

Noah Eisenkraft

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Kenan-Flagler Business School
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EDUCATION

- 2011, December The Wharton School at the University of Pennsylvania.
Ph.D., Management (Organizational Behavior)
- 2007, August The Wharton School at the University of Pennsylvania
M.S., Management (Organizational Behavior)
- 2004, June Harvard College
B.A., Psychology, *magna cum laude*.

PROFESSIONAL EXPERIENCE

- 2011 - Present Assistant Professor of Organizational Behavior
Kenan-Flagler Business School
University of North Carolina, Chapel Hill
- 2010 - 2011 Instructor with Special Provisions
Kenan-Flagler Business School
University of North Carolina, Chapel Hill

HONORS

- 2011 - 2017 Teaching All Star, MBA Program, University of North Carolina at Chapel Hill (6 times)
- 2016 Sage Publications/RMD Best Conference Paper Award
Eisenkraft, N. (2016). Dichotomizing network data can change the meaning of actor centrality. Academy of Management, Anaheim, California.
- 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

BIBLIOGRAPHY

Refereed Journal Articles

- Elfenbein, H. A., Eisenkraft, N., Curhan, J. R., & DiLalla, L. F. (in press). On the relative importance of individual-level characteristics and dyadic interaction effects in negotiations: Variance partitioning evidence from a twins study. *Journal of Applied Psychology*.
- Eisenkraft, N., Elfenbein, H. A., & Kopelman, S. (2017). We know who likes us, but not who competes against us: Dyadic meta-accuracy among work colleagues. *Psychological Science, 28*, 233-241.
- Eisenkraft, N. (2017). CustomNegotiations.org: A free resource for creating custom negotiation simulations. *Negotiations Journal, 33*, 239-253.
- Shah, A. M., Eisenkraft, N., Bettman, J. R., & Chartrand, T. L. (2016). "Paper or plastic?": How we pay influences post-transaction connection." *Journal of Consumer Research, 42*, 688-708.
- Knight, A. P., & Eisenkraft, N. (2015). Positive is usually good, negative is not always bad: The effects of group affect on social integration and task performance. *Journal of Applied Psychology, 100*, 1214-1227.
- Elfenbein, H. A., Barsade, S. G., & Eisenkraft, N. (2015). The social perception of emotional abilities: Expanding what we know about observer ratings of emotional intelligence. *Emotion, 15*, 17-34.
- Christian, M. S., Eisenkraft, N., & Kapadia, C. (2015). Dynamic associations between somatic complaints, human energy, and discretionary behaviors: Experiences with pain fluctuations at work. *Administrative Science Quarterly, 60*, 66-102.
- Eisenkraft, N. (2013). Accurate by way of aggregation: Should you trust your intuition-based first impressions? *Journal of Experimental Social Psychology, 49*, 277-279.
- Eisenkraft, N. & Elfenbein, H. A. (2010). The way you make me feel: Evidence for individual differences in affective presence. *Psychological Science, 21*, 505 – 510.
- Curhan, J. R., Elfenbein, H. A., & Eisenkraft, N. (2010). The objective value of subjective value: A multi-round negotiation study. *Journal of Applied Social Psychology, 40*, 690 – 709.
- 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., Foo, M. D., Mandal, M. K., Biswal, R., Eisenkraft, N., Lim, A., & Sharma, S. (2010). Displaying and perceiving nonverbal cues of affect: New data on an old question. *Journal of Research in Personality, 44*, 199-206.
- 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.

Journal Articles Under Peer Review

Eisenkraft, N., Christian, M. S., Dotan, H., & Long, E. C. "Perceived responsibility for others increases human energy and reduces withdrawal behaviors at work." Revision requested at *Journal of Applied Psychology*.

Eisenkraft, N. "How researchers measure network tie strength affects the divergent validity of degree centrality and tie strength centrality." Under review at *Psychological Methods*.

Elfenbein, H. A. E., Curhan, J. & Eisenkraft, N. "Who makes an effective negotiator? A personality-theoretic approach to a longstanding question." Under review at *Organizational Behavior and Human Decision Processes*.

Eisenkraft, N. "Additive bottom-up models: Estimating the direct and moderated effects of lower-level variables on higher-level outcomes." Under review at *Journal of Applied Psychology*.

Eisenkraft, N. "It takes two to interview: A broader perspective on how individual differences affect employee selection interviews" Under review at *Psychological Science*.

Eisenkraft, N. & Affinito, S. "On the dichotomization of network ties in organizational research: A prevalent and (sometimes) problematic practice." Under review at *Organizational Research Methods*.

Peer-Reviewed Conference Presentations

Eisenkraft, N. (2017). CustomNegotiations.org: A free resource for creating custom negotiation simulations. Presented at the Academy of Management, Atlanta, GA.

Eisenkraft, N. (2017). New Teaching and Research Resources Workshop: CustomNegotiations.org. Presented at the International Association of Conflict Management, Berlin, Germany.

Eisenkraft, N. (2016). Dichotomizing network data can change the meaning of actor centrality. Presented at the Academy of Management, Anaheim, CA.

Winner of the Sage Publications/RMD Best Conference Paper Award

Eisenkraft, N. (2016). Bottom-up linear models: Estimating the effect of lower-level variables on higher-level outcomes. Presented at the Academy of Management, Anaheim, California.

