

Curriculum Vita

Robin L. Pinkley

Management and Organizations Department
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Education

Post-doctoral Fellow	Kellogg, Northwestern University	June, 1989
Ph.D. Social Psychology	University of North Carolina	May, 1988
M.A. Psychology	College of William and Mary	June, 1981
B.S. Psychology	Elizabethtown College	June, 1978

Employment History and Teaching Experience

2017 – Present Faculty Director, Master of Science in Management Program, Cox School of Business, Southern Methodist University

2016 – Present Janet and Craig Duchossois Endowed Professor of Management and Organizations

2007 – 2015 Professor of Management of Organizations

1999 – 2005 Director of the American Airlines Center for Labor Relations and Conflict Resolution and Associate Professor of Strategy and Entrepreneurship Edwin L. Cox School of Business, Southern Methodist University

1997 – 2000 Chair and Associate Professor of Organizational Behavior and Business Policy on the Marilyn and Leo F. Corrigan Endowment, Edwin L. Cox School of Business, Southern Methodist University

1995 - 1997 Associate Professor of Organization Behavior and Administration, Edwin L. Cox School of Business, Southern Methodist University

1989 - 1995 Assistant Professor of Organization Behavior and Administration, Edwin L. Cox School of Business, Southern Methodist University

1987 - 1989 Visiting Assistant Professor of Organization Behavior, J. L. Kellogg Graduate School of Management, Northwestern University

1985-1987 Instructor: General and Introductory Social Psychology, Psychology Department, University of North Carolina

1986 Mediator, University of North Carolina, Chapel Hill

- 1984 Teaching Assistant: Introductory Statistics, University of North Carolina
- 1981 – 1983 Therapist I: Jefferson Alcohol and Drug Abuse Center for Treatment and Research, Louisville, Kentucky
- 1979 – 1981 Psychological Assistant: Eastern State Hospital, Williamsburg, Virginia
- 1978 – 1979 Reality Orientation-Counselor, Fair Acres Geriatric Center, Media, Pennsylvania
- 1977-1978 Teaching Fellow: Introductory Sociology, Elizabethtown College
- 1976-1977 Teaching Assistant: Introductory Sociology, Elizabethtown College

Dissertation Title

- Ph.D. *Cognitive interpretations of conflict: a multidimensional scaling analysis*, Chester Insko, thesis advisor.

Thesis Title

- M.A. "Situation constraints, individual differences in self-monitoring and self-presentation", Kelly Shaver, thesis advisor.

Refereed Publications & Submitted Work

Freeman, R., Pinkley, R., Bottom, B., & Gelfand, M. (2019). Implicit Theories of Negotiation: Testing a New Measure of Agreement Dynamism. *Negotiation and Conflict Management Journal*. 13 (2), 127-150.

Pinkley, R. L., Conlon, D., Sawyer, J, Slesman, D., VandeWalle, D., & Kuenzi, M. (2019) The Power of Certain and Phantom Alternatives in Dyadic Negotiation: How What “Could Be” Haunts What “Is”. *Organizational Behavior and Human Decision Processes*.

Tuncel, E., Mislin, A., Kesebir, S., & Pinkley, R. L., (2016) Agreement Attraction and Impasse Aversion: Motives for Selecting a Poor Deal Over No Deal at All. *Psychological Science*, 27 (3) 312-321.

Award: Featured in Young President Organization’s Leadership Journal
<https://www.ypo.org/2017/01/taking-a-new-look-at-impasse/>

Conlon, D., Pinkley, R. L. & Sawyer, J. (2014) Getting Something Out of Nothing: Reaping or Resisting the Power of a Phantom BATNA. In Ayoko, O. B., Ashkanasy, N. M., & Jehn, K. E. (Eds.). *Handbook of Conflict Management Research*, Edward Edgar Publishing, UK. 20, 328 – 342.

Pinkley, R.L. (2012) The effect of cognitive biases on judgments about fair pay: Implications for negotiators as price-justifiers. In Shapiro, D. & Goldman, B. (Eds), *The Psychology of Negotiations for the 21st Century*, SIOP Frontiers Series. 75 – 114.

Pinkley, R.L. (2011) The use of multidimensional scaling methods in the study of peace psychology: An inductive approach to understanding the hearts of those we seek to know. In Christie, D. J. (Ed), *The Encyclopedia of Peace Psychology*, Hoboken, New Jersey: Wiley-Blackwell: UK & USA.

Award: Recognized as an American Library Association [Outstanding Reference Source of 2013](#)

Kim, P. H., Pinkley, R. L., & Fragale, A. (2006) The many faces of power and its use. *Negotiation Journal*, 22, 199-207.

Kim, P. H., Pinkley, R. L., & Fragale, A. (2005) Power dynamics in negotiation. *Academy of Management Review*, 30, 799-822.

