

## SEAN FATH

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### POSITIONS

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2020                      Cornell University, ILR School  
Assistant Professor of Organizational Behavior

### EDUCATION

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

2011                      DePaul University  
B.A. Psychology

### RESEARCH INTERESTS

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Broadly, I study topics related to social cognition and inequality in organizations and society.

### PUBLICATIONS

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1. Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. (In Press). The highs and lows of hierarchy in multiteam systems. *Academy of Management Journal*.  
\* Data and materials available at [osf.io/f3mhu](https://osf.io/f3mhu)
2. **Fath, S.**, Larrick, R. P., Soll, J. B., & Zhu, S. (2021). Why putting on blinders can help us see more clearly. *MIT Sloan Management Review*.
3. Proudfoot, D. & **Fath, S.** (2021). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin*, 47(4), 580-592.  
\* Data, materials, and pre-registration documents available at [osf.io/xun26](https://osf.io/xun26)
4. **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](https://osf.io/pe4na)
5. **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](https://osf.io/gdtpm)
6. 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**

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

## **SELECT RESEARCH IN PROGRESS**

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

**Fath, S.** & Larrick, R. P. Beliefs that more information is always better to have. (*Data Collection*)

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

Schlund, R., Proudfoot, D., & **Fath, S.** Social class and endorsement of positive gender stereotypes (*Data Collection*)

## **CHAired SYMPOSIA**

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**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**

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**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). The highs and lows of hierarchy in multiteam systems. 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

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### Course Instructor

ILR School, Cornell University

*Understanding and Improving Decision Making*, Undergraduate, 2021

*Judgment and Decision Making*, Ph.D., 2021

### Executive Education & Advising

Cornell Center for Advanced Human Resource Studies, Cornell University

*Addressing Bias in Internal and External Hiring*, CAHRS Working Group, 2021

*Addressing Bias in Internal and External Hiring*, CAHRS Webcast, 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**

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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)

## **PROFESSIONAL SERVICE**

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### **Cornell University Service**

Grant Reviewer, Cornell Center for Social Sciences (2020)

### **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**

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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

## **PROFESSIONAL AFFILIATIONS**

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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