

NAZLI BHATIA
(Formerly NAZLI TURAN)

University of Pennsylvania
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ACADEMIC POSITIONS

University of Pennsylvania, Philadelphia, PA, USA

Associate Professor of Practice, College of Liberal and Professional Studies, 2022 to present
Lecturer, Wharton School, 2017 to present

University of Pennsylvania, Philadelphia, PA, USA

Senior Research Fellow, Department of Psychology, 2017 to present
Lecturer, Wharton School, 2017 to present

Carnegie Mellon University, Doha, Qatar

Visiting Assistant Professor, Spring 2017

Católica-Lisbon School of Business and Economics, Lisbon, Portugal

Assistant Professor, 2014-2017 (on leave Spring 2017)

EDUCATION

Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA

Ph.D. in Organizational Behavior and Theory, 2014

Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA

M.S. in Industrial Administration, 2010

Sabancı University, Istanbul, Turkey

M.A. in Conflict Analysis and Resolution, 2008

Bilkent University, Ankara, Turkey

B.A. in International Relations; American Studies, 2006, *Summa Cum Laude*

PUBLICATIONS

- Bhatia, N.**, Chow, R.M., Weingart, L.R. & Diabes, M. Your cost or my benefit?: Effects of concession frames in distributive negotiations (in press, **Negotiation and Conflict Management Research**).
- Bhatia, S., Olivola, C., **Bhatia, N.**, & Ameen, A. (in press) Predicting Leadership Perception with Large-scale Natural Language Data, *Leadership Quarterly*.
- Bhatia, N.**, & Bhatia, S. (2021). Changes in Gender Stereotypes Over Time: A Computational Analysis. *Psychology of Women Quarterly*, 45(1), 106-125.
- Bhatia, N***, & Gunia, B*. (2018) "I was Going to Offer \$10,000 but...": The Effects of Phantom Anchors in Negotiation. *Organizational Behavior and Human Decision Processes*, 148, 70-86. (*denotes equal authorship).
- Turan, N.**, & Cohen, T. R. (2016). Shame and guilt. In H. S. Friedman (Ed.), *Encyclopedia of Mental Health*, 2nd edition. Vol 4, **Waltham, MA: Academic Press**, pp. 144-146.
- Chang, J.W., **Turan, N.** & Chow, R.M (2015). A desire for deviance: The influence of leader normativeness and inter-group competition on group member support. *Journal of Experimental Social Psychology*, 56, 36-49. (Best Conference Paper Finalist, 2013 INGRoup Conference, Atlanta, GA)
- 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. (Outstanding Article Award, 2016 IACM Conference, New York, NY)
- 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(6),816-830.
- Turan, N.**, Dai, T., Sycara, K., & Weingart, L. R. (2013). Toward a unified negotiation framework: Leveraging strengths in behavioral and computational communities. In K. Sycara, M. Gelfand, & A. Abbe (Eds.) *Advances in Group Decision and Negotiation: Models for Intercultural Collaboration and Negotiation* (Vol. 6, pp. 53-65). Dordrecht, Netherlands: Springer Science.
- Cohen, T. R., Panter, A. T., & **Turan, N.** (2012a). Guilt proneness and moral character. *Current Directions in Psychological Science*, 21, 355-359.

- Cohen, T.R., Panter, A. T. & **Turan, N.** (2012b). Predicting counterproductive work behavior from guilt proneness, *Journal of Business Ethics*, *114*, 45-53.
- Tinsley, C. H., **Turan, N.**, Weingart, L. R., & Dillon, R. L. (2012). How cultural stereotyping influences intercultural negotiation. In B. M. Goldman and D. L. Shapiro (Eds.), *The Psychology of Negotiations in the 21st Century Workplace: New Challenges and New Solutions* (SIOP Organizational Frontier Series) (pp. 269-291). New York: Routledge Academic.
- Tinsley, C.M., **Turan, N.**, Aslani, A.S. & Weingart, L.R. (2011). The interplay between culturally- and situationally-based mental models of intercultural dispute resolution: West meets Middle East, *International Negotiation Journal*, *16*, 481-510. (*Special Issue on Culture and Negotiation*).
- Turan, N.**, Dudik, M., Gordon, G.J. & Weingart, L.R. (2011). Modeling group negotiation: Three computational approaches that can inform behavioral sciences. In E.A. Mannix, M.A. Neale, and J.R. Overbeck (Eds.), *Research on Managing Groups and Teams: Negotiation and Groups* (Vol. 14, pp. 189-205). Bingley, United Kingdom: Emerald Group Publishing.

