
CURRICULUM VITAE

Marcus Selart
Department of Strategy and Management
Norwegian School of Economics
Helleveien 45
5045 Bergen
Norway

+47 55959695
Marcus.Selart@nhh.no

QUALIFICATIONS

1999-present	Docent, Gothenburg University
1990-1994	PhD, Gothenburg University
1983-1987	B.Sc. in Organizational Sociology, Gothenburg University
1983-1987	B.Sc. in Organizational Psychology, Gothenburg University

CAREER SUMMARY

2008-2025	Full Professor, Department of Strategy and Management, Norwegian School of Economics (NHH) (tenured in 2009)
1999-present	Professor H.C. Gothenburg University, Sweden
2004-2008	Associate Professor, Department of Strategy and Management, Norwegian School of Economics (NHH) (tenured in 2004)
2000-2004	Associate Professor, Linnaeus University, Sweden (tenured in 2000)
1995-2000	Assistant Professor, Gothenburg University, Sweden, 1995-2000
1990-1994	Research Scholar, Gothenburg University, Sweden, 1990-1994

MEMBERSHIPS

European Association for Decision Making (EADM)

International Association for Research in Economic Psychology (IAREP)

Society for Risk Analysis (SRA)

Nordic researcher network on trust in and between organizations

Center for Ethics and Economics at Norwegian School of Economics (NHH)

EDITORIAL BOARD MEMBERSHIP

2017-2021

Senior Editor, *Behaviormetrika*, Wiley

REVIEWING

Journals

Judgment and Decision Making, Organizational Behavior and Human Decision Processes, Journal of Organizational Behavior, Journal of Behavioral Decision Making, Management Science, Journal of Business Ethics, Journal of Management Studies, Journal of Management Inquiry, Management Decision, R & D Management, Journal of Applied Behavioral Science, Scandinavian Journal of Management, Journal of Economic Psychology, European Journal of Operational Research, European Journal of International Management, Thinking and Reasoning, Risk Analysis, Sustainability, Frontiers in Behavioral Economics, Human Performance, Journal of Business Research, Social Influence, Algorithms, Computational and Mathematical Organization Theory

GRANTS

Swedish Research Council

(1997-1999) Compatibility and value in behavioral decision making

(1998-2000) Behavioral decision making and the management of information systems

(2001-2004) The national conference series on cognitive psychology and decision making

(2006-2009) The nature of trust and behavioral decision making in organizations

(2009-2012) Issues in leadership and behavioral decision making

(2008-2014) The Nordic researcher network on trust in and between organizations

**LEADERSHIP/
MEMBERSHIP
OF NORDIC SCIENTIFIC
CONFERENCE SERIES**

(2001-2004) Leader of the national conference series on cognitive psychology and decision making, Swedish Research Council.

(2008-2014) Member of the Nordic Researcher Network on Trust in and between Organizations

**MANAGEMENT OF
SCIENTIFIC
MEETINGS**

(2001) Chair of a national conference on cognitive psychology and decision making, Linnaeus university, sponsored by the Swedish Research Council

(2003) Member of the program committee of a conference organized by the Association of European Operational Research Societies. Topic: The future role of information systems in European Union political decision making, Université de Luxembourg

(2011) Chair of a session on team leadership and decision making at the annual NEON conference, University College of Oslo and Akershus, Oslo

SERVICE

(2007-2008) Leader of the Faculty Group of Strategy Researchers at the Department of Strategy and Management, Norwegian School of Economics (NHH) (30 faculty members).

(2007–2013) Member of the department board

JOURNAL PUBLICATIONS

Midtgård, K., & Selart, M. (2025). Cognitive biases in strategic decision-making. *Administrative Sciences*, **15**, 227.

Aarøen, C., & Selart, M. (2025). Opportunities, threats, and strategic choice: The modifying role of emotion. *Administrative Sciences*, **15**, 331.