Award: A prior version received the “Outstanding Conceptual Paper” award. *International Association for Conflict Management* (2000).

Pinkley, R. L., Gelfand, M. & Duan, L., (2005) When, where and how: The use of multidimensional-scaling methods in the study of negotiation and social conflict. *International Negotiation*, 10, 79–96.

Pinkley, R. L. (2004) Salary and compensation skills for young professionals. *Journal of American Dietetic Association*, 104 (7), 1064-1078.

Sondak, H., & Neale, M. A., Pinkley, R. L., (2000) Relationship, contribution, and resource constraints: Determinants of distributive justice in individual preferences and negotiated agreements. *Group Decision and Negotiation Journal*, 8, 489-510.

Brett, J. F., Northcraft, G. B., Pinkley, R. L. (1999) Stairways to heaven: An interlocking self-regulatory model of negotiation. *Academy of Management Review*, 24, 435-451.

Brett, J. F., Pinkley, R. L., & Jackofsky, E. F. (1997) Alternatives to having an alternative to settlement in dyadic negotiations: The impact of anchor, efficacy, and options. *International Journal of Conflict Management*, 7 (2), 121-138

Sondak, H., Neale, M. A., & Pinkley, R. L. (1996) The negotiated allocation of benefits and burdens: The impact of outcome valence, contribution, and relationship. *Organizational Behavior and Human Decision Processes*, 64, 249-260.

Pinkley, R. L. (1995) The impact of knowledge regarding alternatives to settlement in a dyadic negotiation: Whose knowledge counts? *Journal of Applied Psychology*, 80, 403-417.

Pinkley, R. L., Brittain, J., Neale, M. A., & Northcraft, G. B. (1995) Managerial third party dispute intervention: The impact of situational factors on strategic choice. *Journal of Applied Psychology*, 80, 3863-402.

Pinkley, R. L., Griffith, T., & Northcraft, G. B. (1995) "Fixed pie - a la mode: Information availability, information processing, and the negotiation of sub-optimal agreements." *Organizational Behavior and Human Decision Processes*, 62(1), 101-112.

Award: Runner-up for the Most Influential Article or Book Chapter Published in The Field Of Conflict Management Between 1992 – 1996 Award from the Conflict Management Division of the Academy of Management.

Pinkley, R. L. & Northcraft, G. B. (1994) Cognitive interpretations of conflict: Implication for dispute processes and outcome. *Academy of Management Journal*, 37, 193-205.

Pinkley, R. L., Neale, M. A., & Bennett, R. J. (1994) The impact of alternatives to settlement in a dyadic negotiation. *Organizational Behavior and Human Decision Processes*, 57, 97-116.

Pinkley, R. L. (1992) Dimensions of conflict: Relation to disputant perceptions and expectations. *International Journal of Conflict Management*, 3, 95-114.

Bettis, R. A. & Pinkley, R. L. (1992) Negotiation: The process of strategic cooperation across networks, *Advances in Strategic Management Series*.

Pinkley, R. L. (1990) Dimensions of conflict frame: Disputant interpretations of conflict. *Journal of Applied Psychology*, 75, 117-126.

Award: Received the Best Paper Award, Conflict Management Division of the Academy of Management, 1990.

Hoyle, R. H., Pinkley, R. L., & Insko, C. (1989) Perceptions of social behavior: Evidence of differing expectations for interpersonal and intergroup interaction. *Personality and Social Psychology Bulletin*, 15, 365-376.

Pinkley, R., LaPrelle, J., & Pyszczynski, T. (1988) Depression and the self-serving search for consensus after success and failure. *Journal of Social and Clinical Psychology*, 2, 235 - 244.

Pinkley, R. (1988) Cognitive interpretations of conflict: A multi-dimensional scaling analysis. *Proceedings of the Academy of Management*, Anaheim, California.

Insko, C., Hoyle, R., Pinkley, R., Hong, G., Slim, R., Dalton, G., Lynn, W., Ruffin, P., Dardis, G., Bernthal, P., & Schopler, J. (1988) Individual-group discontinuity: The role of consensus rule, *Journal of Experimental Social Psychology*, 24, 505-519.

- Insko, C., Pinkley, R., Harring, K., Holton, B., Hong, G., Krams, D., Hoyle, R., & Thibaut, J. (1987) Minimal conditions for real groups: Mere categorization or competitive between category behavior. *Representative Research in the Social Sciences*, 17, 5-36.
- Insko, C., Pinkley, R., Hoyle, R., Dalton, B., Slim, R., Landry, P., Holton, B., Ruffin, P., & Thibaut, J. (1987) Individual versus group discontinuity: The role of intergroup contact. *Journal of Experimental Social Psychology*, 23, p. 250-267.

