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# Taya R. Cohen

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November 2018

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Carnegie Mellon University  
Tepper School of Business  
5000 Forbes Avenue  
Pittsburgh, PA 15213-3890  
office: 4108 Tepper Quad  
office phone : (412) 268-6677

email: [tcohen@cmu.edu](mailto:tcohen@cmu.edu)  
web: <https://tepper.cmu.edu/tcohen>  
ORC ID: <http://orcid.org/0000-0001-7325-793X>  
Web of Science Researcher ID: F-7505-2012

## ***EDUCATION***

### **University of North Carolina, Chapel Hill**

PhD, Psychology (5/2008); MA, Psychology (12/2005)

*Major:* Social Psychology, *Minor:* Quantitative Psychology, *Advisor:* Dr. Chester A. Insko

### **Pennsylvania State University, University Park**

BA, Psychology (12/2002)

*Major:* Psychology, *Minor:* French, *Advisor:* Dr. Theresa K. Vescio

*Honors:* Phi Beta Kappa, Psi Chi Honor Society in Psychology, National Society for Collegiate Scholars

## ***ACADEMIC POSITIONS***

**Associate Professor of Organizational Behavior & Theory**, Tepper School of Business,  
Carnegie Mellon University (2015-present)

**Carnegie Bosch Junior Faculty Chair** (2015-2018)

**Xerox Junior Faculty Chair** (2012-2013)

**Assistant Professor of Organizational Behavior & Theory** (2010-2015)

**Courtesy Appointment, Social and Decision Sciences Department**, Dietrich College of  
Humanities and Social Sciences, Carnegie Mellon University (2016-present)

**Faculty, American Association for Physician Leadership** (2013-present)

**Visiting Assistant Professor & Postdoctoral Fellow**, Dispute Resolution Research Center at  
the Kellogg School of Management, Northwestern University (2008-2010)

## ***RESEARCH INTERESTS***

Organizational Behavior; Morality & Unethical Behavior; Character; Personality; Workplace  
Deviance; Conflict & Cooperation; Negotiations;

## **AWARDS**

- Outstanding Article Award (2016)** from the International Association for Conflict Management, honoring an article that advances conflict management theory and practice, and which has made a significant and lasting contribution to the field over the previous two years. [Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2014). *Moral character in the workplace*. *Journal of Personality and Social Psychology*, 107(5), 943-963.]
- Best Paper Award (2009)** from the International Society for Self & Identity, honoring the best paper of the year published in the journal *Self and Identity*. [Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2010). *Shame proneness and guilt proneness: Toward the further understanding of reactions to public and private transgressions*. *Self and Identity*, 9, 337-362.]
- Finalist for Lave-Weil Best Paper Prize (2013)** from the Tepper School of Business, honoring the best paper on problem solving, in contrast to theorem proving, by an untenured faculty member at the Tepper School of Business. [Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2014). *Moral character in the workplace*. *Journal of Personality and Social Psychology*, 107(5), 943-963.]
- Finalist for George Leland Bach Excellence in Teaching Award (2014, 2016)**, selected by the graduating MBA class at the Tepper School of Business.

## **GRANTS & CONTRACTS**

- Helzer, E., Cohen, T. R., & Aven, B.L., (2016-2018). Identifying morally exceptional future business leaders and examining the possibility of moral transmission. *Funded by Wake Forest University and the Templeton Religion Trust (\$145,000)*. Role: Co-Investigator
- T. R. Cohen (2015). Summer internship program for the Center for Behavioral & Decision Research (CBDR) at Carnegie Mellon University. *Funded by the Roybal Center for Behavioral Economics & Health, University of Pennsylvania (\$10,000)*. Role: Principal Investigator.
- T. R. Cohen (2013-2014). Interviewing for moral character. *Funded by the Notre Dame Deloitte Center for Ethical Leadership (\$17,000)*. Role: Principal Investigator
- T.R. Cohen & A. T. Panter (2011-2013). Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors. *Funded by Wake Forest University and the John Templeton Foundation (\$196,662)*. Role: Principal Investigator.
- T.R. Cohen (2011-2013). Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors. *Funded by the Berkman Faculty Development Fund at Carnegie Mellon University (\$9,000)*. Role: Principal Investigator.

**PUBLICATIONS: REFEREED JOURNAL ARTICLES**

1. Morse, L. & Cohen, T. R. (2018). Moral character in negotiation. *Academy of Management Perspectives*. doi: <http://doi.org/10.5465/amp.2017.0051>
2. Levine, E. E., & Cohen, T. R. (2018). You can handle the truth: Mispredicting the consequences of honest communication. *Journal of Experimental Psychology: General*, 147(9), 1400-1429. doi: <http://dx.doi.org/10.1037/xge0000488>
3. Levine, E. E., Bitterly, T. B., Cohen, T. R., & Schweitzer, M. E. (2018). Who is trustworthy? Predicting trustworthy intentions and behavior. *Journal of Personality and Social Psychology*, 115, 468-494. doi: <http://dx.doi.org/10.1037/pspi0000136>
4. Ervin, J. N., Kahn, J. M., Cohen, T. R., Weingart, L. R. (2018). Teamwork in the intensive care unit. *American Psychologist*, 73, 468-477. doi: <http://dx.doi.org/10.1037/amp0000247> [Published in special issue on *The Science of Teamwork*]
5. Leunissen, J. M., Sedikides, C., Wildschut, T., & Cohen, T. R. (2018). Organizational nostalgia lowers turnover intentions by increasing work meaning: The moderating role of burnout. *Journal of Occupational Health Psychology*, 23, 44-57. doi: <http://dx.doi.org/10.1037/ocp0000059>
6. Chin, A., Cohen, T. R., & Lindblad, M. (2018). Consumer bankruptcy stigma: Understanding relationships with familiarity and perceived control. *Journal of Consumer Affairs*. doi: <http://dx.doi.org/10.1111/joca.12206>
7. Cohen, T. R., Kim, Y., Jordan, K. P., & Panter, A. T. (2016). Guilt-proneness is a marker of integrity and employment suitability. *Personality and Individual Differences*, 92, 109-112. doi: <http://dx.doi.org/10.1016/j.paid.2015.12.026>
8. Kim, Y., & Cohen, T. R. (2015). Moral character and workplace deviance: Recent research and current trends. *Current Opinion in Psychology*, 6, 134-138. doi: <http://dx.doi.org/10.1016/j.copsyc.2015.08.002> [Published in special issue on *Morality and Ethics*]
9. Jordan, J., Flynn, F., & Cohen, T. R. (2015). Forgive them for I have sinned: The relationship between guilt and forgiveness of others' transgressions. *European Journal of Social Psychology*, 45(4), 441-459. doi: <http://dx.doi.org/10.1002/ejsp.2101>
10. Cohen, T. R., & Morse, L. (2014). Moral character: What it is and what it does. *Research in Organizational Behavior*, 34, 43-61. doi: <http://dx.doi.org/10.1016/j.riob.2014.08.003>

11. Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2014). Moral character in the workplace. *Journal of Personality and Social Psychology*, *107*(5), 943-963. doi: <http://dx.doi.org/10.1037/a0037245>  
**[Outstanding Article Award from the International Association for Conflict Management]**
12. Wiltermuth, S. S., & Cohen, T. R. (2014). "I'd only let you down": Guilt proneness and the avoidance of harmful interdependence. *Journal of Personality and Social Psychology*, *107*(5), 925-942. doi: <http://dx.doi.org/10.1037/a0037523>
13. Halevy, N., Cohen, T. R., Chou, E. Y., Katz, J. J., & Panter, A. T. (2014). Mental models at work: Cognitive causes and consequences of conflict in organizations. *Personality and Social Psychology Bulletin*, *40*(1), 92-110. doi: <http://dx.doi.org/10.1177/0146167213506468>
14. Cohen, T. R., Leonardelli, G. J., & Thompson, L. (2014). Avoiding the agreement trap: Teams facilitate impasse in negotiations with negative bargaining zones. *Negotiation and Conflict Management Research*, *7*(4), 232-242. doi: <http://dx.doi.org/10.1111/ncmr.12038>
15. Chin, A., & Cohen, T. R. (2014). The national debt in the 2012 presidential election. *Analyses of Social Issues and Public Policy*, *14*, 105-122. doi: <http://dx.doi.org/10.1111/asap.12046>  
**[Published in special issue on the Social Psychology of the 2012 US Presidential Election]**
16. Insko, C. A., Wildschut, T., & Cohen, T. R. (2013). Interindividual-intergroup discontinuity in the Prisoner's Dilemma Game: How common fate, proximity, and similarity affect intergroup competition. *Organizational Behavior and Human Decision Processes*, *120*, 168-180. doi: <http://dx.doi.org/10.1016/j.obhdp.2012.07.004>  
**[Published in special issue on Social Dilemmas]**
17. Cohen, T. R., Panter, A. T., Turan, N., Morse, L. A., & Kim, Y. (2013). Agreement and similarity in self-other perceptions of moral character. *Journal of Research in Personality*, *47*, 816-830. doi: <http://dx.doi.org/10.1016/j.jrp.2013.08.009>
18. Cohen, T. R., Panter, A. T., & Turan, N. (2013). Predicting counterproductive work behavior from guilt proneness. *Journal of Business Ethics*, *114*, 45-53. doi: <http://dx.doi.org/10.1007/s10551-012-1326-2>
19. Cohen, T. R., Panter, A. T., & Turan, N. (2012). Guilt proneness and moral character. *Current Directions in Psychological Science*, *21*, 355-359. doi: <http://dx.doi.org/10.1177/0963721412454874>
20. Hershfield, H. E., Cohen, T. R., & Thompson, L. (2012). Short horizons and tempting situations: Lack of continuity to our future selves leads to unethical decision making and behavior. *Organizational Behavior and Human Decision Processes*, *117*, 298-310. doi: <http://dx.doi.org/10.1016/j.obhdp.2011.11.002>

21. Halevy, N. Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012). Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. *Journal of Personality and Social Psychology*, *102*(2), 351-366. doi: <http://dx.doi.org/10.1037/a0025515>
22. Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2011). Introducing the GASP scale: A new measure of guilt and shame proneness. *Journal of Personality and Social Psychology*, *100*, 947-966. doi: <http://dx.doi.org/10.1037/a0022641>
23. Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2010). Shame proneness and guilt proneness: Toward the further understanding of reactions to public and private transgressions. *Self and Identity*, *9*, 337-362. doi: <http://dx.doi.org/10.1080/15298860903106843>  
**[Best Paper of the Year Award from the International Society of Self and Identity]**
24. Cohen, T. R., Wildschut, T., & Insko, C. A. (2010). How communication increases interpersonal cooperation in mixed-motive situations. *Journal of Experimental Social Psychology*, *46*, 39-50. doi: <http://dx.doi.org/10.1016/j.jesp.2009.09.009>
25. Cohen, T. R. (2010). Moral emotions & unethical bargaining: The differential effects of empathy and perspective taking in deterring deceitful negotiation. *Journal of Business Ethics*, *94*, 569-579. doi: <http://dx.doi.org/10.1007/s10551-009-0338-z>
26. Halevy, N., Chou, E., Cohen, T. R., & Bornstein, G. (2010). Relative deprivation and intergroup competition. *Group Processes & Intergroup Relations*, *13*, 685-700. doi: <http://dx.doi.org/10.1177/1368430210371639>  
*[Published in special issue on Negotiation in Intergroup Conflict]*
27. Kennedy, L. A., Cohen, T. R., Panter, A. T., DeVellis, B. M., DeVellis, R. F., Yamanis, T. J., & Jordan, J. M. (2010). Buffering against the emotional impact of pain: Mood clarity reduces depressive symptoms in older adults. *Journal of Social & Clinical Psychology*, *29*, 975-987. doi: <http://dx.doi.org/10.1521/jscp.2010.29.9.975>
28. Cohen, T. R., Gunia, B. C., Kim-Jun, S. Y., & Murnighan, J. K. (2009). Do groups lie more than individuals? Honesty & deception as a function of strategic self-interest. *Journal of Experimental Social Psychology*, *45*, 1321-1324. doi: <http://dx.doi.org/10.1016/j.jesp.2009.08.007>
29. Wolf, S. T., Cohen, T. R., Kirchner, J. L., Rea, A., Montoya, R. M., & Insko, C. A. (2009). Reducing intergroup conflict through the consideration of future consequences. *European Journal of Social Psychology*, *39*, 831-841. doi: <http://dx.doi.org/10.1002/ejsp.592>
30. Cohen, T. R., Lindblad, M. R., Paik, J. G., & Quercia, R. G. (2009). Renting to owning: An exploration of the theory of planned behavior in the homeownership domain. *Basic & Applied Social Psychology*, *31*, 376-389. doi: <http://dx.doi.org/10.1080/01973530903316971>

