

CURRICULUM VITAE
Lehman Benson III

Personal Information:

Lehman Benson III, Ph.D.

Vice President, Black Advancement and Engagement
Executive Office of the President

THE UNIVERSITY OF ARIZONA
Old Main, 200

1200 East University Boulevard
PO Box 210021 | Tucson, AZ 85721
Office: 520-621-5511 |
Lehmanb@arizona.edu

Pronouns: he, him, his

Web Page: <https://president.arizona.edu/person/lehman-benson>

Education:

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|------|---|
| 2020 | Certificate in Risk Management for Corporate Leaders: Harvard Business School Executive Education, Boston Massachusetts |
| 1994 | Post-Doctoral Training: Psychology Department, University of California at Berkeley Honor: Presidential Post-Doctoral Fellowship |
| 1993 | Doctor of Philosophy: Psychology, Lund University (Lund, Sweden) Dissertation Title: Studies in human decision-making: On the effects of experimental instructions, framing, and time constraints. Faculty Supervisor: Professor Ola Svenson |
| 1987 | Master of Arts: Cognitive Psychology, University of California at San Diego |
| 1983 | Bachelor of Arts: Mass Communication, University of California at Davis |

Professional Experience:

- * (Indicates currently has the role)
- 2022- * Vice President, Black Advancement and Engagement
- 2021-2022 Special Advisor to the President, Faculty Diversity and Inclusion, The Executive of the President, The University of Arizona
- 2021-2022 Inaugural Assistant Dean for Diversity Equity and Inclusion, Eller College of Management, University of Arizona
- 2012- 2020 Founding Executive Director: Sports Management Program, Eller College of Management, University of Arizona
- 2010- 2012 Co-Director: Sports Management Program, Eller College of Management, University of Arizona
- 2008-2010 Interim Program Director: Africana Studies Program, University of Arizona
- 2007- 2008 Assistant Department Head: Management and Organizations Department, Eller College of Management, University of Arizona
- 2006-2007 Visiting Associate Professor of Management: Duke University
- 2001-2002 Visiting Associate Professor of Management: Duke University
- 2001- * Associate Professor with Tenure and McClelland Family Fellow: Management and Organizations Department, Eller College of Management, University of Arizona
- 1999-2000 Visiting Assistant Professor of Management: Georgetown University
- 1995- 2001 Assistant Professor: Management and Organizations Department, University of Arizona
- 1994-1995 Visiting Assistant Professor of Management and Policy, University of Arizona

Professional Membership:

- Academy of Management

- American Psychological Association
- Judgment and Decision-Making Society
- Beta Gamma Sigma Business Academic Honor Society
- Sigma Pi Phi

Professional Service, Internal (Selected):

- 2020-2022 **Member of the President’s Cabinet:** University of Arizona
- 2020-2021 **Co-Chair of Diversity, Equity, and Inclusion, Committee:** Eller College of Management, University of Arizona
- 2020- * **Member of the Strategic, Planning, and Budget Advisory Committee (SPBAC):** University of Arizona
- 2020 **Member of the Graduate Professional Studies Committee:** Eller College of Management, University of Arizona
- 2019-2022 **Pillar Owner-Pillar Three:** University of Arizona Strategic Plan, University Arizona
- 2010- * **Faculty Advisor to Black Advisory Council (formerly the President’s African American Community Council):** University of Arizona
- 2018-2020 **Member Faculty Senate:** University of Arizona
- 2014-2015 **Member of the Dean Search Committee:** Eller College of Management, University of Arizona
- 2013-2015 **Member of the College Advisory Committee:** Eller College of Management, University of Arizona
- 2012-2013 **Member of the Governance Committee for Responsibly Centered Management:** University of Arizona
- 2010-2015 **Member of the Academic Leadership Institute Steering Committee:** University of Arizona
- 2011-2012 **Member of the Special Project Innovation Initiative Team:** College of Humanities, University of Arizona

