

ELIZABETH SEELEY HOWARD

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Academic Positions

New York University Stern School of Business, Adjunct Assistant Professor of Management and Organizations	2008-present
New York University Stern School of Business, Postdoctoral Fellow and Manager of the Behavioral Research Lab	2005-2008
Amherst College, Mellon Fellow, Visiting Assistant Professor of Psychology	2003-2005

Education

Ph.D., Northwestern University	2003
Major area: Social Psychology	
Dissertation: Positions of power: How self-construal, group size and perspective taking alter the use of power in disputes	
Dissertation Committee: Dr. Wendi Gardner, Dr. Leigh Thompson, Dr. Alice Eagly, Dr. Adam Galinsky	
M.A., Northwestern University	2001
Major area: Social Psychology	
Thesis: Practice makes perfect: The impact of chronic exertion on ability to self-control	
Thesis Committee: Dr. Wendi Gardner, Dr. Galen Bodenhausen	
B.A., Middlebury College	1996
Majors: History and Psychology	
Thesis: Precursors to modernity: The early growth of the discipline of psychology and the relative influence of Freud	
Thesis Advisors: Dr. Holly Allen, Dr. Susan Campbell	

Teaching

Teaching Interests

Negotiation and Conflict Resolution, Management & Organizations, Teams, Power & Politics

Collaboration, Conflict and Negotiation (MBA Students, NYU Stern)

- Rating achieved for “Overall Evaluation of the Instructor” (Summer 2017): 6.9 out of 7
- Rating achieved for “Overall Evaluation of the Course” (Summer 2016): 6.8 out of 7
- Representative Written Comments from 2016/7 classes:
 - “Great Class!”
 - “Very engaging and enthusiastic making the experience fun and motivating us to really learn the material.”
 - “Excellent course and well taught. Professor Howard did a great job.”

Negotiation and Consensus Building (Undergraduates, NYU Stern)

- Rating achieved for “Overall Evaluation of the Instructor” (Spring 2018): 7 out of 7
- Rating achieved for “Overall Evaluation of the Course” (Spring 2018): 6.9 out of 7
- Representative Written Comments from 2018:
 - “Amazing Professor”
 - “It was Brilliant”

Management & Organizations (Undergraduates, NYU Stern)

- Rating achieved for “Overall Evaluation of the Instructor” (Fall 2017): 6.8 out of 7
- Rating achieved for “Overall Evaluation of the Instructor” (Fall 2018): 4.9 out of 5 (New Rating Format)
- Rating achieved for “Overall Evaluation of the Course” (Fall 2017): 4.7 out of 5 (New Rating Format)
- Representative Written Comments from 2018:
 - “Professor Howard is a great teacher. She explains concepts extremely clearly and in a way students find relatable and can enjoy.”
 - “I found you very inspirational because you're such an engaging speaker.”

Leading People and Teams (Undergraduates, NYU Stern)

- Rating achieved for “Overall Evaluation of the Instructor”: (Fall 2012) 6.6 out of 7
- Rating achieved for “Overall Evaluation of the Course”: (Fall 2012) 6.5 out of 7
- Representative Written Comments from 2012:
 - “I think Professor Howard was a great instructor. She seemed eager to come to class everyday and teach, and was very passionate about the content.”
 - “Professor Howard was excellent, she made me very interested in this subject that I had never found interesting (or maybe even relevant) before.”

Psychology Courses Taught

Introductory Psychology (Amherst College)

Social Psychology (Amherst College)

- Teaching evaluations at Amherst were in written format. Representative examples include:
 - “*She was enthusiastic and that enthusiasm was contagious.*”
 - “*Ms. Seeley was a virtually impeccable lecturer.*”

Psychology of the Self (Northwestern)

Research

Research Interests

Organizational identity and the interpersonal self, negotiation and conflict resolution, self-regulation, power, group attachment and behavior

Publications

Gardner, W. L. & Seeley, E. A. (2001) Confucius, “jen” and the benevolent use of power: The interdependent self as a “psychological contract” preventing exploitation. In J.A. Bargh and A. Lee-Chai (Eds.), *The Use and Abuse of Power: Multiple Perspectives on the Causes of Corruption*. Cambridge, MA; Psychology Press.

Seeley, E. A., Gardner, W. L. (2003). The “selfless” and self-regulation: The role of chronic other-orientation in averting self-regulatory depletion. *Self & Identity*, 2, 103-117.

Seeley, E. A., Gardner, W. L., Pennington, G., & Gabriel, S. (2003). Circle of friends or members of a group?: Sex-differences in relational and collective group attachments. *Group Processes and Intergroup Relations*, 6, 251-263.

Seeley, E. A. & Gardner, W. L. (2006). Succeeding at self-control through a focus on others: The roles of social practice and accountability in self-regulation. In K. Vohs & E. Finkel (Eds.), *Intrapersonal Processes and Interpersonal Relationships: How They Relate*. Guilford Press.

Seeley Howard, E., Gardner, W. L., & Thompson, L. (2007). The role of the self-concept and social context in determining the behavior of power-holders: Self-construal in intergroup vs. dyadic dispute resolution negotiations. *Journal of Personality and Social Psychology*.

