

Harris Sondak
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David Eccles School of Business
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EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL. MS, PhD: Organizational Behavior

Northwestern University, Evanston, IL. Enrolled in the PhD program: Philosophy

University of Colorado, Boulder, CO. BA: Philosophy

St. John's College, Santa Fe, NM.

ACADEMIC POSITIONS

Full Time Appointments

David Eccles Professor of Business and Ethics, David Eccles School of Business, University of Utah.

Professor of Management, David Eccles School of Business, University of Utah.

Associate Professor of Management, David Eccles School of Business, University of Utah. 1998–2007.

Assistant Professor of Management, David Eccles School of Business, University of Utah. 1995–1998.

Associate Professor of Business Administration, Fuqua School of Business, Duke University. 1994–1995.

Assistant Professor of Business Administration, Fuqua School of Business, Duke University. 1990–1994.

Visiting and Adjunct Appointments

Visiting Professor, Haas School of Business, University of California Berkeley. 2021–

Visiting Professor, Indian School of Business. 2004, 2010–2011, 2015–2019.

Adjunct Professor of Law, S.J. Quinney College of Law, University of Utah. 2008–2018.

Visiting Professor, Columbia Business School, Columbia University. 2016

Adjunct Professor, School of Management, University of San Francisco. 2016.

Visiting Scholar, Graduate School of Business, Stanford University. 2015.

Adjunct Professor of Business Administration, Fuqua School of Business, Duke University. 2008–2010, 2012–2014.

Visiting Professor, Kellogg School of Management, Northwestern University. 2007.
Visiting Associate Professor, Graduate School of Business, Stanford University. 2001.
Visiting Assistant Professor, Graduate School of Business, Stanford University. 1997.
Visiting Scholar, Dispute Resolution Research Center, Northwestern University, Evanston, IL.
1994–1995.

ADMINISTRATIVE EXPERIENCE

- Chair, Department of Management, David Eccles School of Business, University of Utah, 2017–2021.
- Coordinator, Foundations of Business Thought, David Eccles School of Business, University of Utah. 2013–.
- PhD Program Coordinator, Management Department, University of Utah. 2014–2017.
- Faculty Director, Daniels Fund Ethics Initiative, David Eccles School of Business, University of Utah. 2013–2015.
- Coordinator, Business & Humanities and Business & Social Science programs, David Eccles School of Business, University of Utah. 2011–2013.
- PhD Program Director, David Eccles School of Business, University of Utah. 1999–2004.
- Organizational Behavior Area Coordinator, Management Department, University of Utah. 1999–2004.

DONOR RELATIONS

- Daniels Fund Ethics Initiative Consortium. 2013–2015.

PROFESSIONAL ACTIVITIES

University Service

- Undergraduate Curriculum Committee, DESB. 2011–2017, 2021–.
- University Honors Policy Board. 2016–2018.
- Retention Promotion and Tenure Committee, DESB. 2005–2007, 2013–2017.
- University Interdisciplinary Teaching Program Advisory Committee. 2012–2014.
- Search Committee, Associate Dean for Undergraduate Affairs, DESB. 2012–2013.
- Presidential Task Force “Reimagining General Education,” University of Utah. 2011–2013.
- Undergraduate Curriculum Review Strategic Task Force, DESB. 2010.
- Review of the Department of Political Science, University of Utah. 2009.
- Academic Senate, University of Utah. 2008–2009.
- Undergraduate Social Science Area Committee, University of Utah. 2006–2009.
- Research Committee, University of Utah. 2006–2009.
- College Council, DESB. 2005–2007.
- Graduate Council, University of Utah. 2002–2005.
- Search Committee, Dean, DESB. 1999–2000.

- Judicial Review Board, DESB. 1997–1999.
- Diversity Committee, Ethics Committee, Executive Education Committee, University Judicial Board, Duke University. 1990–1995.

