

Dr. Joseph R. Radzevick

Department of Management
Gettysburg College
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Curriculum Vitae

ACADEMIC POSITIONS

Gettysburg College, Department of Management (Gettysburg, PA)
Associate Professor, 2017-Present
Assistant Professor, 2011-2017

University of California at Davis, Graduate School of Management (Davis, CA)
Lecturer, 2010-2011

EDUCATION

Carnegie Mellon University, Tepper School of Business (Pittsburgh, PA)
Ph.D. in Industrial Administration: Organizational Behavior and Theory, 2011
M.S. in Business Administration, 2006

Carnegie Mellon University, Graduate School of Industrial Administration (Pittsburgh, PA)
B.S. in Business Administration, 2003
Minor in Policy and Management (Department of Social and Decision Sciences), 2003

TEACHING ACTIVITIES

Gettysburg College

Organizational Behavior (OMS 270)

Part of the core Organization and Management Studies (OMS) major curriculum and the Business minor, this course applies theories from the social sciences to organizations, with an emphasis on the interaction of the individual and the organization.

- Fall 2011 (2 sections), Spring 2014, Fall 2015, Fall 2017 (2 sections)

Research Methods (OMS 301)

Part of the core OMS major curriculum, this course teaches students how to apply various scientific methods to research questions (whether for public or internal research) in the social sciences. Emphasis is placed on the selection of sound research design, use of appropriate analytic procedures, and the upholding of strong ethical standards.

- Spring 2012 (2 sections), Fall 2012, Fall 2015, Spring 2016, Fall 2016, Spring 2017 (2 sections)

Decision Making (OMS 304)

Part of the core OMS major curriculum, this course focuses on exposing students to both prescriptive and descriptive decision making strategies and perspectives. Throughout the course, topics address decision making at the levels of the individual, group, organization, and beyond.

- Fall 2012, Spring 2013, Fall 2013, Spring 2014, Fall 2015, Spring 2016, Fall 2017, Spring 2018
- Course personally developed by Professor Radzevick

Negotiation and Conflict Management (OMS 335)

An elective on the Intra-Organizational Dynamics track of the OMS curriculum, this course helps students learn to strategically prepare and conduct effective negotiations in a highly experiential environment. In addition to understanding fundamental concepts associated with negotiation theory, students must utilize their critical thinking and communication skills to complete successful deals.

- Fall 2011, Fall 2012, Fall 2013, Fall 2014, Spring 2017, Spring 2018
- Course adapted from previous MBA coursework by Professor Radzevick

Advanced Topics in Organizations and Society: Organizational Ecosystems (OMS 400)

The senior capstone on the Organizations and Society track of the OMS curriculum, this course is intended to make students integrate their understanding of the organizations and society perspective by focusing on an advanced topic in the field. This version focuses on the relationship between organizations and their development within particular social communities (consisting of government, education, religious, and various other entities).

- Spring 2013, Spring 2014, Fall 2015, Fall 2016
- Course version personally developed by Professor Radzevick

Previous Teaching

Negotiation in Organizations (MGT 246/MGP 246/MGB 246), MBA, University of California at Davis, Graduate School of Management

- Fall 2010 (3 sections), Spring 2011 (3 sections)

Organizational Behavior (70-311), Undergraduate, Carnegie Mellon University, Tepper School of Business

- Summer 2007

Teaching Interests

Organizational behavior, negotiations, leadership, individual and group decision making, research methods, historical perspectives on management

Other Teaching Activities

Johnson Center for Creative Teaching and Learning (JCCTL) Workshops

- Connecting the Dots: How Course-level Learning Creates Competent Graduates, May 2013

- Student Research in the 21st Century Classroom, May 2012

STUDENT ADVISING

Advising Responsibilities

Spring 2018

- 25 management department advisees in the OMS major

Spring 2017

- 25 management department advisees in the OMS major

Spring 2016

- 20 management department advisees in the OMS major

Spring 2015

- On pretenure leave

Spring 2014

- 31 management department advisees in the OMS major

Spring 2013

- 30 management department advisees in the OMS major

Spring 2012

- 27 management department advisees in the OMS major

Internship Faculty Sponsor

Sarah Alesio, Fall 2012; Drew Felsenthal, Fall 2013; Analisa Levin, Spring 2014; Michal Harmon, Fall 2014; Brian D’Onofrio, Fall 2014; Kevin Speitzer, Fall 2016; Katelyn Anthony, Spring 2017; Kelly Saffery, Fall 2017

Advising Workshops Attended

Academic Advising Workshop for New First Year Advisors, May 2012

JCCTL Panel Discussion on Advising: What Do We Need To Know Beyond Our Own Field?, March 2012

RESEARCH

Publications

Roy, M. M., Radzevick, J. R., & Getz, L. (2016). The manifestation of stress and rumination in musicians. *Muziki, 13*(1), 100-112.

