

## FRANCESCA GINO

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### ACADEMIC POSITIONS HELD

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- 2010 - present*     **HARVARD UNIVERSITY** (Boston, MA)  
Associate Professor of Business Administration,  
Negotiation, Organizations & Markets Unit, Harvard Business School
- 2008 - 2010*     **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)  
Assistant Professor of Organizational Behavior, Kenan-Flagler Business School  
Willard J. Graham Fellow (2009-2010), Kenan-Flagler Business School
- 2006 - 2008*     **CARNEGIE MELLON UNIVERSITY** (Pittsburgh, PA)  
Visiting Assistant Professor of Organizational Behavior (2007-2008) and Post-Doctoral  
Fellow in Organizational Behavior (2006-2007), Tepper School of Business
- 2004 - 2006*     **HARVARD UNIVERSITY** (Boston, MA)  
Post-Doctoral Fellow, Senior Researcher and Lecturer, Harvard Business School

### EDUCATION

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- 2001- 2004*     **SANT'ANNA SCHOOL OF ADVANCED STUDIES** (Pisa, Italy)  
Ph.D. in Economics and Management, September 2004  
M.S. in Economics and Management, September 2002
- 2002 - 2004*     **HARVARD UNIVERSITY** (Boston, MA)  
Visiting fellow
- 1997 - 2001*     **UNIVERSITY OF TRENTO** (Trento, Italy)  
B.A. in Business Economics, *Magna Cum Laude*, July 2001

### JOURNAL PUBLICATIONS (in reverse chronological order)

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1. **Gino, F.** & Desai, S. (2012). Memory lane and morality: How childhood memories promote prosocial behavior. *Journal of Personality and Social Psychology*. Forthcoming.
2. Shu, L., & **Gino, F.** (2012). Sweeping dishonesty under the rug: How unethical actions lead to moral forgetting. *Journal of Personality and Social Psychology*. Conditionally accepted.
3. **Gino, F.**, & Ariely, D. (2012). The dark side of creativity: Original thinkers can be more dishonest. *Journal of Personality and Social Psychology*. Forthcoming.

4. **Gino, F.**, Wood, A., & Schweitzer, M. (2012). Anxiety, advice, and the ability to discern: Feeling anxious motivates individuals to seek and use advice. *Journal of Personality and Social Psychology*. Forthcoming.
5. Malhotra, D. & **Gino, F.** (2012). The pursuit of power corrupts: Investing in outside options motivates opportunism in relationships. *Administrative Science Quarterly*. Special Issue on “Social Psychological Perspectives on Power and Hierarchy.” Forthcoming.
6. Staats, B., & **Gino, F.** (2012). Specialization and variety in repetitive tasks: Evidence from a Japanese bank. *Management Science*. Forthcoming.
7. Gardner, H., **Gino, F.** & Staats, B. (2012). Dynamically integrating knowledge in teams: A resource-based view of team performance. *Academy of Management Journal*. Forthcoming.
8. Tost, L. P., **Gino, F.**, & Larrick, R. (2012). Power, competitiveness and advice taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes*, 117(1), 53-65.
9. Larkin, I., Pierce, L., & **Gino, F.** (2012). The psychological costs of pay-for-performance: Implications for the strategic compensation of employees. *Strategic Management Journal*. Forthcoming.
10. Miron-Spektor, E., **Gino, F.**, & Argote, L. (2011). Paradoxical frames and creative sparks: Enhancing individual creativity through conflict and integration. *Organizational Behavior and Human Decision Processes*, 116(2), 229-240.  
A short version of this paper was published in the *Academy of Management Best Paper Proceedings*, August 2008.
11. **Gino, F.**, & Flynn, F. (2011). Give them what they want: The benefits of explicitness in gift exchange. *Journal of Experimental Social Psychology*, 47(5), 915-922.
12. **Gino, F.**, Schweitzer, M., Mead, N., & Ariely, D. (2011). Unable to resist temptation: How self-control depletion promotes unethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 191-203.
13. **Gino, F.**, & Margolis, J. (2011). Bringing ethics into focus: How regulatory focus and risk preferences influence (un)ethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 145-156.
14. Chance, Z., Norton, M., **Gino, F.**, & Ariely, D. (2011). Temporal view of the costs and benefits of self-deception. *Proceedings of the National Academy of Sciences*, 108(3), 15655-15659.
15. Caruso, E. M., & **Gino, F.** (2011). Blind ethics: Closing one's eyes polarizes moral judgments and discourages dishonest behavior. *Cognition*, 118(2), 280-285.
16. **Gino, F.**, Sharek, Z., & Moore, D. A. (2011). Keeping the illusion of control under control: Ceilings, floors, and imperfect calibration. *Organizational Behavior and Human Decision Processes*, 114(2), 104-114.  
An extended abstract of this paper was published in the *Advances in Consumer Research*, 2008.
17. Shu, L., **Gino, F.**, & Bazerman, M. (2011). Dishonest deed, clear conscience: When cheating leads to moral disengagement and motivated forgetting. *Personality and Social Psychology Bulletin*, 37(3), 330-349.

