ALEXANDRA MISLIN

American University • Kogod School of Business • 4400 Massachusetts Avenue, NW
Washington, DC 20016 • 202-885-1919 • mislin@american.edu • website: alexandramislin.com

ACADEMIC EMPLOYMENT

Associate Professor, American University, Washington, D.C.	2016 - present
Assistant Professor, American University, Washington, D.C.	2010- 2016
Assistant Professor, SUNY at Buffalo, Buffalo, NY	2006-2010

EDUCATION

Ph.D., Organizational Behavior, Washington University in St. Louis	2006
M.S.B.A., Organizational Behavior, Washington University in St. Louis	2003
B.A., Economics, Mathematics minor, Kenyon College	1995

RESEARCH INTERESTS

I study workplace diplomacy, focusing on how trust, emotions, curiosity, and other features of social exchange shape cooperation, conflict, and negotiation. Bridging management, experimental economics, and social psychology, my work offers scholarly and practical insights into organizational relationships, difficult conversations, and collaborative decision-making.

PUBLICATIONS

Refereed Journal Articles

Krueger, F., … Mislin, A., et al. 2025. A call for transdisciplinary trust research in the artificial intelligence era. Humanities and Social Sciences Communications, 12(1), 1-10.

Mislin, A., Tuncel, E., & Prewitt, L. 2024. When Women Ask, Does Curiosity Help? Social Sciences, 13(3), 152.

Kim, P., Han, A. Mislin, A. & Tuncel, E. 2023. Retrospective Blind Spots in Reputation Management: Implications for Perceived Moral Standing and Trust Following a Transgression. Journal of Experimental Social Psychology, Volume 107, 104461.

Campagna, R., Mislin, A., Dirks, K., & Elfenbein, H. A. 2021. The (Mostly) Robust Influence of Initial Trustworthiness Beliefs on Subsequent Behaviors and Perceptions. Human Relations. 75(7): 1383-1411

Krische, S., & Mislin, A. 2020. The Impact of Financial Literacy on Negotiation Behavior. Journal of Behavioral and Experimental Economics, Volume 87, 101545.

Campagna, R., Mislin, A., & Bottom, W. 2019. Motivated by guilt and low felt trust: The impact of negotiators' anger expressions on the implementation of negotiated agreements. Journal of Behavioral Decision Making, 1-21.

Kim, P., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., Van Kleef, G. 2017. Power as an Emotional Liability: The Role of Perceived Authenticity for Trust after a Violation. Journal of Experimental Psychology: General, 146 (10): 1379-1401.

Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. 2016. Agreement Attraction and Impasse Aversion: Reasons for Selecting a Poor Deal over No Deal at All. Psychological Science, 27(3): 312-321.

Tierney, W. et al. (82 authors). 2016. Data Descriptor: Data from a pre-publication independent replication initiative examining ten moral judgment effects. Scientific Data, 3, Article number: 160082.

Schweinsberg, M., et al. (81 authors). 2016. The Pipeline Project: Pre-Publication Independent Replications of a Single Laboratory's Research Pipeline. Journal of Experimental Social Psychology, 66, 55–67.

*Campagna, R., Mislin, A., Kong, D. & Bottom, W. 2016. Strategic Consequences of Emotion Misrepresentation in Negotiations: The Blowback Effect. Journal of Applied Psychology, 101(5): 605-624.

* **Awarded Most Influential Article (2015 to 2018)** by the Academy of Management Conflict Management Division in 2023.

Mislin, A., Bottom, W. P, Boumgarden, P. 2015. Accounting for Reciprocity in Negotiation and Social Exchange. Judgment and Decision Making, 10(6), 571-589.

Mislin, A., Williams, L. & Shaughnessy, B. 2015. Motivating Trust: Can Mood and Incentives Increase Interpersonal Trust? Journal of Behavioral and Experimental Economics, 58: 11-19.

Shaughnessy, B., Mislin, A., & Hentschel, T. 2015. Should He Chitchat? The Benefits of Small Talk for Male Versus Female Negotiators. Basic and Applied Social Psychology, 37(2): 105-117.

Johnson, N.D. & Mislin, A.A. 2012. How much should we trust the World Values Survey trust Question? Economics Letters, 116: 210-212.