- 2011-2012 **Member of Executive Education Task Force:** Eller College of Management: University of Arizona
- 2010-2011 **Member of the Committee of Eleven:** University of Arizona
- 2010-2010 **Member of the Dean Search Committee:** Eller College of Management, University of Arizona
- 2010 **Member of the Dean Search Committee:** College of Humanities, University of Arizona
- 2008-2010 **Chair of the Faculty:** Eller College of Management, University of Arizona
- 2008 **Member of the Provost Search Committee:** University of Arizona
- 2005-2006 **Advisor to the Eller College of Management Student Appropriations Board:** University of Arizona
- 2005-2007 **Member of the Strategic Budget and Planning Committee:** University of Arizona
- 2005- * **Member of the Intercollegiate Athletics Committee:** University of Arizona
- 2005 **Member of the committee to select the Associate Vice President for Admissions:** University of Arizona
- 2004-2005 **Member of the Eller College Advisory Committee:** University of Arizona
- 2004 **Member of the committee to select the Dean of the Eller College of Management:** University of Arizona
- 2002 **Member of the committee to select the Dean of the College of Education:** University of Arizona
- 2000 **Member of the committee to select the Vice President of Undergraduate Education:** University of Arizona
- 2000-2002 **Member of the Faculty Senate:** University of Arizona

- 2000-2001 **Member of the Research Policy Committee:** University of Arizona
- 1997-2000 **Faculty Advisor for the Eller College Student Council:** University of Arizona
- 1997-1999 **Co-director of the Decision Behavior Laboratory:** College of Business and Public Administration, University of Arizona
- 1998 **Member of the Graduate Studies Committee:** College of Business and Public Administration, University of Arizona
- 1995 **Member of the Teaching Innovations Committee:** College of Business and Public Administration, University of Arizona
- 1994- 1997 **Faculty Member- LEAD program:** College of Business and Public Administration, University of Arizona

Honors, Awards (Selected):

- 2018 **Outstanding Faculty Award:** Eller Evening Cohort, Eller College of Management, University of Arizona
- 2018 **The Distinguished Africana Studies Service Award:** Africana Studies Program, College of Humanities, University of Arizona
- 2017 **Evening Cohort Faculty Service Award:** Eller College of Management, University of Arizona
- 2016 **Distinguished Faculty Award:** The President's African American Advisory Council, University of Arizona
- 2015 **Evening MBA Outstanding Faculty of the Year:** Eller College of Management, University of Arizona
- 2013 **Evening MBA Most Valuable Professor:** Eller College of Management, University of Arizona

- 2012 **Evening Undergraduate Cohort Outstanding Professor:**
Eller College of Management, University of Arizona
- 2011 **Evening Undergraduate Cohort Outstanding Professor:**
Eller College of Management, University of Arizona
- 2009 **MBA Faculty Leadership Award,** Eller College of Management,
University of Arizona
- 2006 **Distinguished Faculty Award:** Eller Executive MBA Program,
University of Arizona
- 2004 **Faculty Initiate:** Beta Gamma Sigma Business National Honor
Society, University of Arizona
- 2000-2001 **Outstanding Undergraduate Teacher:** Management and Policy
Department, University of Arizona
- 2000-2001 **Outstanding Teacher:** The Society for Human Resource
Management, University of Arizona
- 1999-2000 **Faculty Advisor and Professor of the Year:** Alpha Kappa Psi
Business Fraternity, Georgetown University
- 1998 **Alumni Apple Polisher Award:** University of Arizona Student
Alumni Association, University of Arizona (awarded to an
outstanding teacher)
- 1998 **Wakonse Teaching Fellowship:** University of Arizona, (this is a
statewide teaching award)
- 1998-1999 **Outstanding Advisor:** Awarded by the Mortarboard National
Honorary Society, University of Arizona

- 1997-1998 **Teacher of the Year and Convocation Speaker:** Eller College of Management, University of Arizona
- 1996-2001 **Faculty Recognition Award: Eller Student Council,** University of Arizona
- 1996-1997 **Professor of the Year:** College of Business and Public Administration, University of Arizona
- 1996-1997 **Outstanding Undergraduate Teacher:** Management and Policy Department, University of Arizona
- 1995-2006 **Faculty Recognition Award:** Eller Student Council, University of Arizona (except when on leave and Georgetown University and Duke University)
- 1995-2006 **Faculty Fellow:** University of Arizona
- 1983 **Outstanding Graduating Senior:** V. Glenn Winslow Memorial Award, University of California at Davis

Refereed Articles and Book Chapters:

