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ACADEMIC APPOINTMENTS

University of North Carolina, Kenan-Flagler Business School, Chapel Hill, NC

- Mary Farley Ames Lee Fellow, 2007 - present
- Assistant Professor of Organizational Behavior & Strategy, 2004 - present

EDUCATION

Stanford University Graduate School of Business, Stanford, CA

- Ph.D., Organizational Behavior, 2004

Dartmouth College, Hanover, NH

- B.A., Mathematics and Economics, 1997
- Magna Cum Laude, Phi Beta Kappa

RESEARCH INTERESTS

Determinants and consequences of power and status positions; Verbal and nonverbal communication; Impression formation; Negotiation and conflict resolution

PUBLICATIONS

Journal Articles:

Fragale, A. R., Rosen, B., Xu, C., & Onypchuk, I. (in press). The higher they are, the harder they fall: The effects of wrongdoer status on observer punishment recommendations and intentionality attributions. *Organizational Behavior and Human Decision Processes*.

Fragale, A. R. (2006). The power of powerless speech: The effects of speech style and task interdependence on status conferral. *Organizational Behavior and Human Decision Processes*, 101, 243-261.

Kim, P. H., Pinkley, R. L., & Fragale, A. R. (2005). Power dynamics in negotiation. *Academy of Management Review*, 30, 799-822.

Kim, P. H., & Fragale, A. R. (2005). Choosing the path to bargaining power: An empirical comparison of BATNAs and contributions in negotiation. *Journal of Applied Psychology*, 90, 373-381.

Fragale, A. R., & Heath, C. (2004). Evolving informational credentials: The (mis)attribution of believable facts to credible sources. *Personality and Social Psychology Bulletin*, 30, 225-236.

Tiedens, L. Z., & Fragale, A. R. (2003). Power moves: Complementarity in dominant and submissive nonverbal behavior. *Journal of Personality and Social Psychology*, 84, 558-568.

Book Chapters:

- Tiedens, L. Z., Fragale, A. R., & Schaumberg, R. (2008). Interpersonal social hierarchies: The relational context of power. To appear in A. Guinote & T. Vescio (Eds.), *The Social Psychology of Power*.
- Neale, M. A., & Fragale, A. R. (2006). Social cognition, attribution, and perception in negotiation: The role of uncertainty in shaping negotiation processes and outcomes. In A. W. Kruglanski, J. P. Forgas (Series Eds.), & Thompson, L. (Vol. Ed.), *Frontiers in Social Psychology: Conflict and Negotiation* (pp. 27-54). New York: Psychology Press.
- Fragale, A. R. (2005). To be smart or to be social? The effect of communication styles on individual status advancement in task groups. In M. A. Neale, E. A. Mannix (Series Eds.), & M. Thomas-Hunt (Vol. Ed.), *Research on Managing Groups and Teams: Vol. 7. Status in Groups* (pp. 93-119). Stamford, CT: JAI Press.

MEDIA MENTIONS AND RESEARCH SUMMARIES FOR PRACTITIONERS

- “The power of powerless speech.” January 23, 2007. Interview for BBC Radio 4 *All in the Mind*. http://www.bbc.co.uk/radio4/science/allinthemind_20070123.shtml
- “Power of the powerless.” A synopsis of Fragale (2006) appearing in: Research Digest (2007). *Negotiation Journal*, 23, 215-217.
- “The perils of powerful speech.” A synopsis of Fragale (2006) appearing in: Research Summaries (2007). *Negotiation*, 10, 12.

CONFERENCE PRESENTATIONS

- Fragale, A. R., Overbeck, J.R., & Neale, M.A., (2008, June). *Power prerequisites: The legitimating effects of status on power possession and use*. Paper to be presented in the "Adaptive Effects of Power Hierarchies" symposium at the 15th general meeting of the European Association of Experimental Social Psychology, Opatija, Croatia.
- Onypchuk, I., Fragale, A. R., Rosen, B., & Xu, C. (2007, August). *Halos or horns? The effects of a wrongdoer's status on attributions of wrongdoing and punishments*. Paper presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Fragale, A. R., & Heath, C. (2003, August). *Evolving informational credentials: The (mis)attribution of believable facts to credible sources*. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, WA.
- Fragale, A. R. (2003, August). *To be smart or to be social? The effect of assertive communication styles on status conferral*. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, WA.
- Fragale, A. R. (2003, May). *Communication, culture, and status: The importance of competence and affiliation in the status conferral processes of groups*. Paper presented at the 7th annual conference on Research on Managing Groups and Teams, Ithaca, NY.
- Fragale, A. R., Kim, P. H., & Neale, M. A. (2002, August). *When self-interest leads to group benefit: Power, orientation, and integrative agreements*. Paper presented at the 62nd annual meeting of the Academy of Management, Denver, CO.

Tiedens, L. Z., & Fragale, A. R. (2002, June). *Power moves: The affective consequences of dominant and submissive non-verbal behavior*. Paper presented in the "Emotions in Social Context" symposium at the 13th general meeting of the European Association of Experimental Social Psychology, San Sebastian, Spain.

