

JULIA B. BEAR

College of Business
Harriman Hall 254
State University of New York (SUNY) at Stony Brook
Stony Brook, NY 11794
julia.bear@stonybrook.edu

ACADEMIC POSITIONS

College of Business, Stony Brook University , Stony Brook, NY	
Associate Professor (with tenure)	2018 - present
Assistant Professor	2013 - 2018
Technion – Israel Institute of Technology , Haifa, Israel	
Marie Curie Researcher	2010-2013
Fulbright Post-Doctoral Scholar	

EDUCATION

Carnegie Mellon University , Tepper School of Business, Pittsburgh, PA	2010
Ph.D., Organizational Behavior and Theory	
Baruch College, CUNY , New York, NY	2002
MBA, International Business	
Stanford University , Stanford, CA	1997
AB, English Literature	

RESEARCH INTERESTS

Gender and Negotiation
Gender Gaps in Organizations
Conflict in Organizations

PUBLICATIONS

Books

Bear, J.B., & Pittinsky, T.L. (Forthcoming). *The Caregiving Ambition*. New York: Oxford University Press.

Peer-Reviewed Journals

Bowles, H.R., Thomason, B.T., & Bear, J.B. (In press). Reconceptualizing what and how women negotiate career advancement. *Academy of Management Journal*.

Bear, J.B. (2019). The caregiving ambition framework. *Academy of Management Review*, 44(1): 99-125.

- London, M., Bear, J.B., Cushenbery, L., & Sherman, G.D. (2018). Leader support for gender equity: Understanding prosocial goal orientation, leadership motivation, and power sharing. *Human Resource Management Review*.
- Bear, J.B., Cushenbery, L., London, M. & Sherman, G. (2017). Performance feedback, power retention, and the gender gap in leadership. *Leadership Quarterly*, 28(6), 721-740.
- Bear, J.B. & Glick, P. (2017). Breadwinner bonus and caregiver penalty in workplace rewards for men and women. *Social Psychological and Personality Science*, 8(7), 780-788. doi: 10.1177/1948550616683016
- Featured in the Association for Psychological Science:
<http://www.psychologicalscience.org/news/minds-business/turning-the-motherhood-penalty-into-a-breadwinner-bonus.html#.WJ4GNtIrKUK>
 - Featured in *Newsday*:
<http://www.newsday.com/business/women-s-pay-81-9-cents-for-every-1-men-earn-group-says-1.13335611>
- Bear, J.B., & Babcock, L. (2017). Negotiating femininity: Gender-relevant primes improve performance for women in gender role incongruent negotiations. *Psychology of Women Quarterly*, 41(2), 163-174. doi: 10.1177/0361684316679652
- Featured in Sage Publishing Podcasts:
<http://journals.sagepub.com/page/pwq/podcasts>
- Bear, J.B. & Collier, B. (2016). Where are the women in Wikipedia? Understanding the different psychological experiences of men and women in Wikipedia. *Sex Roles*, 74, 254-265.
- Featured in *Harvard Business Review*: <https://hbr.org/2016/06/why-do-so-few-women-edit-wikipedia>
- Bear, J.B. & Segel-Karpas, D. (2015). Effects of attachment anxiety and avoidance on negotiation propensity and performance. *Negotiation and Conflict Management Research*, 8, 153-173.
- Best Published Article Award of 2015 in *Negotiation and Conflict Management Research* at the International Association of Conflict Management, 2016
- Bear, J.B., Weingart, L.R. & Todorova, G.T. (2014). Gender and the emotional experience of relationship conflict: The differential effectiveness of avoidant conflict management. *Negotiation and Conflict Management Research*, 7, 213-231.
- Todorova, G.T., Bear, J.B., & Weingart, L.R. (2014). Can conflict be energizing? A study of task conflict, positive emotions, and job satisfaction. *Journal of Applied Psychology*, 99, 451-467.
- Best Paper Award for Conflict in Context, Conflict Management Division, Academy of Management 2013
- Woolley, A.W., Bear, J.B., Chang, J.W. & Hunter A. (2013). The effects of team strategic orientation on team process and information search. *Organizational Behavior and Human Decision Processes*, 122, 114-126.

- Best Paper Award - Managerial and Organizational Cognition Division, Academy of Management, 2011

Bear, J.B. & Babcock, L. (2012). Negotiation topic as a moderator of gender differences in negotiation. *Psychological Science*, 23(7), 743-744.

