

Sarah P. Doyle, Ph.D.
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Employment

University of Arizona, Eller College of Management

2023 - Present	Associate Professor of Management & Organizations
2017 - 2023	Assistant Professor of Management & Organizations
2019 - Present	Courtesy Assistant Professor Appointment Department of Psychology

Education

2017	Ph.D.	The Ohio State University, Fisher College of Business <i>Major: Management and Human Resources</i> <i>Minor: Quantitative Psychology</i>
2009	B.A.	Duke University <i>Major: Psychology</i> <i>Minor: Markets and Management Studies</i>

Refereed Journal Articles

(Note: * denotes equal contribution; Underlined names are current or former University of Arizona Ph.D. students)

1. Dumas, T.L., **Doyle, S.P.**, & Lount Jr, R.B. (*In press*). Self Disclosure and Respect: Understanding the Engagement of Value Minorities. *Organization Science*. Advance online publication. <https://doi.org/10.1287/orsc.2021.15768>
2. Polin, B., **Doyle, S.P.**, Kim, S., Lewicki, R., & Chawla, N. (2024). Sorry to Ask But... How Is Apology Effectiveness Dependent on Apology Content and Gender?. *Journal of Applied Psychology*. 109(3), 339–361. <https://doi.org/10.1037/apl0001128>
3. **Doyle, S.P.**, Chung, S, Lount Jr, R.B., Swaab, R., & Rathjens, J. (2023) Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Academy of Management Journal*. 66 (5):1586-1616. <https://doi.org/10.5465/amj.2019.1381>
4. **Doyle, S.P.**, & Lount Jr, R.B. (2023) Rising above versus falling below: When and why status change affects interpersonal helping in workgroups. *Organization Science*. 34 (3): 1157-1183. <https://doi.org/10.1287/orsc.2022.1613>

5. **Doyle, S.P.**, Pettit, N.C., **Kim, S.**, To, C., & Lount Jr, R.B. (2022). Surging Underdogs and Slumping Favorites: How Recent Streaks and Future Expectations Drive Competitive Transgressions. *Academy of Management Journal*. 65 (5): 1507-1540.
<https://doi.org/10.5465/amj.2019.1008>
6. Pettit, N.C., **Doyle, S.P.**, Kim, H.Y., & Hurwitz, A. (2022) Rank extrapolation: Asymmetric forecasts of future rank after rank change. *Organizational Behavior and Human Decision Processes*. Advance online publication. <https://doi.org/10.1016/j.obhdp.2022.104129>
7. Kim, H.Y.* , **Kim, S.***, Howell, T.* , **Doyle, S.P.***, Pettit, N.C., & Bizarro, M. (2022) Are We Essential, or Sacrificial? The Effects of Felt Public Gratitude on Essential Worker Recovery Activities during COVID-19. *Social Psychological and Personality Science*. Advance online publication. <https://doi.org/10.1177/19485506221077858>
8. **Kim, S.**, McClean, E., **Doyle, S.P.**, Podsakoff, N, Woodruff, T, & Lin, E. (2022) The Positive and Negative Effects of Social Status on Ratings of Voice Behavior: A Test of Opposing Structural and Psychological Pathways. *Journal of Applied Psychology*, 107(6), 951–967. <https://doi.org/10.1037/apl0000945>
9. **Doyle, S. P.**, **Kim, S.**, & Kim, H.Y. (2021). The Psychology of Status Competitions within Organizations: Navigating Two Competing Motives. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford Handbook of the Psychology of Competition*.
<https://doi.org/10.1093/oxfordhb/9780190060800.013.19>
10. Lount Jr, R.B., **Doyle, S.P.**, Brion, S., & Pettit, N.C. (2019). Only When Others Are Watching: The Contingent Efforts of High Status Group Members. *Management Science*, 65(7): 3382-3397. <https://doi.org/10.1287/mnsc.2018.3103>
11. Druckman, D., Lewicki, R., & **Doyle, S.P.** (2019). Repairing Violations of Trustworthiness in Negotiation. *Journal of Applied Social Psychology*, 49(3): 145-158.
<https://doi.org/10.1111/jasp.12571>
12. Lount Jr, R.B., Pettit, N.C., & **Doyle, S.P.** (2017). Motivating Underdogs and Favorites. *Organizational Behavior and Human Decision Processes*, 141, 82-93.
<https://doi.org/10.1016/j.obhdp.2017.06.003>
13. Pettit, N.C., **Doyle, S.P.**, Lount Jr, R.B. & To, C. (2016). Cheating to Get Ahead or to Avoid Falling Behind? The Effect of Potential Negative versus Positive Status Change on Unethical Behavior. *Organizational Behavior and Human Decision Processes*. 137, 172-183.
<https://doi.org/10.1016/j.obhdp.2016.09.005>
14. **Doyle, S.P.**, Lount Jr, R.B., Wilk, S.L., & Pettit, N.C. (2016). Helping Others Most When They're Not Too Close: Status Distance as a Determinant of Interpersonal Helping in Organizations. *Academy of Management Discoveries*, 2(2), 155-174.
<https://doi.org/10.5465/amd.2014.0104>

