

Shai Davidai

Columbia Business School, Columbia University
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Academic Appointments

- 2019 - **Assistant Professor of Management**
Columbia Business School
- 2016 - 2019 **Assistant Professor of Psychology**
The New School for Social Research
- 2015 - 2016 **Postdoctoral Research Fellow**
School of Public and International Affairs, Princeton University

Education

- 2010-2015 **CORNELL UNIVERSITY**
Ph.D. in Social and Personality Psychology
Committee Chair: Thomas Gilovich
Committee Members: Melissa Ferguson, David Pizarro, David Field
- 2006-2009 **THE HEBREW UNIVERSITY IN JERUSALEM, ISRAEL**
B.A. in Psychology and Cognitive Science

Publications

* indicates shared first authorship

- In Press Weingarten, E., Barasch, A., & **Davidai, S.** (In Press). Who's on first? People asymmetrically attend to higher-ranked (vs. lower-ranked) competitors. *Journal of Experimental Social Psychology*
- *Andrews Fearon, P. & **Davidai, S.** (In Press). Is status a zero-sum game? Zero-sum beliefs about status increase preference for dominance but not prestige. *Journal for Experimental Psychology: General*
- 2022 **Davidai, S.**, White, W.M., & Gregorich, V. (2022). The fear of conflict leads people to systematically avoid potentially valuable zero-sum situations. *Scientific Reports, 12*, 17944
- *Roberts, R., & **Davidai, S.** (2022). The psychology of asymmetric zero-sum beliefs. *Journal of Personality and Social Psychology, 123*(3), 559–575.
- *Ongis, M., & **Davidai, S.** (2022). Personal relative deprivation and the belief that economic success is zero-sum. *Journal of Experimental Psychology: General, 151*(7), 1666–1680.
- *Chernyak-Hai, L., & **Davidai, S.** (2022). “Do not teach them how to fish”: The effect of zero-sum beliefs on help giving. *Journal of Experimental Psychology: General, 151*(10), 2466–2480.
- *Jachimowicz, J. M., ***Davidai, S.**, Goya-Tocchetto, D., Szaszi, B., Day, M. V., Tepper, S. J., Phillips, L. T., Mirza, M. U., Ordabayeva, N., & Hauser, O. P. (2022). Inequality in researchers' minds: Four guiding questions for studying subjective perceptions of economic inequality. *Journal of Economic Surveys, 1-28*.

- *Davidai, S., & Walker, J. (2022).** Americans misperceive racial disparities in economic mobility. *Personality and Social Psychology Bulletin*, 48(5), 793-806.
- Davidai, S. (2022).** How do people make sense of wealth and poverty? *Current Opinion in Psychology*, 43, 42-47.
- Rosenfeld, D. L., Balcetis, E., Bastian, B., Berkman, E. T., Bosson, J. K., Brannon, T. N., Burrow, A. L., Cameron, C. D., Chen, S., Cook, J. E., Crandall, C., **Davidai, S.**, Dhont, K., Eastwick, P. W., Gaither, S. E., Gangestad, S. W., Gilovich, T., Gray, K., Haines, E. L., ... & Tomiyama, A. J. (2022). Psychological science in the wake of COVID-19: Social, methodological, and metascientific considerations. *Perspectives on Psychological Science*, 17, 311-333.
- 2021 **Hansson, K., Tinghog, G., Davidai, S., & Persson, E. (2021).** Losing sense of fairness: How information about a level playing field reduces selfish behavior. *Journal of Economic Behavior and Organization*, 190, 66-75.
- Davidai, S. & Wienek, M. (2021).** The psychology of lay beliefs about economic mobility. *Social and Personality Psychology Compass*, 15(8), e12625.
- Bentley, J., Bloomfield, R., **Davidai, S.**, & Ferguson, M. (2021). Identifying insincere and sincere bias through post-report interactions. *The Accounting Review*, 96(5), 53-78.
- *Wice, M. & Davidai, S. (2021)** Benevolent conformity: The influence of perceived motives on judgments of conformity. *Personality and Social Psychology Bulletin*, 47(7), 1205-1217.
- 2020 **Davidai, S., Deri, S., & Gilovich, T. (2020).** There must be more to life than this: The impact of highly-accessible exemplars on self-evaluation and discontent. *Self and Identity*, 20(1), 72-93.
- *Black, J., & Davidai, S. (2020).** Do rich people “deserve” to be rich? Charitable giving, internal attributions of wealth, and judgments of economic deservingness. *Journal of Experimental Social Psychology*, 90
- 2019 ***Davidai, S. & Ongis, M. (2019)** The politics of zero-sum thinking: The relationship between political ideology and the belief that life is a zero-sum game. *Science Advances*, 5.
- Davidai, S. & Deri, S. (2019).** The second pugilist’s plight: Why people believe they are above average, but are not especially happy about it. *Journal for Experimental Psychology: General*, 148(3), 570-587.
- 2018 **Davidai, S. (2018).** Why do Americans believe in economic mobility? Economic inequality, external attributions of wealth and poverty, and the belief in economic mobility. *Journal of Experimental Social Psychology*, 79, 138-148.
- Davidai, S. & Gilovich, T. (2018).** How should we think about Americans’ perceptions of socio-economic mobility? *Judgment and Decision Making*, 13(3), 297-304.
- Davidai, S. & Shafir, E. (2018).** Are “nudges” getting a fair shot? Joint versus separate evaluations. *Behavioural Public Policy*, 1-19.
- Contributing author (2017).** Chapter 3: Inequality and Social Progress. *International Panel on Social Progress: Rethinking society for the 21st century*. Cambridge University Press.
- 2017 **Deri, S., Davidai, S., & Gilovich, T. (2017)** Home Alone: Why people believe others’ social lives are richer than their own. *Journal of Personality and Social Psychology*, 113(6), 858-877.
- Davidai, S. & Gilovich, T. (2017)** The ideal road not taken: The self-discrepancies involved in people’s most enduring regrets. *Emotion*, 18(3), 439-452.

