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EDUCATION

University of California, Berkeley, expected graduation in May 2010

Ph.D. Candidate, Organizational Behavior and Industrial Relations

The Pennsylvania State University, 1998 - 2002

B.S. in Computer Science with Honors and High Distinction, Minor in Statistics
Senior Honors Thesis in DNA multiple alignment analysis software

RESEARCH INTERESTS

- Rivalry and Competition
- Status and Power
- Group Dynamics
- Negotiations

DISSERTATION

Title: "The Psychology of Rivalry"

Committee: Barry Staw and Cameron Anderson (co-chairs), Philip Tetlock, and Serena Chen.

My dissertation investigates the psychology of rivalry, which I define as a competitive relationship that increases the psychological involvement of competitors beyond what the objective characteristics of competition would predict. Although an abundance of anecdotal evidence speaks to the power of rivalry, surprisingly little research exists on the topic, which is symptomatic of a broader lack of emphasis on how relationships and prior interactions between competitors influence competitive behavior. I seek to understand how these intense competitive relationships develop, and in turn, how they can affect motivation, performance, and decision-making. I am particularly interested in the potential downsides of rivalry, including appetite for risk, and irrational and unethical behavior. Although I adopt a psychological approach, I consider rivalry between individuals, groups, and organizations. My research also takes place in a variety of empirical contexts, including the experimental laboratory, publicly available archival datasets, and a participant organization. Theoretically, this research extends the current literature on competition due to its relational and path-dependent focus. Practically, given the prevalence of competition in the business world, this is a topic with many significant implications.

PUBLICATIONS

Kilduff, G. J., Elfenbein, H. A., & Staw, B. M. (in press). The psychology of rivalry: A relationally-dependent analysis of competition. *Academy of Management Journal*.

Anderson, C., & Kilduff, G. J. (in press). The pursuit of status in social groups. *Current Directions in Psychological Science*.

Anderson, C., & Kilduff, G. J. 2009. Why do dominant personalities attain influence in face-to-face groups? The competence-signaling effects of trait dominance. *Journal of Personality and Social Psychology*, 96, 491-503.

Curhan, J. R., Elfenbein, H. A., & Kilduff, G. J. 2009. Getting off on the right foot: Subjective value versus economic value in predicting longitudinal job outcomes from job offer negotiations. *Journal of Applied Psychology*, 94, 524-534.

MANUSCRIPTS IN PREPARATION

Kilduff, G. J., & Anderson, C. Status disagreement: Consequences for group performance and group member behavior.

Kilduff, G. J. Relational competition: The motivating effects of rivalry.

Kilduff, G. J., & Sivanathan, N., & Galinsky, A. D. Whatever it takes: The consequences of rivalry for unethical behavior.

Kilduff, G. J., & Galinsky, A. D. The early-mover advantage: How initially trivial differences can lead to long-term status.

Kilduff, G. J., Sivanathan, N., & Galinsky, A. D. The unethical perspective-taker: The corrupting effects of taking a competitor's point-of-view.

Kilduff, G. J., Chen, M.-J., & Su, K.-H. Holding a grudge: The psychological and path-dependent nature of interfirm rivalry and competitive dynamics.

Kilduff, G. J. Relational aspirations: Organizational reactions to performance vis-à-vis key rivals.

CONFERENCE PRESENTATIONS

Kilduff, G. J., & Anderson, C. 2009. Status conflict: How disagreement over status affects group performance and group member behavior. Paper presented at the 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.

Symposium Organizer and Co-Chair, "Jockeying for position: New approaches to the study of power and status." Symposium at the 10th Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.

Anderson, C., & Kilduff, G. J. 2008. Why are group status hierarchies determined by dominance? Paper presented at the 2008 Annual Meeting of the Society of Experimental Social Psychology, Sacramento, CA.

Anderson, C., & Kilduff, G. J. 2008. Why do dominant people attain status in groups? Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.

Kilduff, G. J., Curhan, J. R., & Elfenbein, H. A. 2007. Negotiation satisfaction leads to job satisfaction. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

Kilduff, G. J., & Anderson C. 2006. Batting for status: The origins and outcomes of status conflicts in groups. Paper presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.

Symposium Organizer, "Jockeying for position: The dynamics of status and power in social groups." Organized symposium at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.

Kilduff, G. J. 2005. "The Motivational Effects and Organizational Consequences of CEO Rivalry." Paper presented at the 65th Annual Meeting of the Academy of Management, Honolulu, HI.

GRANTS

2009: Institute for Research on Labor and Employment, UC Berkeley: "The Psychology of Rivalry" (with B. M. Staw).

2009: Institute for Research on Labor and Employment, UC Berkeley: "Status processes in small groups" (with C. Anderson).

2008: Haas School of Business, Experimental Social Science Laboratory: "The psychology of rivalry: Effects of rivalry on motivation, performance and decision-making."

2008: Institute for Research on Labor and Employment, UC Berkeley: "The formation of status hierarchies in groups" (with C. Anderson).

2007: Institute for Research on Labor and Employment, UC Berkeley: "Empirically investigating antecedents and consequences of rivalry" (with H. A. Elfenbein).

2005: Haas School of Business, Experimental Social Science Laboratory: "Rivalry."

2005: Institute of Business and Economic Research, UC Berkeley: "The motivational effects of rivalry."

TEACHING EXPERIENCE

MBA 252: Negotiations and Conflict Resolution. Graduate Student Instructor (GSI) for Professor Cameron Anderson.

TEACHING INTERESTS

Organizational Behavior
Negotiations and Conflict Resolution
Power and Politics
Leadership

PROFESSIONAL EXPERIENCE

Minitab Inc., 2003 - 2004

Software Engineer

- Helped design new quality control management software

- Implemented designs in C++ code

PROFESSIONAL ACTIVITIES

Ad Hoc reviewer, Administrative Science Quarterly, Academy of Management
Member, Academy of Management, 2005 - present
Member, Society for Personality and Social Psychology, 2006 – present

MEDIA COVERAGE

[“Competence: Is your boss faking it?”](#) Time/CNN, February 11, 2009.

REFERENCES

Barry M. Staw

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Adam D. Galinsky

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