Mislin, A., Campagna, R., Bottom, W.P. 2011. After the Deal: Talk, Trust Building, and the Implementation of Negotiated Agreements. Organizational Behavior and Human Decision Processes, 115: 55-68.

Johnson, N.D. & Mislin. A. 2011. Trust Games: A Meta-Analysis. Journal of Economic Psychology, 32: 865-889.

Bottom, W. P., Holloway, J., Miller, G., Mislin, A., & Whitford, A. 2006. Building a Pathway to Cooperation: Negotiation and Social Exchange between Principal and Agent. Administrative Science Quarterly, 51: 29-58.

Refereed Proceedings

Mislin, A., Tuncel, E. & Pinkley, R. 2023. I'm Curious…Do negotiators have to give up value when the relationship matters? In Sonia Taneja (Ed.), Proceedings of the Eighty-third Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.

Kim, P., Han, A. Mislin, A. & Tuncel, E. 2019. The Retrospective Imputation of Nefarious Intent: Implications for Interpersonal Appraisals and Trust Following a Transgression. Academy of Management Meeting Best Paper Proceedings.

Mislin, A. 2019. Strategic Consequences of Psychological Factors and Emotional Misrepresentation in Negotiation. Game Theory and Nuclear Stability in Northeast Asia Workshop Proceedings. The Johns Hopkins University Applied Physics Laboratory. 74-79.

Mislin, A., Campagna, R., 2014. Temporal influences and downstream consequences of actions during the bargaining process. Academy of Management Proceedings. 2014(1):14445-14445.

Tuncel, E., Mislin, A., Kesebir, S., Pinkley, R. 2013. "Settling" for Agreement: Understanding the Agreement Bias in Negotiation. Academy of Management Proceedings. 2013(1):12437-12437.

Mislin, A. 2006. A Happy Coincidence: Complementarities between Incentives and Emotions in Agency Problems. Academy of Management Meeting Best Paper Proceedings.

Contributions to Edited Books

Bottom, W.P, Kong, D.T. & Mislin, A. 2011. Judgment Bias and Decision Making in Negotiation. M. Benoliel (Ed.), Negotiation Excellence: Successful Deal Making (p.211-227). Hackensack, NJ: World Scientific Publishing.

Reprinted in 2nd edition. 2014.

Books Under Contract

Mislin, A., & Mattingly, C. (under contract). *THINK Before You Ask: Why Getting What You Want Is Not a Matter of Will, but a Matter of Way*. Entrepreneur Press. Manuscript submitted March 2026; expected publication April 2027. Distributed by Simon & Schuster.

Mislin, A. (under contract). *Trust: Foundations, Challenges, and Futures*. Edward Elgar Publishing. Manuscript due February 2027.

SELECTED CONFERENCE PRESENTATIONS

Mislin, A., Druckman, D. & Serre, L. (2026) Is There a Human Premium in Negotiations? A Relational-Economic Tradeoff in Human vs. AI Bargaining. AU AI Research Conference, Washington, DC.

Mislin, A., Clark, M., & Shapiro, A. (2025) Negotiation Breaking Points: Critical Moments That Redefine Workplace Relationships. Academy of Management (AOM) Copenhagen, Denmark.

Mislin, A., & Druckman, D. (2025) Trust and Value in Negotiation: Comparing AI and Human Counterparts, International Association for Conflict Management (IACM) Burlington, VT.

Mislin, A., Tuncel, E., Prewitt, L. (2024) Redefining Gender Dynamics In Negotiation: Emerging Research and Implications. International Association for Conflict Management (IACM) Singapore. (virtual presentation)

*Mislin, A., Tuncel, E., & Pinkley, R. (2023) I'm curious…Do negotiators have to give up value when the relationship matters? Academy of Management (AOM) Boston, MA.

**AOM CM Division Best Paper Award finalist*

Mislin, A., Tuncel, E, Prewitt, L. (2023) When women ask, does curiosity help? International Association for Conflict Management (IACM), Thessaloniki, Greece.

Mislin, A., Tuncel, E., & Pinkley, R. (2022) Curiosity in negotiations. International Association for Conflict Management (IACM).

