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Education

- 2010 The Wharton School at the University of Pennsylvania.
 Ph.D., Management/Organizational Behavior (expected)
- 2007 The Wharton School at the University of Pennsylvania
 M.S., Management/Organizational Behavior.
- 2004 Harvard College.
 B.A. Psychology, *magna cum laude*.

Articles in refereed journals

Eisenkraft, N. & Elfenbein, H. A. (*in press*). The way you make me feel: Evidence for individual differences in affective presence. *Psychological Science*.

Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (*in press*). The objective value of subjective value: A multi-round negotiation study. *Journal of Applied Social Psychology*.

Elfenbein, H. A., Foo, M. D., Mandal, M. K., Biswal, R., Eisenkraft, N., Lim, A., & Sharma, S. (*in press*). Displaying and perceiving nonverbal cues of affect: New data on an old question. *Journal of Research in Personality*.

Elfenbein, H. A. & Eisenkraft, N. (2010). The relationship between displaying and perceiving nonverbal cues of affect: A meta-analysis to solve an old mystery, *Journal of Personality and Social Psychology*, 98, 301-318.

Elfenbein, H. A., Eisenkraft, N., & Ding, W. (2009) Do we know who values us? Dyadic meta-accuracy in the perception of professional relationships, *Psychological Science*, 20, 1081-1083.

Langer, E., Russell, T. & Eisenkraft, N. (2009). Orchestral performance and the footprint of mindfulness. *Psychology of Music*, 37, 125-136.

Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Baccaro, L. (2008). Are some negotiators better than others? Individual differences in bargaining outcomes, *Journal of Research in Personality*, 42, 1463-1475.

Manuscripts under review

Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. "Do we know emotional intelligence when we see it? The properties and promise of observer ratings." Revise and resubmit to the *Journal of Applied Psychology*.

Eisenkraft, N. "*r_{wg}* is not enough: Detecting subgroup disagreement." Submitted to *Organizational Research Methods*.

Works in progress

Projects are only listed in this section if all of the data for the project have been collected. A ♦ indicates that a working paper is available.

♦ Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Brown, A. "Why are some negotiators better than others? Opening the black box of bargaining behaviors."

♦ Eisenkraft, N. "Restoring glory: The inspiring effect of organizational identity threats on individual performance."

♦ Knight, A., & Eisenkraft, N. "Patient safety culture is local: A variance decomposition analysis."

Eisenkraft, N., Campagna, R. Elfenbein, H. A., & Dirks, K. "Individual differences in dyadic trust: A social relations analysis."

Eisenkraft, N. & Curhan, J. "Past performance vs future expectations: How different referent points influence negotiation outcomes and evaluations."

Eisenkraft, N., Curhan, J., & Elfenbein, H. A. "The development and consequences of reputations in a competitive market."

Curhan, J., Eisenkraft, N., Elfenbein, H. A., Bacarro, L., & Perlis, R. "Are good negotiators born or made? The genetic foundation of negotiation performance."

Eisenkraft, N., Elfenbein, H. A., Ding, W. "The strength of weak ties: Evidence from intra-organizational elections."

Elfenbein, H. A., Ding, W., & Eisenkraft, N. "Knowing that someone knows someone: Individual differences in perceiving social networks."

Ding, W., Elfenbein, H., Eisenkraft, N., & Choi, E. "Perceptions of structure in social networks."

Refereed presentations

Eisenkraft, N. & Elfenbein, H. A. (2010). The way you make me feel: Evidence for individual differences in affective presence. Paper to be presented at the 25th Annual Meeting of the Society for Industrial & Organizational Psychology, Atlanta, Georgia.

Elfenbein, H. A., Eisenkraft, N. & Ding, W. (2010). Do we know who values us? Dyadic meta-accuracy in the perception of professional relationships, Paper to be presented at the 118th Annual Convention of the American Psychological Association, San Diego, California.

Elfenbein, H. A., Barsade, S., & Eisenkraft, N. (2009). Do we know emotional regulation skill when we see it? A multi-trait multi-method analysis. Presented at the 69th Meeting of the Academy of Management, Chicago, Illinois.

Elfenbein, H. A., Eisenkraft, N., Foo, M. D., Mandal, M. K., Biswal, R., Lim, A., & Sharma, S. (2009). Is there an emotional 'g'? Accuracy in expressing and perceiving nonverbal cues. Paper presented at the 21st Meeting of the Association for Psychological Science, San Francisco, California.

Elfenbein, H. A., Shirako, A., Eisenkraft, N., Brown, A., Curhan, J. R. (2008). Emotional styles in negotiation: Consistency and its consequences. Presented at the 68th Meeting of the Academy of Management, Anaheim, California.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2007). On the intuition that some negotiators are better than others. Presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Elfenbein, H. A., Curhan, J. R., & Eisenkraft, N. (2007). The objective value of subjective value in repeated negotiations. Presented at the 67th Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Rothbard, N. P., Barsade, S. G., & Eisenkraft, N. (2006). Emotional and cognitive transparency at the bargaining table: Costs and benefits. Presented at the 66th Meeting of the Academy of Management, Atlanta, Georgia.

White papers

Palfrey, J. Chen, C., Hwang, S., & Eisenkraft, N. "Public Participation in ICANN." A white paper published at Harvard Law School's Berkman Center for Internet and Society.

Huang, J., & Eisenkraft, N. "The Design of Online Communities." A white paper and collection of interviews published internally for the administration of Harvard College.

Fellowships, honors, & awards

2007 The Wharton School Litton Fellowship for Industrial Relations Doctoral Candidates

2005 Russell Ackoff Doctoral Student Fellowships for Research on Human Decision Processes and Risk Management

Teaching

- Interests: Negotiations, Organizational Behavior, Networks, Research Methods.
- Experience: Two semesters of Management 101 recitations, a mandatory case-based undergraduate course in corporate strategy and organizational behavior. Teaching ratings of 3.25 and 3.43 (on a 0 to 4 scale) when the average instructor ratings for the course were 2.63 and 3.06 respectively.
- Materials: Co-author of multiple distributive and integrative negotiation exercises used in the required MBA organizational behavior class at Wharton and in MBA-level negotiation classes at the Massachusetts Institute of Technology, Washington University in St. Louis, and the University of California at Berkeley.

Authored software

- BuildSurvey Software that converts human-readable/editable descriptions of questionnaires into fully functional online surveys including dynamic front-ends, auto-save, and instant deployment on any PHP capable web-server.
- R.SOREMO Software that analyzes round-robin data using Kenny's (1994) Social Relations Model.
- R.Mod.Med Software that performs the moderation/mediation bootstrap described in Edwards and Lambert (2007).
- R.Difference Software that performs the response surface analysis described in Edwards and Parry (1993).
- ARBTR Software that facilitates the creation of equitable, integrative, solutions with minimal communication between multiple geographically distributed negotiators.

References

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