

Gavin J. Kilduff

Associate Professor of Management & Organizations
Stern School of Business
New York University

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EDUCATION

Haas School of Business, University of California, Berkeley
Ph.D., Business Administration

The Pennsylvania State University
B.S., Computer Science, minor in Statistics
with honors and with high distinction

RESEARCH INTERESTS

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

PUBLICATIONS

Fernandes, C. R., Yu, S., Howell, T. M., Wood Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75

Yu, S., & Kilduff, G. J. 2020. Knowing where others stand: Accuracy and performance effects of individuals' perceived status hierarchies. *Journal of Personality and Social Psychology*, 119, 159-184.

To, C., Kilduff, G. J., & Rosikiewicz, B. L. 2020. When interpersonal competition helps and when it harms: A review and integration via challenge and threat. *Academy of Management Annals*, 14, 849-875.

Kilduff, G. J. 2019. Interfirm relational rivalry: Implications for competitive strategy. *Academy of Management Review*, 44, 775-799.

To, C., Kilduff, G. J., Ordoñez, L., & Schweitzer, M. 2018. Going for it on fourth down: Rivalry increases risk-taking, physiological arousal, and promotion focus. *Academy of Management Journal*, 61, 1281-1306.

Pike, B., Kilduff, G. J., & Galinsky, A. D. 2018. The long shadow of rivalry: Rivalry motivates performance not just today but tomorrow. *Psychological Science*, 29, 804-813.

- Landis, B., Kilduff, M. J., Menges, J., & Kilduff, G. J. 2018. The paradox of agency: Feeling powerful reduces brokerage opportunity recognition yet increases willingness to broker. *Journal of Applied Psychology*, 103, 929-938.
- Kilduff, G. J., Galinsky, A. D. 2017. The spark that ignites: Mere exposure to rivals increases Machiavellianism and unethical behavior. *Journal of Experimental Social Psychology*, 69, 156-162.
- Kilduff, G. J., Galinsky, A. D., Gallo, E., & Reade, J. J. 2016. Whatever it takes to win: Rivalry increases unethical behavior. *Academy of Management Journal*, 59, 1508-1534.
- Kilduff, G. J., Willer, R., & Anderson, C. 2016. Hierarchy and its discontents: Status disagreement leads to withdrawal of contribution and lower group performance. *Organization Science*, 27, 373-390.
- Shirako, A., Kilduff, G. J., & Kray, L. J. 2015. Is there a place for sympathy in negotiation? Finding strength in weakness. *Organizational Behavior and Human Decision Processes*, 131, 95-109. (Note: the 1st and 2nd authors contributed equally to this work).
- Kilduff, G. J. 2014. Driven to win: Rivalry, motivation, and performance. *Social Psychological and Personality Science*, 5, 944-952.
- Galinsky, A. D., & Kilduff, G. J. 2013. Be seen as a leader: A simple exercise can boost your status and influence. *Harvard Business Review*, 91, 127-130.
- Kilduff, G. J., & Galinsky, A. D. 2013. From the ephemeral to the enduring: How approach-oriented mindsets lead to greater status. *Journal of Personality and Social Psychology*, 105, 816-831.
- Pierce, J. R., Kilduff, G. J., Galinsky, A. D., & Sivanathan, N. 2013. From glue to gasoline: How competition turns perspective-takers unethical. *Psychological Science*, 24, 1986-1994.
- Anderson, C., Willer, R., Kilduff, G. J., & Brown, C. E. 2012. The origins of deference: When do people prefer lower status? *Journal of Personality and Social Psychology*, 102, 1077-1088.
- Magee, J. C., Kilduff, G. J., & Heath, C. 2011. On the folly of principals' power: Managerial psychology as a cause of bad incentives. *Research in Organizational Behavior*, 31, 25-41.
- Kilduff, G. J., Elfenbein, H. A., & Staw, B. M. 2010. The psychology of rivalry: A relationally-dependent analysis of competition. *Academy of Management Journal*, 53, 943-969. *Finalist for the Academy of Management Journal Best Paper Award.*
- Anderson, C., & Kilduff, G. J. 2009. The pursuit of status in social groups. *Current Directions in Psychological Science*, 18, 295-298.
- 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.

