JULIA A. MINSON

Harvard Kennedy School, Harvard University
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RESEARCH INTERESTS

Conflict Management and Negotiations; Judgment and Decision Making; Groups and Teams

EDUCATION

Ph.D. Social Psychology, *Stanford University* 2009

B.A. Psychology, *magna cum laude*, *Harvard University* 1999

EMPLOYMENT

Harvard Kennedy School, Harvard University 2019 – Present
Associate Professor of Public Policy, Management Leadership and Decision Science Area

Harvard Kennedy School, Harvard University 2013 – 2019
Assistant Professor of Public Policy, Management Leadership and Decision Science Area

The Wharton School, University of Pennsylvania 2009 – 2013
Adjunct Lecturer; Post-doctoral researcher

Interdisciplinary Center, Herzliya, Israel 2010-2012 – Summer
Visiting Professor

ACADEMIC PUBLICATIONS ** -- *supervisee*

- Reschke, B. P., **Minson, J. A.,** Bowles, H. R., de Vaan, M., & Srivastava S. B. (2025). Friends on the other side: Receptiveness to opposing views predicts the political heterogeneity of social networks. *Personality and Social Psychology Bulletin, accepted.*

- Voelkel, J.G., Stagnaro, M.N., Chu, J., [and 80+ others, including **Minson, J.A.**] (2024). Megastudy identifying effective interventions to strengthen Americans' democratic attitudes. *Science, accepted.*
    - J. A. Minson co-authored the #1 and #9 placing interventions reducing partisan animosity.
- ** Tulan, D., ** Dorison, C. A., Gibbs, N., **Minson, J. A.** (2024). Can conversational receptiveness build trust in the media? *Policy Insights from Behavioral and Brain Sciences, 11(2), 181-189.*
- **Hagmann, D., **Minson, J. A.,** & Tinsley, C. H. (2024). Personal Narratives Build Trust in Ideological Conflict. *Journal of Applied Psychology, 109(11), 1693–1715.*
- **Collins, H. K., **Minson, J. A.,** **Kristal, A., Wood Brooks, A. (2024). Conveying and detecting listening during live conversation. *Journal of Experimental Psychology: General, 153*(2), 473–494.
- **Minson, J. A.,** Bendersky, C., de Dreu, C., Halperin, E., & Schroeder, J. (2023). Experimental studies of conflict: Challenges, solutions, and advice to junior scholars. *Organizational Behavior and Human Decision Processes*, *177*, 104257.
- **Moore, M., **Dorison, C. A., & **Minson, J. A.** (2023). The contingent reputational benefits of selective exposure to information. *Journal of Experimental Psychology: General, 152*(12), 3490–3525.
- **Levin, J. M., Bukowski, L. A., **Minson, J. A.**, & Kahn, J. M. (2023). The political polarization of COVID-19 treatments among physicians and laypeople in the United States. *Proceedings of the National Academy of Sciences*, *120*(7), e2216179120.
- **Minson, J. A.** & **Dorison, C. (2022). Why is exposure to opposing views aversive? Reconciling three theoretical perspectives. *Current Opinion in Psychology,* 101435.
- **Collins, H. K., **Dorison, C. A., Gino, F. & **Minson, J. A.** (2022) Underestimating Counterparts' Learning Goals Impairs Conflictual Conversations. *Psychological Science, 33*(10), 1732-1752.
- **Dorison, C. & **Minson, J. A.** [1] (2022). You can't handle the truth! Conflict counterparts over-estimate each other's feelings of self-threat. *Organizational Behavior and Human Decision Processes, 170*, 104-147.

[1] Dorison and Minson contributed equally to this work.

- **Minson, J. A.** & **Dorison, C. (2022). Toward a psychology of attitude conflict. *Current Opinion in Psychology, 43*, 182-188.

- **Minson, J. A.** & Chen, F. S. (2022). Receptiveness to Opposing Views: Conceptualization and Integrative Review. *Personality and Social Psychology Review, 93(2),* 93-111.

- ** Jeong, M., **Minson, J. A.,** & Gino, F. (2021). Psychological shortcomings to optimal negotiation behavior: Intrapersonal and interpersonal challenges. *Handbook of Basic Principles (3rd Edition).* Edited by Paul A.M. Van Lange, E. Tory Higgins & Arie W. Kruglanski. New York : The Guilford Press, 2020, 3rd ed., Ch. 27

- **Minson, J. A.** & **Umphres, C. (2020). Confidence in context: Perceived accuracy of quantitative estimates decreases with repeated trials. *Psychological Science, 31*(8), 927-943.

