

DEAN BALTANSKY

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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

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
Tools & Languages	R, R Markdown, SQL, GitHub, Qualtrics, CloudResearch, Prolific Academic
Research	Experimental design (A/B testing), survey design, writing, communication, collaboration

RESEARCH EXPERIENCE

Graduate Student Researcher, Columbia Business School	Sep. 2021 – present
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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
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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/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. (under review). Dominance through the lens of a competitive worldview: The role of relationship expectancies. 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/ | [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/