Professional/Academic Service

- Editorial Board, *Academy of Management Learning and Education*. 2014–.
- Past Associate Editor, *Organizational Behavior and Human Decision Processes*
- Past Departmental Editor, *Group Decision and Negotiation*
- Past Editorial Board Member, *Academy of Management Review*, *Organizational Behavior and Human Decision Processes*
- Panelist: Junior Faculty Consortium, Conflict Management Division, Academy of Management. 2010.
- Senior Faculty Mentor: Junior Faculty Research Incubator, Conflict Management Division, Academy of Management. 2001.
- Representative-at-Large, Conflict Management Division, Academy of Management. 1993–1994.
- Newsletter editor, Conflict Management Division, Academy of Management. 1992–1993.
- Referee for: *Academy of Management Learning and Education*; *Academy of Management Journal*; *British Journal of Management*; *Group Decision and Negotiation*; *International Journal of Conflict Management*; *Journal of Applied Psychology*; *Journal of Experimental Social Psychology*; *Organization Science*; *Organizational Behavior and Human Decision Processes*; *Social Cognition*; *Social Justice Research*; Conflict Management, Critical Management Studies, Organizational Behavior, and Organization and Management Theory Divisions of the Academy of Management; International Association of Conflict Management; AXA Research Fund; Israeli Science Foundation; Marketing Science Institute; National Science Foundation

Community Service/Outreach

- Elected official (Town Council Member, Mayor), Alta, Utah. 2012–2021.
- Member, State of Utah Tourism COVID-19 Recovery Executive Committee, 2020–2021.
- Commissioner, Central Wasatch Commission, 2018–2021.
- Board of Directors, Unified Fire Authority of Greater Salt Lake County, 2018–2021.
- Salt Lake County Zoo, Arts, and Parks Tier II Advisory Board, 2018.
- Utah Ethical Leadership Awards. 2014–2015.
- Academic advisor to Equality Utah. 2006–2007.
- Board of Trustees, Salt Lake Art Center. 2001–2003.

HONORS AND AWARDS

- Daniels Ethics Center Ethics Education Award. 2012, 2017, 2020.
- PhD Teaching Excellence Award, David Eccles School of Business. 2006, 2015.
- Brady Superior Teaching Award, University of Utah. 2011.
- Distinguished Teaching Award, University of Utah. 2008.
- University of Utah Civically Engaged Scholar of 2007. Utah Campus Compact.

- Outstanding Service Learning Faculty of the Year, Lowell Bennion Center, University of Utah. 2007.
- Distinguished Service Award, David Eccles School of Business. 2004.
- MBA Faculty Recognition Award, Fuqua School of Business, Duke University. 1994–1995.
- American Swiss Foundation 1995 Young Leader.

TEACHING

Undergraduate Courses

David Eccles School of Business, University of Utah

- Foundations of Business Thought (Intro to Business as “Great Books” for business students)
- Honors Foundations of Business Thought
- Conflict Management

MBA Courses

Columbia Business School, Columbia University

- Managerial Negotiations

David Eccles School of Business, University of Utah

- Foundations of Business Ethics (Executive MBA)
- Managerial Negotiations (Professional MBA, Executive MBA, Masters of Business Creation)
- Advanced Negotiations (Executive MBA)
- Leadership, Team Effectiveness, and Communication Skills
- Team Foundations
- Consulting to Non-Profits

DePaul University, Czech Management Center Executive MBA

- Negotiation Skills

Fuqua School of Business, Duke University

- Leadership in a Global Economy: Culture and Context (Global Executive MBA; taught in Durham, NC, St. Petersburg, London, Dubai, New Delhi, Shanghai, Beijing, Bangkok)
- Culture, Civilization, and Leadership (Cross Continent Executive MBA; taught in Durham, NC, St. Petersburg, Dubai, Delhi, Shanghai)
- The Ethical Foundations of Management (Cross Continent Executive MBA)
- Ethics in Management
- Dynamics of Bargaining
- Managing Diversity
- Creating and Maintaining Business Relationships

Haas School of Business, University of California Berkeley

- Executive Leadership

Indian School of Business

- Leading Responsibly
- Ethical Foundations of Leadership
- Negotiation Analysis
- Power and Politics

International Institute for Management Development (IMD)

