

Elinor Flynn

61 Carmine St, Apt 2A
New York, NY 10014
214-918-1781

elinorf@wharton.upenn.edu | www.elinorflynn.com

ACADEMIC EMPLOYMENT

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

EDUCATION

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

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

Gender & diversity; inequality; work-life initiatives; social cognition; affective processes

REPRESENTATIVE PUBLICATIONS

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*.

Leslie, L.M., & Flynn, E. (2022). Diversity ideologies, beliefs, and climates: A Review and Integration. *Journal of Management*.

- 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*.
- 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.
- 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.

MANUSCRIPTS UNDER REVIEW & REVISION

- Leslie, L.M., ***Flynn, E.**, *Foster-Gimbel, O., & Manchester, C.F. Happy talk: Is common diversity rhetoric effective diversity rhetoric? 1st R&R at *Academy of Management Journal*.

SELECTED WORKS IN PROGRESS

- Flynn, E.**, Phillips L.T., & Allen, A.M. Inequity Frames and the Perceived Fairness of Inherited Historical Inequity. *Progress: working paper*.
- Flynn, E.** Lay theories of the gender gap and their consequences for diversity initiative support. *Progress: working paper. Target: Academy of Management Journal*.
- 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: manuscript in prep. Target: Academy of Management Journal*.
- Speights, S., Leslie, L.M., King, E.B., **Flynn, E.**, & Clair, J. Work-life ideologies: construct development and consequences. *Progress: manuscript in prep. Target: Journal of Applied Psychology*.
- Flynn, E.**, Phillips L.T. The transmission of inherited privilege over time. *Progress: data collection and manuscript in prep. Target: Organizational Behavior and Human Decision Processes*.
- Leslie, L.M., Magee, J.C., **Flynn, E.**, & Coff, J. Unintended consequences in organizations. *Progress: manuscript in prep. Target: Academy of Management Review*.

OTHER PUBLICATIONS¹

- 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*, online publication.
- 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.
- 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.

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

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.

CONFERENCE PRESENTATIONS

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 81st 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 81st 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 virtual International Association for Conflict Management Conference.

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 80th 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 International Association for Conflict Management Conference, Dublin, Ireland.

Marshburn, C.K., Cochran, K.J., **Flynn, E.** & Levine, L.J. (2019). Workplace anger costs women irrespective of race. Poster presented at the International Conference for Psychological Science, Paris, France.

Flynn, E. & Leslie, L.M. (2019). Progressive or pressuring? Corporate sponsored egg freezing and its implications for organizations. In A. Ma & Rosette, A.S. (chairs), *Understanding Biases and Overcoming Barriers for Promoting Gender Inclusive Organizations*. Paper presented at the 79th 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

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

GRANTS

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)

TEACHING EXPERIENCE

2022	<i>Teaching Fellow</i> , NYU Stern School of Business Course: Conflict, Cooperation & Negotiation (MBA)
2021	<i>Course Instructor</i> , NYU Stern School of Business Course: Management & Organizations (undergrad); Teaching rating: 4.8/5 <i>Teaching Fellow</i> , NYU Stern School of Business Course: Management & Organizations (undergrad)
2020	<i>Teaching Fellow</i> , NYU Stern School of Business Course: Management & Organizations (undergrad) <i>Teaching Fellow</i> , NYU Stern School of Business Course: Conflict, Cooperation & Negotiation (MBA)
2018	<i>Teaching Fellow</i> , NYU Stern School of Business Course: Leadership in Organizations (Masters-level)
2014-2016	<i>Teaching Assistant</i> , University of California-Irvine Courses: Psychology Fundamentals, Human Sexuality, The Social Animal (undergrad)

TRAINING & EXPERIENCE

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

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

WORK EXPERIENCE

2016-2017	<i>Research Associate</i> (to Profs. Shelle Santana and Elizabeth Keenan) Harvard Business School, Cambridge, MA.
2013-2014	<i>Research Associate</i> , IMS Consulting & Expert Services (jury consulting), Dallas, TX
2010-2012	<i>Assistant Teacher</i> , Ambrit International School Rome, Italy