

CURRICULUM VITAE

Deborah H Gruenfeld
Stanford University, Graduate School of Business

ACADEMIC POSITIONS

2016 James and Doris McNamara Faculty Fellow
2015 -2016 Joseph McDonald Professor, Stanford University
2007 - 2015 Moghadam Family Professor, Stanford University
2004 - 2007 Professor, Stanford University
2000 - 2004 Associate Professor, Stanford University
1996 - 2000 Associate Professor, Northwestern University
1998 Visiting Scholar, University of California, Berkeley
1993 - 1996 Assistant Professor, Northwestern University

FELLOWSHIPS, HONORS, AWARDS

2013 - 2014 Trust Faculty Fellow, Stanford University
2001 - 2002
2010 - 2011 Faculty Fellow, Stanford University Clayman Institute for Research on Gender
2008 Most Influential Paper, Academy of Management, Conflict Management Division
2002 - 2003 Faculty Fellow, Center for Advanced Study in the Behavioral Sciences
1994 Outstanding Dissertation Award, Society of Experimental Social Psychology
1993 Outstanding Dissertation Award, American Psychological Association (APA),
Division 49

EDUCATION

1993 Ph.D, University of Illinois, Champaign-Urbana, Psychology
1983 A.B, Cornell University, Psychology

PUBLICATIONS

Williams, M., Gruenfeld, D. H., & Guillory, L., (in press). Sexual aggression when power is new: Effects of acute high power on chronically low power individuals. *Journal of Personality and Social Psychology*.

Rios, K., Fast, N.J., & Gruenfeld, D. H. (2015). Feeling high but playing low: Power, need to belong and submissive behavior. *Personality and Social Psychology Bulletin*, 41, 8, 1135 - 1136.

Whitson, J.A., Liljenquist, K.A., Galinsky, A., Magee, J., Gruenfeld, D., Cadena, B. (2012). The blind leading: Power reduces awareness of constraints. *Journal of Experimental Social Psychology*, 49 (3), 579-592.

Inesi, M.E., Gruenfeld, D.H., and Galinsky, A. (2012). How power corrupts relationships: Cynical attributions for others' generous acts. *Journal of Experimental Social Psychology*, 48 (4), 795-803.

Huang, L., Galinsky, A., Gruenfeld, D. H., and Guillory, L.E. (2011). Powerful roles vs. powerful postures: Which is the proximal cause of thought and behavior? *Psychological Science*, 22(1): 95-102.

Gruenfeld, D.H., and Tiedens, L.A. (2010). Organizational Preferences and their Consequences. In S.E. Fiske and Gilbert, D., and Lindzey, G. (Eds.), *Handbook of Social Psychology*. New York, McGraw Hill.

Keltner, D., Gruenfeld, D.H., Galinsky, A., and Kraus, M. (2010). Paradoxes of power: Dynamics of the acquisition, experience and social regulation of social power. In A. Guinote and T. Vesci (Eds.), *The Social Psychology of power*. New York: Guilford Publications, Inc.

Fast, N., Gruenfeld, D. H., Sivanathan, N and Galinsky, A. (2009). Illusory control: A generative force behind power's far reaching effects. *Psychological Science*, 20, 502-508.

Galinsky, A.D., Magee, J.C., Gruenfeld, D.H., Witson, J. and Liljenquist, K.A. (2008). Power reduces the press of the situation: implications for creativity, conformity, and dissonance. *Journal of Personality and Social Psychology*, 95, 1450-1466.

Gruenfeld, D., Inesi, M.E., Galinsky, A. and Magee, J.C. (2008). Power and the objectification of social targets. *Journal of Personality and Social Psychology*, v. 95 (1), 111 -127.

Magee, J.C., Galinsky, A., and Gruenfeld, D. (2007). Power, propensity to negotiate, and moving first in competitive interactions. *Personality and Social Psychology Bulletin*, v. 33(2),200-212.