- 2016 **Davidai, S.** & Gilovich, T. (2016). The headwind/tailwind asymmetry: An availability bias in assessments of barriers and blessings. *Journal of Personality and Social Psychology*, 111(6), 835-851.
- Davidai, S.** & Gilovich, T. (2016). The tide that lifts all focal boats: Asymmetric predictions of ascent and descent in rankings. *Judgment and Decision Making*, 11(1), 7-20.
- 2015 **Davidai, S.** & Gilovich, T. (2015). What goes up apparently needn't come down: Asymmetric predictions of ascent and descent in rankings. *Journal of Behavioral Decision Making*, 28(5), 491-503.
- Davidai, S.** & Gilovich, T. (2015). Building a more mobile America – one income quintile at a time. *Perspectives on Psychological Sciences*, 10(1), 60-71.
- 2012 **Davidai, S.**, Gilovich, T. & Ross, L. (2012). The meaning of default options for potential organ donors. *Proceedings of the National Academy of Science*, 109, 15201-15205.
- Manuscripts Under Review or in Preparation **Davidai, S.** & Tepper, S. (Revise & Resubmit). The psychology of zero-sum beliefs.
- Davidai, S.** (under review). Economic inequality and the belief that life is a zero-sum game.
- Davidai, S.** (in prep). Zero-sub beliefs reduce help-seeking
- Wiwad, D., Jachimowicz, J., & **Davidai, S.** (in prep). The perceived potential for promotion: How upward workplace mobility shapes zero-sum thinking, workplace relationships, and acceptance of pay disparities.
- Goya-Tocchetto, D. & **Davidai, S.** (in prep). Reminders of the status-achievements link improves judgement of people from low socioeconomic status
- Davidai, S.**, Goya-Tocchetto, D., & Lawson, A. (in prep). Economic segregation reduces concern about economic inequality.
- Davidai, S.**, & Goya-Tocchetto, D. (in prep). From high compensation to perceived representation: Counter-stereotypical income distributions lead to overestimating gender and racial diversity
- Smith, J., **Davidai, S.**, & Gilovich, T. (in prep). Visible and invisible privileges: An interpersonal headwinds/tailwinds asymmetry in assessments of barriers and blessings.
- Andrews-Fearon, P. & **Davidai, S.** (data collection). Zero-sum beliefs erode people's commitment to democratic principles.
- Mastroianni, A. & **Davidai, S.** (data collection). The belief in others' attitude malleability.
- Davidai, S.** & Smith, J. Bad is more specific than good: Further explorations into the headwinds/tailwinds asymmetry.