CONFERENCE PRESENTATIONS

- Kilduff, G. J. Interfirm Relational Rivalry: Implications for Competitive Strategy. Paper presented at the 2018 annual meeting of the Academy of Management, Chicago, IL.
- Invited speaker at the AOM Professional Development Workshop "Using sport data to advance management theory," 2017 annual meeting of the Academy of Management, Atlanta, GA.
- Invited speaker at the AOM Professional Development Workshop "A stress management workshop for doctoral students," 2017 annual meeting of the Academy of Management, Atlanta, GA.
- Kilduff, G. J., Galinsky, A. D. The spark that ignites: Priming rivalry increases unethicality. Paper presented at the 2016 annual meeting of the Academy of Management, Anaheim, CA.
- Invited speaker at the AOM Professional Development Workshop "A stress management workshop for junior faculty," 2016 annual meeting of the Academy of Management, Anaheim, CA.
- Kilduff, G. J., Willer, R., & Anderson, C. Hierarchy and its discontents: Status disagreement leads to withdrawal of contribution and lower group performance. Paper presented at the 2016 annual meeting of INGRoup, the Interdisciplinary Network for Group Research, Helsinki, Finland.
- To, C., Kilduff, G. J., Ordoñez, L., & Schweitzer, M. 2016. Going for it on fourth down: Rivalry increases risk-taking, physiological arousal, and promotion focus. Paper presented at the 2016 annual meeting of the International Association for Conflict Management, New York, NY.
- Kilduff, G. J., To, C., & Ordoñez, L. 2015. Going for it on fourth down: The consequences of rivalry for risk-taking. Paper presented at the 2015 annual meeting of the Academy of Management, Vancouver, Canada.
- Kilduff, G. J., & Pettit, N. C. 2014. Rally around the rival: Inter-organizational rivalry promotes intra-organizational identification and commitment. Paper presented at the 20th annual Wharton OB Conference, Philadelphia, PA.
- Kilduff, G. J., & Pettit, N. C. 2014. Rally around the rival: Organizational rivalry promotes identification, commitment, and citizenship. Paper presented at the 2014 annual meeting of the Academy of Management, Philadelphia, PA.
- Invited speaker at the AOM Professional Development Workshop "The productivity process: Research tips and strategies from prolific junior faculty," 2014 annual meeting of the Academy of Management, Philadelphia, PA.
- Kilduff, G. J., & Galinsky, A. D. 2014. The butterfly effect of status. Paper presented at the 2014 annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Kilduff, G. J. 2014. Too similar and too familiar: Rivalry as a driver of unethical behavior. Paper presented at the 2014 annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Kilduff, G. J., & Thomas, J. P. 2013. The heat of battle: The influence of rivalry on competitive decision-making. Paper presented at the 2013 annual meeting of the Academy of Management, Orlando, FL.
- Invited speaker at the AOM Professional Development Workshop "The productivity process: Research tips and strategies from prolific junior faculty," 2013 annual meeting of the Academy of Management, Orlando, FL.

