

JUDITH B. WHITE
CURRICULUM VITAE

CONTACT INFORMATION

Tuck School of Business at Dartmouth
100 Tuck Hall
Hanover, NH 03755
Email: judith.b.white@dartmouth.edu

ACADEMIC POSITIONS

2001-present	Dartmouth College Tuck School of Business Visiting Associate Professor of Management (2013-present) Associate Professor of Management (Untenured, 2007-2012) Assistant Professor of Management (2001-2007) Department of Psychological and Brain Sciences Adjunct Professor (2012-present)	Hanover, NH
1999-2001	Northwestern University Kellogg Graduate School of Management Postdoctoral Fellow, Dispute Resolution Research Center	Evanston, IL
1998-1999	Harvard University Harvard Business School Visiting Scholar	Cambridge, MA

EDUCATION

1991-1998	Harvard University Graduate School of Arts and Sciences Ph.D. in Social Psychology Eliot Dissertation Fellowship George W. Goethals Award for Teaching Excellence	Cambridge, MA
1983-1986	Yale University J.D., Yale Law School	New Haven, CT
1979-1983	Indiana University College of Arts and Sciences B.A. in Economics Phi Beta Kappa High Distinction Stadelman Scholarship Christenson Prize for Outstanding Student in Economics	Bloomington, IN

PUBLICATIONS

REFEREED JOURNAL ARTICLES

- White, J. B., & Gardner, W. (2009). Think women, think warm: Stereotype content activation in women with a salient gender identity, using a modified Stroop task. *Sex Roles, 60*, 247-260.
- White, J. B. (2008). Fail or flourish? Cognitive appraisal moderates the effect of solo status on performance. *Personality and Social Psychology Bulletin, 34*, 1171-84.
- White, J. B. (2008). Self-other similarity judgment asymmetries reverse for people to whom you want to be similar. *Journal of Experimental Social Psychology, 44*, 127-131.
- Galinsky, A. D., Maddux, W. W., Gilin, D., & White, J. B. (2008). Why it pays to get inside the head of your opponent: The differential effects of perspective-taking and empathy in strategic interactions. *Psychological Science, 19*, 378-385.
- Elfenbein, H. A., Foo, M. D., White, J., Tan, H. H., & Aik, V. C. (2007). Reading your counterpart: The benefit of emotion recognition accuracy for effectiveness in negotiation. *Journal of Nonverbal Behavior, 31*, 205-223.
- White, J. B., Langer, E. J., Yariv, L., & Welch, J. (2006). Frequent social comparisons and destructive emotions and behaviors: The dark side of social comparisons. *Journal of Adult Development, 13*, 36-44.
- White, J. B., Schmitt, M., & Langer, E. J. (2006). Horizontal hostility: Multiple minority groups and differentiation from the mainstream. *Group Processes & Intergroup Relations, 9*, 339-358.
- White, J.B., Tynan, R.O., Galinsky, A., & Thompson, L. (2004). Face threat sensitivity in negotiation: Roadblock to agreement and joint gain. *Organizational Behavior and Human Decision Processes, 94*, 102-124.
- Kawakami, C., White, J. B., & Langer, E. J. (2000). Mindful and masculine: Freeing women leaders from the constraints of gender roles. *Journal of Social Issues, 56*, 49-63.
- White, J. B., & Langer, E. J. (1999). Horizontal hostility: Relations between similar minority groups. *Journal of Social Issues, 55*, 537-559.

BOOK CHAPTERS

- Loyd, D. L., White, J. B., & Kern, M. (2008). Duo status: Disentangling the complex interactions within a minority of two. In K. W. Phillips (Ed.) *Research on Managing Groups and Teams Volume 11: Diversity and Groups* (pp. 75-92). Bingley, UK: Emerald Group.
- Langer, E. J., & White, J. B. (1999). Illusion of control. In P. Earl & S. Kemp (Eds.), *The Elgar Companion to Consumer Research and Economic Psychology* (pp. 320-23). Brookfield, VT: Edward Elgar.

