

DOLLY CHUGH

Curriculum Vitae – May 2009

Leonard N. Stern School of Business, New York University

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ACADEMIC APPOINTMENT

Assistant Professor, Stern School of Business New York University (2006 – present)

Department of Management and Organizations

EDUCATION

Ph.D.	Harvard University	Organizational Behavior	2006
	Dissertation: <i>Whose Advice is it Anyway?: An exploration of bias and implicit social cognition in the use of advice.</i> Committee: Max Bazerman (Chair), Mahzarin Banaji, Sendhil Mullainathan		
M.A.	Harvard University	Social Psychology	2003
M.B.A.	Harvard Business School	General Management	1994
	<i>Elected Section Education Representative (liaison between faculty and students). Sole student appointed to Required Course Subcommittee (HBS faculty unit heads).</i>		
B.A.	Cornell University	Double Major: Psychology & Economics	1990
	<i>Graduated with Distinction in all subjects. Dean's List four semesters. Varsity Tennis (four years); Elected Co-Captain (two years).</i>		

AWARDS AND HONORS

- Co-Winner, Making Connections Award, Academy of Management OB Division (2009), awarded to symposium team chaired by Suzanne Chan-Serafin.
- Nominee, Professor of the Year, Stern School of Business (2009). Based on student nominations.
- Finalist, Aspen Institute Faculty Pioneer Award, Rising Star Category (2009). Recognizes faculty that are leaders in integrating social and environmental issues into their research and teaching both on as well as off campus.
- Winner, George S. Dively '29 Award for Distinguished Pre-Dissertation Research, Harvard Business School (2005).
- Recipient, Graduate Research Fellowship, Harvard University Program on Negotiation (2005-2006).
- Recipient, Graduate Fellowship in Mathematics, Center for Basic Research in the Social Sciences, Harvard University (2004).
- Recipient, Graduate Associate, Center for Basic Research in the Social Sciences, Harvard University (2004 to 2006).
- Recipient, Harvard Business School Fellowship for Graduate Study (2001-2006).

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PUBLICATIONS

Kern, M. and **Chugh, D.** (2009). Bounded ethicality: The perils of loss framing. *Psychological Science*, 20(3), 378-384. [both authors contributed equally]

Milkman, K., **Chugh, D.**, & Bazerman, M. (2009). How can decision making be improved? *Perspectives in Psychological Science*.

Chugh, D. and Brief, A. (2008). Where the Sweet Spot Is: Studying Diversity in Organizations. In Brief, A. (Ed.), *Diversity at work*. Cambridge, England: Cambridge University Press.

Chugh, D. and Brief, A. (2008). 1964 was not that long ago: A Story of Gateways and Pathways. In Brief, A. (Ed.), *Diversity at work*. Cambridge, England: Cambridge University Press.

Chugh, D. and Bazerman, M. (2007). Bounded Awareness: What You Fail to See Can Hurt You. *Mind and Society*, 6(1), 1-18.

Reprinted in: *Rotman: The Magazine of the Rotman School of Management* (2007), 20-25.

Nosek, B. A., Smyth, F. L., Hansen, J. J., Devos, T., Lindner, N. M., Ranganath, K. A., Smith, C. T., Olson, K. R., **Chugh, D.**, Greenwald, A. G., & Banaji, M. R. (2007). Pervasiveness and correlates of implicit attitudes and stereotypes. *European Review of Social Psychology*, 18, 36-88.

Bazerman, M. & **Chugh, D.** (2006). Decision-Making without Blinders. *Harvard Business Review*, 84(1), 88-97.

Bertrand, M., **Chugh, D.**, & Mullainathan, S. (2005). Implicit Discrimination. *American Economic Review*, 95 (2), 94-98.

Reprinted in: Karen G. Duffy (Ed.), *Annual Editions: Psychology*. New York: McGraw Hill.