Nguyen, J., Dinh, T., & Selart, M. (2025). The predicting abilities of social trust and good governance on economic crisis duration. *Administrative Sciences*, **15**(4), 123

Arnestad, M., Glambek, M., & Selart, M. (2024). With a little help from my friends: The relational incongruence of benefitting financially from pro-socially motivated favors. *Frontiers in Behavioral Economics*

Selart, M., Schei, V., Lines, R., Nesse, S. (2020). Can mindfulness be helpful in team decision making? A framework for understanding how to mitigate false consensus *European Management Review*, **17**, 817–

Arnestad, MN., Selart, M., & Lines, R. (2019). The causal effects of referential vs. ideological justification of change. *Journal of Organizational Change Management*, **32**, 397–408.

Wikhamn, W., & Selart, M. (2019). Empowerment and initiative: The mediating role of obligation. *Employee Relations*, **41**, 662–677.

Sandvik, A. M., Selart, M., Schei, V., Martinsen, Ø. L. (2019). Setting the scene: Partners' leadership behavior and employees' perceptions of work performance in professional service firms. *Leadership and Organizational Studies*, **26**, 441–453.

Fang, F., Schei, V., & Selart, M. (2018). Hype or hope: A new look at the research on cultural intelligence. *International Journal of Intercultural Relations*, **66**, 148–171.

Sandvik, A. M., Croucher, R., Espedal, B., & Selart, M. (2018). Intellectual stimulation and team creative climate in a professional service firm. *Evidence-Based HRM*, **6**, 39–53.

Selart, M., & Johansen, S. T. (2017). Coping with career development: A field study measuring the influence of work characteristics and employee personality. *Behaviormetrika, 44*, 559-573

Lee, W. S., & Selart, M. (2015). How betrayal affects emotions and subsequent trust. *The Open Psychology Journal, 8*, 153-159.

Lee, W. S., & Selart, M. (2015). When emotional intelligence affects peoples' perception of trustworthiness. *The Open Psychology Journal, 8*, 160-170.

Nordmo, M., & Selart, M. (2015). The asymmetrical force of persuasive knowledge across the positive-negative divide. *Frontiers in Psychology, 6*, 1324.

Sandvik, A. M., Espedal, B., & Selart, M. (2015). Leadership drivers of organizational creativity: A path model. *Beta, 29*, 74-90.

Lee, W. S., & Selart, M. (2014). The influence of emotions on trust in ethical decision making. *Problems and Perspectives in Management, 12*, 571-578.

Johansen, S. T., Selart, M., & Grønhaug, K. (2013) The effects of risk on initial trust formation. *Journal of Applied Social Psychology, 43*, 1185-1199.

Selart, M., Johansen, S. T., & Nesse, S. (2013) Employee reactions to leader-initiated crisis prevention: Core dimensions. *Journal of Business Ethics, 116*, 99-106.

Selart, M., & Johansen, S. T. (2011). Understanding the role of value-focused thinking in idea management. *Creativity and Innovation Management, 20*, 196-206.

Selart, M., & Johansen, S. T. (2011). Ethical decision making in organizations: The role of leadership stress. *Journal of Business Ethics, 99*, 129-143.

Selart, M., & Patokorpi, E. (2009). The issue of design in managerial decision making. *Problems and Perspectives in Management, 7*, (4), 92-99.

Eek, D., & Selart, M. (2009) The choice between allocation principles: Amplifying when equality dominates. *International Journal of Psychology, 44*, 109-119.

Selart, M., Nordström, T., Kuvaas, B., & Takemura, K. (2008). Effects of reward on self-regulation, intrinsic motivation, and creativity. *Scandinavian Journal of Educational Research, 52*, 439-458.

Selart, M., Johansen, S.T., Holmesland, T., & Grønhaug, K. (2008). Can analytical and intuitive decision making explain managers' evaluation of information technology? *Management Decision*, **46**, 1326-1341.

Takemura, K., & Selart, M. (2007) Decision making with information search constraints. *Behaviormetrika*, **34**, 111-130.

Selart, M., Boe, O., Kuvaas, B., & Takemura, K. (2006). The influence of decision heuristics and overconfidence on multi-attribute choice. *European Journal of Cognitive Psychology*, **18**, 437-453.

Selart, M. (2005). Understanding the role of locus of control in consultative decision making: A case study. *Management Decision*, **43**, 397-412

Lines, R., Selart, M., Espedal, B., & Johansen, S.T. (2005). The production of trust during organizational change. *Journal of Change Management*, **5**, 1-24.