Mislin, A. & Campagna, R. (2020) Repairing Trust Over Time: Can Honesty Ever be the Best Policy? Virtual International Association for Conflict Management (vIACM).

Campagna, R. & Mislin, A. (2020) A Trickle-Down Effect of Leader's Hard-Bargaining Strategies. Virtual International Association for Conflict Management (vIACM).

Kim, P., Han, A., Mislin, A., & Tuncel, E. (2019) The Retrospective Imputation of Nefarious Intent: Implications for Interpersonal Appraisals and Trust Following a Transgression. Academy of Management (AOM) Conference, Boston, MA.

Mislin, A. & Campagna, R. (2019) Can't I be honest? Rebuilding trust after an integrity-based violation. Presented at International Association for Conflict Management (IACM) Dublin, Ireland.

Mislin, A. & Campagna, R. (2019) Falling short: Leaders using hardball bargaining strategies. Presented at 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece.

Krische, S. & Mislin, A. (2019) The Impact of Financial Literacy on Negotiation Behavior. Presented at 5th Cherry Blossom Financial Education Institute, Washington, D.C.

Campagna, R., Mislin, A., Dirks, K. (2017) Recovering from a transgression: Understanding the role of initial trust and apologies over time. Presented at Academy of Management (AOM) Conference, Atlanta, GA.

Kim, P., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., Van Kleef, G. (2017) The implications of power for perceived authenticity and trust after a transgression. Presented at International Association for Conflict Management (IACM) Berlin, Germany.

Campagna, R., Mislin, A., & Olekalns, M. (2016) The importance of feeling trusted: Formation and implications of felt trust during job negotiations. Presented at Academy of Management (AOM) Conference, Anaheim, CA.

Mislin, A., & Campagna, R. (2016) Accounting for first impressions: The role of initial trust in causal attributions for negotiation transgressions and generous acts. Presented at International Association for Conflict Management (IACM) New York, NY.

Campagna, R., Mislin, A., & Bottom, W. (2016) What are the strategic implications of guilt and trust perceptions on post-negotiation behaviors? Presented at European Group for Organizational Studies (EGOS) Colloquium, Naples Italy.

Kim, P., Mislin, A., Tuncel, E., Fehr, R., Cheshin, A., Van Kleef, G. (2015) Power as an Emotional Liability: The Role of Perceived Authenticity for Trust after a Violation. Presented at AOM Conference, Vancouver, CA.

Shaughnessy, B., Mislin, A., & Jones, A. (2015) Skillful small talk: How the ability to chat and dyad gender composition affects the negotiation process. Presented at Academy of Management (AOM) Vancouver, CA.

Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. (2015) Agreement Attraction and Impasse Aversion. Presented at International Association for Conflict Management (IACM), Clearwater, FL.

Campagna, R., Mislin, A, Bottom, W. (2015) Motivated by a guilty conscience: The role of guilt and trust meta-perceptions in negotiations. Presented at International Association for Conflict Management (IACM), Clearwater, FL.

Mislin, A. & Campagna, R. (2014) Temporal influences and downstream consequences of actions during the bargaining process. Presented at Academy of Management (AOM) Conference, Philadelphia, PA.

Shaughnessy, B., Mislin, A., Hentschel, T. & Peus, C. (2014) Should we chit chat? Benefits of small talk for male but not female negotiators. Presented at Academy of Management (AOM) Conference, Philadelphia, PA.

Mislin, A & Campagna, R. (2014) Bargaining successfully when we distrust: Tactics from hostage negotiations. Presented at International Association of Conflict Management (IACM) Leiden, The Netherlands.

Shaughnessy, B. & Mislin, A. (2014) Salt in the wound or water under the bridge: The expectations and effects of cheap talk in the ultimatum game. Presented at International Association of Conflict Management (IACM) Leiden, The Netherlands.

Tuncel, E., Mislin, A., Kesebir S., & Pinkley, R. (2013) Settling for Agreement: Understanding the Agreement Bias. Presented at Academy of Management (AOM) Conference, Orlando, FL.