Galinsky, A., Inesi, M.E., Magee, J.C. and Gruenfeld, D. (2006) Power and perspectives not taken. *Psychological Science*, v. 17 (12), pp 1068-1074.

Magee, J.C., Gruenfeld, D. H., Keltner, D.J. and Galinsky, A. (2004). Leadership and the psychology of power. R. Kramer and D. Messick (Eds.) Leadership: New Theoretical Perspectives. Erlbaum.

Phillips, K.W., Mannix, E.A. Neale, M.A. and Gruenfeld, D. H. (2004). Diverse groups and information sharing: The effect of congruent ties. *Journal of Experimental Social Psychology*, v. 40 (4), 497-510.

Galinsky, A., Gruenfeld, D.H and Magee, J. (2003). From power to action. *Journal of Personality and Social Psychology*, v.85 (3),453-466.

Keltner, D., Gruenfeld, D.H. and Anderson, C. (2003). Power, approach and inhibition, *Psychological Review*, 110(2), April, 265-284.

Argote, L., Gruenfeld, D. H, and Naquin, C., (2000). Group learning in organizations. In M. Turner (Ed.), Groups at work: Advances in theory and research, pp. 369-411. Lawrence Erlbaum.

Chaiken, S., Gruenfeld, D. H., and Judd, C. M. (2000). Persuasion in negotiation. In M. Deutsch and P. Coleman (Eds.) Handbook of Constructive Conflict Resolution: Theory and Practice, pp. 144-165. Jossey-Bass.

Gruenfeld, D.H., Martorana, P. and Fan, E.T. (2000). What do groups learn from their worldliest members? Direct and indirect influence in dynamic teams. *Organizational Behavior and Human Decision Processes*, Vol. 82, No. 1, May, pp. 45-59.

Gruenfeld, D.H, and Preston, J. (2000). Upending the status quo: Cognitive complexity in Supreme Court justices who overturn legal precedent. *Personality and Social Psychology Bulletin*, v.26, August, 1013-1022.

Gruenfeld, D.H. and Fan, E.T. (1999). What newcomers see and what oldtimers say: Discontinuities in knowledge exchange. L. Thompson, J. Levine and D. Messick (Eds.), Socially Shared Cognition: The Management of Knowledge. pp. 436-477. Hillsdale, NJ: Erlbaum.

Gruenfeld, D. H, Keltner, D.J. and Anderson, C. (2003). The effects of power on those who possess it: How social structure can affect social cognition. Bodenhausen, G. and Lambert, A. (Eds.), Foundations of Social Cognition: A Festschrift in Honor of Robert S. Wyer, Jr. Erlbaum.

Gruenfeld, D.H and Preston, J. (2000). Upending the status quo: Cognitive complexity in U.S. Supreme Court justices who overturn legal precedent. Personality and Social Psychology Bulletin.

Lacey, R., and Gruenfeld, D.H. (1999). Work group attention to firm-level environments: The effects of organizational unwrapping. Mannix, E.A., Neale, M.A. and Wageman, R. (Eds.), Research on Managing Groups and Teams: Context (Vol. 2).

Fan, E.T. and Gruenfeld, D. H. (1998). When needs outweigh desires: The effects of resource and reward interdependencies on group problem solving. *Basic and Applied Social Psychology*, v. 20(1),45-57.

Gruenfeld, D. H, Thomas-Hunt, M.C. and Kim, P. (1998). Cognitive flexibility, communication strategy, and integrative complexity: Public and private reactions to majority and minority status. *Journal of Experimental Social Psychology*, 34, 202-226.

Kaarbo, J. and Gruenfeld, D. H. (1998) The social psychology of inter- and intra-group conflict in governmental politics. *Mershon International Studies Review*, Vol. 42, Supplement 2, 226-233.