31. Cohen, T. R., Hall, D. L., & Tuttle, J. (2009). Attitudes toward stereotypical versus counterstereotypical gay men and lesbians. *Journal of Sex Research, 46*, 1-8. doi: <http://dx.doi.org/10.1080/00224490802666233>
32. Cohen, T. R., & Insko, C. A. (2008). War and peace: Possible approaches to reducing intergroup conflict. *Perspectives on Psychological Science, 3*, 87-93. doi: <http://dx.doi.org/10.1111/j.1745-6916.2008.00066.x>  
[Published in special issue on *From Philosophical Thinking to Psychological Empiricism*]
33. Cohen, T. R., Montoya, R. M., & Insko, C. A. (2006). Group morality and intergroup relations: Cross-cultural and experimental evidence. *Personality and Social Psychology Bulletin, 32*, 1559-1572. doi: <http://dx.doi.org/10.1177/0146167206291673>

### **PUBLICATIONS: INVITED ARTICLES AND CHAPTERS**

34. Seaman, J.B., Cohen, T.R., & White, D.B. (2018). Reducing the stress of clinicians working in the ICU. *JAMA*. doi: <http://dx.doi.org/doi:10.1001/jama.2018.14285>
35. Cohen, T. R. (2017). Moral character and trustworthiness in negotiations. In A. K. Schneider and C. Honeyman (Eds.), *The Negotiator's Desk Reference*. DRI Press.
36. Cohen, T. R. (2017). The Morality Factor: How To Pick A Great Worker. *Scientific American Mind Magazine*, January issue, vol. 28 issue 1, pp. 32-38.  
<https://www.scientificamerican.com/article/how-to-pick-a-great-worker/>
37. Turan, N., & Cohen, T. R. (2016). Shame and guilt. In H. S. Friedman (Ed.), *Encyclopedia of Mental Health, 2<sup>nd</sup> edition*. Vol 4, Waltham, MA: Academic Press, pp. 144-146.
38. Morse, L., & Cohen, T. R. (2015). Virtues and vices in workplace settings: The role of moral character in predicting counterproductive and citizenship behaviors. In A. J. G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management, 1<sup>st</sup> edition*. Springer Reference, pp. 1-11. doi: [http://dx.doi.org/10.1007/978-94-007-6729-4\\_98-1](http://dx.doi.org/10.1007/978-94-007-6729-4_98-1)
39. Cohen, T. R., & Panter, A. T. (2015). Character traits in the workplace: A three-month diary study of moral and immoral organizational behaviors. In C. B. Miller, R. M. Furr, A. Knobel, & W. Fleeson. (Eds.), *Character: New Directions from Philosophy, Psychology, and Theology* (pp. 150-163). Oxford University Press: New York.
40. Cohen, T. R., & Thompson, L. (2011). When are teams an asset in negotiations and when are they a liability? In E. A. Mannix, M. A. Neale, J. R. Overbeck (Eds.), *Research on Managing Groups and Teams: Negotiation and Groups, Vol. 14* (pp. 3-34). Bingley, United Kingdom: Emerald Group Publishing. doi: [http://dx.doi.org/10.1108/S1534-0856\(2011\)0000014004](http://dx.doi.org/10.1108/S1534-0856(2011)0000014004)

41. Cohen, T. R., & Insko, C. A. (2011). The reduction of intergroup conflict. In D. J. Christie (Ed.), *The encyclopedia of peace psychology*. Hoboken, New Jersey: Wiley-Blackwell. doi: <http://dx.doi.org/10.1002/9780470672532.wbepp058>
42. Thompson, L. & Cohen, T. R. (2011). Metacognition in teams and organizations. In P. Brinol & K. G. DeMarree (Eds.), *Social metacognition* (pp. 283-302). New York: Psychology Press. doi: <http://dx.doi.org/10.4324/9780203865989>
43. Sanna, L. J., Panter, A. T., Cohen T. R., & Kennedy, L. A. (2011). Temporal biases and debiasing in program evaluation: Planning the future and assessing the past. In M. M. Mark, S. I. Donaldson & B. Campbell (Eds.), *Social psychology and evaluation: The past, the present, and possible futures* (pp. 166-186). New York: Guilford Press.
44. Cohen, T. R., Meier, B. P., Hinsz, V. B., & Insko, C. A. (2010). Competitive group interactions: Why they exist and how to overcome them. In S. Schuman (Ed.), *The Handbook for Working with Difficult Groups*. (pp. 223-236). San Francisco: Jossey-Bass.
45. Cohen, T. R. (2010). Conflict resolution. In I. B. Weiner & W. E. Craighead (Eds.), *The Corsini Encyclopedia of Psychology, 4<sup>th</sup> edition, Volume 1* (pp. 390-391). Hoboken, NJ: John Wiley & Sons, Inc. doi: <http://dx.doi.org/10.1002/9780470479216.corpsy0219>

#### **PUBLICATIONS: ARTICLES IN REFEREED CONFERENCE PROCEEDINGS**

- Kim, Y., Cohen, T. R., & Panter, A. T. (2016). Cause or consequence? The reciprocal model of counterproductive work behavior and mistreatment. *Best Paper Proceedings of the 2016 meeting of the Academy of Management*. <http://dx.doi.org/10.5465/ambpp.2016.238>
- Jordan, J., Flynn, F., Cohen, T. R. (2011). People in glass houses avoid throwing stones: The relationship between guilt and forgiveness. *Best Paper Proceedings of the 2011 meeting of the Academy of Management*. <http://dx.doi.org/10.5465/ambpp.2011.65869755>

#### **WORKING PAPERS**

- Halevy, N., & Cohen, T. R. Intergroup conflict 2020: A research agenda. *Invited article for special issue of Negotiation and Conflict Management Research*.
- Morse, L. & Cohen, T. R. Moral courage in auditing: Characteristics of ethical auditors. *Proposal accepted for special issue of Journal of Experimental Social Psychology*.
- Kim, Y., Cohen, T. R., & Panter, A. T. Collective wisdom in the detection of moral character: The Hidden Information Distribution and Evaluation (HIDE) model.

