

## **TERRI R. KURTZBERG, PH.D.**

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### **Professor of Management and Global Business Rutgers Business School-Newark and New Brunswick, Rutgers University**

100 Rockafeller Road, Piscataway, NJ 08854

Phone: 848-445-4458 ♦ Fax: 732-445-6987 ♦ E-mail: [tk@business.rutgers.edu](mailto:tk@business.rutgers.edu)

### **EDUCATION AND ACADEMIC POSITIONS**

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#### **Rutgers University, Rutgers Business School, 2002-Present**

Professor I with tenure, 2020-present

Dean's Research Professor, 2022-2025

Associate Professor with tenure, 2008-2020

Assistant Professor, 2002-2008

#### **New York University, Stern School of Business, 2000-2002**

Visiting Assistant Professor

#### **Harvard Business School, 1998-1999**

Visiting Researcher

#### **Northwestern University, Kellogg Graduate School of Management, 1995-2000**

**Ph.D. 2000** in Organization Behavior. Thesis: "Creative styles and teamwork: Effects of coordination and conflict on group outcomes" Advisor: Max Bazerman

**M.S. 1997** in Organization Behavior.

#### **The University of Chicago, 1991-1995**

**B.A. 1995** in Psychology, Phi Beta Kappa

**M.A. 1995** in Education. Thesis: "A study of teacher-child interactions: group versus individual instructional settings"

### **RESEARCH OVERVIEW**

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Primarily examines the effects of online interaction on relationships and outcomes. For example, people have a tendency towards more negative evaluations of peers, more negative reactions to feedback, more lying, and poorer cooperation and rapport when interacting electronically. Recent work explores multitasking behavior and the effects of various screen sizes on relationships, reputations, and outcomes, as well as the influence processes helpful for job candidates with disabilities.

### **MEDIA COVERAGE: 150+ ARTICLES, INTERVIEWS, PODCASTS, WEBSITES (HIGHLIGHTS BELOW)**

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TV News: **WABC Eyewitness News** with Jonathan Milliam, **Chasing News** with Bill Spadea; Radio: Interviews: **BBC World Service**, **CBS radio – Lou Dobbs show**, **Future Tense/American Public Radio**, **NJ101.5**, and **iHeartRadio**; Print: **Fortune magazine**, **New York Times/Science Section**, **New York Times/Real Estate Section**, **New York Times/Personal Business**, **Time Magazine**, **The Wall Street Journal**, **MSN Tech & Gadgets**, **Strategy + Business Magazine**; Web Articles include **CNBC.com**, **CNN.com**, **MSN.com**, **Yahoo News**, **Telegraph UK**, **New York Times**, **The Guardian**, **USNews.com**, **BBC.com**, **Bloomberg**, plus articles in **The Conversation**, **Fortune.com**, **The Star Ledger**  
(complete list of media citations and interviews available upon request)

## BOOK PUBLICATIONS

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- 2022 **Kurtzberg, T. R.** and Ameri, M. (2022). *The 10-second commute: New realities of virtual work*. Santa Barbara, CA: Praeger.
- 2020 **Kurtzberg, T. R.** and Kern, M. (2020). *Negotiating at home: Essential steps for reaching agreement with your kids*. Santa Barbara, CA: Praeger. Reviewed by Kirkus: <https://www.kirkusreviews.com/book-reviews/terri-r-kurtzberg/negotiating-at-home/>
- 2017 **Kurtzberg, T. R.** and Gibbs, J. L. (2017). *Distracted: Staying connected without losing focus*. Santa Barbara, CA: Praeger. Reviewed by CBQ CRITICAL REVIEWS Long Essays Pages 35-44 | Published online: 06 Aug 2018. DOI: 10.1080/10948007.2018.1471870
- 2014 **Kurtzberg, T. R.** (2014). *Virtual teams: Mastering communication and collaboration in the digital age*. Santa Barbara, CA: Praeger.
- 2011 **Kurtzberg, T. R.** and Naquin, C. E. (2011). *The essentials of job negotiations: Proven strategies for getting what you want*. Santa Barbara, CA: Praeger.

## REFEREED PUBLICATIONS

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- 2025 Ameri, M., **Kurtzberg, T. R.**, Schur, L., Colella, A., Adya, M., & Kruse, D. L. (2025). Intersecting biases: Does veteran status overcome disability and gender disadvantages in the employment landscape? *ILR Review*, 0:0.
- 2025 Ameri, M. & **Kurtzberg, T. R.** (2025). The language of inclusion: A randomized trial of how DEI statements influence hiring practices for people with visible and invisible disabilities. *Disability and Health Journal*, 18, 101717. <https://doi.org/10.1016/j.dhjo.2024.101717>
- 2024 **Kurtzberg, T. R.** & Ameri, M. (2024). Balancing acts in hybrid work: Insights from employees with disabilities and managers on flexibility and fairness. *Rutgers Business Review*, 9, 234-239.
- 2024 **Kurtzberg, T. R.** & Ameri, M. (2024). Research: The stigma disabled people face during negotiations. *Harvard Business Review*. <https://hbr.org/2024/11/research-the-stigma-disabled-people-face-during-negotiations>
- 2024 Ameri, M. & **Kurtzberg, T. R.** (2024). How to improve the hiring process for disabled candidates. *Harvard Business Review*. <https://hbr.org/2024/06/how-to-improve-the-hiring-process-for-disabled-candidates>
- 2024 Ameri, M. & **Kurtzberg, T. R.** (2024). Neat gizmo! / That looks scary: Employer reactions to assistive technology. *Journal of Occupational Rehabilitation*, 34, 316-326. doi: 10.1007/s10926-023-10145-z
- 2024 Ameri, M. & **Kurtzberg, T. R.** (2024) Small empires: How equipped are small business owners in hiring people with disabilities? *Journal of Occupational Rehabilitation*, 34, 350-358. doi: 10.1007/s10926-023-10152-0

