

Brian C. Gunia

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Academic Position

- Assistant Professor, Johns Hopkins Carey Business School
- Associate Faculty Member, Armstrong Institute, Johns Hopkins School of Medicine

Education

- Ph.D., Management & Organizations, Kellogg School of Management, Northwestern University, 2011.
- M.S., Management & Organizations, Kellogg School of Management, Northwestern University, 2008.
- B.A. (Summa cum Laude), Economics & Finance, Washington University in St. Louis, 2003.
- Oxford Programme for Undergraduate Studies, New College, Oxford University, 2002.
Independent study in international economics.

Articles

- Gunia, B. C., Brett, J. M., & Gelfand, M. J. (in press). The science of culture and negotiation. Current Opinion in Psychology.
- Rousseau, D. M. & Gunia, B. C. (in press). Evidence-based practice. Annual Review of Psychology.
- Gunia, B. C., Sipos, M. L., LoPresti, M., & Adler, A. B. (in press). Sleep leadership in high-risk occupations: An investigation of soldiers on peacekeeping and combat missions. Military Psychology.
- Pascual-Ezama, D., Fosgaard, T. R., Cardenas, J. C., Kujal, P., Veszteg, R., Gil-Gomez de Liano, B., Gunia, B. C., et al. (2015). Context-dependent cheating: Experimental evidence from 16 countries. Journal of Economic Behavior and Organization, 116, 379-386. (Top-10 download on Social Science Research Network).
- Barnes, C., Gunia, B. C., Wagner, D. T. (2015). Sleep and moral awareness. Journal of Sleep Research, 24, 181-188.
- Gunia, B. C. & Murnighan, J. K. (2015). The tell-tale look: Viewing time, preferences, and prices. PLOS ONE. <http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0117137>.
- Gunia, B. C., Barnes, C. M., & Sah, S. (2014). The morality of larks and owls: Unethical behavior depends on chronotype in addition to time-of-day. Psychological Science, 25(12), 2272-2274. (Top-10 download on Social Science Research Network).
- Barnes, C. M., Gunia, B. C., Sah, S. (2014). Morning people are less ethical at night. Harvard Business Review. Online, 6/23/14.

- Gunia, B. C., Brett, J. M., & Nandkeolyar, A. (2014). Trust me, I'm a negotiator: Using cultural universals to negotiate effectively, globally. Organizational Dynamics, 43, 27-36.
- Gunia, B. C., Swaab, R. I., Sivanathan, N. & Galinsky, A. D. (2013). The remarkable robustness of the first-offer effect: Across culture, power, and issues. Personality and Social Psychology Bulletin, 39(12), 1547-1558 (lead article).
- Simon, M., Gunia, B. C., Martin, E. J., Foucar, C. E., Kundu, T., & Emanuel, L. L. (2013). Path toward economic resilience for family caregivers: Mitigating household deprivation and the health care talent shortage at the same time. The Gerontologist, 53(5), 861-873.
- Gelfand, M. J., Brett, J. M., Gunia, B. C., Imai, L., Huang, T. J., & Hsu, B. F. (2013). Toward a culture-by-context perspective on negotiation: Negotiating teams in the U.S. and Taiwan. Journal of Applied Psychology, 98(3), 504-513.
- Gunia, B. C., Wang, L., Huang, L., Wang, J., & Murnighan, J.K. (2012). Contemplation and conversation: Subtle influences on moral decision making. Academy of Management Journal, 55(1), 13-33 (lead article).
- Gunia, B. C., Brett, J. M., & Nandkeolyar, A. (2012). In global negotiations, it's all about trust. Harvard Business Review. December Issue.
- Gunia, B. C., Brett, J. M., Nandkeolyar, A., & Kamdar, D. (2011). Paying a price: Culture, trust, and negotiation consequences. Journal of Applied Psychology, 96(4), 774-789. (Winner of 2013 Best Published Paper Award, International Association of Conflict Management).
- Corgnet, B. & Gunia, B. C. (2010). Did I do that? Group positioning and asymmetry in attributional bias. Negotiation and Conflict Management Research, 3(4), 358-378.
- Thompson, L. L., Wang, J., & Gunia, B. C. (2010). Negotiation. Annual Review of Psychology, 61, 491-515. (Reprinted in Group Processes, J. M. Levine, Ed.).
- Gunia, B. C., Sivanathan, N., & Galinsky, A.D. (2009). Vicarious entrapment: Your sunk costs, my escalation of commitment. Journal of Experimental Social Psychology, 45(6), 1238-1244.
- Cohen, T., Gunia, B. C., Kim, S. Y., & Murnighan, J. K. (2009). Do groups lie more than individuals? Honesty and deception as a function of strategic self-interest. Journal of Experimental Social Psychology, 45(6), 1321-1324.