- **Yeomans, M., **Minson, J. A.**, **Collins, H., Chen, F. & Gino, F. (2020). Conversational Receptiveness: Expressing engagement with opposing views. *Organizational Behavior and Human Decision Processes, 160,*131-148.

- **Jeong, M., **Minson, J. A.,** & Gino, F. (2020). In high offers I trust: The effect of first offer value on economically vulnerable behaviors. *Psychological Science, 31,* 644–653.

- **Minson, J. A.,** Chen, F. S. & Tinsley, C. H. (2020). Why won't you listen to me? Measuring receptiveness to opposing views. *Management Science, 66,* 3069-3094.

- **Yeomans, M., Huang, K., Brooks, A.W., **Minson, J. A.** & Gino, F. (2019). It helps to ask: The cumulative benefits of asking follow-up questions. *Journal of Personality and Social Psychology, 117,* 1139–1144.

- **Dorison, C., Minson, J. **A.,** Rogers, T. (2019). Selective exposure partly relies on faulty affective forecasts. *Cognition, 188*, 98-107.

- **Logg, J., **Minson, J. A.** & Moore, D. A. (2019). Algorithm Appreciation: People prefer algorithmic to human judgment. *Organizational Behavior and Human Decision Processes, 151,* 90-103.

- **Jeong, M., **Minson, J. A.,** **Yeomans, M. & Gino, F. (2019). Communicating with warmth in distributive negotiations is surprisingly counterproductive. *Management Science, 65, 5813-5837.*

- **Minson, J. A.,** Van Epps, E., Yip, J., & Schweitzer, M. (2018). Eliciting the truth, the whole truth, and nothing but the truth: The effect of question type on deception. *Organizational Behavior and Human Decision Processes, 147*, 76-93.

- **Minson, J. A.,** Mueller, J. S., & Larrick, R. P. (2018). The contingent wisdom of dyads: When discussion enhances vs. undermines the accuracy of collaborative judgments. *Management Science, 64,* 4177-4192.

- Huang, K., **Yeomans, M., Brooks, A.W., **Minson, J. A.** & Gino, F. (2017). It doesn't hurt to ask: Question-asking increases liking. *Journal of Personality and Social Psychology, 113,* 430-452.

- Milkman, K.L., **Minson, J. A.** & Volpp K.G.M. (2014). Holding the Hunger Games hostage at the gym: An evaluation of temptation bundling. *Management Science, 60(2),* 283-299.

- Chen, F.S., **Minson, J.A.,** Schöne, M., & Heinrichs, M. (2013). In the eye of the beholder: Eye contact increases resistance to persuasion. *Psychological Science, 24,* 2254-2261.2

- **Minson, J. A.,** & Mueller, J. S. (2013). Groups weight outside information less than individuals do, although they shouldn't: Response to Shultze, Mojzisch, and Schulz-Hardt (2013). *Psychological Science, 24*(7) 1373–1374.

- Bucchianeri, G. W. & **Minson, J. A.** (2013). A homeowner's dilemma: Anchoring in residential real estate transactions. *Journal of Economic Behavior and Organization*, *89*, 76-92.

- Liberman, V., **Minson, J. A.**, Bryan, C. J. & Ross, L. (2012). Naïve realism and capturing the "wisdom of dyads." *Journal of Experimental Social Psychology, 48*, 507-512.

- **Minson, J. A.** & Monin, B. (2012). Do-gooder derogation: Disparaging morally motivated minorities to defuse anticipated reproach. *Social and Psychological and Personality Science, 3,* 200-207.

- **Minson, J. A.,** & Mueller, J. S. (2012). The cost of collaboration: Why joint decision making exacerbates rejection of outside information. *Psychological Science, 3,* 219-224.

- **Minson, J. A**., Liberman, V., & Ross, L. (2011). Two to tango: The effect of collaboration and disagreement on dyadic judgment. *Personality and Social Psychology Bulletin, 37,* 1325–1338.

- Jacobson, J., Dobbs-Marsh, J., Liberman, V., & **Minson, J. A.** (2011). Predicting civil jury verdicts: How attorneys use (and mis-use) a second opinion. *Journal of Empirical Legal Studies, 8,* 99-119.