Sundgren, M., Dimenäs, E., Gustafsson, J-E., & Selart, M. (2005). Drivers of organizational creativity. *R & D Management*, **35**, 359-374.

Sundgren, M., Selart, M., Ingelgård, A., & Bengtson, C. (2005). Dialogue-based evaluation as a creative climate indicator: Evidence from the pharmaceutical industry. *Creativity and Innovation Management*, **14**, 84-98.

Selart, M., & Eek, D. (2005) Is there a pro-self component behind the prominence effect?. *International Journal of Psychology*, **40**, 429-440.

Kuvaas, B., & Selart, M. (2004) Effects of attribute framing on cognitive process and evaluation. *Organizational Behavior and Human Decision Processes*, **95**, 198-207.

Selart, M., Boe, O., & Gärling, T. (1999). Reasoning about outcome probabilities and values in preference reversals. *Thinking and Reasoning*, **5**, 175-188.

Gillholm, R., Ettema, D., Selart, M., & Gärling, T. (1999). The role of planning for intention-behavior consistency. *Scandinavian Journal of Psychology*, **40**, 241-250.

Karlsson, N., Gärling, T., & Selart, M. (1999). Explanations of effects of mental accounting on intertemporal choice. *Journal of Economic Psychology*, **20**, 449-463.

Selart, M., Gärling, T., & Montgomery, H. (1998) Compatibility and the use of information processing strategies. *Journal of Behavioral Decision Making*, **11**, 59-72.

Gärling, T., Kalén, T., Romanus, J., Selart, M., & Vilhelmson, B. (1998). Computer simulation of household activity scheduling. *Environment and Planning A*, **30**, 665-679.

Selart, M., Karlsson, N., & Gärling, T. (1997). Self-control and loss aversion in intertemporal choice. *Journal of Socio-Economics*, **5**, 513-524.

Selart, M. (1996). Structure compatibility and restructuring in judgment and choice. *Organizational Behavior and Human Decision Processes*, **65**, 106-116.

Montgomery, H., Selart, M., Gärling, T., & Lindberg, E. (1994). The judgment-choice discrepancy: Non-compatibility or restructuring?. *Journal of Behavioral Decision Making*, **7**, 144-155.

Selart, M., Gärling, T., Montgomery, H., & Romanus, J. (1994). Violations of procedure invariance in preference measurement. *European Journal of Cognitive Psychology*, **6**, 417-436.

BOOKS

Selart, M. (2010). *A Leadership Perspective on Decision Making*. Oslo: Cappelen Academic Publishers.

Allwood, C.M., & Selart, M. (2010). *Decision Making: Social and Creative Dimensions*. Dordrecht: Springer.

Selart, M. (1994) *Preference Reversals in Judgment and Choice*. (Doctoral dissertation). Gothenburg: Gothenburg University Press.

BOOK CHAPTERS

Selart, M. (2020). Ethical decision making and leadership stress. In D. C. Poff and A. C. Michalos (Eds.), *The Encyclopedia of Business and Professional Ethics*. New York: Springer

Johansen, S. T., Espedal, B., Grønhaug, K., & Selart, M. (2016). Trusting as adapting. In S. Jagd and L. Fuglsang (Eds.), *Trust, organizations and social interactions: Studying trust as process within and between organizations*. Cheltenham: Edward Elgar Publishing.

Lines, R., & Selart, M. (2013). Participation and organizational commitment during change: From utopist to realist perspectives. In R. Lewis, S. Leonard, and A. Freeman (Eds.), *Handbook of the*

Psychology of Leadership, Change, and Organizational Development. London: Wiley-Blackwell.

Selart, M., & Johansen, S. T. (2011). Organizational aspects of crisis preparedness. In L. J. T. Pedersen and O. Jakobsen (Eds.), ***Responsibility, Deep Ecology, and the Self***. Oslo: Forlag 1.

Lee, W. S., & Selart, M. (2011). The impact of emotions on trust decisions. In K. O. Moore and N. P. Gonzales (Eds.), ***Handbook on Psychology of Decision-Making***. Hauppauge, NY: Nova Science Publishers.

Selart, M., & Schei, V. (2011). Organizational Culture. In M. A. Runco and S. R. Pritzker (Eds.), ***Encyclopedia of Creativity, Second Edition, Vol 2***, pp. 193-196. San Diego: Academic Press.

