

## **Elinor Flynn**

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### **ACADEMIC EMPLOYMENT**

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2022 Post-doctoral Researcher and Lecturer  
The Wharton School, University of Pennsylvania

### **EDUCATION**

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2022 Ph.D. Management and Organizational Behavior  
NYU Stern School of Business

2016 M.A. in Psychology and Social Behavior  
University of California, Irvine

2010 A.B. in English, *cum laude*  
Princeton University

### **AWARDS**

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2023 HR Division, Academy of Management Conference  
*Winner, Best Paper (top 10% of papers)*

2023 Academy of Management Conference  
*Showcase symposium (presenter)*

2022 GDO Division, Academy of Management Conference  
*Winner, Best Student Paper*

2021 AOM Organizational Behavior Doctoral Consortium  
*Department nominee, NYU Stern*

2021 Academy of Management Conference  
*Showcase symposium (presenter)*

2020 Academy of Management Conference  
*Showcase symposium (chair)*

2016-2019 National Science Foundation  
*Winner, Graduate Research Fellowship (\$34,000/year)*

2010 Princeton University  
*Winner, Charles William Kennedy Thesis Prize*

### **RESEARCH INTERESTS**

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Gender & diversity; work-life interface; social cognition; affective processes

## REPRESENTATIVE PUBLICATIONS

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- Leslie, L.M., \***Flynn, E.**, \*Foster-Gimbel, O., & Manchester, C.F. (in press). Happy talk: Is common diversity rhetoric effective diversity rhetoric? *Academy of Management Journal*.
- Flynn, E.**, & Leslie, L.M. (2022). Progressive or pressuring? The signaling effects of egg freezing coverage versus other work-life policies. *Journal of Applied Psychology*, 108, 1-26.
- \*Lead article; Editor's Choice Article for January 2023 issue
- Leslie, L.M., & **Flynn, E.** (2022). Diversity ideologies, beliefs, and climates: A review and integration. *Journal of Management*.
- Milliken, F. J., Kneeland, M. K., & **Flynn, E.** (2020). Implications of the COVID-19 pandemic for gender equity issues at work. *Journal of Management Studies*, 57, 1767-1772.

## MANUSCRIPTS UNDER REVIEW & REVISION

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- Flynn, E.** Constraints, competencies, or choices? How lay explanations for the gender gap impact diversity initiative support (under review).

## SELECTED WORKS IN PROGRESS

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- Milliken, F. J., **Flynn, E.\*** & Kneeland, M. K.\* Exploring the effects of remote work on communication, networks, and inclusion in organizations: Does gender matter? *Progress: working paper*. Target: *OBHDP*.
- Whillans, A.W., **Flynn, E.\*** Howe, L.\* A cost-conscious signal of commitment: Quantifying employer-provided benefits improves firm perceptions. *Progress: working paper*. Target: *Organization Science*.
- Flynn, E.**, Phillips L.T., & Allen, A.M. Inequity frames and the perceived Fairness of inherited historical inequity. *Progress: working paper*. Target: *Personality and Social Psychology Bulletin*.
- Speights, S., Leslie, L.M., King, E.B., **Flynn, E.**, & Clair, J. Work-life ideologies: Measure development and theoretical refinement. *Progress: working paper*. Target: *Journal of Applied Psychology*.
- Leslie, L.M., Magee, J.C., **Flynn, E.**, & Coff, J. Unintended consequences in organizations. *Progress: manuscript in prep*. Target: *Academy of Management Review*.

## OTHER PUBLICATIONS<sup>1</sup>

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- Carlson, S.J., Levine, L.J., Lench, H.C., **Flynn, E.**, Hardin, K.M., Winckler, B.E. (2023). Using Emotion to Guide Decisions: The Accuracy and Perceived Value of Emotional Intensity Forecasts. *Motivation and Emotion*, 47, 608-623.
- Lench, H.C., Levine, L.J., Dang, V., Kaiser, A.K., Carpenter, Z.K., Carlson, S.J., **Flynn, E.**, Perez, K.A., & Winckler, B. (2021). Optimistic expectations have benefits for effort and emotion with little cost. *Emotion*, 21, 1213-1223.