Invited Talks

- 2023 "Bringing Intragroup Processes Back to Social Psychology" Pre-Conference, SPSP, Atlanta, GA
- 2022 University of Michigan, Ann Arbor, Ross School of Business
University of California, Los Angeles, Anderson School of Management

	Northwestern University, Kellogg School of Management
2021	The Interdisciplinary Center (IDC) Herzliya, Arison School of Business University of Virginia, Social Lunch Series
2020	Princeton University, Social Talk Series “Psychology of Inequality” Pre-conference, SPSP, New Orleans, LA
2019	Economic Inequality Pre-Conference (invited panel member), SJDM, Montreal, Canada Social Perception, Action, and Motivation Lab, (PI: Emily Balcetis), New York University
2018	New York University, Stern School of Business Columbia University, Columbia Business School Fast Company Innovation Festival, New York, NY Columbia University, Department of Psychology Yale University, Department of Psychology
2017	Yale School of Management, New Haven, CT Justice and Morality Pre-conference, San Antonio, TX
2016	Princeton University, Neuroscience and Decision Making (NSDM) Series
2015	University of Illinois, Urbana-Champaign, Department of Psychology University of Chicago, Booth School of Business Carnegie Mellon University, Social and Decision Sciences
2014	Ben-Gurion University, Decision Making and Economic Psychology (DMEP) Group The New School for Social Research, Department of Psychology

Conference Presentations

Talks	Davidai, S., Goya-Tocchetto, D., & Lawson, M.A (2023, January). Economic segregation reduces concerns about economic inequality. Talk to be presented at the <i>Israel Organizational Behavior Conference</i>
	Davidai, S., Goya-Tocchetto, D., & Lawson, M.A (2022, November). Economic segregation reduces concerns about economic inequality. Talk presented at the <i>Society for Judgment and Decision Making</i>
	Davidai, S., White, M. & Gregorich, V. (2022, February). Zero-sum aversion. Talk presented (virtually) at the <i>Society for Personality and Social Psychology</i>
	Davidai, S., White, M. & Gregorich, V. (2022, February). Zero-sum aversion. Talk presented (virtually) at the <i>Society for Judgment and Decision Making</i>
	Davidai, S., Wiwad, D., & Jachimowicz, J. (2021, February). The perceived potential for promotion. Talk presented (virtually) at the <i>Society for Personality and Social Psychology</i>
	Ongis, M. & Davidai, S. (2020, August). The influence of personal relative deprivation on the belief that wealth is zero-sum. Talk presented (virtually) at the <i>Annual Meeting of the Academy of Management, Vancouver, Canada</i> .
	Davidai, S. & Ongis, M. (2020, February). The politics of zero-sum thinking. Talk presented at the <i>Society for Personality and Social Psychology, New Orleans, LA</i> .
	Davidai, S. (2020, January). How economic inequality influences the belief that life is a zero-sum game. Talk presented at the <i>Israel Organizational Behavior Conference, Tel-Aviv, Israel</i> .
	Davidai, S. (2019, February). Why people believe they are above average but are not especially

happy about it. Talk presented at the *Society for Personality and Social Psychology, Portland, OR*.

Davidai, S. (2018, November). The second pugilist's plight: Why people believe they are above average, but are not especially happy about it. Talk presented at the *Society for Judgment and Decision Making, New Orleans, LA*.

Davidai, S. (2018, June). The social headwinds/tailwinds asymmetry: An availability bias in assessments of social advantages and disadvantages. Talk presented at the *Behavioral and Decision Research in Management Conference, Boston, MA*.

Davidai, S. (2018, March). Why do Americans overestimate economic mobility? Perceptions of economic inequality and upward social mobility. Talk presented at the *Society for Personality and Social Psychology, Atlanta, GA*.

Davidai, S. (2017, May). The intuitive Gatsby Curve: Perceptions of economic inequality and upward social mobility. Talk presented at the *Association for Psychological Science, Boston, MA*.

Davidai, S. & Shafir, E. (2017, January). Joint and separate evaluations of public policies. Talk presented at the *Society for Personality and Social Psychology, San Antonio, TX*.