Books

- Pinkley, R. L. & Northcraft, G. H. (2001, 2004) *Turning lead into gold: The expert negotiators guide to negotiating salary and compensation*, St. Martins Press, New York.

Works in Progress

- Bhatia, N., Pinkley, R. L., Barsness, Z., & Bear, J., & Sleesman, D. To Be or Not to Be Assertive in Negotiations: Have Women Been Given the Wrong Advice?" (R&R, *Academy of Management Discoveries*)
- Sawyer, J., Sleesman, D., Pinkley, R.L. & Conlon, D. *The power of certain and ghost alternatives in dyadic negotiation: How what "was" haunts what "is."* (Preparing for submission to *Organizational Behavior and Human Decision Processes*).
- Bear, J., Pinkley, R., Barsness, Z., Mazei, J., Bhatia, N., & Sleesman, D. (2021). Not all cues are created equal: How disambiguating cues can mitigate *and* exacerbate gender differences in negotiation, (Preparing for submission to *Psychological Science*)
- Li. S., Conlon, D., Sleesman, D., Pinkley., R.L., & Sawyer, J.; Counterpart reactions to phantom BATNA holders information: The benefits and costs of sharing, paltering, and lying about one's BATNA, (Preparing for submission to *Organizational Behavior and Human Decision Processes*).
- Pinkley, R. L., Turan, N., & Guinia, B. *The strategic implications of when negotiators share how much they want [anchors] and why [accounts]*. (Preparing for submission to *Organizational Behavior and Human Decision Processes*)
- Freeman, R., Pinkley, R., Bottom, B., & Gelfand, M. *Implicit Theories of Negotiation: Testing a New Measure of Agreement Dynamism in the US and China*. (Two studies have been collected and working on a third)
- Pinkley, R.L., Mislin, A., & Tuncel, E., *Value context theory: A first test regarding the real determinants of outcome value, relationship satisfaction, and interest in continuing the relationship*. (3 studies have been collected and working now to collect the last study).
- Pinkley, R. L., Kray, L., & McKenzie Rees. *Feminine charm: Power as paradox in cross-gender negotiation*. (2 studies collected and now designing an experimental manipulation)

Pinkley, R. L., Bear, J., & Mazie, J., M. *Biting back against backlash: The strategic use of gender stereotyping and the sucker bias.* (Project development)

Mislin, A., Tuncel, E., Kesebir, S., & Pinkley, R. L. *Agreement attraction and impasse aversion: The drive behind the decision to accept deals below one's bottom line.* (After collecting 9 data sets we are currently collecting 2 more and will submit 7 to *Psychological Science*)

Kuenzi, M., Pinkley, R. L., & Lewicki, R. *Think to whom and how you say it: 3D apologies and trust violations in organizational settings.* (2 studies collected and in the process of planning our third data collection)

Pinkley, R. L., Turan, N., & Gunia, B. *Meaning as value in negotiation: Value context theory as an explanation for why people are often satisfied with less and dissatisfied with more.* (Project development phase)

Pinkley, R. L. Barsness, Z., & Turhan, N. *The benefits of bossy versus bitchy: Distinguishing between assertive and aggressive gender stereotyping in negotiation and organizations.* (Project development phase)

Pinkley, R. L., Mazie, J., & Bear, J. *The backlash boomerang effect: How prescriptive messages communicate descriptive norms, increasing the behavior they should eradicate.* (Project development phase)

Presentations and Conference Participation

Bear, J., Pinkley, R., Barsness, Z., Mazei, J., Bhatia, N., & Sleesman, D. (2021). Not all cues are created equal: How disambiguating cues can mitigate *and* exacerbate gender differences in negotiation, Paper presented at the International Association of Conflict Management, Virtual.

Bear, J., Pinkley, R., Barsness, Z., Mazei, J., Bhatia, N., & Sleesman, D. (2020). Not all cues are created equal: How disambiguating cues can mitigate *and* exacerbate gender differences in negotiation, Paper presented at the International Association of Conflict Management, Virtual.

Bhatia, N., Pinkley, R., Bear, J., & Sleesman, D. (2020). Do Women Face Backlash for Negotiating Assertively or Aggressively? Re-examining Gender and Assertiveness in Negotiation, Paper presented at the Academy of Management, Virtual.

