

# Binyamin Cooper

## Curriculum Vitae

Department of Management  
Warrington College of Business  
University of Florida

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### Education

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- 2020 (Expected) Ph.D. in Business Administration, University of Florida  
Dissertation: *Organizational First Aid: Exploring Workplace Remedies to Buffer Rudeness' Negative Outcomes*  
Amir Erez, PhD (Chair)
- 2014 M.A. in Social-Organizational Psychology,  
Bar-Ilan University, Israel  
Thesis: *Unethical Leadership: Validating a New Construct*  
Yair Berson, PhD (Chair)
- 2011 B.A. in Psychology, Hebrew University of Jerusalem, Israel

### Research Interests

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Rudeness, Cognition, Resilience, Negotiation

### Academic Positions

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- 2015-Present PhD student, Instructor, Research and Teaching Assistant  
University of Florida

### Refereed Journal Articles (Revision Requested)

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**Cooper, B.**, Giordano, C. R., Erez, A., Foulk, T. A., Reed, H., & Berg, K. (2019). Anchored to a Sinking Ship: How Rudeness Can Lead to Errors in Critical Decision-Making. Revise and Resubmit, *Journal of Applied Psychology*.

**Cooper, B.**, Pounds, T., Halevy, N., & Erez, A. (2019). Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Revise and Resubmit, *Nature: Human Behavior*.

### **Refereed Journal Articles (Under Review)**

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Erez, A., Bamberger, P., Foulk, T., **Cooper, B.**, Riskin, A., Schilpzand, P., & Vashdi, D. When Sticks in a Bundle are Breakable: Effects of Rudeness on Team Coordinative Processes and Performance. Manuscript Under Review, *Journal of Applied Psychology*.

### **Manuscripts in Preparation (Data Collection Completed)**

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**Cooper, B.**, De Pater, I., Foulk, T. A., & Erez, A. The Cycle of Incivility: How Incivility Begets Incivility. Manuscript in preparation for submission to *Journal of Applied Psychology*.

**Cooper, B.**, Berson, Y., Erez, A., & Woolum, A. (2019). The Silencing Effect of Incivility: an Investigation of Voice Suppression as a Mediator in the Spiral of Incivility. Manuscript in preparation for submission to *Journal of Applied Psychology*.

Gale, J., **Cooper, B.**, Erez, A., & Brownlee, A. The Worriers that Could: How Neurotic Problem-solvers better respond to Rudeness. Manuscript in preparation for submission to *Journal of Applied Psychology*.

Erez, A., **Cooper, B.**, & Porath, C. Overconfident and Rude: The Impact of Overconfidence on Subsequent Rude Behavior. Manuscript in preparation for submission to *Academy of Management Journal*.

Foulk, T., Erez, A., & **Cooper, B.** Rudeness on the Brain: Why Rudeness is So Pervasive, and How One Rude Event can have Long Lasting Effects. Manuscript in preparation for submission to *Academy of Management Journal*.

### **Research in Progress (Data in collection)**

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**Cooper, B.**, Erez, A., Gale, J., Mathews, C., & Green, J. Counteracting the Toxic Impact of Disruptive & Intimidating Behaviors on Nursing Staff. Data Collection in progress.

**Cooper, B.**, Bamberger, P., Jingqiu, C., Erez, A., & Ackerman, R. Exploring the Implications of Workplace Injuries in Real-Time: A Longitudinal Field Study. Data collection in progress.

**Cooper, B.**, Erez, A., Katz, Y., Gale, J., Guelmman, M., Escheto, L., & Zoidis, P. The Impact of Exposure to Rudeness on Technical Dexterity. Data collection in progress.

Riskin, A., Bamberger, P., Erez, A., **Cooper, B.**, Riskin-Guez, K., Riskin, Y., Sela, R., Ackerman, R. Ziv, A., Pessach-Gelblum, L., & Bamberger, E. The Consequences of Medical Hubris: Exploring the Outcomes of Medical Team Overconfidence. Data collection in progress.

### **Refereed Journal Articles (Published) – Non-Management**

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Riskin, A., Bamberger, P., Erez, A., Riskin-Guez, K., Riskin, Y., Sela, R., Foulk, T., **Cooper, B.**, Ziv, A., Pessach-Gelblum, L., & Bamberger, E. (2019). Expressions of Gratitude and Medical Team Performance. *Pediatrics*.

In Media: [Reuters](#), [metro.us](#), [channelnewsasia](#)

Riskin, A., Bamberger, P., Erez, A., Foulk, T. A., **Cooper, B.**, Peterfreund, I., Sheps, J., Wilhelm-Kafil, M., Riskin, Y., Riskin-Guez, K., & Bamberger, E. (2019). Incivility and Patient Safety: A Longitudinal Study of Rudeness, Protocol Compliance and Adverse Events. *The Joint Commission Journal on Quality and Patient Safety*.

In Media: [AHRQ PSNet](#)

### **Chaired Conference Sessions**

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Schilpzand, P., & **Cooper, B.** (Chairs). *Workplace Incivility: New Frontiers and Research Directions*. Symposium at the 77<sup>th</sup> Annual Meeting of the Academy of Management (2017), Atlanta, GA.

Berson, Y., & **Cooper, B.** (Chairs). *New Directions in Ethics-Focused Leadership Research: Behaviors, Transmitters, and Qualifiers*. Symposium at the 75<sup>th</sup> Annual Meeting of the Academy of Management (2015), Vancouver, B.C.