15. Brion, S., Lount Jr, R.B., & Doyle, S.P. (2015). Knowing If You Are Trusted: Does Meta-accuracy Promote Trust Development? *Social Psychological and Personality Science*, 6(7), 823-830. <https://doi.org/10.1177/1948550615590200>

Conference Presentations and Participation

- 2024** Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. To be presented at *INGRoup Conference*, Charlotte, NC.

(With Whom) Do the Powerful Cooperate? Examining the Effect of Structural Power on Cooperation Within and Between Groups. To be presented at *INGRoup Conference*, Charlotte, NC.

Who You Work With Matters: How Proportional Representation of Women on a Team Affects External Evaluations of One's Voice and Status. In Oh & Shea (organizers), "Putting the Focus on Context: How We Can Better Understand Diversity, Equity, and Inclusion Progress by Examining the Effects of Minority Representation in the Workplace." To be presented at *Academy of Management Annual Meeting*, Chicago.

Weakness Revealed, Help Concealed? Exploring the Paradox of Weakness Disclosures in the Workplace. In Schwingel-Sauer & Greer (organizers), "Disclosing Low Status Identities at Work: Towards a More Nuanced Understanding of Costs and Benefits." To be presented at *Academy of Management Annual Meeting*, Chicago.

Do the Powerful Compete or Cooperate? A multi-level Examination of Power. In Li & Li (organizers), "Frontiers of Hierarchy Research: Status, Power, and Inequality." To be presented at *Academy of Management Annual Meeting*, Chicago.

"Conflict Management Division Junior Faculty Consortium." Professional Development Workshop (Invited faculty presenter). To be presented at *Academy of Management Annual Meeting*, Chicago.

"HR Division Research Roundtable Networking Forum." Professional Development Workshop (Round table discussant). To be presented at *Academy of Management Annual Meeting*, Chicago.

- 2023** Turning Stumbling Blocks Into Stepping Stones: How Felt Gratitude Shapes the Experience and Impact of Hindrance Stressors. *INGRoup Conference*, Seattle.

Helping the threat? How and why status distance shapes helping behaviors in workgroups. In Detert & Greer (organizers), "Organizational Interactions: An Integration of the Dialogues on Vertical and Horizontal Distance." *Academy of Management Annual Meeting*, Boston.

Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. In Lee & Lin (organizers), "Rethinking Organizational Citizenship Behavior: Debunking Long-Held Beliefs & Revealing New Findings." *Academy of Management Annual Meeting*, Boston.

Why Aren't They Speaking Up? Understanding Why Employees Remain Silent About Peer Norm Violations. In Soo & Ong (organizers), "We Shall Overcome: Advocating for Social and Ethical Issues at Work Despite its Challenges." *Academy of Management Annual Meeting*, Boston.

"The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty." Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

"Using Sports Data to Advance Management Theory." Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

"HR Division Networking Forum." Professional Development Workshop (Round table discussant for the topic of "Stigma and Status"). *Academy of Management Annual Meeting*, Boston.

2022 Fake It Until You Make It?: The Role of Identity Authenticity in Shaping Group-Oriented Behaviors Following Status Gains. *Academy of Management Annual Meeting*, Seattle.

