

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. **Fath, S.**, Larrick, R. P., Soll, J. B., & Zhu, S. (Forthcoming). Putting on blinders to size people up. *MIT Sloan Management Review*.
2. 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
3. **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
4. **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
5. 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

6. **Fath, S.***, Ma, A.*, & Rosette, A. S. [Perceived White privilege]. (Revise & Resubmit at *Organizational Behavior and Human Decision Processes*)
* Denotes equal contribution
7. **Fath, S.**, Larrick, R. P., & Soll, J. B. [Blinding preferences]. (Under Review at *Organizational Behavior and Human Decision Processes*)
8. **Fath, S.**, Larrick, R. P., & Soll, J. B. Encouraging self-blinding in hiring. (*Working Paper*)
9. **Fath, S.**, Kay, A. C., & Jost, J. T. Business as usual? Why hierarchical organizations inspire confidence. (*Working Paper*)
10. 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*)

SELECT 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 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 preferences]. 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 preferences]. 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 preferences]. 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). [Blinding preferences]. Talk presented at the *Annual Academy of Management Meeting*, Chicago, Illinois.
- Fath, S., Larrick, R. P., & Soll, J. B.** (March 2018). [Blinding preferences]. 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.

TEACHING

Course Instructor

ILR School, Cornell University

Understanding and Improving Decision Making, Undergraduate, 2021

Judgment and Decision Making, Ph.D., 2021

Executive Education & Advising

Combating Bias in External and Internal Hiring, CAHRS Working Group, 2021

HONORS & AWARDS

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| Cornell Center for Social Sciences research grant (PI: \$11,900), <i>Testing interventions to encourage self-blinding</i> , Cornell University | 2020 |
| Selected for AOM Best Paper Proceedings (top 10% of accepted papers) | 2020 |

INVITED TALKS

Cornell University, ILR School, Dean's Advisory Council (2021)

Cornell University, ILR School (2019)

Emory University, Goizueta Business School (2019)

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

SERVICE

Ad Hoc Reviewer

Organizational Behavior and Human Decision Processes
Journal of Personality and Social Psychology
Journal of Experimental Social Psychology
Academy of Management Annual Meeting

WORK EXPERIENCE

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

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

REFERENCES

Aaron Kay

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Rick Larrick

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