18. Grant, A., **Gino, F.**, & Hofmann, D. (2011). Reversing the extraverted leadership advantage: The role of collective employee proactivity. *Academy of Management Journal*, 54(3), 528-550.
19. Bazerman, M. H., **Gino, F.**, Shu, L. L., & Tsay, C. (2011). Joint evaluation as a real world tool for managing emotional assessment of morality. *Emotion Review*, 3(3), 290-292. Special Issue on “Morality and emotion.”
20. **Gino, F.**, Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First, get your feet wet. The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111(2), 102-115.
21. **Gino F.**, Shu, L. L., & Bazerman, M. H. (2010). Nameless + Harmless = Blameless: When seemingly irrelevant factors influence judgment of (un)ethical behavior. *Organizational Behavior and Human Decision Processes*, 111(2), 93-101.
22. Moore, D. A., Swift, S. A., Sharek, Z. & **Gino, F.** (2010). Correspondence bias in performance evaluation: Why grade inflation works. *Personality and Social Psychology Bulletin*, 36(6), 843-852.
23. **Gino, F.**, Norton, M., & Ariely, D. (2010). The counterfeit self: The deceptive costs of faking it. *Psychological Science*, 21(5), 712-720.
24. **Gino, F.**, & Pierce, L. (2010). Lying to level the playing field: Why people may dishonestly help or hurt others to create equity. *Journal of Business Ethics*, 95(1), 89-103. Special Issue on “Regulating ethical failures: Insights from Psychology.”
25. Grant, A. & **Gino, F.** (2010). A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior. *Journal of Personality and Social Psychology*, 98(6), 946-955.
26. **Gino, F.** & Pierce, L. (2010). Robin Hood under the hood: Wealth-based discrimination in illicit customer help. *Organization Science*, 21(6), 1176-1194.  
This paper was a finalist for the *Outstanding Publication in Organizational Behavior Award* in the Organizational Behavior Division at the Academy of Management, August 2011.
27. Zhong, C. B., Bohns, V. K., & **Gino, F.** (2010). A good lamp is the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, 21(3), 311-314.
28. **Gino, F.**, Gu, J., & Zhong, C. B. (2009). Contagion or restitution? When bad apples can motivate ethical behavior. *Journal of Experimental Social Psychology*, 45(6), 1299-1302.
29. **Gino, F.** & Pierce, L. (2009). Dishonesty in the name of equity. *Psychological Science*, 20(9), 1153-1160.
30. **Gino, F.** & Bazerman, M. H. (2009). When misconduct goes unnoticed: The acceptability of gradual erosion in others’ unethical behavior. *Journal of Experimental Social Psychology*, 45(4), 708-719.
31. **Gino, F.** & Pierce, L. (2009). The abundance effect: Unethical behavior in the presence of wealth. *Organizational Behavior and Human Decision Processes*, 109(2), 142-155.
32. Mead, N., Baumeister, R. F., **Gino, F.**, Schweitzer, M., & Ariely, D., (2009). Too tired to tell the truth: Self-control resource depletion and dishonesty. *Journal of Experimental Social Psychology*, 45(3), 594-597.

33. **Gino, F.**, Ayal, S., & Ariely, D. (2009). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. *Psychological Science*, 20(3), 393-398.
34. **Gino, F.**, Shang, J., & Croson, R. C. (2009). The impact of information from similar or different advisors on judgment. *Organizational Behavior and Human Decision Processes*, 108(2), 287-302.
35. **Gino, F.**, & Schweitzer, M. (2008). Blinded by anger or feeling the love: How emotions influence advice taking. *Journal of Applied Psychology*, 93(5), 1165-1173.  
This paper won the *Best Paper Award* in the Conflict Management Division at the Academy of Management, August 2008. A short version of this paper was published in the Academy of Management Best Paper Proceedings, August 2008.
36. **Gino, F.** (2008). Do we listen to advice just because we paid for it? The impact of advice cost on its use. *Organizational Behavior and Human Decision Processes*, 107(2), 234-245.
37. **Gino, F.**, & Pisano, G. (2008). Toward a theory of behavioral operations. *Manufacturing and Service Operations Management*, 10(4), 676-691.
38. **Gino, F.**, & Moore, D. A. (2008b). Using final deadlines strategically in negotiation. *Negotiation & Conflict Management Research*, 1(4), 371-389.
39. **Gino, F.**, & Moore, D. A. (2008a). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. *Negotiation & Conflict Management Research*, 1(1), 77-96.
40. **Gino, F.**, & Moore, D. A. (2007). Effects of task difficulty on use of advice. *Journal of Behavioral Decision Making*, 20(1), 21-35.

## BUSINESS ARTICLES

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41. **Gino, F.** (2011). In hiring and promoting, look beyond results. *Wall Street Journal*, October 24, R7.
42. **Gino, F.**, & Pisano, G. (2011). Why leaders fail to learn from success. *Harvard Business Review*, April, 68-74.
43. Grant, A., **Gino, F.**, & Hofmann, D. (2011). Stop stealing the spotlight: The perils of extraverted leadership. *European Business Review*, May-June, 29-31.
44. Grant, A., **Gino, F.**, & Hofmann, D. (2010). The hidden advantages of quiet bosses. *Harvard Business Review*, December, 28.
45. Garvin, D., Edmondson, A., & **Gino, F.** (2008). Is your organization a learning organization? *Harvard Business Review*, March, 109-116.
46. **Gino, F.** (2006). Let me give you some advice. Forethought. *Harvard Business Review*, March.

## BOOKS

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47. Gaio, L., **Gino, F.**, & Zaninotto, E. (2002). *Production systems. Handbook of operations management* (in Italian), Roma, Carocci.

