

CURRICULUM VITAE

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PROFESSIONAL BACKGROUND

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| 2013-present | Full professor of Social and Organizational Psychology at the Leuphana University, Germany |
| 2011-2012 | Full professor of Social Psychology at the University of Saarland, Germany |
| 2010-2011 | Associate Professor, Department of Psychology, University of Trier, Germany |
| 2006-2010 | Senior Lecturer Department of Psychology, University of Trier, Germany |
| 2003-2006 | Assistant Professor, Department of Psychology, University of Kiel, Germany |
| 2002 | Consultant SMS-Consulting, Frankfurt a.M. Human Resources and Organizational Development (remuneration, management and organizational analysis) |
| 2000-2001 | Post-Doc at the Department of Social Psychology at the University of Konstanz, Germany / Post-Doc at the New York University, USA (NYU) |
| 1998-2000 | PhD Student at the Department of Social Psychology and Motivation at the University of Konstanz, Germany / PhD Student at the Tel Aviv University, Israel (TAU) |
| 1994-1998 | Master of Science in Psychology (Diplom), University of Konstanz, Germany |
| 1992-1994 | Bachelor of Science in Psychology (Vordiplom), University of Fribourg, Switzerland |
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RESEARCH INTERESTS

Fundamentals of Social Psychology:

- Social identity processes (individual vs. collective identity, intergroup behavior)
- Self-regulation (identity goals, symbolic self-completion, action control, goal-setting, auto-motives)
- Social Conflicts and Social Dilemmas (social dilemma, group processes in social conflicts)

Applied Social Psychology and Business Psychology:

- Cognitive processes in negotiations (perspective taking, framing, anchoring, mental accounting, cognitive mindsets)
- Motivational processes in negotiations (social motivations, self-regulation, volition in negotiations)
- Strategies in negotiations (issue packaging, agenda-setting, anchoring, strategic concession making, bartering, logrolling)
- Conflict management through third parties (mediators, arbitrators, mediators in intergroup conflicts)
- Group processes in negotiations (process gains and losses in negotiations, social identity processes in negotiations)
- Social psychology and sustainability (psychological fundamentals of a sustainable lifestyle, social dilemmas and commoning, sustainable conflict resolutions)
- Negotiations and the resolution of value conflicts (value conflicts in the domain of negotiation on political, environmental, or cultural conflicts)

EXTERNAL FUNDS

2017- 2020	Mental Accounting in Negotiations Project funded by the German Research Foundation (DFG TR 565/6-1)	323.500 €
2015- 2017	Process Gains and Process Losses in Negotiations Project funded by the German Research Foundation (DFG TR 565/5-1)	149.600 €
2014- 2015	Analysis, Development and Application of a Concept for Resource-Oriented Negotiations Project funded by the European Regional Development Fund (ERDF) – Innovation incubator sub-measure 1.3 (Module C)	113.500 €
2011- 2014	Offers- vs. Claims-Based Negotiations Project funded by the German Research Foundation (DFG TR 565/2-1), funding period: 2011-2013	130.880 €
2010- 2011	Outcome and Procedural Frames in Negotiations Project funded by the Research Fund of the University of Trier, funding period: 2010-2011	8.000 €
2008- 2009	Regulatory Focus in Negotiations Project funded by the Research Fund of the University of Trier, funding period: 2008-2009	8.000 €

2006-2010	Third-Party Intervention in Intergroup Negotiations Project funded by the German Research Foundation (DFG TR 565/1-2), funding period: 2006-2010	152.400 €
2005	Evaluation of the project “Welcome – Support for Families” Project funded by the Ministry for Family Affairs Schleswig-Holstein (together with Dr. Stefan Stürmer)	3.900 €
2004-2006	Social Identity Processes in Intergroup Negotiations Project funded by the German Research Foundation (DFG TR 565/1-1), funding period: 2004-2006	127.160 €
2004-2006	Socio-Political Movement Participation: Collective Identity as Goal Project funded by the German Research Foundation together with Prof. Dr. Simon (DFG SI 428/14-1), funding period: 2004-2006	122.000 €

MEMBERSHIP

European Association of Social Psychology (EASP)

International Association of Conflict Management (IACM)

