

## SEAN FATH

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sean.fath@cornell.edu

### 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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- Managerial decision making
- Bias reduction in social evaluations
- Perceptions of social and organizational hierarchy

### 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*, 62(4), 38-45.
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]. (Revise & Resubmit 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. Self-blinding choice as a bias-reduction intervention. (*Data Collection*)

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

**Fath, S.** & Zhu, S. Public perception of blind hiring policies (*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, Behavioral Economics and Decision Research Showcase (2021)  
 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

Course Design & Instruction, eCornell (2021)  
 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

## ACADEMIC ADVISING

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### Master's Thesis Committee Member (Chair noted in parentheses)

Kimberly Williamson, Cornell University, Information Science (Kizilcec)

## WORK EXPERIENCE

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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

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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