

Benjamin A. Converse

Curriculum Vitae

University of Virginia

Frank Batten School of Leadership and Public Policy – Box 400893 – Charlottesville, VA 22904-4893

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POSITIONS

2010—Present Assistant Professor of Public Policy and Psychology
University of Virginia, Frank Batten School of Leadership and Public Policy
University of Virginia, Department of Psychology

2012 (Summer) Visiting Assistant Professor of Behavioral Science
University of Chicago Booth School of Business

EDUCATION and TRAINING

2010 Ph. D. Managerial and Organizational Behavior (now Behavioral Science)
University of Chicago Booth School of Business
Center for Decision Research

2005 Honorary Visiting Researcher
School of Psychology, University of Birmingham (UK)

2004 B.A. Psychological and Brain Science (High Honors)
Dartmouth College, *magna cum laude*

RESEARCH INTERESTS

Motivation and Goal Pursuit, Decision Making, Social Judgment, Cooperation and Competition

TEACHING AWARD

All-University Teaching Award, University of Virginia (2015)

RESEARCH SUPPORT

The John Templeton Foundation: *Resolving the “urgent—important” conflict to promote purposeful goal pursuit*. April, 2013 – June, 2015. \$144,581 (direct and indirect costs). Member, *New Paths to Purpose Network*, via University of Chicago Booth School of Business, Center for Decision Research.

Time-Sharing Experiments for the Social Sciences (National Science Foundation Grant 009464 to Co-PIs Diana C. Mutz and Arthur Lupia). Received space on data collection platform for *Discomfort in disagreement with God* (2008); *With God on our side* (2007). Co-PIs with Dr. Nicholas Epley.

RESEARCH SUPPORT AS FACULTY SPONSOR / SUPERVISOR

Supervised Harrison Undergraduate Research Award, awarded to Ilana Brody: *The Impact of Legacy Concerns on Environmental Attitudes.*

Supervised National Science Foundation Graduate Research Fellowship, awarded to Jane Tucker: *Motivational moralization: Moralizing in the face of obstacles*

Supervised Swiss National Science Foundation, grant # PBZHP1-141500, awarded to Marie Hennecke: *Thinking about others as means or goals: Social-cognitive consequences.*

Supervised University of Virginia College Council Research Grant, awarded to Xiaochen Sun: *Social factors in crowd funding: How perceived warmth, trust, and gifts affect backing behavior.*

Supervised University of Virginia College of Arts and Sciences Small Research and Travel Grant, awarded to Brendon Cummiskey: *When thank-you backfires: Expressions of gratitude and perceived status in cooperative groups.*

PUBLICATIONS

* DENOTES STUDENT / POSTDOC COAUTHOR

UNDER REVIEW

Converse, B. A. & Dennis, P. J. The Role of “Prominent Numbers” in Open Numerical Judgment: Rushed Decision Makers Choose from a Limited Set of Numbers.

WORKING PAPER

*Reinhard, D. A. & Converse, B. A. Revved up by Rivalry: Reminders of Rivals Increase Motivation Outside of Competition.

JOURNAL ARTICLES

*Hennecke, M. & Converse, B. A. (*in press*). Next week, next month, next year: How perceived temporal boundaries affect initiation expectations. *Social Psychological and Personality Science*.

Caruso, E. M., Burns, Z. C., & Converse, B. A. (2016). Slow motion increases perceived intent. *Proceedings of the National Academy of Sciences*, *113*, 9250-9255.

Converse, B. A. & *Reinhard, D. A. (2016). On rivalry and goal pursuit: Shared competitive history, legacy concerns, and strategy selection. *Journal of Personality and Social Psychology*, *110*, 191-213.

Maloney, E. A.*†, Converse, B. A.†, Gibbs, C. R., Levine, S. C., & Beilock, S. L. (2015). Jump-starting early childhood education at home: Early learning, parent motivation, and public policy. *Perspectives on Psychological Science*, *10*, 727-732. [†equal authorship]

Converse, B. A., Risen, J. L., & Carter, T. J. (2012). Investing in karma: When wanting promotes helping. *Psychological Science, 23*, 923-930.

