

ANDREW M. CARTON
The Wharton School
University of Pennsylvania

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Country of citizenship: United States

Education

Duke University
Ph.D., Business Administration, May 2011

Rutgers University, May 2004
B.A. in Psychology
B.A. in Political Science
• Summa cum laude

Academic Positions

Assistant Professor of Management 2013 – present
The Wharton School, University of Pennsylvania

Assistant Professor of Organisational Behaviour 2012 – 2013
London Business School

Assistant Professor of Management 2011 – 2012
Smeal College of Business, Pennsylvania State University

Research Interests

- How leaders establish a common purpose
- How leaders manage conflict and discrimination

Publications in Refereed Journals

*denotes that co-author was a doctoral student when project began.

Carton, A. M. & Lucas, B. J.* 2018. How can leaders overcome the blurry vision bias? Identifying an antidote to the paradox of vision communication. Forthcoming in *Academy of Management Journal*.

Gündemir, S.* Carton, A. M., Homan, A. C. 2018. The impact of organizational performance on the emergence of Asian American leaders. Forthcoming in *Journal of Applied Psychology*.

Carton, A. M. 2018. “I’m not mopping the floors, I’m putting a man on the moon”: How NASA leaders enhanced the meaningfulness of work by changing the meaning of work. *Administrative Science Quarterly*, 63(2), 323 – 369.

Carton, A. M. & Tewfik, B. A.* 2016. A new look at conflict management in work groups. *Organization Science*, 27(5): 1125-1141.

- Winner of the Most Outstanding Publication of 2016 from the International Association of Conflict Management

Zapata, C. P., Carton, A. M., & Liu, J.* 2016. When justice promotes injustice: Why minority leaders experience bias when they adhere to interpersonal justice rules. *Academy of Management Journal*, 59(4): 1150 – 1173.

Carton, A. M., Murphy, C.,* & Clark, J. R. 2014. A (blurry) vision of the future: How leader rhetoric about ultimate goals influences performance. *Academy of Management Journal*, 57(6): 1544 – 1570.

- Lead article
- An earlier version of this paper won the Best Paper Award from the Managerial and Organizational Cognition Division of the Academy of Management, and was chosen for AOM Best Paper Proceedings (top 5% of papers)

Carton, A. M., & Cummings, J. N. 2013. The impact of subgroup type and subgroup configurational properties on work team performance. *Journal of Applied Psychology*, 98(5): 732 – 758.

- An earlier version of this paper was a finalist for the Best Student Paper Award from the Managerial and Organizational Cognition Division at the Academy of Management, and was chosen for AOM Best Paper Proceedings (top 6% of papers)

Rosette, A. S., Carton, A. M., Bowes-Sperry, L., & Hewlin, P. F. 2013. Why do racial slurs remain prevalent in the workplace? Integrating theory on intergroup behavior. *Organization Science*, 24(5): 1402 – 1421.

Carton, A. M., & Cummings, J. N. 2012. A theory of subgroups in work teams. *Academy of Management Review*, 37(3): 441 – 470.

- An earlier version of this paper won the Best Student Paper Award from the Managerial and Organizational Cognition Division of the Academy of Management, and was chosen for AOM Best Paper Proceedings (top 6% of papers)

Carton, A. M., & Rosette, A. S. 2011. Explaining bias against Black leaders: Integrating theory on information processing and goal-based stereotyping. *Academy of Management Journal*, 54(6): 1141 – 1158.

Sitkin, S. B., See, K. E., Miller, C. C., Lawless, M. W., & Carton, A. M. 2011. The paradox of stretch goals: Organizations in pursuit of the seemingly impossible. *Academy of Management Review*, 36(3): 544-566.

- Winner of 2011 *AMR* Best Paper Award
- Runner-up, Best Organizational Behavior Publication (Organizational Behavior Division of the Academy of Management)

Larrick, R. P., Timmerman, T. A., Carton, A. M., & Abrevaya, J. 2011. Temper, temperature, and temptation: Heat-related retaliation in baseball. *Psychological Science*, 22(4): 423-428.

- Winner of 2012 Cialdini Award for publication that best uses field settings to demonstrate the importance of social psychological phenomena (Society of Personality and Social Psychology)

Carton, A. M., & Aiello, J. R. 2009. Control and anticipation of social interruptions: Reduced stress and improved task performance. *Journal of Applied Social Psychology*, 39(1), 169-185.

