

## Dr. Tamar Kugler

### **Personal Data**

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### **Education**

2004 – Ph.D., Experimental and Social Psychology, The Hebrew University of Jerusalem, Israel.

2004 – M.A., Economics (Cum Laude), The Hebrew University of Jerusalem, Israel,

1999 – M.A., Cognitive Psychology (Cum Laude), The Hebrew University of Jerusalem, Israel.

1995 – B.A., Psychology and Statistics (Cum Laude), The Hebrew University of Jerusalem.

### **Employment History**

2009-current, Associate Professor, Dept. of Management and Organizations, University of Arizona. (Joint appointments in Cognitive Science and Psychology)

Spring 2011, Visiting Professor and Lady Davis Fellow, Hebrew University of Jerusalem.

2004-2009, Assistant Professor, Dept. of Management and Organizations, University of Arizona. (Joint appointments in Cognitive Science and the Center for Middle Eastern Studies).

### **Research Interests**

Interactive Decision-Making; Group Decision-Making; Emotions and Decision Making; Trust; Intergroup Conflict

### **Teaching Interests**

Strategic Thinking and Decision-Making; Statistics and Research Methods; Inter-Group Conflict and Group Processes, Managerial Decision Making.

### **Professional Affiliations**

Academy of Management

The Society for Judgment and Decision Making (SJDM)

Economic Science Association (ESA)

The International Conference on Social Dilemmas (ICSD) – member of the executive board and steering committee.

### **Publications**

**Kugler, T.,** Noussair, C.N. and Hatch. D.B. (In press). Does Disgust Increase Unethical Behavior? A Replication of Winterich, Mittal, and Morales (2014). *Social Psychological and Personality Science*.

**Kugler, T.**, Motro, D.J., Noussair, C. N., and Ye, B (2020). On trust and disgust: Evidence from face reading and virtual reality, *Social Psychological and Personality Science*, 11, 317-325.

Motro, D.J., Ye, B., **Kugler, T.**, and Noussair, C. N. (2019) Measuring emotions in the digital age. *MIT Sloane Management Review*, 6(1), 1-4, <https://sloanreview.mit.edu/article/measuring-emotions-in-the-digital-age/>.

Cardella, E., **Kugler, T.** and Anderson, J. S., Connolly, T (2019). Is greed contagious? Four experimental studies, *Journal of Behavioral Decision Making*, 32, 579-598.

Goldman, B., Cooper, D. A., and **Kugler, T.** (2019). Crime and punishment: A realistic group conflict theory approach to racial discrimination in hiring convicted felons. *International Journal of Conflict Management*, 30, 2-23.

Motro, D. J., **Kugler, T.**, and Connolly, T. (2016). Back to the basics: How feelings of anger affect cooperation, *International Journal of Conflict Management*, 27, 523-546.

Cooper, D. A., Connolly, T., and **Kugler, T.** (2015) Lay personality theories in interactive decisions: Strong beliefs, weak Evidence, *Journal of Behavioral Decision Making*, 28, 201-213.

**Kugler, T.**, Neeman, Z. and Vulkan, N. (2014) Personality traits and strategic behavior: anxiousness, aggressiveness and entry games. *Journal of Economic Psychology*, 42, 136-147.

**Kugler, T.** and Bornstein, G. (2013). Social Dilemmas between Individuals and Groups. *Organizational Behavior and Human Decision Processes*, 120, 191-205.

**Kugler, T.**, Kausel, E. E. and Kocher M. G. (2012). Interactive decision making in groups. Are groups more rational than individuals? *Wiley Interdisciplinary Reviews: Cognitive Science*, 3, 471-482.

**Kugler, T.**, Connolly, T. and Ordóñez, L. D. (2012). Emotion, decision and risk: betting on gambles vs. betting on people, *Journal of Behavioral Decision Making*, 25, 123-134.

**Kugler T.**, Rapoport A., and Pazy A. (2010) Public good provision in inter-group conflicts: Effects of asymmetry and profit-sharing rule. *Journal of Behavioral Decision Making*, 23, 421-438.

