

# 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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Carnegie Mellon University, Tepper School of Business  
2020 – Present 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, Interpersonal communication

## Peer Reviewed Publications

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| Forthcoming | 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. <i>Academy of Management Annals</i> , 17(2).  |
| 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. <i>Journal of Applied Psychology</i> , 107(3), 481-502. <a href="http://doi.org/10.1037/apl0000914">http://doi.org/10.1037/apl0000914</a> |

## 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. When Sticks in a Bundle are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. *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*.
- Cooper, B., De Pater, I. E., Porath, C. L., Foulk, T. A., & Erez, A. The Cycle of Incivility: How Incivility Begets Incivility. Target: *Journal of Applied Psychology*.
- Erez, A., Cooper, B., Gale, J. P., Rano, G., & Porath, C. L. Overconfidence and Task Conflict. Target: *Academy of Management Journal*.
- 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*.
- Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. Honesty in teams: Incorporating Honesty in After Action Reports. Target: *Organization Science*.
- Gale, J. P., Foulk, T.A., Erez, A., Kim, R., Krishnan, S., & Cooper, B. Commutes as a Cause of Workplace Rudeness. Target: *Journal of Applied Psychology*.

## Conference Presentations and Activities

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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.
- 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.
- 2021 Cooper, B. & Huppert, E. (Chairs), Cohen, T. R., Effron, D. A., Levine, E. E., Minson, J. A., Schweitzer, 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.
- 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 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.
- 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 Shared Team Leadership: Shifting Along Faultlines. Paper presented at the Teams Research Incubator, 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.

## Honors and Awards

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- 2019 Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
- 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.

## 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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### 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

## Professional and University Service

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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