

DEAN BALTIANSKY

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SUMMARY

I am a behavioral researcher with 9+ years of experience, employing advanced statistical methods and experimental designs to examine the conditions that influence individuals' trust in one another, their organizations, and society as a whole.

EDUCATION

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

SKILLS

Quantitative skills	Multi-level modeling, regression, natural language processing, network analysis, longitudinal analysis
Software	R, R Markdown, Qualtrics, CloudResearch, Prolific Academic
Research	Experimental design (A/B testing), survey design, 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: Negotiators are more competitive with opponents than with partners

- Developed an experimental design to isolate the unique role of opponent-, vs. partner-framing of negotiation counterparts by utilizing real-world scenarios of everyday negotiations.
- Analyzed experimental data with multi-level modeling and found that negotiators are more likely to use competitive tactics with opponents than with partners.
- Research showcased at national academic conferences and informed pedagogy of MBA negotiation classes.

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

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/

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/

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/

*high-school student advisee

MANUSCRIPTS IN PREPARATION AND UNDER REVIEW

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

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

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

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