David A. Reinhard

Nazarbayev University | Graduate School of Business
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Academic Positions

2024-Present Nazarbayev University
Graduate School of Business
Assistant Professor in Organizational Behavior

2021-2024 University of Illinois Urbana Champaign
Gies College of Business
Postdoctoral Research Associate in Organizational Behavior

2017-2021 University of Massachusetts Amherst
Psychology of Peace & Violence Program
Postdoctoral Research Associate, NSF BCS #1628458, PI: Bernhard Leidner

Education & Training

2011-2017 University of Virginia
PhD in Social Psychology
MA in Social Psychology

2010-2011 University of Michigan
Institute for Social Research, Research Center for Group Dynamics
Research Associate, NSF BCS #0820609, PI: Stephanie Brown

2006-2010 University of Michigan
Honors College of Literature, Science, and the Arts
BA in Psychology (High Honors)

Research Interests

- Intergroup rivalry, enmity, & competition
- Lineage (intergenerational legacy, tradition, & social identity)

Publications

Reinhard, D. A., Gianiodis, P. T., Hirschberger, G., & Leidner, B. (2026). Perceived rivalry in intergroup conflict. *Frontiers in Psychology*, *17*, Article 1875356.

Converse, B., Reinhard, D. A., & Austin, M. (2024). Psychology of rivalry: A social-cognitive approach to competitive relationships. Garcia, S. M., & Avishalom, T. (Eds.), *Oxford Handbook on the Psychology of Competition*. Oxford: Oxford University Press.

McLamore, Q., Leidner, B., Park, J., Hirschberger, G., Li, M., Reinhard, D. A., & Beals, K. (2021). Strong hearts, open minds: Cardiovascular challenge predicts non-defensive responses to ingroup-perpetrated violence. *Biological Psychology*, *161*, Article 108054.

Clore, G. L., & Reinhard, D. A. (2018). Emotional intensity: It's the thought that counts. In Fox, A. S., Lapate, R. C., Shackman, A. J., Davidson, R. J. (Eds.), *The Nature of Emotion: A volume of short essays addressing fundamental questions in emotion.* Oxford: Oxford University Press.

Converse, B. A. & Reinhard, D. A. (2016). On rivalry and goal pursuit: Shared competitive history, legacy concerns, and strategy selection. *Journal of Personality and Social Psychology*, *110*, 191-213.

Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, *349*, aac4716.

Wilson, T. D., Gilbert, D. T., Reinhard, D. A., Westgate, E. C., & Brown, C. (2014). Would you fund this movie? A reply to Fox et al. (2014). *Frontiers in Psychology, 5*, 1428.

Wilson, T. D., Reinhard, D. A., Westgate, E. C., Gilbert, D. T., Ellerbeck, N., Hahn, C., Brown, C., & Shaked, A. (2014). Just think: The challenges of the disengaged mind. *Science, 345,* 75-77.

Reinhard, D. A., Konrath, S., Lopez, W., & Cameron, H. (2012). Expensive egos: Narcissistic males have higher cortisol. *PLoS ONE*, *7*, e30858.

Chandler, J., Reinhard, D. A., & Schwarz, N. (2012). To judge a book by its weight you need to know its content: Knowledge moderates the use of embodied cues. *Journal of Experimental Social Psychology*, *48*, 948-952.

Manuscripts Under Review

Reinhard, D. A., Berendt, J., Gianiodis, P. T., Uhrich, S., & Leidner, B. Missionaries to mercenaries: Spillover of interorganizational rivalries onto external evangelists. *Organization Science*. Under Review.

Reinhard, D. A. & Gianiodis, P. T. Enemies, rivals, and the motivational dynamics of societal polarization in organizations. *Group & Organization Management*. 3rd Round Review.

Reinhard, D. A. & Gianiodis, P. T. Rivalry as a relational self: A micro-identity lens on why firms differ and how advantage endures. *Strategic Management Review*. Revise & Resubmit.