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<sup>1</sup> From 2014-2016, I was in the Ph.D. program in Psychological Sciences at the University California at Irvine.  
\*denotes equal authorship

- Carlson, S.J., Levine, L.J., Lench, H.C., **Flynn, E.**, Carpenter, Z.K., Perez, K.A., & Bench, S.W. (2021). You shall go forth with joy: Religion and aspirational judgments about emotion. *Psychology of Religion and Spirituality*, *14*, 548-557.
- Flynn, E.**, Hovasapian, A., and Levine, L.J. (2020) "Affective Forecasting". In *Wiley Encyclopedia of Health Psychology*, Edited by Lee Cohen, Hoboken: John Wiley & Sons, Limited, 21-29.
- Marshburn, C.K., Cochran, K.J., **Flynn, E.** & Levine, L.J. (2020). Workplace anger costs women irrespective of race. *Frontiers in Psychology*, *11*, 3064-3078.
- Meter, D.J., Ehrenreich, S.E., Carker, C., **Flynn, E.**, & Underwood, M.K. (2018). Older adolescents understanding of participant rights in the BlackBerry Project, a longitudinal study using smartphones for ambulatory assessment. *Journal of Research on Adolescence*, *29*, 662-674.
- Dickerson, K.L, **Flynn, E.**, Quas, J.A., & Levine, L.J. (2018). Are emotions controllable? Maltreated and non-maltreated youth's implicit beliefs about emotions and aggressive tendencies. *Child Abuse & Neglect*, *77*, 222-231.
- Flynn, E.**, Ehrenreich, S. E., Beron, K.J., and Underwood, M. K. (2015). Prosocial behavior: Long-term trajectories and psychosocial outcomes. *Social Development*, *24*, 462-482.

## INVITED TALKS

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- 2022 York University, Schulich School of Business  
 2021 MIT, Sloan School of Management  
 2021 Imperial College, Imperial College Business School

## CONFERENCE PRESENTATIONS

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- Speights, S.L., Leslie, L.M., King, E., **Flynn, E.**, Clair, J.A. (2023). Work-life ideologies: Measure development and theoretical refinement. Paper presented at the 83<sup>rd</sup> Annual Academy of Management Conference.
- Top 10% Conference Papers, HR Division
  - AOM Best Paper Proceedings
- Flynn, E.** (2023). Personal choice lay theories and the perpetuation the gender gap. In Charlie Townsend & Laura Kray (co- chairs), *Examining Gender Disparities Across Cultural Levels*. Paper presented at the 83<sup>rd</sup> Annual Academy of Management Conference.
- Kneeland, M.K., **Flynn, E.**, Milliken, F.M. (2023). A longitudinal study of the shift to remote work on task and personal networks. Paper presented at the 83<sup>rd</sup> annual Academy of Management Conference.
- Flynn, E.** (2023). Constraints, competencies, or choices? How lay theories for the gender gap impact diversity initiative support. Paper presented at the 36<sup>th</sup> Annual International Association for Conflict Management Conference, Thessaloniki, Greece.
- Flynn, E.** (2022). Constraints, competencies, or choices? Lay theories for the gender gap and diversity initiative support. Paper presented at the 82<sup>nd</sup> Annual Academy of Management Conference. *Winner: Best Student Paper, GDO Division.*
- Flynn, E.**, Allen, A.E., & Phillips, L.T. (2022). Inequity Frames and the Perceived Fairness of Inherited Historical Advantage Versus Disadvantage Paper presented at the 82<sup>nd</sup> Annual Academy of Management Conference.
- Flynn, E.** (2021). Constraints, competencies, or choices? Lay theories for the gender gap and diversity initiative support. In Merrick R. Osborne, Francesco Gino, & Leigh Tost (co-

