

Jennifer E. Dannals
Curriculum vitae

Dartmouth College
Tuck School of Business
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ACADEMIC POSITIONS

2018-present **Dartmouth College**
Tuck School of Business
Assistant Professor of Business Administration
Strategy and Management Area

EDUCATION

Ph.D. 2018 **Stanford University**
Graduate School of Business
Organizational Behavior (Micro)
Primary Advisor: Dale T. Miller
Dissertation: *Essays on Social Norm Perception*

A.B. 2012 **Princeton University**
Psychology, *magna cum laude*
Thesis Advisor: Deborah A. Prentice

HONORS, AWARDS & GRANTS

2020 **Top 40 Business School Professors Under 40**, Poets & Quants
2019 **Richard Moreland Dissertation of the Year Award**, Division 49, American Psychological Association
2019 **J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups**, Interdisciplinary Network for Groups Research
2017 **Outstanding Research Award**, Society for Personality and Social Psychology
2017 **Enhancing Diversity in Graduate Education Research Grant**, Stanford University
2016 **Gerald J. Lieberman Fellowship for Research and Service**, Stanford University
2016 **Graduate Voice and Influence Program**, Stanford University
2015 **Student Executive Board Member**, Society for Judgment and Decision Making
2015 **Best Student Paper Award**, Interdisciplinary Network for Groups Research
2015 **Student Paper Award**, JDM Preconference, Society for Personality and Social Psychology

PUBLICATIONS

Dannals, J. E., Zlatev, J. J., Halevy, N., & Neale, M. A. (Conditionally Accepted). The dynamics of gender and alternatives in negotiation. *Journal of Applied Psychology*.

Dannals, J. E., Reit, E. S., & Miller, D. T. (In Press) From whom do we learn the norm? The role of hierarchical rank in social norm perception. *Organizational Behavior and Human Decision Processes*.

Greer, L. L., de Jong, B., Schouten, M. E., & Dannals, J.E. (2018). Why and when hierarchy impacts team effectiveness: A meta-analytic integration. *Journal of Applied Psychology*, 103(6), 591-613.

Dannals, J. E. & Miller, D. T. (2017). Social norms in organizations. In R. J. Aldag, *Oxford Research Encyclopedia of Business and Management*.

Dannals, J. E., & Miller, D. T. (2017). Social norm perception in groups with outliers. *Journal of Experimental Psychology: General*, 146(9), 1342-1359.

*Awarded SPSP GSC Outstanding Research Award, 2017

*Awarded Best Student Paper at Interdisciplinary Network for Group Research, 2015

Miller, D.T., Dannals, J.E., & Zlatev, J.J. (2017). Behavioral processes in long-lag interventions: Peering into the white box. *Perspectives on Psychological Science*, 12(3), 454-467.

Greer, L. L., & Dannals, J. E. (2017). Conflict in teams. In R. Rico, E. Salas, & N. Ashkanasy, *The Wiley Blackwell Handbook of Team Dynamics, Teamwork, and Collaborative Working*. Somerset, NY: Wiley Blackwell.

Under Review, Revision or in Prep

***denotes shared authorship**

Daniels, D. P., Dannals, J. E., Lys, T. Z., & Neale, M. A. (Revise and Resubmit). Do investors value gender diversity? At *Academy of Management Journal*.

Thornley, N., Dannals, J. E., Barnes, C. M., & Uhlmann, E. L. (Revise and Resubmit). Dispersion neglect in performance evaluations. At *Organizational Behavior and Human Decision Processes*.

J. E. Dannals*, D. C. Feiler*, & A. M Kleinbaum. (Under Review). The role of centrality in perception of descriptive social norms.

Selected Work in Progress

The relationship between hierarchical rank and accuracy in norm perception. With E. S. Reit.

Gerrymandering of attributes. With D. C. Feiler.

Using dynamic norms to increase vaccination. With E. H. Chang & J. J. Zlatev.

Pluralistic ignorance in health behaviors. With D. T. Miller & D. A. Prentice.

Lay understanding of outliers. With D. M. Oppenheimer.

Strategic thinking in everyday life: A tool for cognition, competition, and cooperation. With N. Halevy & S. Alzahawi.

The establishment of pro-social norms. With N. Halevy, E. Halali, & S. Kopelman.

Hierarchical trading. With L. L. Greer, G. A. Van Kleef, A. Galinsky, & H. Rao.

