

## Brian C. Gunia

Johns Hopkins University

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Faculty Website: [http://carey.jhu.edu/faculty\\_research/Faculty\\_Bios/brian\\_gunia.html](http://carey.jhu.edu/faculty_research/Faculty_Bios/brian_gunia.html)

Negotiations Blog (*Life's Negotiable*): <http://briangunia.com/my-blog-lifes-negotiable/>

### Academic Positions

Associate Professor, Johns Hopkins Carey Business School: August 2016-Present

Assistant Professor, Johns Hopkins Carey Business School: 2011-August 2016

Associate Faculty Member, Armstrong Institute, Johns Hopkins School of Medicine: 2013-Present

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

### 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.

### Articles

Gunia, B. C. (in press). Ethics in negotiation: Causes and consequences. [Academy of Management Perspectives](#).

Gunia, B. C. (in press). Deceptive negotiating: The role of the environmental cue. [Academy of Management Perspectives](#).

(Co-first authorship) Bhatia, N. & Gunia, B. C. (2018). "I was going to offer \$10,000 but...": The effects of phantom anchors in negotiation. [Organizational Behavior and Human Decision Processes](#), 148, 70-86.

Sun, X., & Gunia, B. C. (2018). Economic resources and corporate social responsibility. [Journal of Corporate Finance](#), 51, 332-351.

Gunia, B. C. (2018). The sleep trap: Do sleep problems prompt entrepreneurial motives but undermine entrepreneurial means? [Academy of Management Perspectives](#), 32.

Brett, J. M., Gunia, B. C., & Teucher, B. M. (2017). Culture and negotiation strategy: A framework for future research. [Academy of Management Perspectives](#), 31, 288-308.

Gunia, B. C. (2017). Batten down the anchors: Responding to another negotiator's first offer. [Business Horizons](#), 60, 431-434.

Adler, A. B., Gunia, B. C., Bliese, P. D., Kim, P. Y., & LoPresti, M. L. (2017). Using actigraphy feedback to improve sleep in soldiers: An exploratory trial. [Sleep Health: Journal of the National Sleep Foundation](#), 3, 126-131.

- Gunia, B. C. (2017). To move or to wait? Everything you need to know about making the first offer. Business Horizons, 60, 15-18.
- Gunia, B. C. & Kim, S. Y. (2016). The behavioral benefits of other people's deviance. Group Processes & Intergroup Relations, 19, 653-675.
- Gunia, B. C., Brett, J. M., & Gelfand, M. J. (2016). The science of culture and negotiation. Current Opinion in Psychology, 8, 78-83.
- Rousseau, D. M. & Gunia, B. C. (2016). Evidence-based practice. Annual Review of Psychology, 67, 667-692.
- Pascual-Ezama, D., Fosgaard, T. R., Cardenas, J. C., Kujal, P., Vesztag, R., Gil-Gomez de Liano, B., Gunia, B. C., et al. (2015). Context-dependent cheating: Experimental evidence from 16 countries. Journal of Economic Behavior & Organization, 116, 379-386. (Top-10 download on Social Science Research Network).
- Gunia, B. C., Sipos, M. L., LoPresti, M., & Adler, A. B. (2015). Sleep leadership in high-risk occupations: An investigation of soldiers on peacekeeping and combat missions. Military Psychology, 27, 197-211.
- 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](#).
- 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, 2272-2274. (Top-10 download on Social Science Research Network).
- Barnes, C. M., Gunia, B. C., Sah, S. (6/23/2014). Morning people are less ethical at night. Harvard Business Review.
- 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.
- 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, 504-513.
- 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, 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, 861-873.
- 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, 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, 774-789. (Winner of 2013 Best Published Paper Award, International Association of Conflict Management).
- 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.).
- Corgnet, B. & Gunia, B. C. (2010). Did I do that? Group positioning and asymmetry in attributional bias. Negotiation and Conflict Management Research, 3, 358-378.
- 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, 1321-1324.
- Gunia, B. C., Sivanathan, N., & Galinsky, A.D. (2009). Vicarious entrapment: Your sunk costs, my escalation of commitment. Journal of Experimental Social Psychology, 45, 1238-1244.

## **Books**

- Gunia, B. C. (in press). The Bartering Mindset: A Mostly-forgotten Framework for Mastering your Next Negotiation. University of Toronto Press.

## **Book Chapters**

- Gunia, B. C., Kim, S., & Sutcliffe, K. M. (2018). Trust and safety. Routledge Companion to Trust. Abingdon, UK: Routledge.
- Rousseau, D. M., & Gunia, B. C. (2016). The psychology of evidence-based management and new applications. In A. Kovner & T. D'Aunno (Eds.). Evidence-Based Management in Healthcare, 2<sup>nd</sup> 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, 2<sup>nd</sup> 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.