INVITED PRESENTATIONS & WORKSHOPS

Keynote Address, AI in the Workplace, ICI Mutual Risk Management Conference, Arlington, VA	April 2026
Korean government training program, The Power of Everyday Negotiation for Next-Gen Leaders, Kogod School of Business, Washington DC.	2023; 2024; 2025
Black Women Equal Pay Conference 2024: Bridging the Gap, Moderator of *The Art of Negotiation* panel.	September 2024
Transdisciplinary Research Union for the Study of Trust (T-R-U-S-T) Inaugural meeting, Vienna, Austria	June 2023
Faculty Workshop, Improving your Daily Negotiations, GW Clara Bliss Hinds Society	September 2021
Faculty Connect Workshop, A Practical Guide for Improving you Daily Negotiations *Center for Transformational Research*, Children's National Hospital	September 2020
Career Development Workshop, Strategic Negotiations in Academic Medicine *Center for Neuroscience Research*, Children's National Hospital	May 2020
MBA Negotiation Workshop, Kogod School of Business, Washington DC.	October 2019
Game Theory and Nuclear Stability in Northeast Asia, hosted by John's Hopkins University Applied Physics Laboratory and funded by the *US Department of Defense* in Laurel, Maryland.	August 2018
Cologne Social Cognition Meeting on Trust: An Interdisciplinary Perspective in Cologne, Germany.	July 2018
Center for Advanced Studies (CAS) & Institute for Leadership and Organization (ILO) at Ludwig-Maximilians-Universität (LMU) in Munich, Germany.	June 2018
Grand Rounds Lectureship. Children's National Medical Center, Washington DC.	June 2016
Women Faculty @ Children's Hospital Roundtable Workshop, Washington DC.	June 2016

Contract Negotiations. Lecture and workshop with Dr. Dayal and S. Kaufman to American Academy of Pediatrics – National Conference, Washington DC.	October 2015
Negotiating Successfully in the Workplace. Lead professional development workshop for Center for Teaching, Research and Learning (CTRL) at American University.	June 2015
Contract Negotiations for Physicians. Conducted lecture and workshop to American Academy of Pediatrics, DC Chapter, Washington DC.	April 2014
Strategic Negotiations for Women. Conducted skills workshop. American University's Kogod School of Business Women in Leadership Conference.	October 2013
Strategic Negotiations for Women. Conducted lecture and workshop to Women Physicians and Scientists at Children's Hospital (WATCH) at Children's National Medical Center, Washington DC.	May 2013

TEACHING

Kogod School of Business, American University, Washington DC 2010 – Present

MGMT 353: Management & Organizational Behavior (Undergraduate)
MGMT 302: Professionalism and Communication 2.0
MGMT 465: Negotiation (Undergraduate)
MGMT 608 HB: Negotiations Strategies & Tactics (PMBA Hybrid Course)
MGMT 608 901U: Negotiations Strategies & Tactics (Freddie Mac MSM; LGEP MSM)
MGMT 665: Negotiations (MBA, MS, and MA)

School of International Service, American University, Washington DC

SIS 730: Skills Institute The Art of Interpersonal Negotiation (MA Students)	2025
SIS 730: Skills Institute The Art of Interpersonal Negotiation (MA Students)	2024
SIS 730: Skills Institute Interpersonal Negotiation (MA Students)	2023
SIS 730: Skills Institute Next Generation Negotiation (MA Students)	2021

Singapore Institute of Management (SIM), Singapore

Theory & Practice of Negotiation (Executive MBA) 2014

School of Management, SUNY Buffalo, Buffalo, NY

Organizational Behavior (Undergraduate) 2006 – 2010

Department of Economics, Cal State University Long Beach, CA

Industrial Organization (Undergraduate) 2005

Olin Business School, Washington University in St. Louis, MO

Negotiation (Undergraduate) 2005

RESEARCH GRANTS

Mislin, A. & Serre, L. (2026) An AI Coaching Tool for Negotiating Complexity in Professional Settings, Teaching and Operation Innovation Mini Grant Program. *Kogod School of Business*, American University. $2,500.

Bear, J., Bhatia, N, Mislin, A., Nelson, N., Tuncel, E. (2024) What happens after backlash? An examination of the long-term consequences of backlash. *NTR-Peterson 2024 Research Grant*. $9,000.