## CHAPTERS IN EDITED BOOKS

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48. Bazerman, M. H., & **Gino, F.** (2012). Behavioral ethics: Toward a deeper understanding of moral judgment and dishonesty. *Annual Review of Law and Social Science*, Volume 8, December.
49. **Gino, F.**, & Shea, C. (2012). Deception in negotiations: The role of emotions. In R. Croson & G. Bolton (Eds.), *Handbook of Conflict Resolution*. Oxford University Press.
50. Ayal, S., & **Gino, F.** (2011). Honest rationales for dishonest behavior. In M. Mikulincer & P. R. Shaver (Eds.), *The Social Psychology of Morality: Exploring the Causes of Good and Evil*. Washington, DC: American Psychological Association.
51. Shu, L. L., **Gino, F.**, & Bazerman, M. H. (2011). Ethical discrepancy: Changing our attitudes to resolve moral dissonance. In D. De Cremer and A. E. Tenbrunsel (Ed.), *Behavioral Business Ethics: Ideas on an Emerging Field*. Taylor and Francis Publishing.
52. **Gino, F.**, Moore, D. A., & Bazerman, M. H. (2009). See no evil: When we overlook other people's unethical behavior. In R. M. Kramer, A. E. Tenbrunsel and M. H. Bazerman (Ed.), *Social Decision Making: Social Dilemmas, Social Values, and Ethical Judgments*, pp. 241-263. Psychology Press.  
Excerpted as: Gino, F., Moore, D.A., & Bazerman, M.H. See no evil: When we overlook other people's unethical behaviour. *Rotman Magazine*, 2009, pp. 29-32.
53. **Gino, F.**, Todorova, G., Miron-Spektor, E., & Argote, L., (2009). When and why prior task experience fosters team creativity. In M. Neale, E. Mannix, and J. Goncalo (Ed.), *Research on Managing Groups and Teams: Creativity in Groups*, Volume 12, pp. 87-110. Emerald Group Publishing Limited.
54. Argote, L., & **Gino, F.** (2009). Group learning. *Encyclopedia of Group Processes and Intergroup Relations*. Sage Publications.

## CASES AND TEACHING NOTES

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**Gino, F.**, & Staats, B. "Samasource: Give Work, Not Aid" Harvard Business School Case N9-912-011.

**Gino, F.**, & Staats, B. "Samasource: Give Work, Not Aid" Harvard Business School Teaching Note 5-912-012.

**Gino, F.**, Dessain, V., Misztal, K., & Khayyat, M. "Poles Apart on PZU (A)" Harvard Business School Case N9-912-013.

**Gino, F.**, Dessain, V., Misztal, K., & Khayyat, M. "Poles Apart on PZU (B)" Harvard Business School Case N9-912-014.

**Gino, F.**, Dessain, V., Misztal, K., & Khayyat, M. "Poles Apart on PZU (C)" Harvard Business School Case N9-912-015.

**Gino, F.** "Poles Apart on PZU (A), (B) and (C) TN." Harvard Business School Teaching Note 5-912-016.

**Gino, F.**, Toffel, M. W., & Van Sice, S. "Fiji Water: Carbon Negative?" Harvard Business School Case N9-611-049.

**Gino, F.**, & Toffel, M. W. "Fiji Water" Harvard Business School Teaching Note N9-611-050.

Gavetti, G. & **Gino, F.** “The Future of BioPasteur.” Harvard Business School Exercise 711-508.

Gavetti, G. & **Gino, F.** “The Future of BioPasteur - Supplement.” Harvard Business School Supplement 711-509.

Gavetti, G. & **Gino, F.** “BioPasteur: Instructions for the Group Discussion.” Harvard Business School Supplement 711-510.

**Gino, F.**, & Pisano, G. “Ducati Corse: The Making of a Grand Prix Motorcycle.” Harvard Business School Case 605-090.

**Gino, F.**, & Pisano, G. “Ducati Corse: The Making of a Grand Prix Motorcycle TN.” Harvard Business School Teaching Note 606-141.

**Gino, F.**, & McAfee, A. P. “Ducati Corse.” Harvard Business School Case 605-091.

**Gino, F.**, & Pisano, G. “Teradyne Corporation: The Jaguar Project.” Harvard Business School Case 606-042.

**Gino, F.**, & Pisano, G. “Teradyne Corporation: The Jaguar Project TN.” Harvard Business School Teaching Note 606-138.

Bowen, K., & **Gino, F.** “Whitesides Lab.” Harvard Business School Case 606-064.

**Gino, F.**, & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (B).” Harvard Business School Supplement 606-116.

**Gino, F.**, & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (C).” Harvard Business School Supplement 606-117.

**Gino, F.**, & Pisano, G. “Vertex Pharmaceuticals: R&D Portfolio Management (A), (B) and (C) TN.” Harvard Business School Teaching Note 606-145.

## **CONFERENCE PRESENTATIONS**

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### **2011**

Norton, M.I., Piovesan, M., Montinari, N., & Gino, F. (2012, February). The veil of fairness: Children learn to appear moral without behaving morally. Society for Consumer Psychology, Las Vegas, NV.

Schwartz, J., **Gino, F.**, & Ariely, D. (2011, November). Experts know best, but for whom? Understanding conflicts of interest in the marketplace. Society of Judgment and Decision Making Conference, Seattle, Washington.

**Gino, F.**, Wood, A., & Schweitzer, M. (2011, November). Anxiety, advice, and the ability to discern: Feeling anxious motivates individuals to seek and use advice. Society of Judgment and Decision Making Conference, Seattle, Washington.

