

# SAMIR NURMOHAMED

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## ACADEMIC POSITIONS

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**The Wharton School at the University of Pennsylvania**, Philadelphia, PA, USA  
Assistant Professor in the Department of Management, 2013-present

## EDUCATION

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**Stephen M. Ross School of Business at the University of Michigan**, Ann Arbor, MI, USA  
Ph.D. – Management and Organizations, 2014

**Huron University College at The University of Western Ontario**, London, ON, Canada  
B.A. – Honors Specialization in Economics & Major in Philosophy, 2008, *Gold Medal*

## PUBLICATIONS

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### *Published Peer Reviewed Articles*

Yip, J. A., Schweitzer, M. E., & **Nurmohamed, S.** 2018. Trash-talking: Competitive incivility motivates rivalry, performance, and unethical behavior. *Organizational Behavior and Human Decision Processes*. 144: 125-144.

Mayer, D. M., **Nurmohamed, S.**, Treviño, L. K., Shapiro, D. L., & Schminke, M. 2013. Encouraging employees to report unethical conduct internally: It takes a village. *Organizational Behavior and Human Decision Processes*, 121: 89-103.

Grant, A. M., **Nurmohamed, S.**, Ashford, S. J., & Dekas, K. 2011. The performance implications of ambivalent initiative: The interplay of autonomous and controlled motivations. *Organizational Behavior and Human Decision Processes*, 116: 241-251.

### *Other Articles, including Chapters in Books*

**Nurmohamed, S.**, Greenbaum, R. L., Mayer, D. M., & DeRue, D. S. 2012. Do I care if my boss does the right thing? An ethical lens on psychological contract fulfillment. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Ashford, S. J., & **Nurmohamed, S.** 2012. From Past to Present and Into the Future: A Hitchhiker's Guide to the Socialization Literature. In C. Wanberg (Ed.), *The Oxford Handbook of Organizational Socialization*: 8-26. New York, NY: Oxford University Press.

### *Articles Submitted to Refereed Journals*

**Nurmohamed, S.** Underdogs and performance [title redacted for submission]. *Revise-and-resubmit for Academy of Management Journal (4<sup>th</sup> round)*.

Cobb, J. A., Keller, J. R., & **Nurmohamed, S.** Pay dispersion, dissimilarity and turnover [title redacted for submission]. *Revise-and-resubmit at Academy of Management Journal (3<sup>rd</sup> round)*.

**Nurmohamed, S.**, Harrison, S. H., & Wry, T. How storytelling features facilitate emotional transitions in entrepreneurship [title redacted for submission]. *Revise-and-resubmit at Administrative Science Quarterly (2<sup>nd</sup> round)*.

Kundro, T., & **Nurmohamed, S.** Punishment of cover-ups in organizations [titled redacted for submission]. *Revise-and-resubmit at Academy of Management Journal (2<sup>nd</sup> round)*.

**Nurmohamed, S.**, Kundro, T., & Myers, C. M. Underdog and favorite narratives in the face of prior discrimination [title redacted for submission]. *Under review at Administrative Science Quarterly*.

### ***Working Papers***

**Nurmohamed, S.**, McCluney, C. L., Cameron, L., & Mayer, D. M. Rhetorical strategies and support for diversity among managers [title redacted for submission]. In preparation for *Journal of Applied Psychology*.

Harrison, S. H. & **Nurmohamed, S.** Understanding backcasting in the creativity process. In preparation for *Academy of Management Journal*.

**Nurmohamed, S.** Against the odds: Understanding the motivation of the underdog. *Writing stage*.

**Nurmohamed, S.**, & Ong, M. Thriving and an underdog reactance orientation. *Writing stage*.

Howard, C., Okimoto, T. M., **Nurmohamed, S.**, Bobocel, R., & Aquino, K. Moral typecasting and the vilification gap [title redacted for submission]. *Writing Stage*.