Selart, M., & Johansen, S. T. (2006). Ethical decision making in organizations: The role of leadership stress. In K. Gronhaug (Ed.), ***Information Technology, Decision Making, and Learning in a Business Management Context***. Bergen: Fagbokforlaget.

Johansen, S.T., & Selart, M. (2005). Expanding the role of trust in the management of organizational change (pp. 259-280). In R. Lines, I. Stensaker and A. Langley (Eds.): ***New Perspectives on Organizational Change and Learning***. Bergen: Fagboksforlaget.

Allwood, C. M., & Selart, M. (2001). Social and creative decision making. In Allwood, C. M., and Selart, M. (Eds.), ***Decision Making: Social and Creative Dimensions***. Boston/Dordrecht: Kluwer Academic Publishers.

Selart, M., & Boe, O. (2001). On practitioners' usage of creativity heuristics in the decision process. In Allwood, C. M., and Selart, M. (Eds.), ***Decision Making: Social and Creative Dimensions***. Boston/Dordrecht: Kluwer Academic Publishers.

Selart, M., & Eek, D. (1999). Contingency and value in social decision making (pp. 261-273) In Juslin, P., and Montgomery, H. (Eds.), ***Judgment and Decision Making***. Hillsdale, NJ: Erlbaum.

Gärling, T., Karlsson, N., & Selart, M. (1999). The role of mental accounting in everyday economic decision making (pp. 199-218). In P. Juslin, and H. Montgomery (Eds.), ***Judgment and Decision Making***. Hillsdale, NJ. Erlbaum.

Selart, M. (1997). Aspects of compatibility and the construction of preference (pp. 58-72). In Ranyard, R., Crozier, W. R., & Svenson, O. (Eds.). ***Decision Making: Cognitive models and explanations***. New York: Routledge

Gärling, T., Karlsson, N., Romanus, J., & Selart, M. (1997). Influences of the past on choices of the future. (pp. 167-189). In Ranyard, R., Crozier, W. R., & Svenson, O. (Eds.). ***Decision Making: Cognitive models and explanations***. New York: Routledge.

Montgomery, H., Gärling, T., Lindberg, E., & Selart, M. (1990). Preference judgments and choice: Is the prominence effect due to information integration or information evaluation? In K. Borchering, O. Larichev., & D. M. Messick (Eds.), ***Contemporary Issues in Decision Making***. Amsterdam: North-Holland.

REFEREED CONFERENCE PAPERS

Johansen, S. T., Espedal, B., Selart, M., & Grønhaug, K. (2018). Trust, language and reality. ***12th FINT Workshop on trust within and between organizations***. St Gallen, December, 2018.

Johansen, S. T., Espedal, B., Selart, M., & Grønhaug, K. (2017). Self-construals, trust and trust formation. ***11th FINT Workshop on trust within and between organizations***. Tokyo, November, 2017.

Nordmo, M., Selart, M., & Lines, R. (2016). The others are doing it so now we are doing it too: Causal effects of different justifications when managers communicate change decisions. ***The 31st International Congress of Psychology***. Yokohama, July, 2016

Johansen, S. T., Espedal, B., Grønhaug, K., & Selart, M. (2016). Situations, trust, and culture: A functional take. ***10th FINT Workshop on trust within and between organizations***. Dublin, November, 2016.

Sandvik, A. M., Martinsen, Ø. L., Selart, M., & Schei, V. (2015). Leadership style and work performance: The moderating roles of self-leadership and creative climate. ***European Association of Work and Organizational Psychology Congress***, Oslo, May, 2015

Johansen, S. T., Selart, M., Espedal, B., & Grønhaug, K. (2014). Trusting is for doing: On goals, mindsets, and trust. ***8th FINT Workshop on trust within and between organizations***, Coventry, November, 2014.

Johansen, S. T., Espedal, B., Grønhaug, K., & Selart, M. (2013). Envisioning trust: Metaphors and

situations. **7th FINT Workshop on Trust within and between Organizations**, Singapore, November, 2013.

