

Binyamin (Benny) Cooper

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Education

University of Florida

2020 Ph.D., Management

Bar-Ilan University

2014 M.A., Social-Organizational Psychology

Hebrew University of Jerusalem

2011 B.A., Psychology

Professional Experience

Carnegie Mellon University, Tepper School of Business

2020 – Present Post-Doctoral Research Fellow

[The Collaboration and Conflict Research Lab](#)

Tmurot TPS

2013 – 2015 Organizational Consultant

Research Interests

Workplace mistreatment, Honesty, Resilience, Interpersonal communication

Peer Reviewed Publications

- Forthcoming Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honest Behavior: Truth-Seeking, Belief-Speaking, and Fostering Understanding of the Truth in Others. *Academy of Management Annals*, 17(2).
- 2022 Cooper, B., Giordano, C. R., Erez, A., Foulk, T. A., Reed, H., & Berg, K. B. Trapped by A First Hypothesis: How Rudeness Leads to Anchoring. *Journal of Applied Psychology*, 107(3), 481-502. <http://doi.org/10.1037/apl0000914>

Articles Under Review

3rd round R&R Gale, J. P., Erez, A., Bamberger, P., Foulk, T. A., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. Rudeness and Team Performance: Adverse Effects Via Member Social Value Orientation and Coordinative Team Processes. *Journal of Applied Psychology*.

Working papers (available upon request)

Cooper, B., Bamberger, P., Jingqiu, C., Zhou, J., Huang, M., Erez, A., & Ackerman, R. The Impact of Workplace Injury on Return to Work and Post-Return Work Functioning: The Role of Metacognition and Emotion. Target: *Journal of Applied Psychology*.

Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Target: *Journal of Applied Psychology*.

Cooper, B., De Pater, I. E., Porath, C. L., Foulk, T. A., & Erez, A. The Cycle of Incivility: How Incivility Begets Incivility. Target: *Journal of Applied Psychology*.

Erez, A., Cooper, B., Gale, J. P., Rano, G., & Porath, C. L. Overconfidence and Task Conflict. Target: *Academy of Management Journal*.

Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Honesty vs. Benevolence in Difficult Conversations. Target: *Academy of Management Journal*.

Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. The Positive and Negative Consequences of Workplace Teasing. Target: *Academy of Management Journal*.

Fulham, N., Diabes, M. A., Cooper, B., & Cohen, T. R. Honesty in teams: Incorporating Honesty in After Action Reports. Target: *Organization Science*.

Gale, J. P., Foulk, T.A., Erez, A., Kim, R., Krishnan, S., & Cooper, B. Commutes as a Cause of Workplace Rudeness. Target: *Journal of Applied Psychology*.

Conference Presentations and Activities

2022 Krueger, K. L., Cooper, B. (Chairs), & Cohen, T. R. New Frontiers in Mentorship Research: Communicating Feedback and Advice. Symposium at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. The Importance of Honest and Benevolent Feedback in the Workplace. Presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