- Motro, D., Evans, J.B., Ellis, A.P. J., & Benson, III, L. (2022). The “angry black woman” stereotype at work. *Harvard Business Review*, online only.
- Motro, D., Evans, J.B., Ellis, A.P. J., & Benson, III, L. (2022). Race and reactions to women’s expressions of anger at work: Examining the effects of the “angry black woman” stereotype. *Journal of Applied Psychology* 107 (1), 142-152.
- Ordóñez, L. D., Benson, L., & Pittarello, A. (2015). Time pressure perception and decision making. In G. Keren and G. Wu (Eds): *The Wiley Blackwell Handbook of Judgment and Decision Making* (pp. 517-542). Hoboken, NJ: Wiley.
- Cropanzano, R., Li, A., & Benson III, L. (2011). Peer justice and teamwork process. *Group & Organizational Management* 36 (5), 567-596.

- Goldman, B., Cropanzano, R., Stein, J., & Benson, III, L. (2008). The role of third-party mediation in resolving conflict in organizations. In Gelfand, M.J. & De Drew, C.K.W. (Eds.). *The Psychology of Conflict and Conflict Management in Organizations*. [SIOP Frontiers Series]. (pp. 291-320). Mahwah, NJ: Lawrence Erlbaum.
- Cropanzano, R., Goldman, B., & Benson III, L. (2005). Organizational justice and well-being at work. In J. Barling, K. Kelloway and M. Frone (Eds.). *Handbook of work stress*. (pp. 63-87). Beverly Hills, CA: Sage.
- Griffith, T., Tansik, D., & Benson III, L. (2002). Negotiation technology implementation: An empirical investigation of a website introduction, *Group Decision and Negotiation*, 11(1), 1-22.
- Ordóñez, L. D., Benson III, L., & Beach, L. R. (1999). Testing the compatibility test: How instructions, accountability, and anticipated regret affect pre-choice screening of options, *Organizational Behavior and Human Decision Processes*, 78 (1), 63-80.
- Gilliland, S. W., Benson III, L., & Schepers, D. H. (1998). A rejection threshold in justice evaluations: effects on judgment and decision-making, *Organizational Behavior and Human Decision Processes*, 76 (2), 113-131.
- Gilliland, S. W., & Benson III, L. (1998). Differentiating between judgment and choice using image theory's compatibility test. In L.R. Beach (Ed.). *Image Theory: Theoretical and Empirical Foundations*, (pp. 241-248). Mahwah, NJ, USA: Lawrence Erlbaum.
- Ordóñez, L. D., & Benson III, L. (1997). Decisions under time pressure: How time pressure affects risky decision-making strategies. *Organizational Behavior and Human Decision Processes* 71, (2), 121-140.
- Benson III, L., & Beach, L. (1996). The effects of time constraints on the pre-choice screening of decision options. *Organizational Behavior and Human Decision Processes* 67 (2), 222-228, (reprinted in L. R.

Beach (Ed.) (1998) *Image theory: Theoretical and empirical foundations*, (51-60). Mahwah, NJ: Lawrence Erlbaum.

Svenson, O., & Benson III, L. (1993a). Framing and time pressure in human decision-making. In O. Svenson and J. Maule (Eds.). *Time pressure and stress in human judgment and decision-making*, (pp. 133-144). New York: Plenum.

Svenson, O., & Benson III, L. (1993b). On experimental instructions and the inducement of time pressure behavior. In O. Svenson and J. Maule (Eds.). *Time pressure and stress in human judgment and decision-making*, (157-165). New York: Plenum.

Benson III, L., & Svenson, O. (1992). Post-decision consolidation following the debriefing of subjects about experimental manipulations affecting their prior decisions. *Psychological Research Bulletin*, 32 (3), 1-13.

Benson III, L. (1986). (With the Laboratory of Comparative Human Cognition). Contributions of cross-cultural research to educational practice. *American Psychologist*, 41, (10), 1049-1057.

Invited Magazine and Newspaper Articles:

Benson III, L. (2000). A psychologist teaching at a business school. *The American Psychological Association Observer* 13 (8), 19-22.

Books:

Benson III, L. (1993). *Studies in human decision-making: On the effects of experimental instructions, framing, and time constraints*. Malmö, Sweden: Team Offset.