- Chen, F. S., **Minson, J. A.** & Tormala, Z. L. (2010). Tell me more: effects of expressed interest on receptiveness during dialog. *Journal of Experimental Social Psychology, 46*, 850-853.[3]

UNDER REVIEW AND WORKING PAPERS ** -- *supervisee*

- Collins, H. K. & Minson, J. A. (2025). Expressing Learning Goals: A conflict want-should

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2 Chen and Minson contributed equally to the work.

3 Chen & Minson contributed equally to the work.

conflict. *Management Science, under review.*

- **Minson, J. A.**, **Hagmann, D., & **Luo, K. (2025). Beyond persuasion: Improving conversational quality around high-stakes interpersonal disagreements. *Journal of Experimental Psychology: General, invited for resubmission.*

- **Dorison, C. A., **DeWees, B. R., & **Minson, J.A.** (2025). Beyond accuracy: Independent judgment aggregation triggers negative interpersonal evaluations. *Organizational Science, under review.*

- **Minson, J. A.,** Erlich, A., Gans-Morse, J. & **Higgins, C. [and 20+ others] (2025). Fighting information avoidance in the field: A "mega-study" conducted in wartime Russia. *Working paper.*

- Yeomans, M. K., Huang, K., Jeong, M., Collins, H. K., **Minson, J. A.,** Brooks, A. W., Kennedy, M. (2025). Using an inquiry into data integrity to improve future research in behavioral science. *Working paper.*

- **Jeong, M., **Minson, J. A.**, & Soll, J. (2025). The Thrill of Intuition: Expectations of enjoyment increase adoption of intuitive choice strategies. *Working paper.*

- **Minson, J. A.**, & Tinsley, C. H. (2025). Receptiveness and persuasion. *Working paper.*

- **Logg, J. L., Berg, L. & **Minson, J. A.** (2025). Everybody argues and nobody loses: Overestimation of success as a driver of debate. *Working paper.*

- **Minson, J. A.** & Chen, F. S. (2025). Eating with the enemy: Receptive mindsets in conflictual dialogue. *Working paper.*

- **Minson, J. A.,** Kupor, D. M., & **DeWees, B. R. (2025). Trying again is overrated: Reconsidering quantitative estimates does not improve accuracy, but people think it does. *Working paper.*

BOOK

- **Minson, J. A.** (2025). *How to Disagree Better: Small Acts of Receptiveness that Make a Big Impact.* New York, NY: Penguin Random House.

PROJECTS IN PROGRESS

- Barriers to communicating learning goals in cross-partisan conflict. With Hanne Collins.

- People underestimate the pleasure of counter-arguing for self and others. With Sarah Chen.

- Under-estimating the complexity of outpartisans' policy attitudes. With Max Spohn & Charles Dorison.
- A conceptual model of the reputational consequences of engagement with opposing views. With Molly Moore.

PUBLICATIONS IN PROFESSIONAL OUTLETS

- **Minson, J. A.,** Yeomans, M., & Collins, H. K. A Smarter Way to Disagree To promote constructive disagreements, coach people to choose their words carefully. *Harvard Business Review,* September – October, 2025.
- **Minson, J. A.** & Gino. F. Managing a polarized workforce. *Harvard Business Review*, March-April, 2022.
- Jeong, M., **Minson, J. A.,** Yeomans, M. & Gino, F. Being nice in a negotiation can backfire. *Harvard Business Review, Negotiations section*, September 6, 2019.
- DeWees, B. R. & **Minson, J. A.** The Right Way to Use the Wisdom of Crowds. *Harvard Business Review, Decision Making Section.* December 20, 2018.
- Logg, J. M., **Minson, J.A.**, & Moore, D.A. Do People Trust Algorithms More Than Companies Realize? *Harvard Business Review, Technology Section.* October 26, 2018.

TEACHING MATERIALS

- **Minson, J.** A. & Collins, H. K. i-Tutor: Fostering constructive disagreement skills in the workplace. Simulation in preparation for Harvard Kennedy School Case Program.
- Joshi, P. & **Minson, J. A.** Shimla City High School & Camp Sunshine: Negotiating Over Limited Resources. Harvard Kennedy School Case 2293.0.
- Gino, F., **Minson, J. A.** Braver Angels: A Grassroots Effort to Depolarize American Politics. Harvard Business School Case 9-920-054.
- **Minson, J. A.** Be reasonable, see it my way! Harvard Kennedy School Case 2148.2.