Bear, J. (2011). "Passing the buck": Incongruence between gender role and topic leads to avoidance of negotiation. *Negotiation and Conflict Management Research*, 4(1): 47-72.

- Best Published Article Award of 2011 in *Negotiation and Conflict Management Research* at the International Association of Conflict Management, 2012

Bear, J.B. & Woolley, A.W. (2011). The role of gender in team collaboration and performance. *Interdisciplinary Science Reviews*, 36(2): 146-153.

Book Chapters

Bear, J.B., & Pittinsky, T.L. (2019). Gender, work-family negotiations, and caregiving ambition. Forthcoming in *Handbook on Gender and Negotiation*, Mara Olekalns & Jessica Kennedy, Eds.

Bear, J.B. & Babcock, L. (2017). Gender differences in negotiation. In Andrea Kupfer Schneider & Christopher Honeyman, (Eds.), *The Negotiator's Desk Reference* (pps. 595-606). St. Paul, MN: DRI Press.

Eliav, E., Miron-Spektor, E., & Bear, J.B. Humor and creativity. (2017). In Christopher Robert (Ed.), *The Psychology of Humor at Work* (pps. 60-75). New York, NY: Routledge Press.

Bendersky, C., Bear, J., Behfar, K., Weingart, L.R., Todorova, G., & Jehn, K. (2014). Identifying gaps between the conceptualization of conflict and its measurement. In N. Ashkanasy, R. Ayoko & K. Jehn, (Eds.), the *Handbook of Conflict Management* (pps. 79-89). Northampton, MA: Edward Elgar.

Babcock, L., Bowles, H.R. & Bear, J. (2012). A model of when to negotiate: Why women don't ask. In R.T.A. Croson & G.E. Bolton (Eds.), *The Oxford Handbook of Economic Conflict Resolution*, New York, NY: Oxford University Press.

Hill, J., Pilkonis, P.A. & Bear, J. (2011). Social domains, personality, and interpersonal functioning: New insights into personality disorders. In L.M. Horowitz & S. Strack (Eds.) *Handbook of Interpersonal Psychology*. Hoboken, NJ: Wiley.

Popular Press & Non-Academic Publications

Bear, J., & Pittinsky, T. (2019, October 2). What working moms and dads really deserve: Work-family balance should be about more than helping people buy help. *The New York Daily News*. <https://www.nydailynews.com/opinion/ny-oped-what-working-moms-and-dads-really-deserve-20191002-7r4iswmzq5bsremjo537azp5wm-story.html>

Pittinsky, T., & Bear, J. (2019, June 16). The bind dads are in: It's not just women under pressure to choose between work and parenting. *The New York Daily News*. <https://www.nydailynews.com/opinion/ny-oped-try-trusting-dads-for-a-blue-20190616-ggywih675fdebk7spzbtxmjj4y-story.html>

Bear, J.B. & Babcock, L. In press. Gender gaps in negotiation: Implications for individuals and organizations. Forthcoming in Andrea Kupfer Schneider & Christopher Honeyman, (Eds.), *Negotiation Essentials for Lawyers*, American Bar Association.

Bear, J. & Pittinsky, T. (2018, May 13). Letter to working mothers: You can be equally ambitious about your career, family. *USA Today*.
<https://www.usatoday.com/story/opinion/2018/05/13/letter-working-mothers-you-can-equally-ambitious-your-career-family/605872002/>

Babcock, L. & Bear, J.B. (2017). Negotiating your first salary: Myths and Reality. Harvard Business Review (hbr.org). <https://hbr.org/2017/07/10-myths-about-negotiating-your-first-salary>

Conference Proceedings

Bear, J.B. & Glick, P. (2016). Gendered rewards: Breadwinner versus caregiver status affects workplace rewards for men and women. In John Humphreys (Ed.), *Academy of Management Best Paper Proceedings*.

Collier, B. & Bear, J. (2012). Conflict, confidence or criticism: An empirical examination of the gender gap in Wikipedia contributors. *Proceedings of Computer Supported Cooperative Work*, Seattle, WA.

Woolley, A.W., Bear, J., Chang, J.W. & Hunter A. (2011). The effects of team strategic orientation on team strategy and information search in competitive environments. *Academy of Management Best Paper Proceedings*.

Manuscripts in Preparation

Bear, J.B. Flexibility at work and the gender gap in career advancement.

Eliav, E., Miron-Spektor, E., & Bear, J.B. Can funny women get ahead? Managing the warmth-competence paradox through humor.