Rees, M.R., & Pinkley, R. (2019). Old and new tensions in gender research: Understanding fundamental expectations of female negotiators. Symposium conducted at the annual meeting for the International Association for Conflict Management, Dublin

- Li, S., Conlon, D., Sleesman, D., Sawyer, J., & Pinkley, R. L. (2019). *Phantom BATNAs and Ethical Behavior in Negotiation*, Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Dallas, TX.
- Rees, M., Rosenblum, M., Kray, L., & Pinkley, R. L. (2019). Prince and Princess Charming: Are they the same? Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Dallas, TX.
- Sawyer, J., Sleesman, D., Pinkley, R., & Conlon, D., (2019) BATNA past and present: The impact of forgone alternatives on current negotiation behavior. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Dallas, TX.
- Bear, J., Pinkley, R. L., Barsness, Z., Mazie, J., & Bhatia, N. (2018). *Understanding the Gendered Path to Negotiation Expertise: An Extended Dual Components Model*. Paper presented at the International Association of Conflict Management Conference, Philadelphia, PA.
- Pinkley, R.L., Conlon, D., Sawyer, J., Sleesman, D., Vandewalle, D., & Kuenzi, M. (2017). *Unpacking BATNA Availability: How Probability Can Impact Power in Negotiation*. Paper presented at the Academy of Management Conference, Atlanta, GA.

Winner of Best Empirical or Theoretical Paper Award, Conflict Management Division, Academy of Management

- Bear, J., Pinkley, R. L., Barsness, Z., Mazie, J., & Bhatia, N. (2017). *Understanding the Gendered Path to Negotiation Expertise: A Dual Components Mode*. Paper presented at the Academy of Management Conference, Atlanta, GA.
- Bhatia, N., Pinkley, R. L., Barsness, Z., & Bear, J. (2017). *Assertiveness versus Aggression in Negotiation*. Paper presented at the International Association of Conflict Management Conference, Berlin, Germany.
- Friedman, R., Pinkley, R., Bottom, B., Gelfand, M., & Liu, W. (2017). *Implicit Theories of Negotiation: Testing a New Measure of Agreement Dynamism*. Paper presented at the International Association of Conflict Management Conference, Berlin, Germany.
- Bottom, B., Friedman, R., Gelfand, M., Liu, W., & Pinkley, R. L.¹ (2016) *Fixed versus Dynamic Implicit Theories of Negotiation – Testing a New Measure*. Paper presented at the Academy of Management Conference, Anaheim, CA.

¹ Authors are listed in alphabetical order.

- Pinkley, R. L. (2016). *PDW Workshop: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Anaheim, CA.

¹ Authors are listed in alphabetical order.

- Sleesman, D., Pinkley, R. L., Conlon, D., & Sawyer, J. (2016). *The Power of Certain and Phantom Alternatives in Dyadic Negotiation: How What "Could Be" Haunts What "Is"*. Paper presented at the International Association of Conflict Management Conference, New York, New York
- Bhatia, N. & Pinkley, R. L. (2016) *Meaning as Value in Negotiation: A First Look at Value Context Theory and the Strategic Use of Anchors and Accounts*, Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), New Orleans, Louisiana.
- Bear, J., Pinkley, R. L., & Barsness, Z. (2016) *The Gendered Path to Negotiation Expertise*, Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), New Orleans, Louisiana.
- Pinkley, R. L. (2015) *Meaning as Value: A First Look at Value Context Theory and the Strategic Use of Anchors and Accounts*, Invited Presentation, Olin Business School, University of Washington in St. Louis.
- Pinkley, R. L. (2015). *PDW Workshop: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Vancouver, Canada
- Turan, N. & Pinkley, R. L. (2015). *The Strategic Use of Arguments in First Offers: Advice Concerning Anchors, Accounts, and How to Share Them*. Paper presented at the International Association of Conflict Management, Tampa, FL.
- Tuncel, E., Mislin, A., Kesbir, S. & Pinkley, R. L. (2015) *Agreement Attraction and Impasse Aversion: Reasons for Selecting a Poor Deal Over No Deal at All*. Paper presented at the International Association of Conflict Management, Tampa, FL.
- Bear, J, Pinkley, R. L., & Barsness, Z (2015). *The Gendered Path to Negotiation Expertise*. Paper presented at the International Association of Conflict Management, Tampa, FL.
- Pinkley, R. L., Tuncel, E., Mislin, A., & Kesebir, S., (2014). *The Subjective Appeal of the Objectively Suboptimal Agreement: Why Negotiators Prefer a Bad Deal to No Deal at All*. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Lisbon, Portugal, and at CATÓLICA-LISBON School of Business & Economics, Universidade Catolica Portuguesa, Lisbon, Portugal.
- Pinkley, R. L., et. al. (2014). *PDW Workshop: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Philadelphia, PA.
- Tuncel, E., Mislin, A., Kesebir, S., & Pinkley, R.L. (2013). *The agreement bias in negotiations*. Paper presented at the Academy of Management Conference, Orlando, FL.

