

Victoria Husted Medvec

Adeline Barry Davee Professor of Management and Organizations
Executive Director, Kellogg Center for Executive Women
Kellogg School of Management
Northwestern University
Evanston, IL 60208
(847) 467-4028
E-mail: vhm@kellogg.northwestern.edu

Experience

Adeline Barry Davee Professor of Management and Organizations,
Kellogg School of Management, Northwestern University (2004-present).

Adeline Barry Davee Associate Professor of Management and Organizations,
Kellogg School of Management, Northwestern University (2000-2004).

Tenured Associate Professor, Management and Organizations,
Kellogg School of Management, Northwestern University (1998-2000).

Assistant Professor, Management and Organizations,
Kellogg School of Management, Northwestern University (1995-1998).

Lecturer, Johnson School, Cornell University (1994-1995).

Education

Cornell University; Ph.D., Psychology (1991-1995).

Bucknell University; Bachelor of Arts (1982-1986).

Honors

Sidney J. Levy 2017-2018 Teaching Award

L.G. Lavengood 2016 Outstanding Professor of the Year Finalist

L.G. Lavengood 2013 Outstanding Professor of the Year Finalist

Kellogg Alumni Professor of the Year Award 2013, Kellogg School

Chairs' Core Course 2003-2004 Teaching Award, Kellogg School

Sidney J. Levy 2001-2002 Teaching Award, Kellogg School

Chairs' Core Course 2000-2001 Teaching Award, Kellogg School

Sidney J. Levy 1999-2000 Teaching Award, Kellogg School

Sidney J. Levy 1996-1997 Teaching Award, Kellogg School

Society of Experimental Social Psychology 1996 Dissertation Award

Cornell University's Clark Teaching Award for Outstanding Teaching in the
College of Arts and Sciences, 1993

Phi Beta Kappa, 1986 - present

Publications

Medvec, Victoria H. (2021). *Negotiate Without Fear: Strategies and Tools to Maximize Your Outcomes*. Book published by Wiley Press.

Leonardelli, G., Gu, J. McRuer, G., Medvec, V.H., & Galinsky, A. (2019) Multiple Equivalent Simultaneous Offers Reduce the Negotiator Dilemma: How a Choice of First Offers Increases Economic and Relational Outcomes. *Organizational Behavior and Human Decision Processes*, 152, 64-83.

Schaerer, M. Swaab, R., Berger, G, Kern, M., & Medvec, V.H. (2018). The Illusion of Transparency in Performance Appraisals: When and Why Accuracy Motivation Explains Unintentional Feedback Inflation. *Organizational Behavior and Human Decision Processes*. 114, 171-186

Swaab R.I., Galinsky, A., Medvec, V.H., & Diermeier, D. (2012) The communication orientation model: Explaining the diverse effects of sight, sound, and synchronicity on negotiation and group decision making outcomes. *Personality and Social Psychology Review*, 16(1) 25-53.

Swaab, R.I., Diermeier, D., Kern, M., & Medvec, V.H. (2009) Who says what to whom? The impact of communication on social exclusion. *Social Cognition*, 27(3), 385-401.

Tenbrunsel, A., Waade-Benzoni, K., Tost, L., Medvec, V.H., Thompson, L., & Bazerman, M. (2009) The reality and myth of sacred issues in ideologically-based negotiations. *Negotiations and Conflict Management Research*, 2(3), 263-284.

Swaab, R.I., Diermeier, D., Phillips, K., Medvec, V.H. (2008) The pros and cons of dyadic conversations in small groups: The impact of group norms and task type. *Small Group Research*, 39(3), 372-390.

Wade-Benzoni, K., Hernandez, M., Medvec, V.H. & Messick, D. (2008) In fairness to future generations: The role of egocentrism, uncertainty, power, and stewardship in judgments of intergenerational allocations. *Journal of Experimental Social Psychology*, 44, 233-245.

Diermeier, D., Swaab, R.I., Medvec, V.H., & Kern, M. (2008) The microdynamics of coalition formation. *Political Research Quarterly*, 61(3), 484-501.

Medvec, V.H., & Galinsky, A. (2005) Putting More on the Table: How Making Multiple Offers Can Increase the Final Value of the Deal. *HBS Negotiation Newsletter*, 8(4), 4-6.

Medvec, V.H., Berger, G., Averkamp, K., & Neale, M. (2004) Tick tock-That's the clock isn't it: The relationship between time pressure and the confirmation bias. *Research on Managing Groups and Teams*, volume 6.