Davidai, S. & Gilovich, T. (2015, November). The Ideal Road Not Taken: Regrets of Action and Inaction and Self-Discrepancy Theory. Talk presented at the *Society for Judgment and Decision Making 36th Annual Conference, Chicago, IL*.

Davidai, S. & Gilovich, T. (2015, February). Building a more mobile America – One income quintile at a time. Talk presented at the *Society for Personality and Social Psychology, Long Beach, CA*.

Davidai, S. & Gilovich, T. (2014, July). The unbearable lightness of upward mobility: A cognitive bias. Talk presented at the *Behavioral and Decision Research in Management Conference, London, England*.

Davidai, S. & Gilovich, T. (2014, July). The Ideal Road Not Taken: Regrets of Action and Inaction and Self-Discrepancy Theory. Talk presented at the *17th General Meeting of the European Association of Social Psychology, Amsterdam, Netherlands*.

Davidai, S. & Gilovich, T. (2014, June). Building a More Mobile America – One Income Quintile at a Time. Talk presented at the meeting of *International Society for Justice Research, New York City, NY*.

Davidai, S. & Gilovich, T. (2014, March). Building a More Mobile America – One Income Quintile at a Time. Talk presented at the *Sociology Graduate Student Association Conference, Ithaca, NY*.

Davidai, S. & Gilovich, T. (2014, February). The unbearable lightness of upward mobility: A cognitive bias. Talk presented at the *Judgment and Decision Making Preconference, Society for Personality and Social Psychology Annual Meeting, Austin, Texas*.

Davidai, S. & Gilovich, T. (2013, November). The extrinsic incentives bias at work: Why tenure is bad for others, but not for me. Talk accepted at the *Society for Judgment and Decision 34th Annual Conference, Toronto, Canada*.

Chaired symposia	<p>Davidai, S. (2019, February). Social comparisons in the 21st century: New questions, new insights. Chaired symposium at the <i>Society for Personality and Social Psychology, Portland, OR</i>.</p> <p>Davidai, S. (2017, January). When ‘nudge’ comes to shove: Perceptions of behavioral policy interventions. Chaired symposium at the <i>Society for Personality and Social Psychology, San Antonio, TX</i>.</p> <p>Davidai, S. & Wiwad, D. (2015, February). Economic inequality, income mobility, and wellbeing. Co-Chaired symposium at the <i>Society for Personality and Social Psychology, Long Beach, CA</i>.</p>
Poster Presentations	<p>Davidai, S. & Gilovich, T. (2015, February). Predicting public policies: An accessibility account of the extrinsic incentives bias. Poster presented at the <i>Judgment and Decision Making Preconference, Society for Personality and Social Psychology Annual Meeting, Long Beach, CA</i>.</p> <p>Davidai, S. & Gilovich, T. (2014, February). What goes up doesn’t necessarily come down: Asymmetric perceptions of upward and downward social mobility. Poster presented at the <i>Society for Personality and Social Psychology Annual Meeting, Austin, Texas</i>.</p> <p>Davidai, S., Gilovich, T. & Ross, L. (2013, January). When “Nudge” comes to shove – The effects of default policies on choice construal. Poster presented at the <i>Society for Personality and Social Psychology Annual Meeting, New Orleans, LA</i>. January 2013.</p> <p>Davidai, S., Gilovich, T. & Ross, L. (2012, June). When “Nudge” comes to shove – The effects of default policies on choice construal. Poster presented at the <i>Behavioral Decision Research in Management Conference, Boulder, CO</i>.</p> <p>Davidai, S. & Pizarro, D. (2012, January). “I don’t want anything to do with them!” How judgments of a group’s moral character shape decisions. Poster presented at the <i>Society for Personality and Social Psychology Annual Meeting, San Diego, CA</i>.</p>