Converse, B. A. & Fishbach, A. (2012). Instrumentality boosts appreciation: Helpers are more appreciated while they are useful. *Psychological Science, 23*, 560-566.

Sackett, A. M., Meyvis, T., Nelson, L. D., Converse, B. A., & Sackett, A. L. (2010). You're having fun when time flies: The hedonic consequences of subjective time progression. *Psychological Science, 21*, 111-117.

Epley, N., Converse, B. A., Delbos, A., Monteleone, G., & Cacioppo, J. T. (2009). Believers' estimates of God's beliefs are more egocentric than estimates of other people's beliefs. *Proceedings of the National Academy of Sciences, 106*, 21533-21538.

Converse, B. A., Lin, S., Keysar, B., & Epley, N. (2008). In the mood to get over yourself: Mood affects theory-of-mind use. *Emotion, 8*, 725-730.

Keysar, B., Converse, B. A., Wang, J., & Epley, N. (2008). Reciprocity is not give and take: Asymmetric reciprocity to positive and negative acts. *Psychological Science, 19*, 1280-1286.

OTHER PUBLICATIONS

Caruso, E. M., Burns, Z. C., & Converse, B. A. (2016, August 05). The problem with slow motion. *The New York Times*, p. SR10.

Converse, B. A. (2011). How social psychology is liberating leadership from the great-person mold. *Virginia Policy Review, V*, 12-17.

Fishbach, A. & Converse, B. A. (2011). Identifying and counteracting temptations. In K. D. Vohs & R. F. Baumeister (Eds.), *Handbook of Self-Regulation: Research, Theory, and Applications, 2nd Edition*, (pp. 244-262), Guilford.

Fishbach, A. & Converse, B. A. (2010). Walking the line between goals and temptations: Asymmetric effects of counteractive control. In R. R. Hassin, K. Ochsner, and Y. Trope (Eds.). *Self Control in Society, Mind, and Brain*, (pp. 289-407), Oxford University Press.

Converse, B. A. & Epley, N. (2008). Egocentrism. In N. J. Salkind (Ed.), *Encyclopedia of Educational Psychology*. Sage Publications.

RESEARCH IN PROGRESS

Juarez, L. & Converse, B. A. (*in prep*). A three-factor model of efficiency in means selection.

Juarez, L., Converse, B. A., & Hennecke, M. (*in prep*). Trait Self-Control and Autonomous Motivation.

TEACHING AND ADVISING

INSTRUCTOR

University of Virginia, Frank Batten School of Leadership and Public Policy
 (* Hired with first cohort of dedicated faculty at then-new Batten School; helped develop
 Leadership curriculum, designed and taught series of core and elective MPP classes.)

Psychology for Leadership
Strategies and Processes of Negotiations
The Science of Self-Regulation and Decision Making

University of Chicago Booth School of Business (Visiting Assistant Professor)
Strategies and Processes of Negotiation, Summer 2012

Summer Study Programs at Penn State University
Introductory Psychology, Summer 2003