- 2024 **Kurtzberg, T. R. & Ameri, M.** (2024). Beyond compliance: A randomized trial of DEI statements and subsequent signals for job seekers with disabilities. *Disability and Health Journal*, 17, 101513. doi: 10.1016/j.dhjo.2023.101513. Highlighted by the National Rehabilitation Information Center's [Research in Focus](#).
- 2022 **Kurtzberg, T. R., Naquin, C. E., & Ameri, M.** (2022). Deception by device: Lying behavior on laptops versus cell phones. *International Journal of Conflict Management*, 33, 569-591. doi: 10.1108/IJCMA-10-2021-0157. Highlighted by Emerald Publishing based on quality, topicality, and alignment with responsible management goals.
- 2022 Ameri, M. & **Kurtzberg, T. R.** (15 Feb, 2022). Leveling the playing field through remote work. *MIT Sloan Management Review*, 63, 1-3. <https://sloanreview.mit.edu/article/leveling-the-playing-field-through-remote-work/>
- 2022 Ameri, M. & **Kurtzberg, T. R.** (2022). The disclosure dilemma: requesting accommodations for chronic pain in job interviews. *Journal of Cancer Survivorship: Research and Practice*, 16, 152-164. doi: 10.1007/s11764-021-01142-3
- 2021 Ameri, M., Amoroso, L. M., & **Kurtzberg, T. R.** (2021). Advancing diversity training. *Rutgers Business Review*, 6, 154-160.
- 2021 Ameri, M., **Kurtzberg, T. R.**, Schur, L., & Kruse, D. (2021). Disability and influence in job interviews. *International Journal of Conflict Management*, 32, 266-291. doi: 10.1108/IJCMA-04-2020-0070
- 2020 Kern, M. C. & **Kurtzberg, T. R.** (29 May, 2020). How to negotiate...with your kids. *Harvard Business Review* ([hbr.org](https://hbr.org)). <https://hbr.org/2020/05/how-to-negotiate-with-your-kids>. Reprinted in *Getting It All Done*, Harvard Business Review Press, and *Communicate Better with Everyone*, in the Working Parents series at Harvard Business Review Press.
- 2020 Levin, D. Z. & **Kurtzberg, T. R.** (27 May, 2020). Sustaining employee networks and relationships in the virtual workplace. *Sloan Management Review*, Summer 2020, 61(4), 13-15. <https://sloanreview.mit.edu/article/sustaining-employee-networks-in-the-virtual-workplace/>
- 2019 Kang, S. H. & **Kurtzberg, T. R.** (2019). Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Journal of Behavioral Addictions* 8(3), 395–403. doi: 10.1556/2006.8.2019.21. <https://akademai.com/doi/full/10.1556/2006.8.2019.21>; selected for inclusion in the *Academy of Management Proceedings*, 2019, <https://doi.org/10.5465/AMBPP.2019.10664abstract>.
- 2018 **Kurtzberg, T. R.**, Kang, S. H., and Naquin, C. E. (2018). The effect of screen size and e-communication richness on negotiation performance. *Group Decision and Negotiation*, 27(4), 573-592. DOI: 10.1007/s10726-018-9574-x; abstract included in the “Research Insights” column for the *Dispute Resolution Magazine*, winter 2019 (the publication of the Dispute Resolution section of the American Bar Association, with 9000 subscribers in print and electronic distribution to another 7000-9000 law students each year).
- 2017 Naquin, C. E. and **Kurtzberg, T. R.** (2017). Leadership selection and cooperative behavior in social dilemmas: An empirical exploration of assigned versus group-chosen leadership. *Negotiation and Conflict Management Research*, 11(1), 29-52. DOI: 10.1111/ncmr.12114. *Paper in the top 10 most frequently downloaded articles for 2018 for this journal, with 425 downloads.*