- Pinkley, R. L., et. al. (2013). *PDW Workshop: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Orlando, FL.
- Pinkley, R. L., Sawyer, J. & Conlon, D. (2011). *Reconciling the way you think things ought to be with the way things are: The power of power illusions in dyadic negotiation*. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Paris, France.
- Pinkley, R. L. (2011). *How the perception of what "isn't" impacts what "is" in dyadic negotiation: Power illusions and other things that go bump in the night*. Invited speaker for the Junior Faculty Research Incubator, Conflict Management Division, Academy of Management Conference, San Antonio, TX.
- Pinkley, R.L., Conlon, D., & Sawyer, J. (2010). *Phantom power strategies in dyadic negotiation: Changing the face of what "isn't" to impact what "is"*. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), Tulane University, New Orleans, Louisiana.
- Pinkley, R.L., Conlon, D., & Sawyer, J. (2009). *Psychological Explanations for Phantom BATNA: Asymmetries in Perception of Value and Likelihood of Non-Existent Alternatives*. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), London Business School, London, England.
- Pinkley, R. L., (2008). *Phantom of the BATNA: The implication of shadow versus real alternatives in dyadic negotiations*. Invited presentation at the Focusing on Asymmetry, Cognition, and Emotion Conference (FACE), The Netherlands.
- Pinkley, R. L., et. al. (2008). *PDW Workshop: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Anaheim, CA.
- Pinkley, R. L., et. al. (2007). *Starting out on the right foot: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Atlanta, Georgia.
- Pinkley, R. L., et. al. (2006). *Starting out on the right foot: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Atlanta, Georgia.
- Pinkley, R. L. (2005). *If it walks like power and talks like power, it must be power . . . right?* Invited speaker for the Research incubator Junior Faculty Consortium, Conflict Management Division, Academy of Management Conference, Honolulu, Hawaii.
- Pinkley, R. L., et. al. (2005). *Starting out on the right foot: Negotiating your first job offer*. Invited panelist for the all Academy, Negotiating your career Showcase Symposium, Academy Presentation, Academy of Management Conference, Honolulu, Hawaii.

- Pinkley, R. L. (2005). *Conflict in the eyes of the beholder: A multidimensional scaling approach. Changing Frames*. Invited presenter at the Framing and Reframing of Difficult Conflicts Conference, Seville, Spain.
- Pinkley, R. L. (2004). *Managing your career and your life*. Invited presenter at the Doctoral Consortium, Conflict Management Division, Academy of Management Conference, New Orleans, Louisiana.
- Pinkley, R. L. (2002). *A dynamic utility model of negotiator power: The importance of being the tortoise and the hare*. Invited Presentation, Kellogg Graduate School Of Management, Northwestern University.
- Pinkley, R. L. (2001). Invited attendee/discussant. Negotiation and Culture Conference, Northwestern University.
- Brett, J. F., Northcraft, G. B., Pinkley, R. L. (1997). *Stairways to heaven: An interlocking self-regulatory model of negotiation*. Paper presented at the Academy of Management Conference, Boston, Massachusetts.
- Pinkley, R. L., & VandeWalle, D. (1997). *Only the phantom knows: The impact of certain, conditional, unspecified, and zero alternatives to settlement in dyadic negotiation*. Paper presented at the Academy of Management Conference, Boston, Massachusetts.
- Sondak, H. & Pinkley, R. L. (1995). *Negotiating the allocations of benefits and burdens: The effects of resource valence, contribution, and relationship*. Paper presented at the Academy of Management Conference, Vancouver.
- Pinkley, R. L. (1994). *The impact of knowledge regarding alternatives to settlement*. Paper presented at the International Association for Conflict Management Conference, Eugene, Oregon, USA.
- Sondak, H., Pinkley, R. L. & Neale, M. A. (1991). *Distributive Justice in Negotiations*. Paper presented at the meeting of the Academy of Management, Miami, Florida.
- Pinkley, R. L., Brittain, J. W. & Northcraft, G. B. (1991). *The Dimensional Structure of Managerial Dispute Intervention Strategies: A Multidimensional Scaling Analysis*. Paper presented at the International Association for Conflict Management Conference, Den Dolder, The Netherlands.
- Pinkley, R. L. & Brittain, J. W. (1991). *Managerial Third Party Dispute Intervention*. Paper presented at the meeting of the Academy of Management, Miami, Florida.
- Pinkley, R. & Beggs, R. (1990) *Alternative, reservation price, and outcomes: The impact of alternatives to settlement in dyadic negotiation*. Paper presented at the meeting of the Academy of Management, San Francisco, CA.