Working Papers

- Bhatia, N.**, Pinkley, R., Barsness, Z., Bear, J. & Slesman, D. Assertiveness versus aggression in negotiation (Manuscript in preparation).
- Bear, J., Pinkley, R., Barsness, Z., **Bhatia, N.**, Mazei, J., & Slesman, D. Does transparency eliminate gender gaps in pay? Not always (Manuscript in preparation).

RESEARCH IN PROGRESS

- Bhatia, N.** & Bhatia, S. Predicting satisfaction in negotiation from large scale language data (Data analysis)
- Scopelliti, I. & **Bhatia, N.** The gender of language in recommendation letters (Data analysis)
- Bhatia, N.**, Ameen, A., & Schweitzer, M. Negotiations in the wild (Data collection).
- Bhatia, N.**, Nave, G., Johnson, Z., & Platt, M. The Neuroscience of Negotiation (Data collection)

CONFERENCE & INVITED PRESENTATIONS

- Bhatia, N. & Bhatia, S.** (2020, July). Predicting satisfaction in negotiation from large scale language data. Paper presented at the virtual International Association for Conflict Management Conference.
- Bhatia, N., Pinkley, R., Barsness, Z., & Bear, J.** (2019, July). Assertiveness versus aggression in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Dublin, Ireland.
- Bhatia, N. & Gunia, B.** (2018, June). Phantom anchors in negotiation. Paper presented at the Behavioral Decision Research in Management Conference, Boston, MA.
- Bhatia, N.** (2018, February). Phantom anchors in negotiation. Invited seminar, Carnegie Mellon University Qatar, Doha, Qatar
- Bhatia, N. & Gunia, B.** (2017, July). Phantom anchors in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.
- Bhatia, N., Pinkley, R., Barsness, Z., & Bear, J.** (2017, July). Assertiveness versus aggression in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.
- Bhatia, N. & Chow, R.M.** (2016, July). How to ask for concessions in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, New York, NY.
- Bhatia, N. & Chow, R.M.** (2016, June). How to ask for concessions in negotiation. Paper presented at the European Association for Social Psychology conference, Granada, Spain.
- Bhatia, N.** (2016, March). Your cost or my benefit?: Effects of concession framing in negotiations. Invited Seminar at the Wharton School, University of Pennsylvania, Philadelphia, PA.
- Bhatia, N. & Pinkley, R.** (2016, February). Information order as strategy in negotiation. Paper presented at the annual Focus on Asymmetry, Conflict and Emotion at the Workplace (FACE) Conference, New Orleans, LA.
- Bhatia, N. & Pinkley, R.** (2015, November). Anchors and accounts in first offers. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.

- Bhatia, N.** & Chow, R.M. (2015, August). Concession elicitation in negotiations. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- Bhatia, N.** & Pinkley, R. (2015, June). Anchors and accounts in first offers. Paper presented at the annual meeting of the International Association for Conflict Management, Clearwater Beach, FL.
- Bhatia, N.** & Chow, R.M. (2015, June). How White Americans describe racial inequality. Paper presented at the annual meeting of the International Association for Conflict Management, Clearwater Beach, FL.
- Turan, N.,** Chow, R.M. & Weingart, L.R. (2014, December). Your cost or my benefit?: Effects of concession framing in negotiations. Paper presented at the annual Focus on Asymmetry, Conflict and Emotion at the Workplace (FACE) Conference, Lisbon, Portugal.
- Turan, N.** (2014, October). Your cost or my benefit?: Effects of concession framing in negotiations. Invited seminar, Carnegie Mellon University Qatar, Doha, Qatar
- Turan, N.** & Collier, B. (2014, July). Gender and negotiation in leadership roles: Extending advocacy effects to women in leadership positions. Paper presented at the annual meeting of the International Association for Conflict Management, Leiden, the Netherlands.
- Turan, N.** (2013, December). Your cost or my benefit?: Effects of concession framing in negotiations. Invited seminar, Özyeğin University, Istanbul, Turkey.
- Turan, N.** (2013, October). Your cost or my benefit?: Effects of concession framing in negotiations. Invited seminar, Catolica-Lisbon School of Business and Economics, Lisbon, Portugal
- Turan, N.,** Chow, R.M. & Weingart, L.R. (2013, July). Your cost or my benefit?: Effects of concession framing in negotiations. Paper presented at the annual meeting of the International Association for Conflict Management, Tacoma, WA.
- Turan, N.,** Chow, R.M. & Weingart, L.R. (2013, July). Your cost or my benefit?: Effects of concession framing in negotiations. Paper presented at the annual meeting of Interdisciplinary Network for Group Research, Atlanta, GA.