## **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., Brett, J. M., & Teucher, B. M. (2014). Culture and negotiation: Resolving three enigmas. 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.

## Teaching Cases

Gunia, B. C. (2019). Hexagon Hotel. [Negotiation and Team Resources](#).

Gunia, B. C. (2014). Securing our Society [Northwestern University Dispute Resolution Research Center](#).

## Popular Press Articles

Gunia, B. C. (2016). Does Trump know business? Op-ed in [The Baltimore Sun](#).

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](#).

## Other Publications

Benham, A., Benham, L., Gunia, B. C., Jaramillo, M., Shirley, M., & Zylbersztajn, D. (2004). Questionnaire on costs of exchange: Registering a new business officially. Ronald Coase Institute Working Paper Series.

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.

## Working Papers and Under Review

Gunia, B. C. & Levine, E. E. Deception as competence: The effect of occupational stereotypes on the perception and proliferation of deception.

Gunia, B. C., Adler, A. B., Bliese, P. D. & Sutcliffe, K. M. How are you sleeping? Sleep leadership, sleep health, and emotion regulation.

Gunia, B. C., Carriere, K., & Pei, Y. “You don’t want to do that”: Economic self-sacrifice in service of self-interest.

Gunia, B. C., Gish, J. J., & Mensmann, M. The weary founder: Sleep problems and entrepreneurial motives.

Gunia, B. C. The bartering mindset.

Gunia, B. C., & Shim, S. Falling on the sword: Blame-taking as proactivity.

Gunia, B. C., & Helzer, E. The rights-based, interest-based disputant: Empathy gaps in disputing strategy.

Gunia, B. C., Bhatia, N., & Pinkley, R. Accounting for your anchor: Toward an overarching theory of offering and explaining in negotiation.

Gunia, B. C. Morality and reactance.

Gunia, B. C., & Suslow, V. Y. Socially undesirable negotiations.

Tsai, M.-H., & Gunia, B. C. Sleep and negotiation.

### **Academic Honors and Awards**

Outstanding Reviewer Award, Academy of Management Perspectives, 2018.

Dean's Award for Faculty Excellence. 2015-2018.

Outstanding Reviewer Award, Academy of Management Perspectives, 2017.

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

Best paper proceedings. Academy of Management Conference, Philadelphia. 2014.

Best paper proceedings. Academy of Management Conference, Orlando. 2013.

Best Published Paper, International Association of Conflict Management Conference, Tacoma. 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. 2011.

Best Student Paper, Conflict Management Division, Academy of Management Conference, San Antonio. 2011. The blame-taker's dilemma.

Finalist, William H. Newman Award. Academy of Management Conference, San Antonio. 2011.

Best paper proceedings. Academy of Management Conference, San Antonio. 2011.

Best Student Paper, International Association of Conflict Management Conference, Istanbul. 2011. The blame-taker's dilemma.

Summa cum Laude, Washington University in St. Louis. 2003.

Phi Beta Kappa. 2003.

### **Keynote Addresses**

Leuphana University. Lüneburg, Germany. Leuphana Psychology Conference: Negotiation Research Congress. July 2017.

### **Invited Presentations**

University of Virginia. Batten School of Leadership and Public Policy. Charlottesville, VA. March 2019.

Warwick Business School. Coventry, UK. March 2019

IESEG School of Management. Lille, France. March 2019.

Melbourne Business School. December 2018.

DC Management Research Consortium. Washington. November 2018.

Army War College. Carlisle, PA. October 2018.

Northwestern University. Kellogg School of Management. Evanston, IL. April 2018.

Singapore Management University. February 2018.

London Business School. February 2018.

Johns Hopkins University. Institute for Applied Economics, Global Health, and the Study of Business Enterprise. Baltimore. November 2017.

Georgetown University. Department of Psychology. Washington. October 2017.

Rice University. Jones Graduate School of Business. Houston. November 2016.

Washington University. Olin School of Business. St. Louis. November 2016.

University of Maryland. Smith School of Business. College Park, MD. 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.

### **Invited Discussant and/or Chair**

Academy of Management Conference. Chicago. August 2018.

Academy of Management Conference. Vancouver. August 2015.

Academy of Management Conference. Orlando. August 2013.

### **Conference Symposium Organizer**

2017

Academy of Management Conference, Atlanta.

### **Conference Paper and Symposia Presentations**

2019

Society for Industrial and Organizational Psychology Conference, Washington.

International Convention of Psychological Science, Paris.

2018

Academy of Management Conference, Chicago.

International Association of Conflict Management Conference, Philadelphia.

Behavioral Decision Research in Management Conference, Boston.

2017

Academy of Management Conference, Atlanta.

International Association of Conflict Management Conference, Berlin.

China International Conference in Finance, Hangzhou, China.

2016

Financial Management Association International, Las Vegas.

Academy of Management Conference, Anaheim.

