

ALEX B. VAN ZANT

Rutgers Business School – Newark and New Brunswick
100 Rockafeller Rd., Office #2136

Piscataway, NJ 08854

alex.vanzant@rutgers.edu

alexvanzant.com

ACADEMIC POSITIONS

Rutgers Business School Assistant Professor, Department of Management & Global Business	2017-Present
Wharton School of the University of Pennsylvania Postdoctoral Research Fellow, Risk Management & Decision Processes Center	2015-2017

EDUCATION

Haas School of Business, University of California, Berkeley Ph.D., Business Administration (August 2015) M.S., Business Administration (December 2012)	2010-2015
University of California, Berkeley B.A., Economics (May 2010) B.A., Psychology (May 2010)	2006-2010

REFEREED PUBLICATIONS

- Van Zant, A. B., Kennedy, J. A., & Kray, L. J. (2023). Does hoodwinking others pay? The psychological and relational consequences of undetected negotiator deception. *Journal of Personality and Social Psychology*, 124(5), 1001-1024. <https://doi.org/10.1037/pspi0000410>
- Van Zant, A. B. (2022). Strategically overconfident (to a fault): How self-promotion motivates advisor confidence. *Journal of Applied Psychology*, 107(1), 109-129. <https://doi.org/10.1037/apl0000879>
- Van Zant, A. B., & Berger, J. (2020). How the voice persuades. *Journal of Personality and Social Psychology*, 118(4), 661-682. <https://doi.org/10.1037/PSPI0000193>
- Van Zant, A. B., & Moore, D. A. (2015). Leaders' use of moral justifications increases policy support. *Psychological Science*, 26(6), 934-943. <https://doi.org/10.1177/0956797615572909>
- Haselhuhn, M. P., Kennedy, J. A., Kray, L. J., Van Zant, A. B., & Schweitzer, M. E. (2015). Gender differences in trust dynamics: Women trust more than men following a trust violation. *Journal of Experimental Social Psychology*, 56(1), 104-109. <https://doi.org/10.1016/j.jesp.2014.09.007>

Kray, L. J., Kennedy, J. A., & Van Zant, A. B. (2014). Not competent enough to know the difference? Gender stereotypes about women's ease of being misled predict negotiator deception. *Organizational Behavior and Human Decision Processes*, 125(2), 61-72.
<https://doi.org/10.1016/j.obhdp.2014.06.002>

Van Zant, A. B., & Kray, L. J. (2014). "I can't lie to your face": Minimal face-to-face interaction promotes honesty. *Journal of Experimental Social Psychology*, 55(1), 234-238.
<https://doi.org/10.1016/j.jesp.2014.07.014>

Van Zant, A. B., & Moore, D. A. (2013). Avoiding the pitfalls of overconfidence while benefiting from the advantages of confidence. *California Management Review*, 55(2), 5-23.
<https://doi.org/10.1525/cm.2013.55.2.5>

Kray, L. J., Locke, C. C., & Van Zant, A. B. (2012). Feminine charm: An experimental analysis of its costs and benefits in negotiations. *Personality and Social Psychology Bulletin*, 38(10), 1343-1357. <https://doi.org/10.1177/0146167212453074>

OTHER PUBLICATIONS

Van Zant, A. B., & Kray, L. J. (2015). Negotiation and conflict resolution: A behavioral decision research perspective. In G. Wu & G. Keren (Eds.), *Wiley-Blackwell Handbook of Judgment and Decision Making* (pp. 828-848). John Wiley & Sons: Chichester, UK.
<https://doi.org/10.1002/9781118468333.ch29>

MANUSCRIPTS UNDER REVIEW

*Denotes student collaborator at the time of project conception.

Van Zant, A. B., Berger, J., Packard, G., & Wang, H.* Getting to "yeah": How pausing shapes helpfulness perceptions in conversation. (revise and resubmit at *Organizational Behavior and Human Decision Processes*). [[link](#)]

WORKING PAPERS

*Denotes student collaborator at the time of project conception.

Wang, H.*, Van Zant, A. B., Chen, C. C., Xu, S. Triggered aggression: Ostracism triggers displaced aggression by victims of abusive supervision. In preparation for submission to *Journal of Applied Psychology*.

Nagpal, M.*, & Van Zant, A. B., Why managers overestimate employees' perception that workplace rules are unfair. In preparation for submission to *Academy of Management Journal*.

Van Zant, A. B., Kurtzberg, T. R., Sheldon, O. J., Ameri, M., Schaerer, M., de Plessis, C., Nguyen, M., & Uhlmann, E. L. Contemporary replications of backlash against assertive women and modest men. In preparation for submission to *Nature*.

Van Zant, A. B., & Andrade, E. B. How people decode probabilities from others' voice. In preparation for submission to *Journal of Personality and Social Psychology*.

Van Zant, A. B., Kunreuther, H., & Michel-Kerjan, E. The long view: Why elongating an event's time horizon curtails opportunistic deception. Targeted for *Management Science*.

Van Zant, A. B., & Wang, H.* Trustworthy or sleazy? Why attempting to persuade through one's voice enhances trust. Targeted for *Organizational Behavior and Human Decision Processes*.

SELECTED CONFERENCE PRESENTATIONS

Van Zant, A. B., Berger, J., Packard, G., & Wang, H. (2023). Getting to "yeah": How pausing shapes helpfulness perceptions in conversation. *European Association for Consumer Research*, Amsterdam, Netherlands.

