

# Binyamin (Benny) Cooper

Morgan State University  
Graves School of Business and Management  
4100 Hillen Rd, #612  
Baltimore, MD 21218

+1 (443) 885-1689  
[binyamin.cooper@morgan.edu](mailto:binyamin.cooper@morgan.edu)  
<https://www.binyamincooper.com/>

## Education

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University of Florida  
2020 Ph.D., Management

Bar-Ilan University  
2014 M.A., Social-Organizational Psychology

Hebrew University of Jerusalem  
2011 B.A., Psychology

## Professional Experience

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Morgan State University, Graves School of Business and Management  
2023 – Present Assistant Professor

Carnegie Mellon University, Tepper School of Business  
2020 – 2023 Post-Doctoral Research Fellow  
[The Collaboration and Conflict Research Lab](#)

Tmurot TPS  
2013 – 2015 Organizational Consultant

## Research Interests

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Workplace mistreatment, Honesty, Resilience, Organizational Behavior

## Peer Reviewed Publications

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2023 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honest Behavior: Truth-Seeking, Belief-Speaking, and Fostering Understanding of the Truth in Others. *Academy of Management Annals*, 17(2).  
<https://doi.org/10.5465/annals.2021.0209>

- 2022 Cooper, B., Giordano, C. R., Erez, A., Foulk, T. A., Reed, H., & Berg, K. B. Trapped by A First Hypothesis: How Rudeness Leads to Anchoring. *Journal of Applied Psychology*, 107(3), 481-502. <http://doi.org/10.1037/apl0000914>
- 2021 Woolum, A. H., Echeto, L. F. Cooper, B., Gale, J. P., Erez, A., Katz, J., Guelmann, M., Jerrell, R. G., & Zoidis, P. How Witnessing Rudeness can Disrupt Psycho-Motor Performance of Dental Students. *Journal of Dental Education*. <https://doi.org/10.1002/jdd.12651>
- 2020 Avesar, M., Erez, A., Essakow, J., Young, C., Cooper, B., Akan, D., Klein, M., Chang, T., & Rake, A. The Effects of Rudeness, Experience, and Perspective-taking on Challenging Premature Closure after Pediatric ICU Physicians Receive Hand-off with the Wrong Diagnosis: A Randomized Controlled Simulation Trial. *Diagnosis*. <http://doi.org/10.1515/dx-2020-0083>
- 2019 Riskin, A., Bamberger, P., Erez, A., Foulk, T. A., Cooper, B., Peterfreund, I., Sheps, J., Wilhelm-Kafil, M., Riskin, Y., Riskin-Guez, K., & Bamberger, E. Incivility and Patient Safety: A Longitudinal Study of Rudeness, Protocol Compliance and Adverse Events. *The Joint Commission Journal on Quality and Patient Safety*, 45(5), 358-367. <http://doi.org/10.1016/j.jcjq.2019.02.002>
- 2019 Riskin, A., Bamberger, P., Erez, A., Riskin-Guez, K., Riskin, Y., Sela, R., Foulk, T. A., Cooper, B., Ziv, A., Pessach-Gelblum, L., & Bamberger, E. Expressions of Gratitude and Medical Team Performance. *Pediatrics*, 143(4), e20182043. <https://doi.org/10.1542/peds.2018-2043>

## Articles Under Review

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- 3<sup>rd</sup> round R&R Gale, J. P., Erez, A., Bamberger, P., Foulk, T. A., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. Rudeness and Team Performance: Adverse Effects Via Member Social Value Orientation and Coordinative Team Processes. *Journal of Applied Psychology*.

## Working papers (available upon request)

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Cooper, B., Bamberger, P., Jingqiu, C., Zhou, J., Huang, M., Erez, A., & Ackerman, R. The Impact of Workplace Injury on Return to Work and Post-Return Work Functioning: The Role of Metacognition and Emotion. Target: *Journal of Applied Psychology*.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Target: *Journal of Applied Psychology*.

Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Honesty vs. Benevolence in Difficult Conversations. Target: *Academy of Management Journal*.

Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. The Positive and Negative Consequences of Workplace Teasing. Target: *Academy of Management Journal*.

Erez, A., Gale, J. P., Cooper, B., Porath, C. L., & Rano, G. Overconfident and Hostile: Effects of Overconfidence on Workplace Relationships. *Academy of Management Journal*

Gale, J. P., Foulk, T.A., Erez, A., Kim, R., Krishnan, S., & Cooper, B. From Road to Rage: How Commute Stress Causes Rudeness at Work (and what to do about it). Target: *Journal of Applied Psychology*.

