

CONTACT
INFORMATION

Department of Management
The Hong Kong University of Science and Technology
Clear Water Bay, Kowloon, Hong Kong

E-mail: ddaniels@ust.hk

ACADEMIC
POSITION

Assistant Professor, Department of Management, July 2017 –
The Hong Kong University of Science and Technology Business School

EDUCATION

Stanford University Graduate School of Business, Stanford, CA
Ph.D. Business Administration, 2017
Dissertation Committee:
Margaret Neale, Nir Halevy, Jonathan Levav, Michal Kosinski, Alvin Roth

Stanford University, Stanford, CA
M.A. Economics, 2014

Harvard University, Cambridge, MA
A.B., *Summa Cum Laude*, Highest Honors, Phi Beta Kappa, 2009

RESEARCH
INTERESTS

Decision Making and Social Influence
Negotiation and Conflict Resolution
Diversity in Groups and Organizations
Choice Architecture and Behavioral Policy

PUBLICATIONS

Daniels, D. P., Neale, M.A., and Greer, L. L. (2017). Spillover bias in diversity judgment. *Organizational Behavior and Human Decision Processes*, 139, 92-105. [[pdf](#)]

Media coverage: Boston Globe, Harvard Business Review, PBS Rewire, Stanford Business Insights

Nakashima, N., **Daniels, D. P.**, and Laurin, K. (2017). It's about time: Divergent responses to policies that constrain freedom in the near and distant future. *Organizational Behavior and Human Decision Processes*, *Forthcoming*.

Green, E., and **Daniels, D. P.** (2014). What does it take to call a strike? Three biases in umpire decision making. *2014 MIT Sloan Sports Analytics Conference*. [[pdf](#)]

Media coverage: Bloomberg View, Knowledge@Wharton, Stanford Business Insights, Harvard Business Review, Newsday, NPR, and Fox Sports.

Daniels, D. P., Krosnick, J. A., Tichy, M. P., and Tompson, T. (2012). Public opinion on environmental policy in the United States. In M. Kraft and S. Kamieniecki (Eds.), *Handbook of U.S. Environmental Policy*. New York: Oxford University Press.

UNDER REVISION
OR REVIEW

Daniels, D. P. and Zlatev, J. J. (2017). How nudge strategies can backfire in social interactions. *Revise and resubmit*, *Organizational Behavior and Human Decision Processes*. [[pdf](#)]

Green, E. and **Daniels, D. P.** (2017). Bayesian instinct. *Revise and resubmit*, *Econometrica*. [[pdf](#)]

Zlatev, J. J., **Daniels, D. P.**, Kim, H., and Neale, M.A. (2017). Do people understand and use defaults? Evidence of default neglect. *Under review*.

SELECTED WORK
IN PROGRESS

Daniels, D. P., Nakashima, N., and Halevy, N. Perceived choice sets in strategic interactions.

Daniels, D. P. and Neale, M.A. Influence strategies in negotiations and social interactions: Anchoring and beyond.

Daniels, D. P. Valuation of nudge strategies.

Hart, J. L., Zlatev, J. J., **Daniels, D. P.**, and Halpern, S. Physician competency in the use of choice architecture.

Daniels, D. P., Dannals, J. E., Lys, T., and Neale, M.A. Can diversity improve firm performance? Evidence from Silicon Valley diversity announcements.

Daniels, D. P., Phillips, T., and Belmi, P. Lay theories of diversity.

FELLOWSHIPS,
AWARDS, AND
GRANTS

- National Science Foundation Graduate Research Fellowship
- Doctoral Fellowships (various), Stanford Graduate School of Business
- Best Student Paper Award (nominated), Academy of Management, 2017
- Student Paper Award, Society for Personality and Social Psychology Preconference on Judgment and Decision Making, 2017
- CHIBE Grant, research proposal funded for \$9,575 by the Penn-CMU Roybal Center on Behavioral Economics and Health Pilot Project, 2016
- Student Travel Award, Society for Personality and Social Psychology Preconference on Judgment and Decision Making, 2014
- Research Paper Competition, Runner-Up Award, MIT Sloan Sports Analytics Conference, 2014

SEMINAR
PRESENTATIONS

Harvard University, Hong Kong University of Science and Technology, Imperial College London, Stanford University, University of Pennsylvania, Washington University in St. Louis

INVITED
WORKSHOPS AND
CONSORTIA

- 3rd Behavioral Insights Group BIG Ideas Doctoral Workshop, Harvard University, 2016
- 2nd Early-Career Behavioral Economics (ECBE) Conference (Discussant for “Attribution Bias in Economic Decision Making”, Kareem Haggag and Devin G. Pope), Bonn, Germany, 2016
- 12th Annual Whitebox Advisors Graduate Student Conference on Behavioral Science, Yale University, 2016
- 4th Spring School in Behavioral Economics, UCSD Rady School of Management, 2016
- Academy of Management Conflict Management Division Doctoral Consortium, Vancouver, BC, 2015
- Behavioral Science and Public Policy Doctoral Workshop, Harvard University, 2013
- Summer Institute in Political Psychology, Stanford University, 2010

CONFERENCE
PRESENTATIONS
(PRESENTER
INDICATED BY *)

Daniels, D. P. and Zlatev, J. J. How Nudge Strategies Can Backfire in Social Interactions.

