

Basima A. Tewfik

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EDUCATION

The Wharton School, University of Pennsylvania

Philadelphia, PA

- Ph.D. in Management – Organizational Behavior *Expected May 2019*
- M.S. in Management – Organizational Behavior *Aug. 2016*
- Center for Teaching and Learning Certificate *May 2015*
- *Dissertation:* Impostor thoughts as a double-edged sword: Theoretical conceptualization, construct measurement, and relationships with work-related outcomes
 - Winner of the 2018 INFORMS / Organization Science Dissertation Proposal Competition
- *Committee:* Philip Tetlock (chair and co-advisor), Andrew Carton (co-advisor), Spencer Harrison, and Maurice Schweitzer

Harvard College

Cambridge, MA, May 2011

- A.B. in Psychology, Secondary in Economics, *Summa Cum Laude*, Phi Beta Kappa
- *Thesis:* Effects of individual goal and cognitive load on the relationship between social perceptiveness and social effectiveness
- *Committee:* J. R. Hackman (chair and advisor), Sujin Jang, and George Alvarez

REFEREED PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

- Carton, A. & **Tewfik, B.** (2016). A new look at conflict management in work groups. *Organization Science*, 27(5), 1125-1141.
 - Winner of the 2018 International Association for Conflict Management Outstanding Publication Award
- **Tewfik, B.**, Kundro, T. & Tetlock, P. (Under review at *Journal of Applied Psychology*). Title removed for blind review. Topic: Declining help at work.
 - Winner of the 2018 Society for Personality and Social Psychology Graduate Student Poster Award

WORKING PAPERS AND WORKS IN PROGRESS

- **Tewfik, B.** (Job market paper; Target: *Administrative Science Quarterly*). Impostor thoughts as a double-edged sword: Theoretical conceptualization, construct measurement, and relationships with work-related outcomes.

- **Tewfik, B.** (Target: *Journal of Applied Psychology*). Inconsistently engaging at work? Investigating the relationships among engagement variability, emotional stability, and performance.
- **Tewfik, B.** (Dissertation paper; Target: *Academy of Management Journal*). The unexpected benefits of thinking you are overestimated at work: The relationship between workplace impostor thoughts and job performance.

AWARDS AND GRANTS

- INFORMS / Organization Science Dissertation Proposal Competition Winner, 2018
- AOM Organizational Behavior Doctoral Consortium Department Nominee, 2018
- International Association for Conflict Management Outstanding Publication Award, 2018
- Society for Personality and Social Psychology Graduate Student Poster Award, 2018
- Society for Personality and Social Psychology Graduate Student Travel Award, 2018
- Wharton Risk Center Ackoff Doctoral Student Fellowship, 2016, 2017, 2018
- Mack Institute Research Fellowship, 2017
- Wharton Doctoral Programs George James Travel Award, 2017
- Wharton Center for Human Resources Grant, 2014, 2016, 2017
- Wharton Center for Leadership and Change Management Grant, 2016
- Penn Prize for Excellence in Teaching by Graduate Students, 2015
 - University-wide award granted to 10 students annually (based on student nominations, faculty recommendation, and prize committee voting)
 - MGMT 101: Introduction to Management (core class)
 - Instructor rating (average of two sections): 3.74/4.00
- Phi Beta Kappa, 2010
- John Harvard Scholarship for Highest Academic Achievement, 2008
- Detur Book Prize for Academic Excellence, 2008

TEACHING / TEACHING ASSISTANTSHIPS

- MGMT 610: Teamwork and Leadership (MBA, Prof. Adam Grant, Fall 2017; Prof. Sigal Barsade, Fall 2016; Prof. Nancy Rothbard, Fall 2015; Prof. Samir Nurmohamed, Fall 2014)
- MGMT 806: Formation and Implementation of Entrepreneurial Ventures (MBA, Prof. Ethan Mollick, Summer 2015; Summer 2014)
- MGMT 101: Introduction to Management (Undergraduate, Prof. Andrew Carton, Fall 2014)
 - Awarded “Penn Prize for Excellence in Teaching by Graduate Students” (based on student nominations, faculty recommendation, and prize committee voting)

