

SEAN FATH

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POSITIONS

2020 Cornell University, Industrial & Labor Relations School
Assistant Professor of Organizational Behavior

EDUCATION

2020 Duke University, Fuqua School of Business
Ph.D. Management & Organizations

2011 DePaul University
B.A. Psychology

RESEARCH INTERESTS

I study topics related to social perception and inequality in organizations and society.

PUBLICATIONS

1. Proudfoot, D. & **Fath, S.** (2020). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin*.
* Data, materials, and pre-registration documents available at osf.io/xun26
2. **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
3. **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
4. 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

5. **Fath, S.***, Ma, A.*, & Rosette, A. S. [Recognition of White privilege]. (Revise & Resubmit at *Organizational Behavior and Human Decision Processes*)
* Denotes equal contribution

6. **Fath, S.**, Larrick, R. P., & Soll, J. B. Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. (*Working Paper*)
7. **Fath, S.**, Larrick, R. P., & Soll, J. B. Encouraging self-blinding in hiring. (*Working Paper*)
8. **Fath, S.**, Kay, A. C., & Jost, J. T. Business as usual? Why hierarchical organizations inspire confidence. (*Working Paper*)
9. Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. [Hierarchical vs. Egalitarian team arrangements]. (Revise & Resubmit at *Academy of Management Journal*)

SELECTED RESEARCH IN PROGRESS

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

Fath, S., Rosette, A. S., & Huber, J. Rationales for information avoidance and their efficacy. (*Data Collection*)

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

CHAired SYMPOSIA

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

Fath, S., Ma, A., & Rosette, A. S. (August 2020). [Recognition of White privilege]. Talk to be presented at virtual *Annual Academy of Management Meeting*

* Presented by a co-author

* Selected for OB Division Rapid Research Plenary on Racial Inequality

Fath, S., Larrick, R. P., & Soll, J. B. (August 2020). Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. Talk accepted for virtual *Annual Academy of Management Meeting*

Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. (August 2020). [Hierarchical vs. Egalitarian team arrangements]. Talk accepted for virtual *Annual Academy of Management Meeting*

Fath, S., Larrick, R. P., & Soll, J. B. (November 2019). Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. Talk presented at the *Annual Society for Judgment and Decision Making Meeting*, Montreal, Canada.

* Presented by a co-author

Fath, S., Ma, A., & Rosette, A. S. (August 2019). [Recognition of White privilege]. Talk presented at the *Annual Academy of Management Meeting*, Boston, Massachusetts.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

INVITED TALKS

Cornell University, ILR School (2019)

Emory University, Goizueta Business School (2019)

University of Illinois Urbana-Champaign, Gies College of Business (2019)

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

<i>Negotiations</i> , Daytime MBA	2015
<i>Negotiations</i> , Executive MBA	2016
<i>Power and Politics</i> , Daytime MBA	2015 – 2016, 2019
<i>Leadership</i> , Executive MBA	2015 – 2017, 2019
<i>Decision Making</i> , Daytime MBA	2016

Managerial Effectiveness, Executive MBA 2017
Culture, Civilization, and Leadership, Executive MBA 2018

SERVICE

Ad Hoc Reviewer
Organizational Behavior and Human Decision Processes
Journal of Experimental Social Psychology
Academy of Management Annual Meeting

WORK EXPERIENCE

Northwestern University, Kellogg School of Management 2011 – 2012
Research Assistant to Dr. Adam Galinsky
Columbia University, Columbia Business School 2012 – 2014
Research Coordinator for Dr. Adam Galinsky

REFERENCES

Aaron Kay
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Duke University, Fuqua School of Business
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