Savitsky, K., Gilovich, T., Berger, G. & Medvec, V.H. (2003). Is our absence as

conspicuous as we think? Overestimating the salience and impact of one's absence from a group. *Journal of Experimental Social Psychology*, 39(4).

Van Boven, L., Gilovich, T., & Medvec, V.H. (2003). The illusion of transparency in negotiations. *Negotiation Journal*, 19(2).

Galinsky, A.D., Mussweiler, T., & Medvec, V.H. (2002). Disconnecting negotiated outcomes and evaluations: The role of negotiator focus. *Journal of Personality and Social Psychology*, 83(5).

Galinsky, A.D., Seiden, V., Kim, P., & Medvec, V.H. (2002). The dissatisfaction of having your first offer accepted: The role of counterfactual thinking in negotiations. *Personality and Social Psychology Bulletin*, 28, 271-283.

Gilovich, T., Kruger, J., & Medvec, V.H. (2002). The spotlight effect revisited: Overestimating the manifest variability of our actions and appearance. *Journal of Experimental Social Psychology*, 38, 93-99.

Thompson, L., Medvec, V.H., Seiden, V., & Kopelman, S. (2001). Poker face, smiley face, and rant and rave: Myths and realities about emotion in negotiation. In M. Hogg and S. Tindale (Eds.), *Blackwell Handbook in Social Psychology, Vol.3: Group Processes*.

Gilovich, T., Medvec, V.H., & Savitsky, K. (2000). Under the spotlight: Overestimating others' attention to our performance. *Journal of Personality and Social Psychology*, 78, 211-222.

Russo, J.E., Meloy, M.G., & Medvec, V.H. (1999). Pre-decisional distortion of product information. *Journal of Marketing Research*, 25, 438-452.

Kurtzberg, T. & Medvec, V.H. (1999). Can we negotiate and still be friends? *Negotiation Journal*, 15(4), 355-361.

Gilovich, T., Medvec, V.H., & Kahneman, D. (1998). Varieties of regret: A debate and partial resolution. *Psychological Review*, 105(3).

Gilovich, T., Savitsky, K., & Medvec, V.H. (1998). The illusion of transparency: Biased assessments of others' ability to read our emotional states. *Journal of Personality and Social Psychology*, 75(2), 332-346.

Savitsky, K., Medvec, V.H., Charlton, A., & Gilovich, T. (1998). "What, me worry?": Arousal, misattribution, and the effect of temporal distance on confidence. *Personality and Social Psychology Bulletin*, 25(5), 529-536.

Medvec, V.H., & Savitsky, K. (1997). When doing better means feeling worse: The effects of categorical cutoff points on counterfactual thinking and satisfaction.

Journal of Personality and Social Psychology, 72(6), 1284-1296.

Savitsky, K., Medvec, V. H., & Gilovich, T. (1997). Remembering and regretting: The Zeigarnik effect and the cognitive availability of regrettable actions and inactions. *Personality and Social Psychology Bulletin*, 23(3), 248-257.

Russo, J.E., Medvec, V.H., & Meloy, M.G. (1996). The distortion of information during decisions. *Organization Behavior and Human Decision Processes*, 66(1), 102-110.

Medvec, V.H., Madey, S., & Gilovich, T. (1995). When less is more: Counterfactual thinking among Olympic medalists. *Journal of Personality and Social Psychology*, 69(4), 603-610. Reprinted in T. Gilovich, D. W. Griffin, & D. Kahneman (Eds.). (2002). Heuristics and biases: The psychology of intuitive judgment. New York: Cambridge University Press.

Gilovich, T., & Medvec, V.H. (1995). The experience of regret: What, when, and why? *Psychological Review*, 102(2), 379-395.

Gilovich, T., & Medvec, V.H. (1995). Some counterfactual determinants of satisfaction and regret. In N. Roese & J. Olson (Eds.), *The Psychology of Counterfactual Thinking*. Hillsdale, NJ: Erlbaum.

Hattiangadi, N., Medvec, V.H., & Gilovich, T. (1995). Failing to act: Regrets of Terman's geniuses. *International Journal of Aging and Human Development*, 40(3), 175-185.

Gilovich, T., Medvec, V.H., & Chen, S. (1995). Commission, omission, and dissonance reduction: Coping with regret in the "Monty Hall" problem. *Personality and Social Psychology Bulletin*, 21(2), 182-190.

Gilovich, T., & Medvec, V.H. (1994). The temporal pattern to the experience of regret. *Journal of Personality and Social Psychology*, 67(3), 357-365.