- 2016 Naquin, C. E., **Kurtzberg, T. R.**, and Lewin, L. (2016). High tech versus high touch: Comparing electronic and hard copy gift cards. *Cornell Hospitality Quarterly*, 1-6. [cxq.sagepub.com](http://cqx.sagepub.com). DOI: 10.1177/1938965516643755.
- 2015 Naquin, C. E., **Kurtzberg, T. R.**, and Krishnan, A. (2015). Fairness judgments and counterfactual thinking: Pricing goods versus services. *International Journal of Organizational Analysis*, 23, 174-190. doi: 10.1108/IJOA-03-2013-0645
- 2014 **Kurtzberg, T. R.**, Naquin, C. E., and Krishnan, A. (2014). The curse of the smartphone: Electronic multitasking in negotiations. *Negotiation Journal*, 30, 191-208. doi: 10.1111/nejo.12055
- 2013 Belkin, L., **Kurtzberg, T. R.**, and Naquin, C. E. (2013). Signaling dominance through affective displays in online negotiations: When anger helps and happiness hurts. *Negotiation and Conflict Management Research*, 6, 285-304. Also described in the Dispute Resolution magazine, which reaches 9000 subscribers + 9000 law students.
- 2013 Chen, C., Belkin, L., McNamee, R., and **Kurtzberg, T. R.** (2013). Charisma attribution during organizational change: the importance of followers' emotions and concern for well-being. *Journal of Applied Social Psychology*, 43, 1136-1158.
- 2010 Naquin, C. E., **Kurtzberg, T. R.**, and Belkin, L. Y. (2010). The finer points of lying online: E-mail versus pen-and-paper. *Journal of Applied Psychology*, 95, 387-394. doi: 10.1037/a0018627
- 2010 Levin, D. Z., **Kurtzberg, T. R.**, Phillips, K. W., and Lount, R. B. (2010). The role of affect in knowledge transfer. *Group Dynamics: Theory, Research, and Practice*, 14, 123-142. doi: 10.1037/a0017317
- 2010 **Kurtzberg, T. R.** and Naquin, C. E. (2010). Electronic signatures and interpersonal trustworthiness in online negotiations. *Negotiation and Conflict Management Research*, 3, 49-63. doi: 10.1111/j.1750-4716.2009.00049.x
- 2009 **Kurtzberg, T. R.**, Naquin, C. E., and Belkin, L. Y. (2009). Humor as a relationship-building tool in online negotiations, *International Journal of Conflict Management*, 20, 377-397.
- 2009 Naquin, C. E. and **Kurtzberg, T. R.** (2009). Team negotiation and perceptions of trust: The whole versus the sum of the parts. *Group Dynamics: Theory, Research, and Practice*, 13, 133-150.
- 2008 Naquin, C. E., **Kurtzberg, T. R.**, and Belkin, L. (2008). E-mail communication and group cooperation in mixed motive contexts. *Social Justice Research*, 21, 470-489. doi: 10.1007/s11211-008-0084-x
- 2006 **Kurtzberg, T. R.**, Belkin, L., and Naquin, C. E. (2006). The effect of e-mail on attitudes towards performance feedback. *International Journal of Organizational Analysis*, 14, 4-21. doi: 10.1108/10553180610739722
- 2005 **Kurtzberg, T. R.**, Naquin, C. E., and Belkin, L. Y. (2005). Electronic performance appraisals: The effects of e-mail communication on peer ratings in actual and simulated environments. *Organizational Behavior and Human Decision Processes*, 98, 216-226. doi:10.1016/j.obhdp.2005.07.001.

- 2005 **Kurtzberg, T. R.** and Mueller, J. S. (2005). The influence of daily conflict on perceptions of creativity: A longitudinal study. *International Journal of Conflict Management*, 16, 335-353.
- 2005 **Kurtzberg, T. R.**, Dunn-Jensen, L., & Matsibekker, C. (2005). Multi-party e-negotiations: Agents, alliances, and negotiation success. *International Journal of Conflict Management*, 16, 245-264.
- 2005 **Kurtzberg, T. R.** (2005). Feeling creative, being creative: An empirical study of diversity and creativity in teams. *Creativity Research Journal*, 17, 51-65.
- 2004 Naquin, C. E. and **Kurtzberg, T. R.** (2004). Human reactions to technological failure: How accidents rooted in technology vs. human error influence judgments of organizational accountability. *Organizational Behavior and Human Decision Processes*, 93, 129-141.
- 2002 Morris, M. W., Nadler, J., **Kurtzberg, T. R.**, & Thompson, L. L. (2002). Schmooze or lose: Social friction and lubrication in e-mail negotiations. *Group Dynamics*, 6, 89-100.
- 2001 **Kurtzberg, T. R.** & Amabile, T. M. (2001). From Guilford to creative synergy: Opening the black box of team-level creativity. *Creativity Research Journal*, 13, 285-294.
- 2000 Darr, E. D., & **Kurtzberg, T. R.** (2000). An investigation of partner similarity dimensions on knowledge transfer. *Organizational Behavior and Human Decision Processes*, 82, 28-44.
- 2000 **Kurtzberg, T. R.** & Medvec, V.H. (2000). Can we negotiate and still be friends? *Negotiation Journal*, 15, 355-361.
- 2000 Kurtzberg, R. L., **Kurtzberg, T. R.**, & McGannon, M. (2000). Bringing Shakespeare to middle school students. *Middle School Journal*, Sept., 5-12.
- 1999 Moore, D., **Kurtzberg, T.**, Thompson, L., & Morris, M. (1999). Long and short routes to success in electronically mediated negotiations: Group affiliations and good vibrations. *Organizational Behavior and Human Decision Processes*, 77, 22-43.
- 1999 Moore, D., **Kurtzberg, T.**, Fox, C. & Bazerman, M. (1999). Positive illusions and forecasting errors in mutual fund investment decisions. *Organizational Behavior and Human Decision Processes*, 79, 95-114.
- 1998 **Kurtzberg, T.** (1998). Creative thinking, cognitive aptitude, and integrative joint gain: A study of negotiator creativity. *Creativity Research Journal*, 11, 283-293.

#### NON-REFEREED PUBLICATIONS

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##### *Online Articles and Blog Posts:*

Kern, M. C. & **Kurtzberg, T. R.** (7/31/24). Rethinking student engagement. *Inside Higher Ed.* <https://www.insidehighered.com/opinion/views/2024/07/31/rethinking-what-we-mean-student-engagement-opinion>

**Kurtzberg, T. R.**, and Ameri, M. (5/30/23). [The return-to-office wars could end in a stalemate as we all reach the same conclusion about what the flexible future of work means](#). *Fortune.com*. Reprinted in Rutgers Business School Impact Report, Fall 2023.

**Kurtzberg, T. R.,** Naquin, C. E., & Ameri, M. (9/14/22). [Lies are more common on laptops than on phones – how devices may shape our behavior when bargaining with strangers](#). *The Conversation*. Reprinted in *Fast Company*. Reprinted in Rutgers Business School Impact Report, Winter 2023.

**Kurtzberg, T. R. & Kern, M. C.** (9/12/2020). [Here's why you should negotiate with your kids](#). *nj.com/The Star Ledger*.

