

SEAN FATH

Duke University
Fuqua School of Business, Durham NC 27708
sean.fath@duke.edu

EDUCATION

- 2020 (Expected) Duke University, Fuqua School of Business
Ph.D. Candidate, Management & Organizations
- Dissertation: Exploring preferences for ‘blinding’ one’s own judgment
 - Committee: Rick Larrick & Aaron Kay (Co-Chairs), Ashleigh Shelby Rosette, Jane Risen
- 2011 DePaul University
B.A. (Magna Cum Laude), Psychology

RESEARCH INTERESTS

Social & Organizational stratification; Heuristics & biases; Social perception

TEACHING INTERESTS

Organizational behavior; Managerial decision making; Intergroup processes

PUBLICATIONS

1. **Fath, S.** & Kay, A. C. (2018). “If hierarchical, then corrupt”: Exploring people’s tendency to associate hierarchy with corruption in organizations. *Organizational Behavior and Human Decision Processes*, 149, 145-164.
*Data and materials available at osf.io/pe4na
2. **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
3. 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.

WORKING PAPERS

4. **Fath, S.***, Ma, A.*, & Rosette, A. S. Disadvantage, success, and causal attributions: Three interwoven antecedents to White privilege acknowledgement. (*Working Paper*)
*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*)
*Dissertation Essay 1

6. **Fath, S.**, Kay, A. C., & Jost, J. T. Business as usual? Why hierarchical organizations inspire confidence. (*Working Paper*)
7. Proudfoot, D. & **Fath, S.** The “lone genius” myth: How perceived social connectedness influences judgments of creative potential. (*Working Paper*)

SELECTED RESEARCH IN PROGRESS

Fath, S. & Larrick, R. P. Exploring subjective and objective domain expertise as moderators of blinding preferences. (*Data Collection*)

*Dissertation Essay 2

Fath, S., Larrick, R. P., & Soll, J. B. On the efficacy of interventions to encourage self-blinding. (*Data Collection*)

*Dissertation Essay 3

Fath, S., Larrick, R. P., & Soll, J. B. Poorly calibrated: Blinding preferences with obviously vs. non-obviously contaminative information. (*Data Collection*)

Fath, S., Wingrove, S., Kay, A. C., Payne, K., & Fitzsimons, G. Social class, network composition, and lay beliefs about network usage. (*Data Collection*)

Fath, S. & Kay, A. C. Steep and efficient; flat and innovative: Evidence for a lay contingency theory. (*Data Collection*)

Fath, S. & Kay, A. C. Social dominance orientation predicts a preference for hierarchy in organizations. (*Data Collection*)

Hays, N., **Fath, S.**, & Matusik, J. Testing the functionality and adaptability of hierarchy vs. egalitarianism in multi-team systems. (*Data Collection*)

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 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
Society for Human Resource Management	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

March 2019

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

SERVICE

Ad hoc Reviewer

Organizational Behavior and Human Decision Processes

Academy of Management Annual Meeting