

## DEAN BALTIANSKY

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### SUMMARY

I am a behavioral researcher with 9+ of experience. I study how people build, maintain, and lose trust; in one another, their organizations, and society at large. I design experiments, use computational methods, and apply advanced statistical analysis to translate people's intuitive beliefs into applicable insights for practitioners and organizations.

### EDUCATION

<b>Columbia University</b>   PhD, Organizational Behavior	May 2026 (expected)
<b>New York University</b>   MA, Psychology	May 2019
<b>Hebrew University of Jerusalem</b>   BA, Psychology	July 2016

### SKILLS

<b>Quantitative skills</b>	Multi-level modeling, regression, natural language processing, network analysis, longitudinal analysis
<b>Tools &amp; Languages</b>	R, R Markdown, SQL, GitHub, Qualtrics, CloudResearch, Prolific Academic
<b>Research</b>	Experimental design (A/B testing), survey design, writing, communication, collaboration

### RESEARCH EXPERIENCE

*Graduate Student Researcher, Columbia Business School* Sep. 2021 – present

#### **Project: A broken social contract predicts distrust in institutions**

- Collected over 3000 nationally representative qualitative responses about the values of the American constitution.
- Developed a novel computational procedure, using weighted gpt4o word embeddings of qualitative responses, to quantify the subjective experience of a broken social contract and uncovered its relationship with distrust in institutions and anti-establishment sentiment.
- Awarded federal funding for experimental research and showcased insights at academic conferences.

#### **Project: Class-based zero-sum beliefs shape working-class solidarity**

- Developed a novel scale, measuring class-based zero-sum beliefs, and showed its construct, discriminant, and external validity. Over five preregistered studies, with various samples and contexts, showed that this construct informs solidarity and support for policy.
- Conducted longitudinal study, tracking 769 swing voters in the leadup and aftermath of the 2024 Presidential Election.

#### **Project: Competitive worldview is associated with workplace dominance**

- Designed a novel incentive-compatible experimental paradigm by pairing participants to role-play as managers and employees, revealing that managers who believe that the world is a competitive jungle behave more dominantly.
- Isolated the primary mental mechanism of this effect—relationship expectancies of dominant behavior.

*Full-Time Research Assistant, Stanford Social Neuroscience Lab, Stanford University* July 2019 – July 2021

#### **Project: Emotionally positive social networks increase well-being**

- Managed longitudinal sampling of ~2000 college students and tracked their emerging social networks.
- Conducted time-lagged social network analysis, collaborated in cross-functional team of researchers in a multi-million dollar, federally funded, research project.
- Published in peer-reviewed journal (*Emotion*) and presented at academic conference.

#### **Project: Believing that happiness is zero-sum decreases helping behavior**

- Through careful measurement, experimentation, sampling, and analysis, found that beliefs about the nature of happiness matter for social behavior.
- Published theoretical paper about 'market cognition' in peer-reviewed journal (*Current Directions in Psychological Sciences*) and presented empirical paper at academic conferences.

### TEACHING AND MENTORSHIP

#### **Personalized feedback reports for undergrad, MBA, and Executive MBA students**

- Developed infrastructure for intake of 360 survey data; wrote R Markdown automated scripts to produce 20,000+ individualized feedback reports over a three-year span.
- Generated data driven insights through process automation and stakeholder communication.
- Winner of Outstanding Teaching Assistant award.

## Mentorship and service

- Mentored high-school students by overseeing development of research question, literature review, study design, data collection, statistical analysis, manuscript writing, and publication process.

## Teaching

- Served as a teaching assistant in Managerial Negotiations (MBA and Executive MBA), Leadership (MBA), Family Business (Executive MBA) and Social Psychology (undergrad).

## PUBLISHED RESEARCH

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Tamaki, R.\* & Baltiansky, D. (2024). Fitness social media is positively associated with the use of performance-enhancing drugs among young men. *Journal of Emerging Investigators*, 7. <https://doi.org/10.59720/23-083> | [pdf](#) | [osf.io/5zqub/](https://osf.io/5zqub/)

Courtney, A. L., Baltiansky, D., Fang, W., Roshanaei, M., Aybas, Y., Samuels, N., Wetchler, E., Wu, Z., Jackson, M. O., & Zaki, J. (2024). Social microclimates and well-being. *Emotion*, 24(3), 836-846. <https://doi.org/10.1037/emo0001277> | [pdf](#) | [osf.io/gyzjk/](https://osf.io/gyzjk/)

Baltiansky, D., Craig, M. A., & Jost, J. T. (2023). Apples vs. oranges, normative claims, and other things we did not mention: a response to Purser and Harper (2023). *Humor*, 36(1), 151-158. <https://doi.org/10.1515/humor-2022-0133> | [pdf](#)

Zaki, J., Neumann, E., & Baltiansky, D. (2021). Market cognition: How norms of exchange alter social experience. *Current Directions in Psychological Science*, 30(3), 236-241. <https://doi.org/10.1177/0963721421995492> | [pdf](#)

Baltiansky, D., Craig, M. A. & Jost, J. T. (2021). At whose expense? System justification and the appreciation of stereotypical humor targeting high vs. low status groups. *Humor*, 34(3), 375-391. <https://doi.org/10.1515/humor-2020-0041> | [pdf](#) | [osf.io/xr95h/](https://osf.io/xr95h/)

\*high-school student advisee

## MANUSCRIPTS IN PREPARATION AND UNDER REVIEW

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Baltiansky, D. & Ames, D. R. (under review). Dominance through the lens of a competitive worldview: The role of relationship expectancies. [osf.io/rjv3q/](https://osf.io/rjv3q/) | [working paper](#)

Baltiansky, D. & Brown, N. D. (under review). Not all is loss: Class-based zero-sum beliefs foster working-class solidarity and support for redistributive policy. <https://osf.io/abtsg/> | [working paper](#)

Baltiansky, D. & Davidai, S. (submitted). Zero-sum beliefs about taboo transactions. [osf.io/p6xj3/](https://osf.io/p6xj3/) | [working paper](#)

Baltiansky, D. & Ames, D. R. (submitted). Opponent or partner: Do negotiation counterpart labels matter? [osf.io/mdazh/](https://osf.io/mdazh/) | [working paper](#)

Baltiansky, D., Santos, L. R., & Zaki, J. (submitted). Belief in zero-sum happiness: Relationships to prosocial behavior and well-being. [osf.io/phyek/](https://osf.io/phyek/) | [working paper](#)

Baltiansky, D. & Matz, S. (in prep). The socio-political consequences of a broken social contract. [osf.io/t2df4/](https://osf.io/t2df4/)