Conference Proceedings

- Gunia, B. C., Corgnet, B., Hernan-Gonzalez, R. (2014). Surf's up: Reducing internet abuse without demotivating employees. Academy of Management Best Paper Proceedings.
- Gunia, B. C., & Kim, S. Y. (2013). The behavioral benefits of other people's failures. Academy of Management Best Paper Proceedings.
- Gunia, B. C. (2011). The blame-taker's dilemma. Academy of Management Best Paper Proceedings.

Book Chapters

- Sutcliffe, K. M., Gunia, B. C., & Kim, S. (in press). Trust and safety. Routledge Companion to Trust.
- Rousseau, D. M., & Gunia, B. C. (in press). The psychology of evidence-based management and new applications. In A. Kovner & T D'Aunno (Eds.). Evidence-Based Management in Healthcare, 2nd Ed. Chicago: Health Administration Press.
- Teucher, B. M., Brett, J. M., & Gunia, B. C. (2013). Negotiation. In J. Oetzel & S. Ting-Toomey (Eds.). The SAGE Handbook of Conflict Communication: Integrating Theory, Research & Practice, 2nd Ed. Thousand Oaks, CA: Sage.
- Thompson, L. L., Wang, J., & Gunia, B. C. (2013). Negotiation. In J. M. Levine (Ed.), Group Processes (pp. 55-84). New York: Psychology Press. (Reprinted from Annual Review of Psychology.)
- Teucher, B. M., Brett, J. M., & Gunia, B. C. (2009). Culture and negotiation: Three models. In K. Sycara, M. J. Gelfand, & A. Allison (Eds.). Modeling Intercultural Negotiation. Lecture Notes in Computer Science. Springer.

Popular Press Articles

- Gunia, B. C. (2013). Congress flunks negotiation 101. Op-ed in The Baltimore Sun.
- Gunia, B. C. (2012). On the fiscal cliff, neither side should compromise. Op-ed in The Baltimore Sun.
- Gunia, B. C. (2011). The cult of compromise. Washington Business Journal and Baltimore Business Journal.
- Gunia, B. C., Wang, L., Huang, L., Wang, J., & Murnighan, J. K. (2011). How to make people choose right over wrong. Forbes (online).
- Galinsky, A. D., Gunia, B. C., & Sivanathan, N. (2009). The insider succession trap. Forbes (online).
- Gunia, B.C. (2007). When what you know is not enough: Expertise and gender dynamics in task groups. Kellogg Insight.

Teaching Cases

- Securing our Society (2014). Government-focused negotiation case published by the Northwestern University Dispute Resolution Research Center.
- Hexagon Hotel. (2014). Government-focused negotiation case published by the Northwestern University Dispute Resolution Research Center.

Other Publications

- Gunia, B.C. (2003). Examining the short-term impact of capital gains taxation on the U.S. Economy. The Annals of the American Academy of Political and Social Science.
- Gunia, B.C. (2003). Change that works. Deloitte Consulting publication.

- Gunia, B.C. (2003). Talent management point-of-view for the manufacturing industry. Deloitte Consulting publication.

