

Binyamin Cooper

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PROFESSIONAL EXPERIENCE

Post-Doctoral Research Fellow **Pittsburgh, PA**
The Collaboration and Conflict Research Lab 2020 – 2022
Tepper School of Business
Carnegie Mellon University
Supervisors: Drs. Laurie R. Weingart and Taya R. Cohen

Organizational Consultant **Petah Tikva, Israel**
Tmurot TPS 2013 – 2015

EDUCATION

Ph.D., Management **Gainesville, FL**
University of Florida, Warrington College of Business 2020

M.A., Social-Organizational Psychology **Ramat Gan, Israel**
Bar-Ilan University 2014

B.A., Psychology **Jerusalem, Israel**
Hebrew University of Jerusalem 2011

RESEARCH INTERESTS

Interpersonal communication, Workplace mistreatment, Resilience, Honesty, Organizational behavior

IMPACT STATEMENT

The main objective of my research and teaching is to promote growth in organizations through adaptive interpersonal communication. Through my research, I aim to elucidate novel associations and interventions within the workplace mistreatment, resilience and honesty literatures, with a particular interest in when and how specific forms of communication (verbal and/or nonverbal) can be harmful or helpful to navigating interpersonal conflict. Through my teaching, I seek to inspire students to become leaders amongst their peers, who skillfully use their voice to create a positive impact on their colleagues, direct reports and organizational teams. As a result, through both my research and teaching, I hope to influence rising generations to be better and more supportive leaders.

REFEREED JOURNAL ARTICLES

Cooper, B., Giordano, C. R., Erez, A., Foulk, T. A., Reed, H., & Berg, K. B. (2021). Trapped by A First Hypothesis: How Rudeness Leads to Anchoring. *Journal of Applied Psychology*.
<http://doi.org/10.1037/ap10000914>

JOURNAL ARTICLES UNDER PEER REVIEW

* Denotes authors contributed equally. ¹ Denotes Ph.D. student at time of project start.

Cooper, B., Cohen, T. R., Huppert, E.¹, Levine, E. E., & Fleeson, W. (Accepted proposal, manuscript in writing). Honesty in Organizations: A Systematic Review and New Conceptual Framework. *Academy of Management Annals*.

Krueger, K., Diabes, M. A.¹, **Cooper, B.**, & Weingart, L. R. (1st round revise & resubmit). The Role of the Individual in Interpersonal Conflict. *Research in Organizational Behavior*.

Gale, J. P.¹, Erez, A., Bamberger, P., Foulk, T. A., **Cooper, B.**, Riskin, A., Schilpzand, P., & Vashdi, D. (2nd round revise & resubmit). When Sticks in a Bundle are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. *Journal of Applied Psychology*.

SELECTED RESEARCH PROJECTS IN PROGRESS

* Denotes authors contributed equally. ¹ Denotes Ph.D. student at time of project start.

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

Cooper, B., Bamberger, P., Jingqiu, C., Zhou, J., Huang, M., Erez, A., & Ackerman, R. (Data collection in progress). 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., Gale, J. P.¹, & Erez, A. (Data collection in progress). Organizational First Aid: Leveraging Self-Distancing Theory to Explore Workplace Remedies to Buffer the Negative Outcomes of Rudeness. Target: *Academy of Management Journal*.

Diabes, M. A.¹, **Cooper, B.**, Gilboa, D., & Weingart, L. R. (Data collection in progress). The Development and Validation of the Team Resilience Potential Scale.

Krueger, K., **Cooper, B.**, Fulham, N.¹ & Weingart, L. R. (Data collection in progress). The Positive and Negative Consequences of Workplace Teasing.

Krueger, K., **Cooper, B.**, Levine, E. E., & Cohen, T. R. (Data collection in progress). Honesty vs. Benevolence in Difficult Conversations.

CHAired PEER-REVIEWED CONFERENCE SESSIONS

Cooper, B. & Huppert, E. (Chairs), Cohen, T. R., Efron, D. A., Levine, E. E., Minson, J. A., Schweitzer, 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 (2021), Virtual Presentation.