Kim, Y., Cohen, T. R., & Panter, A. T. Situational determination or situation creation? A twelve-wave longitudinal study of workplace mistreatment and employee deviance.

Helzer, E., Cohen, T. R., & Kim, Y. The character lens: Moral character promotes ethical decision-making through moral awareness.

Young, I. F., Razavi-Ghahfarokhi, P., Cohen, T. R., Yang, Q., Alabernia-Segura, M., Sullivan, D. An integrative, multidimensional approach to understanding the relationship between individualism-collectivism and guilt and shame.

Diabes, M., Cohen, T. R., & Argote, L. Healthy team members, healthy team processes: Well-adjusted team members facilitate transactive memory emergence.

Kamran-Morley, D., & Cohen, T. R. Work expectations of job seekers.

Weirup, A., Weingart, L. R., & Cohen, T. R. Will you do me a favor? Responding to favor requests in the workplace.

Aven, B. L., Cohen, T. R., & Chang, J. W. Disentangling embedded ties: How liking and trust influence economic partner selection and market fraud.

McCormick, E. N., Cohen, T. R., Kassam, K. S. Now reverse everything: Using inhibitory control to detect deception.

### ***PERSONALITY SCALES***

Cohen, T. R., Kim, Y., & Panter, A. T. (2014). *The five-item guilt proneness scale (GP-5)*. Carnegie Mellon University, Pittsburgh, PA. <http://dx.doi.org/10.13140/RG.2.1.2847.2167>

Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2011). *The guilt and shame proneness scale (GASP)*. University of North Carolina at Chapel Hill, Chapel Hill, NC. <https://tepper.cmu.edu/~media/1ad6faf827534dfd879f0a43fb0f81f3.ashx>

### ***INVITED PRESENTATIONS***

- Rutgers University, Rutgers Business School (2018, September)
- Washington University in St. Louis, Olin School of Business (2018, April)
- Emory University, Goizueta Business School (2018, March)
- University of Pittsburgh, Psychology Department (2018, February)
- Católica Lisbon School of Business & Economics, Universidade Católica Portuguesa (2016, May)
- Boston University, Questrom School of Business (2016, March)
- Vanderbilt University, Owen Graduate School of Management (2015, November)
- Ohio State University, Fischer College of Business (2015, October)



- London Business School (UK) (2015, April)
- University of Sussex (UK), Centre for Leadership, Ethics, and Diversity (2015, April)
- Stanford University, Stanford Graduate School of Business (2014, October)
- University of California Berkeley, Haas School of Business (2014, October)
- Notre Dame Deloitte Center for Ethical Leadership, Dallas, TX (2014, March)
- University of Pennsylvania, The Wharton School (2013, December)
- University of Western Ontario, IVEY School of Business (2013, November)
- University of Pittsburgh, Psychology Department (2013, September)
- Gettysburg College, Psychology Department (2012, February)
- Carnegie Mellon University, Psychology Department (2011, October)
- University of Seville (Spain), Psychology Department (2011, April)
- Pennsylvania State University, Psychology Department (2011, March)
- University of North Carolina, Psychology Department (2010, July)
- Northwestern University, Psychology Department (2010, March)
- University of North Carolina, Kenan-Flagler Business School (2010, February)
- Carnegie Mellon University, Tepper School of Business (2010, January)
- Northwestern University, Kellogg School of Management (2009, May)
- Northwestern University, Summer Institute in Social Psychology (2009, July)
- University of Illinois-Chicago, Psychology Department (2009, January)
- University of Pennsylvania, The Wharton School (2008, November)
- Northwestern University, Kellogg School of Management (2008, February)
- Texas Tech University, Psychology Department (2008, January)
- University of Massachusetts-Amherst, Psychology Department (2007, December)

### ***CONFERENCE SESSION CHAIRS***

Cohen, T. R., & Halevy, N. (2018, April). Intergroup conflict think tank. Symposium conducted at Kellogg Culture and Negotiation Conference, Evanston, IL.

T. R. Cohen & J. A. Frimer (2014, October). Character in context: Diverse approaches to the study of unethical behavior. Symposium conducted at the annual meeting of the Society for Experimental Social Psychology, Columbus, OH.

D. Gallardo-Pujol & T. R. Cohen (2014, February). Current directions in the study of Character: The four W questions (what, when, why and where). Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

H. E. Hershfield & T. R. Cohen (2012, January). Psychological approaches to understanding and preventing unethical behavior. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

N. Halevy & T. R. Cohen (2010, January). The psychology of status. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

**CONFERENCE TALKS**

- Helzer, E., Cohen, T. R., & Kim, Y. (2018, August). The character lens: Moral character promotes ethical decision-making through moral awareness. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Cohen (2018, July). Seeing the other side: Antecedents and consequences of actual and perceived counterpart's personality. Symposium discussant at the annual meeting of the International Association for Conflict Management, Philadelphia, PA.
- Seaman, J. B., Arnold, R. M., Buddadhumaruk, P., Pidroc C. J., Cohen, T. R., Yang J., Pyankov M., Shields A.-M., Argenas A., & White D. B. (2018, May). Survey of Barriers, Facilitators, and Care Practices Related to the Conduct of Interdisciplinary Family Meetings in the ICU. Symposium presentation at the annual meeting of the American Thoracic Society, San Diego, CA.
- Morse, L., Cohen, T. R. (2017, August). A personality perspective on unethical negotiation behavior. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Levine, E. E., & Cohen, T. R. (2017, August). You can handle the truth: Mispredicting the intrapersonal consequences of honesty and kindness. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Kamran-Morley, D. & Cohen, T. R. (2017, August). How passion for work manifests in ideology-infused psychological contracts across social class. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2017, August). Moral Character Judgments Using the Hidden Information Distribution and Evaluation (HIDE) Model. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Morse, L., Kim, Y., & Cohen, T. R. (2017, August). Can virtue in business be measured? Invited panelist at the Society for Business Ethics, Atlanta, GA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2017, July). Collective Wisdom in the Detection of Moral Character: The Hidden Information Distribution and Evaluation (HIDE) Model. Paper presented at the annual meeting of annual meeting of the Interdisciplinary Network for Group Research (INGroup), St. Louis, MO.
- Levine, E. E., & Cohen, T. R. (2017, July). You can handle the truth: Mispredicting the intrapersonal consequences of honesty and kindness. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.
- Levine, E. E., Bitterly, T. B., Cohen, T. R., & Schweitzer, M. E. (2017, July) Who is trustworthy?