Thomas-Hunt, M. and Gruenfeld, D. H (1998). Managing multiple group membership: How demographic boundary spanners participate in work groups. Neale, M.A., Mannix, E. and Gruenfeld, D. H (Eds.), Research on Managing Groups and Teams, Vol. 1, Greenwich, CT: JAI Press.

Gruenfeld, D.H., Mannix, E.A., Williams, K.Y., and Neale, M.A. (1996). Group composition and decision making: How member familiarity and information distribution affect process and performance. *Organizational Behavior and Human Decision Processes*, v. 67(1), 1-15 (lead article).

Gruenfeld, D. H. (1995). Status, ideology, and integrative complexity on the U.S. Supreme Court: Re-thinking the politics of political decision making. *Journal of Personality and Social Psychology*, v. 68 (1), 5-20 (lead article).

* Reprinted in J. Levine and D. Moreland (Eds.), Key Readings on Group Process, 2001. Psychology Press.

Wyer, R. S., Jr., and Gruenfeld, D. H. (1995a). Information processing in social contexts: Implications for social memory and judgment. In M. Zanna (Ed.), Advances in experimental social psychology, v. 27, pp. 49-91. San Diego, CA: Academic Press.

Wyer, R. S., Jr., and Gruenfeld, D. H (1995b). Information processing in interpersonal communication. In D. E. Hewes (Ed.), The cognitive bases of interpersonal communication. Hillsdale, NJ: Erlbaum.

Wyer, R. S., Jr., Swan, S., and Gruenfeld, D. H. (1995). Impression formation in informal conversations. *Social Cognition*, v. 13, 243-272.

Gruenfeld, D. H, and Hollingshead, A. B. (1993). Sociocognition in work groups: The evolution of group integrative complexity and its relation to task performance. *Small Group Research*, v. 24, (3), 383-406.

McGrath, J. E., Arrow, H., Gruenfeld, D. H, Hollingshead, A. B., and O'Connor, K. M. (1993). Groups, tasks and technology: The effects of experience and change. *Small Group Research*, v. 24, (3), 406-420.

O'Connor, K. M., Gruenfeld, D. H, and McGrath, J. E. (1993). The experience and effects of conflict in continuing work groups. *Small Group Research*, v. 24, (3), 363-382.

McGrath, J. E., and Gruenfeld, D. H (1993). Toward a dynamic and systemic theory of groups: An integration of six temporally enriched perspectives. In M. Chemers and R. Ayman (Eds.), Leadership theory and research: Perspectives and directions. Orlando, FL: Academic Press, Inc.

Gruenfeld, D. H, and Wyer, R. S., Jr. (1992). The semantics and pragmatics of social influence: How affirmations and denials affect beliefs in referent propositions. *Journal of Personality and Social Psychology*, 62 (1), 38-49.

Wyer, R. S., Jr., Lambert, A. J., Budesheim, T. L., and Gruenfeld, D. H. (1992). Theory and research on person impression formation: A look to the future. In L. Martin and A. Tesser (Eds.), The construction of social judgment. Hillsdale, NJ: Erlbaum.

DeCarlo, D. T., and Gruenfeld, D. H (1989). Stress in the American workplace: Alternatives for the working wounded. Fort Washington, PA: LRP Publications.

BOARDS, ADMINISTRATION

2013 - Board Member, Stanford University Center for the Advancement of Women's Leadership

2013 - Board Member, LeanIn.org

2013 - Faculty Co-Director, Stanford University WICT Senior Executive Summit

2012 - Board Member, Academy of Management Annals

2008 - Faculty Co-Director, Stanford University Executive Program for Women Leaders

2002 - Co-Director, Stanford University Center for Leadership Development and Research

EDITORIAL BOARDS (Past and Present)

- * *Academy of Management Annals*
- * *Administrative Science Quarterly*
- * *Group Process and Interpersonal Relations*
- * *Journal of Personality and Social Psychology*
- * *Journal of Experimental Social Psychology*
- * *Organization Science*
- * *Political Psychology*