SYNERGISTIC INSTRUCTION AND ACTIVITIES

- Women in Natural Resources: Leading Mentoring, and Connecting Conference, sponsored by the College of Natural Resources and Environment at Virginia Tech (2016): *Negotiating Skills for Women in Natural Resources*
- President Obama's Young African Leaders Initiative (YALI): The Mandela Washington Fellowship for Young African Leaders, Instructor (2016, 2015, 2014): *Negotiating better agreements*
- Leadership training outreach: Visit to Federal Executive Institute (Charlottesville, VA) and Culver Academy (Culver, IN) to collaborate on encouraging best practices for teaching and research on leadership (2015)
- Consulted with a *Management Fellow for the State of Tennessee* (Campbell Haynes) on social psychological approaches to encourage seat belt use in Tennessee (2014)
- Outreach: Newark High School (NY) Distance Learning Grant: Led AP Psychology class in discussion of psychology, public policy, and higher education (2014)
- Batten Career Workshop, Instructor (2014, 2012, 2011): *Negotiating a job offer*
- Newcomb Student Leaders group training, Presenter (2014): *Removing barriers to motivation*
- Batten School Admitted-Students Open House Recruitment, Presenter (2014): *A psychological approach to leadership*
- Consultant to "Up to Us" group (led by Lena Shi, Batten '14), winners of nationwide competition to raise awareness of federal debt, sponsored by Clinton Global Initiative
- Informal consulting with Marine Corps Captain Andrew Tuttle (UVa '07) regarding development of Marine Corps training book on attitudes, persuasion, and behavior change
- Darden School of Business, *Philosophy and Business: Business in Society*, Guest Speaker (2013)
- Informal consulting with Batten alumni team for Deloitte Innovation Tournament on their winning entry, *Deliberate Design: Improving Public Programs through Behavioral "Nudges"* (2013)
- Panel chair and moderator, *Why Do Leaders Behave Unethically?*, featuring Max Bazerman (Harvard University), Ed Freeman (UVa), for Leadership Working Group (UVa) Speaker Series (2013)
- Batten School faculty panel on *Behavioral Research in Public Policy*, Presenter (2012)
- Batten School External Advisory Board meeting, Presenter (2012): *Leadership at Batten*

- Psychology Department Prospective Student Recruitment Colloquium, Presenter (2012): *The 'I' in 'team': When group achievement substitutes for individual goal pursuit*
- Leadership Working Group, Member (2012-2014)
- Psi Chi Honor Society Induction, Presenter (2012): *Finding meaning in psychology*
- Profiled in *Virginia Magazine* (“A new kind of leader”) to promote leadership education at Batten School (2012)
- Social Psychology Proseminar, Guest Lecturer (2012, 2010): *Introduction to Judgment and Decision Making*
- Black Student Alliance Annual Emerging Leaders Retreat, Presenter (2011): *Out of your mind leadership*
- Batten School Orientation Lecture, Presenter (2010): *Psychology and leadership: Initiating change by removing psychological barriers.*

GRADUATE THESIS COMMITTEES

Psychology: Lindsay Juarez (chair, dissertation proposal, 2016); David Reinhard (chair, dissertation proposal, 2014); Jane Tucker (reader, comprehensive exams, 2016); Alex Schiller (reader, dissertation proposal committee, 2016); Kelly Hoffman (reader, dissertation committee, 2016); Gena Gorlin (reader, dissertation committee, 2015); Elizabeth Tenney (reader, dissertation committee, 2011)

UNDEGRADUATE THESIS COMMITTEES

Psychology: Ilana Brody (chair, 2017); Alaina Segura (chair, 2016); Brendon Cumiskey (chair, 2014); Xiaochen Sun (chair, 2014); Mariah Sinden (reader, 2013)

ACADEMIC PRESENTATIONS

CHAired SYMPOSIA

Self-Regulation pre-conference. (February, 2014). With W. Hofmann. Pre-conference conducted at the annual meeting of the Society for Personality and Social Psychology, Austin, TX. Speakers: A. Kruglanski, E. Balcetis, J. Gross, E. Berkman, B. A. Converse, O. Ayduk, G. Walton.

On ignorance and confusion in goal pursuit. (October, 2010). With K. D. Vohs. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Minneapolis, MN. Speakers: G. M. Fitzsimons, B. A. Converse, T. Mann, A. Fishbach.

CONFERENCE PRESENTATIONS

Caruso, E. M., Burns, Z. C., & Converse, B. A. (2017, January). *Slow motion increases perceived intent.* Paper presented by the first author at the Judgment and Decision Making Preconference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Caruso, E. M., Burns, Z. C., & Converse, B. A. (2016, November). *Slow motion increases perceived intent.* Paper presented by the first author at the Society for Judgment and Decision Making conference, Boston, MA.