- Team Building and Leadership

Kellogg School of Management, Northwestern University

- Negotiations

Sasin Graduate Institute of Business Administration, Chulalongkorn University

- Negotiations

Stanford Graduate School of Business, Stanford University

- Conflict Management and Negotiations

University of San Francisco

- Managerial Negotiations

Doctoral Courses

David Eccles School of Business, University of Utah

- Cross-Discipline Seminar (Philosophy of social science)
- Organizational Behavior Seminar
- Small Groups Seminar

Doctoral Supervisory Committee Service

Lori Wadsworth; Indranil Chakraborty; Julie Nelson; James Lavelle; Sungu Armagan; Sheli Sillito; Sreedhari Desai; Alex Bollinger; Justin Wareham; McKenzie Reese; Andrew Soderberg; Jared Poole.

Law Course

S.J. Quinney College of Law, University of Utah

- Decision Making for Deals and Disputes

Executive/Non-Degree Programs

- Alsco, Salt Lake City: Ethics in Personal and Professional Life
- Clearlink, Salt Lake City: Effective Negotiations
- David Eccles School of Business, University of Utah, Administration for Physicians: Negotiation Skills
- David Eccles School of Business, University of Utah, Dean's Roundtable on Ethics: Is Machiavelli a Guide for Management?
- David Eccles School of Business, University of Utah, Partners' Program: Negotiation Skills
- Department of Cardiology, University of Utah: Effective Negotiation Skills for the Medical Labor Market
- Department of Family and Preventive Medicine, University of Utah: Effective Negotiation Skills for the Medical Labor Market
- Executive Women International, Cleveland: Introduction to Negotiation Skills
- Fuqua School of Business, Duke University, Program for Manager Development: The Ethics of Leadership
- Fuqua School of Business, Duke University, Russian Managers Program, St. Petersburg, RU: Integrative Competitive Strategy
- Fuqua School of Business, Duke University, Russian Managers Program, St. Petersburg, RU:

Communicating and Negotiating Effectively with Western Firms

- Graduate School of Business, Stanford University, Advanced Negotiation Program: Ethical Limitations in Negotiation
- Graduate School of Business, Stanford University, Negotiation and Influence Strategies: Ethics in Negotiation
- Infrastructure Development Finance Company of India, Mumbai: Negotiating Effectively
- International Institute for Management Development (IMD), Lausanne: The Challenge of World Class Leadership
- Mercato Partners, Cottonwood Heights, UT: Behavioral Decision Making and Venture Capital
- Myriad Genetics, Salt Lake City: Negotiating Effectively
- National Council of Community Bankers, Seminar for Presidents, Marco Island, FL: Negotiation Skills and Perspectives
- Regence BlueCross BlueShield of Oregon, Stevenson, WA: Negotiating Effectively
- Regence Group, Salt Lake City: Negotiating Effectively
- Salomon North America, Whistler, BC: Negotiating Effectively
- SkyWest Airlines Pilots Association, Salt Lake City: Negotiation Skills
- Times Media Group of India, Hyderabad: Negotiation Skills; Effective Use of Goals and Performance Feedback
- University of Utah's Leadership Development Program for Faculty and Directors: Negotiation Skills for Academic Leadership
- Weir Mining Leadership Program: The Strategy of Negotiations
- William Davidson Institute, University of Michigan and Stockholm School of Economics, Riga, Latvia: Advanced Negotiations

Guest Faculty Teaching Seminars

- Graduate School of Business, Stanford University, Design and Process of Experimental Research, November, 2015.
- Graduate School of Business, Stanford University, Managing Groups and Teams, May, 2014.
- S.J. Quinney College of Law, University of Utah, Multinational Corporations and Human Rights, February, 2007.
- AISEC, Basel, Switzerland: Global Theme Conference: Ethics in Management, May, 1997.

WORKING PAPERS

Poole, Jared, and Sondak, Harris. From truth to usefulness: A pragmatist vision of democratic rationality for the evidence-based management debate.

Poole, Jared and Sondak, Harris. Beauty and the bank: The intersection of instrumental, ethical, and aesthetic criteria for decision making in community banks.