**Kern, M. C. & Kurtzberg, T. R.** (6/3/20). 4 steps to negotiating with your kids—and minimizing conflict. *Working Mother*. <https://www.workingmother.com/how-to-negotiate-with-kids>

**Kurtzberg, T. R.** (11/26/19). [How to tell if your digital addiction is ruining your life](#). *The Conversation*. (Article has more than 90,000 reads as of 6/20)

**Kurtzberg, T. R. & Gibbs, J. L.** (12/6/17). [The multitasking way of life](#). *The Glass Hammer*.

**Kurtzberg, T. R. & Gibbs, J. L.** (8/30/17). [Creating effective digital habits for yourself and your company](#). *Young Upstarts*.

**Gibbs, J. L. & Kurtzberg, T. R.** (6/20/17). [Science says our constant connectivity is hurting productivity. Here's how to fix it](#). *Entrepreneur.com*.

**Kurtzberg, T. R. & Gibbs, J. L.** (5/25/17). [The new normal of relationship overload](#). *Thrive Global*.

#### *Book Chapters:*

**Belkin, L.Y. & Kurtzberg, T.** (2013). Affective displays in e-mail communication: Evidence from the lab and the field. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Härtel (Eds.), *Research on Emotions in Organizations* (Vol. 9) pp. 279-308. Amsterdam: Elsevier.

**Chen, C.C., Belkin, L.Y., & Kurtzberg, T.R.** (2006). Organizational change, member emotion, and construction of charismatic leadership. In Shamir, B., Pillai, R., Bligh, M., & Uhl-Bien, M. (eds.) *Follower-centered perspectives on Leadership: A tribute to the memory of James R. Meindl*, Greenwich, CT: Information age Publishing.

**Milliken, F. J., Bartel, C. A., & Kurtzberg, T. R.** (2001). Diversity and creativity in work groups: A dynamic perspective on the affective and cognitive processes that link diversity and performance. In P. Paulus and B. Nijstad (Eds.), *Group Creativity*. Oxford University Press.

**Kurtzberg, T., Moore, D., Valley, K., & Bazerman, M.** (1999). Agents in negotiations: Toward testable propositions. In L. Susskind, R. Mnookin, & P. Foster, (Eds.), *Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians, and everybody else*. Thousand Oaks, CA: Sage.

#### **WORKING PAPERS AND PROJECTS**

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Ameri, M., Kurtzberg, T. R., and Foster-Gimbel, O. Navigating authenticity: the paradox of being open about stigmatized disabilities in the workplace. *Data collection in progress*.

Van Zant, A., Sheldon, O., & Kurtzberg, T. R. Is “backlash” still a thing? Effects of confidence displays for female job candidates. Targeted for *Nature*.

#### REFEREED PRESENTATIONS

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- 2024 Ameri, M., Kurtzberg, T. R., Colella, A., Schur, L., Kruse, D., & Adya, M. (August 2024). Intersecting biases: Does veteran status overcome disability and gender disadvantages in employment. *Presenting at the 84th Annual Meeting of the Academy of Management*. (Presenter: Mason Ameri)
- 2023 Ameri, M. & Kurtzberg, T. R. (August 2023). Small empires: How equipped are small business owners to hire people with disabilities? *Presenting at the 83rd Annual Meeting of the Academy of Management*. (Presenter: Mason Ameri)
- 2023 Ameri, M. & Kurtzberg, T. R. (August 2023). Neat gizmo!/that looks scary: Employer reactions to assistive technology. *Presenting at the 83rd Annual Meeting of the Academy of Management*. (Presenter: Mason Ameri)
- 2022 Ameri, M., Kurtzberg, T. R., & Robinson, J. (June 2022). Small Empires: How Equipped are Small Business Owners in Hiring People with Disabilities? *Presented at the 2022 Labor and Employment Relations Association 75th Annual Meeting*. (Presenter: Mason Ameri)
- 2021 Ameri, M. & Kurtzberg, T. R. (2021). The disclosure dilemma: Requesting accommodations for chronic pain in job interviews. *Presented at the International Association for Conflict Management conference (online), July 2021*. (Presenter: Terri Kurtzberg)
- 2020 Kurtzberg, T. R., Naquin, C. E., & Ameri, M. (2020). Deception by device: Lying behavior on laptops versus cell phones. *Presented at the International Association for Conflict Management conference (online), July 2020*. (Presenter: Terri Kurtzberg)
- 2020 Ameri, M., Kurtzberg, T. R., Schur, L., & Kruse, D. (2020). Disability and influence in job interviews. *Presented at the International Association for Conflict Management conference (online), July 2020*. (Presenter: Terri Kurtzberg)
- 2019 Kang, S. H. & Kurtzberg, T. R. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Presented at the Academy of Management Conference, Boston, MA, August 2019*. (Presenter: Terri Kurtzberg)
- 2017 Kurtzberg, T. R., Kang, S. H., and Naquin, C. E. The effect of screen size and e-communication richness on negotiation performance. *Presented at the Academy of Management Conference, Atlanta, GA, August 2017*. (Presenter: Sanghoon Kang)
- 2014 Kurtzberg, T. R., Naquin, C. E., and Krishnan, A. Pricing and satisfaction: The goods-versus-services distinction. *Presented at the Academy of Management Conference, Philadelphia, PA, August 2014*. (Presenters: Charles Naquin and Terri Kurtzberg)
- 2012 Krishnan, A., Kurtzberg, T. R., and Naquin, C. E. The curse of the smartphone: Electronic multitasking in negotiations. *Presented at the Academy of Management Conference, Boston, MA, August, 2012*. (Presenters: Aparna Krishnan and Charles Naquin)