- Caruso, E. M., Burns, Z. C., & Converse, B. A. (2016, September). Slow motion increases perceived intent. In E. M. Caruso (Chair), *New cues to mind perception: Inferring inner states from voices, faces, emotions, and time*. Paper presented by the first author at the Society of Experimental Social Psychology, Santa Monica, CA.
- Caruso, E. M., Burns, Z. C., & Converse, B. A. (2016, June). *Slow motion increases perceived intent*. Paper presented by the first author at the Behavioral Decision Research in Management conference, Toronto, Canada.
- *Juarez, L. & Converse, B. A. (January, 2016). *The effect of multitasking attitudes on goal prioritization*. Paper presented in E. Berkman & M. Milyavskaya (Chairs), Self-Regulation Preconference. Conducted at the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- *Hennecke, M. & Converse, B. A. (May, 2015). *Seeking fresh starts: People delay the initiation of goal pursuit until an arbitrary "beginning."* Paper presented by the first author at the 27th Annual Convention of the Association for Psychological Science, NY.
- *Hennecke, M. & Converse, B. A. (September, 2014). *A magic dwells in each beginning: Effects of symbolic fresh starts on motivation*. Paper presented by the first author at the 49th Congress of the German Psychological Association, Bochum, Germany.
- Converse, B. A. & Reinhard, D. (February, 2014). *Revved up by rivalry: Reflecting on rivals promotes action-oriented goal pursuit*. Paper presented in B. A. Converse & W. Hofmann (Chairs), Self-Regulation Pre-Conference. Conducted at the annual meeting of the Society of Personality and Social Psychology, Austin, TX.
- *Hennecke, M., & Converse, B. A. (September, 2013). *Getting a fresh start: The effect of new beginnings on motivation*. Paper presented by the first author at the 15th European Social Cognition Network (ESCON) Transfer of Knowledge Conference, Vilnius, Lithuania.
- Eyal, T., Converse, B. A., Fishbach, A. (January, 2013). *When "we" have succeeded, I can coast: Substituting group progress for individual progress*. Paper presented by first author in T. Eyal and A. Fishbach (Chairs), Counterintuitive Consequences of Substitution in Self-Regulation. Symposium conducted at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Converse, B. A. (August, 2011). *Instrumentality boosts gratitude: Helpers are appreciated while they are useful*. Paper presented in E. Finkel (Chair), The Effects of Social Relationships on Individuals' Self-Regulation: Implications for Goal Achievement and Relationship Well-Being. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC.
- Converse, B. A. (October, 2010). *Instrumentality boosts gratitude: Helpers are appreciated while they are useful*. Paper presented in S. Algoe (Chair), Positive Emotions in Social Interactions. Symposium conducted at the annual meeting of the Society of Southeastern Social Psychology, Charleston, SC.
- Converse, B. A., Eyal, T., & Fishbach, A. (October, 2010). *I relax after we succeed: Substitution of group achievement for individual achievement*. Paper presented in B. A. Converse and K. D.

- Vohs (Chairs), On ignorance and confusion in goal pursuit. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Minneapolis, MN.
- Converse, B. A. & Fishbach, A. (October, 2009). *Don't I owe you? The discrepancy between expected and experienced gratitude*. Paper presented in a competitive paper session at the annual meeting of the Association for Consumer Research, Pittsburgh, PA.
- Converse, B. A., Sackett, A. M., Meyvis, T., Nelson, L. D., & Sackett, A. L. (October, 2009). *You're having fun when time flies: The hedonic consequences of subjective time progression*. Paper presented by the second author in D. Faro and C. I. Tsai (Chairs), Cue Substitution: Inferential Processes in Judgments and Experiences of Time. Symposium conducted at the annual meeting of the Association for Consumer Research, Pittsburgh, PA.
- Converse, B. A. & Fishbach, A. (October, 2009). *The function of expected and experienced gratitude in self regulation*. Paper presented in E. J. Finkel and G. M. Fitzsimons (Chairs), Social relationships, automaticity, and self regulation. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Portland, ME.
- Converse, B. A., Keysar, B., Epley, N., & Wang, J.. (November, 2008). *Reciprocity is not give and take: Asymmetric reciprocity to positive and negative acts*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.
- Converse, B. A., Epley, N., Cacioppo, J. T., & Reynolds, A. (May, 2008). *With God on our side: Egocentric biases are stronger intuiting God's beliefs than other humans' beliefs*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Converse, B. A., Lin, S., Keysar, B., & Epley, N. (May, 2007). *In the mood to get over yourself: Incidental affect and egocentrism*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Epley, N., & Converse, B. A. (March, 2007). *Vulcan gods would have pointy ears*. Paper presented by the first author at the annual meeting of the Social Psychologists of Chicago, Chicago, IL.