ACADEMIC PRESENTATIONS

Invited Presentations

The Data Colada Seminar Series, November 2020

Bringing Intragroup Processes Back to Social Psychology, SPSP Preconference Invited Speaker, February 2020

University of Pennsylvania, The Wharton School, Decision Processes Colloquia, November 2019

Bridging Research on Group Processes and Intergroup Relations Conference, Stanford Graduate School of Business, April 2018

University of California, San Diego, Rady School of Management, Economics and Strategic Management Department, January 2018

University of Utah, Eccles School of Business, Management Department, January 2018

University of Chicago, Booth School of Business, Behavioral Science Workshop, January 2018

University of Michigan, Departments of Psychology and Organizational Studies, December 2017

Dartmouth College, Tuck School of Business, Strategy and Management Research Group, December 2017

Chaired Symposia

Unexpected Pathways to Influence: New Research in Social Hierarchies

Co-organized with E. Reit for the Academy of Management in Chicago, IL, 2018.

Speakers included P. Belmi, A. Younge., M. Schaerer, & J. Magee.

Social Norms: New Perspectives on How We Perceive Them and Their Consequences
For the Academy of Management in Atlanta, GA, 2017.

Speakers included E. Krupka, D. Tannenbaum, Y. Mu, & M. Morris.

Anchoring Precision or Precision in Anchoring? Exploring Precision in Negotiations

Co-organized with A. Freund for the Academy of Management in Atlanta, GA, 2017.
Speakers included D. Lorschelder, D. Daniels, A. Lee & S. Wiltermuth.

Strategy, Contextualized: When, Why and How We Strategize.

Co-organized with N. Nakashima for the Academy of Management in Anaheim, CA, 2016.
Speakers included K. Huang, M. Schaerer, L. Kray, & M. Schweitzer.

Lighting the Way or Standing in the Shadows? Disclosure and Diversity in the Era of Google.
Co-organized with D. Daniels for the Academy of Management in Vancouver, Canada, 2015.
Speakers included S. Sah, C. Bauman, & M. Kosinski.

Conference Oral Presentations

***denotes presenter**

Daniels, D. P.*, Dannals, J. E., Lys, T. Z., & Neale, M. A. (July, 2020). Do investors value gender diversity? International Association for Conflict Management. Virtual Conference due to COVID-19.

Dannals, J. E.*, Zlatev, J. J., Halevy, N., & Neale, M. A. (August 2020). The dynamics of gender and alternatives in negotiation. Academy of Management. Virtual Conference due to COVID-19.

Daniels, D. P., Dannals, J. E.*, Lys, T. Z., & Neale, M. A. (November, 2019). Do investors value gender diversity? Society for Judgment and Decision Making. Montreal, Canada.

Feiler, D. C.* & Dannals, J. E. (November, 2019). The gerrymandering of attributes. Society for Judgment and Decision Making. Montreal, Canada.

Dannals, J. E. (October, 2019). Perceiving social norms in groups and teams. Norms and Behavioral Change Workshop. University of Pennsylvania, Philadelphia, PA.

Dannals, J. E.*, Feiler, D. C., & Kleinbaum, A. M. (August, 2019). The role of centrality in descriptive social norm perception. Academy of Management. Boston, MA.

Reit, E. S. & Dannals, J. E.* (July, 2019). The effect of hierarchical rank on norm perception accuracy. International Association for Conflict Management. Dublin, Ireland.

Feiler, D. C.* & Dannals, J. E. (July, 2019). The gerrymandering of attributes. International Association for Conflict Management. Dublin, Ireland.

Halevy, N.*, Alzahawi, S. & Dannals, J. E. (July, 2019). Strategic thinking: An instrument for good or bad? International Association for Conflict Management. Dublin, Ireland.

Dannals, J. E., Reit, E. S.*, & Miller, D. T. (August, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Academy of Management. Chicago, IL.

Dannals, J. E.*, Reit, E. S., & Miller, D. T. (July, 2018). Looking up and down the hierarchy: Target rank influences perception of descriptive social norm. International Association of Conflict Management. Philadelphia, PA.

Dannals, J. E.*, Reit, E. S., & Miller, D. T. (July, 2018). Looking up and down the hierarchy: Target rank influences perception of descriptive social norm. Interdisciplinary Network for Groups Research. Bethesda, MD.

Dannals, J. E.*, Reit, E.S., & Miller, D.T. (June, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Behavioral Decision Research in Management. Boston, MA.

Dannals, J. E.*, Reit, E.S., & Miller, D.T. (March, 2018). Inferring a group's norms: To whom in its hierarchy do we look for insight? Society for Personality and Social Psychology. Atlanta, GA.

Dannals, J.E.* & Oppenheimer, D.M. (November, 2017). Lay understanding of outliers. Society for Judgment and Decision Making. Vancouver, Canada.

Dannals, J.E.* & Miller, D.T. (August, 2017). Perceiving social norms in organizations. Academy of Management. Atlanta, GA.

Dannals, J.E., Freund, A.* & Neale, M.A. (August, 2017). How precise packages can backfire in negotiations. Academy of Management. Atlanta, GA.