- 2022 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations: A Systematic Review and New Conceptual Framework. Presented at the Society for Business Ethics Annual Meeting, Seattle, WA.
- 2022 Krueger, K. L., Cooper, B., Fulham, N. & Weingart, L. R. Teasing in the Workplace. Presented at the 17th Annual Meeting of the Interdisciplinary Network for Group Research (INGROUP), Hamburg, Germany.
- 2022 Krueger, K. L., Cooper, B., Levine, E. E., & Cohen, T. R. Communicating Feedback Effectively: The Value of Being Both Honest and Kind. Presented at the 35th Annual Meeting of the International Association for Conflict Management, Ottawa, Canada.
- 2021 Discussant, in Harari, D. Making the Most of It: Being Successful in a Post-Doc and Beyond. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2021 Cooper, B., Cohen, T. R., Huppert, E., Levine, E. E., & Fleeson, W. Honesty in Organizations. Presented at the 81st Annual Meeting of the Academy of Management, Virtual Presentation.
- 2021 Cooper, B. & Huppert, E. (Chairs), Cohen, T. R., Effron, D. A., Levine, E. E., Minson, J. A., Schweitzer, M. E., & Schroeder, J. Roundtable Discussion: Rethinking Research on Honesty Using a New Conceptual Framework. Roundtable panel discussion at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Presentation.
- 2020 Erez, A., Bamberger, P., Cooper, B., Riskin, A., Schilpzand, P., & Vashdi, D. When Sticks in a Bundle Are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Pounds, T., Erez, A., & Cooper, B. Seeing in believing: The Effect of Rudeness on Perceptions of Negative Perpetrator Attributes. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2020 Gale, J., Erez, A., & Brownlee, A., & Cooper, B. The Worries that Could: How the Combination of Neuroticism and Problem Solving Improves Responses to Rudeness in a Customer Service Context. Presented at the 80th Annual Meeting of the Academy of Management, Virtual Presentation.
- 2019 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

- 2018 Cooper, B., De Pater, I., Foulk, T. A., & Erez, A. The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- 2018 Cooper, B., Pounds, T., Halevy, N., & Erez, A. An Organizational House of Cards: How Witnessing Rudeness Undermines Intergroup Cooperation. Presented at the 4th Annual Meeting of the Israel Organizational Behavior Conference, Tel-Aviv, Israel.
- 2017 Schilpzand, P. & Cooper, B. (Chairs). Workplace Incivility: New Frontiers and Research Directions. Symposium at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- 2017 Cooper, B., Pounds, T., Halevy, N., & Erez, A. Does Experiencing Rudeness Trigger Outgroup Hate? The Role of Rudeness as an Accelerator of Intergroup Conflict. Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- 2017 Pounds, T., Cooper, B., & Erez, E. Inducing Out-Group Hate: Rudeness and Intergroup Conflict. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 2016 Cooper, B., Berson, Y., & Erez, A. Not All Rude Behaviors are Alike: The Effects of Perspective Taking on the Rudeness-Aggression Link. Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- 2016 Cooper, B. Analyzing the Nature of Shard Team Leadership: Shifting Along Faultlines. Paper presented at the Teams Research Incubator, Atlanta, GA.
- 2015 Berson, Y. & Cooper, B. (Chairs). New Directions in Ethics-Focused Leadership Research: Behaviors, Transmitters, and Qualifiers. Symposium at the 75th Annual Meeting of the Academy of Management, Vancouver, B.C.

Honors and Awards

- 2019 Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
- 2018 Ph.D. Outstanding Teaching Award, Warrington College of Business
- 2015 Best Symposium Award (Nominated), 75th Annual Meeting of the Academy of Management, Vancouver, B.C.

Teaching Interests

Negotiation, Ethics and Honesty, Value-based Leadership, Interpersonal Communication, Strategic Human Resources, HR analytics, Advanced Research Methods

Courses

Carnegie Mellon University

TEP 70-311 Organizational Behavior, 4.60/5 (School avg. 4.27/5)

University of Florida

MAN 3401 Human Resource Management, 4.60/5 (Department avg. 4.26/5)

MAN 3240 Organizations: Structure and Behavior, 4.62/5 (Department avg. 4.33/5)

Invited Seminars and Workshops

Summer Workshop in Advanced Research Methods (SWARM), 5/5
Coller School of Management, Tel Aviv University, Israel

Professional and University Service

2016-2020 Research pool coordinator, Department of Management, University of Florida

2015-2020 Lab manager, Department of Management, University of Florida

Ad Hoc Reviewing

Journals

Organizational Behavior and Human Decision Processes, Journal of Business Ethics,
Personality and Psychology Bulletin

Grants

John Templeton Foundation (Honesty Project)

Professional Memberships

Academy of Management
International Association for Conflict Management
Interdisciplinary Network for Group Research