January 2022

Sarah P. Doyle
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ACADEMIC EMPLOYMENT

University of Arizona, Eller College of Management

2017- Present	Assistant Professor of Management & Organizations
2019- Present	Courtesy Assistant Professor Appointment Department of Psychology

EDUCATION

2017	Ph.D.	The Ohio State University, Fisher College of Business *Major: Management and Human Resources* *Minor: Quantitative Psychology*
2009	B.A.	Duke University *Major: Psychology* *Minor: Markets and Management Studies*

PUBLICATIONS

†Indicates University of Arizona doctoral student at time of submission

Doyle, SP, Chung, S, Lount, RB**,** Swaab, R, & Rathjens, J. (Conditionally Accepted) Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Academy of Management Journal*.

Pettit, NC, **Doyle, SP,** Kim, H, & Hurwitz, A. (Accepted) Rank extrapolation: Asymmetric forecasts of future rank after rank change. *Organizational Behavior and Human Decision Processes*.

Kim, HY*, Kim, S*†, Howell, T*, **Doyle, SP***, Pettit, N, & Bizarro, M. (Accepted) Are We Essential, or Sacrificial? The Effects of Felt Public Gratitude on Essential Worker Recovery Activities during COVID-19. *Social Psychological and Personality Science*.
*Indicates that authors contributed equally

Doyle, SP, Pettit, NC, Kim, S†, To, C, & Lount, RB. (In press). Surging Underdogs and Slumping Favorites: How Recent Streaks and Future Expectations Drive Competitive Transgressions. *Academy of Management Journal*.

Kim, S†, McClean, E, **Doyle, SP,** Podsakoff, N, Woodruff, T, &. Lin, E. (2021) The Positive and Negative Effects of Social Status on Ratings of Voice Behavior: A Test of Opposing Structural and Psychological Pathways. *Journal of Applied Psychology*.

** Awarded Best Student Paper 2020, Academy of Management Association of Korean Management Scholars (AKMS)*

Doyle, S. P., Kim, S†., & Kim, H. Y. (2021). The Psychology of Status Competitions within Organizations. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford Handbook of the Psychology of Competition*. Advance online publication. https://doi.org/10.1093/oxfordhb/9780190060800.013.19

Lount, RB, **Doyle, SP**, Brion, S, & Pettit, NC. (2019). Only When Others Are Watching: The Contingent Efforts of High Status Group Members. *Management Science, 65(7): 3382-3397.*

Druckman, D, Lewicki, R, & **Doyle, SP**. (2019). Repairing Violations of Trustworthiness in Negotiation. *Journal of Applied Social Psychology, 49(3): 145-158.*

Lount, RB., Pettit, NC., & **Doyle, SP.** (2017). Motivating Underdogs and Favorites. *Organizational Behavior and Human Decision Processes*, *141*, 82-93.

Pettit, NC, **Doyle, SP**, Lount, RB. & To, C. (2016). Cheating to Get Ahead or to Avoid Falling Behind? The Effect of Potential Negative versus Positive Status Change on Unethical Behavior. *Organizational Behavior and Human Decision Processes. 137, 172-183.*

Doyle, SP, Lount, RB, Wilk, SL, & Pettit, NC. (2016). Helping Others Most When They're Not Too Close: Status Distance as a Determinant of Interpersonal Helping in Organizations. *Academy of Management Discoveries, 2(2), 155-174.*

**Awarded Best Student Paper 2014, INGroup Conference*

Brion, S, Lount, RB, & **Doyle, SP**. (2015). Knowing If You Are Trusted: Does Meta-accuracy Promote Trust Development? *Social Psychological and Personality Science, 6(7), 823-830.*

REVISE AND RESUBMIT/UNDER REVIEW

Doyle, SP, & Lount, RB. Status Change and Helping. Revising for 4th review at *Organization Science*.

**Awarded Best Student Paper 2017, Academy of Management Conference (CM Division)*

Polin, B, Chawla, N**, Doyle, SP,** & Lewicki, R. Gender of Apologizer and Apology Effectiveness. Revising for 2nd review at *Journal of Applied Psychology.*

Dumas, TL, **Doyle, SP**, & Lount, RB. Value Dissimilarity and Status. Revising for 2nd review at *Organization Science*.

SELECTED WORKS IN PROGRESS

Doyle, SP, Polin, B, Kim, S†, & Lount, RB. Status Distance and Helping Newcomers. Finalizing for submission to *Academy of Management Journal*.

Doyle, SP*, Gabriel, A*, Rosen, C, Kim, S†, Kim, HY, Howell, T, & Pettit, N. Felt Gratitude and Hindrance Stressors. Preparing for submission to *Journal of Applied Psychology*.

