

Brief CV: Vidar Schei

Personal

- Date of birth: January 25th, 1968
- Degree: Dr.oecon / PhD
- Position: Professor in Organizational Behavior
- Job address: Helleveien 30, 5045 Bergen, Norway
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Background

Education:

- NHH Norwegian School of Economics:
 - Dr.oecon in Organizational Behavior (1999)
 - Master of Science in Business Administration ("Høyere Avdeling") (1995)
 - Master in Economics and Business Administration ("Siviløkonom") (1992)
- University of Bergen, Norway
 - Psychology, one-year study ("psykologi grunnfag") (1991)
 - Law, one-year study, ("juss grunnfag") (1987)
 - Philosophy, half-year study ("examen philosophicum") (1986)

Positions:

- NHH Norwegian School of Economics, Department of Strategy and Management:
 - Professor in Organizational Behavior (2012->)
 - Associate Professor in Organizational Behavior (1999 -2012)
 - Assistant Professor in Organizational Behavior (1998-1999)
 - Research Scholar in Business Administration (1993-1997)

Awards

- Teaching Award (2020) for best MBA course ("Team and Team Management") in the period 2019-2020, Department of Strategy and Management, NHH.
- The Gordon Allport Intergroup Relations Prize (2012) for best article of the year (Gelfand et al., 2011), Society for the Psychological Study of Social Issues, APA.
- Research Award (2011) for best article (Gelfand et al., 2011) in the period 2010-2011, Department of Strategy and Management, NHH (shared with Gooderham).
- Best Paper Award (2011) for article based on a Master Thesis (co-authored by student and supervisor), published in *Praktisk Økonomi & Finans*.

- Teaching Award (2008) for best MBA course ("Negotiations" in the period 2007-2008, Department of Strategy and Management, NHH (shared with Rognes).
- Outstanding Teaching Award (2003) for extraordinary contribution to teaching, NHH (shared with Rognes).
- Teaching Award (2003) for best MBA course ("Negotiations") in the period 2001-2003, Department of Strategy and Management, NHH (shared with Rognes).
- Best Dissertation Award (2000) from the International Association for Conflict Management (for dissertations defended in 1998 or 1999).
- Young Researcher Award (1997) for outstanding paper at the national conference in business research (The FIBE prize).

Teaching

Courses:

- Teaching experience at all levels (undergraduate, graduate, PhD, executive) in organizational behavior-related topics at NHH. Main teaching experience in last years; master-level courses in team and team management and in negotiations.

Supervision:

- Chair/member/supervisor in several PhD committees. Supervised/co-supervised about 200 students on their Master Theses at NHH.

Seminars:

- Teaching/training several companies in team processes, negotiations, and organizational behavior-related topics; including DnB, DnB Shipping, TINE, GC Rieber, UNI Research, Regnskap Norge, University of Bergen, Follo Police District, Hordaland Police District, Bergen Kommune, Mediaedge:cia.

Selected Administrative Work

Internal:

- Acting Head of the Department of Strategy and Management (2023 ->), Head of Teaching at the Department (2021-2023), Deputy Head/Head of Research at the Department (2009-2013), Member of the Board at the Department (2009-2017), Member of the Research Committee at NHH (2009-2013), Deputy Member of the Board at NHH (2013-17), Head of the group of Leadership (2013 -2022).

External:

- Elected Board Member (Representative-at-Large) at the International Association for Conflict Management (IACM) for the period from 2012-2014 / Board Member at the Research in Distributional Economics Foundation (DØF)(2016 ->).

Selected International Publications (last 5 years)