Articles under Review

- Gunia, B. C. & Kim, S. Y. The behavioral benefits of other people's deviance. Under second review at Group Processes & Intergroup Relations.
- Gunia, B. C. & Levine, E. E. Deception as competence: The effect of occupation on ethical judgment and behavior. Under review at Academy of Management Journal.
- Brett, J. M., Gunia, B. C., & Teucher, B. M. Culture and negotiation strategy: Resolving two puzzles through trust, tightness-looseness, and mindset. Under review at Academy of Management Perspectives.
- Sun, X., & Gunia, B. C. Wealth and corporate social responsibility. Under review at Management Science.

Working Papers

- Gunia, B. C., & Shim, S. Falling on the sword: When and why to take blame. Targeted for Organization Science.
- Corgnet, B., Gunia, B. C., & Hernan-Gonzalez, R. Surf's up: The motivational implications of cyberloafing solutions. Targeted for Management Science.
- Kim, S. Y., Gunia, B. C., & Murnighan, J. K. Guilty by cultural association: Cross-cultural differences in vicarious felt responsibility. Targeted for Journal of Management Studies.
- Kim, S.Y., Gunia, B. C., Cohen, T., & Murnighan, J. K. Independence and interdependence: Why men and women see the same economic situation differently.
- Gunia, B. C. & Murnighan, J. K. It's a moral thing: The perception of injunctive and descriptive group norms.
- Benham, A., Benham, L., Gunia, B. C., Jaramillo, M., Shirley, M., & Zylbersztajn, D. Questionnaire on costs of exchange: Registering a new business officially. Ronald Coase Institute Working Paper Series.

Works in Progress

- Gunia, B. C. The bartering mindset in negotiations.
- Gunia, B. C. Negotiation as an accelerant of the patenting process.
- Gunia, B. C., & Helzer, E. The rights-based, interest-based negotiator: Empathy gaps in disputing strategy.
- Gunia, B. C., Wagner, D. T., Barnes, C., & Tsai, M.-H. Sleep and negotiation.
- Gunia, B. C., Adler, A. B., Sutcliffe, K. M., Sipos, M. L., & Bliese, P. D. Sleep leadership and resilience.

- Adler, A. B., Gunia, B. C., Bliese, P. D., Kim, P., & LoPresti, M. Sleep awareness and mental health.
- Gunia, B. C., Brett, J. M., Gelfand, M. J., & Ozturk, E. B. Trust development across cultures.
- Gunia, B. C., & Cao, J. Trust development and dissipation across relationships.
- Gunia, B. C. When and why to take blame in organizations: A review and integration.
- Helzer, E., Phan, P., & Gunia, B. C. Leadership in federal government agencies.

Conference Presentations and Symposia

- Academy of Management Conference. Vancouver. August 2015.
- International Association of Conflict Management Conference. Clearwater Beach, FL. June 2015.
- Technology Transfer Conference 2014. Baltimore. October 2014.
- Academy of Management Conference. Philadelphia. August 2014.
- American Political Science Associational Conference. Washington. August 2014.
- International Association of Conflict Management Conference. Leiden. July 2014.
- Society for Industrial and Organizational Psychology Conference. Honolulu. May 2014.
- Co-chaired symposium at Society for Personality and Social Psychology Conference. Austin. February 2014.
- Academy of Management Conference. Orlando. August 2013.
- International Association of Conflict Management Conference. Tacoma. June 2013.
- Society for Personality and Social Psychology Conference. New Orleans. January 2013.
- Gerontological Society of America Conference, San Diego. November 2012.
- Academy of Management Conference, Boston. August 2012.
- International Association of Conflict Management Conference, Cape Town. July 2012.
- International Leadership Association Conference, London. October 2011.
- Academy of Management Conference, San Antonio. August 2011.
- International Association of Conflict Management Conference, Istanbul. July 2011.
- Society for Personality and Social Psychology Conference, San Antonio. January 2011.
- Academy of Management Conference, Montreal. August 2010.
- International Association of Conflict Management Conference, Boston. June 2010.
- Trans-Atlantic Doctoral Conference, London. May 2010.