- 2012 Belkin, L., Kurtzberg, T. R., and Naquin, C. E. Emotional displays in online negotiations: When anger helps and happiness hurts. *Presented at the Academy of Management Conference, Boston, MA, August, 2012. (Presenters: Liuba Belkin and Charles Naquin)*
- 2009 Belkin, L., Kurtzberg, T. R., and Naquin, C. E. The effects of emotion on e-negotiations. *Presented at the Academy of Management Conference, Chicago, IL, August, 2009. (Presenters: Liuba Belkin, Terri Kurtzberg and Charles Naquin)*
- 2009 Naquin, C. E. and Kurtzberg, T. R. Signing off in e-mail negotiations: The subtle but significant effect of company disclaimer notices. *Presented at the Academy of Management Conference, Chicago, IL, August, 2009. (Presenters: Terri Kurtzberg and Charles Naquin)*
- 2008 Naquin, C. E., Kurtzberg, T. R., and Belkin, L. Y. Dishonesty and deceit in online negotiations. *Presented at the Academy of Management Conference, Anaheim, CA, August, 2008. (Presenters: Liuba Belkin and Charles Naquin)*
- 2007 Belkin, L., McNamee, R., Chen, C., and Kurtzberg, T. R. Emotion and leadership charisma attribution. *Presented at the Academy of Management Conference, Philadelphia, August 2007. (Presenter: Liuba Belkin)*
- 2007 Naquin, C. E. and Kurtzberg, T. R. The whole versus the sum of the parts: Trust differences in individual and collective team evaluations. *Presented at the Academy of Management Conference, Philadelphia, August 2007. (Presenters: Terri Kurtzberg and Charles Naquin)*
- 2006 Belkin, L., Kurtzberg, T. R., and Naquin, C.E. The effects of emotion on e-negotiations. *Presented at the International Association for Conflict Management Conference, Montreal, CA, June 2006. (Presenters: Terri Kurtzberg and Liuba Belkin)*
- 2006 Mueller, J. S. and Kurtzberg, T. R. The positive side of relationship conflict: How relational theory explains the positive benefits of conflict in organizations. *Presented at the Qualitative Data Conference at the University of California, Davis, March 2006. (Presenter: Jennifer Mueller)*
- 2005 Levin, D. Z., Kurtzberg, T. R., and Phillips, K. W. The role of mood in knowledge transfer and learning. *Presented at the Academy of Management Conference, Honolulu, August, 2005. (Presenter: Daniel Levin)*
- 2005 Belkin, L., Naquin, C. E. and Kurtzberg, T. R. Online communication and social dilemmas: How media influence trust, cooperation, and fairness. *Presented at the Academy of Management Conference, Honolulu, August, 2005. (Presenter: Liuba Belkin)*
- 2004 Kurtzberg, T. R., Belkin, L., and Naquin, C. E. Communication, feedback, and information technology: Different actions on and different reactions to feedback via differing communication media. *Presented at the Academy of Management Conference New Orleans, August 2004. (Presenters: Terri Kurtzberg, Liuba Belkin, and Charles Naquin)*
- 2003 Kurtzberg, T. R., Dunn-Jensen, L., & Matsibekker, C. Getting the deal done: A study of principal and agent alliances in virtual negotiating teams. *Presented at the Academy of Management Conference, Seattle, August 2003. (Presenter: Terri Kurtzberg)*
- 2001 Kurtzberg, T. R. (June, 2001). Where there's teams, there's conflict: An empirical examination of daily conflict in organizational work teams and the effects on creative



- output. *Presented at the International Association for Conflict Management, Cergy, France. (Presenter: Terri Kurtzberg)*
- 1999 Nadler, J., Kurtzberg, T. R., Morris, M. W., & Thompson, L. L. (June, 1999). Getting to know you: The effects of relationship-building and expectations on e-mail negotiations. *Presented at the International Association for Conflict Management, San Sebastian, Spain. (Presenters: Terri Kurtzberg and Janice Nadler)*
- 1999 Kurtzberg, R. L. & Kurtzberg, T. R. (July, 1999). Thinking through Shakespeare. *Presented to the 8<sup>th</sup> International Conference on Thinking, Edmonton, Alberta Canada. (Presenters: Terri Kurtzberg and Richard Kurtzberg)*
- 1998 Moore, D.A., Kurtzberg, T. R., Thompson, L. L., & Morris, M. W. (October, 1998). The long and short routes to success in electronically-mediated negotiations: Group affiliations and good vibrations. *Presented at the Society for Experimental Social Psychology, Lexington, KY. (Presenter: Leigh Thompson)*
- 1998 Darr, E. D. & Kurtzberg, T. R. (June, 1998). The effects of partner similarity on knowledge transfer. *Presented at the Carnegie Mellon University Conference on Knowledge Transfer. (Presenter: Eric Darr)*

#### CONFERENCE PROCEEDINGS

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- 2024 Ameri, M., Kurtzberg, T. R., Colella, A., Schur, L., Kruse, D., & Adya, M. Intersecting biases: Does veteran status overcome disability and gender disadvantages in employment. In *Proceedings Academy of Management, 2024.*
- 2023 Ameri, M., Kurtzberg, T. R., et al. Accommodation woes: Employer perspectives on disability access. In *Proceedings of the Academy of Management, 2023.*
- 2023 Kovacheff, C., Dwertmann, D. J. G., et al. Navigating stigmatized identities in the workplace. In *Proceedings of the Academy of Management, 2023.*
- 2022 Baldrige, D. C., Kulkarni, M., et al. Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses. In *Proceedings of the Academy of Management, 2022.*
- 2019 Kang, S. H. & Kurtzberg, T. R. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. In *Proceedings of the Academy of Management Proceedings, 2019.*
- 2019 Baldrige, D. C., Kulkarni, M., et al. Advances in disability research: Toward greater understanding of inclusive organizations. In *Proceeding of the Academy of Management, 2019.*
- 2014 Naquin, C. E., Kurtzberg, T. R., and Krishnan, A. Fairness judgments and counterfactual thinking: Pricing goods versus services. In *Proceeding of the Academy of Management, 2014.*

- 2013 Chen, C., Belkin, L., McNamee, R., and Kurtzberg, T. R. Charisma attribution during organizational change: the importance of followers' emotions and concern for well-being. In Proceedings of the Academy of Management, 2007.

