

Christina A. Rader
Colorado College
Department of Economics and Business
14 East Cache La Poudre St., Colorado Springs, CO 80903
christina.rader@coloradocollege.edu
(303) 725-5982
Updated January 10, 2021

Education

Ph.D., 2015, Business Administration (Management), Duke University

Dissertation: Misjudging our Influence on Others: Blind Spots in Perceptions of Peer and Leader Openness to Advice
Committee: Richard Larrick (chair), Sim Sitkin, Jack Soll, Sunita Sah

B.A., 1999, Economics, Carleton College

Summa Cum Laude, Distinction in Economics, Phi Beta Kappa
Senior thesis: Advertising in the Prescription Drug Industry: An Application of Dual-stage Theory (advisor: Mike Hemesath)

Academic Positions

2015 – present Colorado College
Assistant Professor of Economics and Business

2012, Spring University of North Carolina at Chapel Hill
Kenan-Flagler Business School
Lecturer in Organizational Behavior

Research Interests

Advice taking, decision making, influence processes

Peer-Reviewed Publications

Soll, J.B., Palley, A., Rader, C.A. (forthcoming). The bad thing about good advice: Understanding when and how advice exacerbates overconfidence. *Management Science*.

Ache, F., Rader, C.A., & Hütter, M. (2020). Advisors want their advice to be used – but not too much: An interpersonal perspective on advice taking. *Journal of Experimental Social Psychology*, 89, 103979. Published July, 2020.

Rader, C.A., Larrick, R.P., & Soll, J.B. (2017). Advice as a form of social influence: Informational motives and the consequences for accuracy. *Social and Personality Psychology Compass*, 11, e12329. doi:10.1111/spc3.12329. Published August, 2017.

Rader, C.A., Soll, J.B., & Larrick, R.P. (2015). Pushing away from representative advice: Advice taking, anchoring, and adjustment. *Organizational Behavior and Human Decision Processes*, 130, 26-43. Published September, 2015.

Work in Progress

*Indicates student co-author

Ache, F., Rader, C.A., & Hütter, M. How do you use advice: Advice utilization depends on elicitation mode.

*Alemayehu, E., *Wells, R., *Nelson, A., & Rader, C.A. Overchoice and nonalignability: The effects of increasing amounts of nonalignable variety on choice. Work in progress.

Rader, C.A., Sah, S., & Larrick, R.P. (Mis)Judging the use of advice: Why advisors systematically misunderstand their influence

Rader, C.A. Giving advice in high-stakes situations of risk and uncertainty: A qualitative study with public defenders.

*Sharavdorj, A., *Xu, B., *Chan, K., Rader, C.A., Snyder, D., & Arechaederra, D. Changing minds about negotiation and gender: effects of source and target gender.

Snyder, D., & Rader, C.A. Psychological capital and advice taking.

*Ye, Y., Rader, C.A. Plea decisions and order effects.

Book Review

Sitkin, S.B., & Rader, C.A. (2014). Review of the Oxford Handbook of Evidence-Based Management, Denise M. Rousseau, Ed., *Administrative Science Quarterly*.

Selected Peer-Reviewed Conference Presentations

Snyder, D., & Rader, C.A. (2019). Psychological capital and advice taking. Poster presentation at the annual meeting of the Society for Judgment and Decision Making, Montreal, Canada.

- Ache, F., Rader, C.A., & Hütter, M. (2018). Do advisors get what they want? Comparing advisor expectations and advisee behavior in advice weighting. Poster presentation at the annual meeting of the Society for Judgment and Decision Making, New Orleans, LA.
- Rader, C.A., & Minson, J.A. (2016). Giving advice in high-stakes situations of risk and uncertainty: A qualitative study with Public Defenders. Poster presentation at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.
- Soll, J.B., Palley, A.B, Rader, C.A. (2015). Measuring the influence of advice. Presentation at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL. (presented by J. Soll)
- Rader, C.A., Sah, S., & Larrick, R.P. (2014). Misjudging the impact of advice: How advisors systematically misperceive their influence. Annual meeting of the Academy of Management, Philadelphia, PA.
- Rader-Baquero, C.A., Soll, J.B., & Larrick, R.P. (2012). Taking advice when you can't form your own opinion. Presentation at Behavioral Decision Research in Management (BDRM), Boulder, Colorado.
- Potoworowski, G., Rader-Baquero, C.A., & Rousseau, D.M. (2011). Many managers, many ways to practice evidence-based management. Symposium presentation at the annual meeting of the Academy of Management, San Antonio, August 2011.

