

Dan Feiler, Ph.D.

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CURRENT ACADEMIC APPOINTMENT

Dartmouth College, Tuck School of Business

- 2018 - present, Associate Professor (pre-tenure), Paul E. Raether T'73 Faculty Fellow
- 2014 - 2018, Assistant Professor

PREVIOUS APPOINTMENT

Dartmouth College, Tuck School of Business

- 2012 - 2014, Post-doctoral fellow, Visiting Assistant Professor

EDUCATION

Duke University, Fuqua School of Business

Ph.D. in Management & Organizations (2012)
(Advisor: Rick Larrick)

Carnegie Mellon University

B.S. with highest honors in both Economics and Decision Science (2007)
University award for highest achievement in major

EXPERTISE

Behavioral science, Managerial decision making, Judgment and forecasting, Behavioral decision theory, Negotiations, Cognition, Organizational behavior, Motivation, Behavioral operations management

PAPERS AND PUBLICATIONS

- Lewis, Feiler, & Adner. (2021) The Worst-First Heuristic: How Decision-Makers Manage Conjunctive Risk. *Management Science*, Accepted.
- Feiler* & Müller-Trede*. (2021) The One that Got Away: Overestimation of Foregone Alternatives as a Hidden Source of Regret. *Psychological Science*, Forthcoming.
- Feiler* & Tong*. (2021) From Noise to Bias: Overconfidence in New Product Forecasting. *Management Science*, Forthcoming.
- Sah & Feiler. (2020) Conflict of Interest Disclosure with High-Quality Advice: The Disclosure Penalty and the Altruistic Signal. *Psychology, Public Policy, and Law*, 26(1), 88-104.
- Adner* & Feiler.* (2019) Innovation Interdependence and Investment Choices: An Experimental Approach to Decision Making in Ecosystems. *Organization Science*, 30(1), 1-17.
- Tong*, Feiler*, & Ivantsova. (2018) Good Choice, Bad Judgment: How Choice Under Uncertainty Generates Overoptimism. *Psychological Science*, 29(2), 254-265.
Media coverage in *Forbes* (x2).
- Tong*, Feiler*, & Larrick. (2018) A Behavioral Remedy for the Censorship Bias. *Production and Operations Management*, 27(4), 624-643.
- Tong* & Feiler*. (2017) A Behavioral Model of Forecasting: Naive Statistics on Mental Samples. *Management Science*, 63(11), 3609-3627.
- Larrick & Feiler. (2016) Expertise in decision making. In G. Wu (Ed.), *Blackwell Handbook of Judgment and Decision Making*.
- Feiler & Kleinbaum. (2015) Popularity, Similarity, and the Network Extraversion Bias. *Psychological Science*, 26(5), 593-603.
Media coverage in the *Wall Street Journal*, *Fast Company*, *Huffington Post*, and *New York Magazine*, among others.
- Feiler*, Tong*, & Larrick. (2013) Biased Judgment in Censored Environments. *Management Science*, 59(3), 573-591.

- Feiler, Tost, & Grant. (2012) Mixed Reasons, Missed Givings: The Costs of Blending Egoistic and Altruistic Reasons in Donation Requests. *Journal of Experimental Social Psychology*, 48, 1322-1328.

* denotes equal authorship

WORKING PAPERS AND WORK IN-PROGRESS

- Hagmann & Feiler. The Agent-Selection Dilemma in Distributive Bargaining. Working paper, Under revision for resubmission to *Management Science*.
- Dannals*, Feiler*, & Kleinbaum. The Role of Network Centrality in the Perception of Social Norms. Working paper, Under revision. Targeting *Organization Science*.
- Feiler & Dannals. Gerrymandering Attributes as a Form of Psychological Influence. In progress. Six experiments conducted. Targeting *Psychological Science*.
- Feiler* & Tong*. Statistical Naivety Generates Preference for Potential Over More Proven Options. Modeling and two experiments conducted. Targeting *Management Science*.
- Feiler. Too High, Too Harsh: Noise Neglect Yields Disproportionate Punishment for Overshooting in Predictions. One experiment conducted. Targeting *Psychological Science*.

ADDITIONAL PUBLICATIONS

Larrick & Feiler. (2013). Theory X and Theory Y: HR Strategy. In D. J. Teece & M. Augier (Eds.), *The Palgrave Encyclopedia of Strategic Management*. Palgrave MacMillan: New York.

Feiler & Soll. (2010) A Blind Spot in Driving Decisions: How Neglecting Costs Puts Us in Overdrive. *Climatic Change*, 98: 285-290.