Van Zant, A. B., Kennedy, J. A., & Kray, L. J. (2022). Does hoodwinking others pay? The psychological and relational consequences of undetected negotiator deception. *Academy of Management*, Seattle, WA.

Van Zant, A. B. (2022). Strategically overconfident (to a fault): How self-promotion motivates advisor confidence. *Academy of Management*, Seattle, WA.

Van Zant, A. B., Berger, J., Packard, G., & Wang, H. (2022). Getting to "yeah": How pausing shapes helpfulness perceptions in conversation. *Academy of Management*, Seattle, WA.

Wang, H., Chen, C. C., Xu, S., & Van Zant, A. B. (2022) Affective and cognitive mechanisms linking abusive supervision to displaced aggression. *Academy of Management*, Seattle, WA.

Van Zant, A. B., Berger, J., Packard, G., & Wang, H. (2022). Getting to "yeah": How pausing shapes helpfulness perceptions in conversation. *Society for Personality and Social Psychology*, San Francisco, CA.

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2020). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *International Association for Conflict Management*, Virtual Conference.

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2019). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *International Association for Conflict Management*, Dublin, Ireland.

Van Zant, A. B., & Berger, J. (2018). How the voice persuades. *Association for Consumer Research*, Dallas, TX.

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2018). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *Academy of Management*, Chicago, IL.

Van Zant, A. B., Kray, L. J., & Kennedy, J. A. (2017). Why don't lies pay? Deceiver guilt undermines negotiator satisfaction. *Academy of Management*, Atlanta, GA.

Van Zant, A. B., & Berger, J. (2017). Nonverbal persuasion attempts enhance trust. *Society for Personality and Social Psychology*, San Antonio, TX.

Van Zant, A. B. (2016). Certainty posing: Evidence of inauthentic certainty in advice. *Society for Judgment and Decision Making*, Boston, MA.

Van Zant, A. B., & Andrade, E. B. (2016). Is there a “voice” of certainty? Evidence of perceiver accuracy in identifying speakers’ degree of certainty via paralanguage. *Society for Personality and Social Psychology*, San Diego, CA.

Van Zant, A. B., & Andrade, E. B. (2014). Is there a “voice” of certainty? Paralingual cues as strategic signals of certainty. *Society for Personality and Social Psychology*, Austin, TX.

Kray, L. J., Van Zant, A. B., & Kennedy, J. A. (2014). When opportunity knocks, female negotiators are disproportionately deceived. *Society for Personality and Social Psychology*, Austin, TX.

Van Zant, A. B., & Kray, L. J. (2012). Battle of the (same) sexes: How we take advantage of presumed trust from same-sex others. *Society for Industrial and Organizational Psychology*, San Diego, CA.

INVITED TALKS

- 2023 Deception Research Society (Lies and Allies Tuesdays)
- 2016 Rutgers Business School (Department of Management & Global Business)
University of California, Riverside (School of Business Administration)
- 2015 Wharton School, University of Pennsylvania (Decision Processes Seminar)
Columbia Business School, Columbia University (Management Department)
Kellogg School of Management, Northwestern University (Human Ecology Lab)
Olin Business School, Washington University in St. Louis (Management Department)
Eller College of Management, University of Arizona (Management Department)
Stanford University (Department of Management Science and Engineering)

AWARDS AND HONORS

- Rutgers Center for Women in Business Research Grant (2021: \$8,000) (with Oliver Sheldon, Terri Kurtzberg, and Mason Ameri)
- UC Berkeley X-Lab Research Grant (2021: \$4,000) (with Jessica Kennedy and Laura Kray)
- Rutgers Business School Dean’s Young Research Fellow (2020-2021)
- UC Berkeley Haas School of Business Summer Research Fellowship (2014)
- UC Berkeley Behavioral Lab Grant (2011-2014: \$1,500)
- California Management Review Fellowship (2011-2012)
- UC Berkeley Alumni Association Leadership Scholar (2006-2010)

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Personality and Social Psychology
Society for Judgment and Decision Making

PROFESSIONAL SERVICE

Ad-Hoc Reviewer

Journal of Personality and Social Psychology
Management Science
Organization Science
Journal of Experimental Psychology: General
Organizational Behavior and Human Decision Processes
Personality and Social Psychology Bulletin
Journal of Experimental Social Psychology
Journal of Marketing
Journal of Communication
California Management Review
Social Cognition
Journal of Nonverbal Behavior
Comprehensive Results in Social Psychology
National Science Foundation
European Research Council
Research Grants Council of Hong Kong
Luxembourg National Research Fund
Academy of Management Conference
International Association for Conflict Management

Conference Committees

Decepticon, Scientific Committee (2023)

University Service

Ph.D. Admissions Committee, Department of Management & Global Business, Rutgers Business School (2018-2019)
Seminar Organizer, Department of Management & Global Business, Rutgers Business School (2018)
Peer Advisor, Management of Organizations Group, Haas School of Business (2011-2012)

Dissertation Committees

Sanghoon (Hoonie) Kang (initial placement: faculty at Chinese University of Hong Kong)
Mahak Nagpal (initial placement: postdoc at National University of Singapore)
Huan (Harry) Wang

TEACHING EXPERIENCE

Rutgers Business School – Newark and New Brunswick

Management Skills
(median instructor evaluation: 5/5)

Fall 2017-Present