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Employment

University of Arizona, Eller College of Management

2023 - Present	Associate Professor of Management & Organizations
2017 - 2023	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 <i>Major: Management and Human Resources</i> <i>Minor: Quantitative Psychology</i>
2009 B.A.	Duke University <i>Major: Psychology</i> <i>Minor: Markets and Management Studies</i>

Refereed Journal Articles

(Note: * denotes equal contribution; Underlined names are current or former University of Arizona Ph.D. students; Double underlined names are Ph.D. students at another university at the time of submission)

1. Perkins, B.*, Liu, Y.*, Hu, S.*, Qian, C., & **Doyle, S.P.** (Forthcoming). Social Performance Feedback and Managerial Moral Self-Regulation: The Microfoundations of Corporate Social (Ir)responsibility. *Organization Science*.
2. **Doyle, S.P.** & Podsakoff, N. P. (2026). Group Status as Multilevel Phenomenon. *Small Group Research*, 57(3), 511-517. <https://doi.org/10.1177/10464964261430707>
3. Dumas, T.L., **Doyle, S.P.**, & Lount Jr, R.B. (2024). Self Disclosure and Respect: Understanding the Engagement of Value Minorities. *Organization Science*, 35(3), 1072-1094. <https://doi.org/10.1287/orsc.2021.15768>
4. Pettit, N.C., **Doyle, S.P.**, & Lount Jr, R.B. (2024). Underdogs and Favorites: Past, Present, and Future. *Social Psychological and Personality Compass*, e12973. <http://dx.doi.org/10.1111/spc3.12973>

5. Polin, B., **Doyle, S.P.**, Kim, S., Lewicki, R., & Chawla, N. (2024). Sorry to Ask But...How Is Apology Effectiveness Dependent on Apology Content and Gender?. *Journal of Applied Psychology*. 109(3), 339–361. <https://doi.org/10.1037/apl0001128>
6. **Doyle, S.P.**, Chung, S., Lount Jr, R.B., Swaab, R., & Rathjens, J. (2023) Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Academy of Management Journal*. 66 (5):1586-1616. <https://doi.org/10.5465/amj.2019.1381>
7. **Doyle, S.P.**, & Lount Jr, R.B. (2023) Rising above versus falling below: When and why status change affects interpersonal helping in workgroups. *Organization Science*. 34 (3): 1157-1183. <https://doi.org/10.1287/orsc.2022.1613>
8. Kim, H.Y.*, Kim, S.*, Howell, T.*, **Doyle, S.P.***, Pettit, N.C., & Bizarro, M. (2023) Are We Essential, or Sacrificial? The Effects of Felt Public Gratitude on Essential Worker Recovery Activities during COVID-19. *Social Psychological and Personality Science*, 14(2): 218–227. <https://doi.org/10.1177/19485506221077858>
9. **Doyle, S.P.**, Pettit, N.C., Kim, S., To, C., & Lount Jr, R.B. (2022). Surging Underdogs and Slumping Favorites: How Recent Streaks and Future Expectations Drive Competitive Transgressions. *Academy of Management Journal*. 65(5): 1507-1540. <https://doi.org/10.5465/amj.2019.1008>

AOM Insights: <https://journals.aom.org/doi/full/10.5465/amj.2019.1008.summary>
10. Pettit, N.C., **Doyle, S.P.**, Kim, H.Y., & Hurwitz, A. (2022) Rank extrapolation: Asymmetric forecasts of future rank after rank change. *Organizational Behavior and Human Decision Processes*, 169. <https://doi.org/10.1016/j.obhdp.2022.104129>
11. Kim, S., McClean, E., **Doyle, S.P.**, Podsakoff, N, Woodruff, T, & Lin, E. (2022) 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*, 107(6), 951–967. <https://doi.org/10.1037/apl0000945>
12. **Doyle, S. P.**, Kim, S., & Kim, H.Y. (2021). The Psychology of Status Competitions within Organizations: Navigating Two Competing Motives. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford Handbook of the Psychology of Competition*. <https://doi.org/10.1093/oxfordhb/9780190060800.013.19>
13. Lount Jr, R.B., **Doyle, S.P.**, Brion, S., & Pettit, N.C. (2019). Only When Others Are Watching: The Contingent Efforts of High Status Group Members. *Management Science*, 65(7): 3382-3397. <https://doi.org/10.1287/mnsc.2018.3103>
14. Druckman, D., Lewicki, R., & **Doyle, S.P.** (2019). Repairing Violations of Trustworthiness in Negotiation. *Journal of Applied Social Psychology*, 49(3): 145-158. <https://doi.org/10.1111/jasp.12571>