Soderberg, Andrew, Rees, McKenzie, Diekmann, Kristina, and Sondak, Harris. The differential effects of being given voice versus being told the truth on perceptions of status of the self and the authority.

PUBLICATIONS

- Pouthier, Vanessa and Sondak, Harris. (2021). When shame meets love: Affective pathways to freedom from injurious bodily norms in the workplace. *Organization Studies*, 42(3):385-406.
- Pouthier, Vanessa and Sondak, Harris (2015). Through the looking glass: Surveillance, resistance, and the re-creation of workplace identity. *Academy of Management Proceedings*, 2015:1 15101.
- Rees, McKenzie and Sondak, Harris (2014). *The Albion Basin Road multi-party negotiation exercise + Teaching notes*. Evanston, IL: Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Cañas, Kathryn A. and Sondak, Harris. (2013). *The opportunities and challenges of workplace diversity: Theory, cases, and exercises* (3rd Ed.). Upper Saddle River, NJ: Prentice Hall.
- Sondak, Harris, Neale, Margaret A., and Mannix, Elizabeth A. (2013). Managing uncertainty in multiparty negotiations. In M. Olekalns and W. Adair (Eds.), *Handbook of Research on Negotiation*. Cheltenham, UK: Elgar.
- Boardman, Calvin M., Sandomir, Alan N., Sondak, Harris. (2012). *Foundations of business thought*. Upper Saddle River, NJ: Prentice Hall.
- Sondak, Harris and Tyler, Tom R. (2012). The psychology of markets vs. hierarchies: The procedural fairness of alternative allocation procedures for benefits and burdens. *Journal of Experimental Social Psychology*, 48, 310-315.
- Bonner, Bryan L. Okhuysen, Gerardo A., Sondak, Harris. (2011). Intragroup decision making in intergroup negotiation: Majority/minority effects and hawkishness of member preferences. *Group Dynamics*, 15, 246-257
- Desai, Sreedhari, Sondak, Harris, and Diekmann, Kristina A. (2011). When fairness neither satisfies nor motivates: The role of risk aversion and uncertainty reduction in attenuating and reversing the fair process effect. *Organizational Behavior and Human Decision Processes*, 116, 32-45.
- Cañas, Kathryn A. and Sondak, Harris. (2010). Challenging and improving the teaching of diversity Management. *International Journal of Diversity in Organizations, Communities and Nations*, 10, 139-158.
- Sondak, Harris (2010). Groups, fairness, and an idea of justice. In E. Mullen, M.A. Neale, and E.A. Mannix (Eds.), *Research in Managing Groups and Teams, Vol. 13: Fairness and Groups*. Stamford: CT: JAI.
- Wade-Benzoni, Kimberly and Sondak, Harris, and Galinsky, Adam D. (2010). Leaving a legacy: Intergenerational allocations of benefits and burdens. *Business Ethics Quarterly*, 20, 7-34.
- Sondak, Harris and Stuhlmacher, Alice F. (2009). Gendered organizational order and negotiations research. *Negotiation and Conflict Management Research*, 2, 107-120.

Diekmann, Kristina A., Sondak, Harris, and Barsness, Zoe I. (2007). Does fairness matter more to some than to others? The moderating role of workplace status on the relationship between procedural fairness perceptions and job satisfaction. *Social Justice Research*, 20, 161-180.

Sondak, Harris and Tyler, Tom R. (2007). How does procedural justice shape the desirability of markets? *Journal of Economic Psychology*, 28, 79-92.

Sondak, Harris and Galinsky, Adam D. (2006). Gain less pain: How to negotiate burdens. *Negotiation*, 11, 3-5.

Sondak, Harris. (2005). Introduction to the emerging scholars of negotiation special issue of Group Decision and Negotiation. *Group Decision and Negotiation*, 14, 1-2.

Sondak, Harris (2005). Review of Jacoby's *Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century*. *Academy of Management Review*, 30, 637-639.

Diekmann, Kristina A., Barsness, Zoe I., and Sondak, Harris. (2004). Uncertainty, fairness perceptions, and job satisfaction: A field study. *Social Justice Research*, 17, 237-255.