Turan, N., Chow, R.M. & Weingart, L.R. (2013, January). Your cost or my benefit?: Effects of concession framing in negotiations. Poster presented at the annual meeting of the Society for Personality and Social Psychology Annual Meeting, New Orleans, LA.

Turan, N. & Chow, R.M. (2012, August). Your cost or my benefit?: Effects of concession presentation in negotiation. Paper presented at the Interpersonal Influence and Persuasion in Negotiation Symposium at the Annual Meeting of the Academy of Management, Boston, MA.

Turan, N., Cohen, T. R., & Smith, R. H. (2012, January). Cognitive and behavioral consequences of workplace reprimands. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Sinaceur, M., Neale, M.A., **Turan, N.,** Swaab, R. & Van Kleef, G. A. (2011, August). Can I deal with you two at once?: Polychronicity in multi-party negotiations. Paper presented at the Cross-Cultural Negotiations Symposium at the Annual Meeting for the Academy of Management, San Antonio, TX.

Turan, N.& Cohen, T. R., & Smith, R. H. (2011, July). Cognitive and behavioral consequences of workplace reprimands. Paper presented at the annual meeting of the International Association of Conflict Management, Istanbul, Turkey.

Turan, N.& Weingart, L.R. (2011, July). Workplace beyond the West: Teamwork and conflict in Turkish organizations. Paper presented at the annual meeting of Interdisciplinary Network for Group Research, Minneapolis, MN.

Turan, N., Dudik, M., Gordon, G.J. & Weingart, L.R. (May, 2010). Modeling group negotiation: Three computational approaches that can inform behavioral sciences. Paper presented at the annual Research in Managing Groups and Teams meeting, Palo Alto, CA.

GRANTS AND AWARDS

Wharton School, University of Pennsylvania

- William G. Whitney Award for Distinguished Teaching, 2018
- Wharton Teaching Excellence Award, 2018, 2019, 2020, 2021, 2022

Negotiation and Team Resources Institute

- NTR-Peterson Research Grant: \$5280, 2018

International Association for Conflict Management

- Outstanding Article Award, 2016
- Dispute Resolution Research Center Student Scholarship Award, 2014

Dispute Resolution Research Center, Northwestern University

- Research Residency Grant: \$20,000, 2016

Tepper School of Business, Carnegie Mellon University

- Simon Dissertation Award for Behavioral Research in the Administrative Sciences, 2014
- Gerald S. Salancik Dissertation Proposal Award, 2013

Center for Behavioral Decision Research, Carnegie Mellon University

- Small Research Grant: \$1,750, 2011-2012
- Small Research Grant: \$1,800, 2010-2011

TEACHING EXPERIENCE

University of Pennsylvania

- Negotiations, Wharton MBA & Executive MBA, Summer 2018 onwards (combined rating: 3.65/4.00)
- Negotiation and Conflict Resolution, Wharton undergraduate, Fall 2017 through Spring 2021 (combined rating: 3.70/4.00)
- Negotiation Behavior, MSc, Fall 2017 onwards (combined rating: 3.85/4.00)
- Power, Persuasion and Influence, MSc, Spring 2018 through Spring 2022 (combined rating: 3.55/4.00)

Católica-Lisbon School of Business and Economics

- Negotiations, Executive MBA, 2017 (rating: 6.00/7.00)
- Managing Groups and Teams, MBA, 2016 (rating: 6.12/7.00)
- Negotiations, MBA, 2015 (rating: 6.77/7.00, second highest ranked instructor in Fall 2015)
- Cross-Cultural Management, MSc, 2014-2017 (average rating: 6.35/7.00)
- International Negotiation, MSc, 2015, 2016 (average rating: 6.82/7.00, highest ranked instructor in Fall 2015)
- Organizational Dynamics, MSc, 2016 (rating: 6.57/7.00, highest ranked instructor in Spring 2016)