- Pinkley, R., & Northcraft, G. (1989). *Cognitive Interpretations of Conflict: Implications for disputant motives and behaviors*. Paper presented at the meeting of the Academy of Management, Washington, D.C.
- Pinkley, R. (1988). *Cognitive Interpretations of Conflict: Relation to Disputant Goals and Expectations*. Invited paper, Nags Head Conference Center, Aggression, Negotiating, and Conflict.
- Earp, J., Pinkley, R., Fleming, R., Raft, D., & Smith, R. (1986). *The Quality of Life of Kidney Transplant Patients by Mode*. Paper presented at the meeting of The Society of Behavioral Medicine, Washington, D.C.
- Pinkley, R., Hoyle, R., & Holton, B. (1986). *The perceived difference between intergroup and inter-individual behavior*. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Pinkley, R., LaPrelle, J., Pyszczynski, T., & Greenberg, J. (1986). *Depression and the Self-Serving Search for Consensus*. Paper presented at the meeting of the Eastern Psychological Association, Arlington, Virginia.
- Zany, G., Pinkley, R., & Ness, D. (1987). *Classroom seating preference and personality*. Paper presented at the meeting of the Eastern Psychological Association, Washington, D.C.

Grants and Fellowships

- 2019 – 2020 NTR (Negotiation Training & Research Institute), Chicago, ILL
- 2015 – 2016 DRRC Research Residency Grant, Kellogg Graduate School, Northwestern, University.
- 2015 – 2016 Niemi Center’s Student Fellowship for the Benefits of Bossy versus Bitchy: Distinguishing Among Passive, Assertive, and Aggressive Gender Stereotyping in Negotiation and Organizations, Niemi Center, Bush Institute, Southern Methodist University.
- 2006 -2007 Frank and Susan Dunlevy Faculty Research Fellow
- 1999– 2005 Pinkley, R.L., American Airlines Center for Labor Relations and Conflict Resolution, Funded by American Airlines.
- 1998 -1999 Pinkley, R.L., Marilyn & Leo Corrigan Fellowship, Funded by the Edwin L. Cox School of Business, Southern Methodist University (Competitive Research Based Award).
- 1996 – 1998 Pinkley, R.L., Dorothy Cullum Fellowship, Funded by the Edwin L. Cox School of Business, Southern Methodist University (Competitive Research Based Award),.

- 1995-1996 Pinkley, R.L., Dorothy Cullum Fellowship, Funded by the Edwin L. Cox School of Business, Southern Methodist University (Competitive Research Based Award),.
- 1993-1995 Pinkley, R.L., Corrigan Fellowship, Funded by the Edwin L. Cox School of Business, Southern Methodist University (Competitive Research Based Award),.
- 1992-1993 Pinkley, R. L., Brittain, J., Neale, M., & Northcraft, G. Managerial third party dispute intervention: The impact of situational factors on strategic choice. Funded by the Southern Methodist University Research Council, \$1,700.
- 1989-1990 Neale, M. A., Pinkley, R. L., Brittain, J., & Northcraft, G. Managerial third party dispute intervention. Fund for Dispute Resolution Research, Ford Foundation, \$75,420.
- 1989-1990 Pinkley, R. L., & Byes, R. When managers say "no": A typology of upward and downward accounts. Funded by the Dispute Resolution Research Center, \$2,400.
- 1988-1989 Pinkley, R. L., Sondak, H., & Neale, M. A. Negotiating Justice Norms. Funded by the Dispute Resolution Research Center, \$2,375.
- 1988-1989 Pinkley, R. L., Neale, M. A., & Beggs, R. Resistance point, reservation price, and outcome: The impact of alternatives to settlement in a dyadic negotiation. Funded by the Dispute Research Center, \$650.
- 1980-1981 Pinkley, R. L., & Galliano, J. An Analysis of the relationship between patient expectations of a treatment environment, the social milieu, and treatment outcome. Funded by the Virginia Department of Mental Health and Mental Retardation, \$5,020.

Honors and Academic Awards

- 2020 Eugene T. Byrne Endowed Faculty Innovation Award, Cox School of Business
- 2016 - 2021 SMU Cox Media Expert of the Year Award, Edwin L. Cox School of Business
- 2016 - 2018 MBA Teaching Award, Edwin L. Cox School of Business
- 2009 MBA Teaching Award, Edwin L. Cox School of Business
- 2006 Sewell Distinguished Service to the Community Award, Cox School of Business, Southern Methodist University
- 2004 Runner up, Most Influential Article or Book Chapter Published in The Field Of Conflict Management Between 1992 – 1996 Award, Conflict Management Division, Academy of Management

- 2001 MBA Teaching Award, Cox School of Business, Southern Methodist University
- 1995 University Golden Mustang Endowment Award, Southern Methodist University
(competitive teaching and scholarship based award).
- 1994 Outstanding Researcher Award, Edwin L. Cox School of Business.
- 1990 Best Paper Award, Power, Negotiation, and Conflict Interest Group, (renamed the
Conflict Management Division) Academy of Management, Anaheim, California.