Selart, M., Schei, V., Kerschreiter, R., & Nesse, S. (2012). Consensus principles in group decision making: Moving from reflexivity to reflectivity. **The Annual Conference of the International Association for Conflict Management**, Stellenbosch, July, 2012

Johansen, S. T., & Selart, M. (2012). The how's and why's of trust: On goals, mindsets, and trust. **5th FINT Workshop on Trust within and between Organizations**, Milan, June, 2012.

Schei, V., Hansen, B. G., & Selart, M. (2011). Conflict and cooperation in joint operations. **The Annual Conference of the International Association for Conflict Management**, Istanbul, June, 2011

Lee, W. S., & Selart, M. (2011). The influence of emotions on trust in experienced betrayal situations. **The Asian Pacific Economic Science Association (APESA)** conference, Kuala Lumpur, February, 2011.

Lee, W. S., & Selart, M. (2010). Effects of cognitive reappraisal, emotional intelligence and betrayal experience on the disposition to trust. **The joint IAREP/SABE Conference**, Cologne, September, 2010.

Johansen, S. T., & Selart, M. (2009). Trust: Decision problem or performance ? **The Academy of Management Conference, (AOM)** Chicago, August, 2009.

Lee, W. S., & Selart, M. (2009). The influence of emotional intelligence on the perception of trustworthiness. **Proceedings of the joint IAREP/SABE conference**, Halifax, July, 2009.

Johansen, S. T., & Selart, M. (2007). Towards a motivational and cognitive model of trust. **The Academy of Management Conference (AOM)**, Philadelphia, August, 2007

Selart, M., & Johansen, S. T. (2006). A critical remark on value-focused thinking as a successful decision-making technique. **The National Conference on Business Administration (FIBE)**, Bergen, January 2006

Selart, M., & Johansen, S. T. (2005). Understanding the locus of control in consultative decision making.

The Academy of Management Conference (AOM),
Honolulu, August 2005

Selart, M., & Eek, D. (2003). The effects of community identity on weighting in resource allocation decisions. ***Proceedings of The European Association of Decision Making Conference (EADM)***, Zürich, August 2003

Kuvaas, B., & Selart, M. (2003). Effects of attribute framing on cognitive processing and evaluation. ***The Academy of Management Conference (AOM)***, Seattle, August 2003

Selart, M., & Eek, D. (2001). The nature of preference reversals in social decision making. ***Proceedings of the International Association for Research in Economic Psychology Conference (IAREP)***, Bath, September, 2001.

Selart, M. (1997). Revealing mental accounting as a self-control strategy. ***Proceedings of the European Association of Decision Making Conference (EADM)***, Leeds, August 1997.

Gillholm, R., & Selart, M. (1996). Intention-behavior consistency: The mediating role of planning. ***Proceedings of the European Association of Experimental Social Psychology (EAESP)***, Gmunden, July 1996.

REVIEW OF OWN WORK

Carroll, J. S. (2002). Decision making: Social and creative dimensions – Book Review. ***Administrative Science Quarterly, Sept***, 320. Review of Allwood, C.M., & Selart, M. (2001). *Decision Making: Social and Creative Dimensions*. Boston/Dordrecht: Kluwer Academic Publishers.

PHD SUPERVISION

Nina Prebensen (2006). *A grammar of motives for understanding individual tourist behavior*. Norwegian School of Economics. Professor in Marketing at Tromsø University

Wing Shing Lee (2011). *The impact of emotional variables on trust: Why individual differences matter*. Norwegian School of Economics.

Associate Professor in International Management at Taiwan University

Mads Nordmo Arnestad (2016). *Psychological mechanisms influencing perceptions of sincerity in corporate social responsibility communication*. Norwegian School of Economics. Associate Professor in Leadership and Organization at BI Norwegian Business School

ADVISING

Chair of doctoral dissertation committees

Chair of the committee for Birthe Kåfjord Lange, Norwegian School of Economics, May, 2008. *It's about time: A study of how Norwegian managers handle time at work*.

Chair of the committee for Alexander Sandvik, Norwegian School of Economics, December, 2011. *Leadership of knowledge workers*.

Chair of the committee for Therese Sverdrup, Norwegian School of Economics, November, 2012. *The strength of reciprocity: Exploring the horizontal psychological contracts in work teams*.

Chair of the committee for Bjørn Gunnar Hansen, Norwegian School of Economics, June, 2013. *Problem solving in work-life teams*.