PRESS ARTICLES

- **Minson, J. A.** To have better disagreements, change your words – here are 4 ways to make your counterpart feel heard and keep the conversation going. *The Conversation,* May 31, 2023.
- **Minson, J. A.** How I Am Using Psychology to Persuade Russians of the Truth About Ukraine. *TIME*, April 20, 2022.
- **Minson, J. A.** How to reach a Russian (or American) lost in a sea of disinformation. *Boston Globe,* March 15, 2022.
- Gino, F., **Minson, J. A.,** Yeomans, M. The right way to talk across divides. *Scientific American,* April 21, 2020.
- **Minson, J. A.** How we can combat coronavirus and political division at the same time. *CNN Opinion,* March, 26, 2020.
- **Minson, J. A.,** Dorison, C. & Rogers, T. What Bernie Sanders and Ted Cruz Supporters Have in Common. *CNN Opinion*, November 14, 2019.

SELECTED PRESENTATIONS

Refereed Conference Presentations

- Academy of Management (2011, 2017, 2018, 2019, 2022)
- Association for Consumer Research (2012)
- Association for Psychological Science Conference (2008, 2009, 2011)
- Behavioral Decision Research in Management (2016, 2018, 2024)
- Behavioral Science and Health Symposium (2022)
- Bridging Divides and Strengthening Democracy Conference (2022)
- Decision Making for a Social World web conference (2011)
- International Association for Conflict Management (2018, 2019, 2020, 2021)
- Society for Consumer Psychology (2023)
- Society for Judgment and Decision-Making, (2010, 2013, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Society for Personality and Social Psychology (2008, 2012, 2015, 2019, 2020, 2023)
- Society for Personality and Social Psychology, invited pre-conference speaker (2020, 2023)
- Behavioral Decision Making in Management (2010)

University Presentations and Others

- Boston University, Questrom School of Business (April 2018)
- Brown University, Cognitive, Linguistic & Psychological Sciences (February, 2022)
- Columbia University, Columbia Business School (October 2019)
- Cornell University, Johnson School of Business, February 2019
- Data Colada Seminar (June 2020)
- Dartmouth College, Tuck School of Business (December 2019, May 2019)
- Duke University, Fuqua School of Business (March 2016)
- Duke University, The Fuqua School of Business (May 2011)
- Fordham University, Graduate School of Business (February 2012)
- Georgetown University, McDonough School of Business (March 2017)
- Harvard University, Behavioral Insights Group (March 2015, July 2020)
- Harvard University, Department of Psychology (March 2013)
- Harvard Univeristy, Department of Psychology (October 2016, November 2022)
- Harvard University, Harvard Kennedy School (December 2012)
- Navy Strategic Command Distinguished Speaker Series (March 2016)
- Navy Strategic Studies Group (November 2015)
- Northwestern University, Kellogg School of Management (January 2013, March 2023)
- Stanford University, Graduate School of Business (January 2022)
- University of California, Berkeley, Political Science (November 2021)
- University of California, Berkeley, Haas School of Business (October 2012)
- University of California, Los Angeles, Anderson School of Management (January 2014, November 2020)
- University of California San Diego, Rady School of Management (March 2012)
- University of Chicago, Booth School of Business (January 2020)
- University of Colorado, Boulder, Leeds School of Business (February 2011)
- University of Massachusetts, Amherst, Department of Psychology (February 2020)
- University of Pennsylvania, Decision Processes Colloquium (February 2017)
- University of Pennsylvania, The Wharton School (April, 2011)
- Yale University, School of Management (March 2011, September 2011, December 2021, February 2024)

- AACSB Deans' Conference (February, 2025)
- Wake Forest University School of Law (February, 2025)
- Ohio State University (March, 2025)

TEACHING EXPERIENCE

Harvard University, Harvard Kennedy School

- MLD 220: Fundamentals of Negotiations Analysis and Practice (MPP Core)
- MLD 224: Behavioral Science of Negotiations (Elective)
- MLD: 257: Why won't you listen to me? Understanding people, conflict, and people in conflict (Elective)
- Recipient of Dean's Award for Teaching Excellence 2014-2024

