

REBECCA (BECKY) L. SCHAUMBERG
 THE WHARTON SCHOOL OF BUSINESS
 UNIVERSITY OF PENNSYLVANIA
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ACADEMIC POSITIONS

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|---|--------------------------|
| Wharton School of Business University of Pennsylvania Assistant Professor Operations, Information, and Decisions | July 2017 - present |
| Stern School of Business New York University Assistant Professor Management and Organizations | September 2013-June 2017 |

EDUCATION

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| Stanford University Graduate School of Business Stanford, CA, Organizational Behavior/Business Administration <u>Dissertation Title</u> : Escaping the double bind: Self-reliance is a positive and distinct form of agency for women in organizations | PhD (June, 2013) |
| Carleton College Northfield, MN, Major: Psychology Summa Cum Laude with distinction in major | BA (2006) |

AWARDS AND HONORS

Outstanding Research Award
Society for Personality and Social Psychology (SPSP) (2012)

Outstanding Reviewer Award
Academy of Management Annual Meeting (MOC division) (2012)

John K. Bare Prize in Psychology
Awarded for achievement in psychology, Carleton College, Northfield, MN (2006)

Phi Beta Kappa
Carleton College, Northfield, MN (2006)

Distinction on Senior Comprehensive Project
Carleton College, Northfield, MN (2006)

Academic All-Conference (Cross-Country)
Carleton College, Northfield, MN (2005)

RESEARCH INTERESTS

Self-conscious emotions
 Moral character in the workplace
 Motivation and performance
 Leadership
 Gender and diversity

PUBLICATIONS

- Schaumberg, R. L., & Flynn, F. J. (2017). Self-reliance: A gender perspective on its relationship to communality and leadership evaluations. *Academy of Management Journal*, 60, 1859-1881.
- Schaumberg, R.L., & Mullen, L. (2017) From incidental harms to moral elevation: The positive effect of experiencing unintentional, uncontrollable, and unavoidable harms on perceived moral character, *Journal of Experimental Social Psychology*, 73, 86-96.
- Schaumberg, R.L. & Flynn, F.J. (2017) Clarifying the link between job satisfaction and absenteeism: The role of guilt proneness, *Journal of Applied Psychology*, 102, 982-992
- Lin, S.C., Schaumberg, R.L., Reich, T. (2016). Sidestepping the rock and the hard place: The private avoidance of prosocial requests. *Journal of Experimental Social Psychology*, 64, 35-40.
- Schaumberg, R.L. & Wiltermuth, S.C. (2014). Desire for a positive moral self-regard exacerbates escalation of commitment to initiatives with prosocial aims. *Organizational Behavior and Human Decision Processes*, 123, 110-123.
- Schaumberg, R.L. & Flynn, F.J. (2012). Uneasy lies the head that wears the crown: The link between guilt-proneness and leadership. *Journal of Personality and Social Psychology*, 103, 327-342.
- Flynn, F.J., & Schaumberg, R.L. (2012). When feeling bad leads to feeling good: Guilt-proneness and affective organizational commitment. *Journal of Applied Psychology*, 97, 124-133.
- Knowles, E.D., Lowery, B.S., & Schaumberg, R.L. (2010). Racial prejudice predicts opposition to Obama and his health care reform plan. *Journal of Experimental Social Psychology*, 26, 420-423.
- Knowles, E.D., Lowery, B.S., & Schaumberg, R.L. (2009). Anti-egalitarians for Obama? Group-dominance motivation and the Obama vote. *Journal of Experimental Social Psychology*, 45, 965-969.
- Schaumberg, R.L., & Flynn, F. J. (2009) Differentiating between grateful and indebted reactions to receiving help. In S.R. Thye & E.J. Lawler (Eds.) *Advances in Group Processes*, Vol. 26 (pp.105-132). London: Emerald.

MANUSCRIPTS UNDER REVIEW

Schaumberg, R.L., & Flynn, F.J. Personality matching and trust formation [Full title removed for blind review]. (revise and resubmit, OBHDP)

WORKING PAPERS

Schaumberg, R.L., Chavez, K.J., Merritt, A., & Flynn, F.J. Guilt is good: Assessing whether, when, and why guilt proneness is related to job performance.

Schaumberg, R.L., & Bear, J. Controlling others versus being autonomous from others' control: Associating career advancement with personal power eliminates gender differences in career aspirations

Schaumberg, R.L. & Wiltermuth, S.C. Too busy to feel shame: The performance benefits of job demands for high shame-prone employees

CONFERENCE PRESENTATIONS

Schaumberg, R.L., & Bear, J. (2017, January). The appeal of personal power for women: Implications for gender differences in career advancement. Paper presented at the Society for Personality and Social Psychology annual meeting, San Antonio, TX.

Schaumberg, R.L., & Flynn, F.J. (2016, August). Low interpersonal trust improves judgments of moral character. Paper presented at the Academy of Management conference, Anaheim, CA.

Schaumberg, R.L., & Wiltermuth, S.C. (2016, August). The benefits of job demands for employees low in self-esteem and high in trait procrastination. Paper presented at the Academy of Management conference, Anaheim, CA.