- chairs), *The Path to Gender Representation: Finding the Way and Avoiding the Pitfalls*. Paper presented at the 81<sup>st</sup> Annual Academy of Management Conference.
- Leslie, L.M., **Flynn, E.**, Foster-Gimbel, O. & Manchester, C.M. (2021). Happy talk: Is common diversity rhetoric effective diversity rhetoric? Paper presented at the 81<sup>st</sup> Annual Academy of Management Conference.
- Flynn, E.**, Allen, A.E., & Phillips, L.T. (2021). The legacy of slavery: Not okay to be burdened by—but okay to benefit from? How the framing of history shapes fairness judgments and affirmative action support. Paper presented at the 34<sup>th</sup> Annual International Association for Conflict Management Conference, Virtual on Zoom.
- Flynn, E.** (2021). Constraints, competencies, or choices? An attributional account of lay theories about gender vs. racial gaps in career attainment and support for diversity initiatives. Paper presented at the East Coast Doctoral Conference, New York, NY.
- Flynn, E.** & Phillips, L.T. (2020). Benefitting from bloodlines: Perceptions of inherited privilege and its transmission over time. In **E.Flynn** & L.T. Phillips (co-chairs), *Psychological Mechanisms Reinforcing Social Class Inequality and Inequity*. Paper presented at the 80<sup>th</sup> Annual Academy of Management Conference.
- Flynn, E.** & Phillips, L.T. (2019). Time is on my side: Perceptions of inherited privilege and its transmission. Paper presented at the 32<sup>nd</sup> Annual International Association for Conflict Management Conference, Dublin, Ireland.
- Flynn, E.** & Leslie, L.M. (2019). Progressive or pressuring? Corporate sponsored egg freezing and its implications for organizations. In A. Ma & Rosette, A.S. (co-chairs), *Understanding Biases and Overcoming Barriers for Promoting Gender Inclusive Organizations*. Paper presented at the 79<sup>th</sup> Annual Academy of Management Conference, Boston, MA.
- Flynn, E.** & Leslie, L.M. Progressive or pressuring? Corporate sponsored egg freezing and its implications for organizations. (2019). Paper presented at the East Coast Doctoral Conference, New York, NY.

## **CHAired SYMPOSIA**

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- Flynn, E.** & Phillips, L.T. (2020). *Social class blinders: How biased perceptions of inequality reproduce class differences in organizations*. 80<sup>th</sup> Annual Academy of Management Conference (virtual).

## **GRANTS**

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2022	Microsoft Fellowship for the Study of the Future of Work in Organizations (\$5000)
2021	Center for Global Economy and Business, NYU Stern (grant for \$1,250)
2020	Society for the Psychological Study of Social Issues (grant for \$2,000)
2020	Center for Global Economy and Business, NYU Stern (grant for \$1,000)
2019	Center for Global Economy and Business, NYU Stern (grant for \$1,500)
2016	National Science Foundation, Graduate Research Fellowship (\$102,000)

## **TEACHING EXPERIENCE**

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2022	<i>Course Instructor</i> , The Wharton School Course: Negotiations (undergrad); Instructor rating: 3.22/4 (0-4 scale; avg: 3.15)
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2022 *Teaching Fellow*, NYU Stern School of Business  
Course: Conflict, Cooperation & Negotiation (MBA)

2021 *Course Instructor*, NYU Stern School of Business  
Course: Management & Organizations (undergrad); Instructor rating: 4.8/5  
*Teaching Fellow*, NYU Stern School of Business  
Course: Management & Organizations (undergrad)

2020 *Teaching Fellow*, NYU Stern School of Business  
Course: Management & Organizations (undergrad)  
*Teaching Fellow*, NYU Stern School of Business  
Course: Conflict, Cooperation & Negotiation (MBA)

2018 *Teaching Fellow*, NYU Stern School of Business  
Course: Leadership in Organizations (Masters-level)

### **TRAINING & EXPERIENCE**

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2022 Co-organizer of Meritocracy & Inequality Lab (NYU Stern)

2020 Co-organizer of the East Coast Doctoral Conference (NYU/Columbia  
hosts – cancelled due to COVID-19 pandemic)

2015 Certificate in Mentoring Excellence, University of California-Irvine

### **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
International Association for Conflict Management  
National Science Foundation  
Society for Personality and Social Psychology

### **WORK EXPERIENCE**

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2016-2017 *Research Associate* (to Profs. Shelle Santana and Elizabeth Keenan)  
Harvard Business School, Cambridge, MA.

2013-2014 *Research Associate*, IMS Consulting & Expert Services (jury consulting),  
Dallas, TX

2010-2012 *Assistant Teacher*, Ambrit International School  
Rome, Italy