Fellowships, Grants and Awards

2020	Association for Psychological Science (APS) Rising Star
2017	Faculty Research Fund, The New School (\$5500)
2016	Society for Personality and Social Psychology Small Grant Research Award (\$1500)
2016	Sage Graduate Research Fellowship, Cornell University (\$22,000)
2015	Judgment and Decision Making Preconference Student Award (\$200)
2015	<i>Spring School of Behavioral Economics</i> , Rady School of Management, UC San Diego
2015	John S. Knight Fellowship, Cornell University (\$11,700)
2015	Summer Fellowship Stipend, Cornell University (\$4690)
2015	Judgment and Decision Making Preconference Student Award (\$200)
2015	Society of Personality and Social Psychology Graduate Students Travel Award (\$500)
2015	Student Travel Grant, Cornell University (\$440)
2014	John S. Knight Fellowship, Cornell University (\$23,400)
2013	Summer Fellowship Stipend, Cornell University (\$4690)
2013	Participant in <i>Managerial and Agility Innovation: Managing Change Summer School</i> , the Herzilya Interdisciplinary Center,
2013	Student Travel Grant, Cornell University (\$390)
2012	Student Travel Grant, Cornell University (\$440)
2012	Summer Fellowship Stipend, Cornell University (\$4690)
2011	Sage Graduate Research Fellowship, Cornell University (\$22,000)
2011	Graduate Student Research Grant, Cornell University Psychology Department (\$500)
2011	Summer Fellowship Stipend, Cornell University (\$4690)

2008 Dean's List, The Hebrew University of Jerusalem
 2007 Dean's List, The Hebrew University of Jerusalem
 2006 First Year Tuition Waiver for Outstanding Applicants, The Hebrew University of Jerusalem, Israel

Teaching Experience

2020-2022 Managerial Negotiations (Columbia Business School), *Instructor*
 2019 Fundamentals of Social Psychology (The New School, Lang College), *Instructor*
 Seminar on Judgment and Decision Making (The New School for Social Research), *Instructor*
 2018 Money, Materialism, and the Mind: Psychological Insights into Money (The New School, Lang College), *Instructor*
 Seminar on the Psychology of Happiness and Well Being (The New School for Social Research), *Instructor*
 Fundamentals of Social Psychology (The New School, Lang College), *Instructor*
 Seminar on Judgment and Decision Making (The New School for Social Research), *Instructor*
 2017 Money, Materialism, and the Mind: Psychological Insights into Money (The New School, Lang College), *Instructor*
 Seminar on the Psychology of Happiness and Well Being (The New School for Social Research), *Instructor*
 Fundamentals of Social Psychology (The New School, Lang College), *Instructor*
 Seminar on Judgment and Decision Making (The New School for Social Research), *Instructor*
 2016 The Psychology of Happiness (The New School, Lang College), *Instructor*
 Psychology for Policy Analysis and Implementation (M.A. level course at the Woodrow Wilson School of Public and International Affairs, Princeton University), *Preceptor*
 2015 Introduction to Social Psychology (Cornell Prison Education Program, Moravia, NY), *Instructor*
 2014 Introduction to Social Psychology (Cornell Prison Education Program, Auburn, NY), *Instructor*
 The Psychology of Well-being (Cornell University), *Instructor*
 2013 The Self (Cornell University), *Teaching assistant* (Prof. David Dunning)
 Writing in the Majors: Introduction to Social Psychology (Cornell University), *Instructor*
 2012 Introduction to Social Psychology (Cornell University), *Teaching assistant* (Prof. Thomas Gilovich)
 Psychology and Law (Cornell University), *Teaching assistant* (Prof. David Dunning)
 2011 Psychology and Law (Cornell University), *Teaching assistant* (Prof. David Dunning)

Professional Affiliations

Society for Judgment and Decision Making
 Society for Personality and Social Psychology

Service

Organizing Committee Society for Judgment and Decision Making 2020 Annual Conference

Ad hoc Science Advances
 Reviewer Nature and Human Behaviour
 (Journals) Nature Communications
 Organizational Behavior and Human Decision Processes
 Organizational Science
 Proceedings of the National Academy of Sciences
 Perceptual and Motor Skills
 Perspectives on Psychological Science
 Personality and Social Psychology Bulletin
 Political Psychology
 Psychological Science
 Psychonomic Bulletin & Review
 Developmental Psychology

Group Processes and Intergroup Relations
Journal of Business Research
Journal of Economic Psychology
Journal of Economic Surveys
Journal of Experimental Psychology: General
Journal of Experimental Psychology: Applied
Journal of Experimental Social Psychology
Journal of Marketing Research
Journal of Personality and Social Psychology
Journal of Social Psychology
Journal of Social and Political Psychology
Judgment and Decision Making
American Psychologist
Collabra
Behavioural Public Policy
British Journal of Political Science
International Journal of Psychology
Social Justice Research
Social Psychological and Personality Science
Social Science and Medicine
Social Forces
Self & Identity
The Economic Journal
European Journal of Social Psychology
European Review of Social Psychology
Frontiers in Psychology: Personality and Social Psychology
National Science Foundation (NSF)