Schilpzand, P. & **Cooper, B.** (Chairs). Workplace Incivility: New Frontiers and Research Directions. Symposium at the 77th Annual Meeting of the Academy of Management (2017), Atlanta, GA.

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 (2015), Vancouver, B.C.

PEER REVIEWED CONFERENCE PRESENTATIONS

Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. (2021, August). Honesty in Organizations. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.

Erez, A., Bamberger, P., **Cooper, B.**, Riskin, A., Schilpzand, P., & Vashdi, D. (2020, August). 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.

Pounds, T., Erez, A., & **Cooper, B.** (2020, August). 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.

Gale, J., Erez, A., & Brownlee, A., & **Cooper, B.** (2020, August). 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.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. (2019, August). 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.

Cooper, B., De Pater, I., Foulk, T. A., & Erez, A. (2018, August). The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. (2018, January). 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.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. (2017, August). 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.

Pounds, T., **Cooper, B.**, & Erez, E. (2017, April). Inducing Out-Group Hate: Rudeness and Intergroup Conflict. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Cooper, B., Berson, Y., & Erez, A. (2016, August). 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.

Cooper, B. (2016, January). Analyzing the Nature of Shard Team Leadership: Shifting Along Faultlines. Paper presented at the Teams Research Incubator, Atlanta, GA.

INVITED PANEL DISCUSSIONS AT CONFERENCE/SYMPOSIUM

Discussant, In Harari, D. (2021, August). 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.

REFEREED JOURNAL ARTICLES – Non-Management

(Technical assistance in projects led by Amir Erez, Ph.D.)

Woolum, A. H., Echeto, L. F. **Cooper, B.**, Gale, J. P., Erez, A., Katz, J., Guelmann, M., Jerrell, R. G., & Zoidis, P. (2021). How Witnessing Rudeness can Disrupt Psycho-Motor Performance of Dental Students. *Journal of Dental Education*. <https://doi.org/10.1002/jdd.12651>

Avesar, M., Erez, A., Essakow, J., Young, C., **Cooper, B.**, Akan, D., Klein, M., Chang, T., & Rake, A. (2020) 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>

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. (2019). 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>

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. (2019). Expressions of Gratitude and Medical Team Performance. *Pediatrics*, 143(4), e20182043. <https://doi.org/10.1542/peds.2018-2043>

TEACHING EXPERIENCE

University of Florida

- Instructor MAN 3401 “**Human Resource Management**” (undergraduate course)
Fall 2018, Instructor Rating 4.60/5; Department avg. 4.26/5
- Instructor MAN 3240 “**Organizations: Structure and Behavior**” (undergraduate course)
Fall 2017, Instructor Rating 4.62/5; Department avg. 4.33/5
- Guest lecturer **Negotiation** (undergraduate and graduate OB courses)
Teaching **Organizational Behavior** (graduate class)
assistant Lecturer: Alex Settles, PhD, Spring 2020
- Summer Workshops in Advanced Research Methods (SWARM)**
 Ph.D. and Junior Faculty workshop, June 2019
 Lecturer: Mo Wang, PhD, Topic: Mplus
 Teaching Assistant Rating 5/5
- Seminar on Research Methods** (Ph.D. seminar)
 Lecturer: Mo Wang, PhD, Fall 2018
- Organizational Behavior** (graduate level class)
 Lecturer: Amir Erez, PhD
 Fall 2015 through Spring 2020

Bar-Ilan University

- Teaching **Introduction to Social Psychology** (undergraduate course)
assistant Lecturer: Yair Berson, PhD
 Fall 2012 through Spring 2015

AWARDS, HONORS & GRANTS

- 2019 Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
- Ph.D. Outstanding Teaching Award, Warrington College of Business (Fall 2018)
- Nominated for the Best Symposium Award by the OB division, 75th Annual Meeting of the Academy of Management (2015), Vancouver, B.C.

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE

MEMBERSHIPS

Academy of Management
International Association for Conflict Management

REVIEWING

Ad-hoc reviewer

Annual Meetings: Academy of Management, INGRoup
Journals: Organizational Behavior and Human Decision Processes, Personality and Psychology
Bulletin

SERVICE

Research pool coordinator, Department of Management, University of Florida
Lab manager, Department of Management, University of Florida