Chair of the committee for Trond Vegard Johannessen, Norwegian School of Economics, June, 2015. *Data presentation formats and decision making effectiveness*.

Chair of the committee for Rina Herani, Norwegian School of Economics, September, 2021. *Franchising and inter-organizational relationships*.

Chair of the committee for Bård Fyhn, Norwegian School of Economics, June, 2023. *Safe today, tomorrow, and together: A dynamic perspective on team psychological safety*.

Chair of the committee for Christer Flatøy, Norwegian School of Economics, November, 2023. *New insights into freelancers' and independent contractors' experiences*.

Chair of the committee for Jareef Martuza,
Norwegian School of Economics, September, 2024.
Essays in moral decision making.

Chair of the committee for Thora Lou, Norwegian
School of Economics, January, 2025. *Cognitive and
emotional aspects of leading in the face of competing
demands*

Faculty opponent

Faculty Opponent for Marcus Johansson, Lund
University, September, 2004. *Realism in metacognitive
judgments: Effects of social factors.*

Faculty Opponent for Laida Agote, Deusto
University, Donostia/San Sebastián, November,
2014. *The role of leadership in shaping employees’
reactions during organizational change processes.*

Faculty Opponent for Camilla Strömbäck, Linköping
University, October 2020. *Self-control, financial well-
being, and motivated reasoning.*

Member of doctoral dissertation committees

Exam committee member for Christian Jacobsson,
Gothenburg University, January 2001. *Managing
human service organizations.*

Exam committee member for Magnus Forslund,
Linnaeus University (formerly Växjö University),
April 2002. *Det omöjliggjorda entreprenörskapet: Om
förnyelsekraft och företagsamhet på golvet.*

Exam committee member for Ásgeir Juliusson,
Gothenburg University, August 2003. *Studies in
escalation of investment decisions.*

Exam committee member for Girts Dimdins,
Stockholm University, November 2003. *Shared reality
and false polarization in intergroup perception.*

Exam committee member for Thomas Adelbratt,
Gothenburg University, January, 2004. *Everyday
notions of good decision making: Theoretical and practical
implications.*

Exam committee member for Bjørn Bakken.
Norwegian Business School, December 2013.
External. *Intuition and analysis in decision making: On*

the relationships between different factors in a crisis simulation situation.

Advisor to doctoral dissertation committees

Exam committee advisor for Max Rapp Ricciardi, Gothenburg University, March 2001. *Projektpsychologi: Produktutveckling ur människans perspektiv.*

Exam committee advisor for Anders Pousette, Gothenburg University, May 2001. *Feedback and stress in human service organizations.*

Exam committee advisor for Kathe Nonås, Gothenburg University, April 2005. *Vision versus reality in organizational change.*

Exam committee advisor for Amelie Gamble, Gothenburg University, August 2005. *Influences of nominal representation on the subjective value of money.*

Exam committee advisor for Karin Allard, Gothenburg University, October 2007. *Toward a working life: Solving the work-family dilemma.*

Exam committee advisor for Lars Göran Wallgren, Gothenburg University, November 2010. *Motivation requested: Work motivation and the work environment of information systems consultants.*

Exam committee advisor for Ann-Marie Karlsson, Swedish University of Agricultural Sciences, Uppsala, September 2014. *Beslut för långsiktig överlevnad: Värderingar, mål och beslut.*

Exam committee advisor for Nichel Gonzalez, Stockholm University, June 2018. *Interest to reinvest: Individual use of numerical information for investment decisions.*

Reviewer for positions/Expert appointing

Reviewer for a position as Associate Professor of Business Administration, Norwegian Business School, 2012

Reviewer for a position as Professor in Business Administration, Tromsø University, Norway, 2011

Reviewer for a position as Associate Professor in Business Administration, Norwegian Business School, 2009

Reviewer for a position as Post-Doc in Business Administration, Norwegian School of Economics, 2008

Reviewer for a position as Associate Professor in Business Administration, Gothenburg University, 2014

Reviewer for a position as Associate Professor in Business Administration, Norwegian School of Economics (chair of the committee), 2014.

Reviewer for a position as Professor in Business Administration, Norwegian Business School, 2015.