Radzevick, J. R. (2016). Does transition experience improve newcomer performance? Evidence from the National Basketball Association. *Small Group Research, 47*, 207-235.

Recipient of the *Small Group Research* “Best Article Award” for 2016

Roy, M.M., Memmert, D., Frees, A., Radzevick, J.R., Pretz, J., Noël, B. (2016). Rumination and performance in dynamic, team sport. *Frontiers in Psychology: Performance Science, 6*, 1-7. doi: 10.3389/fpsyg.2015.02016

Radzevick, J. R., & Moore, D. A. (2013). Just how comparative are comparative judgments? *Organizational Behavior and Human Decision Processes*, 122, 80-91.

McEvily, B., Radzevick, J. R., & Weber, R. A. (2012). Whom do you distrust and how much does it cost? An experiment on the measurement of trust. *Games and Economic Behavior*, 74, 285-298.

Radzevick, J. R., & Moore, D. A. (2011). Competing to be certain (but wrong): Market dynamics and excessive confidence in judgment. *Management Science*, 57, 93-106.

Earlier version "Competing to be certain (but wrong): Social pressure and overprecision in judgment" published in the *Academy of Management Best Paper Proceedings, 2009*

Radzevick, J. R., & Moore, D. A. (2008). Myopic biases in competitions. *Organizational Behavior and Human Decision Processes*, 107(2), 206-218.

Working Papers

Roy, M. M., Burns, T., & Radzevick, J. R. (2018). Unpacking, summing and anchoring in retrospective time estimation. Working paper, Gettysburg College.

Radzevick, J. R. (2017). The influence of cost and confidence in advice exchanges. Working paper, Gettysburg College.

Radzevick, J. R. (2015). The language of trust. Working paper, Gettysburg College.

Radzevick, J. R. (2014). Reducing overconfidence in judgment markets. Working paper, Gettysburg College.

Fan, T., Hayward, M., & Radzevick, J. R. (2011). Overconfidence and focalism in the strategic decision making of de novo ventures.

Selected Ongoing Projects

"The Help and Hindrance of Rumination in Negotiations"

"Time Estimation and Stimuli Evaluations," with Michael Roy

"Contingent Counterfactuals: Where 'What Might Have Been' Really Hurts"

Dissertation

Title: "The Market for Overconfidence"

Committee: Don Moore (Chair) (University of California, Berkeley), Francesca Gino (Harvard University), Roberto Weber (Carnegie Mellon University)

Proposal Defended: September 8, 2009

Dissertation Defended: March 15, 2011

Research Interests

Individual and group decision making, comparative judgments, decision biases, trust, overconfidence, information exchange, knowledge transfer, time estimation, and rumination

PRESENTATIONS

2017

“The Influence of Cost and Confidence in Advice Exchanges”

- Society for Judgment and Decision Making Annual Conference, November (Poster)

2015

“Time Expectations and Stimuli Evaluations: The Effects of Subjective Perceptions and Priming”
(with Michael Roy)

- Society for Judgment and Decision Making Annual Conference, November (Poster)

2013

“The Language of Trust”

- Society for Judgment and Decision Making Annual Conference, November (Poster)

“Does Transition Experience Improve Newcomer Performance? Evidence from the National Basketball Association”

- Interdisciplinary Network for Group Research (INGRoup) Conference, July

2011

“Reducing Overconfidence in Judgment Markets”

- Academy of Management Annual Meeting, August

“Preparation Strategies for Achieving Better Negotiation Outcomes”

- St. Francis University, School of Business Invited Talk, February

“Competing to be Certain (But Wrong): Market Dynamics and Excessive Confidence in Judgment”

- Gettysburg College, Department of Management Invited Talk, January

2010

“Preparation Strategies for Achieving Better Negotiation Outcomes”

- Empire State College, Business, Management and Economics Invited Talk, November