"OB Doctoral Consortium." Professional Development Workshop (Invited faculty panelist). *Academy of Management Annual Meeting*, Seattle. *Rescheduled participation for *Academy of Management 2023 Annual Meeting*

Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Academy of Management Annual Meeting*. *Conference moved online for COVID-19

To speak up or not to, that is the question: How norm violator's status affects observer's voice. *Academy of Management Annual Meeting*. *Conference moved online for COVID-19

"Trust between Individuals and Organizations." Professional Development Workshop (Facilitator), *Academy of Management Annual Meeting*. *Conference moved online for COVID-19

2020 He said, She said: An Analysis of Apology Efficacy by Gender. *International Association of Conflict Management*, Charleston, SC. *Conference moved online for COVID-19

Intra-team hierarchy triggers inter-team competition: The impact of hierarchy on team negotiations. *Academy of Management Annual Meeting*, Vancouver. *Conference moved online for COVID-19

The Positive and Negative Effects of Social Status on Voice Ratings: A Test of Two Opposing Pathways. *Academy of Management Annual Meeting*, Vancouver. *Conference moved online for COVID-19

The Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. Poster presented at *Society for Industrial and Organizational Psychology*, Austin, TX. *Conference moved online for COVID-19

“HR Division Research Roundtable Networking Forum.” Professional Development Workshop (Invited faculty panelist), *Academy of Management Annual Meeting*, Vancouver. *Conference moved online for COVID-19

- 2019** The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *INGROUP Conference*, Lisbon, Portugal.

A Regulatory Fit Perspective of Embedded Competition. *Academy of Management Annual Meeting*, Boston, MA.

“Managing Stress in the Early Career Phase”. Professional Development Workshop (Organizer), *Academy of Management Annual Meeting*, Boston, MA.

- 2018** Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *INGROUP Conference*, Bethesda, MD.

The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *Academy of Management Annual Meeting*, Chicago, IL.

Rank Extrapolation: Forecasting Future Rank After Rank Change. *Academy of Management Annual Meeting*, Chicago, IL.

Participant in the OB Junior Faculty Workshop. *Academy of Management Annual Meeting*, Chicago, IL.

- 2017** Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *Academy of Management Annual Meeting*, Atlanta, GA.

“Being Successful on the Job Market.” OB Doctoral Student Consortium (Invited Faculty Panelist), *Academy of Management Annual Meeting*, Atlanta.

- 2016** When Hierarchy Hurts: The Negative Effect of Hierarchy on Intergroup Negotiations. *International Association for Conflict Management*, New York City, NY.

Rocking the Boat: The Asymmetrical Effects of Status Gains and Losses on Interpersonal Helping in Hierarchical Teams. *The Ohio State University Graduate School Hayes Research Forum*, Columbus, OH.

- 2015** Welcoming the New Kid on the Block: Helping Behaviors between Agents and Newcomers of Similar and Different Status Levels. *Midwest Academy of Management*, Columbus, OH

Academy of Management OB Doctoral Consortium (Department nominated participant)

Southern Management Association Late Stage Doctoral Consortium (Sponsored participant)

- 2014** The Ethical Consequences of Potential Status Gains and Losses. *Academy of Management Annual Meeting*, Philadelphia, PA.

Status Distance as a Determinant of Co-worker Helping in Organizational Teams. *INGRoup Conference*, Raleigh, NC.

- 2013** I Think Differently Therefore I Feel Low Status. *Academy of Management Annual Meeting*, Orlando, FL.

The Effects of Status Differences on Helping in Organizational Teams. *Academy of Management Annual Meeting*, Orlando, FL.

Invited Talks

University of California, Riverside, Upcoming
Wayne State University, 2024
Attuned, The State of Motivation, 2024
University of Arizona, Department of Sociology, 2021.
University of Arkansas, PhD Seminar, 2020
Carnegie Mellon University, Tepper College of Business, 2017
University of Michigan, Organizational Studies Program, 2017
University of Arizona, Eller College of Management, 2017
Washington University in St. Louis, Olin Business School, 2017
Rutgers Business School, 2017

Syracuse University, Whitman School of Management, 2017

Service and Outreach

Editorial Review Board

2023-Present Editorial Board, *Academy of Management Journal*
2019-Present Editorial Board, *Academy of Management Discoveries*