WORKING PAPERS

- White, J. B., Marx, D. M., & Ng, I. W. (2011). *Beyond behavioral modeling: Three ways positive role models guide leadership development.*
- White, J. B., & Phillips, K. W. (2011). "Says who?" *A stakeholder advocate's social identity and cognitive appraisal of the task predict the advocate's influence on a board of directors.*
- White, J. B. (2011). *The politeness paradox: Getting the terms you want without sacrificing the relationship you need.*
- Loyd, D. L., White, J. B., & Kern, M. (2010). *Unkind to two of a kind: Stereotyping women with duo status in a work group.*
- White, J. B., Goldman, B. M., & Ng, I. W.-C. (2010). *Narcissism and the negotiation relationship: Exploring the dark side.*
- White, J. B., & Langer, E. J. (1993). *Horizontal hostility and the reverse magnet effect: An intergroup model of minority influence.*

PRESENTATIONS

INVITED TALKS

- Narcissism and the Negotiation Relationship: Tales From the Dark Side*
Social Psychology Research Interest Group, Dartmouth College, April 5, 2011.
Organizational Behavior and Human Resource Management, University of Toronto,
March 16, 2011.

INVITED TALKS (continued)

Some Fade, Some Flourish: The Divergent Effects of Solo Status on Performance.

Organizational Behavior Department, Ohio State University, May 8, 2009.

Social Psychology Seminar, University of Massachusetts, December 5, 2008.

Ingroup and Outgroup Minority Influence in Decision-Making Groups

Management and Organizations Group, University of Chicago, November 19, 2008.

A Theory of Positive Role Models as Referents: How They Inspire, Guide and Give Us Confidence to Succeed

Social Psychology Research Interest Group, Dartmouth College, May 6, 2008.

Stereotypes, Stigma and Skewed Proportions: Toward an Integrative Model of the Effects of Token Status on Performance

Wharton OB Conference, University of Pennsylvania, November 10, 2006.

Groups Research Group, Harvard University, May 17, 2006.

Social Psychology Research Interest Group, Dartmouth College, April 4, 2006.

To Larry Summers, thanks for everything! Confidence as a moderator of the effects of underrepresentation on performance

Organizational Behavior and Industrial Relations, UC Berkeley, March 30, 2005.

Social Psychology Research Seminar, Stanford University, March 28, 2005.

Center for Executive Women, Kellogg School of Management, October 22, 2004.

Social Psychology Research Seminar, University of Connecticut, October 6, 2004.

Horizontal hostility: Relations Between Similar Minority Groups

Organizational Behavior and Industrial Relations, UC Berkeley, February 14, 2001.

Department of Management, Yale University, February 6, 2001.

Department of Organizational Behavior, Harvard University, January 26, 2001.

Department of Organizational Behavior, Dartmouth College, January 16, 2001.

Department of Management, University of Arizona, December 12, 2000.

Department of Psychology, University of Kansas, December 4, 2000.

Department of Psychology, University of Illinois, November 30, 2000.

Department of Management, Tulane University, November 17, 2000.

Department of Organizational Behavior, Stanford University, Winter, 1998.

Department of Psychology, University of Pennsylvania, Winter, 1998.

Kennedy School of Government, Harvard University, Winter, 1998.

REFEREED SYMPOSIA

- White, J. B., Organizer and Chair (2008, August). *Negotiating your first academic job offer*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Anaheim, CA.
- White, J. B., & Marx, D. M., Organizers and Co-chairs (2008, February). *Seeing below the surface: How peripheral cues shape stereotypic perceptions*. Symposium presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- White, J. B., Organizer and Chair (2007, August). *Great expectations! How path-breakers transform token status and stereotypes into career success*. Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- White, J. B., Organizer and Chair (2002, August). *Shifting social identities in the networked global economy: Issues linking identity, motivation and resource-based theory at the individual and organizational levels*. All-Academy symposium presented at the annual meeting of the Academy of Management, Denver, CO.

CONFERENCE PRESENTATIONS

- Loyd, D. L., White, J. B., & Kern, M. (2011, August). *Unkind to two of a kind: Stereotyping women with duo status in a work group*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- White, J. B. (2011, July). *The politeness paradox: Getting the terms you want without sacrificing the relationship you need*. Paper presented at the annual meeting of the International Association for Conflict Management, Istanbul.
- White, J. B., Goldman, B. M., & Ng, I. W.-C. (2011, July). *Narcissism and the negotiation relationship: Exploring the dark side*. Paper presented at the annual meeting of the International Association for Conflict Management, July 2011, Istanbul.
- White, J. B., Loyd, D. L., & Kern, M. (2009, August). *Token pressures on duos: The numbers don't always add up for a minority of two*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- White, J. B., & Phillips, K. W. (2009, July). *The ins and outs of influencing a group: When shared social categorization helps minority opinion holders*. Paper presented at the annual meeting of the Interdisciplinary Network for Group Research, Colorado Springs, CO.