#### **INVITED PRESENTATIONS AND SEMINARS**

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Invited Panelist on Job Negotiations for Rutgers University SHRM/POWER, April 2022

Invited Speaker for the Rutgers Business School Center for Women in Business Board Meeting, November 2021

Invited Panelist on Pay Equity & The Art of Negotiation for BioNJ Conference on Inspiring Women in Stem, December 2020

Invited Speaker for Webinar with Croda International on Virtual Influence, December 2020

Invited Speaker for Speechworks Webinar on Managing Virtual Teams, November 2020

Invited Speaker for the Rutgers Business School Lunch & Learn Virtual Webinar Series, April 2020

Invited Lecturer for the Pharm Fellows program at the Rutgers School of Pharmacy, July 2021, January 2018, and September 2018

Invited Guest Speaker, SAP AG, EMEA region webinar on Successful Virtual Teams, April, 2013

Invited Guest Speaker, Rutgers Business School Advisory Board, September, 2012

Invited Guest Speaker, Faculty Research Seminars:

Rutgers Business School, Management and Global Business Department Research Day, March 2017

Rutgers Business School, Management and Global Business Department, March, 2004

Indiana University, Kelley School of Business, December, 2002

Rutgers University, Rutgers Business School, November, 2002

New York University, Stern School of Business, January 2001

Yale University, School of Management, January 2001

University of Maryland, Robert H. Smith School of Business, November, 2000

Cornell University, Johnson Graduate School of Management, January, 2000

McGill University, Management, January, 2000

Emory University, Goizueta School of Business, January, 2000

Invited Guest Speaker, PhD Seminars:

Influence, Persuasion, and Attention lecture for the Communicating Science interdisciplinary PhD seminar in the Rutgers Graduate School of Biomedical Sciences, April 2017

Virtual Teams Research, Kellogg School of Management Northwestern, March 2015

Research Methodology, RBS, Lecture on Experimental Design, March 2009 & 2010

Research Methodology (Contributed content on Experimental Design), RBS, Feb 2007

Management of Innovation and Technology, Rutgers Business School, February 2003  
 Organizational Behavior, Rutgers Business School, November 2002  
 Organizational Behavior, Stern School of Management, NYU, April 2002  
 Industrial and Organizational Psychology, New York University, February 2002

## RESEARCH AWARDS AND HONORS

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- 2021 Research Fellow, Rutgers Business School Center for Women in Business
- 2019 Kang, S. H. & Kurtzberg, T. R. Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks. *Selected for inclusion in the Academy of Management Meeting Briefs, 2019.*
- 2014 Kurtzberg, T. R., Naquin, C. N., and Krishnan, A. Pricing and satisfaction: The goods-versus-services distinction. *Best Papers Proceedings from the Academy of Management meetings.*
- 2013 The Chesed Faculty Award for Innovative Research at Rutgers Business School
- 2008 Naquin, C. E., Kurtzberg, T. R., and Belkin, L. Y. Dishonesty and deceit in online negotiations. *Manuscript selected for press release by the Academy of Management.*
- 2007 Belkin, L., McNamee, R., Chen, C., and Kurtzberg, T. R. Emotion and Leadership Charisma Attribution. *Best Papers Proceedings from the Academy of Management meetings.*
- 2006 Rutgers Business School Untenured Faculty Research Award
- 2001 American Psychological Association—Group Psychology and Group Psychotherapy Division Dissertation Award Finalist

## GRANTS

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- 2024 Rutgers Business School, Center for Women in Business (\$1400)
- 2021 US Department of Health and Human Services, Rehabilitation Research and Training Center (RRTC) on Interventions to Promote Community Living Among People with Disabilities (Co-PI; \$4.3M)
- 2021 Rutgers Business School, Center for Women in Business (\$8000); Research Fellowship
- 2020 Negotiation and Teams Resource Institute (\$8472)
- 2020 Rutgers University Research Resource Council (\$2000)
- 2007 Rutgers Business School Resource Committee Grant (\$3250)
- 2006 Rutgers Business School Technology Management Resource Center (\$3000)
- 2005 Rutgers Business School, Resource Committee Grant (\$3500)
- 2004 Rutgers Business School, Resource Committee Grant (\$3500)
- 2003 Rutgers Business School, Resource Committee Grant (\$4000)
- 1999 Kellogg Team and Groups Center Grant Recipient (\$2500)
- 1996 Dispute Resolution Research Center Grant Recipient (\$5000)
- 1995 Northwestern University Graduate Fellowship (\$11,000 Stipend + Tuition Waiver)

## TEACHING EXPERIENCE

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### *Rutgers Business School, Newark and New Brunswick, Rutgers University*

- ◆ Negotiations-EMBA, MBA and Undergraduate levels
- ◆ Virtual Teams Module-EMBA, SMLR programs including NextGen HR
- ◆ Organizational Behavior-IEMBA (independent studies), EMBA, MBA and Undergraduate levels
- ◆ Principles of Management-Undergraduate level
- ◆ Management Skills-Undergraduate level
- ◆ Average Instructor Rating for all courses (3-yr): 4.8 / 5.0
- ◆ Mentor to others (senior and junior faculty, PhD students, NTT Instructors and Part-time Lecturers) on teaching-related issues including course design, grading practices, delivery, interactions with students, assessment and grading methods, and session management, including extensive TEDx talk prep and coaching for Mason Ameri