- Economic Science Association World Meeting, San Diego, CA, 2017 *
- Bay Area Behavioral and Experimental Economics Workshop, Santa Clara, CA, 2017 *
- Society for Personality and Social Psychology Preconference on Judgment and Decision Making, San Antonio, TX, 2017 (Poster) *
- Society for Judgment and Decision Making Preconference on Debiasing, November 18, 2016, Boston, MA. *
- Academy of Management Annual Meeting, Anaheim, CA, 2016 *
- International Association for Conflict Management, New York, NY, 2016 *
- Behavioral Decision Research in Management Conference, Toronto, ON, 2016 *
- Whitebox Advisors Graduate Student Conference on Behavioral Science, Yale University, 2016 *
- UCSD Rady Spring School in Behavioral Economics, San Diego, CA, 2016 (Poster) *
- Society for Personality and Social Psychology Preconference on Judgment and Decision Making, San Diego, CA, 2016 (Poster) *
- Society for Judgment and Decision Making Conference, Chicago, IL, 2015 *

Daniels, D. P., Neale, M.A., and Greer, L. L. Spillover Bias in Diversity Judgment.

- Society for Judgment and Decision Making Conference, Vancouver, BC, 2017 *
- Academy of Management Annual Meeting, Vancouver, BC, 2015 *

Nakashima, N., **Daniels, D. P.**, and Laurin, K. It's About Time: Divergent Responses to Policies that Constrain Freedom in the Near and Distant Future.

- Society for Personality and Social Psychology Preconference on Attitudes and Social Cognition, San Diego, CA, 2016
- Society for Personality and Social Psychology Conference, Long Beach, CA, 2015 (Poster)

Daniels, D. P., Nakashima, N., and Halevy, N. Perceived Choice Sets in Strategic Interactions.

- Academy of Management Annual Meeting, Anaheim, CA, 2016 *
- International Association for Conflict Management, June 26 – June 29, 2016, New York, NY. *
- Society for Personality and Social Psychology Preconference on Judgment and Decision Making, Long Beach, CA, 2015 (Poster) *
- Society for Personality and Social Psychology Conference, Long Beach, CA, 2015 (Poster) *
- Society for Judgment and Decision Making Conference, Long Beach, CA, 2014 *

Zlatev, J. J., **Daniels, D. P.**, Kim, H., and Neale, M.A. Do people understand and use defaults? Evidence of default neglect.

- Academy of Management Annual Meeting, Atlanta, GA, 2017 *
 - A short version of this paper was published in the Academy of Management Best Papers Proceedings, 2017 (Top 10% of submitted papers to AOM).

- International Association for Conflict Management, Berlin, Germany, 2017 *
- Economic Science Association World Meeting, San Diego, CA, 2017 *
- Society for Personality and Social Psychology Conference, San Antonio, TX, 2017
- Society for Personality and Social Psychology Preconference on Judgment and Decision Making, San Antonio, TX, 2017
- West Coast Experiments Conference, Stanford University, 2016

Hart, J., Yadav, K., Szymanski, S., Summer, A., Zlatev, J., **Daniels, D.**, and Halpern, S. Physician Competency in the Use of Choice Architecture

- Society for Medical Decision Making, Pittsburgh, PA 2017
 - Presented in “Top-Rated Abstracts” session (Top 8 of submitted abstracts to SMDM).

Daniels, D. P., Dannals, J. E., Lys, T., and Neale, M.A. Can diversity improve firm performance? Evidence from Silicon Valley diversity announcements.

- Academy of Management Annual Meeting, Vancouver, BC, 2015 *

Daniels, D. P. and Neale, M.A. Influence strategies in negotiations and social interactions: Anchoring and beyond.

- Academy of Management Annual Meeting, Atlanta, GA, 2017 *

Green, E. and **Daniels, D. P.** Bayesian instinct.

- Society for Judgment and Decision Making Conference, Vancouver, BC, 2017 *
- Stanford Institute for Theoretical Economics: Empirical Implementation of Theoretical Models of Strategic Interaction and Dynamic Behavior, Palo Alto, CA, 2017

Green, E. and **Daniels, D. P.** What does it take to call a strike? Three biases in umpire decision making.

- Society for Judgment and Decision Making Conference, Long Beach, CA, 2014
- Behavioral Decision Research in Management Conference, London, UK, 2014
- MIT Sloan Sports Analytics Conference, Boston, MA, 2014

SELECTED
PROFESSIONAL
AND SERVICE
ACTIVITIES

- Session Chair (Invited)
 - “Communication Processes in Cooperation and Competition.” Academy of Management Annual Meeting, Atlanta, GA, 2017
- Symposium Chair
 - “Choice Architecture: Behavioral Interventions for Organizational and Public Policy.” Academy of Management Annual Meeting, Anaheim, CA, 2016
 - Selected as *Showcase Symposium*, Organizational Behavior Division and Conflict Management Division.
 - “Lighting the Way or Standing in the Shadows? Disclosure and Diversity in the Era of Google.” Co-organized with Jennifer Dannals. Academy of Management Annual Meeting, Vancouver, BC, 2015
- Ad-Hoc Reviewer
 - Group Decision and Negotiation, Journal of Behavioral Decision Making, Journal of Personality and Social Psychology
 - Academy of Management Conference, International Association of Conflict Management Conference

SELECTED
TEACHING

Guest Lecturer on “Negotiations,” Leadership Seminar, Stanford University, Winter 2015, Autumn 2015

Head Course Assistant, Managing Groups and Teams, Stanford Graduate School of Business, Autumn 2016

Course Assistant, Managing Groups and Teams, Stanford Graduate School of Business, Autumn 2014, Autumn 2015

Course Assistant, Negotiations, Stanford Graduate School of Business, Summer 2014, Autumn 2014, Summer 2015, Autumn 2015, Summer 2016, Autumn 2016