Hansen, M., Cohen, E. Feinberg, R. & Mislin, A. (2021) Doctoral Dissertation Research in DRMS: A Comparison of Value of Statistical Life Estimates Derived from Revealed and Stated Preferences. *National Science Foundation: Decision, Risk and Management Science*. $29,876.

Mislin, A. Tuncel, E. & Pinkley, R. (2019). Winning negotiations without losing the relationship. *NTR-Peterson 2019 Research Grant*. $9,880.

Krische, S. & Mislin, A. (2016). The impact of financial literacy on negotiation behavior. *Kogod School of Business*, American University. $5,000.

Shaughnessy, B. in collaboration with Mislin, A. & Högl, M. (2015) Bouncing back: How resilience influences recovery from negotiation setbacks. 50,000 €.

Mislin, A., Williams, L. (2008). Can positive emotions solve social dilemmas? SUNY Buffalo School of Management Research Committee. $4,200.

Mislin, A., Williams, L. (2007). Let there be trust: The effects of anticipated returns on willingness to trust. SUNY Buffalo School of Management Research Committee. $6,000.

Long, C.P. and A. Mislin (2005). How Bad Comes Good: The Effects of Superior-Subordinate Conflicts on Managers' Control, Trust-Building, and Fairness-Building Activities. *Boeing Center for Technology, Information, and Management* (BCTIM). $15,000.

Mislin, A. (2004). Experimental Research on Principal-Agent Negotiations. *Center for Research in Economics and Strategy* (CRES). $2,000.

AWARDS AND HONORS

Kogod Research Professorship, American University	2023-2026
Most Influential Article (2015 to 2018), Academy of Management Conflict Management Division	2023
Kogod Faculty Fellow in Management, American University, Washington, D.C.	2020-2023
Visiting Fellowship, Center for Advanced Studies (CAS) at Ludwig-Maximilians-Universität (LMU) in Munich, Germany	2018
Kogod Research Professorship, American University	2016-2019
Jack Child Teaching with Technology Award, American University	2016
Winner of Kogod Interdisciplinary Research Funding Competition, American University	2016
Kogod Faculty Award for Outstanding Research, American University	2011, 2016
Kogod Faculty Award for Outstanding Teaching, American University	2011, 2013
Best Theoretical Conference Paper Award, International Association of Conflict Management (IACM) Conference, Tacoma, WA	2013
Best Student Paper, Academy of Management Conflict Management Division	2006
Danforth Scholar, Washington University in St. Louis	2001-2006

PROFESSIONAL SERVICE

Editorial Board Member

Journal of Trust Research 2014 – Present

Ad-Hoc Reviewer

Academy of Management Conference, Academy of Management Journal, American Journal of Political Science, Behavior Research Methods, Behavioral and Experimental Economics, Group Decision and Negotiation, International Association of Conflict Management Conference, Journal of Applied Social Psychology, Journal of Economic Behavior & Organization, Journal of Experimental Psychology, Journal of Experimental Social Psychology, Journal of Socio-Economics, Journal of Trust Research, Organizational Behavior and Human Decision Processes, Organization Science.

National Science Foundation, Decision Risk and Management Sciences program

Department & University Service

American University IRB, Kogod School of Business board member	2018 – Present
Faculty Director, Kogod Behavioral Research Lab	2023 – Jan 2025
MBA Case Analysis Judge	2022, 2026
Sustainability Invent-a-thon Judge	2023, 2026
Panelist, Savvy Classrooms, Smart Workplaces: Navigating the AI Revolution, Kogod ProComms	2024
Kogod Rank and Tenure Committee (RTC)	2018 – 2022
Management Department Faculty Search Committee	2013, 2015, 2017, 2021, 2022
American University Complex Problems Committee	2017
American University AU Core Committee	2017
Accounting Department Faculty Search Committee	2017
American University General Education Committee	2016-2017
Kogod Educational Policy Committee (EPC)	2013-2016
Mentoring Sessions to CTRL for Productive Workplace Communications	2015
Developed and Led CTRL Departmental Retreat Workshop	2015
AU Honors Capstone Research Conference Judge	2015
Kogod Student Commencement Speaker Selection Committee	2013, 2015
Kogod Mini Case Competition Judge	2013, 2015
Ad Hoc Kogod Policy Manual Committee	2013
MBA Oral Communications Assessments	2013