Bear, J.B., Pinkley, R., Barsness, Z., Mazei, J., & Bhatia, N. Understanding the gendered path to negotiation expertise: The dual components model.

Schaumberg, R. & Bear, J.B. Controlling others versus being autonomous from others' control: Associating career advancement with personal power eliminates gender differences in career aspirations.

Mazei, J., Bear, J.B., & Huffmeier, J. Is masculinity negotiated—literally? Exploring rewards and penalties for men in negotiation.

Bear, J.B., Clark, S. London, B. & Maung-Gaona, N. Negotiating STEM: Gender differences in negotiation underlie the gender gap in STEM.

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J.B., Todorova, G., and Jehn, K. Measuring conflict expression: A complementary approach to understanding conflict.

Bhatia, N., Pinkley, R., Barsness, Z., & Bear, J.B. Aggressiveness and assertiveness in negotiation.

AWARDS

Certificate of Recognition for Promotion of Inclusivity, Student Accessibility Support Center, Stony Brook University, 2019

Outstanding Reviewer Award, Conflict Management Division, Academy of Management, 2017

Best Published Article Award of 2015 in *Negotiation and Conflict Management Research*, International Association of Conflict Management, 2016

Best Paper Award for Conflict in Context, Academy of Management, 2013

Best Published Article Award of 2011 in *Negotiation and Conflict Management Research*, International Association of Conflict Management, 2012

Outstanding Dissertation Award – Honorable Mention, International Association for Conflict Management – 2011

Best Paper Award - Managerial and Organizational Cognition Division, Academy of Management, 2011

GRANTS AND FELLOWSHIPS

Women and Public Policy Program Fellowship, Kennedy School, Harvard University, 2019-2020

Northwestern Dispute Resolution Research Center - Research Residency Fellowship, 2015

Marie Curie International Fellowship, 2011-2013 – Grant of €193,000 (\$273,000 / 939,000 NIS) from the European Union

Fulbright Post-Doctoral Fellowship, 2010 - 2012

Lady Davis Post-Doctoral Fellowship, 2010 - 2011

Center for Behavioral Decision Research at Carnegie Mellon, Small Grant, 2009

Army Research Institute Graduate Student Funding, 2009-2010

Gerald R. Salancik Doctoral Fellowship Award, 2008

Center for Behavioral Decision Research at Carnegie Mellon, Small Grant, 2005

William Larimer Mellon Fellowship Award, Carnegie Mellon University, 2004-2007

Mitsui USA Graduate Scholarship, Baruch College, CUNY, 2000-2002

Nash Tuition Scholarship, Baruch College, CUNY, 2000-2002

INVITED PRESENTATIONS

- Kellogg Culture and Negotiation Conference, Chicago, IL, 2018
- Focus on Asymmetry, Cognition and Emotion Conference (FACE), New Orleans, LA, 2016; Seattle, WA, 2016
- Technical University of Dortmund, Germany – Psychology Department, 2016
- Interdisciplinary Center, Herziliya, Israel - Psychology Department, 2016
- Women in the Workplace – Navigating the Labyrinth, Carnegie Mellon University, 2014
- Stony Brook University – Department of Psychology, 2014
- Hebrew University – Department of Psychology, 2013
- Haifa University – Department of Political Science, 2013
- The Israel-Sderot Conference on Social Issues, 2012
- European Gender Summit: Quality Research and Innovation through Equality, Brussels, Belgium, 2012
- Tel Aviv University – Recanati Business School, 2011
- Technion-Israel Institute of Technology, 2010

REFEREED CONFERENCE PRESENTATIONS

Bear, J.B. (2019). A tale of two ambitions: Caregiving and career ambitions among men and women. Academy of Management, Boston, MA.

Eliav, E., Miron-Spektor, E., & **Bear, J.B.** (2019). Can funny women get ahead? Managing the warmth-competence paradox through humor. Academy of Management, Boston, MA.

Ishai, R., Rafaeli, A., & **Bear, J.B.** (2018). New measures for understanding conflict resolution and the moderating effects of status. Academy of Management, Chicago, IL.

Schaumberg, R. & **Bear, J.B.** (2018). Cross cultural differences in the benefits of self-reliance for women's career advancement. Academy of Management, Chicago, IL.

Bowles, H.R., Thomason, B., & **Bear, J.B.** (2018). Reconceptualizing women's career negotiations: Asking, bending, and shaping. Academy of Management, Chicago, IL.