Chugh, D., Banaji, M., & Bazerman, M. (2005). Bounded Ethicality as a Psychological Barrier to Recognizing Conflicts of Interest. In Moore, D., Cain, D., Loewenstein, G., & Bazerman, M. (Eds.), *Conflicts of Interest: Challenges and Solutions in Business, Law, Medicine, and Public Policy*. New York: Cambridge University Press.

Bazerman, M., & **Chugh, D.** (2005). Bounded Awareness: Focusing Problems in Negotiation. Thompson, L. (Ed.), *Frontiers of Social Psychology: Negotiations*. College Park, MD: Psychology Press.

Chugh, D. (2004). Societal and Managerial Implications of Implicit Social Cognition: Why Milliseconds Matter. *Social Justice Research*, 17(2), 203-222.

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Idson, L.C., **Chugh**, D., Bereby-Meyer, Y., Moran, S., Grosskopf, B., & Bazerman, M. (2004). Overcoming Focusing Failures in Competitive Environments. *Journal of Behavioral Decision Making*, 17, 159-172.

Banaji, M., Bazerman, M., & **Chugh**, D. (2003). How (Un)Ethical Are You? *Harvard Business Review*, 81(12), 56-64. [marketed by HBS Publishing's website as one of their "Most Popular" publications]

Reprint expected (in Italian translation) in R. Viale (Ed.), *Economics, Mind & Brain: A Behavioral Decision Perspective to Ethics*. Torino, Italy: Il Sole 24 Ore Publishers.

Chugh, D., & Bazerman, M. (2003). Book Review of The Psychology of Ethical Behavior: Social Influences on Ethical Behavior in Organizations, Edited by: John M. Darley, David M. Messick, and Tom R. Tyler. *Contemporary Psychology APA Review of Books*, 48 (4), 426-429.

PRESENTATIONS

Chugh, D. and Kern, M.C. (2009). *Walking a Thin Line at Time Zero: The Ethical Consequences of Time Pressure*. Presentation to the Academy of Management, Chicago, IL.

Kern, M.C. and **Chugh**, D. (2009). *The Ethical Perils of Loss Framing Under Cognitive Load*. Presentation to the Academy of Management, Chicago, IL.

Chugh, D. (2009). *Bounded Ethicality: The perils of loss framing*. Presentation at Fordham Law School, New York, NY.

Chugh, D. and Kern, M.C. (2008). *The Negotiator's (Ethical) Dilemma: How Framing Influences the Ethical Choices of Negotiators*. Presentation at Baruch College, New York, NY.

Kern, M.C. and **Chugh**, D. (2008). *The Negotiator's (Ethical) Dilemma: How Framing Influences the Ethical Choices of Negotiators*. Presentation to the Academy of Management, Anaheim, CA.

Chugh, D. (2008). *I'm not biased ... or am I?* Presentation to the McGill Institute for Health and Social Policy, Montreal, Canada.

Chugh, D., and Bazerman, M.H. (2007). *Bounded Ethicality and Leadership*. All-Academy Symposium (Leadership, Ethics, and the Future). Presentation to the Academy of Management, Philadelphia, PA.

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Chugh, D. (2007). *Implicit Bias and Organizations: The “IAT” meets OB.* Symposium (Automatic Social Cognition and Organizational Behavior). Presentation to the Academy of Management, Philadelphia, PA.

Chugh, D. (2006). *Bounded Ethicality.* Presentation hosted by the Institute for Quantitative Social Science at Harvard University. Cambridge, MA.

Chugh, D. (2006). *Psychological Literacy: Using Science to Better Understand Yourself, Others, and the World Around You.* Presentation to the EXCEL (Excelling through the Contributions of Experienced leaders) mentoring program (for African-American undergraduates) at Adelphi University. Garden City, NY.

Chugh, D., Banaji, M.R., and Bazerman, M.H. (2005). *Bad Apples and Bounded Ethicality.* All-Academy Symposium (Behavioral Approaches to Ethics). Presentation to the Academy of Management, Honolulu, HI.