Shu, L., Mazar, N., **Gino, F.**, Ariely, D. & Bazerman, M. (2011, November). When to sign on the dotted line? Signing first increases moral salience and decreases dishonest self-reports. Society of Judgment and Decision Making Conference, Seattle, Washington.

Norton, M., & **Gino, F.** (2011, November). Rituals alleviate grieving for loved ones, lovers, and lotteries. Society of Judgment and Decision Making Conference, Seattle, Washington.

Cavanaugh, L., **Gino, F.**, & Fitzsimons, G. (2011, October). When you don't care enough to give the very best: When gifting leads to less (vs. more) green choices. Association for Consumer Research Conference, St. Louis, Missouri.

Jordan, J., **Gino, F.**, Tenbrunsel, A., & Leliveld, M. (2011, October). Moral compensation and the environment: Affecting individual' moral intentions through how they see themselves as moral. Association for Consumer Research Conference, St. Louis, Missouri.

**Gino, F.**, Haran, U., & Moore, D. (2011, October). Too optimistic about what the future holds? Hoe greater confidence can lead to fewer purchases. Association for Consumer Research Conference, St. Louis, Missouri.

**Gino, F.**, & Mogilner, C. (2011, October). Money in the present or time in the future? How switching focus makes people honest. Association for Consumer Research Conference, St. Louis, Missouri.

Wiltermuth, S., & **Gino, F.** (2011, October). "I'll have one of each:" Separating rewards into (meaningless) categories increases motivation. Association for Consumer Research Conference, St. Louis, Missouri.

Staats, B., & **Gino, F.** (2011, August). Focus or variety in repetitive tasks: Short versus long-term effects. Academy of Management, San Antonio, Texas, August.

Tost, L. P., **Gino, F.**, & Larrick, R. (2011, August). When power makes others speechless: The negative impact of leader power on team performance. Academy of Management, San Antonio, Texas, August.

Martin, S., **Gino, F.**, & Detert, J. R. (2011, August). Evil comes quietly: Unethical behavior as a result of subtle leader influences. Academy of Management, San Antonio, Texas.

Shea, C. T., & **Gino, F.** (2011, August). A reason curbs treason: When and why we evaluate our own deeds differently from those of others. Academy of Management, San Antonio, Texas.

Desai, S., & **Gino, F.** (2011, August). Return to innocence? Nursery rhymes, soft toys and everyday morality. Academy of Management, San Antonio, Texas.

**Gino, F.** (2011, August). Symposium on cognitive approaches to behavioral ethics (*Co-chair and Co-organizer*). Academy of Management, San Antonio, Texas.

Shu, L., & **Gino, F.** (2011, August). Sweeping dishonesty under the rug: How unethical actions lead to moral forgetting. Academy of Management, San Antonio, Texas.

**Gino, F.**, Schweitzer, M., Mead, N., & Ariely, D. (2011, August). Unable to resist temptation: How self-control depletion promotes unethical behavior. Academy of Management, San Antonio, Texas.

**Gino, F.**, Pierce, L., & Wiltermuth, S. (2011, August). Driving to the top: How status influences punishment of transgressions. Academy of Management, San Antonio, Texas.

**Gino, F.**, & Galinsky, A. (2011, July). This above all, to thine own self be true: Inauthenticity makes people feel unclean. European Association of Social Psychology, Stockholm, Sweden.

Swift, S. A., **Gino, F.**, & Schweitzer, M. (2011, July). When lies are funny: How humor influences perceptions of deception. IACM, Istanbul, Turkey.

**Gino, F.**, & Ariely, D. (2011, July). The dark side of creativity: original thinkers can be more dishonest. IACM, Istanbul, Turkey.

**Gino, F.** & Desai, S. (2011, July). Memory lane and morality: How childhood memories promote prosocial behavior. IACM, Istanbul, Turkey.

**Gino, F.**, & Galinsky, A. (2011, January). When psychological closeness creates distance from one's moral compass. Society of Personality and Social Psychology Conference, San Antonio, Texas.

## 2010

Shea, C., & **Gino, F.** (2010, November). Do more than I say, not as I do: Discrepancies in ethical decisions for self and others across time. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Shu, L., & **Gino, F.** (2010, November). Sweeping dishonesty under the rug: How unethical actions lead to moral forgetting. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Barkan, R., Ayal, S., **Gino, F.**, & Ariely, D. (2010, November). The pot calling the kettle black: Seeing evil after experiencing ethical dissonance. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Caruso, E., & **Gino, F.**, (2010, November). Blind ethics: Closing one's eyes influences ethical judgments and behavior. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

**Gino, F.**, & Flynn, F. (2010, October). Give them what they want: The unseen benefits of explicitness in gift exchange. Association for Consumer Research Conference, Jacksonville, Florida.

**Gino, F.**, & Galinsky, A. (2010, October). When psychological closeness creates distance from one's moral compass. Association for Consumer Research Conference, Jacksonville, Florida.

**Gino, F.** (2010, August). Panelist in OB division professional development workshop, "The productivity process: Research tips and strategies from prolific junior faculty." Academy of Management, Montreal, Québec.

**Gino, F.**, Bauer, T., Cable, D. M., & Erdogan, B. (2010, August). When good apples spoil the barrel: Predicting the impact and acceptance of newcomers' ideas. Academy of Management, Montreal, Québec.