Bear, J.B., Pinkley, R. & Barsness, Z., Mazei, J., & Bhatia, N. (2018). Understanding the gendered path to negotiation expertise: The dual components model. International Association of Conflict Management, Philadelphia, PA.

Eliav, E., Miron-Spektor, E., & **Bear, J.B.** (2018). Can funny women get ahead? Leveraging humor to advance female leadership. Israeli Organizational Behavior Conference, Tel Aviv, Israel.

Bear, J.B., Pinkley, R. & Barsness, Z., Mazei, J., & Bhatia, N. (2017). Understanding the gendered path to negotiation expertise: The dual components model. Academy of Management, Atlanta, GA.

Schaumberg, R. & **Bear, J.B.** (2017). The effect of power frames on gender differences in the desire for career advancement. Academy of Management, Atlanta, GA.

- Mazei, J., **Bear, J.**, & Huffmeier, J. (2017). To win or lose it all: Reactions to men at the bargaining table. In J. Mazei and **J.B. Bear** (Chairs), *Expanding the lens: New directions in the study of gender in negotiation and conflict management*. Symposium conducted at the meeting of the International Association of Conflict Management, Berlin.
- Ishai, R., Rafaeli, A., & **Bear, J.** (2017). Degree of closure about resolution (DCR): Conceptual development, validation and initial implementation of a new construct. International Association of Conflict Management, Berlin, Germany.
- Bhatia, N., Pinkley, R.L., Barsness, Z., **Bear, J.** (2017). Assertiveness versus aggression in negotiation. International Association of Conflict Management, Berlin, Germany.
- Bear, J.B.**, Clark, S. London, B. & Maung-Gaona, N. (2016). Negotiating STEM: Gender differences in negotiation underlie the gender gap in STEM. International Association of Conflict Management, New York, NY; Academy of Management, Anaheim, CA.
- Schaumberg, R. & **Bear, J.B.** (2016). The appeal of personal power for women: Implications for gender differences in career aspirations. International Association of Conflict Management, New York, NY.
- Behfar, K., Kim, Y., Weingart, L., Bendersky, C., **Bear, J.B.**, Todorova, G., and Jehn, K. (2016). Development and Validation of the Directness and Intensity of Conflict Expression (DICE) scale. Society for Industrial and Organizational Psychology, Anaheim, CA; Academy of Management, Anaheim, CA.
- Eliav, E., Miron-Spektor, E., & **Bear, J.B.** (2016). The creative power of humor: Why and when humor enhances creativity in the workplace. European Group for Organizational Studies (EGOS), Naples, Italy.
- Bear, J.B.** & Glick, P. (2016). Gendered rewards: Breadwinning versus caregiving status affects workplace rewards for men and women. Academy of Management, Anaheim, CA; Israeli Organizational Behavior Conference, Tel Aviv, Israel.
- Bear, J.B.**, Pinkley, R. & Barsness, Z. (2015). The gendered path to negotiation expertise: Perceptions regarding where to go and the path for getting there. International Association of Conflict Management, Clearwater Beach, FL - 2015
- Bear, J.B.** & Babcock, L. (2015). Negotiating femininity: Gender identity affects women's outcomes in negotiations. Academy of Management, Vancouver, BC, Canada.
- Bear, J.B.** & Heller, D. (2015). Power is in the eye of the beholder: Gender differences in perception of negotiation counterpart's power and the effect on negotiation outcomes. International Association of Conflict Management, Clearwater Beach, FL.
- Bear, J.B.** & Heller, D. (2014). Power is in the eye of the beholder: The effects of gender differences in power perceptions on negotiation outcomes. Academy of Management, Philadelphia, PA.
- Bear, J.B.** & Karpas, D.S. (2014). Effects of attachment anxiety and avoidance on negotiation propensity and performance. Academy of Management, Philadelphia, PA.

