

Samuel A. Swift

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Education

Carnegie Mellon University

Ph.D., Industrial Administration, Tepper School of Business, 2012

Organizational Behavior and Theory

Committee: Don Moore (chair), Taya Cohen, Linda Babcock, Julia Minson

M.S., Industrial Administration, Tepper School of Business, 2009

B.S., Decision Science, Dietrich College of Humanities and Social Sciences, 2004

Interests

Research: Decision Making in Organizations, Forecasting, Negotiation

Teaching: Organizational Behavior, Negotiation, Leadership, Managing Groups & Teams,

Research Methods / Data Science / Statistical Programming, Managerial Decision Making

Academic Positions

University of California, Berkeley, Haas School of Business, 2012 - 2014

Post-doctoral fellow, Institute of Business and Economic Research

Member of [winning team](#) in IARPA's [ACE](#) geopolitical forecasting tournament

Duke University, Fuqua School of Business, 2012 - 2014

Visiting scholar, Management group.

Journal Publications

- Moore DA, Swift SA, Minster A, Mellers B, Ungar L, Tetlock P, Yang H, Tenney E (in press). Confidence Calibration in a Multi-year Geopolitical Forecasting Competition. *Management Science*.
- Atanasov P, Rescober P, Stone E, Swift SA, Servan-Schreiber E, Tetlock P, Ungar L, Mellers B (in press). Distilling the Wisdom of Crowds: Prediction Markets vs. Prediction Polls. *Management Science*.
- Mellers B, Ungar L, Baron J, Ramos J, Gurcay B, Fincher K, Scott SE, Moore D, Atanasov P, Swift SA, Murray T, Stone E, Tetlock, P (2014). Psychological Strategies for Winning Geopolitical Forecasting Tournaments. *Psychological Science*.
- Swift SA, Moore DA, Sharek ZS, Gino F (2013). Inflated Applicants: Attribution Errors in Performance Evaluation by Professionals. *PLoS ONE* 8(7): e69258. doi:10.1371/journal.pone.0069258
- Moore DA, Swift SA, Sharek ZS, Gino F (2010). Correspondence bias in performance evaluation: Why grade inflation works. *Personality and Social Psychology Bulletin* 36(6) 843-852.

Publications in Edited Volumes

- Swift SA, Moore DA (2012). Bluffing, agonism, and the role of overconfidence in negotiation. In Bolton, G. E. & Croson, R. T. A., (Eds.), [*The Oxford Handbook of Economic Conflict Resolution*](#). Oxford: Oxford University Press.
- Moore DA, Swift SA (2010). The three faces of overconfidence in organizations. In D. De Cremer, J. K. Murnighan, & R. van Dick (Eds.), [*Social Psychology and Organizations*](#). Routledge Academic.

Unpublished Papers

- Swift SA (2012). [Talking the Value out of the Deal: Self-Perception and the Subjective Value of Negotiated Outcomes](#). Carnegie Mellon PhD dissertation.
- Swift SA, Sharek ZS, Gino F, Moore DA (2010). [On the Robustness and Generality of the Correspondence Bias](#).

Popular Press

My work has been covered in the [Wall Street Journal](#), [Financial Times](#), [Los Angeles Times](#), [Boston Globe](#), [San Francisco Chronicle](#), [Businessweek](#), [USA Today](#), [Pacific Standard](#), [Inside Higher Education](#), [Quartz](#), [McKnight's Long Term Care News](#), [Daily Californian](#), [Daily Princetonian](#), [Association for Psychological Science](#)

Conference Presentations (abbreviations detailed below)