Shea, C., & **Gino, F.** (2010, August). A reason curbs treason: When and why we evaluate our own deeds differently from those of others. Academy of Management, Montreal, Québec.

**Gino, F.**, Wood, A., & Schweitzer, M. (2010, August). What should I do? Feeling anxious makes people seek and use (bad) advice. Academy of Management, Montreal, Québec.

**Gino, F.**, Ayal, S., & Ariely, D. (2010, August). Altruistic cheating: The effects of collaborative work on individuals' dishonesty. Academy of Management, Montreal, Québec.

Tenbrunsel, A., Jordan, J., Leliveld, M., & **Gino, F.** (2010, August). Moral compensation, moral identity, and moral behavior. Academy of Management, Montreal, Québec.

**Gino, F., & Galinsky, A.** (2010, June). When psychological closeness creates distance from one's moral compass. IACM, Boston, Massachusetts.

**Gino, F., Wood, A. & Schweitzer, M.** (2010, June). What should I do? Feeling anxious makes people seek and use (bad) advice. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Tost, L. P., **Gino, F., & Larrick, R.** (2010, June). Power, competitiveness and advice taking: Why the powerful don't listen. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Sharek, Z., Swift, S. A., **Gino, F., & Moore, D. A.** (2010). On the robustness and generality of the correspondence bias. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Swift, S. A., Moore, D. A., Sharek, Z., & **Gino, F.** (2010). Seeing Through Performance: Attribution Errors in Performance Evaluation by Experts. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

## 2009

**Gino, F.** (2009, October). Symposium titled "Deviating from or Resetting Consumers Ethical Standards" (*Chair and Organizer*). Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Cavanaugh, L., **Gino, F., & Fitzsimons, G.** (2009, October). Mirror... mirror on the wall, whose the greenest giver of them all?": Understanding when and why men and women gift ethically-made products. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

**Gino, F., Norton, M. I., & Ariely, D.** (2009, October). The counterfeit self: The deceptive costs of counterfeiting. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Ayal, S., **Gino, F., & Ariely, D.** (2009, October). Finding balance on the moral scale: Dishonest behavior and the promise of confession. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Sharek, Z., Swift, S. A., **Gino, F., & Moore, D. A.** (2009, October). Not as big as it looks: Attribution errors in the perceptual domain. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

**Gino, F.** (2009, October). How bad apples can motivate ethical or unethical behavior. Behavioral ethics conference - *Regulating ethical failures: Insights from psychology*, Rotterdam School of Management, Rotterdam, the Netherlands.

**Gino, F.** (2009, August). Symposium on the determinants and consequences of (un)ethical judgment and behavior (*Chair and Organizer*). Academy of Management, Chicago, Illinois.

**Gino, F., & Pierce, J. L.** (2009, August). Dishonesty in the Name of Equity. Academy of Management, Chicago, Illinois.

**Gino, F., Shu, L. L., & Bazerman, M. H.** (2009, August). Dishonest deed, clear conscience: Self-preservation through moral disengagement. Academy of Management, Chicago, Illinois.

**Gino, F., Schweitzer, M.** (2009, August). Seeing and believing: How expressed emotions influence trust and advice taking. Academy of Management, Chicago, Illinois.

**Gino, F., Ayal, S., & Ariely, D. (2009, July).** Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. INGroup Conference, Colorado Springs, Colorado.

**Gino, F., Ayal, S., & Ariely, D. (2009, July).** Out of sight, ethically fine? The effects of collaborative work on individuals' dishonesty. INGroup Conference, Colorado Springs, Colorado.

**Gino, F., Ayal, S., & Ariely, D. (2009, June).** Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. Erasmus Leadership Conference, Rotterdam, the Netherlands.

**Gino, F. (2009, May).** The effects of emotions on advice taking. APS Annual Conference, San Francisco, California.

**Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2009, February).** First, get your feet wet. The effects of prior experience on team innovation. Organization Science Winter Conference, Steamboat Springs, Colorado.

## **2008**

**Gino, F., Krupka, E., & Weber, R. (2008, November).** Choosing to fight fair: Endogenous selection of reporting standards and ethical behavior. Economic Science Association Conference, Tucson, Arizona.

**Gino, F., Shang, J., & Croson, R. C. (2008, November).** Do as I say, not as I do: How advice form affects judgment. Society of Judgment and Decision Making Conference, Chicago, Illinois.

Moore, D. A., Swift, S. A., Sharek, Z. S., & **Gino, F. (2008, November).** Correspondence bias in performance evaluation and the benefits of having been graded leniently. Society of Judgment and Decision Making Conference, Chicago, Illinois.

**Gino, F. (2008, August).** Symposium on Environmental and Outcome-Based Influences on Unethical Behavior (*Chair and Organizer*). Academy of Management, Anaheim, California.

**Gino, F., & Pierce, J. L. (2008, August).** The abundance effect: Unethical behavior in the presence of wealth. Academy of Management, Anaheim, California.

**Gino, F., Moore, D. A., & Bazerman, M. H. (2008, August).** No harm, no foul: The outcome bias in ethical judgments. Academy of Management, Anaheim, California.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F. (2008, August).** Reducing, enhancing and eliminating the correspondence bias. Academy of Management, Anaheim, California.

**Gino, F., & Moore, D. A. (2008, July).** The beauty premium in negotiation. IACM, Chicago, Illinois.

**Gino, F., Moore, D. A., & Bazerman, M. H. (2008, July).** No harm, no foul: The outcome bias in ethical judgments. IACM, Chicago, Illinois.