Reinhard, D. A. & Gianiodis, P. T. A commentary on Kilduff et al. (2010): From dyadic to distributed rivalry. *Group & Organization Management*. 2nd Round Review.

Selected Working Papers

Gideon, M. D., Gianiodis, P. T., Espina, M. I. & Reinhard, D. A. Weaponized interdependence: How states escalate coercion against firms. Target: *Academy of Management Perspectives*

Brown, S., Johnson, K., Fredrickson, B., Schultheiss, O., Brown, M., Smith, D., Carter, C., Seng, J., Munro-Kramer, M., Lopez, W., Cameron, H., Reinhard, D. A., & Bonadonna, J. P. Neurohormonal mechanisms that connect prosocial behavior to better stress-regulation.

Editorial Review Board

Journal of Management Studies

Ad-Hoc Journal Reviewer

Group & Organization Management

Professional Affiliations

Academy of Management (AOM)

- OB, OMT, STR, NEU

Teaching

Nazarbayev University, Graduate School of Business

Spring 2026 *Management & Organizations*, MEM Program
Spring 2026 *Responsible Leadership*, BBA Program
Fall 2025 *Leadership & Communication*, MBA Program
Fall 2025 *Advanced Leadership*, Executive MBA Program
Spring 2025 *Advanced Leadership*, Executive MBA Program
Fall 2024 *Management & Organizations*, MBA Program
Fall 2024 *Leadership*, MBA Program

Gies College of Business, Lecturer

Fall 2024 *Ethical Dilemmas of Business*, BBA Program
Fall 2022 *Ethical Dilemmas of Business*, BBA Program
Spring 2022 *Leading Individuals and Teams*, BBA Program

University of Massachusetts Amherst, Lecturer

Spring 2020 *Competition, Rivalry, & Intractable Conflict*, Undergraduate
Fall 2019 *Advanced Social Psychology*, PhD Program

University of Virginia, Graduate Teaching Assistant

2014-2016 *Introduction to Social Psychology*, Undergraduate
Fall 2014 *Research Methods and Data Analysis I*, Undergraduate
Fall 2013 *Research Methods and Data Analysis II*, Undergraduate
Fall 2011 *Introduction to Cognition*, Undergraduate

University of Michigan, Undergraduate Teaching Assistant
2009-2010 *The Psychology of Interpersonal Relationships*, Undergraduate

Presentations

Chaired Symposium

Reinhard, D. A. (2024, August). *Can a rivalry ever end? Merging micro and macro management perspectives.* Academy of Management. Chicago, IL.

Reinhard, D. A. (2022, August). *Unveiling variations in 'the Other': How relationship drive intergroup and interpersonal dynamics.* Academy of Management. Seattle, WA.

Reinhard, D. A. (2021, May). *Social dynamics of goal pursuit*. Society for the Science of Motivation, Virtual.

Select Conference Talks

Reinhard, D. A., Gianiodis, P. T., Hirschberger, G., & Leidner, B (2024, August). *The rival within, the enemy at the gates.* Academy of Management. Chicago, IL.

Reinhard, D. A., Berendt, J., McLamore, Q., Uhrich, S., & Leidner, B. (2024, August). *Social norms in rivalries increase societal harmdoing.* Academy of Management. Chicago, IL.

Reinhard, D. A. (2023, July). *A psychological approach to intergenerational dimensions of group identities.* International Association for Conflict Management. Thessaloniki, Greece.

Reinhard, D. A., Berendt, J., McLamore, Q., Uhrich, S., & Leidner, B. (2022, July). *Social norms in rivalries increase societal harmdoing.* Academy of Management. Seattle, WA.

Reinhard, D. A., Berendt, J., McLamore, Q., Uhrich, S., & Leidner, B. (2022, July). *Social norms in rivalries increase societal harmdoing.* Interdisciplinary Network for Group Research. Hamburg, Germany.