Guilt-proneness increases trustworthy intentions and behavior. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

Kim, Y., Cohen, T. R., & Panter, A. T. (2017, July). Moral Character Judgments Using the Hidden Information Distribution and Evaluation (HIDE) Model. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). Moral character judgments from job interview questions. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). Cause or consequence? The reciprocal model of counterproductive work behavior and mistreatment. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Kleinbaum, A.M. & Cohen, T.R. (2016, August). Personality and the endogenous selection into social foci. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, August). The accuracy of zero-acquaintance moral character judgments: Evaluations from short written interview responses predict unethical behaviors. Paper presented at the annual meeting of the Society for Business Ethics, Anaheim, CA.

Cohen, T.R. (2016, July). The ethical employee. Invited talk at the Arison Business School at the Interdisciplinary Center in Herzliya conference on Ethics and Morality.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, June). The accuracy of moral character judgments in zero-acquaintance settings. Character evaluations from written interview responses predict authors' unethical behaviors. Paper presented at the annual meeting of the International Association for Conflict Management, New York, NY.

Diabes, M. A., & Cohen, T.R. (2016, May). Data collection in the twenty-first century: New approaches to conducting psychological studies. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

Kim, Y., Cohen, T. R., & Panter, A. T. (2016, January). Interviewing for moral character. Invited talk at the Justice and Morality Pre-conference of the annual meeting of the Society for Personality and Social Psychology (SPSP), San Diego, CA.

Aven, B. L., Cohen, T. R., & Chang, J. W. (2015, August). Disentangling embedded ties: How liking and trust influence economic partner selection and fraud. Paper presented at the annual

meeting of the Academy of Management, Vancouver, Canada.

- Kim, Y., Cohen, T. R., & Panter, A. T. (2015, August). Detecting guilt proneness in job interviews. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2015, July). The reciprocal relationship between counterproductive work behavior and workplace mistreatment: Its temporal dynamics and boundary conditions. Paper presented at the annual meeting of the Interdisciplinary Network for Group Research (INGroup), Pittsburgh, PA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2015, July). Uncovering guilt proneness via written interview questions. Paper presented at the annual meeting of the International Association for Conflict Management, Clearwater Beach, Florida.
- Cohen, T. R., Kim, Y., Morse, L., & Panter, A. T. (2015, April). Personality and counterproductive work behaviors: A three-month diary study. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
- Cohen, T. R., Kim, Y., & Panter, A. T. (2014, October). The reciprocal relationship between bad work environments and unethical work behaviors. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Columbus, OH.
- Wiltermuth, S. S., & Cohen, T. R. (2014, August). "I'd only let you down": Guilt proneness and the avoidance of harmful interdependence. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2014, July). The reciprocal relationship between mistreatment and counterproductive work behavior: A twelve-wave longitudinal study. Paper presented at the annual meeting of the International Association for Conflict Management, Leiden, The Netherlands.
- Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2014, February). Moral character in the workplace. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Halevy, N., Chou, E. Y., & Cohen, T. R. (2014, January). The psychological prominence of mutual cooperation. Paper presented at the second Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Kim, Y., Cohen, T. R., Hong, S., & Jeong, J.-C. (2013, October). Generalizability theory approach for multisource feedback. Paper presented at the annual meeting of INFORMS, Minneapolis, MN.

- Halevy, N., Cohen, T. R., Chou, E. Y., Katz, J. J., & Panter, A. T. (2013, July). Mental models of conflict predict organizational discord. Paper presented at the annual meeting of the International Association for Conflict Management, Tacoma, WA.
- Wiltermuth, S., & Cohen, T. R. (2013, July). "I'd only let you down": Guilt proneness and interdependent partnerships. Paper presented at the annual meeting of the International Association for Conflict Management, Tacoma, WA.
- Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013, July). Moral character in the workplace. Paper presented at the annual meeting of the International Association for Conflict Management, Tacoma, WA.
- Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013, June). Moral character in the workplace. Paper presented at the bi-annual meeting of the Association for Research in Personality, Charlotte, NC.
- Cohen, T. R., Panter, A. T., Turan, N., Morse, L., & Kim, Y. (2013, June). Moral character in the workplace. Invited talk at the Character Project Workshop, Wake Forest University. Video Available at: <http://www.youtube.com/watch?v=nKU-qwXaLd8#t=87>
- Cohen, T. R., Panter, A. T., & Turan, N. (2012, July). Predicting counterproductive work behavior from guilt proneness. Paper presented at the annual meeting of the International Association for Conflict Management, Cape Town, South Africa.
- Cohen, T. R., & Panter, A. T. (2012, June). Character traits in the workplace: A longitudinal study of moral and immoral organizational behaviors. Invited talk at the Character Project Workshop, Wake Forest University. Video available at: <http://youtu.be/thc40T9qdN8>
- Cohen, T. R., & Panter, A. T. (2012, January). Feeling bad and doing good: Predicting immoral behavior from guilt proneness. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Halevy, N. Chou, E. Y., Cohen, T. R., & Livingston, R. W. (2012, January). Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Jordan, J., Flynn, F., & Cohen, T. R. (2011, August). People in glass houses avoid throwing stones: The relationship between guilt and forgiveness. Paper presented at the annual meeting for the Academy of Management, San Antonio, TX.
- Kim-Jun, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2011, August). Feeling responsible by cultural association: Cultural differences in moral emotions and taking personal responsibility for others' transgressions. Paper presented at the annual meeting for the Academy of Management, San Antonio, TX.