**Gino, F., Debo, L., & Boatwright, P. (2008, July).** Just tell me why: Rational and irrational reactions to new product shortages. Behavioral Operations Conference, Alberta, Canada.

**Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2008, April).** First, get your feet wet. The effects of prior experience on team innovation. Creativity and Groups Conference, San Francisco, California.

**2007**

**Gino, F., & Bazerman, M.** (2007, November). Slippery slopes and misconduct. Society of Judgment and Decision Making Conference, Long Beach, California.

**Gino, F., Bloomfield, R. J., & Kulp, S. L.** (2007, November). Behavioral causes of the bullwhip effect in a single echelon. Annual Meeting of INFORMS, Seattle, Washington.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F.** (2007, August). Correspondence bias in performance evaluation. Academy of Management, Philadelphia, Pennsylvania.

**Gino, F., & Moore, D. A.** (2007, August). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. Academy of Management, Philadelphia, Pennsylvania.

**Gino, F., & Moore, D. A.** (2007, July). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. IACM, Budapest, Hungary.

**2006**

**Gino, F.** (2006, November). The impact of information from similar or different advisors on judgment. Society of Judgment and Decision Making Conference, Houston, Texas.

**Gino, F. & Pisano, G.** (2006, November). Behavioral operations. Annual Meeting of INFORMS, Pittsburgh, Pennsylvania (*Session Chair*).

**Gino, F. & Pisano, G.** (2006, June). Do managers' heuristics affect R&D performance volatility? A simulation informed by the pharmaceutical industry. Behavioral Research in Operations and Supply Chain Management Conference, PennState Smeal College of Business.

**INVITED SEMINARS**

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**2011-2012**

Cognition and Emotion in Ethical Decision Making Conference, Toronto: May  
 A. B. Freeman School of Business, Tulane University, New Orleans: April  
 Deception, Incentives and Behavior Small Conference, San Diego: April  
 Decision Sciences Workshop, Harvard University, Cambridge: April  
 McCombs School of Business, University of Texas at Austin, Austin: March  
 Darden School of Business, University of Virginia, Charlottesville: March  
 Goizueta Business School, Emory University, Atlanta: March  
 SPSP 2012 Morality and justice preconference, San Diego: January  
 University of Amsterdam, Amsterdam: December  
 Rotterdam School of Management, Erasmus University, Rotterdam: December  
 Yale University, Psychology Dept., New Haven: November  
 University of Virginia, Psychology Dept., Charlottesville: October  
 Decision Making Workshop, Harvard University, Cambridge: September

**2010-2011**

European School of Technology and Management (ESTM), Berlin (Germany): July  
 European School of Technology and Management (ESTM) Annual forum, Berlin (Germany): July  
 Foster School of Business, University of Washington, Seattle: May

NSF Workshop, DRMS division, Carnegie Mellon University, Pittsburgh: May  
Center for Behavioral Decision Research, Carnegie Mellon University, Pittsburgh: May  
Paduano Seminar Series on Business Ethics, Stern School of Business, NYU, New York: April  
Edmond J. Safra Center for Ethics, Harvard University, Boston: April  
Ethics & Compliance Officer Association (ECO), Webcast: November  
Jones Graduate School of Business, Rice University, Houston: October  
Mays Business School, Texas A&M University, College Station: October  
Northeastern University, Psychology Dept., Boston: September

### **2009-2010**

Harvard University, Psychology Dept., Boston: May  
Herzliya Symposium on Morality, Herzliya, Israel: April  
Recanati Graduate School of Management, Tel Aviv University, Tel Aviv, Israel: April  
Graduate School of Business, Stanford University, San Francisco: April  
Marriott School, Brigham Young University, Provo: April  
David Eccles School of Business, University of Utah, Salt Lake City: April  
Cornell University, Behavioral Economics and Decision Research (BEDR) Center, Ithaca: April  
Duke University, Psychology Dept., Durham: March  
Wharton School, University of Pennsylvania, Philadelphia: February  
Haas School of Business, University of California, Berkeley: February  
Harvard Business School, Harvard University, Boston (NOM department): January  
Harvard Business School, Harvard University, Boston (OB department): January  
Booth School of Business, University of Chicago, Chicago: December  
Stern School of Business, New York University, New York: December  
Stephen M. Ross School of Business, University of Michigan, Ann Arbor: November  
School of Journalism and Mass Communication, University of North Carolina, Chapel Hill: November  
Ethics & Compliance Officer Association (ECO), Webcast: November  
INSEAD, Fontainebleau (France): October  
London Business School, London (UK): October  
Wharton School, University of Pennsylvania, Philadelphia: October  
Marshall School of Business, University of Southern California, Los Angeles: September

### **2008-2009**

Fuqua School of Business, Duke University, Durham: May  
Harvard Business School, Harvard University, Boston: May  
University of California in San Diego, San Diego: April  
Rotman School of Management, University of Toronto, Toronto: April  
Olin School of Business, Washington University in St. Louis, St. Louis: March  
Psychology Dept., University of North Carolina, Chapel Hill: March

