudeness and Intergroup Conflict. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 2016 Cooper, B., Berson, Y., & Erez, A. Not All Rude Behaviors are Alike: The Effects of Perspective Taking on the Rudeness-Aggression Link. Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- 2016 Cooper, B. Analyzing the Nature of Shad Team Leadership: Shifting Along Faultlines. Paper presented at the Teams Research Incubator, Atlanta, GA.

## Teaching Interests

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Negotiation, Ethics and Honesty, Value-based Leadership, Interpersonal Communication, Strategic Human Resources, HR analytics, Advanced Research Methods

## Courses

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### Morgan State University

#### Graduate level

BUAD 656 Essential of Negotiation,  
BUAD 654 Organizational Development,

#### Undergraduate level

MBGU 375 Change Management, 4.60/5 (School avg. 4.27/5)

### Carnegie Mellon University

TEP 70-311 Organizational Behavior, 4.60/5 (School avg. 4.27/5)

## University of Florida

- MAN 3401 Human Resource Management, 4.60/5 (Department avg. 4.26/5)  
MAN 3240 Organizations: Structure and Behavior, 4.62/5 (Department avg. 4.33/5)

## Invited Seminars and Workshops

- Summer Workshop in Advanced Research Methods (SWARM), 5/5  
Coller School of Management, Tel Aviv University, Israel

## Honors and Awards

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- 2019 Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
- 2019 Best Poster in Medical Education category (Winner) and Best Poster in All Categories (Winner), Saban Research Institute 24th Annual Poster Session for Training, Education, Career Planning, & Development (TECPAD), Children's Hospital Los Angeles (CHLA), CA
- 2018 Ph.D. Outstanding Teaching Award, Warrington College of Business
- 2015 Best Symposium Award (Nominated), 75th Annual Meeting of the Academy of Management, Vancouver, B.C.

## Professional and University Service

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- 2022-2023 Fellowship Faculty, Building Research Capacity Fellowship, Association of Departments of Family Medicine (ADFM)
- 2016-2020 Research pool coordinator, Department of Management, University of Florida
- 2015-2020 Lab manager, Department of Management, University of Florida

## Ad Hoc Reviewing

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### Journals

- Organizational Behavior and Human Decision Processes, Journal of Business Ethics, Personality and Psychology Bulletin

### Grants

- John Templeton Foundation (Honesty Project)

## Professional Memberships

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- Academy of Management

International Association for Conflict Management  
Interdisciplinary Network for Group Research