

## Richard Ronay

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Department of Experimental and Applied Psychology  
Van der Boechorststraat 1  
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The Netherlands  
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### ACADEMIC APPOINTMENTS

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#### Vrije Universiteit Amsterdam

Department of Experimental and Applied Psychology,

- Assistant Professor, September 2012 – Present

#### Columbia Business School, Columbia University

- Visiting Assistant Professor, January 2013 – May 2013
- Postdoctoral Research Scholar, May 2010 – August 2012

### EDUCATION

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<b>Ph.D., University of Queensland, Social Psychology</b> (Dean's Award for Outstanding Research Higher Degree Theses, equivalent of <i>magna cum laude</i> )	May 2010
<b>B.Psychology, Macquarie University,</b> (1st Class Honors, equivalent of <i>magna cum laude</i> )	May 2004
<b>B.A., Macquarie University,</b> Literature	May 1994
<b>Diploma of Education, Macquarie University</b>	May 1994

### RESEARCH INTERESTS

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- Social Hierarchy
- Negotiations
- Conflict Management
- Decision Making
- Social Neuroendocrinology
- Overconfidence
- Leadership
- Regulatory and Behavioral Flexibility

## ACADEMIC AWARDS

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- 2015, Excellence in Teaching Award, Department of Social and Organizational Psychology, Vrije Universiteit Amsterdam
- 2015, Nominated for Vrije Universiteit Faculty Teaching Award
- 2014 Vrije Universiteit Faculteit Apparatuurcommissie, Hormones and Prosocial Behavior (€39,903)
- 2010, Dean's Award for Outstanding Research Higher Degree Theses, University of Queensland
- 2009, Commendation for Tutoring Excellence, University of Queensland
- 2009, Winner of University of Queensland Graduate School Three Minute Thesis Competition (\$5000)
- 2009, SPSP Student Poster Award Honorable Mention
- 2008, Graduate Research Travel Grant, University of Queensland (\$5000)
- 2003, John Anthill Prize for Theory and Practice of Survey Research, Macquarie University

## PUBLICATIONS

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von Hippel, W., **Ronay, R.**, Baker, E., Kjelsaas, K., & Murphy, S. C. (2016). Quick thinkers are smoother talkers: Mental speed facilitates charisma. *Psychological Science*, 27, 119-122.

von Hippel, W., **Ronay, R.**, & Maddux, W.W. (2016). Of baboons and elephants: Inequality and the evolution of immoral leadership. In J. P. Forgas, P. van Lange, & L. Jussim (Eds.), *Social Psychology and Morality*.

**Ronay, R.**, & von Hippel, W. (2015). Sensitivity to changing contingencies predicts social success. *Social Psychological and Personality Science*, 6, 23-30.

Swaab, R.I., Schaerer, M. Anicich, E.M., **Ronay, R.**, & Galinsky, A.D. (2014). The Too-Much-Talent Effect: Team interdependence determines when more talent is too much versus not enough. *Psychological Science*, 25, 1581-1591.

Van Vugt, M., & **Ronay, R.** (2014) The evolutionary psychology of leadership: Theory, review, and roadmap. *Organizational Psychology Review*, 4, 74-95.

Denson, T. F., Dobson-Stone, C., **Ronay, R.**, von Hippel, W., & Schira, M. M. (2014). A functional polymorphism of the MAOA gene is associated with neural responses to induced anger control. *Journal of Cognitive Neuroscience*, 26, 1418-1427.

Denson, T.F., **Ronay, R.**, von Hippel, W., & Schira, M.M. (2013). Risk for aggression: Endogenous testosterone and cortisol modulate neural responses during induced anger control. *Social Neuroscience*, 8, 165-177.

**Ronay, R.** & Carney, D.R. (2013). Testosterone's negative relationship with empathic accuracy and perceived leadership ability. *Social Psychological and Personality Science*, 4, 92-99.

**Ronay, R.**, Greenaway, K., Anicich, E.M., & Galinsky, A.D. (2012). The path to glory is paved with hierarchy: When hierarchical differentiation increases group effectiveness. *Psychological Science*, 23, 669-677.

**Ronay, R.**, & Galinsky, A.D. (2011). Lex Talionis: Testosterone and the law of retaliation. *Journal of Experimental Social Psychology*, 47, 702-705.

**Ronay, R.**, & von Hippel, W. (2010). Power, testosterone and risk-taking. *Journal of Behavioral Decision Making*, 23, 439-526.