## **CONFERENCE & INVITED PRESENTATIONS**

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### **Refereed Conference Presentations**

Mayer, D. M. & Nurmohamed, S. 2018. The effectiveness of business case and moral arguments for diversity. Presented as part of a symposium “Business or fairness case for social issues? Influencing stakeholders in organizations” at the annual meeting of the Academy of Management, Chicago, IL.

Nurmohamed, S. Aquino, K., & Okimoto, T. 2017. Easier lie the heads: Differences in third parties’ support for the reintegration or punishment of male vs. female transgressors in organizations. Presented as part of a showcase symposium “Repair, Recovery, and Reintegration at Work” at the annual meeting of the Academy of Management, Atlanta, GA.

Nurmohamed, S. & Kundro, T. 2017. Growing from adversity: How proving others wrong fosters effort and self-promotion. Presented as part of a symposium “Inconceivable: Recasting barriers as opportunities for individuals and firms” at the annual meeting of the Academy of Management, Atlanta, GA.

Nurmohamed, S. & Ong, M. 2017. When the Going Gets Tough, What Keeps Job Seekers Thriving? A Relational Perspective on Job Search. Presented at the research conference of Positive Organizational Scholarship, Ann Arbor, MI.

- Yip, J., Schweitzer, M., & Nurmohamed, S. 2015. Trash-Talking Increases Your Opponent's Performance. Presented as part of a symposium "Antecedents and Consequences of Competition" at the annual meeting of the Academy of Management, Vancouver, BC.
- Nurmohamed, S. 2013. Proving others wrong: The effects of an underdog image on effort and performance. Presented at the annual meeting of the Academy of Management, Orlando, FL.
- Nurmohamed, S. 2013. Expected to win or lose? The positive effects of an underdog identity on performance. Presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Nurmohamed, S., Greenbaum, R. L., Mayer, D. M., & DeRue, D. S. 2012. Do I care if my boss does the right thing? An ethical lens on psychological contract fulfillment. Presented at the annual meeting of the Academy of Management, Boston, MA.
- Nurmohamed, S. 2012. Do I care if my boss upholds what is right? Presented at the annual London Business School Trans-Atlantic Doctoral Conference, London, UK.
- Nurmohamed, S., DeRue, D. S., Mayer, D. M., & Crossley, C. 2012. Performing on the road: Peer coaching and newcomers' performance trajectories. Presented at the annual meeting of the Society for Industrial & Organizational Psychology, San Diego, CA.
- Nurmohamed, S. & DeRue, D. S. 2011. Newcomers' performance trajectories: The interactive effects of coaching and fit perceptions. Presented as part of a symposium "Accept the new: Directions for research on socialization and newcomers" at the annual meeting of the Academy of Management, San Antonio, TX.
- Nurmohamed, S. 2011. The ups and downs of comparative evaluations on fit perceptions. Presented at the annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.
- Kim, T. Y., Mayer, D. M., & Nurmohamed, S. 2010. What happened to distributive justice? An extension of equity theory. Presented at the annual meeting of the Society for Industrial & Organizational Psychology, Atlanta, GA.
- Nurmohamed, S., Ashford, S. J., & Dekas, K. 2009. Let me tell you how great I am: Proactive personality, self-promotion and success in the job search. Presented as part of a symposium "Proactivity: Benefits, costs and temporal dynamics" at the annual meeting of the Academy of Management, Chicago, IL.

### **Chaired Sessions and Professional Development Workshops**

- Kundro, T., Myers, C. M. & Nurmohamed, S. 2017. Inconceivable: Recasting barriers as opportunities for individuals and firms. Co-organizer of symposium conducted in the OB and HR Divisions at the annual meeting of the Academy of Management, Atlanta, GA.
- Bergeron, D., Farh, C., & Nurmohamed, S. 2017. Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Co-organizer of professional development workshop to be conducted in the OB Division at the annual meeting of the Academy of Management, Atlanta, GA.
- Farh, C., Knight, A., & Nurmohamed, S. 2016. Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Co-organizer of professional development workshop

conducted in the OB Division at the annual meeting of the Academy of Management, Anaheim, CA.