- White, J. B., Loyd, D. L., & Kern, M. (2008, July). *Token pressures on duos: The numbers don't always add up for a minority of two*. Paper presented at the annual meeting of the Interdisciplinary Network for Group Research, Kansas City, MO.
- Galinsky, A. D., Maddux, W. W., Gilin, D., & White, J. B. (2008, May). *Why it pays to get inside the head of your opponent*. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- White, J. B., Marx, D., & Ng, I. (2008, February). *When her boss is a woman: A same-gender role model prevents solo status performance decrements*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- White, J. B. (2007, August). *Women equals warm: Stereotype content interference in women with a salient gender identity*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- White, J. B. (2007, January). *Confidence moderates the effect of token status on minimal group tokens' performance*. Poster presented at the annual meeting of the Society for Social and Personality Psychology, Memphis, TN.
- White, J. B. (2005, July). *The value and emotional significance of a low status minority social identity*. Paper presented at 18 Years On: Progress in Social Identity Theory, An EAESP Small-Group Meeting, Exeter, U.K.
- White, J. B. (2005, May). *The meta-cognition of emotion recognition accuracy*. Poster presented at the Roles of Emotion in Organizational Life: An Interdisciplinary Approach, Toronto, ON.
- White, J. B. (2004, August). *Some fade, others flourish: Confidence as a moderator of the effects of solo gender status on performance*. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- White, J. B. (2004, April). *Stigma and skewed proportions: Effects of token status on performance*. Informal paper presented at the Annual Claremont Symposium on Applied Social Psychology, Claremont, CA.
- White, J.B., Tynan, R.O., Galinsky, A., & Thompson, L. (2003, August). *Face threat sensitivity in negotiations: Roadblock to agreement and joint gain*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

- White, J.B., & Gardner, W.L. (2003, February). *Confidence as a moderator of the effect of solo status on performance in a workgroup*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.
- White, J. B. (2002, August). On the application of social identity theory to management research: Why personal identity will be important in the networked global economy. Talk presented at the annual meeting of the Academy of Management, Denver, CO.
- White, J.B., & Gardner, W.L. (2001, June). *Self-awareness and stereotype threat: A test of variables that mediate solo status performance decrements*. Paper presented at the annual meeting of the American Psychological Society, Toronto, ON.
- White, J.B., & Langer, E.J. (2000, August). *Horizontal hostility: Evaluations of groups along a distinctiveness continuum*. Paper presented at the annual meeting of the Academy of Management, Toronto, ON.
- Tynan, R. O., & White, J. B. (1996, June). *Reversed asymmetries in self-other similarity judgments: Implications for a referent-attribute model of social similarity*. Poster presented at the annual meeting of the American Psychological Society, San Francisco, CA.
- White, J. B., & Langer, E. J. (1996, June). *Asymmetric intergroup preference of groups on a distinctiveness continuum*. Poster session presented at the annual meeting of the American Psychological Society, San Francisco, CA.

TEACHING

Psychology and Business. Undergraduate elective, Dartmouth College

Organizational Behavior. MBA core course, Tuck School at Dartmouth

Negotiations. MBA elective, Tuck School at Dartmouth. Executive education, National Association of Credit Managers

Managing Multidisciplinary Teams. MBA research-to-practice seminar, Tuck School at Dartmouth

Measuring the Effects of a Diverse Workforce. MBA research-to-practice seminar, Tuck School at Dartmouth

Sophomore Tutorial in Psychology. Year-long course, Harvard University

AWARDS

- 2007-08 **Tuck School of Business** Paul Raether Fellow
- 1993 **Society for the Psychological Study of Social Issues** Gordon Allport Intergroup Relations Prize
- 1992-95 **National Science Foundation** Graduate Fellowship

PROFESSIONAL SERVICE

ELECTED

Representative-at-Large, Conflict Management Division, Academy of Management, 2007-09

EDITORIAL BOARD

Organization Science, 2005-2012

AD HOC REVIEWER

Academy of Management Journal
Applied Psychology: An International Review
Cultural Diversity & Ethnic Minority Psychology
Group Processes and Intergroup Relations
Journal of Applied Social Psychology
Journal of Experimental Social Psychology
Leadership Quarterly
Management Science
Personality and Social Psychology Bulletin
Psychological Science

PROFESSIONAL EXPERIENCE

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|-----------|---|---------------|
| 1991 | Harvard Law School
Public Interest Law Advisor | Cambridge, MA |
| 1989-1991 | Cambridge Dispute Settlement Center
Community Mediator | Cambridge, MA |
| 1989-1990 | Greater Boston Legal Services
Staff Attorney | Boston, MA |
| 1987-1989 | Massachusetts Rehabilitation Commission
Associate General Counsel | Boston, MA |