TEACHING AND COURSE DEVELOPMENT

Elective Teaching

Winner of the **Teaching Excellence Award** as an elective professor, selected by the Tuck MBA class of 2015. The first junior faculty member to ever win a Teaching Award at Tuck.

Dartmouth College, Tuck School of Business	Instructor Evaluation (Out of 6)
• Negotiations, MBA, 2013	5.36
• Negotiations, MBA, 2014	5.80
<i>Promotion to tenure-track</i>	
• Negotiations, MBA, 2015	5.85
• Negotiations, MBA, 2016	5.87
• Negotiations, MBA, 2017	5.82
• Negotiations, MBA, 2018	5.93
• Negotiations, MBA, 2019	5.93
• Negotiations Accelerated, MBA, 2021 (Virtual)	5.93

These instructor evaluations are in the ~99th percentile at Tuck (research seminars and international trips for credit excluded).

Core Teaching

Dartmouth College, Tuck School of Business	Instructor Evaluation (Out of 6)
• Managing People, MBA, 2019	5.90
• Managing People, MBA, 2020 (Virtual)	5.72
• Managing People, MBA, 2021 (Hybrid)	5.58

The mean Instructor Evaluation among all Tuck Core courses is 4.98 (SD = .65).

Course Development

(2013-2015) Revamped Tuck's *Negotiation* course with a new curriculum. Introduced focuses on experimental economics, risk, signaling strategies, gender dynamics, and fairness & inequality.

(2019) Co-developed Tuck's new Organizational Behavior core class, *Managing People*. Course focuses: team decision-making, productive conflict & cooperation, incentive problems and motivation, performance feedback, negotiations, gender and racial bias, decisions under risk, and behavioral ethics.

Course Materials

Michele Roberts, Executive Director of the NBA Players Association (Case on Gender and Racial Bias)

- Developed original class session on gender and racial bias. The case protagonist, Michele Roberts, is an African-American woman who was selected by the all-male players union to represent them in a multi-billion dollar negotiation: NBA Collective Bargaining.
- Teaching note complete. Currently in use at Tuck, Kellogg School of Business at Northwestern University, and ESSEC Business School.
- Possible course uses: Negotiations, Gender Dynamics, Organizational Behavior

Colombia Peace Negotiations (case)

- In 2016, the Colombian Government announced it had reached a peace agreement with the Revolutionary Armed Forces of Colombia (FARC) to end the *52-year-long conflict*. Four years of official negotiations (2012-2016) and two years of secret negotiations led up to the peace agreement. This is a case co-authored with former Tuck students Travis Cyphers and Elyse Rich.
- Author team first-person interviews with the following (transcripts recorded):
 - Juan Manuel Santos, President of Colombia, 2010-2018
 - Sergio Jaramillo, Senior Presidential National Security Advisor, lead negotiator for Colombian government
 - Bernard Aronson, Obama-appointed Special Envoy to the Colombia Peace Process
 - Christoph Harnisch, head of the International Committee of the Red Cross (ICRC) delegation to Colombia
 - Doug Cassel, international human rights lawyer & consultant to President Santos regarding justice issues in peace negotiations.
- Possible course uses: Negotiations, International and Peace Negotiations, Conflict Management

Learning Demand from Experience (Interactive Simulation)

- Based on my research on decision making in censored environments (Feiler, Tong, & Larrick 2013; Tong, Feiler, & Larrick 2018), this exercise illustrates Availability Bias stemming from constraints on sampling and outcome feedback.
- Inventory decision making game with an unknown demand distribution. Individuals make ordering decisions with unobservable missed sales after stock-outs. At the end of the game, students guess the mean demand for their product with the class average consistently exhibiting underestimation.

- Has shareable user interface for faculty. An example scenario here: www.bizsimz.com/censor/index.php?id=4&code=ABCD
- Possible course uses: Behavioral Economics, Judgment & Decision Making, Behavioral Operations