**Ronay, R.**, & von Hippel, W. (2010) The presence of an attractive woman elevates testosterone and risk-taking in young men. *Social Psychological and Personality Science*, 1, 57-64.

von Hippel, W., & **Ronay R.** (2009) Executive functions and self-control, In J. P. Forgas, R. Baumeister & D. Tice (Eds.), *The Psychology of Self-Regulation*. New York: Psychology Press

**Ronay, R.**, & Kim, D-Y (2006), Explicit and implicit gender differences in risk-taking: A socially facilitated phenomenon. *British Journal of Social Psychology*, 45, 397-419.

#### MANUSCRIPTS SUBMITTED FOR PUBLICATION AND IN PREPARATION

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**Ronay, R.**, Maddux, W., von Hippel, W. Inequality Rules: Resource distribution and the evolution of dominance- and prestige-based leadership. (Revise and Resubmit, *Organization Science*)

**Ronay, R.**, Ostrom, J.K. Lehmann, N.K., & van Vugt, M. Pride before the fall: Overconfidence predicts escalation of public commitment. (Under Review at *Journal of Experimental Social Psychology*)

**Ronay, R.**, Oostrom, J.K. Lehmann, N.K. The overconfidence prescription: Overconfidence and leadership selection. (Under review at *Organisational Behavior and Human Decision Processes*)

**Ronay, R.** & Tybur, J. Embodied power, testosterone, and overconfidence as a causal pathway to risk taking. (In principal acceptance at *Comprehensive Results in Social Psychology*)

**Ronay, R.**, Oostrom, J.K., & Rusch, H. Playing the Trump Card: (Over)Confidence as a Cheap but Effective Signal Among Presidential Candidates. (ongoing data collection)

**Ronay, R.** & Tybur, J. (2016). The wolf will live with the lamb. Comment on “Explaining financial and prosocial biases in favor of attractive people: Interdisciplinary perspectives from economics, social psychology, and evolutionary psychology.” *Behavior and Brain Sciences* (invited commentary).

Oostrom, J.K. & **Ronay, R.** Do clothes make the man or just a sham: The effects of non-conformist dress style on professional selection (ongoing data collection)

**Ronay, R.**, Swaab, R.I., & Galinsky, A.D. Organizational architecture: The foundations, forms, and functions of social hierarchy. (preparing for submission)

**Ronay, R.**, Rainford, E., Van Vugt, M. A biological account of sex differences in overconfidence. (ongoing data collection)

Maddux, W. Jarrett, M. **Ronay, R.** Eliza, B., Tierney, W. A qualitative analysis of costly signals in a competitive context. (ongoing data collection)

## CONFERENCE PRESENTATIONS & INVITED TALKS

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**Ronay, R.**, Salam, A.P., Rainford, E., & Van Vugt, M. (2016). “Fight or Flight” or “Tend and Befriend”? Acute Stress Promotes Distrust of Racial Outgroup members but not Racial Ingroup, Workshop on Conflict, Emotions, and Aggression: Economic and Psychological Views. Vrije Universiteit, Amsterdam, The Netherlands.

**Ronay, R.**, Oostrom, J.K., & Lehmann-Willenbrock, N. (2015). Pride before the fall: Overconfidence, leadership selection, and escalating commitment, 17<sup>th</sup> European Congress of Work and Organisational Psychology (EAWOP), Oslo, Norway.

- Ronay, R.** (2015). The neuroscience of social intelligence. Invited presentation, GP Bullhound Summit, Marbella, Spain.
- Ronay, R.** (2014). A capacity based perspective on social competence: The role of behavioral flexibility in response to changing contingencies. Invited presentation Department of Social Psychology Seminar Series, Tilburg University, The Netherlands.
- Ronay, R., & von Hippel, W.** (2014). Sensitivity to changing contingencies is a foundation of social intelligence. *Society for Experimental Social Psychology (SESP)*, Columbus, Ohio, USA.
- Ronay, R.** (2014). The architecture of social hierarchy: Implications for coordination, conflict, and creativity. Invited presentation HRM/OB seminar series, University of Groningen, The Netherlands.
- Ronay, R., & von Hippel, W.** (2014). Sensitivity to reversal of fortune predicts social success, 17<sup>th</sup> General Meeting of the European Association for Social Psychology, Amsterdam, The Netherlands.
- Ronay, R.** (2014). The architecture of social hierarchy: Implications for coordination, conflict, and creativity. Invited presentation at the Social Hierarchy Conference, IDC Herzliya, Tel Aviv, Israel.
- Ronay, R., & Carney, D.R.** (2013). When wanting to lead isn't enough: Testosterone's negative relationship with empathic accuracy and leadership ability. 14<sup>th</sup> Annual Meeting of the Society for Social and Personality Psychology (SPSP), New Orleans, LA, USA.
- Ronay, R., Greenaway, K., Anicich, E.M., & Galinsky, A.D.** (2012). The path to glory is paved with hierarchy: When hierarchical differentiation increases group effectiveness. International Association for Conflict Management (IACM), 25<sup>th</sup> Annual Conference, Stellenbosch, South Africa.
- Ronay, R., Greenaway, K., Anicich, E.M., & Galinsky, A.D.** (2012). Payback and pecking orders: Prenatal testosterone exposure as a predictor of competitive confrontations. 13<sup>th</sup> Annual Meeting of the Society for Social and Personality Psychology (SPSP), San Diego, CAL, USA.