German Association of Psychology (Deutsche Gesellschaft für Psychologie, DGPs)

German Association of Social Psychology (Fachgruppe Sozialpsychologie der DGPs, FGSP)

REVIEW ACTIVITIES

Academy of Management , Organizational Behavior and Human Decision Processes, Journal of Personality and Social Psychology, Social Cognition; Journal of Experimental Social Psychology; Journal of Experimental Psychology; Group Processes and Intergroup Relations; Basic and Applied Social Psychology; Negotiations and Conflict Management Research; Swiss Journal of Psychology; Experimental Psychology, Social Psychology, German Research Foundation (DFG), Austrian Fund for Scientific Research (FWF), Israel Science Foundation (ISF)

CURRENT RESEARCH COLLABORATION

David Loschelder (Leuphana University, Lüneburg, Germany) on anchoring effects in negotiations

Adam Galinsky (Columbia Business School, New York, USA) on anchoring effects in negotiations

Peter Gollwitzer (New York University, New York, USA) on self-regulation by implementation intentions

Stefan Schulz-Hardt (University of Göttingen) on process losses and gains in negotiations

Roderick Swaab (Business School INSEAD, France and Singapore) on third-party intervention in social conflicts

TEACHING (Excerpt)

Teaching Award

- SS 2012 Award of the Psychology Department Student Council at the University of Saarland for the best lecture of the Department of Psychology (Lecture “Applied Social Psychology” in the Master’s degree program)
- WS 2011 Award of the Psychology Department Student Council at the University of Saarland for the best lecture of the Department of Psychology (Lecture “Fundamentals of Social Psychology” in the Bachelor’s degree program)

Lectures

- Since 2006 Lecture “Fundamentals of Social Psychology” for the Bachelor’s degree program at the University of Trier (minor) and the University of Saarland (major in Psychology)
- Since 2007 Lecture “Applied Social Psychology” for the Master’s degree program at the University of Trier (minor) and the University of Saarland (major in Psychology)

Seminar

- Basics: Seminars in “Social Psychology”, “Methods of Evaluation Research”, “Group Processes”, “Stereotypes and Prejudices”, “Organizational Psychology”, “Statistics and Experimental Research”
- Application: “Negotiation Research”, “Negotiation Management and Training”, “Third Party Intervention in Social Conflicts”, “Mediations”, “Social Psychology and Sustainability Science”

EXTRAMURAL LECTURES

- Conducting negotiation trainings for parties in the context of collective negotiation
- Training programs on effective negotiation skills in professional context
- Teamwork and Group Processes

SUPERVISION OF THESIS

Dissertations (Candidate, Subject)

- Marco Warsitzka (since 2016), Leuphana University, “Process Gains and Process Losses in Negotiations”
- Valentin Ade (since 2016), Leuphana University, “A Mindset-Oriented Approach to Negotiations”
- Hong Zhang (since 2015), Frei Universität Berlin, Issue-Packaging Agenda and Strategies in Multi-Issue Negotiations
- Johann Majer (since 2013), Leuphana University, “Anchoring Effects in Offers- versus Claims Based Negotiations”

- Dr. Benjamin Höhne, 2011 - 2015, Leuphana University, "Psychological Processes in Accession and Allocation Negotiations"
- Dr. David D. Loschelder, 2010 - 2013, University of Trier, "Intervention of Third Parties in Inter-group Negotiations"
- Dr. Joachim Hüffmeier, 2004 - 2007, University of Trier, "Better than Expected or as Bad as Feared? The Evaluation of Offers in Negotiations"
- Dr. Dorit Dähne, 2004-2007, University of Kiel (together with Prof. Dr. B. Simon), "Socio-Political Participation: Collective Identity as Goal"