Gilovich, T., Kerr, M., & Medvec, V.H. (1993). The effect of temporal perspective on subjective confidence. *Journal of Personality and Social Psychology*, 64(4), 552-560.

Papers Under Review and in Progress Kern, M., Rothbard, N., Galinsky, A.D., & Medvec, V.H. Psychological lithium: The role of prior task engagement and emotional reaction on subsequent engagement.

**Key
Professional
Activities**

Planning Committee Member, Kellogg Global Women's Summit

Kellogg School of Management, Northwestern University

(April, 2023 - present)

One of only two tenure-line faculty members working on the planning committee to deliver the second Kellogg Global Women's Summit. Developing content for the Summit, recruiting speakers, and orchestrating all Summit activities.

Faculty Co-Chair, Kellogg Global Women's Summit

Kellogg School of Management, Northwestern University

(January, 2017 – May, 2018)

Served as the Faculty Co-Chair for the Kellogg Global Women's Summit, led the Steering Committee planning calls on behalf of the other three co-chairs, and was closely involved in planning the content for the Summit and recruiting Summit speakers.

Executive Director and Co-Founder, Kellogg Center for Executive Women

Kellogg School of Management, Northwestern University

(August, 2001 – present)

Initiated in the summer of 2001, the Kellogg Center for Executive Women (KCEW) is a research, resource and education center dedicated to helping senior level women advance to top executive and board positions in Fortune 1000 companies. Accomplishments to date include (1) launching a very successful Women's Director Development Program for CEOs, CFOs, Presidents, and other senior-level women, (2) generating significant external financial donations, (3) initiating a research symposium series to showcase research related to KCEW's mission, (4) creating cases featuring female protagonists for the MBA curriculum, and (5) championing new female candidates for board positions and placing female directors on Fortune 1000 boards.

Personnel Committee Member

Kellogg School of Management, Northwestern University

(Fall, 2011 – Spring, 2013)

Represent the Department of Management and Organizations on Kellogg's Personnel Committee. Committee is responsible for reviewing faculty tenure, promotion, and renewal cases and making recommendations to the Kellogg Dean. Chair at least three ad hoc faculty review committees per year.

Chair, Executive Education Task Force

Kellogg School of Management, Northwestern University

(2010-2011)

At the request of the Kellogg Dean, chaired a faculty committee to review Kellogg's Executive Education programs. Made recommendations regarding the content and design of the programs.

Chair, Doctoral Student Admissions Committee
MORS Department
Kellogg School of Management, Northwestern University
(2007-2008, 2005-2006)

Responsible for the selection of incoming PhD students. Because of disappointingly small classes in prior years, the committee determined that the department's recruiting strategy needed to be revised. I facilitated these major changes including an early recruiting weekend that required interviews before acceptance, increased interaction with faculty members and current doctoral students, and improved communications with the recruits during the decision.

Faculty Advisory Committee on Research
Northwestern University

(January, 2004 – 2006)

A member of a small group of faculty invited to work directly with the University's Vice President of Research to enhance and expand the research enterprise at Northwestern University.

**Outside
Activities**

CEO, Medvec & Associates

Provide consulting on high stakes negotiations and strategic decisions to companies around the globe.

Incoming Director, NEONC

Former Director, Navia Benefit Solutions

Former Director, Shields Meneley Partners

Former Director, Guaranty Bank

**Related
Professional
Experience**

The University of Akron, Akron, OH
Associate Director of Development

(January, 1989 – August, 1991)

Completed a \$52 million capital campaign. Responsible for fundraising initiatives in the College of Engineering and the University's general scholarship program, soliciting gifts ranging from \$1,000 to \$1 million. Researched and prepared grant proposals. Worked closely with the University's president and deans.

United Way of Summit County, Akron, OH
Campaign Associate/Grant Director

(May, 1987 – December, 1988)

Raised approximately, \$3 million each year. Cultivated 1000 corporate and public-sector accounts. Established and implemented a full-time Loaned Executive Program, a corporate cultivation plan, and other innovative fundraising strategies. Supervised five full-time employees, 13 temporary staff members, and 120 key volunteers. Achieved a 23 percent increase in fundraising attainment.

United Way of America, Alexandria, VA

Management Trainee

(June, 1986 – May, 1987)

Selected as one of ten individuals nationally to participate in this management training program. Organized and conducted complete county-wide solicitation campaign. Accomplishments included a 16 percent increase in assigned sections and a 32 percent increase in major corporate accounts.