15. Lount Jr, R.B., Pettit, N.C., & **Doyle, S.P.** (2017). Motivating Underdogs and Favorites. *Organizational Behavior and Human Decision Processes*, 141, 82-93.
<https://doi.org/10.1016/j.obhdp.2017.06.003>
16. Pettit, N.C., **Doyle, S.P.**, Lount Jr, R.B. & 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. <https://doi.org/10.1016/j.obhdp.2016.09.005>
17. **Doyle, S.P.**, Lount Jr, R.B., Wilk, S.L., & Pettit, N.C. (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.
<https://doi.org/10.5465/amd.2014.0104>
18. Brion, S., Lount Jr, R.B., & **Doyle, S.P.** (2015). Knowing If You Are Trusted: Does Meta-accuracy Promote Trust Development? *Social Psychological and Personality Science*, 6(7), 823-830. <https://doi.org/10.1177/1948550615590200>

Under Review / Revise and Resubmit

1. Lee, H., Zhang, Z., Lee, H., **Doyle, S.P.**, & Lount Jr, R.B. [Imposter Thoughts and AI Usage]. Revise and resubmit at *Organization Science*.
2. **Doyle, S.P.**, Lount Jr, R.B., & Ju, B. [Performance Resets in Competitions]. Revise and resubmit at *Organizational Behavior and Human Decision Processes*.
3. **Doyle, S.P.**, Zhang, Z., Lount Jr, R.B., & Ju, B. [Status Distance and Helping]. Under Review at *Organization Science*.
4. Oh, J., Shea, C., **Doyle, S.P.**, Zhao, E. [Group Gender Composition, Status, and Voice]. Under Review at *Small Group Research*.

Conference Presentations and Participation

- 2026** “Conflict Management Division’s Junior Scholar Workshop.” Professional Development Workshop (Co-organizer with Semin Park and Maartje Schouten), *Academy of Management Annual Meeting*, Philadelphia, PA.

“Navigating Difficult Conversations: Bridging Research and Practice Through Real-Life Scenarios.” Professional Development Workshop (Co-organizer with Semin Park and Maartje Schouten), *Academy of Management Annual Meeting*, Philadelphia, PA.

Performance Resets Reduce Social Comparisons and Cheating in Competitive Environments. In “Shaping Ideas and Behavior at Work: Cognitive and Social Processes in Framing and Feedback.” *Academy of Management Annual Meeting*, Philadelphia, PA.

- 2025** “The Impact of Social Hierarchies on Competitive and Cooperative Group Dynamics.” *INGRoup Early Career Award Recipient Address*, Rotterdam, 2025

Bad Press and Status Threats: Examining the Lived Experiences of Police Officers Facing Public Scrutiny and Strained Community Relationships. In Zhu & Chen (organizers), “A Social Hierarchy Perspective on Navigating Interpersonal Relationships.” *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Gaining Status While Losing Oneself: The Moderating Role of Identity Inauthenticity on Helping Following Status Gains. In Cho, Soo, & Hays (organizers), “The Hidden Toll of Getting Ahead.” *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Beyond Support of Augmentation-Based AI Usage: Impostor Thoughts and Their Workplace Consequences. In Zhang & Doyle (organizers), “Caught between Real and Ideal: Impostor Thoughts and Challenges of Authenticity in the Modern Workplace.” *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Turning Stumbling Blocks Into Stepping Stones: How Felt Gratitude Shapes the Experience and Impact of Hindrance Stressors. *Positive Organizational Scholarship Conference*, Ann Arbor, Michigan.

- 2024** Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. *INGRoup Conference*, Charlotte, NC.

(With Whom) Do the Powerful Cooperate? Examining the Effect of Structural Power on Cooperation Within and Between Groups. *INGRoup Conference*, Charlotte, NC.

Who You Work With Matters: How Proportional Representation of Women on a Team Affects External Evaluations of One’s Voice and Status. In Oh & Shea (organizers), “Putting the Focus on Context: How We Can Better Understand Diversity, Equity, and Inclusion Progress by Examining the Effects of Minority Representation in the Workplace.” *Academy of Management Annual Meeting*, Chicago.

Weakness Revealed, Help Concealed? Exploring the Paradox of Weakness Disclosures in the Workplace. In Schwingel-Sauer & Greer (organizers), “Disclosing Low Status Identities at Work: Towards a More Nuanced Understanding of Costs and Benefits.” *Academy of Management Annual Meeting*, Chicago.

Do the Powerful Compete or Cooperate? A multi-level Examination of Power. In Li & Li (organizers), “Frontiers of Hierarchy Research: Status, Power, and Inequality.” *Academy of Management Annual Meeting*, Chicago.