## Chaired Symposia, Conferences and Workshops

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| 2022 | Krueger, K. L., Cooper, B. (Chairs), & Cohen, T. R. New Frontiers in Mentorship Research: Communicating Feedback and Advice. Symposium at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.   |
| 2021 | Cooper, B. & Huppert, E. (Chairs), Cohen, T. R., Effron, D. A., Levine, E. E., Minson, J. A., Scheweitzer, M. E., & Schroeder, J. Roundtable Discussion: Rethinking Research on Honesty Using a New Conceptual Framework. Roundtable panel discussion at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Presentation. |
| 2017 | Schilpzand, P. & Cooper, B. (Chairs). Workplace Incivility: New Frontiers and Research Directions. Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.   |
| 2015 | Berson, Y. & Cooper, B. (Chairs). New Directions in Ethics-Focused Leadership Research: Behaviors, Transmitters, and Qualifiers. Symposium at the 75th Annual Meeting of the Academy of Management, Vancouver, B.C.  |

## Conference Presentations and Activities

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| 2023 | Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. In the Eye of the Beholder: Advancing Feedback Research with a Focus on Perceptions. To be presented at the 83 <sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.  |
| 2023 | Discussant, in Harari, D. Making the Most of It: Being Successful in a Post-Doc and Beyond. To be presented at the 83 <sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.   |
| 2023 | Krueger, K., Fulham, N., Cooper, B., Levine, E.E., Cohen, T. R. Support versus praise: Communicating critical feedback with benevolent honesty. To be presented at the 36 <sup>th</sup> Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece. |

- 2023 Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. Honesty in teams: Incorporating Honesty in After Action Reports. To be presented at the 36th Annual Meeting of the International Association for Conflict Management, Thessaloniki, Greece.
- 2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. The Importance of Honest and Benevolent Feedback in the Workplace. Presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- 2022 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations: A Systematic Review and New Conceptual Framework. Presented at the Society for Business Ethics Annual Meeting, Seattle, WA.
- 2022 Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. Teasing in the Workplace. Presented at the 17th Annual Meeting of the Interdisciplinary Network for Group Research (INGRoup), Hamburg, Germany.
- 2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Communicating Feedback Effectively: The Value of Being Both Honest and Kind. Presented at the 35th Annual Meeting of the International Association for Conflict Management, Ottawa, Canada.
- 2021 Discussant, in Harari, D. Making the Most of It: Being Successful in a Post-Doc and Beyond. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2021 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Erez, A., Bamberger, P., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. When Sticks in a Bundle Are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Pounds, T., Erez, A., & Cooper, B. Seeing in believing: The Effect of Rudeness on Perceptions of Negative Perpetrator Attributes. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Gale, J., Erez, A., & Brownlee, A., & Cooper, B. The Worries that Could: How the Combination of Neuroticism and Problem Solving Improves Responses to Rudeness in a Customer Service Context. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2019 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination.

- Presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- 2018 Cooper, B., De Pater, I., Foulk, T. A., & Erez, A. The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- 2018 Cooper, B., Pounds, T., Halevy, N., & Erez, A. An Organizational House of Cards: How Witnessing Rudeness Undermines Intergroup Cooperation. Presented at the 4th Annual Meeting of the Israel Organizational Behavior Conference, Tel-Aviv, Israel.
- 2017 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Does Experiencing Rudeness Trigger Outgroup Hate? The Role of Rudeness as an Accelerator of Intergroup Conflict. Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- 2017 Pounds, T., Cooper, B., & Erez, E. Inducing Out-Group Hate: Rudeness and Intergroup Conflict. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 2016 Cooper, B., Berson, Y., & Erez, A. Not All Rude Behaviors are Alike: The Effects of Perspective Taking on the Rudeness-Aggression Link. Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- 2016 Cooper, B. Analyzing the Nature of Shad Team Leadership: Shifting Along Faultlines. Paper presented at the Teams Research Incubator, Atlanta, GA.

## Teaching Interests

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Negotiation, Ethics and Honesty, Value-based Leadership, Interpersonal Communication, Strategic Human Resources, HR analytics, Advanced Research Methods

## Courses

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### Carnegie Mellon University

TEP 70-311 Organizational Behavior, 4.60/5 (School avg. 4.27/5)

### University of Florida

MAN 3401 Human Resource Management, 4.60/5 (Department avg. 4.26/5)

MAN 3240 Organizations: Structure and Behavior, 4.62/5 (Department avg. 4.33/5)

### Invited Seminars and Workshops

Summer Workshop in Advanced Research Methods (SWARM), 5/5

## Honors and Awards

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2019	Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
2019	Best Poster in Medical Education category (Winner) and Best Poster in All Categories (Winner), Saban Research Institute 24th Annual Poster Session for Training, Education, Career Planning, & Development (TECPAD), Children's Hospital Los Angeles (CHLA), CA
2018	<u>Ph.D. Outstanding Teaching Award</u> , Warrington College of Business
2015	Best Symposium Award (Nominated), 75th Annual Meeting of the Academy of Management, Vancouver, B.C.

## Professional and University Service

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2022-2023	Fellowship Faculty, Building Research Capacity Fellowship, Association of Departments of Family Medicine (ADFM)
2016-2020	Research pool coordinator, Department of Management, University of Florida
2015-2020	Lab manager, Department of Management, University of Florida

## Ad Hoc Reviewing

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### Journals

Organizational Behavior and Human Decision Processes, Journal of Business Ethics, Personality and Psychology Bulletin

### Grants

John Templeton Foundation (Honesty Project)

## Professional Memberships

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Academy of Management  
International Association for Conflict Management  
Interdisciplinary Network for Group Research