INVITED PRESENTATIONS

- Willing Your Way to Purpose (?): Self Control and Autonomous Motivation in the Lab, Home, School, and Office*
Marketing Workshop, McIntire School of Commerce, University of Virginia (March, 2017)
- "As if This Is the Day I Will Be Remembered": Rivalry, Legacy, and Goal Pursuit*
University of Zurich (Switzerland; July, 2016).
Booth Alumni Insight event, University of Chicago Booth School of Business (April, 2016).
- Resolving the "Urgent—Important Conflict" to Promote Purposeful Goal Pursuit*
New Paths to Purpose Capstone Conference, University of Chicago (June, 2015)
New Paths to Purpose Research Network Meeting, University of Chicago (June, 2014)
- Rivalry and motivation: Beyond "mere competition"*
University of North Carolina at Chapel Hill (February 2013)

The new science of leadership: Judgment, Negotiation, & Decision Making.

Chaired symposium at the Mini-Conference for Leadership and Public Policy. The Frank Batten School of Leadership and Public Policy. Speakers: H. R. Bowles; F. Gino; N. J. Goldstein. (October, 2011)

Instrumentality boosts gratitude: Helpers are appreciated while they are useful.

Paper presented in H. Mercier (Chair), Decision Making for a Social World. Virtual seminar conducted by the International Cognition and Culture Institute (Institut Jean Nicod and London School of Economics) and the Philosophy, Politics, and Economics Program at the University of Pennsylvania. (March, 2011) [\[link\]](#)

Beyond payback: Motivation in social exchange.

University of North Carolina at Chapel Hill (February, 2010)
University of Virginia (February, 2010)

Leaders can initiate change by removing psychological barriers.

University of Virginia, Frank Batten School of Leadership and Public Policy (February, 2010)

ACADEMIC AND PROFESSIONAL SERVICE

EDITORIAL BOARD

Journal of Personality and Social Psychology: Attitudes and Social Cognition, 2013 - present

AD HOC REVIEWER

Cognition

Current Directions in Psychological Science

European Journal of Social Psychology

Journal of Behavioral Decision Making

Journal of Experimental Psychology: General

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology

Personality and Social Psychology Bulletin

Personality and Social Psychology Review

Social Cognition

Social Psychological and Personality Science

Quarterly Journal of Experimental Psychology

National Science Foundation

British Academy BA/Leverhulme Small Research Grants program

Western Kentucky University, Center for Leadership Excellence Grant Funding Program

COMMITTEE SERVICE

2016-17 Chair, Faculty Search Committee (Batten School, UVa)

2015-16 Chair, Search Committee for Academic Director of Center for Leadership, Simulation, and Gaming (Batten School, UVa)

- 2014 Co-chair, Batten Hour Committee (in charge of programming for a weekly, school-wide faculty/staff/student event; Batten School, UVa)
- 2013 Co-chair, Colloquium Committee (Department of Psychology, UVa)
- 2012 Faculty Search Committee, Organizational Leadership (Batten School, UVa)
- 2011, 2012 Human Subjects Committee (Department of Psychology, UVa)
- 2011 Admissions Committee (Batten School, UVa)