Professional Service

Board of Directors

- 2019 – Present Angel Investor and Chief Strategic Officer, Bed Beacon LLC, Dallas, TX
- 2011 – 2015 North West Leadership Society, Camas, WA
- 2011 – Present Solidus Technologies, Colorado Springs, CO

Elected Offices

- 2007 – 2008 Past-President and Board Member, IACM
- 2006 – 2007 President, International Association of Conflict Management
- 2004 – 2006 President Elect, International Association of Conflict Management
- 2002 – 2004 Executive Board, International Association of Conflict Management
- 2003 – 2004 Chair, Best Paper Published in 2001 Award, Conflict Management Division,
Academy of Management
- 1997 – 1998 Chair, Conflict Management Division, Academy of Management
- 1996 – 1997 Chair Elect, Conflict Management Division, Academy of Management
- 1995 – 1996 Program Chair, Conflict Management Division, Academy of Management
- 1994 – 1995 Program Chair-Elect, Conflict Management Division, Academy of Man.
- 1992 – 1993 Board Member, Conflict Management Division, Academy of Management
- 1991 – 1992 North American Track Chair, International Ass. of Conflict Management
- 1991 – 1992 Review Board for the Otto Klineberg Intercultural and International Relations
Award, the Society for the Psychological Study of Social Issues

Committee Work

- 2000 Selection Committee, Most Influential Article Published Between 1995 – 1999,
 Conflict Management Division, Academy of Management
- 2001 Best Submitted Paper, Conflict Management Division, Academy of Management

Journal Review Activities

2020 – Present Board Member, Organizational Behavior and Human Decision Processes

1994 – 1997 Associate Editor, International Journal of Conflict Management

1992 – 1994 Assistant Editor, International Journal of Conflict Management

1990 – 2010 Ad hoc reviewer:

- Academy of Management Journal
- Academy of Management Review
- Industrial Relations
- International Journal of Conflict Management
- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
- Journal of Applied Psychology
- Journal of Applied Social Psychology
- Psychological Science
- Strategic Management Journal
- Academy of Management Meetings – Conflict Management
- International Association of Conflict Management Meetings

1984 – 1987 Associate Editor, Representative Research in Social Psychology

1983 – 1984 Reviewer, Representative Research in Social Psychology

1982 – 1983 Business Manager, Representative Research in Social Psychology

Professional Membership

Academy of Management

Psi Chi (Psychology Honor Society)

American Psychological Society

International Association for Conflict Management

Judgment and Decision Making
 Society for the Psychological Study of Social Issues

Governance Service to the Department, Business School, and University

Departmental Service

1997 - 2000 Department Chair, Organizational Behavior and Business Policy Department
 2003 Chair, Steve Postrel, 3rd Year Review
 2003 Chair, David Hoopes, Tenure Review
 1998 Chair, 3rd Year Review, Don VandeWalle
 1989 – 1993 Career Fair

Cox School Of Business Service

Committee Work

2006 – 2014 Graduate Policy Committee
 2008 – 2014 P & T Committee
 2004 – 2006 Chair, MBA Policy Committee
 2004 – 2006 Cox School Honors Council
 2004 – 2005 Executive Committee
 2000 – 2006 P & T Committee
 2000 – 2005 Faculty Sponsor, Cox School Gay and Lesbian Association
 2004 – 2005 Executive Education – Designed an Idea Incubator Executive Training Program
 for Southland Corporation at the request of Frank Loyd
 2000 – 2004 MBA Policy Committee
 2000 – 2001 AACSB Steering Committee
 1997 – 2000 Executive Committee
 1998 – 2000 Co-Chair, Human Resource Roundtable
 1994 – 1999 BBA Policy Committee
 1996 – 1997 Dean’s Search Committee
 1997 MBA Faculty Marshall

- 1991 – 1997 Planning Committee
- 1997 Chair, Freshman Orientation Committee
- 1995 – 1996 Teaching Innovation Award Committee
- 1995 MBA Faculty Marshall
- 1994 – 1995 Business Leadership Advisory Board
- 1994 – 1995 Faculty Advisor, MBA Students for Responsible Business Club
- 1994 BBA Faculty Marshall
- 1991 – 1993 Leadership Center Advisory Board
- 1991 – 1993 Career Center Advisory Board
- 1993 BBA Faculty Marshal
- 1989 – 1993 Deans Honors Council
- 1990 – 1991 Faculty Representative, Majors Fair
- 1990 – 1992 BBA Policy Committee

Presentations

- 2011` Watson, Wyatt World Wide and Collins Center Joint Seminar for HR Executives
- 2009 Towers Club Presentation (On behalf of Collins Center), Ghost, Goblins, Phantoms, and Other Sources of Negotiator Power
- 1997 – 2006 MBA Career Center, Negotiation of Salary and Compensation Seminar
- 1999 – 2000 BBA Career Center, Negotiation of Salary and Compensation Seminar
- 1998 Host, Presidents and Hunts Scholars Luncheon
- 1995 Mustang Speaker Speech to Prospective Students and Parents
- 1995 Teaching Excellence Panel
- 1994 Houston Alumni Association Breakfast Speaker
- 1994 Mustang Club Speaker to Prospective Students and Parents
- 1994 Human Resource Roundtable
- 1993 Alumni Talk
- 1993 Houston Breakfast Academy Presentation
- 1993 Business Information Center, Negotiation Skills Seminar
- 1992 MBA Orientation
- 1992 Staff Association