Carnegie Mellon University

- Managing Effective Work Teams, undergraduate, 2017 (rating: 5.00/5.00)
- Organizational Behavior, undergraduate, 2017 (rating: 4.95/5.00)
- Negotiation and Conflict Resolution, undergraduate, 2011, 2014 (average rating: 4.53/5.00)

EXECUTIVE TRAINING AND CONSULTING

Gender and Negotiation

- Penn Law Women's Association, April 2019
- Inter-Professional Women's Council, April 2019
- Wharton Women Business Conference, February 2019
- Draper Laboratory, March 2018
- Católica-Lisbon School of Business and Economics Executive Training Program, November 2014
- Society of Female Engineers at Carnegie Mellon University, March 2012

Introduction to Negotiation: Creating and Claiming Value

- The Science Policy Network, 2021
- Venture Café Live, 2020
- Arts and Business Council of Philadelphia., 2020
- Carnegie Mellon University Qatar Executive Education Program, March 2017
- Católica-Lisbon School of Business and Economics Executive Training Program, April 2015; October 2016

Negotiating Job Offers

- MindCORE Graduate Student Workshop Series, University of Pennsylvania, December 2018
- Women in Psychology Workshop Series, University of Pennsylvania, December 2017

Leadership

- Arts and Business Council of Philadelphia, 2020
- Carnegie Mellon University Qatar Executive Education Program, April 2017

STUDENT ADVISING

The Wharton School, University of Pennsylvania

- James C. McNeese, Huntsman Program senior thesis advisor, 2019, *Thesis: Changing Priorities of Negotiations in a Data-Driven Economy.*

Católica-Lisbon School of Business and Economics

- Davide Venegoni, master's thesis advisor, 2016, *Thesis: The big friendly giant at work: The hidden effects of leadership on CSR effectiveness.*
- Mariana Magalhaes, master's thesis advisor, 2014, *Thesis: The impact of collectivism and uncertainty avoidance on concession frames in negotiation: A cross-cultural perspective.*

Carnegie Mellon University

- Ariel Solomon, undergraduate honors thesis advisor, 2011-2012, *Thesis: Effects of inequality framing on women's unethical behavior.*

SELECT MEDIA COVERAGE

Media Coverage of “Predicting Leadership Perception with Large-scale Natural Language Data (Bhatia, Olivola, Bhatia, & Ameen, in press, The Leadership Quarterly)

- Fortune Magazine (September 27, 2021)

Media Coverage of “Phantom Anchors” (Bhatia & Gunia, 2018, Organizational Behavior and Human Decision Processes)

- Penn Today (December 17, 2018)
<https://penntoday.upenn.edu/news/negotiations-one-strategy-leads-better-economic-gains-worse-relationships>
- Harvard Business Review, IdeaWatch, May/June 2019

Media Coverage of “A Desire for Deviance” (Chang, Turan & Chow, 2015, Journal of Experimental Social Psychology)

- The Methodology for Psychology Podcast (March 29, 2015)
<http://methodologyforpsychology.org/NazliTuran>
- Society for Personality and Social Psychology Blog (December 17, 2014)
<http://www.spspblog.org/why-are-americans-turning-to-extreme-leaders/>

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

- *BBC News Magazine* (November 20, 2012).
<http://www.bbc.co.uk/news/magazine-20257373>
- *Talent Management Magazine* (October 18, 2012).
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 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
- *Wall Street Journal* (October 11, 2012).
<http://blogs.wsj.com/ideas-market/2012/10/11/to-find-an-honest-person-assess-guilt-proneness/>
- *Science Daily* (October, 10, 2012).
<http://www.sciencedaily.com/releases/2012/10/121010141452.htm>

Other Media Mentions: “How to Gracefully Leverage an Outside Job Offer”

- *The New York Times* (November 26, 2019).
<https://www.nytimes.com/2019/11/26/smarter-living/how-to-gracefully-leverage-an-outside-job-offer.html>

SERVICE

Editorial Boards

- Negotiation and Conflict Management Research

Ad Hoc reviewing

- Organizational Behavior and Human Decision Processes
- Personality and Social Psychology Bulletin
- Journal of Business Ethics
- Psychology of Women Quarterly

Professional Societies

- International Association for Conflict Management Conference Program Chair, 2020
- International Association for Conflict Management member
- Academy of Management member