Service To Field

Elected Representative-at-Large, Conflict Management Committee, Academy of Management	2014-2016
Co-organizer of Negotiating your First Academic Job Professional Development Workshop. Academy of Management (AOM) Conference.	2015
Co-organizer of The Media and How to Publicize Your Academic Research Professional Development Workshop. Academy of Management (AOM) Conference.	2015
Committee member of Best Published Article of 2012, International Association of Conflict Management (IACM) Conference.	2014

Dissertation Committees

Elissa Cohen, A Comparison of Value of Statistical Life Estimates Derived from Revealed and Stated Preferences. (American University Department of Economics)	2021-2023
Brooke Shaughnessy, The negotiation of i-deals in organizations: A process model incorporating individual and relational motivations, political skill, and employee outcomes. (University at Buffalo)	2011-2012
Lisa Williams, A Model of Interpersonal Trust from an Individual Differences Perspective: The Effects of Cognition, Affect, and Behavior. (University at Buffalo)	2007-2010

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Active member of the Maryland Program for Mediator Excellence (MPME)

OTHER ACADEMIC & PROFESSIONAL EXPERIENCE

Court-Appointed Mediator, District Court of Maryland's Alternative Dispute Resolution (ADR) Program (active status maintained through annual education and mediation requirements)	2018 - present
Community Mediator, Conflict Resolution Center of Montgomery County (CRCMC) (active status maintained through annual education and mediation requirements)	2017 - present
Basic 40-hour Mediation Training Certificate, Montgomery College, MD	2016
Teaching & Research Assistant, Washington University, St. Louis, MO	2001-2006
Freelance Consultant, Tucker Consultants LLC, St. Louis, MO	2005
Jr. Analyst - Client Principal, Weber & Associates Consulting, Columbus, OH	1997-2000

SELECTED MEDIA COVERAGE

AI At Work Podcast: The Future of Workplace Negotiation: AI As Your Thinking Partner
Fortune: How upcoming business leaders are using AI to prep for high-stakes deal negotiations—and everyday interactions
Kogod School of Business: How Do We Build Trust in AI as It Becomes a Central Part of Daily Life?, How AI Can Help Students Learn One of Business's Most Human Skills , George Mason Neuroscientist Part of Global Research Collaboration Suggesting Framework to Examine Trust in Artificial Intelligence
Faculti Podcast Interview
Mislin, A., The Conversation, 5 tips for women to negotiate a higher salary, picked up by additional news sites (e.g. The Economic Times, Medium, *Yahoo!*life, World Economic Forum, Government Executive, Greater Diversity News, etc.)
Podcast interview VBB
Science Daily: No second chance to make trusting first impression, or is there?
The Ladder: This study just blew up a major myth about first impressions
Washington University in St. Louis Newsroom: It doesn't pay to play angry when negotiating
Futurity: Fake Anger Won't Help You Win in Negotiations
Harvard Law School PON Daily Blog: Negotiation and Bargaining with you BATNA in Mind
The Free Press Journal: Fake anger won't help you win negotiations
Wall Street Journal: Office Small Talk Helps Men – But Not Women, Study Finds
The Globe and Mail: Men, not women, win by chatting before negotiating
Fortune: What men can learn from female negotiators
Business Insider: Here's the best way to start a negotiation
Inc.: Study: Pre-negotiation small talk is useless, if you're a woman
Academy of Management Press Release: A little chit-chat provides a nice boost for male but not female negotiators, study suggests
Harvard Law School Program on Negotiation Blog: Women and Negotiation: Permission to skip the chit-chat?
Fast Company: Is there a Small-talk gender gap?
APS Minds for Science: Chatting Before Negotiations Benefits Men More Than Women
U.S.News & World Report: Small Talk Can Boost Business Deals for Men Study Says
The Express Tribune with the International New York Times: Small talk before negotiation yields benefits
Time.com How to Snag a Big Raise Now
Association for Psychological Science: Getting to Yes is Easier Than Saying No
YPO's "Ignite" magazine: Taking a New Look at Impasse (Also in Business Insider India: Taking a new look at impasse)