

SEAN FATH

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EDUCATION

Duke University, Fuqua School of Business PhD Candidate, Management and Organizations	2014 – present
DePaul University B.A. (Magna Cum Laude), Psychology	2008 – 2011
Miami University of Ohio	2007 – 2008

RESEARCH INTERESTS

Social & Organizational stratification; Heuristics & biases; Stress & coping

TEACHING INTERESTS

Organizational behavior; Managerial decision making; Intergroup processes

PUBLICATIONS

1. **Fath, S.**, Proudfoot, D., & Kay, A. C. (2017). Effective to a fault: Organizational structure predicts attitudes toward minority organizations. *Journal of Experimental Social Psychology*, 73, 290-297.
*Data and materials available at osf.io/gdtpm
2. Crum, A. J., Akinola, M., Martin, A., & **Fath, S.** (2017). The role of stress mindset in shaping cognitive, emotional, and physiological responses to challenging and threatening stress. *Anxiety, Stress & Coping*, 30(4), 379-395.

PAPERS UNDER REVIEW/WORKING PAPERS

3. **Fath, S.** & Kay, A. C. If hierarchical, then corrupt: How and why people associate hierarchy with corruption in organizations. (*Second Round Revise & Resubmit at Organizational Behavior and Human Decision Processes*)
4. **Fath, S.***, Ma, A.*, & Rosette, A. S. Disadvantage, success, and causal attributions: Three interwoven antecedents to White privilege acknowledgement. (*Revise & Resubmit at Journal of Applied Psychology*)
*Denotes equal contribution
5. **Fath, S.**, Larrick, R. P., & Soll, J. B. Blinding curiosity: Exploring whether and when people favor “blinding” when evaluating performance. (*Working Paper*)

6. **Fath, S.,** Kay, A. C., & Jost, J. T. Business as usual? Why hierarchical organizations inspire confidence. (*Working Paper*)
7. **Fath, S.** & Kay, A. C. Steep and efficient; flat and innovative: Evidence for a lay contingency theory. (*Working Paper*)
8. **Fath, S.** & Kay, A. C. In the firm as in society: Social dominance orientation predicts a preference for hierarchy in organizations. (*Working Paper*)

CHAired SYMPOSIA

1. **Fath, S.** & Proudfoot, D. (August 2016). Antecedents to inequality: Exploring links between ideology and maintenance of social hierarchy. *Annual Academy of Management Meeting*, Anaheim, California.

*Selected as a Showcase Symposium

CONFERENCE PRESENTATIONS

1. **Fath, S.** Larrick, R. P., & Soll, J. B. (November 2018). Blinding curiosity: Exploring whether and when people favor “blinding” when evaluating performance. Poster to be presented at the *Annual Society for Judgment and Decision Making Meeting*, New Orleans, Louisiana.
2. **Fath, S.** Larrick, R. P., & Soll, J. B. (August 2018). The curious and the blind: Exploring whether and when people favor “blinding” when evaluating performance. Talk presented at the *Annual Academy of Management Meeting*, Chicago, Illinois.
3. **Fath, S.** Larrick, R. P., & Soll, J. B. (March 2018). The curious and the blind: Exploring whether and when people favor “blinding” when evaluating performance. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Atlanta, Georgia.
4. **Fath, S.** & Kay, A. C., (August 2017). Exploring the effect of perceived normalcy on the endorsement of hierarchy. Talk presented at the *Annual Academy of Management Meeting*, Atlanta, Georgia.
5. **Fath, S.,** Proudfoot, D., & Kay, A. C., (April 2017). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Carolina Research in Social and Personality Psychology Conference*, Durham, North Carolina.
6. **Fath, S.** & Kay, A. C., (January 2017). On the self-reinforcing nature of hierarchy: Exploring the effects of perceived normalcy on the endorsement of hierarchy. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Antonio, Texas.
7. **Fath, S.,** Proudfoot, D., & Kay, A. C., (August 2016). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Annual Academy of Management Meeting*, Anaheim, California.
8. **Fath, S.,** Proudfoot, D., & Kay, A. C., (January 2016). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Diego, California.

9. **Fath, S.**, & Kay, A. C., (January 2016). Effects of hierarchical structure on system confidence and justification. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Diego, California
10. **Fath, S.** & Kay, A. C., (April 2015). Effects of hierarchical structure on system confidence and justification. Talk presented at the *Carolina Research in Social and Personality Psychology Conference*, Durham, North Carolina.

AWARDS & HONORS

Doctoral Student Fellowship, Fuqua School of Business, Duke University 2014 – present

PROFESSIONAL AFFILIATIONS

Academy of Management 2015 – present
 Society for Personality and Social Psychology 2015 – present
 Society for Judgment and Decision Making 2018 – present

TEACHING ASSISTANT EXPERIENCE

Duke University, Fuqua School of Business

<i>Negotiations</i> , Daytime MBA	2015
<i>Negotiations</i> , Weekend Executive MBA	2016
<i>Power and Politics</i> , Daytime MBA	2015 – 2016, 2018
<i>Leadership</i> , Weekend Executive MBA	2015 – 2017
<i>Decision Making</i> , Daytime MBA	2016
<i>Managerial Effectiveness</i> , Weekend Executive MBA	2017
<i>Culture, Civilization, and Leadership</i> , Cross-Continent MBA	2018

SERVICE

Ad hoc Reviewer
 Organizational Behavior and Human Decision Processes
 Academy of Management Annual Meeting