Kim, P. H., & Fragale, A. R. (2001, April). *A theoretical analysis of power tactics*. Paper presented at the 42nd annual meeting of the Western Academy of Management, Sun Valley, ID.

Kim, P. H., & Fragale, A. R. (2001, August). *The importance of BATNAs versus contributions for power and performance in negotiations*. Paper presented at the 61st annual meeting of the Academy of Management, Washington, D.C.

INVITED PRESENTATIONS

Power prerequisites: The effects of power and status on stereotypes and self-interest

- Duke University, Fuqua School of Business, *New Directions in Leadership Research Conference*, 2008
- UNC, Department of Psychology, 2007
- UCLA, Anderson School of Management, 2007
- Northwestern University, Kellogg School of Management, 2006

The power of powerless speech: The effects of speech style and task interdependence on status conferral

- Duke University, Fuqua School of Business, 2005

Sorting the status hierarchy: The process of status conferral in task groups

- University of Utah, David Eccles School of Business, 2004
- Yale School of Management, 2004
- University of Texas at Austin, McCombs School of Business, 2004
- University of Illinois at Urbana-Champaign, College of Business, 2004
- Harvard Business School, 2004
- University of North Carolina at Chapel Hill, Kenan-Flagler Business School, 2003

FELLOWSHIPS AND AWARDS

- Class of 2009 Distinguished Core Faculty Award for Outstanding Dedication in MBA Core Curriculum, University of North Carolina, Kenan-Flagler Business School, 2008
- Weatherspoon Award for Excellence in Undergraduate Teaching, University of North Carolina, Kenan-Flagler Business School, 2006
- Outstanding Teaching Contribution Award, University of North Carolina, Kenan-Flagler Business School, 2005, 2006, 2007
- State Farm Doctoral Dissertation in Business Award, 2002
- Jaedicke Merit Award, Stanford University, 2000 and 2001 – Award for outstanding academic performance in the Ph.D. program

TEACHING EXPERIENCE IN DEGREE PROGRAMS

Leading and Managing (MBA):

- MBA-level core OB course; taught 2007 – present at University of North Carolina, Kenan-Flagler Business School
- Last Instructor/Course Evaluations (out of 5.00): 4.62/4.44 (70 students); 4.79/4.67 (72 students); 4.63/4.46 (70 students); 4.58/4.35 (71 students)

Negotiation (MBA):

- MBA-level elective course; taught 2005 – 2008 at University of North Carolina, Kenan-Flagler Business School
- Last Instructor/Course Evaluations (out of 5.00): 4.88/4.85 (33 students); 4.81/4.78 (47 students)

Organizational Behavior (Undergraduate):

- Undergraduate-level core OB course; taught 2004 – 2006 at University of North Carolina, Kenan-Flagler Business School
- Last Instructor/Course Evaluations (out of 5.00): 4.94/4.84 (50 students); 4.88/4.90 (54 students)

TEACHING EXPERIENCE IN EXECUTIVE PROGRAMS

- Effective Leadership
- Influence Without Authority
- Negotiation Skills for Effective Managers
- Cross-Cultural Negotiations
- Managerial Decision Making
- Persuasion and Influence
- Managing Organizational Change

UNIVERSITY SERVICE

Ph.D. Advising:

Lisa Jones (Dissertation committee member, UNC Organizational Behavior, 2006)
Trevor Yu (Dissertation committee member, UNC Organizational Behavior, 2007)

Undergraduate Advising:

Janine Martinez (Honors Thesis chair, UNC, 2007)

Committees and Positions:

Faculty Advisor, Carolina Women in Business (2008-present)
MBA Core Coordination Committee (2007 - present)
KFBS Leadership Initiative: Game of Leadership panelist (2007-present)
BSBA Weatherspoon Award Committee (2006 - present)
BSBA Admissions Interviewer (2004 - present)
Faculty director of Kenan-Flagler Behavioral Lab (2005 - present)
Local Faculty Coordinator for UNC Behavioral IRB (2006 – present)
OB Faculty Recruiting Co-Chair (2006-present)
BSBA (undergraduate business) Program Committee (2004 - 2007)
Organizational Behavior Area Subject Pool Coordinator (2004 - 2007)

PROFESSIONAL SERVICE

Editorial Boards

- Organizational Behavior and Human Decision Processes (OBHDP; 2007 – present)

Ad-hoc Reviewer

- Organizational Behavior and Human Decision Processes (OBHDP; 2004 – 2007)
- Organization Science (2006 – present)
- Psychological Science (2008-present)

Board Memberships

- Board of Visitors, Nelson A. Rockefeller Center for Public Policy and the Social Sciences, Dartmouth College (2008-present)

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Personality and Social Psychology

PROFESSIONAL EXPERIENCE

McKinsey & Company, Inc., Chicago, IL

- Business Analyst, 1997-1999