Crawford, V., **Kugler, T.**, Neeman, Z. and Pauzner, A. (2009). Behaviorally optimal auctions. *Journal of the European Economic Association*, 7, 377-387.

- Kugler**, T. and Szidarovszky, F. (2009). An inter-group conflict and its relation to oligopoly theory, *CUBO, Mathematical Journal*, 11, 127-138.
- Kugler**, T., Connolly, T., and Kausel, E. E. (2009). The effects of consequential thinking on trust game behavior. *Journal of Behavioral Decision Making*, 22, 101-119.
- Rapoport, A., **Kugler**, T., Dugar, S. and Gisches, E. J. (2009). Choice of routes in traffic networks: Experimental tests of the Braess paradox. *Games and Economic Behavior*, 65, 538-571.
- Kugler**, T., Smith J. C., Connolly, T. and Son Y. J. (Eds.) (2008). *Decision modeling and behavior in uncertain and complex environments*. Springer.
- Rapoport, A., **Kugler**, T., Dugar, S. and Gisches, E. J. (2008). Braess paradox in the laboratory: An experimental study of route choice in traffic networks with asymmetric costs. In Kugler, T., Smith J. C., Connolly, T. and Son Y. J. (Eds.) *Decision modeling and behavior in uncertain and complex environments*. Springer, 309-337.
- Bornstein, G., **Kugler**, T., Budescu, D. V. and Selten R. (2008). Repeated price competition between teams. *Journal of Economic Behavior and Organization*, 66, 808-821.
- Kugler**, T., Kocher, M. G., Sutter, M. and Bornstein G. (2007). Trust between individuals and groups: Groups are less trusting than individuals but just as trustworthy, *Journal of Economic Psychology*, 28, 646-657.
- Kugler**, T., Neeman, Z. and Vulkan, N. (2006) Markets vs. negotiations: An experimental investigation. *Games and Economics Behavior*, 56, 121-134.
- Frost, R., **Kugler** T., Duestch A. and Forster, K. I. (2005). Orthographic structure versus morphological structure: Principles of lexical organization in a given language. *Journal of Experimental Psychology: Learning, Memory and Cognition*, 31, 1293-1326.
- Bornstein, G., **Kugler**, T. and Zamir, S. (2005). One group must win; the other need only not lose: An experimental study of an asymmetric participation game. *Journal of Behavioral Decision Making*, 18, 1-13.
- Bornstein, G., **Kugler**, T. and Ziegelmeyer, A. (2004) Individual and group decisions in the centipede game: Are groups more rational players? *Journal of Experimental Social Psychology*, 40, 599-605.
- Baker, T. Harel, A. and **Kugler** T. (2004). The virtues of uncertainty in law: An experimental approach, *Iowa Law Review*, 89, 443.

## **Submitted Manuscripts**

**Kugler, T.**, Addler, M., Noussair, C.N. and Hatch, D.B. From unethical to prosocial behavior: The role of guilt and cognitive processing style. Revise and Resubmit at *Journal of Behavioral Decision Making*.

Bohm, R., Halevy, N. and **Kugler, T.** How Defaults Shape War and Peace. Under review at *Organizational Behavior and Human Decision Processes\**

*\* The authors contributed equally and are listed alphabetically*

## **Working Papers and Work in Progress**

Podsakoff, N.P., **Kugler, T.** Hatch, D.B., and MacGowan, R.L. Evaluating emotion elicitation techniques: What are we manipulating? Writing in progress.

Arora, P., **Kugler, T.** and Giardini, F. (2021). Social dilemmas: from competition to cooperation. In Garcia, S., Tor, A., and Elliot, A. The Oxford Handbook on the psychology of competition, Oxford University Press. Invited chapter in writing.

Gisches, E. J., **Kugler, T.**, Rapoport, A., and Seale D. A. Bilateral bargaining with incomplete information: Trading single vs. multiple objects in the laboratory. Writing in progress.