### **Refereed and Invited Conference Presentations**

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**Cooper, B.**, Pounds, T., Halevy, N., & Erez, A. (2019, August). Incivility Divides and Hurts: Exposure to Brief Incidental Rudeness Boosts Intergroup Discrimination. Presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.

Avesar, M., Erez, A., Essakow, J., Young, C., **Cooper, B.**, Klein, M., Akan, D., Chang, T., & Rake, A. (2019, February). The Effect of Rudeness on Challenging Diagnostic Error: A Randomized Controlled Simulation Trial. Presented at the 48<sup>th</sup> Annual Congress of the Society of Critical Care Medicine (SCCM), San Diego, CA.

**Cooper, B.**, De Pater, I., Foulk, T., & Erez, A. (2018, August). The Lose-Lose Scenario: Negative Consequences of Instigated Incivility. Presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Riskin, A., Erez, A., Riskin-Guez, K., Sela, R., Riskin, Y., Foulk, T., **Cooper, B.**, Ziv, A., Pessach-Gelblum, L., & Bamberger, P. (2018, May). Expressions of gratitude and NICU teams' performance. Presented at the Pediatric Academic Societies Meeting (PAS), Toronto, Canada.

**Cooper, B.**, Pounds, T., Halevy, N., & Erez, A. (2018, January). An Organizational House of Cards: How Witnessing Rudeness Undermines Intergroup Cooperation. Presented at the 4<sup>th</sup> Annual Meeting of the Israel Organizational Behavior Conference, Tel-Aviv, Israel.

**Cooper, B.**, Pounds, T., Halevy, N., & Erez, A. (2017, August). Does Experiencing Rudeness Trigger Outgroup Hate? The Role of Rudeness as an Accelerator of Intergroup Conflict. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

Pounds, T., **Cooper, B.**, & Erez, E. (2017, April). Inducing Out-Group Hate: Rudeness and Intergroup Conflict. Presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Cooper, B.**, Berson, Y., & Erez, A. (2016, August). Not All Rude Behaviors are Alike: The Effects of Perspective Taking on the Rudeness-Aggression Link. Presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.

**Cooper, B.** (2016, January). *Analyzing the nature of Shard Team Leadership: Shifting along Faultlines*. Paper presented at the Teams Research Incubator, Atlanta, GA.

## **Teaching Experience**

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### University of Florida

MAN 3401 **Human Resource Management** (Instructor, Fall 2018)

*Teacher Rating 4.60/5; Department avg. 4.26/5*

MAN 3240 **Organizations: Structure and Behavior** (Instructor, Fall 2017)

*Teacher Rating 4.62/5; Department avg. 4.33/5*

#### *Teaching Assistant Roles*

MAN 5245 **Organizational Behavior**

Graduate level class, Spring 2020

Lecturer: Alex Settles, PhD

SWARM **Summer Workshops in Advanced Research Methods** (SWARM)

2019 Ph.D. and Junior Faculty workshop, June 2019

Lecturer: Mo Wang, PhD, Topic: Mplus

*Teaching Assistant Rating 5/5*

MAN 7108 **Seminar on Research Methods**

Ph.D. seminar, Fall 2018

Lecturer: Mo Wang, PhD

MAN 5245/6 **Organizational Behavior**

Graduate level class, Fall 2015 through Spring 2020

Lecturer: Amir Erez, PhD

#### *Invited Lectures*

MAN 3240 **Organizations: Structure and Behavior** (Spring 2019)

Topic: Negotiation

MAN 3240 **Organizations: Structure and Behavior** (Fall 2018)

Topic: Negotiation

MAN 5246 **Organizational Behavior** (MBA class, Summer 2018)

Lecturer: Ariane Froidevaux, PhD

Topic: Negotiation

MAN 3240 **Organizations: Structure and Behavior** (Spring 2018)

Topic: Negotiation

Psychology - **Gators Applied** (Undergraduate Student Club, Fall, 2017)  
I/O Club      Topic: Pursuing an Academic Career

**Bar-Ilan University**

60-209-01    **Introduction to Social Psychology**  
Teaching Assistant, Undergraduate course (Fall 2012 through Spring 2015)  
Lecturer: Yair Berson, PhD

**Award, Honors & Grants**

- Winner, *Best Poster in Medical Education* category and *Best Poster in All Categories*, Saban Research Institute 24th Annual Poster Session for Training, Education, Career Planning, & Development (TECPAD; 2019), Children’s Hospital Los Angeles (CHLA), CA
- 2019 Behavioral Data Collection Support Funds (\$2,000), Warrington College of Business, University of Florida
- Ph.D. Outstanding Teaching Award, Warrington College of Business (Fall 2018)
- Nominated for the Best Symposium Award by the OB division, 75<sup>th</sup> Annual Meeting of the Academy of Management (2015), Vancouver, B.C.

**Professional Service**

Ad Hoc Reviewer, Academy of Management Annual Meeting (2017-present)

**University Service**

Research pool coordinator, Department of Management, University of Florida (2016-present)  
Lab manager, Department of Management, University of Florida (2015-present)

**Professional Experience**

2013-15                      Organizational Consultant,  
                                    Tmurot TPS,  
                                    Petah Tikva, Israel

## References

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