- Ronay, R.,** Galinsky, A.D. (2011). Lex talionis: Testosterone and the law of retaliation. International Association for Conflict Management (IACM), 24<sup>th</sup> Annual Conference, Istanbul, Turkey.
- Ronay, R.,** von Hippel, W. & Galinsky, A.D. (2011). Risk taking, testosterone, & cognitive control, 24<sup>th</sup> Social Psychology Winter Conference, Park City, Utah, USA.
- Ronay, R.** & von Hippel, W. (2009) Physical attraction, executive functions and risk-taking, 10<sup>th</sup> Annual Meeting of the Society for Social and Personality Psychology (SPSP), Tampa, FL, USA.
- Ronay, R.** & von Hippel, W. (2009) Testosterone moderates the effect of power on risk-taking, Judgment and Decision Making Pre-Conference, 10<sup>th</sup> Annual Meeting of the Society for Social and Personality Psychology (SPSP), Tampa, FL, USA.
- Ronay, R.** & von Hippel, W. (2007), Sex, power, testosterone and the risk-taking male, 36th Annual Conference of the Society for Australasian Social Psychologists, Brisbane, QLD, Australia
- Ronay, R.** & Kim, D-Y (2006), Gender differences in risk-taking: A socially facilitated phenomenon. 7th Annual Meeting of the Society for Social and Personality Psychology (SPSP), Palm Springs, CA, USA.
- Ronay, R.** & Kim, D-Y. (2005), Gender differences in risk-taking: A socially facilitated phenomenon, 34th Annual Conference of the Society for Australasian Social Psychologists, Townsville QLD, Australia
- Ronay, R.** (2005), Gender, context and risk-taking. Invited speaker at the Department of Human Resources and Organizational Behavior, School of Business, Ajou University, Suwon, South Korea.
- Ronay, R.** & Kim, D-Y. (2004), The social facilitation of gender differences in risk-taking, 6th Annual Quality of Life Conference, Melbourne, Vic, Australia

## TEACHING EXPERIENCE

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### ***Vrij Universiteit University, Amsterdam***

#### ***In collaboration with Center for Conflict Resolution and Mediation***

Conflict Resolution and Mediation

Customized Training Program for Indonesian Government

#### ***Faculty of Law***

Contract Law, Dispute Law, and Psychology (Masters)

2015

Instructor Evaluation: Achieved 5 of 5

#### ***Department of Experimental and Applied Psychology***

Negotiations (Masters)

2013; 2014; 2015

Instructor Evaluation: Achieved 4.8 of 5

Leadership and Organizations (Masters)

2012; 2013; 2014; 2015

Instructor Evaluation: Achieved 4.8 of 5

Intercultural Psychology (Undergraduate)

