

Aiwa Shirako

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Education

University of California at Berkeley, Haas School of Business Ph.D. Candidate in Organizational Behavior and Industrial Relations	Berkeley, CA <i>Expected 2010</i>
University of California at Berkeley, College of Letters and Science B.A., Psychology. <i>high distinction</i>	Berkeley, CA 2003

DISSERTATION

Title: Power to the powerless: Interpersonal influence through emotional appeals.

Committee: Laura J. Kray (Chair), Barry M. Staw, Adam D. Galinsky, Cameron Anderson, and Robert W. Levenson

Research Interests

- Power & Influence
- Emotion
- Culture
- Negotiations

Publications

Adam, H., Shirako, A., & Maddux, W. W. (in press) The influence of culture on the interpersonal effects of anger in negotiations, *Psychological Science*.

Kray, L. J., & Shirako, A. (in press). Stereotype threat in organizations. An examination of its scope, triggers, and possible interventions. Invited for publication in: M. Inzlicht & T. Schmader (Eds.), *Stereotype Threat: Theory, Process and Application*

Anderson, C., & Shirako, A. (2008). Are individuals' reputations related to their history of behavior? *Journal of Personality and Social Psychology*, *94*, 320-333.

Elfenbein, H. A., Curhan, J. R., Eisenkraft, N., Shirako, A., & Baccaro, L. (2008). Are some negotiators better than others? Individual differences in bargaining outcomes. *Journal of Research in Personality*, *42*, 1463–1475.

Elfenbein, H. A., & Shirako, A. (2006). An emotion process model of multicultural teams. In B. Mannix, M. Neale, & Y. R. Chen (Eds.), *Research on Managing Groups and Teams: National Culture and Groups* (pp. 263-297). Amsterdam: Elsevier.

Manuscripts in Preparation

Shirako, A. Power to the powerless: Interpersonal influence through emotional appeals.

Shirako, A., Galinsky, A. D., Kray, L. J., & Thompson, L. Taking stereotypes out of stereotype threat: How hierarchical rank drives performance decrements.

Shirako, A., & Anderson, C. Trait affect and the origins of reputation.

Invited Presentations

Shirako, A. (2009). The strength of weakness: Sympathy elicitation in exchange relationships. Paper presented at the 69th Meeting of the Academy of Management, Chicago, IL. (symposium chair)

Adam, H., Shirako, A., & Maddox, W. W. (2009). The influence of culture on the interpersonal effects of anger in negotiations. Paper presented at the 69th Meeting of the Academy of Management, Chicago, IL.

Shirako, A. (2009). Power to the powerless: Strategic influence through the elicitation of sympathy in negotiations. Paper presented at the 2009 International Association for Conflict Management, Kyoto, Japan. (symposium chair)

Shirako, A. (2009). The strength of weakness: Strategic influence through the elicitation of sympathy. Paper presented at the 2009 Association for Psychological Science, San Francisco, CA. (symposium chair)

Adam, H., & Shirako, A. (2009). The interpersonal effects of anger in cross-cultural negotiations. Poster presented at the 10th Meeting of the Society for Personality and Social Psychology, Tampa, FL.

Elfenbein, H. A., Shirako, A., Eisenkraft, N., Brown, A., & Curhan, J. R. (2008). Emotional styles in negotiation: Consistency and its consequences. Paper presented at the 68th Meeting of the Academy of Management, Anaheim, CA.

Elfenbein, H. A., Shirako, A., Ding, W. & Choi, E. (2008). Homophily & personality: A longitudinal approach. Paper presented at the 68th Meeting of the Academy of Management, Anaheim, CA.

Shirako, A. (2007). Empathic accuracy in negotiations. Paper presented at the London Business School Transatlantic Doctoral Conference, London, UK.

Anderson, C., & Shirako, A. (2007). The origins of reputation: Behavior, visibility, and personality. Paper presented at the 67th meeting of the Academy of Management, Philadelphia, PA. (symposium organizer)

Teaching Interests

Negotiation & Conflict Resolution
Leadership
Organizational Behavior
Power and Politics
Ethics

Courses Taught

Negotiation & Conflict Resolution

Graduate Student Instructor for Professor Laura Kray	<i>Fall 2005 & 2009</i>
Graduate Student Instructor for Professor Don Moore	<i>Fall 2008 & Spring 2009</i>
Graduate Student Instructor for Professor Holly Schroth	<i>Spring 2009</i>
Graduate Student Instructor for Professor Cameron Anderson	<i>Spring 2006 & 2007</i>
Graduate Student Instructor for Professor Hillary Anger Elfenbein	<i>Spring 2006 & 2007</i>

Leadership

Graduate Student Instructor for Professor Adam Galinsky	<i>Fall 2008</i>
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Other activities

Professional Facilitator for the following Haas@Work teams:
Average Facilitator Effectiveness Score of 4.58 out of 5.

- Visa, *The Visa-Facebook Challenge* (March, 2009)
- Panasonic Research Group, *Product Innovation* (February, 2009)
- Haas School of Business, *Collaboration at Haas* (August, 2008)
- LAM Research Corp., *Service Delivery to Top Tier Customers* (April, 2008)
- Disney, *Translating Homepage Views to Download & Subscription* (March, 2008)
- SunPower Corp., *Viral Marketing & Web Communities* (October, 2007)
- Cisco Systems, *Building Awareness of Cisco in the SMB Market* (August, 2007)
- Hotwire.com, *Customer Lifetime Value* (December, 2006)

Honors, Fellowships & Awards

Institute for Research on Labor and Employment Research Grant	<i>2007-2010</i>
UC Berkeley Graduate Assembly Conference Scholarship	<i>2009</i>
International Association of Conflict Management Conference Scholarship	<i>2009</i>
Experimental Social Science Laboratory: Competitive Research Grant	<i>2005, 2006 & 2009</i>
UC Berkeley Spot Award	<i>2008</i>
Crawford Research Fellowship	<i>2006-2007</i>
California Management Review Grant	<i>2006</i>
David Leroy Niderost Scholarship	<i>1999-2003</i>
Robert C. Byrd Honors Scholarship	<i>1999-2003</i>
Elks National Foundation Most Valuable Student Scholarship	<i>1999-2003</i>
Cal Bear Scholarship	<i>2001-2003</i>
Education Abroad Programs Scholarship	<i>2002</i>

Phi Beta Kappa Honor Society
Psi Chi, Psychology Honor Society
National Society of Collegiate Scholars

Lifetime Member
Lifetime Member
Lifetime Member

Service to the Academic Community

Ad-hoc Reviewer

Academic Journals

Journal of Applied Psychology

Conferences & Meetings

Annual Meetings of the Academy of Management

Divisions: Organizational Behavior, Human Resources, Conflict Management

European Academy of Management

International Association of Conflict Management

International Conference on Emotions and Organizational Life

Professional Memberships and Affiliations

Academy of Management (AOM)

Association for Psychological Science (APS)

Emotions in Organizations Network (Emonet)

International Association for Conflict Management (IACM)

International Society for Research on Emotion (ISRE)

Power, Status & Influence Research Group (PSI)

UCInet Groups

References

Laura J. Kray (Chair)

Harold Furst Associate Professor of Management Philosophy and Values

Organizational Behavior and Industrial Relations

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Barry M. Staw

Lorraine Tyson Mitchell Chair in Leadership and Communication

Organizational Behavior and Industrial Relations

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Adam D. Galinsky

Morris and Alice Kaplan Professor of Ethics and Decision in Management

Management Group

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Northwestern University
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Cameron Anderson
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