Published Interviews:

Brown- Stokely, Sonja (1999). Singing the workplace blues. *Black Enterprise*. (August 1999).

Invited Talks and Keynotes:

Management Area, Fuqua School of Business, Duke University, 2007

Behavioral Decision-Making Group, Anderson School of Business, University of California at Los Angeles, 2006

Management Area, Fuqua School of Business, Duke University, 2002

Decision Sciences Area, McDonough School of Business, Georgetown University, 2000

Management Area, Fuqua School of Business, Duke University, 1997

Psychology Department, University of California at Berkeley, 1995

Social and Decision Sciences Dept., Carnegie-Mellon University, 1994

Psychology Department, Kansas State University, 1994

Psychology Department, Stockholm University, 1993

Professional Presentations (Refereed):

Motro, D., Evans, J.B., Ellis, A.P.J., & Benson III, L. (2019). Race and reactions to negative feedback: Examining the effects of the 'angry black woman' stereotype. *Paper presented at the 79th Annual Conference for the Academy of Management, Boston, MA.*

Motro, D., Evans, J. B., Ellis, A. P. J., & Benson, L. (2018). Race and reactions to negative feedback among women at work: Examining the effects of the "angry black woman" stereotype. *Paper presented at the Annual Meeting of the Society for Judgment and Decision Making, New Orleans, LA.*

Cropanzano, R., Li, A., & Benson, K., III. (2011, July). Peer justice and teamwork processes. *Paper presented at the Second Biannual Meeting of for Organizational Justice and Behavioral Ethics. University of Aston. Birmingham, UK.*

Soll, J. B., Mannes, A. E., Benson, L., & Payne, J. P. (2010, November). Opinion aggregation in small groups. *INFORMS, Austin, Texas.*

Soll, J. B., Mannes, A. E., Benson, L., & Payne, J. P. (2009, November). Outliers in groups: Most valuable but least heard. *Society for Judgment and Decision Making, Boston.*

- Janakiraman, N., Benson III, L. (2008, February). Does one stage of the wait influence the other? The moderating effect of process duration on pre-process wait perceptions. *Paper presented at the annual meeting of the Society of Consumer Psychology, New Orleans, LA.*
- Janakiraman, N., Benson III, L. (2007, October). Effect of service time on perceived wait in queue: Role of fairness and expectations. *Paper presented at the annual meeting of the Association of Consumer Research, Memphis, TN.*
- Li, A., Cropanzano, R., & Benson, L. (2007, August). Intra-unit justice climate: Explication and validation of a new construct. *Paper presented at the annual meeting of the Academy of Management. Philadelphia, PA.*
- Ordóñez L. D., Benson III, L., Bearden J. N. (2004). *It's about time! A theory of time pressure. Paper presented at the ninth Behavioral Decision-Making Research in Management conference (BDRM), Durham, NC.*
- Benson III, L., Beach L. R., & Payne J. W. (2001). Magnitude versus all or none violation in image theory's compatibility test. *Paper presented at the 18th International Conference on Subjective Probability, Utility, and Decision-Making (SPUDM), Amsterdam, The Netherlands.*
- Benson III, L., Mertens D.P., Beach L. R., & Payne J. W. (2000). The violation threshold in image theory's compatibility test. *Paper presented at the annual meeting of the Society of Judgment and Decision Making, New Orleans, LA.*
- Benson III, L., Beach L. R., & Payne J. W. (1999). Magnitude versus all-or-none violation in image theory's compatibility test. *Paper presented at the annual meeting of the Society of Judgment and Decision Making, Los Angeles, CA.*
- Ordóñez L. D., Benson III, L., & Beach, L. R. (1999). Testing the compatibility test: how instructions, accountability, and anticipated regret affect pre-choice screening of options. *Paper presented at the bi-annual*

meeting. 17th International Conference on Subjective Probability, Utility, and Decision Making (SPUDM), Mannheim, Germany.