Ad hoc Reviewer (Grants) United States-Israel Binational Science Foundation (BSF)
Marketing Science Institute (MSI), Alden G. Clayton Doctoral Dissertation Proposal Competition

Ad hoc Reviewer (Other) Routledge Handbook of Emotion Theory

Popular Writing

Character & Context (2021). *Conforming for the great good: How motives affect judgments of character*
Vox (2020). *How we can encourage people to wear mask—for others' sake*
Character & Context (2020). *Do rich people deserve to be rich?*
Behavioral Scientist (2020). *We Have a Rare Opportunity to Create a Stronger, More Equitable Society*
Public Seminar (2018). *Dodging inequality and winning elections.*
New York Times (2015). *American Dream? Or mirage?*

Podcast Appearances

The Atlantic Podcast (2022). *How to forgive ourselves for what we can't change*
Future Tripping (2022). *For Anyone Who Wonders Why Life Can Feel So Hard*
Stanford Psychology Podcast (2022). *Pursuing stats in a zero-sum world*
Attribution Podcast (2020). *Episode 1: Tailwinds*
Squeezing the Orange Podcast (2021). *Is it more helpful to count your blessings or your barriers?*
Freakonomics Radio (2017). *Why is my life so hard?*

Media Coverage

The Marker (2022). *A zero-sum game: how do we mentor colleagues without them gaining at our expense?*

(Hebrew version)

Vox (2022). *They hate to see a nepotism baby winning*

Quartz (2020). *Why regret hurts so much—and why it's good for us*

Journalist's Resource (2020). *Conservatives and liberals see the world as zero-sum — when it suits them*

Journalist's Resource (2019). *Perception versus reality: What Americans think about economic mobility*

Newsweek (2018). *Are you living your best life? Chances are you're not—and it will be your biggest regret*

Quartz (2018). *A new study on the psychology of persistent regrets can teach you how to live now*

Today (2018). *The most haunting regrets aren't about what we've done, research finds*

The Guardian (2018). *What's the best way to avoid regrets?*

Le Point (2018). *“Quand je me compare, je me console!” Vraiment?*

Bustle (2018). *A new study on regrets shows we're most disappointed in failing our “Ideal Selves”*

A Plus (2018). *Study shows why not following your dream could actually be a problem*

Daily Mail (2018). *Our biggest regrets in life? Not living up to our own expectations*

The British Psychological Society (2018). *We are haunted more by regrets about not becoming the person we wanted to be, than not becoming the person we were expected to be*

Inc. (2018). *A new study confirms that you're really going to regret not chasing your crazy dreams*

Quartz (2018). *Why your work life is so much harder than everyone else's*

ZEIT Wissen Magazine (2018). *Die burde des ego (The burden of the ego)*

Bustle (2017). *How social media FOMO affects your wellbeing*

New York Times (2017). *To Help Tackle Inequality, Remember the Advantages You've Had*

The Telegraph (2017). *How much of a role does luck play in our success or failure?*

Sciences Humaines (2017). *Pourquoi avons-nous tendance à crier à l'injustice? (Why do we cry about injustice?)*

The New Yorker (2016). *America's surprising views on income inequality*

Fast Company (2015). *Is the American Dream and illusion?*

Scientific American (2015). *Economic inequality: It's far worse than you think.*

Salon (2015). *The American people are clueless: Why income inequality is so much worse than we realize*

Previous Research & Employment Experience

2009-2010	TLV Media Online Ltd., Tel-Aviv, Israel, <i>Senior Account Manager</i>
2009	Tel-Aviv University, <i>Research Assistant to Prof. Yechial Klar</i>
2008	The Hebrew University, Decision Making Laboratory, <i>Research assistant to Prof. Ilan Yaniv</i>
2007-2008	The Hebrew University Student Union, <i>Head of Cultural Department</i>
2002-2005	Mandatory 3-year service as a medic on an Israeli Navy Ship

Outside Activities

None to report