Invited Addresses

CUNY Baruch, Zicklin School of Business (December, 2007)

Lehigh, Department of Psychology (November, 2007). Self-Control in Negotiations: Self-regulation in distributive and integrative negotiation outcomes.

Yale, School of Management (February, 2007). Wielding power in disputes: How the self-concept and social context influence the use of power.

Dartmouth, Tuck School of Business (February, 2005). Does power corrupt?: Interdependent self-construal and group size moderate the use of power in a dispute resolution.

University of Connecticut (December, 2004). The benevolence of high-power interdependent negotiators: The role of perspective taking and the desire for harmonious interactions.

Harvard Business School (November, 2004). Does power corrupt?: Interdependent self-construal and group size moderate the use of power in a dispute resolution.

University of Massachusetts (November, 2004). The benevolence of high-power interdependent negotiators: The role of perspective taking and the desire for harmonious interactions.

Conference Presentations

Seeley Howard, E., Thompson, L., Blader, S. L., & Glenn, D. Self-Control in Negotiations: The importance of self-regulated interaction and the pitfalls of over-regulation and depletion. Society for Personality and Social Psychology Meeting, Albuquerque, New Mexico, February 9, 2008.

Seeley, E. A., Thompson, L., and Blader, S. The Self-Control Advantage in Negotiations. Academy of Management Conference, Atlanta, Georgia, August 15, 2006

Seeley, E. A., Thompson, L., & Gardner, W. L. Power and Exploitation in Groups: Effects of Self-construal and Group Size. Academy of Management Conference, Seattle, WA, August 8, 2003.

Seeley, E.A., Thompson, L. & Gardner, W.L. Interdependent self-construals moderate the benevolent use of power in group and dyadic disputes. Society for Personality and Social Psychology Meeting, Los Angeles, CA, February 8, 2003.

Seeley, E. A. Gardner, W. L. & Thompson, L. Interdependent self-construals increase the benevolent use of power in a dispute resolution. Academy of Management Conference, Denver, CO, August 12, 2002.

Seeley, E. A., Gardner, W.L. Self-control across cultures: Why some cultures may be better at self-control than others. Society for Personality and Social Psychology Meeting, Savannah, Georgia, February 1, 2002.

Seeley, E. A. Gardner, W. L. & Thompson, L. Does Power Corrupt? The interdependent self-construal as a potential moderator of negotiation processes. American Psychological Society, New Orleans, LA, June 9, 2002.

Gardner, W.L., Solomon, J., Seeley, E., Pennington, G., & Gabriel, S. Subjective well-being as a function of gender and relational versus collective interdependence. American Psychological Society Meeting, Toronto, Canada, June 15, 2001.

Seeley, E. A., Gardner, W.L. Practice Makes Perfect: High self-monitors show more self-regulatory strength than low self-monitors. American Psychological Society Meeting, Toronto, Canada, June 15, 2001.

Seeley, E.A., Gardner, W.L., & Dobbs, L.A. Changing Implicit Attitudes: The differential impact of elaboration and inhibition strategies. *Implicit Attitudes Session* Midwestern Psychological Association Meeting, Chicago, IL, May 4, 2001.

Seeley, E., Diekmann, A. & Gardner, W. Seeing the “sleeping attitude”: ERPs index attitude change in the sleeper effect paradigm. *Attitude Processes Session* Midwestern Psychological Association Meeting, Chicago, IL, May 5, 2000.

Pennington, G. L., Seeley, E. A., Gabriel, S., Gardner, W. L., & Ernst, J. When interdependence needs go unmet: Examining the differential consequences of relational versus collective interaction deprivation for men and women. Society for Personality and Social Psychology Meeting, Nashville, Tennessee, February 5, 2000.

Seeley, E.A., Pennington, G.L., Gabriel, S. & Gardner, W.L. Men & women in groups: Close relationships are predictive of group attachment for both genders, but men also stress the collective nature of their groups. Society for Personality and Social Psychology Meeting, Nashville, Tennessee, February 5, 2000.

Academic Honors and Awards

Mellon Foundation Award for supplementary funding, Amherst College	2003-2004
Dispute Resolution Research Center Grant, Kellogg School of Management, Northwestern University	2002
Culture, Language & Cognition Grant, Northwestern University	2002
National Science Foundation Fellowship, Honorable Mention	1999
Allen Edwards Fund, Student Award for Summer Research, Northwestern University	1999
University Fellowship, Northwestern University	1998-2001
College Scholar Award, Middlebury College	1993-1996

Academic Service and Affiliations

Leadership Development Program Coach	2012-2016
Ad Hoc Reviewer	2003-2008
European Journal of Social Psychology	

Basic and Applied Social Psychology
Group Processes and Intergroup Relations
International Negotiation Journal
Academy of Management Conference
Advisor to Prospective Graduate Students, Amherst College 2003-2004
Graduate Student Association Representative, Northwestern University 2001-2003
University of Chicago / Northwestern University Graduate Research Conference Organizer 1998-2001
Brown-bag Organizer, Northwestern University 1999-2001
Professional Affiliations
Academy of Management, Association for Psychological Science, Society for Personality and Social Psychology

Outside Interests

Mother of 4 children (ages 3, 6, 8, and 10 years), cooking, jogging, volunteering with children's schools