

**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 October 13, 2015*

## **Education**

### **Ph.D., 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, evidence-based management.

## **Peer-Reviewed Publication**

Rader, C.A., Soll, J.B., & Larrick, R.P. (2015). Influence and accuracy in advice taking: A comparison between dependent and independent advice sequences. *Organizational Behavior and Human Decision Processes*, 130, 26-43.

## **Working Paper**

Potworowski, G., Rader, C.A., & Rousseau, D.M. Predicting evidence-based management (EBMgt): A theoretical model of individuals' enactment of EBMgt behaviors.

### **Work in Progress**

- Rader, C.A., Sah, S., & Larrick, R.P. Misjudging the impact of advice: How advisors systematically misperceive their influence.
- Rader, C.A., Carton, A., Larrick, R.P., & Wood, W. Illusory and invisible influence: How people misperceive the influence of groups.
- Soll, J.B., Palley, A.B., Rader, C.A. Measuring the influence of advice.
- Rader, C.A., Soll, J.B., Larrick, R.P. Pushing away from non-expert advice: A comparison of advice sequences and advisor expertise.

### **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**

- Soll, J.B., Palley, A.B., Rader, C.A. (2015). Measuring the influence of advice. Accepted for presentation at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.
- 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**

### ***Courses at Colorado College (all undergraduate)***

- Economics 205 – Principles of Financial Accounting

### ***Thesis Students Supervised at Colorado College***

- Danielle Davis – 2015-2016
- David Mulcahy – 2015-2016
- Lauren Bieber – 2015
- Meghan (Quinn) Webb – 2015

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

- Management – 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

- Search committee member, Economics and Business Department, 2015

#### Behavioral Science and Policy Association

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

### **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

*Lexecon Inc. (now CompassLexecon) - Cambridge, MA*

*July 2000 – July 2002*

- 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

*Murtaugh/Match Associates – Madison, WI*

*June 1999 – July 2000*

- 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

*The Write Place, Carleton College – Northfield, MN*

*September, 1997 – June, 1999*

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

Supplemental Instructor

*Economics Department, Carleton College – Northfield, MN*

*September 1998 – December, 1998*

- Led review sessions for introductory macroeconomics course

### **Languages**

Spanish (fluent in conversation, proficient in reading and writing)

French (intermediate)

English (native speaker)