Reviewer for a position as Professor in Business Administration, Ljubljana University, Slovenia, 2017

Reviewer for a position as Associate Professor in Business Administration, Norwegian Business School, 2020.

Reviewer for a position as Professor in Business Administration, Norwegian Business School, 2021.

Reviewer for a position as Associate Professor in Business Administration at NTNU, 2022.

Reviewer for a position as Professor in Business Administration, Norwegian School of Economics, 2022.

Reviewer for a position as Professor in Business Administration, Norwegian Business School, 2023.

Reviewer for a position as Assistant Professor in Organizational Psychology, The Norwegian School of Economics, 2024.

Reviewer for a position as Professor in Organizational Psychology, Norwegian Business School, 2025.

Reviewer for research councils

Reviewer for Swiss National Science Foundation (SNSF), 2012

Reviewer for National Science Foundation (NSF), 2015

Reviewer for German Research Foundation (DFG),
2019

Reviewer for European Science Foundation (ESF),
2020

Reviewer for Bank of Sweden Tercentenary
Foundation (RJ), 2021

Reviewer for Austrian Science Fund (FWF), 2024,
2025.

SPECIAL LECTURES

Invited lecture at the University of Hong Kong, November 1996

Invited lecture at the University of Tokyo, February 1998

Invited lecture at the University of Tsukuba, February 1998

Invited lecture at the University of Indiana, Faculty of Business,
February 1999.

Invited lecture at Norwegian School of Management, Sandvika,
Norway, October 1999

Invited lecture at Brunel University, March 2001

Invited lecture at Norwegian School of Economics, May, 2004

Invited lecture at University College London, The
JDM Group, March, 2007

Invited lecture at Bergen University, March, 2011

Invited lecture at Max-Planck-Institute for Human
Development, Berlin, April 2012

Invited lecture at London School of Economics, May
2013

Invited lecture at Hannover University, October, 2014

Invited lecture at Copenhagen Business School,
March, 2016

VISITING APPOINTMENTS

Visiting Professor, Norwegian Business School (BI), Oslo,
August 2002- July 2003.

HONORS, AWARDS, AND NOMINATIONS

Awarded for best research article in the bi-annual competition held at the Department of Strategy and Management, Norwegian School of Economics and Business Administration, 2005

Awarded for excellence in reviewing, Elsevier Science Publishers, 2013.

Nominated for the best international paper at the *Academy of Management Conference* in Honolulu, 2005

CONSULTANCY

Chalmers University of Technology (IMIT), Linnaeus University, Tromsø University, Agder University, The National Science Foundation (NSF), The Swiss National Science Foundation (SNSF), Universite du Luxembourg, etc.

TEACHING AND PEDAGOGICAL EVALUATION

Lecturing, course leadership and course development at undergraduate, graduate and PhD levels in leadership, organizational behavior, micro HRM, managerial/organizational decision making, research methods.

Courses

(1995-2000) ***Gothenburg University***

Risk taking behavior (research master), elective course. 5 ECTS credits. Part of a master program in economic psychology

Behavioral decision making (research master), elective course. 5 ECTS credits. Part of a master program in economic psychology

Attitudes and attitude change (research master), elective course. 5 ECTS credits. Part of a master program in economic psychology

(2000–2005) *Linnaeus University*

Organizational behavior (general master), compulsory course. 5 ECTS credits. Part of a master program in Human Resource Management

Business Psychology (general master), compulsory course. 5 ECTS credits. Part of a master program in Human Resource Management

(2002–2003) *Norwegian Business School*

Judgment and Decision making (general master), elective course. 7 ECTS credits. Part of a master program in Business Administration

(2004–present) *Norwegian School of Economics*

Organizational behavior (master level), compulsory course. 7 ECTS credits. Part of a master program in strategic management.

Decision making in organizations (master level), elective course. 7 ECTS credits. Part of a master program in strategic management.

Managerial decision making (research master), elective course. 7 ECTS credits. Part of a master program in strategic management

Method for Master Students (master level), compulsory course. 7 ECTS credits. Part of a master program in strategic management.

Reviewer for positions/Expert appointing (Pedagogics)

Reviewer for a position as Professor in Decision Science, Norwegian School of Economics, 2025.

Reviewer for a position as Professor in Business Intelligence/AI, Norwegian School of Economics, 2025.