“On Getting Tenure” Conflict Management Division Junior Faculty Consortium (Invited faculty presenter). *Academy of Management Annual Meeting*, Chicago.

“HR Division Research Roundtable Networking Forum.” Professional Development Workshop (Round table discussant). *Academy of Management Annual Meeting*, Chicago.

- 2023** Turning Stumbling Blocks Into Stepping Stones: How Felt Gratitude Shapes the Experience and Impact of Hindrance Stressors. *INGRoup Conference*, Seattle.

Helping the threat? How and why status distance shapes helping behaviors in workgroups. In Detert & Greer (organizers), “Organizational Interactions: An Integration of the Dialogues on Vertical and Horizontal Distance.” *Academy of Management Annual Meeting*, Boston.

Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. In Lee & Lin (organizers), “Rethinking Organizational Citizenship Behavior: Debunking Long-Held Beliefs & Revealing New Findings.” *Academy of Management Annual Meeting*, Boston.

Why Aren't They Speaking Up? Understanding Why Employees Remain Silent About Peer Norm Violations. In Soo & Ong (organizers), “We Shall Overcome: Advocating for Social and Ethical Issues at Work Despite its Challenges.” *Academy of Management Annual Meeting*, Boston.

“The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty.” Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

“Using Sports Data to Advance Management Theory.” Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

“HR Division Networking Forum.” Professional Development Workshop (Round table discussant for the topic of “*Stigma and Status*”). *Academy of Management Annual Meeting*, Boston.

- 2022** Fake It Until You Make It?: The Role of Identity Authenticity in Shaping Group-Oriented Behaviors Following Status Gains. *Academy of Management Annual Meeting*, Seattle.

“OB Doctoral Consortium.” Professional Development Workshop (Invited faculty panelist). *Academy of Management Annual Meeting*, Seattle. *Rescheduled participation for *Academy of Management 2023 Annual Meeting*

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

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

- 2020** 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

“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** 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.

“Managing Stress in the Early Career Phase”. Professional Development Workshop (Co-organizer with Ryan Fehr), *Academy of Management Annual Meeting*, Boston, MA.

- 2018** 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.

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

- 2017** 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.

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

- 2016** 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** 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

Academy of Management OB Doctoral Consortium (Department nominated participant)

Southern Management Association Late Stage Doctoral Consortium (Sponsored participant)

- 2014** 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** 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.

Invited Talks

University of Washington, Foster School of Business, May 2026

Tucson Sheriff's Department Commander's Day Away, Invited Speaker, 2025

“The Impact of Social Hierarchies on Competitive and Cooperative Group Dynamics.”

- INGroup Early Career Award Recipient Address, Rotterdam, 2025

Eller's Professional Women in Business Association (PWBA), Spring 2025
University of California, Riverside, 2024
Wayne State University, 2024
Attuned, The State of Motivation: Status Incentives, 2024
University of Arizona, Department of Sociology, 2021.
University of Arkansas, PhD Seminar, 2020
Carnegie Mellon University, Tepper College of Business, 2017
University of Michigan, Organizational Studies Program, 2017
University of Arizona, Eller College of Management, 2017
Washington University in St. Louis, Olin Business School, 2017
Rutgers Business School, 2017
Syracuse University, Whitman School of Management, 2017

Select Media Coverage

- *The Economist*: <https://www.economist.com/business/2026/04/01/the-hidden-currency-of-office-life>
- *BBC*: <https://www.bbc.com/future/article/20240802-why-do-underdogs-in-sports-and-politics-gain-support>
- *KOLD News Tucson*: <https://www.kold.com/2024/01/12/apology-psychology-how-you-say-im-sorry-can-help-or-hurt-you/>
- *Science X*: <https://phys.org/news/2023-10-cope-values-clash-co-workers.html>
- *Today News 24*: <https://todaynews24.top/apology-psychology-breaking-gender-stereotypes-leads-to-more-effective-communication/>
- *ZME Science*: <https://www.zmescience.com/science/what-kind-of-apology-works-best-the-one-that-challenges-gender-stereotypes/>
- *Science Daily*: <https://www.sciencedaily.com/releases/2023/11/231121175421.htm>
- *British Psychological Society*: <https://www.bps.org.uk/research-digest/crossing-gender-stereotypes-can-make-apologies-more-effective>
- *Lo Que Pasa*: <https://uatwork.arizona.edu/lqp/qa-eller-researcher-digging-science-sorry>
- *EurekaAlert! of the American Association for the Advancement of Science (AAAS)*: <https://www.eurekalert.org/news-releases/1008711>
- *Brigham Young University (BYU) Marriott Alumni Magazine* (2023 Summer Issue): <https://marriott.byu.edu/magazine/feature/words-matter>