**Kugler, T.**, Ert, E. and Ye, B. Trust Between and Within Group. Data collection in progress.

**Kugler, T.**, Cardella, E. and Mao, K.Z. The outcomes of forced distribution ratings in organizations, Data collection in progress.

Mao, K.Z. and **Kugler, T.** Task promotability, task allocation, and employee effort, Data collection in progress.

**Kugler, T.**, and Glenberg, A. M. and Reimann, M. C. Joint body scheme and cooperative behavior: how activation of mirror neurons affects cooperation and competition. Study design in progress.

## **Grants and Awards**

- Binational Science Foundation – PI – (joint with Eyal Ert) - Trust Between and Within Groups (\$198,000), 2019-2022.
- Eller College Small Grant Program (joint with Charles Noussair), 2018 – Women’s Empowerment as a Tool for Fighting Poverty in India: Behavioral Impacts (\$3000).
- Eller College Small Grant Program - The Emotional Correlates of Trust and Trustworthiness Decisions 2015 (joint with Terry Connolly and Charles Noussair).

- Center for Leadership Ethics, Behavioral Implications of Greed Perceptions: Does Greed Foster Greed? (\$4000) 2014.
- Eller Dean's Award for Undergraduate Teaching Excellence, 2012.
- Lady Davis Fellow and Visiting Scholar, Spring 2011.
- National Science Foundation – PI (joint with Lisa Ordonez and Terry Connolly) – Emotions and Decision Making (2008-2011) (\$322,000)
- National Science Foundation – PI - Team Decision Making with Social Preferences, Theory and Experiments (2008-2011) (\$138,000).
- Eller College on Management Undergraduate Teaching Innovation Grant (2007) (\$1,000).
- The Jim and Rosemary Haleem Outstanding Undergraduate Teaching Award (2006) (\$1,000).
- United States – Israel Binational Science Foundation (BSF), Joint with Gary Bornstein and Amnon Rapoport (2004-2008) (~\$90,000).
- Recipient of the Golda Meir Fellowship (2002).
- Israel Foundation Trustees (IFT), Doctoral Research Grant, (2001-2002) (NIS 12,000).
- Extended Ph.D. Scholarship for Excellence, Hebrew University (2001-2004).

### Refereeing

- **Editorial boards:** Decision; Journal of Behavioral Decision Making; Journal of Economic Psychology; Journal of Trust Research.
- **Ad hoc referee:** Games and Economic Behavior; Journal of Mathematical Psychology; International Journal of Game Theory; Experimental Economics; Journal of Management; Journal of Behavioral Decision Making; Journal of Economic Behavior and Organization; Journal of Judgment and Decision Making; Journal of Public Economic Theory; Theory and Decision; Organizational Behavior and Human Decision Processes; American Economic Review; Psychologica Belgica; Scandinavian Journal of Economics; American Political Science Review; Israeli Science Foundation (ISF); Binational Science Foundation (BSF); National Science Foundation (NSF).
- **Program committees,** International Conference on Social Dilemmas, 2007, 2011, 2015, 2017, 2019 (conference chair).
- **Program and organizing committee,** Tucson workshop on Computational and Behavioral Decision Making (2008).

### Presentations

- ASU Interdisciplinary Study of Cooperation Winter School, January 2020, Phoenix, Arizona.
- The Oxford Handbook of the Psychology of Competition Workshop, December 2019, London.
- Annual UA- ASU Cognitive Science Conclave, December 2019, Tucson, Arizona.
- The 18<sup>th</sup> International Conference on Social Dilemmas, June 2019, Sedona, Arizona.