Sondak, Harris. (2002). Making sense of the phenomenology of groups and group membership. In H. Sondak, M.A. Neale, and E.A. Mannix (Eds.), *Research in Managing Groups and Teams, Vol. 4: Toward a Phenomenology of Groups and Group Membership*. Stamford: CT: JAI.

Sondak, Harris, Neale, Margaret A., and Pinkley, Robin L. (1999). Relationship, input, and resource constraints: Determinants of distributive justice in individual preferences and negotiated agreements. *Group Decision and Negotiation*, 8, 489-510.

Sondak, Harris. (1998). Relational models and organizational studies: Applications to resource allocation and group process. In C.L. Cooper and D.M. Rousseau (Eds.) *Trends in Organizational Behavior: Vol. 5*, Chichester UK: Wiley.

Maguire, Lynn A. and Sondak, Harris. (1997). Can using decision analysis and dispute resolution techniques to solve environmental problems help promote equity? *Statistics in ecology and environmental monitoring 2: Risk assessment and decision making in biology*. Otago University Press, Dunedin.

Sondak, Harris. (1996, September 28). Management is a moral endeavor: The importance of ethics for business and business education [Published in German as: Unternehmensführung als moralische Herausforderung: Die Rolle der Ethik im Management und in der Ausbildung von Managern]. *Neue Zürcher Zeitung*, p. 91.

Sondak, Harris. (1996). Review of Social Dilemmas: Perspectives on individuals and groups. *Administrative Science Quarterly*, 41, 316-319.

Sondak, Harris, Neale, Margaret A., and Pinkley, Robin L. (1995). The negotiated allocation of benefits and burdens: The impact of outcome valence, contribution, and relationship. *Organizational Behavior and Human Decision Processes*, 64, 249-260.

Tripp, Thomas M., Sondak, Harris, and Bies, Robert J. (1995). Justice as rationality: A relational perspective on fairness in negotiations. In R.J. Bies, R.J. Lewicki, and B.H. Sheppard (Eds.) *Research in negotiations in organizations: Vol. 5*, Greenwich, CT: JAI Press.

Moore, Marian C. and Sondak, Harris. (1993). Marketing relationships: An exercise in strategic interdependence + Teaching notes. Washington, DC: National Institute of Dispute Resolution.

Sondak, Harris and Moore, Marian C. (1993). Relationship frames and cooperation. *Group Decision and Negotiation*, 2, 103-118.

Tripp, Thomas M. and Sondak, Harris. (1992). An evaluation of dependent variables in experimental negotiation studies: The role of impasse rate and Pareto efficiency. *Organizational Behavior and Human Decision Processes*, 51, 273-295.

Chatman, Jennifer A., Putnam, Linda L., and Sondak, Harris. (1991). Integrating communication and negotiation research. In M.H. Bazerman, R.J. Lewicki, and B.H. Sheppard (Eds.) *Research in negotiations in organizations: Vol. 3*, pp. 139-164. Greenwich, CT: JAI Press.

Sondak, Harris and Bazerman, Max H. (1991). Power balance and the rationality of outcomes in matching markets. *Organizational Behavior and Human Decision Processes*, 50, 1-23.

Bazerman, Max H., Mannix, Elizabeth A., Sondak, Harris, and Thompson, Leigh L. (1990). Negotiator behavior and decision processes in dyads, groups, and markets. In J.S. Carroll (Ed.) *Applied social psychology and organizational settings*, pp. 13-44. Hillsdale, NJ: Lawrence Erlbaum.

Sondak, Harris and Bazerman, Max H. (1989). Matching and negotiation processes in quasi-markets. *Organizational Behavior and Human Decision Processes*, 43, 261-280.

Bazerman, Max H. and Sondak, Harris. (1988). Judgmental limitations in diplomatic negotiations. *Negotiation Journal*, 4, 303-317.

Sondak, Harris and Bazerman, Max H. (1988). *The MBA job market: A simulation of matching and negotiation in market contexts + Teaching notes*. Washington, DC: National Institute of Dispute Resolution.