- Academy of Management Conference, Chicago. August 2009.
- International Association of Conflict Management Conference, Kyoto. June 2009.
- Trans-Atlantic Doctoral Conference, London. May 2009.
- Society for Judgment and Decision Making Conference, Chicago. November 2008.
- Academy of Management Conference, Anaheim. August 2008.
- International Association of Conflict Management Conference, Chicago. July 2008.
- Fundacion Urrutia Elejalde Summer School on Social Norms, San Sebastian, Spain. July 2008.
- Trans-Atlantic Doctoral Conference, London. May 2008.

Invited Presentations

- University of Maryland. Smith School of Business. College Park, MD. December 2015.
- Naval Postgraduate School. Monterey, CA. December 2015.
- Universidade Católica Portuguesa. Católica Lisbon School of Business & Economics. Lisbon, Portugal. April 2015.
- Chapman University. Economic Science Institute. Orange, CA. November 2014.
- Next Generation of Government Training Summit, Arlington, VA. July 2014.
- Training Officers Consortium. Professional Development Program. Washington. May 2014.
- Training Officers Consortium. Annual Institute. Norfolk. April 2014.
- University of Pennsylvania. The Wharton School. Philadelphia. January 2013.
- New York University. Stern School of Business. New York. December 2012.
- Walter Reed Army Institute of Research. Silver Spring, MD. October 2012.
- Society for Clinical and Translational Science. Washington. April 2012.
- Chapman University. Economic Science Institute. Orange, CA. February 2012.
- Georgetown University McDonough Business School. Washington. January 2012.
- Johns Hopkins University Medical School. Armstrong Institute for Patient Safety and Quality. Baltimore. December 2011.
- Johns Hopkins University. Institute for Applied Economics, Global Health, and the Study of Business Enterprise. Baltimore. December 2011.
- University of Maryland. Psychology Department. College Park, MD. October 2011.

Academic Honors and Awards

- Fellow, Johns Hopkins Institute for Applied Economics, Global Health, and the Study of Business Enterprise. August 2014.

- Best paper proceedings. Academy of Management Conference, Orlando. August 2013.
- Best paper proceedings. Academy of Management Conference, Philadelphia. August 2012.
- Best Published Paper, International Association of Conflict Management Conference, Tacoma. July 2013. Paying a price: Culture, trust, and negotiation consequences (Gunia, Brett, Nandkeolyar, & Kamdar, 2011).
- Winner, Kenneth E. Clark Student Research Award, Center for Creative Leadership and International Leadership Association. August 2011.
- Best Student Paper, Conflict Management Division, Academy of Management Conference, San Antonio. August 2011. The blame-taker's dilemma (Gunia, 2011).
- Finalist, William H. Newman Award. Academy of Management. August 2011.
- Best paper proceedings. Academy of Management Conference, San Antonio. August 2011.
- Best Student Paper, International Association of Conflict Management Conference, Istanbul. July 2011. The blame-taker's dilemma (Gunia, 2011).
- Summa cum Laude, Washington University in St. Louis. 2003.
- Phi Beta Kappa. 2003.

Grants

- Speaker series grant by major nonprofit policy organization: averaging \$10,000 per year, 2011-present.
- Research grants: Dispute Resolution Research Center Grants, Kellogg School of Management, 2007-2015.
- Klein Family Fund Grant for research on civility in healthcare: \$5000, 2014.
- Johns Hopkins PhD Innovation Initiative: \$75000, 2013

Professional Affiliations

- Academy of Management
- International Association of Conflict Management
- Society for Personality and Social Psychology

Professional Service

- Member of Editorial Review Board, [Academy of Management Perspectives](#).
- Founder of Johns Hopkins Business in Government (BIG) Initiative: An effort to form mutually-beneficial research partnerships between Carey Business School and federal government organizations.
- Co-organizer of Johns Hopkins Institute Seminar in Political Economy and Economic History.