INVITED SEMINARS, VISITS, AND CONFERENCE PRESENTATIONS

Invited Seminars and Visits

- University of Pennsylvania, The Wharton School (Operations, Information, and Decisions), April 2022
- Georgetown University, McDonough School of Business (Management), April 2022
- University of Arizona, Eller College of Management (Management & Organizations), April 2022
- Hong Kong University of Science & Technology, HKUST Business School (Management), March 2022
- Rice University, Jones School of Business (Organizational Behavior), February 2022
- INSEAD (Decision Science), January 2022
- WashU - St. Louis, Olin Business School (Organizational Behavior), December 2021
- Duke University, Fuqua School of Business (Management & Organizations), November 2021
- Carnegie Mellon University, Tepper School of Business (Organizational Behavior & Theory), October 2021
- Multi-Institutional Seminar series: Experimental Organization Science (Hosted by Professors Puranam, Klingebiel, Knudsen, & Warglien), May 2021
- Stanford University, GSB (Organizational Behavior), May 2021
- Yale University, SOM (Yale-Ipsos Marketing), October 2020
- Harvard University, HBS (Negotiations, Organizations, & Markets), February 2020
- Indiana University, Kelley School of Business (Operations Management), June 2019
- Cornell University, Johnson School of Management (Management & Organizations) and ILR School (Organizational Behavior), May 2019
- Harvard University, HKS, Behavioral Science paper workshop, April 2019
- Harvard University, HBS, Visiting Scholar with Negotiations, Organizations and Markets group, April 2019
- University of California - San Diego, Rady School of Business (Behavioral Decision Research seminar), March 2019
- University of Virginia, Darden School of Business (Quantitative Analysis), January 2019
- UCLA, Anderson School of Management (Behavioral Decision Making seminar series), November 2018
- University of Pennsylvania, Wharton School, Visiting Scholar with Operations, Information, and Decisions, April 2018

- Pennsylvania State University, Smeal College of Business (Joint invitation: Management and Organizations; Economics, Management, and Auctions), April 2018
- Brown University, Cognitive, Linguistic & Psychological Sciences Department (Social Psychology), December 2017
- Harvard University, Harvard Kennedy School (CORRAL seminar), October 2017
- University of Pennsylvania, Wharton School (Decision Processes seminar), March 2015
- Temple University, Fox School of Business (Human Resources), March 2015
- Dartmouth College, Tuck School of Business (Strategy and Management), January 2012

Peer-reviewed conference presentations accepted to the following meetings

- Society for Judgment and Decision Making
- Behavioral Decision Research in Management
- Academy of Management Conference
- INFORMS Conference
- IACM Conference
- Experimental Organization Science
- The Carnegie School of Organizational Learning Conference
- Society for Personality and Social Psychology
- Boston Judgment and Decision Making Conference
- Advances in Decision Analysis

PROFESSIONAL AFFILIATIONS

Society for Judgment and Decision Making
 INFORMS
 Academy of Management

SERVICE

Reviewer

- *Proceedings of the National Academy of Sciences*
- *Management Science* (three different departments)
- *Organization Science*
- *Strategic Management Journal*
- *Organizational Behavior and Human Decision Processes*
- *Manufacturing and Service Operations Management*
- *Journal of Experimental Social Psychology*
- *Strategy Science*

- *Personality and Social Psychology Bulletin*
- *Academy of Management Conference*
- *Society for Judgment and Decision Making Conference*

Conference organizing

- Upcoming: Chair of Program Committee, Society for Judgment and Decision Making (SJDM) Conference, 2022, San Diego.
- Program Committee, Society for Judgment and Decision Making (SJDM) Conference, 2021, moved to Spring – Virtual.
- Co-organized the New England Managerial Decision Making Symposium, June 2021, Boston.
- Co-organized the Society for Judgment and Decision Making (SJDM) Conference, 2020, Virtual
- Organized the Tuck Managerial Judgment and Decision Making Conference, 2019

Assorted intra-institutional activities

- Elected to the Academic Freedom, Tenure, and Responsibility Committee, 2021-22
- Moderated Alumni Panel session, Women In Business Conference, October 2021
- Elected to the Academic Performance Committee 2017 – 2021
- Elected to the Academic Honor Committee, 2018-2020
- One of only three non-dean Tuck faculty interviewed for, and featured in, video for The Tuck Difference \$250m multi-year campaign, Spring 2019.
- Tuck Discussion co-panelist, “Gender bias in the workplace: The importance of women *and* men being part of the dialogue,” March 2019
- Lecture, “Negotiations & Gender,” Requested lunchtime seminar for Women in Business group and Men in Support of Women in Business, May 2018
- Lecture, “Gender Dynamics in Negotiations,” Women in Business, Initiative for Women Symposium, April 2017
- Moderated panel session, Women in Business, Initiative for Women Symposium, April 2016
- **Presented the “Last Lecture” to 250+ individuals from the graduating class and their friends and family members, Tuck Graduation, 2015.**
- Co-organizer of the Strategy and Management Seminar Series at Tuck, 2015-2018.
- Seminar for Masters in Engineering Management students and Thayer Career Development Office, “Negotiating job offers,” 2013, 2014, 2015
- Advisor to Tuck’s Women In Business group for symposium, May 2014

- Lunch discussion panel, “Does CEO image affect corporate strategy?” January 2014
- Organizer of Tuck Behavioral Research lunches 2013-2014

PERSONAL

Birth of child

- Yuki (daughter), October 2014
- Akira (daughter), February 2017