“The Market for Overconfidence”

- University of North Carolina-Chapel Hill, Kenan-Flagler Business School Invited Talk, January

2009

“Competing to be Certain (But Wrong): Social Pressure and Overprecision in Judgment”
(with Don Moore)

- Society for Judgment and Decision Making Annual Conference, November
- Academy of Management Annual Meeting, August
- Association for Psychological Science Annual Convention, May (Presented by co-author)

“Just How Comparative Are Comparative Judgments?” (with Don Moore)

- Society for Judgment and Decision Making Annual Conference, November (Poster)

“Psychological Processes in Comparative Judgment” (with Don Moore)

- Academy of Management Annual Meeting, August

2008

“Does Switching Experience Improve Performance? Evidence from the National Basketball Association”

- Academy of Management Annual Meeting, August

“To What Extent Are Comparative Judgments Based on Individual Judgments?”
(with Don Moore)

- Academy of Management Annual Meeting, August

2007

“Reliance on Presumed Experts: Praying for Rain While Being Left High and Dry”

- Carnegie Mellon University, Organizational Behavior and Theory Seminar Series, May

2006

“Myopic Biases in Competitions” (with Don Moore)

- Interdisciplinary Network for Group Research (INGRoup) Conference, July
- Carnegie Mellon University, Organizational Behavior and Theory Seminar Series, May

2005

“For the Love of the Game? Betting, Prediction, and Bias in Athletic Competition”
(with Don Moore)

- Academy of Management Annual Meeting, August
- Carnegie Mellon University, Organizational Behavior and Theory Seminar Series, May

SERVICE ACTIVITIES

Gettysburg College

Governance

- Academic Standing Committee faculty representative, Fall 2015-Spring 2018 (Committee chair starting Fall 2016-Spring 2018)
- Technology Advisory Council faculty representative, Fall 2013-Spring 2014
- Information Technology Trustee Committee faculty representative, Fall 2013-Spring 2014

Management department curriculum enhancement

- Development and introduction of new course OMS 304: Decision Making in the OMS core, Starting Fall 2012
- Development and introduction of new course section of OMS 400: Advanced Topics in Organizations and Society capstone, starting Spring 2013

Other activities

- Management department assessment coordinator, Fall 2017-Present
- Creative and Collaborative Problem Solving professional development workshop for The Division of Enrollment and Educational Services, November 2012
- Negotiation workshop for the Office of Development, Alumni & Parent Relations, June 2012

Scholarly

Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*

Ad Hoc Reviewer, *Organization Science*

Ad Hoc Reviewer, Academy of Management Annual Meeting

Committee Member, Tepper School of Business PhD Candidate Selection, 2008

Volunteer, INGRoup Conference, 2006

HONORS/AWARDS

Best Article Award, *Small Group Research*, 2016

Research Grant (\$2,500), Center for Behavioral Decision Research, 2010

Best Paper Proceedings, Academy of Management Annual Meeting, 2009

Best Student Papers, MOC Division, Academy of Management Annual Meeting, 2008

William Larimer Mellon Fellowship, 2004-2008

V. Bloom Memorial Scholarship, 2003

Dean's List with High Honors, 2000-2003

MEMBERSHIPS

Society for Judgment and Decision Making, 2006-Present

Academy of Management, 2005-2012

Center For Interdisciplinary Research on Teams, 2005-2011

OTHER RESEARCH EXPERIENCE

Graduate Research Assistant, Carnegie Mellon University, Center for Analytical Research in Technology Grant Study, 2006-2007

(Supervisors: Shimon Kogan, Don Moore, and Roberto Weber)

- Designed experiments, purchased materials, proctored experiments, created and maintained data files, performed data analyses, constructed graphical summaries of results

Research Assistant, Carnegie Mellon University, Behavioral Research Lab (Tepper), 2004
(Supervisor: Don Moore)

- Proctored experiments, maintained data files, executed library and internet searches

Research Assistant, Carnegie Mellon University, Emotion and Decision Making Lab (SDS), 2004
(Supervisor: Jennifer Lerner)

- Proctored experiments, created and maintained data files, performed data analyses, tested software programs, reviewed research literatures, revised and edited scholarly papers

Research Assistant, Carnegie Mellon University, GSIA, 2001
(Supervisor: Jonathan Jaffee)

- Created and coded data files from historical records