- Turan, N. & Cohen, T. R. (2011, June). When moral transgressions are publically exposed: Cognitive and behavioral consequences of public condemnation at the workplace. Paper presented at the annual meeting of the International Association for Conflict Management, Istanbul, Turkey.
- Cohen, T. R. (2010, July). “It ain’t just the PDG”: Interindividual-intergroup discontinuity in ethical decision making. Invited talk at a conference honoring Chet Insko. University of North Carolina, Chapel Hill, NC.
- Cohen, T. R., Leonardelli, G. J., & Thompson, L. (2010, June). Avoiding the agreement bias: Teams facilitate impasse in negotiations with negative bargaining zones. Paper presented at the annual meeting of the International Association for Conflict Management, Boston, MA.
- Cohen, T. R., & Thompson, L. L. (2010, May). When are teams an asset in negotiations and when are they a liability? Paper presented at the 14<sup>th</sup> annual Research on Managing Groups and Teams conference, Palo Alto, CA.
- Cohen, T. R. (2010, April). When are teams an asset in negotiations and when are they a liability? Invited talk at the Social Psychologists of Chicago conference, Chicago, IL.
- Cohen, T. R., Livingston, R. W., & Halevy, N. (2010, January). Empowering the wolf in sheep’s clothing: The folly of choosing social rather than prosocial leaders. In N. Halevy & T. R. Cohen (Co-Chairs), *The psychology of status*. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Cohen, T. R. (2009, June). Moral emotions & unethical bargaining: The differential effects of empathy and perspective taking in deterring deceitful negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Kyoto, Japan.
- Cohen, T. R. (2009, February). Intergroup relations & the theory of two moralities: What happens when the self becomes fused with a group? Invited talk at the Self & Identity Pre-conference of the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

### ***CONFERENCE POSTERS***

- Toizer, B., Kamran-Morley, D., Cohen, T. R. (2018, March). The internet told me to: Seeking crowd-sourced advice about work from anonymous online communities. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2017, January). Uncovering Moral Character via Interview Questions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Morse, L., & Cohen, T. R. (2016, January). When auditors fail: The role of psychological

closeness in unethical behavior. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

- Weirup, A., & Cohen, T. R. (2016, January). The impact of guilt proneness on favor performance in organizations. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2015, April). Interviewing for guilt proneness: Consensus and self-other agreement. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology (SIOP), Philadelphia, PA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2015, February). Self-other agreement in perceptions of moral character traits based on written interview questions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- McCormick, E. N., Kassam, K. S., Cohen, T. R., & Osherson, D. N. (2015, February). Now Reverse Everything: Detecting Deception with a Response Conflict-Based Cognitive Load Manipulation. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- McCormick, E. N., Kassam, K. S., Cohen, T. R., & Osherson, D. N. (2014, November). Now Reverse Everything: Detecting Deception with a Response Conflict-Based Cognitive Load Manipulation. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Long Beach, CA.
- Kim, Y., Cohen, T. R., & Panter, A. T. (2014, February). The reciprocal relationship between mistreatment and counterproductive work behavior: A twelve-wave longitudinal study. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Morse, L., & Cohen, T. R. (2014, February). Seeing the Bigger Picture: How Construal Level Shapes Decisions in Moral Dilemmas. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Schweitzer, S., Cikara, M., & Cohen, T. R. (2014, February). Trust and taking advice from individuals versus institutions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Chin, A., Cohen, T. R., & Lindblad, M. (2013, May). Perceptions of bankruptcy and bankruptcy filers: An exploratory analysis. Poster presented at the 2013 Boulder Summer Conference on Consumer Financial Decision Making, Boulder, CO.
- Morse, L., Cohen, T. R., & Swann, W. B. (2013, January). The dark side of group morality: Cheating for the good of the group. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.

- Turan, N., Cohen, T. R., Smith, R. H. (2012, January). The differential effects of humiliation and shame on employees' counterproductive work behavior. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Kim-Jun, S. Y., Cohen, T. R., Gunia, B. C., & Murnighan, J. K. (2010, January). Do groups lie more than individuals? Honesty & deception as a function of strategic self-interest. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Cohen, T. R. & Insko, C. A. (2009, February). Empathy & intergroup aggression: Examining the role empathy plays in fostering negative intergroup relations. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
- Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2008, February). Shame and guilt: Toward the further understanding of reactions to personal transgressions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Callison, T. A., Cohen, T. R., & Insko, C. A. (2008, February). Cooperation between individuals in the prisoner's dilemma game as a function of communication and trust. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Tuttle, J., Cohen, T. R., & Hall, D. L. (2008, February). Attitudes toward gay men & lesbians. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Wolf, S. T., Cohen, T. R., Panter, A. T., & Insko, C. A. (2008, February). Differentiating shame and guilt: Evidence for the public-private and self-behavior distinctions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Cohen, T. R., & Insko, C. A. (2007, January). The effects of empathy on intergroup conflict. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.
- Cohen, T. R., & Insko, C. A. (2006, January). The effects of ingroup empathy and guilt on intergroup conflict. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Palm Springs, CA.
- Cohen, T. R., & Insko, C. A. (2005, January). Group morality and intergroup competition. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Hoover, A., Cohen, T. R., Heitzmann, C., Yezdimer, K., & Vescio, T. K. (2003, February). Power and gender based social categorization in gender neutral contexts. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.



**EDUCATION****Courses Taught at Carnegie Mellon University**

*Negotiations*, MBA course (2010-present)

*Managing People and Teams* MBA course (2016-2017)

*Research Methods in the Behavioral Sciences*, PhD seminar (2011-present)

*Seminar in Negotiation and Conflict Management*, PhD seminar (2018-present)

*Seminar in Unethical Behavior*, PhD seminar (2012)

**Courses Taught at Other Universities**

*Negotiations*, MBA course, Kellogg School of Management, Northwestern University (2008-2010)

*Introduction to Social Psychology*, undergraduate Psychology course, University of North Carolina at Chapel Hill (2005-2006)

*Research Methods in Psychology*, laboratory section of an undergraduate psychology course, University of North Carolina at Chapel Hill (2007-2008)

**New Teaching Materials**

Aven, B. L., & Cohen, T. R. (2015). Social networks and markets simulation (Le Montre). A negotiation exercise designed to teach students how social relationships influence the choice of negotiation partners and negotiation outcomes. Distributed by iDecisionGames (<https://idecisiongames.com>).

