

Matteo Di Stasi

CUNEF UNIVERSIDAD
Almansa 101, 28040 Madrid Spain
matteo.distasi@cunef.edu
CUNEF Website
Google Scholar
ORCID

EMPLOYMENT

CUNEF Universidad, Madrid, Spain.

Department of Management Business

Assistant professor on Tenure Track, 2024-present (on paternity leave, March-July 2025).

EDUCATION

ESADE Business School, Barcelona, Spain. Ph.D. Management, Director: Prof. Jordi Quoidbach, 2024.

Harvard Business School, Boston, USA. Visiting Ph.D., Director: Prof. Alison Wood Brooks, 2022.

ESADE Business School, Barcelona, Spain. M.A. Management Science, 2020.

University of Lausanne (Université de Lausanne), Lausanne, Switzerland. M.S. Management, 2016.

University of Bologna (Università di Bologna), Bologna, Italy. B. B. A., 2014.

FIELDS OF INTEREST

Negotiation, Conversations, Natural Language Processing, Behavioral Science

PUBLICATIONS

Di Stasi, M., Quoidbach, J., & Brooks, A. W. "The Most Effective Negotiation Tactic, According to AI". *Harvard Business Review*, 2024. <https://hbr.org/2024/09/the-most-effective-negotiation-tactic-according-to-ai>

Di Stasi, M., Schweinsberg, M., & Quoidbach, J. "Daily Negotiation and Its Effects on Short and Longer-term Well-being". *Academy of Management Proceedings*, 2024(1), 2024. <https://doi.org/10.5465/AMPROC.2024.13290abstract>

Di Stasi, M., Templeton, E., and Quoidbach, J. "Zooming Out on Bargaining Tables: Exploring Which Conversation Dynamics Predict Negotiation Outcomes". *Journal of Applied Psychology*, 109(7), 1077–1093, 2024. <https://doi.org/10.1037/apl0001136>

Gorni, E., Di Stasi, M., & Vignoli, M. "Including Career Guidance in University Courses: The Instructor Perspective". *CERN IdeaSquare Journal of Experimental Innovation*, 8(3), 84-92, 2024. <https://doi.org/10.23726/cij.2024.1575>

Sierra, M., & Di Stasi, M. "Multiplicity and diversity: the key for innovation". *CERN IdeaSquare Journal of Experimental Innovation*, 8(1), 26-35, 2024. <https://doi.org/10.23726/cij.2024.1476>

WORKING PAPERS

Di Stasi, M., Brooks, A. W., & Quoidbach, J. "Asking Open-Ended Questions Increases Personal Gains in Negotiations". *Under review at Journal of Experimental Psychology: General*. [\[pdf\]](#)

Di Stasi, M., Quoidbach, J. & Krieg, A. "Emotional Dynamics of Facial Expressions in Negotiation". *In preparation for Journal of Applied Psychology*.

Abi-Esber, N. & Di Stasi, M. "Non-Native Speakers: Judged More Harshly, Better Content?" *In preparation for Organizational Behavior and Human Decision Processes*.

Di Stasi, M., Guillen, L., Ocampo, A. "The Effect of AI on Negative Feedback". *Writing in process*.

Di Stasi, M., Brooks, A. W., Yeomans, M., & Collins, H. "When Interruptions Benefit or Hurt Conversations." *Data analysis in process*.

SELECTED ACADEMIC HONOURS AND GRANTS

Best Paper Award at XIII Congreso Internacional de la Iberoamerican Academy of Management, 2025

University Ramon Llull Research Grant (15'000€), September 2024

Cum Laude, Ph.D., ESADE Business School

ESADE PhD Scholarship

Summa Cum Laude, B. B. A., University of Bologna

SELECTED PRESENTATIONS

CONFERENCES

"Is it About You or Me? Employees' Justice Perceptions and Acceptance of AI Feedback Systems" presented at XXXIV International Conference of ACEDE, June 16, 2025, Pamplona, Spain.

"Asking Open-Ended Questions Increases Personal Gains in Negotiations" presented at XIII Congreso Internacional de la Iberoamerican Academy of Management, May 23, 2025, Madrid, Spain.

"Is it about you or me? Exploring reactions to AI feedback and its impact on justice perceptions and acceptance of AI systems" presented at 8th Interdisciplinary Perspectives on Leadership Symposium. Theme: Leadership in the Age of Artificial Intelligence, May 8, 2025, Mykonos, Greece.

"Daily Negotiation and Its Effects on Short and Longer-term Well-being" presented at Academy of Management, August 12, 2024, Chicago, USA.

“Multiplicity and diversity: the key to innovation” presented at 2nd Design Factory Global Network Research Conference, October, 2023, Ankara, Türkiye.

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Association for Psychological Science Annual Convention, May 28, 2022, Chicago (USA).

“Zooming Out on Bargaining Tables: Conversation Dynamics Predicts Negotiation Outcomes” presented at International Association for Conflict Management, July 14, 2021, Virtual.

SEMINARS

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Management, University of Bologna, January 24, 2025, Bologna, Italy.

“Zooming Out on Bargaining Tables: Exploring Which Conversation Dynamics Predict Negotiation Outcomes” presented at international research listening seminar organized by Prof. Avraham N Kluger, March 7, 2024, Virtual.

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Management, Cuneu University, January 16, 2024, Madrid, Spain.

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Business and Economics, Universitat Pompeu Fabra, October 4, 2023, Barcelona, Spain.

“The Effect of Interruptions in Conversations on Interpersonal Relationships” presented at Minson Conflict and Collaboration Lab – MC²!, Harvard Kennedy School, October 27, 2022, Boston, USA.

“Asking Open-Ended Questions Increases Personal Gains in Negotiations” presented at Department of Psychology & Center for Integrative Business Psychology, Aarhus University, October 2022, Virtual.

“The Effect of Interruptions in Conversations on Interpersonal Relationships” presented at NerdLab, Harvard Business School, October 7, 2022, Boston, USA.

PROFESSIONAL ACTIVITIES

Communication Manager, European Food Information Council, Bruxelles, Belgium, 2019.
Consultant, United Nations Institute for Training and Research, Geneva, Switzerland, 2016-18.

Associate Project Collaborator, Conseil Européen pour la Recherche Nucléaire (CERN), Geneva, Switzerland, 2016.

Student Research/Teaching Assistant, HEC Lausanne; Research activity for the Professor Xavier Castañer, Lausanne, Switzerland, 2015-16.

Business Developer, Global Voices Ltd, Stirling, United Kingdom, 2013.