Peer-Reviewed Papers Published in Other Academic Fields

**published under former name, Christina Messa*

*Messa (Rader), C.A. (2006) Comparison of emissions from light rail transit, electric commuter rail, and diesel multiple units. Transportation Research Record (a journal of the Transportation Research Board, a division of the National Research Council), vol 1955/2006: 26-33.

Rader, C.A. (2003) The economics of FRA-compliant diesel multiple units (DMUs). Proceedings of the Annual Meeting of the American Public Transportation Association. May 2003, San Jose, California.

Teaching Experience

Awards

- Exemplary Achievement in Community-Engaged Teaching, Colorado College, 2015-2016 (a single award given annually college-wide)

Courses at Colorado College (all undergraduate)

- Economics and Business 113 – Negotiations
- Economics and Business 114 – Principles of Decision Making
- Economics and Business 205 – Principles of Financial Accounting
- Economics and Business 210 – Intermediate Topics in Economics and Business – Decision Making
- Economics and Business 326 – Consumer Marketing
- Economics and Business 327 – Judgment and Decision Making
- Economics and Business 329 – Business Organization and Management
- Economics 430/460/490 – Senior Thesis

Thesis Students Supervised at Colorado College

- Sean Barr – 2015-2016
- Danielle Davis – 2015-2016
- David Mulcahy – 2015-2016
- Lauren Bieber – 2015-2016. Her thesis was awarded the Ray O. Werner Thesis Prize for the single most outstanding thesis in the Department of Economics and Business for 2015-2016.
- Meghan (Quinn) Webb – 2015-2016. Her thesis was awarded the Robin Satterwhite Thesis Prize for most outstanding innovative independent research in the Department of Economics and Business (one of three recipients).
- Jessica Ast – 2016-2017
- Niyanta Khatri – 2016-2017
- Benjamin Holland – 2016-2017
- Brooke Boyle – 2016-2017
- James Rajasingh – 2016-2017
- Marty Gaspar – 2017-2018
- Tim Huettel – 2017-2018
- Haley Korman – 2017-2018
- Sophie Lapointe – 2017-2018
- Chris Martin - 2017-2018
- Shaojie Lu – 2017-2018
- Xinyue “Abbie” Wang – 2019-2020
- Hayden Cogswell – 2019-2020
- Yao “Sara” Sun – 2019-2020
- Morgan Smith – 2019-2020
- Cole Simon – 2019-2020
- Lee Rivers – 2020-2021
- Boyang “Shirley” Xu – 2020-2021
- Zhixian “Felix” Zhu – 2020-2021
- McKay Flanagan – 2020-2021
- Mia Solberg – 2020-2021

Course at University of North Carolina, Chapel Hill, Kenan-Flagler School of Business

- Business 555 (Management Dept) – Groups and Teams in Organizations (undergraduate)

Teaching Assistant Positions at Duke University

Leadership, Ethics, and Organizations

- Daytime MBA program, 2009, for Rick Larrick and Jack Soll
- Executive MBA program, 2010 & 2011, for Sim Sitkin

Managerial Effectiveness

- Masters in Management Science program, 2009, for Allan Lind

Power and Politics

- Daytime MBA program, 2011, 2012, 2013, for Kimberly Wade-Benzoni
- Daytime MBA program, 2010, for Jim Emery

Negotiations

- Daytime MBA program, 2010, for Jim Emery and Greg Fischer

Leadership and Development

- Executive MBA program, 2011, for Sim Sitkin

Decision Making

- Executive MBA program, 2012 and 2013, for John Payne
- Daytime MBA program, 2013, for Greg Fischer

Managing the Challenged Business

- Daytime MBA program, 2012, for John Englar

Academic Service

Colorado College

- Service to the college in general
 - AdHoc General Education Assessment Working Groups, Co-Chair, 2020-2021
 - Curriculum Executive Committee member, 2019-2020
 - Colorado Springs Undergraduate Research Forum, Chair, 2017-2018; committee member, 2016-2017
 - Bookstore committee member, 2015
 - Search committees
 - Quantitative Reasoning Center search for Professional Tutor, 2017
 - Career Center search for Competitive Business Coach, 2019-2020
 - Organizer, First Monday Circles (sponsored by Crown Center) 2017-2018