- Annual Meeting of the Society of Judgment and Decision Making, November 2018, New Orleans.
- Annual UA- ASU Cognitive Science Conclave, December 2017, Tucson, Arizona.
- World Bank Development Economics Workshop: Governance and the Law, November 2017, Tucson, Arizona.
- Annual Meeting of the Society of Judgment and Decision Making, November 2017, Vancouver, Canada.
- SPUDM, August 2017, Haifa, Israel.
- The 17<sup>th</sup> International Conference on Social Dilemmas, June 2017, Taormina, Sicily.
- North American ESA meeting, September 2016, Tucson, Arizona.
- Annual UA- ASU Cognitive Science Conclave, December 2016, Arizona State University, Phoenix, Arizona.
- Cognitive Science Colloquium, University of Arizona, March 2012, Tucson (invited talk).
- Annual UA- ASU Cognitive Science Conclave, December 2011, Tucson.
- North American ESA meeting, November 2011, Tucson.
- The 14<sup>th</sup> International Conference on Social Dilemmas, July 2011, Amsterdam.
- International Conference on Behavioral Decision Making, Interdisciplinary Center (IDC) Herzliya, June 2011, Israel.
- Arison School of Business, Interdisciplinary Center (IDC) Herzliya, May 2011, Israel (invited talk).
- Center for Rationality and Interactive Decision, Hebrew University, May 2011, Israel (invited talk).
- School of Economics, Tel Aviv University, April 2011, Israel (invited talk)
- Department of Psychology, Hebrew University of Jerusalem, March 2011, Israel (invited talk).
- Department of Economics, Hebrew University of Jerusalem, March 2011, Israel (invited talk).
- The Society of Experimental Social Psychology conference, October 2010, Minneapolis.
- The 13<sup>th</sup> International Conference on Social Dilemmas, August 2009, Japan.
- The APESA meeting, Haifa, Israel, March 2009.
- The Annual Meeting of the Society for Judgment and Decision Making, November 2008, Chicago.
- Tucson Workshop on Computational and Behavioral Decision Making, February 2008.
- The 12<sup>th</sup> International Conference on Social Dilemmas, July 2007, Seattle.
- Department of Psychology, Hebrew University, December 2006 (invited talk).
- Recanati Graduate School of Business Administration, Tel Aviv University, December 2006 (invited talk)
- Affect, Motivation and Decision Making International Conference, Israel, December 2006.
- North American ESA meeting, Tucson, September 2006.

- Workshop on Decision Modeling and Behavior in Uncertain and Complex Environment, University of Arizona, February 2006.
- Dept. of Psychology, University of Illinois, Nov 2005 (invited talk).
- North American ESA meeting, Tucson, September 2005.
- The 11<sup>th</sup> International Conference on Social Dilemmas, July 2005, Poland.
- International ESA meeting, Montreal, June 2005.
- The North American ESA meeting, Tucson, November 2004.
- SPUDM, Zurich, August 2003.
- The 10th International Conference on Social Dilemmas, Marstrand, Sweden, August 2003
- The 5<sup>th</sup> ENDEAR Worskhop, Amsterdam, February 2003.
- Max Planck Institute for Human Development, Center for Adaptive Behavior & Cognition, Berlin, February 2003 (invited talk).
- Department of Economics, University of Köln, January 2003 (invited talk).
- Department of Economics, University of Bonn, January 2003 (invited talk).
- European ESA meeting, Strasbourg, September 2002.
- The 4th ENDEAR Workshop, Jena, September 2002.
- International ESA meeting, Boston, June 2002.
- 5th CEEL Workshop on Experimental Economics, Siena, May 2002
- The Spring Meeting of Young economists, Paris, April 2002.
- Institute of Public Economics, University of Innsbruck, Austria, November 2001 (invited talk).
- The 11th Annual Conference of the Center for Rationality, November 2001
- The 3rd ENDEAR Workshop, Amsterdam, Holland, October 2001
- The 9th International Conference on Social Dilemmas, Chicago, USA, July 2001
- The 2001 International Meeting of the ESA (Economic Science Association), Barcelona, Spain, June 2001
- Technion - Israel Institute of Technology, Faculty of Industrial Engineering and Management, January 2001 (invited talk).
- The 10th Annual Conference of the Center for Rationality, December 2000
- The 20th Arne Ryde Symposium on Experimental Economics, Lund, Sweden, November 2000
- Center for Research in Experimental Economics and Political Decision-Making (CREED), University of Amsterdam, Holland, October 2000 (invited talk).