Shah, A. M., Eisenkraft, N., Bettman, J. & Chartrand, T., (2015). "Paper or plastic?": How we pay influences post-transaction connection. Presented at the Society for Judgment and Decision-Making, Chicago, IL.

Shah, A. M., Eisenkraft, N., Bettman, J. & Chartrand, T., (2015). "Paper or plastic?": How we pay influences post-transaction connection. Presented at the Association for Consumer Research, New Orleans, LA.

Eisenkraft, N. & Curhan, J. R. (2015). Profiting from happiness: Effects of intrinsic and extrinsic motivation on negotiation performance. Presented at the Academy of Management, Vancouver, BC.

Shah, A. M, Bettman, J. , Chartrand T., Eisenkraft, N. & Vohs, K. (2014). Show me the money: How the pain of payment affects interpersonal rapport and connection. Presented at the Association for Consumer Research, Baltimore, MD.

Eisenkraft, N., Elfenbein, H. A., & Koppelman, S. (2014). Openly friends/Secretly rivals: Perceptions of intrateam dyadic interactions. Presented at the Academy of Management, Philadelphia, PA.

Eisenkraft, N. & Christian, J. S. (2014). The effects of negotiator expertise: Evidence from 18,156 real estate negotiations. Presented at the Academy of Management, Philadelphia, PA.

Eisenkraft, N., Gray, S. P., Ding, W. W., Elfenbein, H. A. (2014). Visible bridges: Internal organizational boundaries affect the accurate perception of social network ties. Presented at the INGroup Conference, Raleigh, NC.

Knight, A. P. & Eisenkraft, N. (2014). Positive is usually good, negative is not always bad: The effects of group affect on social integration and task performance. Presented at the INGroup Conference, Raleigh, NC.

Christian, M. C., Eisenkraft, N., & Kapadia, C. (2014). Working sick/Sick of working: Fluctuations in withdrawal and promotive behaviors as a function of pain regulation. Presented at the Society for Industrial & Organizational Psychology, Honolulu, HI.

Eisenkraft, N. & Elfenbein, H. A. E. (2014). Negative affective presence and the bad apple effect. Presented at the Israeli Organizational Behavior Conference, Tel Aviv, Israel.

Knight, A. P. & Eisenkraft, N. (2013). Antecedents and consequences of group mood: A meta-analysis. Presented at the Academy of Management, Orlando, FL.

Melwani, M., Eisenkraft, N., & Kapadia, C. (2013). Bored and subdued: Negative impact of state boredom on future tasks. Presented at the Academy of Management, Orlando, FL.

Smith, A. N., Eisenkraft, N., Christian, M. C., Netchaeva, E., Salvador, R. O., & Brief, A. P. (2013). Strategic flirtation and everyday mistreatment at work: The role of gendered organizations. Presented at the Academy of Management, Orlando, FL.

Elfenbein, H. A., Eisenkraft, N. DiLalla, L. F., Curhan, J. R., & Perlis, R. (2012). Person x Environment interactions when the environment is another person: Twins in negotiations. Presented at the Academy of Management, Boston, MA.

Canyon, M. J. & Eisenkraft, N. (2012). Perceptions from CEO faces as predictors of CEO pay and organizational performance. Presented at the Academy of Management, Boston, MA.

Elfenbein, H. A., Sharma, S., Kopelman, S., Eisenkraft, N. & Curhan, J. R. (2011). Individual differences and negotiation outcomes: A cross-cultural field study. Presented at the Academy of Management, San Antonio, TX.

Eisenkraft, N. (2010). r_{wg} is not enough: Detecting subgroup disagreement. Presented at the the Academy of Management, Montreal, Quebec.
Included in Best Paper Proceedings.

Eisenkraft, N. & Elfenbein, H. A. (2010). Do you know how you make other people feel? Accuracy in perceptions of trait affective presence. Presented at the Academy of Management, Montreal, Quebec.

Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Brown, A. (2010). Why are some negotiators better than others? Opening the black box of bargaining behaviors. Presented at the International Association for Conflict Management, Cambridge, MA.

Eisenkraft, N. & Elfenbein, H. A. (2010). The way you make me feel: Evidence for individual differences in affective presence. Presented at the Society for Industrial & Organizational Psychology, Atlanta, GA.

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

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

Negotiation Teaching Exercises

Eisenkraft, N. (2016). Loading Dock Negotiation, *Custom Negotiations*, <https://customnegotiations.org/>

Eisenkraft, N. (2016). 3D Widget Factory Negotiation, *Custom Negotiations*, <https://customnegotiations.org/>

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Eisenkraft, N. (2016). Pharma Consultancy Negotiation, *Custom Negotiations*, <https://customnegotiations.org/>

Eisenkraft, N. (2016). Office Rental Negotiation, *Custom Negotiations*, <https://customnegotiations.org/>

Curhan, J. R., Eisenkraft, N. & Elfenbein, H. A. (2013). How good a negotiator are you? The simplest negotiation exercise possible. *Olin School of Business* cases 2013-1012 and 2013-1011. *The Case Centre*, References 413-064-1 and 413-065-1.

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