Service and Outreach

Associate Editor

2026-2029

Academy of Management Discoveries

Editorial Review Board

2026-Present

Academy of Management Review

2023-Present

Academy of Management Journal

Ad Hoc Reviewing

Organization Science, Organizational Behavior and Human Decision Processes, Journal of Personality and Social Psychology, Journal of Applied Psychology, Personnel Psychology, Journal of Organizational Behavior, Journal of Experimental Social Psychology, Social Psychological and Personality Compass, Organizational Psychology Review, Journal of Management, Group Processes & Intergroup Relations, Group Decision and Negotiation

Academy of Management

2025-Present

Conflict Management Division Executive Board (Elected)

2018-2020

Representative-at-large (Elected), *CM Division*

International Association for Conflict Management

2025

Best Paper Award Committee

University of Arizona, Eller College of Management

Fall 2021-2026

PhD Student Program Coordinator

Spring 2023

Hiring Committee Member, M&O Department

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

2017-2021

Speaker Series Coordinator, M&O Department

Doctoral and Master's Committees

University of Arizona

Dissertation Committees

Chair

- Zixu Zhang (M&O, Eller College of Management), In Progress
- Yuxin Lin (M&O, Eller College of Management), In Progress
- Sijun Kim (M&O, Eller College of Management), Completed 2021 (Placement: Texas A&M University)

Committee Member

- Benjamin Perkins (M&O, Eller College of Management), Completed 2025
- Jonathan Evans (M&O, Eller College of Management), Completed 2019
- Aimee McFarland (College of Education), Completed 2023

Master's Thesis Committees (PhD students)

Chair

- Zixu Zhang (M&O, Eller College of Management), Completed 2025
- Yuxin Lin (M&O, Eller College of Management), Completed 2025

Committee Member

- Ke Bi (M&O, Eller College of Management), Completed 2026

- Benjamin Perkins (M&O, Eller College of Management), Completed 2022
- Sijun Kim (M&O, Eller College of Management), Completed 2019

Undergraduate Honor's Thesis Committees

- Derrick Espadas, Advisor, Chair, Completed 2020

Comprehensive Oral Exam Committees

- Zixu Zhang, Completed 2024
- Yuxin Lin, Completed 2024
- Mahira Ganster, Completed 2022
- Rebecca MacGowen, Completed 2020

Honors and Awards

Robert Lusch Course Engagement Award, 2026

- Awarded to one faculty by the Eller College Dean's Office

Best Reviewer Award, *Academy of Management Journal*, 2025

Best Reviewer Award, *Academy of Management Discoveries*, 2025

Samsung Global Research Scholarship Award, 2025

Evening MBA Suzanne Cummings Teaching Award, Eller College of Management, 2025

- Awarded to one faculty in the Evening MBA program

Interdisciplinary Association for Group Research (INGroup) Early Career Award, 2024

Best Reviewer Award, *Academy of Management Discoveries*, 2023

Western Academy of Management's Ascendant Scholar Award, 2023

Eller College Dean's Research Award for Assistant Professors, 2022

- Awarded to one faculty in Eller College

Eller College Undergraduate Faculty Member of the Year in the Upper Division, 2022

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

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

Best Student Paper (Kim, McClean, Doyle, Podsakoff, Woodruff, & Lin), 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 to one faculty by the Eller College Dean's Council on behalf of the Eller student body

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

Best Student Paper (Doyle, Lount, Wilk, & Pettit), INGroup Conference 2014

Teaching

University of Arizona, Eller College of Management

Graduate:

M&O PhD Program, Doctoral Seminar: *Social Hierarchy and Status*

- Spring, 2026
- Evening MBA, *Advanced Negotiation*
- Spring, 2026, 2025, 2024

Undergraduate:

Bargaining and Negotiation

- Fall 2025, Spring 2025, Fall 2024, Spring 2024

Organizational Behavior and Management

- Spring 2023, 2022, 2021, 2019; Fall, 2019

Leadership in a Complex World

- Spring 2018

Executive Education:

Advanced Negotiation

- Komatsu, Summer 2026

Giving and Receiving Feedback

- Foundations of Public Sector Management, Spring 2026, Spring 2025, Spring 2024.
- ASARCO High Impact Leadership Program, Spring 2026.
- Pima Federal Credit Union, Fall 2025, Spring 2026.
- High Impact Leadership Program, Fall 2024.
- Royal Academy of Management in Oman, Spring 2024, Spring 2022.

Cooperation & Competition in the Workplace, Attuned, Spring, 2020.

The Ohio State University, Fisher College of Business

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