- 1991 – 1992 MBA Job Negotiation Seminar
- 1991 Board of Visitors Panel
- 1990 MBA Summer Job Search Seminar
- 1990 Balancing Conflicting Claims: Career, Family, Values and the World of Business
Talk, Seminar jointly Sponsored by the Perkins School of Theology and the Cox
School of Business
- 1990 Alumni Negotiation Seminar
- 1990 Ad Club

University Service

Committee Work

- 2010 – 2011 Dedman I, Promotion and Tenure Committee
- 2009 – 2010 SACS Finance and Facilities Committee
- 2009 – 2010 SMU Honorary Degree Committee
- 2008 – 2010 SMU Finance Committee
- 2008 – 2010 Faculty Senate
- 2004 – 2005 Faculty Search Committee, Psychology Department
- 2001 – 2004 Tate Distinguished Lecture Series Board
- 2003 – 2004 Building and Development Committee, Psychology Department
- 2003 – 2004 Committee on Committees, Faculty Senate
- 2002 – 2004 Long-Range Planning Committee, Psychology Department
- 2002 – 2004 Chairman Search Committee, Psychology Department
- 2001 – 2004 Faculty Senate
- 2001 – 2003 Finance Committee, Faculty Senate
- 1998 – 2000 President's Scholar Selection Committee
- 2000 – 2001 President's Scholar Faculty Mentor, Laura Muniz
- 1998 – 1999 Racial Inequity in Athletics Task Force
- 1999 Faculty Guide, Student Athletes, Track Team
- 1993 – 1998 Ethics and Tenure Committee
- 1995 – 1998 Racial Inequities in Athletics Task Force
- 1996 – 1998 International Exchange Committee
- 1995 – 1997 Community Partners Committee

1993 – 1995 Faculty Discipline Policies and Procedures Committee

Community Service

Non-Profit Organization Key Note Speeches and Seminars

American Dietetic Association
 Asian Chamber of Commerce
 Dallas/Fort Worth Bar Association
 Dallas/Fort Worth Chamber of Commerce
 Executive Woman's Roundtable
 Illinois Agricultural Leadership Foundation
 International Customer Service Association
 Physician's Leadership Association of America
 Public Relations Society of America
 Rotary Club
 Women's Administration for the Community College System
 Women in Communications
 Young Presidents Organization

Committees and Boards

2011 – Present Board of Directors, Northwest Leadership Society, Non-profit Organization
 2009 – 2011 Board of Directors, Solidus Corporation
 2001 – 2004 Board of Directors, Tate Distinguished Lecture Series
 2001 – 2002 Parent Chaperone, Senior Trip, Highland Park High School
 2001 – 2002 President of The Cheerleader Booster Club, Highland Park High school
 1999 – 2001 Board of Directors, USA Film Festival

Executive Training and Consulting Experience

SMU:

Management of Managers Seminar
 Senior Executive in the Oil and Gas Industry Seminar
 High Performance Sales Seminar
 Marketing Certificate Program

Finance Certificate Program

Masters in Liberal Arts: Organizational Behavioral Course

Non-Profit Organizations:

American Dietetic Association

Asian Chamber of Commerce

Dallas Fort Worth Chamber of Commerce

Executive Woman's Roundtable

International Customer Service Association

National Association of Purchasing Managers

Physician's Leadership Association of America

Public Relations Society of America

Rotary Club

Women's Administration for the Community College System

Women in Communications

Corporations:

ARCO

Accenture

Allstate Insurance

American Dietetic Association

Banc-Tec Inc.

Blue Cross Blue Shield

Chase Paymentech Solutions

Cox Finance Certificate Program

Cox Marketing Certificate Program

CTE Energy Network

DFB Holding Company

DPT Laboratories

Duke Corporate Education

General Electric

Governor's Leadership Program

Healthpoint

i2 Technologies

JP Morgan Chase

Kodak

Macy's

UNIventures

Maxim Integrated Systems

Westcott Communications

Mobil

Yahoo!

NASA

Reliant Energy

RELTEC

Remington Hotel

Corporation

Legacy Bank
Lockheed Martin Vought

Media Coverage

News Programs

ABC News
CBS News
CNN News
Fox News
Marketplace Radio (NPR)
NBC News

Newspapers

The Chicago
Tribune
The Dallas

Magazines

D Magazine
Fortune
Magazine