Doyle, SP*, Kim, HY*, Chawla, N*, Gabriel, A, & Kim, S†. Self-regulatory Model of Anticipated Status Threat. Preparing for submission to *Academy of Management Journal.*

Doyle, SP, Kim, S†, & Kim, HY. The Impact of Gaining Status on Pro-self versus Pro-group Behaviors. (Target journal: *Academy of Management Journal*).

Kim, HY*, Gabriel, A***,** Chawla, N, **Doyle, SP.** Mortality Salience and Loneliness at Work. (Target journal: *Administrative Science Quarterly*).

Kim, S†, McClean, E, **Doyle, SP,** Podsakoff, N, Woodruff, T, &. Lin, E. Relative Status and Staying Silent about Norm Violations (Target journal: *Academy of Management Journal*).

Schilke, O, **Doyle, SP,** & Kim, S†. Trust and Status Spirals. (Target journal: *Organization Science*).

Doyle, SP & Kim, S†. Performance Resets and Unethical Behavior (Target journal: *Journal of Applied Psychology*).

INVITED TALKS AND SELECT CONFERENCE PRESENTATIONS

2021 INVITED TALKS

"Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior." Department of Sociology, University of Arizona, March

CONFERENCE PRESENTATIONS

Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Academy of Management Annual Meeting*. **Conference moved online for COVID-19*

To speak up or not to, that is the question: How norm violator's status affects observer's voice. *Academy of Management Annual Meeting*. **Conference moved online for COVID-19*

CONFERENCE PARTICIPATION

"Trust between Individuals and Organizations." Professional Development Workshop (Facilitator), *Academy of Management Annual Meeting*. **Conference moved online for COVID-19*

2020 INVITED TALKS

"Cooperation & Competition in the Workplace." Executive Webinar. Ivy Exec.

"Getting an Academic Job at a Research School." Professional Development Workshop. Fisher College of Business, The Ohio State University.

CONFERENCE PRESENTATIONS

He said, She said: An Analysis of Apology Efficacy by Gender. *International Association of Conflict Management*, Charleston, SC. **Conference moved online for COVID-19*

Intra-team hierarchy triggers inter-team competition: The impact of hierarchy on team negotiations. *Academy of Management Annual Meeting*, Vancouver. **Conference moved online for COVID-19*

The Positive and Negative Effects of Social Status on Voice Ratings: A Test of Two Opposing Pathways. *Academy of Management Annual Meeting*, Vancouver. **Conference moved online for COVID-19*

The Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. Poster presented at *Society for Industrial and Organizational Psychology*, Austin, TX. **Conference moved online for COVID-19*

CONFERENCE PARTICIPATION

"HR Division Research Roundtable Networking Forum." Professional Development Workshop (Invited faculty panelist), *Academy of Management Annual Meeting*, Vancouver. **Conference moved online for COVID-19*

2019 CONFERENCE PRESENTATIONS

The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *INGRoup Conference*, Lisbon, Portugal.

A Regulatory Fit Perspective of Embedded Competition. *Academy of Management Annual Meeting*, Boston, MA.

CONFERENCE PARTICIPATION

"Managing Stress in the Early Career Phase". Professional Development Workshop (Organizer), *Academy of Management Annual Meeting*, Boston, MA.

2018 CONFERENCE PRESENTATIONS

Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *INGRoup Conference*, Bethesda, MD.

The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *Academy of Management Annual Meeting*, Chicago, IL.

Rank Extrapolation: Forecasting Future Rank After Rank Change. *Academy of Management Annual Meeting*, Chicago, IL.

CONFERENCE PARTICIPATION

Participant in the OB Junior Faculty Workshop. *Academy of Management Annual Meeting*, Chicago, IL.

2017 CONFERENCE PRESENTATIONS

Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *Academy of Management Annual Meeting*, Atlanta, GA.

CONFERENCE PARTICIPATION

"Being Successful on the Job Market." OB Doctoral Student Consortium (Invited Faculty Panelist), *Academy of Management Annual Meeting*, Atlanta.

2016 INVITED TALKS

Carnegie Mellon University, Tepper College of Business, November

University of Michigan, Organizational Studies Program, November

University of Arizona, Eller College of Management, November

Washington University in St. Louis, Olin Business School, November

Rutgers Business School, October

Syracuse University, Whitman School of Management, October

CONFERENCE PRESENTATIONS

When Hierarchy Hurts: The Negative Effect of Hierarchy on Intergroup Negotiations. *International Association for Conflict Management*, New York City, NY.

Rocking the Boat: The Asymmetrical Effects of Status Gains and Losses on Interpersonal Helping in Hierarchical Teams. *The Ohio State University Graduate School Hayes Research Forum*, Columbus, OH.

