

**SEAN FATH**

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**POSITIONS**

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Cornell University, ILR School  
Assistant Professor of Organizational Behavior 2020 —  
Faculty Fellow, Workplace Inclusion and Diversity Education (WIDE) Center 2022 —

**EDUCATION**

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Duke University, Fuqua School of Business  
Ph.D. Management & Organizations 2020  
DePaul University  
B.A. Psychology 2011

**RESEARCH INTERESTS**

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

**ACADEMIC PUBLICATIONS** (\* Equal authorship; † Student at project outset)

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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](https://osf.io/2vthn)
2. **Fath, S.**, Larrick, R. P., & Soll, J. B. (2022). Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. *Organizational Behavior and Human Decision Processes*, 170, 104135.  
❖ Data, materials, and pre-registration info available at [osf.io/6d7ce/](https://osf.io/6d7ce/)  
❖ Selected to be published in abbreviated form in *Management Insights* (2022)
3. **Fath, S.\***, Ma, A.\*, & Rosette, A. S. (2022). Self-views of disadvantage and success impact perceptions of privilege among White men. *Organizational Behavior and Human Decision Processes*, 169, 104114.  
❖ Data, materials, and pre-registration info available at [osf.io/v2mgq](https://osf.io/v2mgq)
4. Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. (2021). The highs and lows of hierarchy in multiteam systems. *Academy of Management Journal*, 65(5), 1571-1592.  
❖ Data and materials available at [osf.io/f3mhu](https://osf.io/f3mhu)
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](https://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](https://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](https://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.

## **PRACTITIONER PUBLICATIONS**

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- 9. Ma, A., **Fath, S.**, & Rosette, A. S. (2022). People can learn to recognize their racial privilege. *Harvard Business Review*.
- 10. **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.

## **WORKING PAPERS**

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- Fath, S.** & Zhu, S. [Evaluations of blind hiring policies]. (*Under Review; Title Masked*)
- Fath, S.\*** & Proudfoot, D.\* [Self-labeling opportunities]. (*Under Review; Title Masked*)
- Fath, S.** & Phillips, L. T. Experienced disadvantage and privilege recognition: Integrating competing findings. (*Working Paper*)
- Bae, S.<sup>‡</sup> & **Fath, S.** Exploring when and why egalitarians disfavor managerial hierarchy. (*Working Paper*)
- Darby, C.<sup>‡</sup> & **Fath, S.** Allyship needs and supplies (*Working Paper*)
- 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. Information sequencing preferences. (*Data Collection*)
- Fath, S.** Believing more information is always better. (*Data Collection*)
- Darby, C.<sup>‡</sup> & **Fath, S.** Disadvantage, personal privilege, and activism (*Data Collection*)
- Schlund, R.<sup>‡</sup>, Proudfoot, D., & **Fath, S.** Social class and endorsement of positive gender stereotypes (*Data Collection*)

## **SYMPOSIA AND PANELS**

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How to start and when to stop: Collaboration in Academia. (April 2022). Panel discussion held at the *Annual Society for Industrial and Organizational Psychology Meeting*, Seattle, Washington.

- ❖ Invited panel discussant

Antecedents to inequality: Exploring links between ideology and maintenance of social hierarchy. (August 2016). Symposium presented at the *Annual Academy of Management Meeting*, Anaheim, California.

- ❖ Selected as a Showcase Symposium

- ❖ Symposium organizer and chair

## **CONFERENCE PRESENTATIONS**

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**Fath, S.**, Larrick, R. P., & Soll, J. B. (February 2023). Self-blinding to reduce bias in hiring. Talk to be presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Atlanta, Georgia.

**Fath, S.**, Larrick, R. P., & Soll, J. B. (February 2023). Designing nudges to encourage self-blinding in hiring. Talk to be presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Atlanta, Georgia.

- ❖ Presented by co-author

Darby, C., McCluney, C., & **Fath, S.** (August 2022). Marginalized workers' allyship perceptions of workplace friends and managers. Talk presented at the *Annual Academy of Management Meeting*, Seattle, Washington.

- ❖ Presented by co-author

Bae, S. & **Fath, S.** (August 2022). [SDO and organizational attraction]. Talk presented at the *Annual Academy of Management Meeting*, Seattle, Washington.

- ❖ Presented by co-author

Bae, S. & **Fath, S.** (February 2022). [SDO and organizational attraction]. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Francisco, California.

Schlund, R., Proudfoot, D., & **Fath, S.** (February 2022). Social class and endorsement of positive gender stereotypes. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Francisco, California.

**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 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). 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 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 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 curiosity: Exploring preferences for “blinding” one’s own judgment. 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 curiosity: Exploring preferences for “blinding” one’s own judgment. Talk presented at the *Annual Academy of Management Meeting*, Chicago, Illinois.
- Fath, S.,** Larrick, R. P., & Soll, J. B. (March 2018). Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. 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

*Understanding and Improving Decision Making*, MILR

*Judgment and Decision Making*, Ph.D.

eCornell, Cornell University

*Building Diverse Candidate Pools*, eCornell Online Certificate

*Adopting Inclusive Selection Practices*, eCornell Online Certificate

*Establishing Inclusive Employee Integration Processes*, eCornell Online Certificate

### **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: \$7,525), <i>Black employees' allyship needs</i> , Cornell University	2022
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**

Grant Reviewer, Cornell Center for Social Sciences  
Undergraduate Admissions Committee, ILR School (2022-2025)

#### **Ad Hoc Reviewer**

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

### **ACADEMIC ADVISING**

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#### **PhD Advising**

Chadé Darby, Cornell University, ILR, PhD Expected 2026

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

Kimberly Williamson, Cornell University, Information Science (Kizilcec)  
Archer Pan, Cornell University, Johnson College of Business (Thomas)

#### **Undergraduate Advising**

Jordan Monaco, Cornell University, ILR, Credit Internship  
Ryan Wu, Cornell University, ILR, Credit Internship  
Reilly Powers, Cornell University, ILR, Credit Internship  
Jackson Stone, Cornell University, ILR, Credit Internship  
Michelle Yang, Cornell University, ILR, Honors Thesis Second Reader

**WORK EXPERIENCE (ACADEMIA)**

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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 —
Society for Personality and Social Psychology	2015 —
Society for Judgment and Decision Making	2018 —
Society for Human Resource Management	2018 —