Dannals, J.E.*, Zlatev, J.Z., Halevy, N. & Neale, M.A. (July, 2017). The dynamics of gender and alternatives in negotiation. International Association of Conflict Management. Berlin, Germany.

Dannals, J.E., Freund, A.* & Neale, M.A. (July, 2017). How precise packages can backfire in negotiations. International Association of Conflict Management. Berlin, Germany.

Dannals, J.E.* & Halevy, N. (August, 2016). The Appropriateness of Strategic Thinking. Academy of Management. Anaheim, CA.

Greer, L.L.*, Dannals, J.E., & Rao, H. (July, 2016). Expertise individuation ameliorates the dark side of status hierarchies in teams. Academy of Management. Anaheim, CA.

Dannals, J.E.* & Halevy, N. (July, 2016). The Appropriateness of Strategic Thinking. International Association for Conflict Management. New York, NY.

Greer, L.L.*, Dannals, J.E., & Rao, H. (July, 2016). Expertise individuation ameliorates the dark side of status hierarchies in teams. International Association for Conflict Management. New York, NY.

Dannals, J.E.* & Miller, D.T. (June, 2016). Perceptions of "the average" are not averaged perceptions: Biased estimates of the mean in norm perception. Behavioral Decision Research in Management. Toronto, Canada.

Greer, L.L.*, Dannals, J.E., & Rao, H. (June 2016). Expertise individuation ameliorates the dark side of status hierarchies in teams. Interdisciplinary Network for Groups Research. Helsinki, Finland.

Dannals, J.E.* & Miller, D.T. (May, 2016). Perceptions of “the average” are not averaged perceptions: Biased estimates of the mean in norm perception. Trans-Atlantic Doctoral Consortium. London, England.

Dannals, J.E.* & Miller, D.T. (November, 2015). Perceptions of “the average” are not averaged perceptions: Biased estimates of the mean in norm perception. Society for Judgment and Decision Making. Chicago, IL.

Dannals, J.E.* & Miller, D.T. (July, 2015). Perceptions of “the average” are not averaged perceptions: Biased estimates of the mean in norm perception. Interdisciplinary Network for Groups Research. Pittsburgh, PA.

**received best student paper award*

Daniels, D. P. *, Dannals, J. E., Lys, T. Z., & Neale, M. A. (August 2015). Can diversity improve firm performance? Evidence from Silicon Valley diversity announcements. Academy of Management. Vancouver, Canada

Greer, L. L., de Jong, B., Schouten, M. E., & Dannals, J.E.* (July 2014). A meta-analysis of the effect of team hierarchy on group performance. International Association for Conflict Management. Leiden, The Netherlands.

TEACHING EXPERIENCE

Instructor

2019-2020

Managing People

Instructor Rating: 5.77/6; School Mean: 4.99/6

Tuck School of Business

Dartmouth College

2018

Leading Individuals and Teams

Instructor Rating: 4.84/6; School Mean: 4.98/6

Tuck School of Business

Dartmouth College

Curriculum Development

2019-2020

Managing People

Course Rating: 5.59/6; School Mean 4.86/6

Tuck School of Business

Dartmouth College

Co-Instructor or Guest Instructor

- 2019 **TuckLab: Team Dynamics for Startups**
Tuck School of Business
Dartmouth College
- 2017 **The Psychology of Startup Teams**
*Finalist for AOM Entrepreneurship Pedagogical Award
w/ Prof. Lindred Greer
Stanford Graduate School of Business
- 2017 **Negotiations**
w/ Prof. Nir Halevy
Stanford Graduate School of Business
- 2015-2016 **Team Dynamics for Startup Teams**
w/ Prof. Lindred Greer
Stanford Latino Entrepreneur Program, 500Startup
CrossCampus Incubator, Alchemist Accelerator, Atlanta
Tech Village

ACADEMIC SERVICE

Ad hoc Journal, Grant and Conference Reviewing

Administrative Science Quarterly
Academy of Management Journal
Journal of Experimental Psychology: General
Journal of Personality and Social Psychology
PLOS one
Proceedings of the National Academy of Science
Psychological Science
Social Psychology and Personality Science
National Science Foundation
Academy of Management
Interdisciplinary Network for Groups Research
International Association for Conflict Management

Academic Service

Panelist for “Connect and Collaborate” Professional Development Workshop at the Academy of Management (2020)

Panelist for “New Doctoral Student Consortium” Professional Development Workshop at the Academy of Management (2020)

Women in SJDM Co-Organizer (2019-2022)

Women in Business Conference Faculty Panel Participant (2019)

Tuck Sustains (Environmental Conservation) Faculty Advisor (2018-2019)

Stanford Enhancing Diversity in Graduate Education, Fellowship Mentor (2015-2017)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Interdisciplinary Network for Groups Research (INGRoup)

Society for Judgment and Decision Making (SJDM)

Society for Personality and Social Psychology (SPSP)