### *Stern School of Business, New York University*

- ◆ Conflict and Negotiations. MBA-level 2000-2002, 5 sections.  
Instructor rating Fall 2000 of 6.9 / 7.0 – Highest rated professor at the Stern School of Business
- ◆ Management and Organizational Analysis – Undergraduate-level. Fall 2001, Spring 2002, 3 sections-Instructor rating 6.6 / 7.0

### *Kellogg Graduate School of Management, Northwestern University*

- ◆ Negotiations. MBA-level. Summer and Fall 1999, 2 sections
- ◆ Negotiations and Organization Behavior. Teaching Assistantships, 1995-98 for MBA and Executive level courses

### *Harvard Business School*

- ◆ Entrepreneurship, Creativity, and Organization. Teaching Assistantship for Prof. Teresa Amabile, 1998

## TEACHING AWARDS AND RECOGNITION

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### **National Level:**

- 2021 “Top 50 Best Undergraduate Business School Professors of 2021” for Poets & Quants  
2020 “Favorite Professors of the Executive MBA Class of 2020” for Poets & Quants

### **Rutgers University Level:**

- 2025 Excellence in Online Teaching Award—Honorable Mention  
2016 Warren I. Susman Award for Excellence in Teaching at Rutgers University

### **Rutgers Business School Level:**

- 2024 Rutgers Business School Dean’s Teaching Innovation Award  
2021 Rutgers Business School Dean’s Meritorious Award for Teaching  
2020 Rutgers Business School Innovation Challenge Award for Restructuring Class Delivery Concept

- 2014 Rutgers Business School Dean's Meritorious Award for Teaching
- 2007 Thomas H. Mott Teaching Award for undergraduate education in Rutgers Business School, New Brunswick campus
- 2004 Rutgers Business School Paul J. Nadler Untenured Faculty Teaching Award

#### TEACHING CASE PUBLICATIONS

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- 2023 "EverGreen-FlexFacturing" Case for Negotiations, Dispute Resolution Research Center, Kellogg/Northwestern
- 2023 "Chief Mom Officer (CMO)" Case for Negotiations (with Oliver Sheldon and Mason Ameri), Dispute Resolution Research Center, Kellogg/Northwestern

#### SERVICE

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*Rutgers Business School (RBS) / Management and Global Business (MGB) Department / Rutgers University (RU) Service*

- RBS Advisory Committee on NTT Sabbatical Standards, 2025
- RU Search committee member for SMLR Dean, 2023-2024
- RU Member of the Provost/Chancellor's Task Force Discovery Advantage, Curriculum Stream, Learning Goals Subcommittee, 2022-2024
- RBS Chair, Committee to propose NTT Teaching Professor track, 2024
- RBS Member of committee to redesign NTT promotion criteria, 2021-2022
- RU Member of the Provost/Chancellor's Task Force for Academic Master Plan Steering Committee for Undergraduate Education, 2021
- RU Member of A&P Committee for the School of Management and Labor Relations for multiple cases, 2019-2021
- RU Future of Work Committee—Assistance with Survey Development
- MGB Committee on departmental grading policy, 2020-present
- MGB Presentation to MGB Faculty on Effective Grading Practices, 5/14/21
- MGB Presentation to NTT Faculty on Reappointment and Promotion Procedures, 5/19/21
- RU Curriculum Review Committee for Rutgers University – New Brunswick, RBS rep Spring 2021
- MGB Committee on Diversity and Inclusion Curriculum Update, 2020
- MGB Course Development for Leading in the Digital World, 2020
- MGB Review Committee on Faculty Compensation Awards, 2010, 2020
- RBS Online MBA Program Development Committee, 2019-2020
- RBS Online Teaching Incentive Committee, 2019-2020
- RBS Teaching Methods and Innovations Committee, 2019
- RBS Academic Standing Committee in New Brunswick, 2017-present
- RBS New Brunswick Levin Building Design Committee, 2020
- RBS New Brunswick Undergraduate Policy Committee, 2012-2015; 2019-2021; Chair, 2021-2022
- MGB Course Coordinator for Negotiations, 2014-present, including creating course for the Honors Living and Learning Community (HLLC) in Newark