Harvard University, Harvard Kennedy School, Executive Education

- Team Decision Making (I & II)
- Negotiations Fundamentals
- Bounded Rationality
- Communication in conflict

University of Pennsylvania, The Wharton School

- OPIM 291: Negotiations
- OPIM 691: Negotiations

Interdisciplinary Center, Herzliya, Israel

- *From Adversaries to Partners: Resources and Barriers in Collaboration*

Stanford University, Department of Psychology

- Obtaining Funding for Graduate School, graduate workshop series, Spring 2008
- Teaching Assistant for Introduction to Statistical Methods, Winter 2007, Fall 2007
- Co-instructor for Introduction to Social Psychology, Summer 2006
- Teaching Assistant for Introduction to Social Psychology, Spring 2006, Spring 2008
- Teaching Assistant for Psychology One Initiative, Fall 2005, Winter 2005

RESEARCH FUNDING

- Stanford Strengthening Democracy Challenge (**Julia Minson** & Christopher Higgins) – support for a scalable online intervention to increase cross-partisan communication.

- The Center for the Science of Moral Understanding, University of North Carolina (**Julia Minson**, Juliana Schroeder, Michael Yeomans) – support for research on the use of conversational receptiveness to build dialogue across divides.

- Doris Duke Foundation (**Julia Minson**) – support for research on conversational receptiveness and vaccine hesitancy.

- Rita Allen Foundation (**Julia Minson**) – support for research on conversational receptiveness and vaccine hesitancy.

- Radcliffe Exploratory Seminar, Harvard University (**Julia Minson** and Frances Chen) – support for an interdisciplinary workshop hosted at Radcliffe to design interventions to increase receptiveness to opposing views.

- Foundations of Human Behavior Initiative, Harvard University (**Julia Minson** and Jennifer Logg) – support for research on overconfidence in arguing.

- Program on Negotiation, Harvard University (**Julia Minson**) – support for research on role of emotion in receptiveness to opposing views.

- Foundations of Human Behavior Initiative, Harvard University (**Julia Minson** and Frances Chen) – support for research on receptiveness to opposing views.

- Foundations of Human Behavior Initiative, Harvard University (**Julia Minson**, Katherine Milkman, Dana Born, and Celia Gaertig) – support for research on decision-making effects of firearms use.

- Binational Science Foundation (Lee Ross and Varda Liberman, PIs) – three-year support for research on dyadic decision-making and conflict resolution.

- Norman Anderson Research Fellowship, Stanford University (**Julia Minson** and Frances Chen) – support for research on receptiveness in hostile dialogue.

- Graduate Research Opportunity Grant, Stanford University (**Julia Minson** and Frances Chen) – support for research on receptiveness in hostile dialogue.

- Stanford Center for International Conflict and Negotiation Fellowship (**Julia Minson**) – support for research on conflict and disagreement**.**

PROFESSIONAL AND SERVICE ACTIVITIES

- Managing Guest Editor, Organizational Behavior and Human Decision Processes, Special Issue on Experimental Studies of Conflict, 2020 – 2021

- Harvard Kennedy School Leadership Influence and Decision Making seminar series – organizer 2017 – 2023
- Program on Negotiation Research Lab – co-founder and organizer 2015 – 2022
- Conference Committee Chair, Society for Judgment and Decision Making, 2020
- Faculty Advisor, Harvard Decision Sciences Laboratory 2015 – 2020
- Behavioral Decision Research in Management 2018 – conference organizing committee
- Women in Judgment and Decision Making organizing committee, 2016 – 2018
- Society for Experimental Social Psychology 2017 – conference organizing committee
- Editorial board member:
  - *Organizational Behavior and Human Decision Processes*
  - *International Public Management Journal*

- Ad hoc reviewer:
  - *Academy of Management*
  - *Cognition*
  - *Econometrica*
  - *Israeli Science Foundation*
  - *Journal of Experimental Psychology: General*
  - *Journal of Experimental Social Psychology*
  - *Management Science*
  - *National Science Foundation*
  - *Organizational Behavior and Human Decision Processes*
  - *Personality and Social Psychology Bulletin*
  - *Proceedings of the National Academy of Sciences*

- *Psychological Science*
- *Science*
- *Social Psychological and Personality Science*
- *Society for Judgment and Decision Making*

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society for Judgment and Decision Making
- American Psychological Association
- Society for Personality and Social Psychology