CONFERENCE/INVITED PRESENTATIONS

Poole, Jared and Sondak, Harris (2019, July). From truth to usefulness: A pragmatist response to the evidence-based management debate. European Group for Organizational Studies, Edinburgh, Scotland.

Taverna, Jessica and Sondak, Harris (2019, June). Business and liberal education: Innovating an Integrated Core Curriculum at the David Eccles School of Business. The Aspen Undergraduate Consortium, Boston University, Boston, MA.

Sondak, Harris (2018, June). Business and liberal education: Philosophy of Social Science at the

David Eccles School of Business. The Aspen Undergraduate Consortium, Copenhagen Business School, Copenhagen, Denmark.

Soderberg, A.T., Rees, M.R., Diekmann, K.A., & Sondak, H. (2017, August). Voice vs. truth: Differential effects of voice and lying on self- and other-perceived status. Academy of Management, Atlanta, GA.

Sondak, Harris (2017, June). Business and liberal education: *Foundations of Business Thought at the University of Utah*. The Aspen Undergraduate Consortium, Haas School of Business, Berkeley, CA.

Poole, Jared and Sondak, Harris (2017, July). Beauty and the bank: The intersection of instrumental, ethical, and aesthetic criteria for decision making in community banks. European Group for Organizational Studies, Copenhagen, Denmark.

Sondak, Harris (2016, June). Integrating liberal arts and management education. 4th Annual Research in Management Learning and Education Unconference, INSEAD, Fontainebleau, France.

Pouthier, Vanessa, and Sondak, Harris (2015, August). Through the Looking Glass: Surveillance, Resistance and the Re-creation of Workplace Identity. Academy of Management, Vancouver, BC.

Rees, McKenzie, Wareham, Justin, Verhaal, Cameron, and Sondak, Harris (2014, August). An Exception to the Rule: How Legitimacy Decreases Conformity. Academy of Management, Philadelphia, PA.

Sondak, Harris (2010, May). For the Thrill of It: Negative Responses to Procedural Fairness and Uncertainty Reduction. UCLA.

Sondak, Harris (2009, Dec). Management is a Moral Endeavor: Teaching and Research on Ethics and Business. Rutgers University.

Pouthier, Vanessa and Sondak, Harris. (2009, Aug). Through the Looking Glass: Video Art, Organizational Surveillance, and the Reflection and Recreation of Social Identity. Academy of Management, Chicago, IL.

Cañas, Kathryn, and Sondak, Harris. (2009, May). Women and Work: From Glass Ceiling to Labyrinth. Association for Communication, Los Angeles, CA.

Desai, Sreedhari, Sondak, Harris, and Diekmann, Kristina. (2008, Aug). The Failure of Fairness: Uncertainty Matters. Academy of Management, Anaheim, CA.

Sondak, Harris. (2007, April). Preferences for allocating benefits and burdens: Distributive and procedural considerations. Conference on Values-Driven Judgment and Reasoning, Northwestern University, Evanston, IL.

Cañas, Kathryn A., and Sondak, Harris. (2007, May) The Perfect Storm: Organizations and Creating Accessibility in the Workplace. Association for Business Communication, Washington, D.C.

Wade-Benzoni, Kim A., Sondak, Harris, and Galinsky, Adam D. (2006, June). Leaving a legacy: Intergenerational allocation of benefits and burdens. International Association for Conflict Management, Montreal, Canada.

Aramagan, Sungu, Okhuysen, Gerardo, and Sondak, Harris (2005, Aug.). Is change a good thing? The impact of membership change on task and social knowledge in scientific research groups. Academy of Management, Honolulu, HI.

Cañas, Kathryn A., and Sondak, Harris. (2005, June) Confessions of an Educator: Uncovering the Complexities of Teaching Diversity Management. Management Communication Association Conference, Chapel Hill, NC.

Sondak, Harris and Tyler, Tom. (2001, August). Relational models and procedural Justice: When are markets acceptable? Academy of Management, Washington, DC.