2012; 2013; 2014

Instructor Evaluation: Achieved 4.8 of 5

### ***Columbia University***

#### ***Columbia Business School,***

Managerial Negotiations, MBA Course

2010; 2011; 2013

Instructor Evaluation: Achieved 4.8 of 5

### ***University of Queensland***

#### ***Department of Psychology***

Head Teaching Assistant: Psychological Approaches to Complex Problems

2009

Teaching Assistant: Social and Organizational Psychology,

2009

Head Teaching Assistant: Questionnaire and Survey Design Skills

2008

Head Teaching Assistant: Topics in Social Psychology  
2008

***University of New South Wales***

***Department of Psychology***

Teaching Assistant: Advanced Social Psychology  
2006; 2007

Teaching Assistant: Social and Developmental Psychology  
2006; 2007

**ADVISING AND MENTORING**

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- Eline Heuves, Masters in Organizational Psychology, Preferences and Expectations of the Features of Social Hierarchy
- Jan Papenfuss, Masters in Organizational Psychology, Do Clothes Make the Man or Just a Sham?
- Halima Nassiri, Masters in Organizational Psychology, The effect of overconfidence on bargaining behavior in the ultimatum game: The mediating role of self-threat and negative emotions.
- Alex Salam, Masters in Cognitive and Evolutionary Anthropology, Tend and defend: The effect of acute stress on intra- and inter-group trust.
- Emma Rainford, Masters in Organizational Psychology, Self-Enhancement: The Effect on Escalation of Commitment and Influence of Digit Ratio (2D:4D)
- Merve Yilmaz, Masters in Organizational Psychology, *The Effect of Gender on Overconfidence*
- Florine Kemp, Masters in Organizational Psychology, New ways of working and organizational outcomes: The role of psychological capital
- Nicholas Mackay, Psychology Honors Thesis, The effect of testosterone on the ultimatum game: The role of status threat
- Jason McIntyre, Psychology Honors Thesis, The effect of stress on risk taking in young men: Autonomic correlates and the role of behavioral activation and inhibition systems

**AD-HOC REVIEWING**

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- Asian Journal of Social Psychology
- Behavioral and Brain Sciences
- Biological Psychology
- British Journal of Social Psychology
- Current Directions in Psychological Science

- Evolutionary Psychology
- Group Processes and Intergroup Relations
- Journal of Experimental Social Psychology
- Journal of Behavioral Decision Making
- Journal of Risk Research
- Leadership Quarterly
- National Science Foundation
- Organizational Behavior and Human Decision Processes
- Personality and Social Psychology Review
- PLoS one
- Psychological Science
- Social Psychological and Personality Science

## PROFESSIONAL AFFILIATIONS

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- American Psychological Association
- Association for Psychological Science
- Academy of Management
- European Association of Work and Organisational Psychology
- International Association for Conflict Management
- Society for Personality and Social Psychology

## PROFESSIONAL SERVICE

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Vrij Universiteit

- 2014-present: Colloquium Coordinator
- 2015-present: Coordinator of the Master Social Psychology Program
- 2016: Organization of Department of Experimental and Applied Mini Conference

## SELECTED MEDIA COVERAGE OF MY RESEARCH

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- [The Problem of Too Much Talent. \*The Atlantic\*. October, 2015](#)
- [A Tipping Point for Too Much Talent. \*New York Times\*. August, 2014.](#)
- [The Fault in Our Stars. \*Wall Street Journal\*. June, 2014.](#)
- [Not Enough Basketballs? The Too-Much-Talent Effect. \*Huffington Post\*. June, 2014.](#)
- [Talent Acquisition: Sometimes Less is More. \*Forbes\*. June, 2014.](#)
- [Why Many Superstars Can Be Bad For Your Team, \*Business Insider\*. June, 2014.](#)
- [Duke it Out: Healthy Conflict Yields Better Work Outcomes, \*Inc.\* May 31, 2013.](#)
- [Why Office Hierarchies are Good for Business, \*Inc.\* August 24, 2012](#)

- [At the Office: Testosterone's Dark Side. \*The Wall Street Journal\*, At Work. July 26, 2012.](#)
- [Why We Can't All Be Chiefs. \*Australian Financial Review\*. June 4, 2012.](#)
- [The Big Reason Employees Need Bosses. \*Business News Daily\*. May 31, 2012.](#)
- [Productivity: Hierarchy at Work. \*The Wall Street Journal\*, \*Week in Ideas\*. May 25, 2012.](#)
- [How Flat is Too Flat? \*Inc.\* May 25, 2012.](#)
- [Group Tasks: The Case for Hierarchy. \*The Wall Street Journal\*, \*Ideas Market\*. March 23, 2012.](#)
- [Origins of Us. \*BBC Television\*. Oct 18, 2011.](#)
- [Prenatal Levels of Testosterone Linked as Key Factor in Bargaining Behavior, \*Business Week\*. Feb 21, 2011.](#)
- [Skating on the Edge, Feature Story on \*ABC Television Australia\*, \*Catalyst\*. July 29, 2010.](#)
- [To be a Femme Fatale, Just stand there and Watch Him Perform, \*Chronicle of Higher Education\*. March 21 2010.](#)
- [Pretty Women Make Simple Men, \*Psychology Today\*. December 18, 2010.](#)
- [Why Men Will Risk All for a Beautiful Woman, \*ABC News\*, March 24, 2010.](#)