INVITED TALKS AND CONFERENCE PRESENTATIONS

2017-2018

- Academy of Management Conference, Chicago, IL: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image”
- International Association for Conflict Management Conference, Philadelphia, PA: “Inconsistently engaging at work? Investigating the relationships among engagement variability, emotional stability, and performance”
- East Coast Doctoral Conference, NYU Stern School of Business, New York, NY: “Inconsistently engaging at work? Investigating the relationships among engagement variability, emotional stability, and performance”
- Society for Personality and Social Psychology, Atlanta, GA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image” (Poster)
 - Society for Personality and Social Psychology Graduate Student Poster Award Winner
- Society for Judgment and Decision Making, Vancouver, CA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image” (Poster)
- Sixth Annual Wharton-INSEAD Doctoral Consortium, The Wharton School, University of Pennsylvania, Philadelphia, PA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image”

2016-2017

- Gender Equity Group, Department of Genetics, Perelman School of Medicine, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”
- Academy of Management Conference, Atlanta, GA: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- Trans-Atlantic Doctoral Conference, London Business School, London, UK: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- East Coast Doctoral Conference, Columbia Business School, New York, NY: “Diverse paths to the top: A theory of women’s leadership ascension”
- Third Annual Women in Business Academia Conference, Wharton Society for the Advancement of Women in Business, The Wharton School, University of Pennsylvania, Philadelphia, PA: “Diverse paths to the top: A theory of women’s leadership ascension”
- Fifth Annual Wharton-INSEAD Doctoral Consortium, INSEAD, Singapore: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”

2015-2016

- Academy of Management Conference, Anaheim, CA: “Rules of engagement: Effects of engagement variability and its subcomponents on job performance”

- Academy of Management Conference, Anaheim, CA: “Adapting to change while stuck between a rock and a hard place: An organizational identification perspective”
- Groups Group Research Seminar at Harvard Business School, Boston, MA: “A reconsideration of group process loss in creative brainstorming”
- Penn Post Baccalaureate Research Program, Perelman School of Medicine, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”

2014-2015

- Graduate School of Education, University of Pennsylvania, Philadelphia, PA: “Someone must have made a terrible mistake: Understanding the Impostor State”
- Third Annual Wharton-INSEAD Doctoral Consortium, INSEAD, Fontainebleau, France: “Workplace Impostor Syndrome: Understanding the other side of the status coin”

PROFESSIONAL AND UNIVERSITY SERVICE

- Ad Hoc Reviewer, *Organization Science*
- Session Chair, Academy of Management Conference, Atlanta, GA: “Individual Differences in Performance,” 2017
- Wharton Doctoral Executive Committee Student Representative, 2016 – 2017
- Founder and Co-organizer of the Women in Business Academia Conference, 2015 – 2017
- Co-organizer of the Fourth Annual Wharton-INSEAD Doctoral Consortium, 2015
- Management Department Ph.D. Admissions Committee Student Representative, 2014 – 2015
- Management Department Doctoral Student Representative, 2014 – 2015
- Founding Board Member of the Wharton Society for the Advancement of Women in Business Academia, 2016 (*President Emeritus*), 2015 (*President*), 2014 (*Co-Event Chair*)
- Mentor, Wharton Society for the Advancement of Women in Business Academia, 2014 – Present

OTHER PROFESSIONAL EXPERIENCE

- Consultant, Booz & Company (now Strategy&, part of the PwC network), Chicago, IL, 2011 – 2013
- Fellow to the Dean of Clinical and Pro Bono Programs, Harvard Law School, Cambridge, MA, 2008 – 2011

VOLUNTEER EXPERIENCE

- Senior Vice President of Programs, Minds Matter of Philadelphia, Inc., 2018 – 2019
- Vice President of Donor Relations, Minds Matter of Philadelphia, Inc., 2013 – 2018