- Kilduff, G. J., Galinsky, A. D., Gallo, E., & Reade, J. J. 2013. Whatever it takes: Rivalry and unethical behavior. Paper presented at the 2013 annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Kilduff, G. J., Chen, M.-J., & Su, K.-H. 2012. Holding a grudge: Psycho-historical rivalry in competitive dynamics. Paper presented at the 2012 annual meeting of the Academy of Management, Boston, MA.
- Kilduff, G. J., & Galinsky, A. D. 2012. The butterfly effect of status. Paper presented at the 2012 annual meeting of the Academy of Management, Boston, MA.
- Kilduff, G. J., Galinsky, A. D., Gallo, E., & Reade, J. J. 2012. Whatever it takes: Rivalry and unethical behavior. Paper presented at the 2012 annual meeting of the International Association for Conflict Management, Stellenbosch, South Africa. *Runner-up for best empirical paper.*
- Kilduff, G. J., & Galinsky, A. D. 2012. The butterfly effect of status. Paper presented at the 2012 annual meeting of the International Association for Conflict Management, Stellenbosch, South Africa.
- Kilduff, G. J., & Galinsky, A. D. 2011. The butterfly effect of status. Paper presented at the 2011 annual meeting of the Society of Experimental Social Psychology, Washington, DC.
- Kilduff, G. J. 2011. The effects of rivalry on motivation and performance. Paper presented at the 2011 annual meeting of the Academy of Management, San Antonio, TX.
- Kilduff, G.J., Sivanathan, N., & Galinsky, A. D. 2010. Whatever it takes: The consequences of rivalry for unethical behavior. Paper presented at the 2010 annual meeting of the Academy of Management, Montreal, Canada.
- Kilduff, G. J., & Anderson, C. 2009. Status conflict: How disagreement over status affects group performance and group member behavior. Paper presented at the 2009 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 2008 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 2007 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 2006 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 2005 annual meeting of the Academy of Management, Honolulu, HI.

CHAired CONFERENCE SYMPOSIA

- Kilduff, G. J. 2010. The dark side of rivalry: Consequences for unethical, irrational, and antisocial behavior. Symposium presentation at the 70th annual meeting of the Academy of Management, Montreal, Canada.

Kilduff, G. J. (with C. Anderson). 2009. 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.

Kilduff, G. J. (with C. Anderson). 2006. Jockeying for position: The dynamics of status and power in social groups. Symposium at the 66th annual meeting of the Academy of Management, Atlanta, GA.

PROFESSIONAL ACTIVITIES

Editorial Review Board member at Academy of Management Journal

Editorial Review Board member at Administrative Science Quarterly

Editorial Review Board member at Organizational Behavior and Human Decision Processes

Ad hoc reviewer:

- Academy of Management Discoveries
- Academy of Management Review
- Administrative Science Quarterly
- American Sociological Review
- Journal of Applied Psychology
- Journal of Experimental Social Psychology
- Journal of Experimental Psychology: General
- Journal of Personality and Social Psychology
- Journal of Strategy and Management
- Management Science
- Organization Science
- Personality and Social Psychology Bulletin
- Perspectives on Psychological Science
- Psychological Bulletin
- Psychological Science
- Social Psychological and Personality Science
- National Science Foundation

Member, Academy of Management, 2005 – present

Member, Society for Personality and Social Psychology, 2006 – present

Member, Society of Experimental Social Psychology, 2011 – present

Member, International Association for Conflict Management, 2012 – present

SELECTED MEDIA COVERAGE

[“The Question Dividing U.S. Soccer Fans: Is It OK to Root for Mexico?”](#) The Wall Street Journal, June 26, 2018.

[“Rivalry: The good, the bad, and the ugly”](#) Entrepreneur.com, February 4, 2015.

[“3 ways to use rivalry to increase your business performance”](#) Entrepreneur.com, December 4, 2014.

[“The science of hate in college football”](#) The Wall Street Journal, November 27, 2014.

[“To run faster, get a rival”](#) Runner’s World, July 8, 2014.

[“Looks can be convincing: To get promoted, just appear competent”](#) Fast Company, October 21, 2013

[“Lance Armstrong’s confession and the psychology of the competitor”](#) TIME, January 17, 2013.

[“Do college rivalries go too far?”](#) USA Today, August 31, 2012.

[“Faster, higher, stronger!”](#) The Psychologist, July, 2012.

[“Enemy me on Facebook”](#) Boston Globe, February 26, 2012.

[“The double-edged sword of business rivalry”](#) The Globe and Mail, October 12, 2011.

[“86.74 is going to stand for a long time”](#) ESPN The Magazine, June 16, 2011.

[“Meeting your match: Feelings of rivalry can change our thoughts and behavior”](#) Scientific American Mind, October 28, 2010.

[“The psychology of social status”](#) Scientific American, December 8, 2009.

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

PROFESSIONAL EXPERIENCE

Minitab Inc., 2003 – 2004, Software Engineer