### **2007-2008**

Yale School of Management, Yale University, New Haven: February  
INSEAD, Fontainebleau (France): February  
Olin School of Business, Washington University in St. Louis, St. Louis: January  
Carlson School of Management, University of Minnesota, Minneapolis: January  
Harvard Business School, Harvard University, Boston: January  
Wharton School, University of Pennsylvania, Philadelphia: January  
School of Management, Boston University, Boston: January  
Fisher College of Business, Ohio State University, Columbus: January  
Kennedy School/Dubai initiative, Harvard University, Boston: December  
Kenan-Flagler Business School, University of North Carolina, Chapel Hill: December  
Fox School of Business, Temple University, Philadelphia: November

**2006-2007**

Center for Behavioral Decision Research, Carnegie Mellon University, Pittsburgh: August

**2005-2006**

INSEAD, Fontainebleau (France): February

Wharton School, University of Pennsylvania, Philadelphia: January

Sloan School of Management (MIT), Boston: December

Harvard Business School, Harvard University, Boston: October

**2004-2005**

Tuck School of Business, Dartmouth College, Hanover: December

Harvard Business School, Harvard University, Boston: October

**RESEARCH GRANTS**

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- 2009 Junior Faculty Development Award, University of North Carolina in Chapel Hill. Research grant for: *Interpersonal Corruption: Laboratory and Field Experiments on Illicit Helping and Hurting in Organizations* (\$7,500)
- 2009 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Choosing Ethical or Unethical Environments: The influence of others' behavior on selection decisions* (\$5,000)
- 2008 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Going the extra mile to help others: Social comparison, emotions and unethical behavior* (\$5,000)
- 2008 Center for the Study of Ethics and Human Values, Washington University in St. Louis. Research grant for: *The Robin-Hood effect – Do we cheat for the sake of others?* with J. Lamar Pierce. (\$4,200)
- 2008 IZA - Institute for the Study of Labor in Bonn, Germany. Research grant for: *When good apples choose bad environments*, with Erin Krupka and Roberto Weber. (\$4,520)
- 2008 Center for Behavioral Decision Research (CBDR) Small Grant Program, Carnegie Mellon University, multiple projects. (\$20,000)
- 2007 National Science Foundation. Research grant for: *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success*, with Don Moore and Zachariah Sharek, 2007-2009. (\$223,000)
- 2005 Time-sharing Experiments for the Social Sciences (TESS) grant for experimental survey research (NSF-funded grant)
- 2001 - 2004 Recipient of Full Time Doctoral Fellowship, Sant'Anna School of Advanced Studies, Pisa, Italy
- 2002 - 2003 Recipient of Fellowship for the Visiting at Harvard University, Sant'Anna School of Advanced Studies, Pisa, Italy
- July 2001 Fourth-year tuition scholarship for completing the BA degree within four years, University of Trento, Trento, Italy

## HONORS AND AWARDS

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- 2011*                      *Finalist* (one of seven), Outstanding Publication in Organizational Behavior Award, Organizational Behavior Division of the Academy of Management, August 2011
- 2009*                      *Management Science Meritorious Service Award* for notable service to the journal as a reviewer
- 2008*                      *Best Paper Award*, Conflict Management Division of the Academy of Management, August 2008
- November 2002*        Awarded “Best Graduate” of the years 2000, 2001 and 2002, University of Trento, Trento, Italy
- July 2001*                Ranked First in PhD Entrance Exam, Sant’Anna School of Advanced Studies, Pisa, Italy

## TEACHING EXPERIENCE

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*Spring 2011 and 2012*: Negotiation, MBA course (1 section in 2011, 2 sections in 2012), Harvard Business School, Harvard University

*Fall 2011*: Behavioral Approached to Decision Making, PhD course (co-taught with other two instructors), Harvard Business School, Harvard University

*Spring 2010*: Negotiation, MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (recent instructor’s rating: 4.7/5)

*Fall 2009*: Individual Behavior in Organizations, PhD course (co-taught with other three instructors), Kenan-Flagler Business School, University of North Carolina at Chapel Hill

*Spring 2009 and 2010*: Groups and Teams in Organizations, undergraduate BSBA course (2 sections) and MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (recent instructor’s rating: 4.9/5)

*Fall 2007*: Business Ethics, Master Program (Heinz School of Public Policy) and MBA course (Tepper School of Business), Carnegie Mellon University (4 invited guest lectures)

*Fall 2007 and 2006*: Introduction to Organizational Behavior, undergraduate core course (2 sections each year), Tepper School of Business, Carnegie Mellon University

*Fall 2005*: The Management of Technological Innovation, PhD course, Harvard Business School, Harvard University.

## TEACHING EXPERIENCE IN EXECUTIVE PROGRAMS

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- Emotional Intelligence
- Ethics
- Influence and Persuasion
- Leading Teams

- Leadership and Motivation
- Managerial Decision Making
- Negotiation and Collaboration
- Team Creativity and Innovation

## **CONSULTING ENGAGEMENTS**

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- Sappi Fine Paper (2011-present): Emotional Intelligence and Negotiation
- Disney R&D Imagineering (2010-2011): Piracy and Media Pricing
- Invited member, ISAT Study Group (2010-present). The DARPA Information Science and Technology Study Group (ISAT) was established in 1987 by DARPA to provide DARPA offices with continuing and independent assessment of the state of advanced information sciences and technologies, and their relationship to critical, long range Defense issues.