Schaumberg, R.L., & Bear, J. (2016, June). The appeal of personal power for women: Implications for gender differences in career advancement. Paper presented at the International Association for Conflict Management conference, New York, NY.

Schaumberg, R.L. & Flynn, F.J. (2015, August). For whom does job satisfaction predict absenteeism? The moderating role of guilt proneness. Paper presented at the Academy of Management conference, Vancouver, Canada.

Schaumberg, R.L. & Flynn, F.J. (2015, August). Self-reliant women are seen as better leaders than self-reliant men. Paper presented at the Academy of Management conference, Vancouver, Canada.

Schaumberg, R.L. (2015, June). A healthy dose of skepticism. The benefits of low interpersonal trust for discerning moral character in unknown others. Paper presented at the International Association for Conflict Management conference, Clearwater Beach, Florida.

Schaumberg, R.L. & Flynn, F.J. (2015, July). Self-reliant women are seen as better leaders than self-reliant men. Paper presented at INGroup, Pittsburgh, PA.

Schaumberg, R.L. (2014). How moral am I? The role of effort in self-perceived and third-party assessments of moral character. Talk presented at the Behavioral Ethics conference, Orlando, FL.

Schaumberg, R.L. & Flynn, F.J. (2013). Escaping the double bind: Self-reliance is a functional form of agency for women in organizations. Paper presented at the Academy of Management conference, Lake Buena Vista, FL.

Schaumberg, R. L., Lowery, B.S. & Jun, S. Minimizing the importance of race in response to White privilege: A hierarchy-maintenance behavior. Paper presented at the Academy of Management conference, Lake Buena Vista, FL.

Schaumberg, R.L., & Flynn, F.J. Absence makes the heart grow guilty: The relationship between guilt-proneness and absenteeism. Paper presented at the Academy of Management conference, Lake Buena Vista, FL.

Schaumberg, R. A. & Flynn, F.J. (2012) Uneasy lies the head that wears the crown: The link between guilt-proneness and leadership. Paper presented at the Academy of Management conference, Boston, MA

Schaumberg, R. A. & Wiltermuth, S. S. (2012). Moral concerns increase escalation of commitment. Paper presented at the Academy of Management conference, Boston, MA

Schaumberg, R.L., & Mullen. (2012). Incidental hardships increase perceptions of a volunteer's sacrifice and moral character. Paper presented at the Justice and Morality Pre-Conference at the Society of Personality and Social Psychologists annual meeting, San Diego, CA

Flynn, F.J., & Schaumberg, R.L., (2011). When feeling bad leads to feeling good: Guilt-proneness and affective organizational commitment. Paper presented at the Academy of Management Conference, San Antonio, TX

Schaumberg, R.L. & Mullen, E.M. (2010). Incidental morality: Exogenous factors influence perceptions of self-sacrifice and morality. Paper presented at the International Society of Justice Research Bi-Annual Meeting, Banff, Canada

Flynn, F.J. & Schaumberg, R.L. (2010). Good soldiers on the firing line: The link between guilt, obligation, and support for layoffs. Paper presented at the Academy of Management Conference, Montreal, Canada

Schaumberg, R.L., & Lowery, B.S (2010). Obama and the denial of White privilege. Paper presented at the International Society of Political Psychology annual meeting, San Francisco, CA

Schaumberg, R. (2006). Bolstering Bush: Terror management as a motive influencing responses to leaders after disasters. Talk given at the Minnesota Undergraduate Psychology Conference, St. Paul, MN

INVITED TALKS

The Wharton School and the University of Pennsylvania (November, 2016)

Ludwig Maximilian University of Munich (July, 2016)

Technical University of Munich (July, 2016)

Harvard Business School (February, 2016)

Yale School of Management (February, 2013)

MIT Sloan School of Management (January, 2013)

NYU Stern School of Business (November, 2012)

Stony Brook University (November, 2012)

London School of Business (October, 2012)
Loyola Marymount University (October, 2012)
Pearn Kandola LLP, Oxford, UK (July, 2012)

TEACHING EXPERIENCE

Management and Organizations

Professor, NYU Stern School of Business (*Four semesters: Jan 2015 – present*)

Instructor evaluation: 6.9/7

Organizational Behavior

Course Assistant for Francis Flynn, Stanford Graduate School of Business, Stanford, CA (2009 – 2012)

Managing Groups and Teams

Course Assistant for Brian Lowery and Margaret Neale, Stanford Graduate School of Business, Stanford, CA (2009 – 2012)

Introduction to Organizational Behavior

Course Assistant for Brian Lowery, Stanford Law School, Stanford, CA (2011)

Social Psychology

Instructor for Exploration Summer Programs, Yale University, New Haven, CT (2004 - 2005)

Behavioral Neuroscience

Instructor for Exploration Summer Programs, Yale University, New Haven, CT (2005)

AD HOC REVIEWER

Academy of Management Discoveries

Academy of Management

Journal of Personality and Social Psychology

Journal of Experimental Social Psychology

Organizational Behavior and Human Decision Processes

Organization Science

Academy of Management Annual Conference