

Nazlı Bhatia

(formerly Nazlı Turan)

Senior Research Fellow, Department of Psychology
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Academic Positions

Senior Research Fellow & Lecturer, 2017 to present
University of Pennsylvania, Philadelphia, PA

Visiting Assistant Professor, Spring 2017
Carnegie Mellon University, Doha, Qatar

Assistant Professor, 2014-2017 (on leave Spring 2017)
Católica-Lisbon School of Business and Economics, Lisbon, Portugal

Education

Ph.D. in Organizational Behavior and Theory, 2014
Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA

M.S. in Industrial Administration, 2010
Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA

M.A. in Conflict Analysis and Resolution, 2008
Sabancı University, Istanbul, Turkey

B.A. in International Relations and American Studies, 2006, *Summa Cum Laude*
Bilkent University, Ankara, Turkey

Publications

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., Chow, R.M. & Weingart, L.R. Your cost or my benefit?: Effects of concession frames in distributive negotiations (Second round revision at *Journal of Personality and Social Psychology*)

- Best Student Paper Finalist , 2014 INGRoup Conference, Raleigh, NC

Bhatia, N., & Gunia, B. Phantom anchors in negotiation (Manuscript under review)

Chow, R.M., **Bhatia, N.** & Campbell, E. How White Americans choose to describe inequality (Manuscript in preparation)

Research in Progress

Bhatia, N., Pinkley, R. & Gunia, B. Information order as strategy in negotiation: The strategic implications of *when* negotiators share *how much* they want [anchors] and *why* [accounts] (Manuscript in preparation)

Bhatia, N. & Chow, R.M. Concession elicitation in negotiations (Manuscript in preparation)

Bhatia, N., Pinkley, R., Barsness, Z., & Bear, J. Assertiveness versus aggression in negotiation (Manuscript in preparation)

Bear, J., Pinkley, R., Barsness, Z., Bear, J., & **Bhatia, N.** The gendered path to negotiation expertise (Data collection)

Conference Presentations

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. (2017, July). How to ask for concessions in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Berlin, Germany.

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. & 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. & 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., 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, 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

Outstanding Article Award, 2016
International Association for Conflict Management

Research Residency Grant: \$20,000, 2016
Dispute Resolution Research Center, Northwestern University

Simon Dissertation Award for Behavioral Research in the Administrative Sciences, 2014
Carnegie Mellon University

Dispute Resolution Research Center Student Scholarship Award, 2014
International Association for Conflict Management

Gerald S. Salancik Dissertation Proposal Award, 2013
Organizational Behavior and Theory Group, Carnegie Mellon University

Small Research Grant: \$1,750, 2011-2012
Center for Behavioral Decision Research, Carnegie Mellon University

Small Research Grant: \$1,800, 2010-2011
Center for Behavioral Decision Research, Carnegie Mellon University

Select Media Coverage

*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.spsblog.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/>
- *ScienceDaily* (October, 10, 2012).
<http://www.sciencedaily.com/releases/2012/10/121010141452.htm>

Student Advising

Davide Venegoni, master’s thesis advisor, 2016, Católica-Lisbon School of Business and Economics
Thesis: The big friendly giant at work: The hidden effects of leadership on CSR effectiveness

Mariana Magalhaes, master’s thesis advisor, 2014, Católica-Lisbon School of Business and Economics
Thesis: The impact of collectivism and uncertainty avoidance on concession frames in negotiation: A cross-cultural perspective

Ariel Solomon, undergraduate honors thesis advisor, 2011-2012, Carnegie Mellon University
Thesis: Effects of inequality framing on women’s unethical behavior

Teaching

University of Pennsylvania

- Negotiation and Conflict Resolution, undergraduate, 2017
- Negotiation Behavior, MSc, 2017

Católica-Lisbon School of Business and Economics

- Negotiations, Executive MBA, 2017
- 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)