Conference on Proactive Behaviors, Hong Kong.

International Association of Conflict Management Conference, New York.

2015

Academy of Management Conference, Vancouver.

International Association of Conflict Management Conference, Clearwater Beach, FL.

2014

Technology Transfer Conference, Baltimore.

Academy of Management Conference, Philadelphia.

American Political Science Associational Conference, Washington.

International Association of Conflict Management Conference, Leiden.

Society for Industrial and Organizational Psychology Conference, Honolulu.

Co-chaired symposium at Society for Personality and Social Psychology Conference, Austin.

2013

Academy of Management Conference. Orlando.

International Association of Conflict Management Conference, Tacoma.

Society for Personality and Social Psychology Conference, New Orleans.

2012

Gerontological Society of America Conference, San Diego.

Academy of Management Conference, Boston.

International Association of Conflict Management Conference, Cape Town.

2011

International Leadership Association Conference, London.  
Academy of Management Conference, San Antonio.  
International Association of Conflict Management Conference, Istanbul.  
Society for Personality and Social Psychology Conference, San Antonio.

2010

Academy of Management Conference, Montreal.  
International Association of Conflict Management Conference, Boston.  
Trans-Atlantic Doctoral Conference, London.

2009

Academy of Management Conference, Chicago.  
International Association of Conflict Management Conference, Kyoto.  
Trans-Atlantic Doctoral Conference, London.

2008

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

## **Grants**

Rustgi Family Fund in Entrepreneurship, 2018.

Negotiation & Team Resources-Peterson Research Grant, 2018.

Johns Hopkins Carey Business School Supplementary Funds Award, 2018.

Black & Decker Research Fund, 2016-2018.

Speaker series grant by major nonprofit policy organization, 2011-2019.

Johns Hopkins Carey Business School, Behavioral Experiment Research Fund, 2017.

Dispute Resolution Research Center Grants, Kellogg School of Management, 2007-2015.

Klein Family Fund Grant for research on civility in healthcare, 2014.

Johns Hopkins PhD Innovation Initiative, 2013.

## **Teaching Interests**

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

## **Teaching Honors and Awards**

MPH/MBA Faculty Recognition Award, 2016.

The Johns Hopkins University Alumni Association Excellence in Teaching Award, 2015.

Johns Hopkins EMBA Leadership and Management Teaching Award (first recipient), 2013.

Nominee, Lavengood Professor of the Year Award (Kellogg), 2011.

Kellogg Graduate Student Teaching Award, 2009 and 2010.



## **Teaching Experience**

Johns Hopkins University, Carey Business School

- Custom executive course, Strategic Team Leadership
- Custom executive course, Strategic Negotiations
- Custom executive course, Cross-cultural Negotiations
- Executive MBA, Organizational Behavior
- Executive MBA, Cross-Cultural Negotiations
- MBA, Negotiation (Online)
- MBA, Negotiation
- MBA, Advanced Business Negotiations
- MBA, Organizational Problem-Solving

Northwestern University, Kellogg School of Management

- MBA, Negotiations

## **Service to Field**

Program Chair, 2019 International Association of Conflict Management Conference, 2017-present.

Editorial Review Board, Academy of Management Perspectives, 2015-present.

Co-Organizer of Baltimore IO-OB Consortium, 2018-present.

Ad hoc reviewer for numerous management, organizational behavior, and psychology journals, 2011-present.

## **Service to University and School**

Co-organizer of Johns Hopkins Institute Seminar in Political Economy and Economic History, 2011-present.

Founder of Johns Hopkins Business in Government (BIG) Initiative, 2012-present.

Course leader for all Johns Hopkins Carey Business School Negotiation (2011-present), Organizational Problem-Solving (2014-present), and Leadership in Organizations (2011-2012) courses.

Member of multiple Carey Business School committees, 2011-present.

Coordinator of Carey Business School Management Speaker Series (2013-2015) and Leadership & Negotiations Interest Group (2014-2015).

## **Board Memberships**

International Association of Conflict Management, 2018-present.

## **Professional Affiliations**

Academy of Management

International Association of Conflict Management

## **Industry Experience**

Walter Reed Army Institute of Research. Research collaboration, 2013-present.

Multiple government, non-profit, and for-profit organizations. Negotiations, leadership, and teamwork consulting, 2011-2017.

United States Patent and Trademark Office. Research collaboration, 2014-2016.

Deloitte Consulting. Human Capital Consultant, 2003-2006.

The White House, Intergovernmental Affairs Intern, 2001.

## **Media Mentions**

2018

BBC  
National Affairs

2017

Forbes India

2016

BizEd Magazine  
Business News Daily  
The Financial Times  
Johns Hopkins Health Review  
The Hub, Johns Hopkins University  
Manager Online (Italy)  
Success Magazine

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  
Incom  
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  
Smithsoniancom  
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