MGB Co-Course Coordinator for Effective Leadership Communications, 2016-present  
 MGB Course Coordinator for MBA Organizational Behavior, including entire course redesign and standardization, 2018-2019  
 MGB Chair, Non-Tenure Track Faculty Evaluation Committee, 2015-present, including work defining promotion criteria  
 MGB Teaching Evaluation Committee, 2018-present  
 MGB Chair, MBA Grade Reform Committee, 2017-present  
 MGB Reading Committee on PhD Qualifying Exams, 2010-2015, 2017-2019  
 MGB New Brunswick Faculty Chair for Departmental Honors recipients 2012-present  
 MGB Chair, Undergraduate Curriculum Reform Committee, 2015-2017  
 RBS Chair, Nominating Committee, 2014-2015, Member 2015-2016  
 MGB Faculty Recruiting Committee, 2002-2003; 2003-2004 (Chair); 2008-2009 (Chair); 2010-2011 (Chair); 2015-2016; 2016-2017  
 MGB New Brunswick office enhancement project, 2016-2017  
 RBS Task Force on Creating a Specialty MBA Program in NYC, 2014  
 RBS Task Force on Improving Undergraduate Rankings, 2014  
 RBS Task Force on Reducing Teaching Loads for Faculty, 2014  
 MGB Org. Behavior MBA-level Challenge Exam, 2013-2015  
 RBS Task Force on Teaching Large Class Sections, 2012-2013  
 RBS Task Force to review and revise the Rutgers Business School Mission Statement, 2012  
 RBS Research Presentation to Rutgers Business School Advisory Board, September 2012  
 MGB New Brunswick Undergraduate Degree Certification, 2012-2014  
 MGB Coordinator for Undergraduate Recruiting Events, New Brunswick, 2011-2012  
 MGB Course Design for Management Skills course, 2010-2011  
 MGB Curriculum Review for department courses: OB, Principles of Mgmt, HR, 2007-2009  
 MGB Curriculum and Textbook Review for Principles of Mgmt, 2008-2009  
 MGB Committee on Grading Inflation, 2010  
 MGB Senior Faculty Mentor to Assistant Professor Olivia Foster-Gimbel, 2024-present  
 MGB Senior Faculty Mentor to Assistant Professor Alex Van Zant, 2017-present  
 MGB Senior Faculty Mentor to Assistant Professor Danni Wang, 2016-present  
 MGB Senior Faculty Mentor to Assistant Professor of Professional Practice Mason Ameri, 2018-present  
 MGB Senior Faculty Mentor to Assistant Professor Sinead Monaghan, 2014-2018  
 MGB Senior Faculty Mentor to Assistant Professor Oliver Sheldon, 2010-2016  
 MGB Senior Faculty Mentor to Assistant Professor Payal Sharma, 2011-2015  
 MGB PhD student Admissions Committee, 2007  
 MGB PhD student Advisor for Job Talk Presentations, 2010, 2011, 2012  
 MGB Job Talk / Seminar Series Organization, Spring / Fall 2003  
 MGB Job Talk / Seminar Series Organization, Spring 2007  
 MGB Guest Lecture for PhD courses, 2002, 2003, 2007, 2009, 2010

### *Student Advising*

Advisor to DBA student Joe Sposita, Fall 2023

Co-Advisor to DBA student Eric Hanna. 2021-2022

EMBA Independent Study Advisor to Anthony Cammarata, Fall 2022

Primary Advisor and Dissertation Chair to PhD student Aparna Krishnan 2010-2015, Instructor at Georgia State University, Spring 2015

Primary Advisor and Dissertation Chair to PhD student Liuba Belkin, 2002-2007, now tenured at Lehigh University

Advisor to PhD student Hoonie Kang, 2015-2020

Advisor to PhD student Lisa Lewin, 2013-2018

Advisor to PhD student Jun Li, 2006-2007

Dissertation Committee member for Luyin Zhao, Computer Information Systems Program

Dissertation Committee member for Shalei Simms, Management and Global Business Dept.

Dissertation Committee member for Emilio De Lia, Management and Global Business Dept.

Dissertation Committee member for Robert McNamee, Management and Global Business Dept.

Dissertation Committee member for Holly Chiu, Management and Global Business Dept.

Dissertation Committee member for Julia Eisenberg, Management and Global Business Dept.

Dissertation Committee member for Lisa Lewin, Management and Global Business Dept.

Dissertation Committee member for Shoshana Bass, Management and Global Business Dept.

Dissertation Committee member for Hoonie Kang, Management and Global Business Dept.

Advisor to 20+ MBA and undergraduate student independent study courses

Advisor to EMBA student Anthony Cammarata on Organizational Behavior independent study course, Fall 2022

Designed and administered Organizational Behavior course as an independent study for IEMBA program

### *Professional Community Service*

Reviewer for Hong Kong Research Grants Council, 2015-present

Advisor to OfficeWell (startup business), 2023

Invited Editorial Board Member, Organizational Behavior and Human Decision Processes, 2007-2015

Nominated Reviewer: International Journal of Conflict Management

Ad-hoc Reviewer:

Academy of Management Discoveries

Academy of Management Journal

Academy of Management Review

Applied Psychology: An International Review

Behaviour & Information Technology

Creativity Research Journal

Group Decision and Negotiation

Group Dynamics

Human Relations Journal

IEEE: Transactions on Engineering Management

International Journal of Organizational Analysis\*



\*2022 Outstanding Reviewer Award from Emerald Literati/IJOA  
International Journal of Selection and Assessment  
Journal of Creative Behavior  
Management Science  
Negotiation and Conflict Management Research  
Organizational Behavior and Human Decision Processes

Conference Reviewer:

Academy of Management Technology and Innovation Management Division  
Academy of Management Conflict Management Division  
International Association for Conflict Management  
Committee to Select Best Paper, International Association for Conflict Management, 2007

Conference Moderator:

“Wellness Oline” RBS Center for Women in Business conference, November 2023  
“Negotiation and Conflict: Women at the Table” Stern Women in Business conference,  
January 25, 2002, in New York, NY  
“Negotiation Perceptions, Tactics and Strategies” for Conflict Management Division of  
Academy of Management Annual Meetings, 2003

## **RESEARCH EXPERIENCE**

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**Research Assistant**, 1995-1998, Professor Max Bazerman, Northwestern University. Collaborated on projects on negotiations, investment strategies, and decision making.

**Research Associate**, 1998-1999, Professor Teresa Amabile, Harvard Business School. Collaborated on a multi-year longitudinal quantitative and qualitative research effort on organizational creativity and teamwork.

**Research Associate**, 1998-2001, Ernst & Young Center for Business Innovation. Led and contributed to multiple research efforts on topics such as knowledge management in R&D departments, innovation launch centers / incubators, and the Internet banking industry.

**Lab Assistant**, 1994-1995, Professor Susan Goldin-Meadow, University of Chicago. Designed and executed research on nonverbal communication and education.

**Office and Teaching Assistant**, 1991-1995, Professor Marvin Zonis, University of Chicago; Marvin Zonis & Associates, Inc.