Reinhard, D. A., Berendt, J., McLamore, Q., Uhrich, S., & Leidner, B. (2022, July). *Social norms in rivalries increase societal harmdoing.* International Association for Conflict Management. Ottawa, Canada.

Reinhard, D. A. & Leidner, B. *Rival warfare: An investigation of rivalry's potential for intergroup conflict escalation*. (2022, July). International Association for Conflict Management. Ottawa, Canada.

Invited Talks

Reinhard, D. A. (2025, March). *Missionaries to mercenaries: Spillover of interorganizational rivalries onto external evangelists.* Duke University, Fuqua School of Business, Durham, NC.

Reinhard, D. A. (2025, January). *Missionaries to mercenaries: Spillover of interorganizational rivalries onto external evangelists.* Duquesne University, Palumbo-Donahue School of Business, Pittsburgh, PA.

Reinhard, D. A. (2024, April). *Spillover of interorganizational rivalries onto external stakeholders*. Duke University, Fuqua School of Business, Durham, NC.

Reinhard, D. A. (2023, December). *The rival within, the enemy at the gates: Intergroup rivals, but not enemies, are part of the collective self and identity*. Massachusetts Institute of Technology, Boston, MA.

Reinhard, D. A. (2021, May). *A psychological approach to intergroup rivalry*. Boğaziçi University, Istanbul, Türkiye (virtual).

Reinhard, D. A. (2017, May). *Connecting to the past: Motivational consequences of shared history.* Columbia Business School, New York, NY.

Reinhard, D. A. & Brown, S. (2011, September). *Trends in social science and medicine: Value and feasibility of combining neuroendocrine, cardiovascular, facial EMG, and neuroimaging methods for studying compassion*. Stony Brook University Medical School, Stony Brook, NY.

Grants and Fellowships

Social Policy Grant, Nazarbayev University ($10,000). “How perceived rivalry shapes organizational behavior through stakeholder systems. 2025-2026

Principal Investigator (from 2025), Collaborative Research Program, Nazarbayev University. “Leadership development in Kazakhstani business and educational settings: An interdisciplinary approach to leadership interventions.” 2023-2025

The Society for the Psychological Study of Social Issues, Grants-in-Aid ($1,998). “De-escalating conflict in international rivalries.” 2018-2020

The Society for Personality and Social Psychology, Small Research Grant ($1,500). “De-escalating conflict in international rivalries.” 2018-2020

American Psychological Association Division 48, Small Grants for Peace Psychology ($500). “Destructive or constructive international conflict: Enemies or rivals? An empirical investigation and intervention in Israel and Iran.” 2018-2019

Office of Equity & Inclusion, University of Massachusetts Amherst, Campus Climate Improvement Grants ($2,500). “Bridging the great divide: Democrat-Republican rivalry and its consequences for diversity, disparity, and inclusion on campus.” 2018-2019

The Topol Fellowship, University of Massachusetts Amherst ($8,000). “From destructive to constructive international conflict by turning enemies into rivals: An empirical investigation and intervention in Israel and Iran.” 2018

Presidential Fellowship in Data Science, Data Science Institute, University of Virginia ($28,000). “The role of emotions in political discourse.” 2016-2017

References

Peter Gianiodis, Ph.D.	Merle E. Gilliand Professor in Entrepreneurial Finance Professor of Strategy and Entrepreneurship Palumbo-Donahue School of Business Duquesne University Email: gianiodisp@duq.edu
Stephen Garcia, Ph.D.	Professor of Management & Organizations Graduate School of Management University of California, Davis Email: smga@ucdavis.edu
Gráinne Fitzsimons, Ph.D.	George C. Lamb, Jr. University Distinguished Professor Professor of Business Administration Professor of Psychology and Neuroscience The Fuqua School of Business Duke University Email: grainne.fitzsimons@duke.edu
Benjamin Converse, Ph.D.	Professor of Public Policy Frank Batten School of Leadership and Public Policy University of Virginia Email: converse@virginia.edu