

***Richard Ronay***

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Department of Social and Organizational Psychology  
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The Netherlands  
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**ACADEMIC APPOINTMENTS**

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**VU University, Amsterdam**

Department of Social and Organizational 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 and Conflict Management
- Decision making and Risk Taking
- Regulatory and Behavioral Flexibility
- Social Neuroendocrinology

## ACADEMIC AWARDS

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- 2015, Excellence in Teaching Award, Department of Social and Organizational Psychology, VU University Amsterdam
- 2015, Nominated for VU University, Faculty Teaching Award (ranked 3<sup>rd</sup> of 100+ lecturers)
- 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.**, & Maddux, W.W. (2015). 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 to 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.**, Ostrom, J.K. Lehmann, N.K. The overconfidence prescription: Overconfidence boosts social status and buffers social stress. (Under Review)
- Von Hippel, B., **Ronay, R.**, Baker, E., Kjelsaas, K., & Murphy, S. C. Quick thinkers are smoother talkers: Mental speed facilitates charisma. (Under Review)
- Ronay, R.**, Ostrom, J.K. Lehmann, N.K., & van Vugt, M. Pride before the fall: Overconfidence predicts escalation of public commitment. (Under Review)
- Ostrom, J.K. & Ronay, R. Do Clothes Make the Man or Just a Sham: The Effects of Nonconformist Dress Style on Professional Selection (Under Review)

**Ronay, R.**, Maddux, W., von Hippel, W. The cocksure conundrum: An evolutionary account of overconfidence in leadership selection. (Preparing for submission)

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

**Ronay, R.**, Rainford, E., Van Vugt, M. A biological account of sex differences in overconfidence.

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

Salam, A.P., Rainford, E., van Vugt, M., **Ronay, R.** Stress promotes xenophobia.

### CONFERENCE PRESENTATIONS & INVITED TALKS

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**Ronay, R.**, Ostrom, 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.

**Ronay, R.**, & von Hippel, W. (2014). Sensitivity to changing contingencies is a foundation of social intelligence. *Society for Experimental Social Psychology (SESP)*, Columbus, Ohio.

**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.
- 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.
- 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.
- 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.
- 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.
- Ronay, R.** & von Hippel, W. (2007), Sex, power, testosterone and the risk-taking male, 36<sup>th</sup> 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.

**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

## **COURSES TAUGHT**

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### ***VU University, Amsterdam***

Negotiations

2013; 2014

Instructor Evaluation: Achieved 4.8 of 5

Leadership and Organizations

2012; 2013; 2014

Instructor Evaluation: Achieved 4.8 of 5

Intercultural Psychology

2012; 2013; 2014

Instructor Evaluation: Achieved 4.8 of 5

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

Managerial Negotiations, MBA Course

2010; 2011; 2013

Instructor Evaluation: Achieved 4.8 of 5

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

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***

Teaching Assistant: Advanced Social Psychology  
2006; 2007

Teaching Assistant: Social and Developmental Psychology  
2006; 2007

**ADVISING AND MENTORING**

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- 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
- 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
- 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

## SELECTED MEDIA COVERAGE OF MY RESEARCH

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- [A Tipping Point for Too Much Talent. \*New York Times\*. August, 2014.A](#)
- [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.](#)