- Presenter, TigerEd (educational session for Family and Friends Weekend), Fall 2018, “Applying Decision Making to Negotiation.”
- Service to the Economics and Business Department
 - Senior Celebration committee member, Spring 2020
 - Faculty search committee member for visiting Macro professor, Spring 2020
 - Seminar series co-organizer, 2016-present
 - External review committee member, 2016-2018
 - Faculty search committee member for Business tenure track position, Fall 2015
 - Faculty advisor to Women in Business club, 2017-2018

Behavioral Science and Policy Association

- Conference Planning Assistant, Inaugural Meeting of the Behavioral Science and Policy Association, New York, June 2015

Ad-hoc Reviewer

- Management Science
- German Israeli Foundation for Scientific Research and Development
- Academy of Management Annual Meeting

Service to the Colorado Springs Community

El Pomar Foundation

Fellows Program training on negotiation, Fall 2018 and Spring 2020

Quad Innovation Partnership

“On-call” faculty advisor for project on community trust, Fall 2020

Honors and Designations

- 2006 Appointed to a project review panel with the Transportation Cooperative Research Program, a joint effort of the Transportation Research Board (a division of the National Research Council), the Federal Transit Administration, and the Transit Development Corporation, Inc.
- 2004 Leadership APTA – selected as 1 of 25 people from the public transportation industry for an industry leadership training program by the American Public Transportation Association (APTA)
- 2001 Competent Toastmaster (CTM) designation from Toastmasters International (for public speaking)
- 1999 Phi Beta Kappa

- 1999 James A Berglund Social Science Prize for the best research paper written in the social sciences at Carleton College
- 1998 Intern at the U.S. State Department's Mission to the United Nations
- 1995 National Merit Scholar

Work Experience

PhD Intern in People Analytics *Google, Inc. – Mountain View, CA*
June 2012 – August 2012

- Analyzed HR data on employee satisfaction using structural equation modeling (SEM).
- Proposed advanced research methods for future research projects.

Summer Analyst *Analysis Group – Denver, CO*
May 2009 – August 2009

- Analyzed financial terms in contracts for multimillion dollar lawsuit, for this firm of economic, financial, and strategy consultants.

Vice President of Marketing *GrandLuxe Rail Journeys - Evergreen, CO*
June 2006 – August 2008

- Managed projects worth \$2.3 million.
- Built complex Excel model of the luxury train tour company's profit and loss for various combinations of tour offerings, which the CEO used to advocate a new, more profitable business model to potential funding partners.

Director of Economics and Environment *Colorado Railcar Mfg - Ft. Lupton, CO*
August 2002 – June 2006

- Consulted for executive management and head project managers of more than 10 public transportation agencies to perform customized analyses of their operating costs and emissions.
- Developed a sophisticated Excel model of the cost effectiveness, emissions, and noise levels of the company's mass transit rail vehicles, and published and presented findings in peer-reviewed journals, conferences, and marketing materials.
- Co-managed government contracting proposal process, resulting in over \$40 million in awarded contracts.

Senior Analyst
July 2000 – July 2002

Lexecon Inc. (now CompassLexecon) - Cambridge, MA

- Analyzed data sets with millions of records using SAS, directed work of other analysts, and developed charts and graphs used by Harvard Economics professors in their testimony for corporate lawsuits with hundreds of millions of dollars at stake.

Associate
June 1999 – July 2000

Murtaugh/Match Associates – Madison, WI

- Designed market research surveys that were fielded across the U.S. by organizing and observing focus groups, generating item pools, working with clients to select items, writing screening surveys, arranging survey deployment, and developing codebooks, for this marketing consulting firm.
- Interpreted and summarized findings for presentation to Fortune 500 clients.

Writing Assistant
September, 1997 – June, 1999

The Write Place, Carleton College – Northfield, MN

- Consulted with students about writing: discussed their goals, made comments on drafts, worked one-on-one to build skills.

Supplemental Instructor
September 1998 – December, 1998

Economics Department, Carleton College – Northfield, MN

- Led review sessions for introductory macroeconomics course

Languages

Spanish (currently intermediate; formerly nearly fluent)

French (currently novice; formerly intermediate)

English (first language)