- Nesse, S., Schei, V., & Mitroff, I. (2024). Collective response capacity: Developing crisis leadership in organisations. **Journal of Contingencies and Crisis Management**, 32, e12612, doi: 10.1111/1468-5973.12612.
- Fyhn, B., Schei, V., & Sverdrup, T. E. (2023). Taking the emergent in team emergent states seriously: A review and preview. **Human Resource Management Review**, 33, doi: 10.1016/j.hrmr.2022.100928.
- Buchanan, E. M., Lewis, S. C., Paris, B., Forscher, P. S., Pavlacic, J. M., Beshears, J. E., ... Schei, V., ... Primbs, M. (2023). The Psychological Science Accelerator's COVID-19 rapid-response dataset. **Nature Scientific Data**, 10, 87, doi: 10.1038/s41597-022-01811-7.
- Fyhn, B., Bang, H., Egeland, T., & Schei, V. (2023). Safe among the unsafe: Psychological safety climate strength matters for team performance. **Small Group Research**, 54, 439-473, doi: 10.1177/10464964221121273.
- Dorison, C.A., Lerner, J. S., Heller, B. H., Rothman, A. J., Kawachi, I. I., Wang, K., ... Schei, V., ... Coles, N. A. (2022). In COVID-19 health messaging, loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. **Affective Science**, 3, 577-602, doi: 10.1007/s42761-022-00128-3.
- Solberg, E., Egeland, T., Sandvik, A. M., & Schei, V. (2022). Encouraging or expecting flexibility? How small business leaders' mastery goal orientation influences employee flexibility through different work climate perceptions. **Human Relations**, 75, 2246-2271. doi: 10.1177/00187267211042538.
- Legate, N., Nguyen, T., Weinstein, N., Moller, A., Legault, L., Vally, Z., ... Schei, V., ... Primbs, M. A. (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. **Proceedings of the National Academy of Sciences (PNAS)**, 119 (22), doi: 10.1073/pnas.2111091119.
- Wang, K., Goldberg, A., Dorison, C. A., Miller, J. K., Uusberg, A., Lerner, J. S., ... Schei, V., ... Moshontz, H. (2021). A multi-country test of brief reappraisal interventions on emotions during the COVID-19 pandemic. **Nature Human Behaviour**, 5, 1089-1110, doi: 10.1038/s41562-021-01173-x.
- Acar-Burkay, S., Schei, V., Beersma, B., & Warlop, L (2021). You can't 'fake it till you make it': Cooperative motivation does not help prosself trustees. **Journal of Experimental Social Psychology**, 92, doi: 10.1016/j.jesp.2020.104078.
- Jones, B. C., DeBruine, L. M., Flake, J. K., Aczel, B., Adamkovic, M., Alaei, R., ... Schei, V., ... Chartier, C. R. (2021). To which world regions does the valence-dominance model of social perception apply? **Nature Human Behaviour**, 5, 159-169, doi: 10.1038/s41562-020-01007-2.
- Schei, V., Sverdrup, T. E., & Andvik, E. (2020). "Let's get out of here!": Cognitive motivation and maximizing help teams solving an escape room. **Frontiers in Psychology**, 11:2196, doi: 10.3389/fpsyg.2020.02196.
- 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, 1015-1026, doi: 10.1111/emre.12415.

- Acar-Burkay, S., Schei, V., & Warlop, L. (2020). The best of both worlds? Negotiations between cooperators and individualists provide high economic and relational outcomes. **Group Decision and Negotiation**, 29, 491-522, doi: 10.1007/s10726-020-09669-z.
- Basker, I. N., Egeland, T., Schei, V., & Sandvik, A. M. (2020). Embracing the duality of consideration and initiating structure: CEO leadership behaviors and small firm performance. **Leadership & Organization Development Journal**, 41, 449-462, doi: 10.1108/LODJ-04-2019-0170.
- Jackson, J. C., van Egmond, M., Choi, V., Ember, C., Halberstadt, J., Balanovic, J., ... Schei, V., ... Gelfand, M. J. (2019). Ecological and cultural factors underlying the global distribution of prejudice. **PLOS ONE**, 14 (9), doi: 10.1371/journal.pone.0221953.
- Batrancea, L., Nichita, A., Olsen, J., Kogler, C., Kirchler, E., Hoelzl, E., ... Schei, V., ... Zukauskas, S. (2019). Trust and power as determinants of tax compliance across 44 nations. **Journal of Economic Psychology**, 74, doi: 10.1016/j.joe.2019.102191.
- 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. **Journal of Leadership & Organizational Studies**, 26, 441-453, doi: 10.1177/1548051818781813.
- Schei, V. & Rognes, J. K. (2019). Female groups are not like others? Effects of gender composition on intergroup cooperation. **Scandinavian Journal of Business Research**, 33 (1), 7-21, doi: 10.18261/issn.1504-3134-2019-01-02.

Selected Publications in Norwegian (last 5 years)

- Egeland, T., & Schei, V. (2025). Hvordan kan Start Smart bidra til effektive team? I M. Kristensen, Ø. L. Martinsen og A. Dysvik (red.), **Lederoppskrifter: Ledelse i praksis** (s. xxx-xxx). Oslo: Gyldendal.
- Sverdrup, T. E., & Schei, V. (2022). Smidige team: Kan man sprinte en maraton? **Magma: Tidsskrift for økonomi og ledelse**, 25 (4), 97-104, www.magma.no.
- Schei, V., Sverdrup, T. E., & Fyhn, B. (2020). Effektive team: Fant Google oppskriften? Psykologisk trygghet i virtuelle team. **Magma: Tidsskrift for økonomi og ledelse**, 23 (4), 73-83, www.magma.no.
- Schei, V., Sverdrup, T. E., Heiene, M., & Olsen, S. G. (2019). Virtuell samhandling: Når kaffepausen blir elektronisk. **Magma: Tidsskrift for økonomi og ledelse**, 22 (7), 48-60, www.magma.no.
- Schei, V., & Sverdrup, T. E. (2019). Start smart: Effektiv oppstart av team. **Magma: Tidsskrift for økonomi og ledelse**, 22 (2), 29-39, www.magma.no.