- Swift SA, Tetlock P, Mellers B, “Frugal Crowds: How to do better with less”, as part of co-organized symposium, “Exploring the Optimal Forecasting Frontier”, APS, May 2014.
- Swift SA, Tetlock P, Mellers B, Horowitz M, Atanasov P, “Fast & Frugal Forecasting for the Individual and the Crowd”, SJDM, November 2013.
- Mellers B, Rescober P, Servan-Schreiber E, Swift SA, Tetlock P, Ungar L, “Algorithms Bring Opinion-pool Forecast Accuracy in Line with Prediction Markets”, INFORMS, October 2013.
- Swift SA, “Negotiators' influence on themselves: Value-oriented strategies and the liability of self-inference”, as part of co-organized symposium, “Symposium on Interpersonal Influence and Persuasion in Negotiation”, AoM, August 2012.
- Swift SA, Mellers B, Tetlock PE, “Estimating the Value of Thinking about Thinking: A Test of the Relative Predictive Power of Simple Heuristics in a Real-World Forecasting Tournament”, BDRM, June 2012.
- Swift SA, Moore DA, Sharek ZS, Gino F, “Inflated Applicants: Attribution Errors in Performance Evaluation by Professionals”, AoM, August 2011.
- Swift SA, Gino F, Schweitzer M. “When Lies are Funny: How Humor Influences Perceptions of Deception”, IACM, July 2011.
- Swift SA, Moore DA, Sharek ZS, & Gino F. “Inflated Applicants: Attribution Errors in Performance Evaluation by Professionals”, LBS-TADC, May 2011.
- Swift SA, "Talking the value out of the deal: Self-inference and the Perception of Negotiation Outcomes", AoM, August 2010.
- Swift SA, Moore DA, Sharek ZS, Gino F, “Seeing through performance: Attribution errors in performance evaluation by experts”, BDRM, June 2010.
- Sharek ZS, Swift SA, “Not as big as it looks: Attribution errors in the perceptual domain”, ACR, October 2009.
- Swift SA, Moore DA, Klein W, “Which Type of Attitude Elicitation Best Predicts Behavior?”,

AoM, August 2009.

- Moore DA, Swift SA, Sharek ZS, Gino F, “Correspondence Bias in Performance Evaluation and the Benefits of Having Been Graded Leniently”, SJDM, November 2008.
- Sharek ZS, Swift SA, “Correspondence Bias in Selection Decisions”, AoM August 2008.

Conference Poster Presentations

- Swift SA, Gino F, & Schweitzer, M. “When Lies are Funny: How Humor Influences Perceptions of Deception”, SJDM 2011.
- Swift SA. “Self perception in negotiation: the costs of choosing the wrong strategy”. SJDM 2011.
- Swift SA, Moore DA, Sharek ZS, Gino F. “Seeing through performance: Attribution errors in performance evaluation by experts”, SPSP 2010.
- Swift SA. “Strategic negotiation behaviors, self-inference, and the perception of negotiation outcomes”, SJDM 2009.
- Sharek ZS, Swift SA. “On the Robustness and Generality of the Correspondence Bias”, AoM 2009.

Conference Abbreviations

AoM: Academy of Management, ACR: Association for Consumer Research, APS: Association for Psychological Science, BDRM: Behavioral Decision Research in Management, INFORMS: The Institute for Operations Research and the Management Sciences, LBS-TADC: London Business School, Trans-Atlantic Doctoral Consortium, SJDM: Society for Judgment and Decision Making, SPSP: Society for Personality and Social Psychology

Awards

- Alumni Service Award, Carnegie Mellon University, 2014.
- Gerald R. Salancik Doctoral Dissertation Fellowship for *Talking the Value out of the Deal: Self Perception and the Value of Negotiated Outcomes*, 2012.
- Ford Motor Company research grant for *The Peak Load Bias* with Uriel Haran, 2011.
- Carnegie Mellon University, Graduate Student Small Project Grant for *Self Perception in Negotiation*, 2011.
- Graduate Management Admissions Council Doctoral Fellowship Award for *Inflated Candidates: Attribution Errors in Graduate Admission Decisions*, November 2009.
- Center for Behavioral Decision Research, Small Grants Program for *The Subjective Utility Costs of Negotiation*, February 2008.
- National Science Foundation. Research grant for *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success* with Don Moore, Francesca Gino, and Zachariah Sharek, 2007-2009
- Carnegie Mellon University, Small Undergraduate Research Grant for *Correspondence Bias in College Admissions Decision Making*, 2003.

Teaching

Instructor

Workshop on Collaborative Statistical Programming in R (UPenn, Graduate, F '12, S '13)
Negotiation and Conflict Resolution (CMU, Undergraduate, F '10)
Overall Teaching Rating: 4.75 out of 5; Overall Course Rating: 4.75 out of 5

Teaching Assistant

Interpersonal Negotiation with T. Cohen (MBA)
Managing Groups and Teams with K. Ling (MBA)
Negotiation and Conflict Resolution with E. Hyder (Undergraduate)
Interpersonal Negotiation with D. Moore (MBA)
Managing Organizations with D. Moore (MBA)
Organizational Behavior I with Z. Sharek (Undergraduate)
Interpersonal Negotiation with L. Weingart (MBA)

Academic Service

Reviewer

Academy of Management Perspectives
International Association for Conflict Management
Journal of Experimental Social Psychology
Management Science
Organizational Behavior and Human Decision Processes
Psychonomic Bulletin & Review

Professional Affiliations

Academy of Management (Organizational Behavior, Conflict Management, Research Methods)
Society for Judgment and Decision Making
Association for Psychological Science