PUBLICATIONS

- Loschelder, D. D., Friese, M., & Trötschel, R. (2017). *How and Why Precise Anchors Distinctly Affect Anchor Recipients and Senders*. *Journal of Experimental Social Psychology*, (70), 164-176.
- Trötschel, R., Höhne, B., Majer, J. M., Loschelder, D. D., Deller, J., & Frey, D. (2017). Verhandeln. In H-W. Bierhoff, & D. Frey (Eds.), *Enzyklopädie der Psychologie: Kommunikation, Interaktion und soziale Gruppenprozesse*. (1 ed., Vol. 3, pp. 803-846). Göttingen: Hogrefe Verlag.
- Drawert, K., Mager, M., Funk, B., Trötschel, R., & Pfeifer, C. (2016). *Mentoring in Massive Open Online Courses - Eine Nutzenanalyse auf Basis des IS-Success-Modells*
- Trötschel, R., Loschelder, D. D., Höhne, B., & Majer, J. M. (2016). *Procedural frames in negotiation: The impact of offering "my resources" vs. requesting "your resources"*. *Keller Center Research Report (KCRR)*, 9(1), 17-22.
- Loschelder, D. D., Trötschel, R., Swaab, R. I., Friese, M., & Galinsky, A. D. (2016). *The Information-anchoring model of first-offers: When and why moving first helps versus hurts negotiators*. *Journal of Applied Psychology*, (101), 995-1012.
- Höhne, B., Loschelder, D. D., Gutenbrunner, L., Majer, J. M., & Trötschel, R. (2016). *Workplace mediation: Lessons from negotiation theory*. Springer Heidelberg.
- Trötschel, R., Loschelder, D. D., Höhne, B., & Majer, J. M. (2015). Procedural Frames in Negotiations: How Offering My Resources vs. Requesting Yours Impacts Perception, Behavior & Outcomes. *Journal of Personality and Social Psychology*, 103 (3), 417-435.
- Trötschel, R., Loschelder, D. D., Höhne, B., Majer, J. M., & Pfeifer, C. (2015). Mit Geld verhandelt die Welt: Die Macht des Monetären in Verhandlungen. *The In-Mind*, 3.

- Trötschel, R., Majer, J. M., Höhne, B., Haft, F. (Ed.), & von Schlieffen, K. (Ed.) (2015). Verhandlungsforschung als Grundlage einer Mediationstheorie. In *Handbuch Mediation*. (3 ed.). [6] C. H. Beck.
- Loschelder, D., Swaab, R., Trötschel, R., & Galinsky, A. D. (2014). The First-Mover Disadvantage: The Folly of Revealing Compatible Preferences. *Psychological Science*, 25 (4), 954-962.
- Loschelder, D., Stuppi, J., & Trötschel, R. (2013). "€14,875?!": Precision Boosts the Anchoring Potency of First Offers. *Social Psychological and Personality Science*, 1-9.
- Höhne, B., & Trötschel, R. (2013). WinWin-Lösungen in Verhandlungen um Allgemeingüter: Erkenntnisse aus der Forschung zu Allmende-Verhandlungen. *In-Mind*, (2), Retrieved October 14th, 2013, from <http://de.inmind-magazine.org/article/winwin-loesungen-in-verhandlungen-um-allgemeingueter-erkenntnisse-aus-der-forschung-zu>.
- Loschelder, D.D. & Trötschel, R. (2013). Der Verhandlungsbeginn – Wer startet, wann (nicht), und wie in eine Verhandlung. *In-Mind*, (2), Retrieved October 14th, 2013, from <http://de.inmind-magazine.org/article/der-verhandlungsbeginn-wer-startet-wann-nicht-und-wie-in-eine-verhandlung>.
- Trötschel, R., Bündgens S., Hüffmeier, J., & Loschelder, D.D. (2013). Promoting Prevention Success at the Bargaining Table: Regulatory Focus in Distributive Negotiations. *Journal of Economic Psychology*. 38, 26-39. doi 10.1016/j.joep.2012.03.006.
- Trötschel, R. & Höhne, B. (2013). *Verhandeln (I)*. Hagen: Fernuniversität Hagen.
- Trötschel, R., Höhne, B., & Loschelder, D.D. (2012). Konfliktlösungen durch Verhandlungen. Ein wissenschaftliches Training für die Praxis. *Zeitschrift für Sozialmanagement* 10, 40-58.
- Webb, T. L., Sheeran, P., Gollwitzer, P. M., & Trötschel, R. (2012). Strategic control over the unhelpful effects of primed social categories and goals. *Journal of Psychology*, 220, 187-193.
- Loschelder, D. D., Bündgens, S., & Trötschel, R. (2012). Identity-b(i)ased intervention of third-parties: The effects of social categorization during mediation-arbitration. *Journal of European Psychology Students*, 3, 24-37.
- Gollwitzer, P. M., Sheeran, P., Trötschel, R., & Webb, T. (2011). Self-regulation of priming effects on behavior. *Psychological Science*, 22, 901-907.
- Trötschel, R., Hüffmeier, J., Loschelder, D. D., Schwartz, K., & Gollwitzer, P. M. (2011). Perspective taking as a means to overcome motivational barriers in negotiations: When putting oneself into the opponent's shoes helps to walk toward agreements. *Journal of Personality and Social Psychology*, 101, 771-790.