- Bear, J.B.**, Peleg, I., & Rafaeli, A. (2014). "Easier said than done": Conflict management in difficult situations and the moderating effects of professional schemas. International Association of Conflict Management, Leiden, Holland.
- Behfar, K.B., **Bear, J.B.**, Kim, Y., Weingart, L.R., Bendersky, C., Todorova, G.T., & Jehn, K. (2014). Measuring conflict expression: A complementary approach to understanding conflict. International Association of Conflict Management, Leiden, Holland.
- Weingart, L.R., Todorova, G.T., & **Bear, J.B.** (2014). The emotional experience of conflict and its effect on individual work outcomes. International Association of Conflict Management, Leiden, Holland.
- Bear, J.B.** & Babcock, L. (2013). Gender-topic fit at the bargaining table: Evidence for the effects of fit and ways to compensate for a lack of fit. International Association of Conflict Management, Tacoma, Washington.
- Todorova, G.T., **Bear, J.B.**, & Weingart, L.R. (2013). Can conflict be energizing? A field study of task conflict positive emotions, and job satisfaction. Academy of Management, Orlando, FL.
- Bowles, H.R., Thomason, B., & **Bear, J.B.** (2013). Women's Career Negotiations. Academy of Management, Orlando, FL.
- Bear, J.B.** & Babcock, L. (2012). Negotiation topic moderates gender differences in negotiation. Academy of Management, Boston, MA.
- Bear, J.B.** & Heller, D. (2012). Gender differences in salary negotiation: The crucial role of power. Academy of Management, Boston, MA.
- Collier, B. & **Bear, J.** (2012). Conflict, confidence or criticism: An empirical examination of the gender gap in Wikipedia contributors. Conference on Computer Supported Cooperative Work, Seattle, WA.
- Bear, J.B.** & Heller, D. (2011). Gender, power, and negotiation. Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Bear, J.B.**, Weingart, L.R. & Todorova, G.T. (2011). To avoid or not to avoid? Gender and the emotional experience of relationship conflict. Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Bowles, H.R., **Bear, J.** & Thomason, B. (2011). Claiming authority: Career challenges vs. opportunities. Academy of Management, San Antonio, TX.
- Woolley, A.W., **Bear, J.**, Chang, J.W. & Hunter, A. (2011). Shifting gears: The effects of team strategic orientation on team information search. Academy of Management, San Antonio, TX.
- Bear, J.**, Weingart, L.R. & Todorova, G.T. (2011). Can avoiding conflict be beneficial? A field investigation of gender, conflict avoidance, emotional labor and emotional exhaustion. International Association of Conflict Management, Istanbul, Turkey.

- Bear, J.** & Woolley, A.W. (2010). Active avoidance in organizations: Pretending, bypassing and the role of process versus outcome expectations. Academy of Management, Montreal, Canada.
- Bendersky, C., Behfar, K., Weingart, L., Jehn, K., Todorova, G., & **Bear, J.** (2010). Revisiting the dimensions of intra-group conflict: Theoretical and psychological construct refinement. Academy of Management, Montreal, Canada.
- Woolley, A.W., **Bear, J.**, Chang, J.W. & Hunter, A. (2010). Shifting gears: The effects of strategic orientation on situational perceptions, strategy and information search in teams. Interdisciplinary Network for Group Research (INGROUP), Washington, DC.
- Bendersky, C., Behfar, K., Weingart, L., Jehn, K., Todorova, G., & **Bear, J.** (2010). Revisiting the dimensions of intra-group conflict: Theoretical and psychological construct refinement. International Association of Conflict Management, Boston, MA.
- Bowles, H.R., **Bear, J.** & Thomason, B. (2010). Negotiating for self and other: A social-structural explanation. International Association of Conflict Management, Boston, MA.
- Bear, J.** (2010). “Passing the Buck”: Incongruence between gender role and topic leads to avoidance of negotiation. International Association of Conflict Management, Boston, MA.
- Bear, J.** (2009). How do people respond to negotiation attempts from others? The effects of gender role incongruence on avoidance. Academy of Management, Chicago, IL.
- Weingart, L.W., **Bear, J.** and Todorova, G. (2009). Excited to disagree? A study of conflict and emotions in teams. International Association of Conflict Management, Kyoto, Japan.
- Bear, J.** (2008). How do people respond to negotiation attempts from others? The effects of gender and context on avoidance. International Association of Conflict Management, Chicago, IL.
- Bear, J.** (2007). How do people respond to negotiation attempts from others? The effects of gender and context on avoidance. Gender and Negotiation Conference, Harvard University, Cambridge, MA.