Farh, C., Nahrgang, J., Knight, A., & Nurmohamed, S. 2015. Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Co-organizer of professional development workshop conducted in the OB Division at the annual meeting of the Academy of Management, Vancouver, BC.

Nurmohamed, S. 2014. Changes and challenges: The role of OB. Chair of paper session conducted in the OB Division at the annual meeting of the Academy of Management, Philadelphia, PA.

Farh, C., Nahrgang, J., & Nurmohamed, S. 2014. Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. Co-organizer of professional development workshop conducted in the OB Division at the annual meeting of the Academy of Management, Philadelphia, PA.

Nurmohamed, S. 2013. Bring it on: Understanding competitive dynamics in organizations. Organizer of symposium conducted in the OB, MOC and Conflict Management Divisions at the annual meeting of the Academy of Management, Orlando, FL. *Featured as a Showcase Symposium in the OB Division.*

Nurmohamed, S. & Ashford, S. J. 2011. Accept the new: Directions for research on socialization and newcomers. Co-organizer of symposium conducted in the OB and HR Divisions at the annual meeting of the Academy of Management, San Antonio, TX.

Nurmohamed, S. & Ashford, S. J. 2009. Proactivity: Benefits, costs and temporal dynamics. Co-organizer of symposium conducted in the OB, HR and Careers Divisions at the annual meeting of the Academy of Management, Chicago, IL. *Nominated for Best Symposium in the Careers Division.*

### **Invited Presentations**

- 2017 Department of Organizational Behavior, Washington University in St. Louis
- 2016 Department of Human Resource Management, Temple University
- 2016 Department of Organisational Behaviour, INSEAD
- 2016 Department of Management and Organizations, UCLA
- 2015 Wharton Leadership Conference, University of Pennsylvania
- 2015 Duckworth Lab, University of Pennsylvania
- 2014 Department of Management Research Seminar Series, Drexel University
- 2013 New Directions in Leadership Research Conference, INSEAD
- 2012 Department of Management, The Wharton School, University of Pennsylvania
- 2012 OBHR Immortality Lab, Sauder School of Business, University of British Columbia
- 2011 LEAD Summer Business Institute, Stephen M. Ross School of Business, University of Michigan

### **TEACHING EXPERIENCE**

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#### **University of Pennsylvania**

- MGMT 610 – Foundations of Teamwork and Leadership (core MBA course), The Wharton School
- MGMT 272/772 – Power and Politics in Organizations (created and teaching an MBA/undergraduate elective course), The Wharton School
- Power and Politics in Organizations - LLM/JD/Executive Education (e.g., World Economic Forum), The Wharton School

- Faculty Director for Global Immersion Program to India – MBA Students, The Wharton School, 2017-2018
- Faculty Director for Global Immersion Program to East Africa – MBA Students, The Wharton School, 2019

#### **University of Michigan**

- MO 300 – Behavioral Theory in Management (core undergraduate course), Ross School of Business

### **ACADEMIC AWARDS & HONORS**

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#### **University of Pennsylvania**

- Wharton Teaching Excellent Reward, 2017-2018
- Wharton MBA Teaching Commitment and Curricular Innovation Award, 2017
- Wharton-INSEAD Alliance Research Grant, 2017 (\$21,400)
- Wharton Social Impact Initiative Grant, 2017 (\$8400)
- Penn Undergraduate Research Mentorship Research Grants, 2017 (\$7000)
- Wharton Dean’s Research Fund Grant, 2016 (\$8250)
- Wharton Excellence in Teaching Award for the Undergraduate Division, 2015-2016
- Wharton Undergraduate Class of 2015 – Voted to be the Graduation Faculty Speaker, 2015
- Wharton Excellence in Teaching Award for the Undergraduate Division, 2014-2015
- Wharton Leadership Center Grant, 2015 (\$8700)
- Wharton Social Impact Initiative Grant, 2014 (\$7800)
- Wharton Dean’s Research Fund Grant, 2014 (\$10,000)
- The Carol and Lawrence Zicklin Center for Business Ethics Research Grant, 2014-2015 (\$4000)