- Trötschel, R., Hüffmeier, J., & Loschelder, D. D. (2010). When yielding pieces of the pie is not a piece of cake: Identity-based intergroup effects in negotiations. *Group Processes & Intergroup Relations*, *13*, 741-763.
- Loschelder, D. D. & Trötschel, R. (2010). Overcoming the competitiveness of an intergroup context: Third-party intervention in intergroup negotiations. *Group Processes & Intergroup Relations*, *13*, 795-815.
- Simon, B., Trötschel, R., & Dähne, D. (2008). Identity affirmation and social movement support. *European Journal of Social Psychology*, *38*, 935-946.
- Trötschel, R., & Gollwitzer, P. M. (2007). Implementation intentions and the wilful pursuit of pro-social goals in negotiations. *Journal of Experimental Social Psychology*, *43*, 579-598.
- Simon, B., & Trötschel, R. (2007). Self and identity. In M. Hewstone, W. Stroebe, & J. Jonas (Eds.), *Introduction to Social Psychology* (pp. 88-110), London: Blackwell.
- Simon, B., & Trötschel, R. (2006). Soziale Identität. In H.-W. Bierhoff & D. Frey (Hrsg.), *Handbuch der Sozialpsychologie und Kommunikationspsychologie, Band 3* (pp. 684-693), Göttingen: Hogrefe Verlag.
- Trötschel, R., & Gollwitzer, P. M. (2004). Verhandlungsführung – psychologische Grundlagen. In G. Sommer & A. Fuchs (Eds.), *Lehrbuch Konflikt- und Friedenspsychologie* (pp. 158-177). Weinheim: Beltz.
- Trötschel, R. (2002). *Den Verlust vor Augen, die Einigung im Sinn. Zur Realisierung prosozialer Verhandlungsziele durch Vorsätze*. Osnabrück: Der Andere Verlag.
- Bargh, J. A., Gollwitzer, P. M., Chai, A. L., Barndollar, K., & Trötschel, R. (2001). Automated will: Nonconscious activation and pursuit of behavioral goals. *Journal of Personality and Social Psychology*, *81*, 1014-1027.

ACADEMIC LECTURES (Excerpt)

- Trötschel, R., Majer, J. Peifer, C. Höhne, B. & Loschelder, D. (2015). The Resource-Oriented Negotiation Approach (RONA): Resources, their Characteristics and the Interplay with Psychological Processes in Negotiations. *Invited Talk at the IESEG School of Management, Paris, France*.
- Trötschel, R., Majer, J. Peifer, C. Höhne, B. & Loschelder, D. (2015). Resources in Negotiations: A New Approach to Negotiation Research and Practice. *Invited Talk at the Dispute Resolution Research Center (DRRC), Northwestern University of Chicago, USA*.
- Trötschel, R., Höhne, B., J. Peifer, C. Majer, J. & Loschelder, D. (2014). The Give and Take in Negotiations. *Invited Talk at the Free University of Berlin (FU Berlin), Berlin, Germany*.

- Trötschel, R., Bündgens, S., Hüffmeier, J. & Loschelder, D. (2012). "Regulatory Focus in Distributive Negotiations. Promoting Prevention Success at the Bargaining Table" *XVI General Meeting of the European Association of Experimental Social Psychology (EAESP)*, Stockholm (Sweden).
- Trötschel, R. Loschelder, D. & Höhne, B. (2011). "Procedural-Framing Effects in Negotiations: It's not just What You Propose but How You Frame it" *24th Annual Conference of the International Association for Conflict Management*, Seville, Spain.