Awards and Honors

- **Best Paper Awards**

- Best Paper Award (Faculty Submission), Distances in Organizations, 2018
- Award for Most Outstanding Publication of 2016, International Association of Conflict Management
- Finalist for Best Paper Award in MOC division of the Academy of Management, 2015
- Best Paper Award in MOC division of the Academy of Management, 2014
- Cialdini Award (publication that best uses field settings to demonstrate the importance of social psychological phenomena), 2012
- Best Paper Award, *Academy of Management Review*, 2011

- Runner-up, Best OB Publication in OB division of the Academy of Management, 2011
 - Best Dissertation on Small Groups, American Psychological Association, 2011
 - Finalist (for two papers) for Best Student Paper Award in MOC division of the Academy of Management, 2011
 - Best Student Paper Award in MOC division of Academy of Management, 2009
 - Finalist for Best Student Paper Award in MOC division of Academy of Management, 2008
 - AOM Best Paper Proceedings 2008, 2009, 2011 (two papers), 2014, 2015, 2017
- **Teaching Awards**
 - Wharton Excellence in Teaching Award, 2017
 - Huntsman Teaching Award (awarded to one faculty member at Wharton), 2016
 - Rapaport Undergraduate Teaching Award (awarded to one faculty member at Wharton), 2015
- **Reviewing Awards**
 - Best Reviewer Award, *Academy of Management Journal*, 2016
 - Best Reviewer Award, *Academy of Management Journal*, 2014
 - Outstanding Reviewer Award, MOC Division, Academy of Management, 2012
 - Outstanding Student Reviewer Award, MOC Division, Academy of Management Conference, 2010, Montreal, Quebec

Teaching

The Wharton School, University of Pennsylvania (Undergraduate core)	Fall 2017
<ul style="list-style-type: none"> ● Management 101 ● Instructor Rating: 3.73 / 4 	
The Wharton School, University of Pennsylvania (Undergraduate core)	Spring 2016
<ul style="list-style-type: none"> ● Management 101 ● Instructor Rating: 3.8 / 4 	
The Wharton School, University of Pennsylvania (Undergraduate core)	Fall 2014
<ul style="list-style-type: none"> ● Management 101 ● Instructor Rating: 3.6 / 4 	

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| The Wharton School, University of Pennsylvania (Undergraduate core) | Fall 2013 |
| <ul style="list-style-type: none">• Management 101• Instructor Rating: 3.0 / 4 | |
| London Business School (Full time MBA and Executive MBA) | Spring 2013 |
| <ul style="list-style-type: none">• Managing Change• Instructor Rating: 4.23 / 5 | |
| London Business School (Full time MBA and Executive MBA) | Fall 2012 |
| <ul style="list-style-type: none">• Managing Change• Instructor Rating: 4.5 / 5 | |
| Pennsylvania State University, Smeal College of Business (Undergraduate) | Fall 2011 |
| <ul style="list-style-type: none">• Business, Ethics, and Society• Instructor Rating (average of two sections): 6.2 / 7 | |
| Duke University, Masters Program at Sanford School of Public Policy | Spring 2011 |
| <ul style="list-style-type: none">• Negotiations and Conflict Resolution• Instructor Rating: 4.6 / 5.0 | |
| Duke University, Masters Program at Sanford School of Public Policy | Spring 2010 |
| <ul style="list-style-type: none">• Negotiations and Conflict Resolution• Instructor Rating: 4.6 / 5.0 | |
| Duke University, Undergraduate Markets and Management Program | Spring 2008 |
| <ul style="list-style-type: none">• Managerial Effectiveness• Instructor Rating: 4.7 / 5.0 | |
| Duke Corporate Education | 2007 - 2008 |
| <ul style="list-style-type: none">• Coached leaders from over ten organizations for open-enrollment program | |
| Duke University, Sanford School of Public Policy | Spring 2011 |
| <ul style="list-style-type: none">• Negotiations workshop | |
| Duke University, LEAD program | Summer 2010 |
| <ul style="list-style-type: none">• Taught session on negotiations for a group of top minority students | |

Advising on Dissertations and Second-Year Paper Committees

*denotes role as primary advisor.