Babcock, L., Weingart, L. W., & Cohen, T. R. (2014). Three Rivers Hospital negotiation exercise. An exercise designed to teach medical professionals how to create and claim value in negotiation. Distributed by Negotiation and Team Resources (<https://negotiationandteamresources.com/>) and by iDecisionGames (<https://idecisiongames.com>).

**DISSERTATION COMMITTEES**

Matthew Diabes, Carnegie Mellon University, Tepper School of Business (expected 2021)

ByeongJo Kim, Carnegie Mellon University, Heinz College (expected 2019)

Yeonjeong Kim, Carnegie Mellon University, Tepper School of Business (2018)

Lily Morse, Carnegie Mellon University, Tepper School of Business (2017)

Emma Levine, University of Pennsylvania, Wharton School of Business (2016)

Amanda Weirup, Carnegie Mellon University, Tepper School of Business (2016)  
Alycia Chin, Carnegie Mellon University, Social & Decision Sciences (2015)  
Nazli Turan Bhatia, Carnegie Mellon University, Tepper School of Business (2014)  
Sam Swift, Carnegie Mellon University, Tepper School of Business (2012)

### ***EDITORIAL ROLES***

**Editorial Review Board**, *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes* (January 2012 to present)

**Editorial Review Board**, *Self & Identity* (January 2016 to present)

**Editorial Review Board**, *Personality and Social Psychology Bulletin* (April 2013 to December 2014)

### **Ad Hoc Referee:**

*Journal of Personality and Social Psychology, Journal of Applied Psychology, Academy of Management Journal, Academy of Management Review, Organization Science, Management Science, Organizational Behavior & Human Decision Processes, Journal of Business Ethics, Negotiation and Conflict Management Research, Personality and Social Psychology Bulletin, Journal of Experimental Social Psychology, American Psychologist, Personality and Social Psychology Review, Psychological Science, Current Directions in Psychological Science, Social Psychological and Personality Science, Social and Personality Psychology Compass, British Journal of Social Psychology, European Journal of Social Psychology, Basic & Applied Social Psychology, Journal of Applied Social Psychology, Analyses of Social Issues & Public Policy, Group Processes & Intergroup Relations, Group Decision and Negotiation, Self & Identity, Emotion, Journal of Personality, Personality & Individual Differences, European Journal of Psychological Assessment, Journal of Experimental Psychology: General*

### **Reviews for Grants & Conferences**

*SSHRC Government of Canada (2018); Israel Science Foundation (2010; 2014; 2016); Swiss National Science Foundation (2015, 2016); National Science Foundation (2010); Netherlands Organisation for Scientific Research (2009); International Association for Conflict Management Meetings (2009-present);*

### ***SERVICE***

Representative-at-Large Board Member, International Association for Conflict Management (2014-2016)

### **Carnegie Mellon University**

Steering Committee, Center for Behavioral & Decision Research (2014-present)

Board Member, Institutional Review Board (2011-present)

Committee Member, Masters Academic Actions Committee (MAAC) at the Tepper School of Business (2017-present)

Committee Member, Carnegie Mellon Sponsored Research Committee, Faculty Education Subcommittee (2017-2018)

Committee Member, Strategic Planning Committee for Education at the Tepper School of Business (2016-2017)

Organizer, Organizational Behavior & Theory Seminar Series (2011-2014)

Future Delivery Committee (FDC), helped design online hybrid MBA program for the Tepper School of Business (2012)

### ***MEMBERSHIP IN PROFESSIONAL SOCIETIES***

Academy of Management, American Psychological Association, Association for Psychological Science, Association for Research in Personality, International Association for Conflict Management, International Society for Self & Identity, Society for Experimental Social Psychology, Society for Industrial & Organizational Psychology, Social Psychology Network, Society for Personality and Social Psychology, Society for the Psychological Study of Social Issues

### ***SELECT MEDIA COVERAGE***

#### ***Interviews About Moral Character Research***

*Psychology Today* (July 11, 2018)

<https://www.psychologytoday.com/intl/articles/201807/the-moments-make-us-who-we-are?collection=1117068>

*strategy+business* (January 29, 2018)

<https://www.strategy-business.com/article/How-Your-Hiring-Process-Could-Predict-Unethical-Behavior?gko=ca578>

*NPR The Pulse on WHYY* (July 31, 2015)

<https://whyy.org/segments/why-do-we-hate-to-fail/>

*In Character Video Series* (October 29, 2014)

<http://studyofcharacter.com/character-project-video/dr-taya-cohen-and-dr-geoff-goodwin-psychology-person-perception-and>

**Media Coverage of *You can handle the truth: Mispredicting the consequences of honest communication* (Levine & Cohen, 2018, *Journal of Experimental Psychology: General*)**

Science Daily (September 20, 2018)

<https://www.sciencedaily.com/releases/2018/09/180919133003.htm>

**Media Coverage of *Who is trustworthy? Predicting trustworthy intentions and behavior* (Levine, Bitterly, Schweitzer, & Cohen, 2018, *Journal of Personality and Social Psychology*)**

Greater Good Magazine (October 2, 2018)

[https://greatergood.berkeley.edu/article/item/how\\_do\\_we\\_know\\_who\\_is\\_trustworthy#thank-influence](https://greatergood.berkeley.edu/article/item/how_do_we_know_who_is_trustworthy#thank-influence)

Science Magazine (July 19, 2018)

<https://scienmag.com/are-you-prone-to-feeling-guilty-then-youre-probably-more-trustworthy-study-shows/>

**Media Coverage of *Teamwork in the intensive care unit* (Ervin, Kahn, Cohen, & Weingart, 2018, *American Psychologist*)**

Carnegie Mellon University (August 8, 2018)

<https://www.cmu.edu/news/stories/archives/2018/august/icu-study.html>

**Media Coverage of *Moral Character in the Workplace* (Cohen, Panter, & Turan, Morse, & Kim, 2014, *Journal of Personality and Social Psychology*).**

Business Insider (June 16, 2015)

<http://www.businessinsider.com/personality-test-predicts-dishonesty-2015-6>

Huffington Post (June 12, 2015)

