

SEAN FATH

294 Ives Hall, Cornell University, Ithaca, NY 14853
sean.fath@cornell.edu

POSITIONS

2020 Cornell University, ILR 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

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

PUBLICATIONS

1. **Fath, S.**, Larrick, R. P., & Soll, J. B. (Forthcoming). Encouraging self-blinding in hiring. *Behavioral Science and Policy*.
* Data and materials available at osf.io/2vthn
2. **Fath, S.***, Ma, A.*, & Rosette, A. S. (Forthcoming). Self-views of disadvantage and success impact perceptions of privilege among White men. *Organizational Behavior and Human Decision Processes*.
* Equal contribution; Data, materials, and pre-registration info available at osf.io/v2mgq
3. 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
4. **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.
5. 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 info available at osf.io/xun26

6. **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
7. **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
8. 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

9. **Fath, S.**, Larrick, R. P., & Soll, J. B. [Blinding preferences]. (Revise & Resubmit at *Organizational Behavior and Human Decision Processes*)
10. **Fath, S.**, Kay, A. C., & Jost, J. T. Business as usual? Why hierarchical organizations inspire confidence. (*Working Paper*)

SELECT RESEARCH IN PROGRESS

- 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

- 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). Self-views of disadvantage and success impact perceptions of privilege among White men. 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). Self-views of disadvantage and success impact perceptions of privilege among White men. 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
Understanding and Improving Decision Making, MILR
Judgment and Decision Making, Ph.D.

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

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

INVITED TALKS

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

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

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

Kimberly Williamson, Cornell University, Information Science (Kizilcec)

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

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