Chugh, D. and Banaji, M.R. (2005). *Advice from Black, Hispanic, and Female Advice-Givers is Discounted.* Poster presented at the annual meetings of the Society for Personality and Social Psychology, New Orleans, LA.

Chugh, D., Banaji, M.R., and Bazerman, M.H. (2005). *Bounded Ethicality and Its Ironic Effects for Organizations.* Presentation in the Conference on Corporate Misbehavior by Elite Decision-Makers: Perspectives from Law and Social Psychology, hosted by the Brooklyn Law School Center for Law, Language and Cognition and The Alfred P. Sloan Foundation.

Bazerman, M.H. and **Chugh, D.** (2004) *Bounded Awareness: Focusing Failures in Negotiation.* Paper presented to the Frontiers of Social Psychology: Negotiations conference, sponsored by Dispute Resolution Research Center and the Program on Negotiations and Mediations at the Northwestern University Law School, Chicago, IL.

Chugh, D. (2004). *The Societal and Managerial Implications of Implicit Social Cognition: Why Milliseconds Matter.* Paper presented at a conference on Ordinary Unethical Behavior hosted by the Center for Basic Research in the Social Sciences (CBRSS), Harvard University, Cambridge, MA.

Bazerman, M.H. and **Chugh, D.** (2004). *Ordinary Unethical Behavior.* Presentation to the Ethics, Law, and Leadership seminar, Harvard University, Boston, MA.

Banaji, M.R., Bazerman, M.H., and **Chugh, D.** (2003). *How (Un)Ethical Are You?* Paper presented at the Yale CEO Summit Conference / LEAP, New York, NY.

Chugh, D., Banaji, M.R., and Bazerman, M.H. (2003). *Bounded Ethicality as a Barrier to Recognizing Conflicts of Interest.* Paper presented to the Conference on Conflict of Interest hosted by the Carnegie Bosch Institute and Carnegie Mellon University, Pittsburgh, PA.

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Chugh, D., Lane, K., and Banaji, M.R. (2003). *Implicit Beliefs about Negotiation Predict Behavior.* Poster presented at the annual meetings of the Society for Personality & Social Psychology, Los Angeles, CA.

TEACHING EXPERIENCE

- Collaboration, Conflict, and Negotiation (NYU Stern, average rating: 6.7 / 7.0)
- Harvard Business School Executive Education (Changing the Game) Program. Taught module on Social Biases in Decision-Making and Negotiation (2004).
- Extensive corporate training and coaching experience, with consistently high teaching ratings, from work experience prior to graduate school (including at Merrill Lynch, Coopers and Lybrand, the Educational Testing Service, Pfizer, Pocono Medical Center, Sibson and Company).
- Supervision of Honors Thesis for Harvard undergraduate Brett Laffel.

INSTITUTIONAL SERVICE

- Founder and facilitator of the Micro-OB Work in Progress research seminar (2006 to present).
- Member, Committee to revise the Professional Responsibility and Leadership course (chaired by Bruce Buchanan, Susan Greenbaum, and Sally Blount-Lyon).
- Grader, OB comprehensive exams, Fall 2008.
- Research practicum advisor for Hee Young Kim (2008-09).

ACADEMIC SERVICE AND MEMBERSHIP

- Ad Hoc Reviewer: *Organizational Behavior and Human Decision Processes*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Business Ethics*, International Association for Conflict Management conference (IACM), Academy of Management conference, CUNY Lang Grants.
- Classifier: Social Science Research Network (SSRN), *Negotiations Journal* (2002).
- Advisory Board Member, Social Science Research Network (SSRN) *Decision Making and Negotiation Journal*.
- Member: Academy of Management (AOM), Society for Personality and Social Psychology (SPSP), International Association of Conflict Management (IACM), Association for Psychological Science (APS).