[http://www.huffingtonpost.com/2015/06/11/sixth-personality-trait-dishonesty\\_n\\_7560850.html](http://www.huffingtonpost.com/2015/06/11/sixth-personality-trait-dishonesty_n_7560850.html)

Notre Dame Deloitte Center for Ethical Leadership (July 24, 2014)

<http://ethicalleadership.nd.edu/ethics-resources/write-ups/hiring-for-guilt-how-a-simple-test-might-help-you-hire-more-ethical-employees/>

**Media Coverage of *“I’d only let you down”*: Guilt proneness and the avoidance of harmful interdependence (Wiltermuth & Cohen, 2014, *Journal of Personality and Social Psychology*).**

New York Magazine (December 23, 2014)

<http://nymag.com/scienceofus/2014/12/why-guilt-prone-people-arent-team-players.html>

New York Times (December 21, 2014, Page BU5 in Business section)

<http://nyti.ms/1Ce5FHj>

**Media Coverage of Guilt Proneness and Moral Character (Cohen, Panter, & Turan, 2012, *Current Directions in Psychological Science*).**

*Society for Human Resource Management* (December 9, 2013).

[http://www.shrm.org/multimedia/video/focusonhr/Pages/2013\\_12\\_09.aspx](http://www.shrm.org/multimedia/video/focusonhr/Pages/2013_12_09.aspx)

*NBC News* (March 26, 2013).

[http://lifeinc.today.com/\\_news/2013/03/26/17457959-how-to-turn-guilt-into-productivity-at-work](http://lifeinc.today.com/_news/2013/03/26/17457959-how-to-turn-guilt-into-productivity-at-work)

*The Academic Minute - WAMC Northeast Public Radio* (January 4, 2013).

<http://www.wamc.org/post/dr-taya-cohen-carnegie-mellon-university-guilt-and-moral-character>

*BBC News Magazine* (November 20, 2012).

<http://www.bbc.co.uk/news/magazine-20257373>

*Le Monde* (November 19, 2012).

[http://www.lemonde.fr/economie/article/2012/11/19/vertueuse-culpabilite\\_1792744\\_3234.html](http://www.lemonde.fr/economie/article/2012/11/19/vertueuse-culpabilite_1792744_3234.html)

*Talent Management Magazine* (October 18, 2012). [http://talentmgt.com/articles/view/guilt-is-good/?interstitial=tmwb101812&goback=.gde\\_72806\\_member\\_176699644](http://talentmgt.com/articles/view/guilt-is-good/?interstitial=tmwb101812&goback=.gde_72806_member_176699644)

*The Australian* (October 13, 2012). <http://www.theaustralian.com.au/news/guilty-people-make-the-best-friends/story-e6frg6n6-1226494957310>

*The Daily Telegraph* (October 12, 2012).

<http://www.telegraph.co.uk/news/uknews/9602688/Worriers-who-feel-guilty-before-doing-anything-wrong-make-best-partners-research-finds.html>

*Daily News & Analysis India* (October 12, 2012).

[http://www.dnaindia.com/scitech/report\\_people-who-are-guilt-prone-less-likely-to-engage-in-unethical-behaviours\\_1751435](http://www.dnaindia.com/scitech/report_people-who-are-guilt-prone-less-likely-to-engage-in-unethical-behaviours_1751435)

*Global Post* (October 12, 2012).

<http://www.globalpost.com/dispatch/news/science/121012/wracked-guilt-you-may-just-have-highly-developed-moral-compass-new-stud>

*Wall Street Journal* (October 11, 2012). <http://blogs.wsj.com/ideas-market/2012/10/11/to-find-an-honest-person-assess-guilt-proneness/>

Daily Mail (October, 11, 2012). <http://www.dailymail.co.uk/news/article-2216519/Feeling-guilty-Dont-worry-youll-make-good-friend-youll-work-time.html?ito=feeds-newsxml>

ScienceDaily (October, 10, 2012).  
<http://www.sciencedaily.com/releases/2012/10/121010141452.htm>

Association for Psychological Science (October, 10, 2012).  
<http://www.psychologicalscience.org/index.php/news/releases/the-good-the-bad-and-the-guilty-anticipating-feelings-of-guilt-predicts-ethical-behavior.html#hide>

**Media Coverage of Status conferral in intergroup social dilemmas: Behavioral antecedents and consequences of prestige and dominance (Halevy, Chou, Cohen, & Livingston, 2012, *Journal of Personality and Social Psychology*).**

Bloomberg Businessweek (November 2, 2011). <http://www.businessweek.com/business-schools/bschool-research-plumbs-the-mysteries-of-markets-11022011.html>

MSNBC.com (October 10, 2011).<http://www.msnbc.msn.com/id/44817059/ns/business-careers/#.TpuBJrKH1GR>

Financial Times (October 7, 2011). <http://www.ft.com/cms/s/2/9e5c9e28-ef44-11e0-918b-00144feab49a.html#axzz1biNKcWo4>

Forbes (September 29, 2011). <http://www.forbes.com/sites/susanadams/2011/09/29/why-selfish-leaders-triumph/>

ScienceDaily (September 28, 2011).  
<http://www.sciencedaily.com/releases/2011/09/110928105720.htm>

American Association for the Advancement of Science (September 28, 2011).  
[http://www.eurekalert.org/pub\\_releases/2011-09/nu-wtb092611.php](http://www.eurekalert.org/pub_releases/2011-09/nu-wtb092611.php)

Globe and Mail (September 27, 2011). <http://www.theglobeandmail.com/report-on-business/careers/sheep-in-wolfs-clothing-the-best-leaders-in-tough-times/article2182252/>

**Media Coverage of Introducing the GASP scale: A new measure of guilt and shame proneness (Cohen, Wolf, Panter, & Insko, 2011, *Journal of Personality and Social Psychology*).**

The Pittsburgh Tribune-Review (September 7, 2011, p.B1).  
[http://www.pittsburghlive.com/x/pittsburghtrib/news/columns/hey/s\\_755354.html](http://www.pittsburghlive.com/x/pittsburghtrib/news/columns/hey/s_755354.html)

Carnegie Mellon University. (September 1, 2011).  
<http://www.cmu.edu/homepage/health/2011/summer/gasp.shtml#.Tl-THIat8k.facebook>