#### **University of Michigan**

- Ross Doctoral Studies Celebration Alumni Commencement Speaker, 2015
- Horace H. Rackham Distinguished Dissertation Award Nominee, 2014
- Ross Doctoral Studies Program Research Grant, 2012
- Rackham Graduate Student Research Grant, 2012
- BBA Teaching Excellence Award Nominee (received perfect score on teaching evaluations), 2012
- Gladys D. and Walter R. Stark Graduate Scholarship, 2011
- Rackham Graduate Student Research Grant, 2010
- Ross Business School Fellowship, 2008-2013

#### **Academy of Management Conference**

- Outstanding Reviewer in the OB Division of the Academy of Management Conference, 2014
- Showcase Symposium in the OB Division of the Academy of Management Conference, 2013
- Best Paper Proceedings of the Academy of Management Conference, 2012
- Nominated for Best Symposium in the Careers Division, 2009

### **ADVISING**

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#### **University of Pennsylvania**

- Tim Kundro, PhD Student, 2016-present
- Deanna Taylor, Senior Thesis Advisor (undergraduate), 2018-2019
- Adedotun Adejare, Senior Thesis Advisor (undergraduate), 2017-2018
- Jennifer Kerner, Independent Study Advisor (MBA), 2016-2017
- Shreya Zavari, Senior Thesis Advisor (undergraduate), 2015-2016

- Polly Kang, PhD Student, 2015-2016
- Saurabh Bajpai, Independent Study Advisor (MBA), 2014-2015
- Jung Ho (James) An, Wharton Research Scholars Program Advisor (undergraduate), 2014-2015
- Carlotte Lucas, Huntsman Program Advisor (undergraduate), 2014-2015
- Nicholas Lobuglio, Second Year Paper Committee Member (PhD), 2014

## **PROFESSIONAL SERVICE**

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### **Ad Hoc Reviewing**

- Academy of Management Journal, 2012-present
- Organization Science, 2014-present
- Organizational Behavior and Human Decision Processes, 2013-present
- Journal of Experimental and Social Psychology, 2013-present

### **University of Pennsylvania**

- Doctoral Studies Committee Member, 2016-2017
- M-squared Workshop Organizer, The Wharton School, 2013-present
- Wharton OB Conference Co-Organizer, The Wharton School, 2013-present
- Katz Fund for Emotions Research Committee Member, The Wharton School, 2015-present
- Management Seminar Committee, The Wharton School, 2014-2016

### **University of Michigan**

- Doctoral Grants Committee Chair, Stephen M. Ross School of Business, 2012-2013
- MO PhD Shake 'n' Bake Organizer, Stephen M. Ross School of Business, 2012-2013
- Member of LEAD Research Group, 2011-2013
- Conference Facilitator, Center for Positive Organizational Scholarship, 2008 and 2011
- Member of the Doctoral Admissions Committee, 2009

### **Consulting and Applied Research Experience**

- PA CareerLink, 2016-present
- KPMG Global Services, 2014-2018
- AARP, 2016-2018
- Wharton Alumni Affairs, 2016
- Medix, 2014-2016
- Lincoln Financial Group, 2014-2016
- Schwan's Home Delivery, 2009-2014
- Michigan Telefund, 2012-2013

### **Academy of Management**

- Conference Reviewer, OB Division, 2010-present
- Conference Reviewer, Conflict Management Division, 2013-2016
- Conference Reviewer, OMT Division, 2009