- Constantinos Coutifaris (Wharton Management)
- Karren Knowlton* (Wharton Management)
- Tim Kundro (Wharton Management)
- Emma Levine (Wharton OID) – placed at University of Chicago
- Nick Lobuglio (Wharton Management)
- Julianna Pillemer (Wharton Management)
- Jaime Potter (Wharton Management)
- Basima Tewfik* (Wharton Management)
- Danielle Tussing (Wharton Management) – placed at University of Notre Dame

Editorial Boards

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| • <i>Academy of Management Journal</i> | January 2012 – present |
| • <i>Academy of Management Discoveries</i> | July 2013 – present |
| • <i>Organization Science</i> | January 2017 – present |

Ad Hoc Reviewing

- *Administrative Science Quarterly*
- *Academy of Management Review*
- *Journal of Applied Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Strategic Management Journal*
- *Management Science*
- *Journal of Organizational Behavior*
- *Journal of International Business Studies*
- *Journal of Management Studies*
- *Organizational Psychology Review*
- *Group & Organization Management*
- *Human Performance*
- *Human Relations*
- *International Journal of Knowledge Content Development & Technology*
- *Journal of Applied Social Psychology*
- *Public Administration Review*
- Academy of Management Conference
- INFORMS dissertation competition
- APA Small Groups Dissertation Competition (2013)

Service for the Academy of Management

- Representative-by-Appointment for MOC Division
- Co-organizer of “Presenting in the Rough” PDW
- Facilitator for “Reviewing in the Rough” and “Cognition in the Rough” PDWs
- Speaker for “The Productivity Process” PDW
- Committee for Best Article in Organizational Behavior (2017-2018)
- Committee for Best Student Paper Award, MOC Division (2015, 2018)

Service at Wharton and the University of Pennsylvania

- Wharton Faculty Committee on Undergraduate Research (2014 – present)
- Co-organizer for New Directions in Leadership Conference (2016)
- Co-organizer for Annual Wharton OB Junior Faculty Conference (2013 – present)
- Management Seminar Committee (2016 – present)
- Head of Organizational Behavior R.A. Consortium (2013 – 2017)
- Doctoral Admissions Committee (2014 – 2016)
- Summer Program for Undergraduate Research / Summer Undergraduate Minority Research Program (advisor)
- Presentations and Lectures for Penn Student and Alumni Organizations
 - *Huntsman Preceptorial* – presentation on ethics
 - *Knowledge@Wharton* – presentation on leader communication
 - *Medical School Professional Development Workshop* – lecture on leader communication
 - *PENNCAP / Penn Faculty Roundtable* – presentation on career selection
 - *Penn Admissions* – panelist for Penn’s effort to broaden student outreach
 - *Penn Alumni Day* – presentation on leader communication and network structure
 - *Penn LGBT Alumni Leadership Retreat* – presentation on leader communication
 - *Successful Transition and Empowerment Program (STEP)* – panelist for initiative to help minority students transition to Penn
 - *Summer Program for Undergraduate Research* – presentation on research methods
 - *Undergraduate Division Staff Professional Development Workshop* – presentation on team effectiveness
 - *Wharton BizTalks* – two presentations on leader communication
 - *Wharton Business of Life Lecture* – presentation and on-stage interview
 - *Wharton Council Undergraduate Leadership Forum Orientation* – presentation on leader communication

- *Wharton Council Undergraduate Leadership Forum Process Improvement* – presentation related to the effort of club presidents to improve procedural justice for student admission to Wharton clubs
- *Wharton Europe Club* – moderated panel about working internationally
- *Wharton Executive Education Webinar* – lecture on leader communication
- *Wharton Family Day* – presentation related to why families are an important source of meaningfulness at work
- *Wharton Fundraising Department* – presentation on how to manage change
- *Wharton Leadership Advisory Board* – presentation on CEO cognition
- *Wharton Women's Club* – two presentations on corporate strategy
- *Wharton Undergraduate Finance Club* – lecture on ethics in everyday life

Selected Media Mentions

- The New York Times
- The Wall Street Journal
- NPR top-of-the-hour news
- Business Week
- USA Today
- Washington Post
- L.A. Times
- Boston Globe
- Chicago Herald-Tribune