Benson III, L., Groth M., & Beach L. R. (1999). Time constraints and time pressure. *Paper presented at the bi-annual meeting. Seventeenth International Conference on Subjective Probability, Utility, and Decision-Making (SPUDM), Mannheim, Germany.*

Benson III, L., Groth, M., & Beach, L. R. (1998). The relationship between time constraints and time pressure. *Paper presented at the annual meeting of the Society for Judgment and Decision-Making, Dallas, TX.*

Benson III, L., Groth, M., & Beach, L. R. (1998). The relationship between time constraints and time pressure. *Paper presented at the Fourth Annual American Conference on Information Systems, Baltimore, Maryland.*

Benson III, L., Ordóñez L. D., & Thompson V. (1998). Using realistic stimulus materials to study sexual harassment decisions: some expected and unexpected outcomes. *Paper presented at the 58th Annual Meeting of the Academy of Management, San Diego, CA.*

Gilliland, S. W., Benson III, L., & Schepers, D. H. (1997). *Examining justice using image theory's compatibility test. Paper presented at the 16th International Conference on Subjective Probability, Utility, and Decision-Making (SPUDM), Leeds, England.*

Benson III, L., & Beach, L. (1996, November). The effects of time constraints on the pre-choice screening of decision options. *Paper presented at the Society for Judgment/and Decision-Making annual meeting, Chicago IL.*

Benson III, L., & Ordóñez L. (1995). Decisions under fire: How time pressure affects risky decision-making strategies. *Paper presented at the 15th International Conference on Subjective Probability, Utility, and Decision-Making (SPUDM), Jerusalem, Israel.*

Benson III, L. (1993, May). The effect of time constraints on the differentiation process. *Paper presented at the Cognitive Science and Decision-Making Research Group meeting (Områdesgruppen för kognition and belutsfattande) Stockholm, Sweden.*

Benson III, L. (1992, June). Framing and time pressure: Some general considerations. *Paper presented at the Cognitive Science and Decision-Making Research Group meeting (Områdesgruppen för kognition and belutsfattande) Gothenburg, Sweden.*

Benson III, L. (1991, August). Framing and time pressure in human decision-making. *Paper presented at the 13th International Conference on Subjective Probability, Utility, and Decision Making (SPUDM), Fribourg, Switzerland.*

Benson III, L. (1991, April). Framing, time pressure, and stress. *Paper presented at the Conference for the European Process Tracing Group, Borwick Hall, United Kingdom.*

Benson III, L. (1990, May). Framing and time pressure: The effect of time constraints on preference reversals. *Paper presented at the Cognitive Science and Decision-Making Group meeting, Lund, Sweden.*

Fellowships:

1999-2020 McCoy/Rogers Fellow of Management, Eller College of Management, University of Arizona (10, 000 per year)

1998-2001 University of Arizona Faculty Fellow, University of Arizona, Tucson, Arizona (4,000 per year)

1994-1995 President's Post-Doctoral Fellow: Psychology Department, University of California at Berkeley, (\$ 50,000)

Grants:

- 1996-2006 L. Benson, Principal Investigator, University of Arizona, Eller College, Summer Salary (\$11,000-\$15,000)
- 1997 A. Rapoport, L. Ordonez & L. Benson, Co-principal investigators, from University of Arizona New Learning Environments & Instructional Technology Grants Program (\$22,000)
- 1997 L. Benson, Principal Investigator, University of Arizona Small Grants Program, The effect of time pressure on judgment and decision-making. (\$4,798)
- 1991-1992 The Royal Swedish Academy of Sciences Hierta-Retzius/ TAA Amundson's fund for research in the social sciences (Full Scholarship and Stipend).

Ph.D. Committees:

- 2010 Anita Lynn Furtner
- 2003 Dan Mertens
- 2001 John Kruse
- 1997 David Olsen

MBA courses (Selected):

Executive MBA program through the Eller College of Management, University of Arizona: Taught leadership and organizational behavior in Tucson, AZ

Online MBA through the Eller College of Management, University of Arizona: Taught leadership and organizational behavior in Tucson, AZ

Evening MBA program through the Eller College of Management, University of Arizona: Taught leadership and organizational behavior in Tucson, AZ

Weekend MBA program through the Eller College of Management, University of Arizona: Taught leadership and organizational behavior in Tucson, AZ

MBA Cross-Continent program through the Fuqua School of Business, Duke University: Taught organizational behavior in Frankfurt Germany, and Durham, NC

Eller College Executive Education through the Eller College of Management, University of Arizona: Taught time management, career management, and organizational behavior in Tucson, AZ