2015 CONFERENCE PRESENTATIONS

Welcoming the New Kid on the Block: Helping Behaviors between Agents and Newcomers of Similar and Different Status Levels. *Midwest Academy of Management*, Columbus, OH

CONFERENCE PARTICIPATION

Academy of Management OB Doctoral Consortium (Department nominated participant)

Southern Management Association Late Stage Doctoral Consortium (Sponsored participant)

2014 CONFERENCE PRESENTATIONS

The Ethical Consequences of Potential Status Gains and Losses. *Academy of Management Annual Meeting*, Philadelphia, PA.

Status Distance as a Determinant of Co-worker Helping in Organizational Teams. *INGRoup Conference*, Raleigh, NC.

2013 CONFERENCE PRESENTATIONS

I Think Differently Therefore I Feel Low Status. *Academy of Management Annual Meeting*, Orlando, FL.

The Effects of Status Differences on Helping in Organizational Teams. *Academy of Management Annual Meeting*, Orlando, FL.

SERVICE/OUTREACH

Editorial Review Board

2019-Present	Editorial Board, *Academy of Management Discoveries*

Ad Hoc Reviewing

2021-Present	Ad hoc reviewer, *Journal of Applied Psychology*
2021-Present	Ad hoc reviewer, *Academy of Management Journal*
2021-Present	Ad hoc reviewer, *Organizational Psychology Review*
2020-Present	Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
2019-Present	Ad hoc reviewer, *Organization Science*
2019-Present	Ad hoc reviewer, *Personnel Psychology*
2019-Present	Ad hoc reviewer, *Journal of Management*
2019-Present	Ad hoc reviewer, *Group Processes & Intergroup Relations*
2018-Present	Ad hoc reviewer, *Group Decision and Negotiation*
2017-Present	Ad hoc reviewer, *Academy of Management Discoveries*

Academy of Management

2018-2020	Representative-at-large (Elected Position), *CM Division*
2013-Present	Conference reviewer, *CM and OB Divisions*

University of Arizona, Eller College of Management

Fall 2021-Present	PhD Student Program Coordinator
Fall 2021	Hiring Committee Member, M&O Department

Spring 2021-Present	Faculty Affiliate, Center for Trust Studies
Spring 2021	Department Annual Evaluation, Committee Member
2019-2021	Eller Management Association, Faculty Advisor
2017-Present	Speaker Series Coordinator, M&O Department

Doctoral and Master's Committees

University of Arizona, Eller College of Management

Dissertation Committees

- Sijun Kim (M&O), Chair, In Progress
- Denton Hatch (M&O), Committee Member, In Progress
- Jonathan Evans (M&O), Committee Member, Completed 2019

Master's Thesis Committees

- Benjamin Perkins (M&O), Committee Member, In Progress
- Sijun Kim (M&O), Committee Member, Completed 2019

Undergraduate Honor's Thesis Committees

- Derrick Espadas, Advisor, Completed 2020

The Ohio State University, Fisher College of Business

- Israel Abramowitz (Wolstein Scholar), student thesis advisor, completed 2013
- Daniel Whisnant (Wolstein Scholar), student thesis advisor, completed 2013

HONORS AND AWARDS

Poets and Quants Top 50 Best Undergraduate Business School Professors, 2020

Best Student Paper (Kim, McClean, Doyle, Podsakoff, Woodruff, & Lin, 2020), Academy of Management Association of Korean Management Scholars (AKMS)

Eller Outstanding Club of the Year Award (Eller Management Association, Faculty Advisor), 2020

Eller College Student's Choice Award for Most Engaging Faculty, 2019

- Awarded by the Eller College Dean's Council on behalf of the Eller student body

Best Student Paper (Doyle, 2017), Academy of Management (CM Division)

Top 3 Best Research Presentation, Ohio State Graduate School Hayes' Research Forum, 2016

Best Student Paper, INGroup Conference. 2014

AWARDED GRANTS

Small Research Grants 2021 University of Arizona, Eller College of Management	$2,150
Small Research Grants 2021 University of Arizona, Eller College of Management	$3,350
Small Research Grants 2019 University of Arizona, Eller College of Management	$3,000
Center for Leadership Ethics 2018 University of Arizona, Eller College of Management	$2,000
Small Research Grants 2016 The Ohio State University, Fisher College of Business	$1,000

TEACHING

University of Arizona, Eller College of Management

- *Organizational Behavior and Management*, Spring, 2021.
- *Organizational Behavior and Management*, Spring, 2021.
- *Organizational Behavior and Management*, Fall, 2019.
- *Organizational Behavior and Management*, Fall, 2019.
- *Organizational Behavior and Management*, Spring, 2019.
- *Organizational Behavior and Management*, Spring, 2019.
- *Leadership in a Complex World*, Spring 2018.
- *Leadership in a Complex World*, Spring 2018.

The Ohio State University, Fisher College of Business

- *Managing Individuals in Organizations,* Spring, 2016.
- *Managing Individuals in Organizations,* Spring, 2014.
- *Strategic Management,* Recitation Instructor, Spring, 2013.