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Taya R. Cohen, PhD is an Associate Professor of Organizational Behavior and Theory at the Tepper School of Business at Carnegie Mellon University, and holds a courtesy appointment in the Department of Social and Decision Sciences. She is on the steering committee of the Center for Behavioral and Decision Research—an interdisciplinary research center at Carnegie Mellon University that brings together scholars from decision sciences, behavioral economics, organizational behavior, marketing, psychology, and public policy. She currently serves on the editorial boards for the *Journal of Personality and Social Psychology* and *Self & Identity*, and regularly reviews for a number of other journals, including IACM's own journal, *Negotiation and Conflict Management Research*.

Professor Cohen's research is in the area of organizational psychology, with a particular focus on understanding moral character and ethical behavior in organizations. This work provides theoretical frameworks for understanding the personality characteristics associated with ethical behavior, and offers practical tools that researchers and organizations can use to gauge the likely ethicality of current and future employees. Her investigations of intergroup conflict reveal how behaviors that might be considered wrong or immoral in interpersonal interactions with fellow in-group members (e.g., competition, deception) can instead be regarded as moral and just when enacted across group boundaries. This double standard in how we evaluate the same actions differently according to whether they are directed at in-group members versus out-group members highlights how morality and intergroup conflict are inexorably linked.

Professor Cohen's research has received international media attention, with coverage from the *New York Times*, *Wall Street Journal*, and *BBC News Magazine* among other outlets. Her 2014 paper *Moral Character in the Workplace* published in the *Journal of Personality and Social Psychology* received the Outstanding Article Award from the International Association for Conflict Management (IACM) in 2016, which honors an article that advances conflict management theory and practice, and which has made a significant and lasting contribution to the field. Her 2010 paper *Shame Proneness and Guilt Proneness: Toward the Further Understanding of Reactions to Public and Private Transgressions* published in the journal *Self & Identity* received the Best Paper of the Year award from the International Society for Self and Identity. In recognition of her scholarly achievements, the Tepper School of Business awarded Professor Cohen the Xerox Junior Faculty Chair in 2012, and the Carnegie Bosch Junior Faculty Chair in 2015.

Professor Cohen teaches MBA and executive education courses on Negotiations, and on Managing People and Teams, and doctoral seminars on Negotiations and Conflict Management, and on Research Methods in the Behavioral Sciences. She has twice been a finalist for the George Leland Bach Excellence in Teaching Award at the Tepper School of Business. Outside of Carnegie Mellon, she provides negotiations training for healthcare organizations throughout the United States, and for local non-profits and businesses in the Pittsburgh region.

Prior to joining the faculty at the Tepper School, Professor Cohen spent two years as a postdoctoral fellow in the Dispute Resolution Research Center at Northwestern University, where she taught Negotiations at the Kellogg School of Management. She earned a B.A. in

Psychology from the Pennsylvania State University, and an M.A. and Ph.D. in Social Psychology from the University of North Carolina at Chapel Hill.

Professor Cohen joined IACM in 2008, and has been an active member ever since. She served as Representative-at-Large Board Member from 2014-2016, and has chaired and served on various "best paper" committees, in addition to being a regular IACM conference attendee. Complementing her service to IACM, Professor Cohen also works to support the negotiation and conflict management community through her service with the newly formed Negotiation and Team Resources Institute (NTR), for which she served as the committee chair for the NTR research grants committee earlier this year.