## **ADVISING**

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### **Dissertation Committees**

- Laura Brandimarte, Carnegie Mellon University Heinz College (member, expected 2013)
- Julia Lee, Kennedy School of Government, Harvard University (member, expected 2013)
- Melissa Valentine, Harvard Business School, OB (member, expected 2013)
- Sean Martin, Cornell University, Management & Organizations (member, expected 2013)
- Maryam Kouchaki, University of Utah, Organizational Behavior (member, expected 2012)
- Catherine Shea, Duke Management (member, expected 2012)
- Lisa Shu, Harvard Business School, OB/Soc. Psych (member, expected 2012)
- Zach Sharek, Carnegie Mellon University Organizational Behavior (member, expected 2012)
- Zoe Chance, Harvard Business School, Marketing (member, 2011)
- David Remund, UNC School of Journalism (member, 2011)
- Joseph Radzevick, Carnegie Mellon University Organizational Behavior (member, 2011)
- Tina Juillerat, UNC Organizational Behavior (co-chair, 2010)
- Kimberly Ling, Carnegie Mellon University Organizational Behavior (member, 2009)

### **Undergraduate Honor Theses Supervised**

- Yihan Tan, Harvard (2011-2012)
- Emily Harburg, Harvard (2010-2011)
- Daron Sharps, UNC OB (2009-2010)
- Chris Myers, UNC OB (2009-2010)
- Jonathan Tugman, UNC OB (2009-2010)
- Carolina Velez, CMU Decision Sciences (2009-2010)
- Andrew Hafenbrack, CMU OB (2007-2008)

## **UNIVERSITY SERVICE**

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### **Harvard Business School, Harvard University**

- Member, HBS Doctoral Program Review Committee (2011)
- Member, Organizational Behavior Doctoral Policy and Admissions Committee (2011-present)
- Member, NOM unit recruiting committee (2010-present)
- Co-coordinator, NOM seminar series (2011-present)

- Honor thesis advisor, Harvard College (2010-present)

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

- Coordinator, OB seminar series (2008-2010)
- Co-coordinator, Behavioral Laboratory (2008-2010)
- Coordinator, paid subject pool (2008-2010)
- Coordinator, credit subject pool (2008-2010)
- Director, Center for Decision Research (CDR) (2008-2010)
- Member, recruiting committee (2008-2010)
- Summer papers reader (2009-2010)
- Honor thesis reader (2008-2010)
- Interviewer, BSBA admissions (2008-2010)

#### **Carnegie Mellon University**

- Co-coordinator, CBDR (Center for Behavioral Decision Research) seminar series (2006-2008)
- Co-coordinator, OB subject pool (2006-2008)
- Co-coordinator, paid subject pool (2006-2008)
- Manager, CBDR (2006-2008)
- Summer papers reader (2006-2008)
- Honor thesis reader (2006-2008)

#### **Harvard Business School, Harvard University**

- Organizer and Coordinator, Behavioral Operations seminar series (2004-2006)
- Coordinator, Behavioral Operations initiative (2004-2006)

### **PROFESSIONAL ACTIVITIES**

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#### **Editorial Board Member:**

- Academy of Management Journal (2011-present)
- Organizational Behavior and Human Decision Processes (2010-present)

#### **Ad-Hoc Reviewing for Journals:**

- Acta Psychologica (2009-present)
- Academy of Management Journal (2011-present)
- Administrative Science Quarterly (2010-present)
- American Economic Review (2011-present)
- Business Ethics Quarterly (2011-present)
- British Journal of Social Psychology (2011-present)
- European Journal of Social Psychology (2011-present)
- Organizational Behavior and Human Decision Processes (2007-present)
- Organization Science (2007-present)
- Management Science (2007-present)
- Journal of Applied Psychology (2010-present)
- Journal of Applied Social Psychology (2009-present)
- Journal of Behavioral Decision Making (2007-present)
- Journal of Consumer Research (2011-present)
- Journal of Experimental Psychology: General (2011-present)
- Journal of Experimental Social Psychology (2009-present)
- Journal of Management Studies (2007-present)
- Journal of Operations Management (2007-present)

Journal of Personality and Social Psychology (2011-present)  
Personality and Social Psychology Bulletin (2009-present)  
PLoS ONE (2011-present)  
Psychological Science (2009-present)  
Scandinavian Journal of Economics (2011-present)  
Social Psychological and Personality Science (2009-present)

**Ad-Hoc Reviewing for Conferences and Grant Programs:**

Academy of Management Conference (various divisions) (2005-present)  
National Science Foundation Grants (2009-present)  
Time-sharing Experiments for the Social Sciences (TESS) Grants (2008-present)

**PROFESSIONAL MEMBERSHIPS**

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- Academy of Management (2004-present)
- American Psychological Association (2009-present)
- Association for Psychological Science (2008-present)
- Association for Consumer Research (2010-present)
- International Association for Conflict Management (2007-present)
- Society of Judgment and Decision Making (2004-present)
- Society of Personality and Social Psychology (2008-present)

**POPULAR PRESS COVERAGE**

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My work has been covered in various media outlets including the *Boston Globe*, *Business Week*, *Christian Science Monitor*, *Economist*, *Financial Times*, the *Huffington Post*, *Harvard Business School Working Knowledge*, *Newsweek*, *Knowledge@Wharton*, the *National Post*, *National Public Radio*, *Pittsburgh Post-Gazette*, *Pittsburgh Tribune Review*, *Psychology Today*, *Scientific American*, the *Time*, and the *Wall Street Journal*. My work on the “Counterfeit Self” was featured in the 9th Annual Year In Ideas from The Times Magazine, New York Times.