INVITED SPEAKER, PANELIST & FACILITATOR

- “Fair Enough? The Lilly Ledbetter Fair Pay Act at 10 Years”, NYU Law Symposium, 2019
- Stony Brook Minds and Vines Series, 2019
- Center for Inclusive Education, Stony Brook University, 2015; 2017
- SAP Headquarters, Raanana, Israel, 2011
- Microsoft R&D Center, Herzliya, Israel, 2011 – Keynote Speaker
- Technion – Career Development workshop for female doctoral students, 2011 & 2012
- TechPOWR – Networking group for women in technology in Pittsburgh, 2009
- Tepper School of Business for the Women and MBA Club, 2008

TEACHING EXPERIENCE

Instructor:

- Organizational Behavior (MBA); Organizational Behavior (Undergraduate), Stony Brook University, College of Business
- Organizational Behavior I (Undergraduate), Carnegie Mellon University, Tepper School of Business

Guest Lecturer:

- Cross-Cultural Negotiation (MBA), Technion-Israel Institute of Technology, Davidson Faculty of Industrial Engineering, Fall 2010, 2011, & 2012
- Negotiation (MBA, MPP), Carnegie Mellon University, Heinz School of Public Policy & Management, Fall 2008 & Fall 2009

Graduate Teaching Assistant: Negotiation (Prof. Laurie Weingart, multiple sections; Prof. Linda Babcock, multiple sections)

SERVICE

Professional Association Service:

Member, Negotiation and Teaching Resources Grants Committee, 2019

Elected Representative-at-large, Conflict Management Division, Academy of Management (2017-2019)

Co-Organizer, *Conducting State of the Art Negotiation Research*, Professional Development Workshop, Academy of Management Conference, 2018

Member, Most Influential Paper Award Committee, Academy of Management Conflict Management Division, 2017

Program Chair, International Association of Conflict Management, 2016 Conference

Member, Expert Advisory Committee, Gender Diversity Impact, Research funded via Horizon 2020 – European Union

Affiliations

Academy of Management

International Association of Conflict Management

Beta Gamma Sigma (Business Honor Society)

Association for Psychological Science

Journal Reviewing:

Consulting Editor and Editorial Board Member, *Psychology of Women Quarterly*, 2018 – present

Ad-Hoc Reviewer

Journal of Personality and Social Psychology

Leadership Quarterly

Sex Roles

Negotiation and Conflict Management Research
Journal of Experimental Social Psychology
Journal of Applied Social Psychology
Applied Psychology: An International Review
Psychology of Women Quarterly
Journal of Business Venturing
Industrial Relations
Journal of Social Psychology
Human Relations
Group Decision and Negotiation
International Journal of Psychology
US-Israel Binational Science Foundation
Netherlands Organisation for Scientific Research, Council for Social Sciences and the Humanities
Icelandic Research Fund
Academy of Management Annual Conference
International Association of Conflict Management Annual Conference

University and Department Service

University Service:

Member, Provost Search Committee (2016, 2019)
Member, Strategic Planning Committee, College of Business (2018-2019)
Member, Collaborative on Academic Careers in Higher Education (COACHE) Team (2017-2019)
Member, Faculty Diversity Working Group (2016-2018)
Member, College of Business MBA Admissions Committee (2014-present)
Member, Stony Brook University Intercollegiate Athletics Board (2014-present)

Doctoral Committee Membership:

Marybeth Apriceno, Psychology Department, Stony Brook University
Ron Ishai, Industrial Engineering - Behavioral Sciences, Technion – Israel Institute of Technology
Jamie MacDonald, Psychology Department, Stony Brook University
Ileana Culcea, Psychology Department, Stony Brook University
Roxanne Moadel-Attie, Psychology Department, Stony Brook University
Emuna Eliav, Industrial Engineering - Behavioral Sciences, Technion – Israel Institute of Technology
Jiyun Elizabeth L. Shin, Psychology Department, Stony Brook University
Melissa Auerbach, Psychology Department, Stony Brook University
Ashley Lytle, Psychology Department, Stony Brook University

Undergraduate Honors Thesis/Master's Advisor:

Madeline Wollmuth, Psychology Department, Stony Brook University
Heidi Yeh, College of Business, Stony Brook University
Sara Coan, College of Business, Stony Brook University

External Service:

Delivered oral testimony to Lt. Governor and State Labor Commissioner on the Gender Pay Gap in New York State, 2017

PROFESSIONAL EXPERIENCE

Reader's Digest, Pleasantville, NY 2001-2002
Intern, Developed strategic plan for expanding use of online channel.

Yale University Press, New Haven, CT 2000
Marketing and Sales Associate, Forecasted financial performance. Analyzed sales figures.

Rutgers University Press, Piscataway, NJ 1998-2000
Subsidiary Rights Manager, Licensed and managed rights and permissions for all books. Initiated and developed electronic marketing.

Homes for the Homeless, New York, NY 1997-1998
Job Developer, Facilitated job searches for clients previously on welfare. Served as liaison between clients and local businesses.

LANGUAGES

Fluent in Hebrew and Spanish