- Ad hoc reviewer for Academy of Management Journal, Academy of Management Perspectives, Current Directions in Psychological Science, Journal of Behavioral Decision Making, Journal of Experimental Social Psychology, Journal of Organizational Behavior, Journal of Real Estate Research, Management Science, Negotiation Journal, Negotiation and Conflict Management Research, Organization Science, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin. Ad hoc reviewer for the Academy of Management and International Association of Conflict Management Conferences.

Teaching Interests

- Negotiations, Organizational Behavior, Organizational Problem-Solving, Leadership, and Ethics.

Teaching Honors and Awards

- The Johns Hopkins University Alumni Association Excellence in Teaching Award, 2015.
- Johns Hopkins EMBA Leadership and Management Teaching Award (first recipient), 2013.
- Kellogg Graduate Student Teaching Award, 2009 and 2010.

Teaching Experience

- Johns Hopkins University, Carey Business School
 - Executive MBA, Organizational Behavior: Rating 5/5
 - Executive MBA, Cross-Cultural Negotiations: Average rating 4.94/5
 - MBA, Negotiations: Average rating: 4.80/5
 - MBA, Advanced Business Negotiations: Average rating 4.88/5
 - MBA, Organizational Problem-Solving: Rating 4.41/5
- Northwestern University, Kellogg School of Management
 - MBA, Negotiations: Average rating 9.75/10
 - Supervised undergraduate independent study on Cross-Cultural Negotiations: Rating 10/10
 - Conducted team building workshop in Executive Development Program (unrated)
 - Supervised two undergraduate independent studies on Social Influence: Average rating 10/10

Media Mentions

- 2015
 - Business Insider.
 - Huffington Post.
 - Johns Hopkins Health Review.
 - The New Yorker.
 - The Wall Street Journal.
- 2014
 - Baltimore Business Journal.
 - BBC News.
 - Bloomberg Businessweek.
 - Boston Globe.
 - Business Insider Australia.
 - Cardhub.com.

- Dispute Resolution Magazine.
- Fast Company.
- The Hub, Johns Hopkins University.
- Huffington Post.
- Inc.com.
- National Public Radio.
- NDTV.
- Seattle Post-Intelligencer.
- Smithsonian Magazine.
- The Telegraph.
- The Washington Post.
- Yahoo! Finance
- Zip Trials.
- 2013
 - Baltimore Internet Radio.
 - The Hindu.
 - Men's Health News.
 - The Montreal Gazette.
 - National Defense Magazine.
 - New York Times online.
 - Smithsonian.com.
 - The Times of London.
 - The Wall Street Journal.
 - The Washington Times.
 - WBAL Radio.
- 2012
 - Charlotte Observer.
 - The Economist.
 - Economist Intelligence Unit.
 - The Globe and Mail.
 - Harvard Business Review.
 - I/O at work.
 - Johns Hopkins Magazine.
 - MIT Sloan Management Review.
 - The Wall Street Journal.
- 2011
 - The Baltimore Sun.
 - National Public Radio.
 - Psych Central.
 - SmartBlog on Leadership.
 - Yahoo! News.
- 2009
 - BNET.
 - Boston Globe.
 - Chicago Tribune.
 - The Globe and Mail.
 - Human Resource Executive.

- Los Angeles Times.
- ScienceNOW Daily News.
- Training + Development Magazine.

Negotiations Blog

- Life's negotiable: Research-based strategies for solving life's problems
 - <http://briangunia.com/my-blog-lifes-negotiable/>

Industry Collaborations, Consulting, and Experience

- Research collaboration with United States Patent and Trademark Office. 2014-present.
- Research collaboration with Walter Reed Army Institute of Research. 2013-present.
- Consulting for multiple major federal government agencies (e.g., DoD, Federal Executive Institute, EPA, OPM, Treasury), as well as nonprofit policy organizations and think tanks. 2011-present.
- Deloitte Consulting, Human Capital Consultant, Chicago. 2003-2006.
- The White House, Intergovernmental Affairs Intern, Washington. 2001.