Diekmann, Kristina, Barsness, Zoe, and Sondak, Harris. (2001, June). The effect of physical, demographic, and social distance on fairness perceptions and resulting attitudes and behaviors. Association for Conflict Management, Cergy, France.

Sondak, Harris and Galinsky, Adam. (2001, June). To marketize or not to marketize: Fairness and allocation procedures. Society for the Advancement of Socio-Economics, Amsterdam, Netherlands.

Wade-Benzoni, Kimberly, and Sondak, Harris. (2000, Aug.). Leaving a legacy: The allocation of benefits and burdens in intergenerational decisions. Academy of Management, Toronto, Ontario.

Sondak, Harris. (1998, April). Group process and performance in artistic products: Customer driven or driving the customer? INFORMS, Montreal, Quebec.

Sondak, Harris. (1997, Nov.). Making a good match: Judgments of alternative procedures for social choice. Wharton OB Conference, University of Pennsylvania.

Purohit, Devavrat, and Sondak, Harris. (1997, Feb.). Fear and loathing at the car dealership: The procedural justice of pricing policies. Washington University.

Sondak, Harris, and Pinkley, Robin L. (1995, Aug.). The negotiated allocation of benefits and burdens: The impact of outcome valence and contributions. Academy of Management, Vancouver, BC; also presented at the University of Oregon (May, 1995), the University of Utah (Feb., 1995), Cornell University (Nov., 1994), and Northwestern University (Nov., 1994).

Sondak, Harris, and Sheppard, Blair H. (1995, Aug.). The procedural justice of allocation mechanisms: Alternative enrollment procedures for scarce electives. Academy of Management, Vancouver, BC.

Maguire, Lynn A. and Sondak, Harris. (1995, June). Integrating decision analysis and conflict resolution: Procedural justice in National Forest management. Harvard Business School; also presented at Northwestern University (Nov., 1994) and Montana State University (July, 1993).

Maguire, Lynn A. and Sondak, Harris (1994, Oct.). Can decision analysis and dispute resolution procedures help achieve environmental equity? Workshop on Risk Analysis of the Triangle Chapter of the Society for Risk Analysis, Chapel Hill, NC.

Tripp, Thomas M., Sondak, Harris, and Bies, Robert J. (1993, Nov.). Justice as rationality: A relational perspective on fairness in negotiations. Conference on Research on Negotiations in Organizations, Washington, D.C.

Tripp, Thomas M., Sondak, Harris, and Bies, Robert J. (1993, June). Fairness in negotiation: The importance of context. International Association of Conflict Management, Houthalen, Belgium.

Sondak, Harris. (1992, Sep.). Risk estimates are never enough: The importance of procedural justice for social choice. Workshop on Risk Analysis of the Triangle Chapter of the Society for Risk Analysis, Chapel Hill, NC.

Sondak, Harris and Moore, Marian. C. (1992, June). Conflict resolution in marketing relationships. International Association for Conflict Management, Minneapolis, MN.

Sondak, Harris. (1992, March). Making a good match: Allocation by market or organization? The Society for the Advancement of Socio-Economics, Irvine, CA.

Sondak, Harris, Pinkley, Robin L., and Neale, Margaret A. (1991, Aug.). Distributive justice in negotiations. Academy of Management, Miami Beach, FL.

Sondak, Harris and Bazerman, Max H. (1990, Aug.). The rationality of outcomes in matching markets: The effects of exploding offers and improved alternatives to agreement. Academy of Management, San Francisco, CA.

Sondak, Harris. (1988, Aug.). Judgmental limitations in international negotiations. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Sondak, Harris and Bazerman, Max H. (1988, Aug.). Matching and negotiation in quasi-markets. Academy of Management, Anaheim, CA.

Sondak, Harris and Bazerman, Max H. (1988, April). Matching and negotiation processes in competitive markets. The Institute of Management Science/Operations Research Society of America, Washington, D.C.

Weldon, Elizabeth, Sondak, Harris, and Olsen, Cyrus. (1987, Aug). Ratings of group process and attributions for group performance as a function of performance feedback: Support for a self-serving bias. Academy of Management, New Orleans, LA.