Ad Hoc Reviewing

2024-Present Ad hoc reviewer, *Academy of Management Review*
2022-Present Ad hoc reviewer, *Social Psychological and Personality Compass*
2021-Present Ad hoc reviewer, *Academy of Management Journal*
2021-Present Ad hoc reviewer, *Journal of Applied Psychology*
2021-Present Ad hoc reviewer, *Organizational Psychology Review*
2020-Present Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
2019-Present Ad hoc reviewer, *Organization Science*
2019-Present Ad hoc reviewer, *Personnel Psychology*
2019-Present Ad hoc reviewer, *Journal of Management*
2019-Present Ad hoc reviewer, *Group Processes & Intergroup Relations*
2018-Present Ad hoc reviewer, *Group Decision and Negotiation*
2017-Present Ad hoc reviewer, *Academy of Management Discoveries*

Academy of Management

2018-2020 Representative-at-large (Elected Position), *CM Division*
2013-Present Conference reviewer, *CM and OB Divisions*

University of Arizona, Eller College of Management

Fall 2021-Present PhD Student Program Coordinator
Spring 2023 Hiring Committee Member, M&O Department
Fall 2021 Hiring Committee Member, M&O Department
Spring 2021-Present Faculty Affiliate, Center for Trust Studies
Spring 2021 Department Annual Evaluation, Committee Member
2019-2021 Eller Management Association, Faculty Advisor
2017-2021 Speaker Series Coordinator, M&O Department

Doctoral and Master's Committees

University of Arizona

Dissertation Committees
Chair

- Sijun Kim (M&O, Eller College of Management), Completed 2021 (Placement: Texas A&M University)

Committee Member

- Jonathan Evans (M&O, Eller College of Management), Completed 2019
- Aimee McFarland (College of Education), Completed 2023

Master's Thesis Committees

Chair

- Zixu Zhang (M&O, Eller College of Management), In Progress
- Yuxin Lin (M&O, Eller College of Management), In Progress

Committee Member

- Benjamin Perkins (M&O, Eller College of Management), Completed 2022
- Sijun Kim (M&O, Eller College of Management), Completed 2019

Undergraduate Honor's Thesis Committees

- Derrick Espadas, Advisor, Chair, Completed 2020

Comprehensive Exam Committees

- Mahira Ganster, Committee Member (Oral Exam), Completed 2022
- Rebecca MacGowen, Committee Member (Oral Exam), Completed 2020

Honors and Awards

Best Reviewer Award, *Academy of Management Discoveries*, 2023

Western Academy of Management's Ascendant Scholar Award, 2023

Eller College Dean's Research Award for Assistant Professors, 2022

Eller College Undergraduate Faculty Member of the Year in the Upper Division, 2022

- Awarded by the Eller College Dean's Council on behalf of the Eller student body

Poets and Quants Top 50 Best Undergraduate Business School Professors, 2020

Best Student Paper (Kim, McClean, Doyle, Podsakoff, Woodruff, & Lin), Academy of Management Association of Korean Management Scholars (AKMS)

Eller Outstanding Club of the Year Award (Eller Management Association, Faculty Advisor), 2020

Eller College Student's Choice Award for Most Engaging Faculty, 2019

- Awarded by the Eller College Dean's Council on behalf of the Eller student body

Best Student Paper (Doyle, 2017), Academy of Management (CM Division)

Best Student Paper (Doyle, Lount Jr, Wilk, & Pettit), INGroup Conference 2014

Teaching

University of Arizona, Eller College of Management

Graduate:

Evening MBA, *Advanced Negotiation*

- Spring, 2024 (one section, 27 students): *TBD*

Undergraduate:

Bargaining and Negotiation

- Spring, 2024 (two sections, 75 students): *TBD*

Organizational Behavior and Management

- Spring, 2023 (one section, 207 students): 4.5/5
- Spring, 2022 (two sections, 440 students): 4.1-4.2/5.
- Spring, 2021 (two sections, 540 students): 4.5-4.6/5.
- Fall, 2019 (two sections, 451 students): 4.5-4.6/5.
- Spring, 2019 (two sections, 433 students): 3.3-3.4/5.

Leadership in a Complex World

- Spring 2018 (two sections, 56 students): 4.1-4.4/5.

Executive Education:

- *Giving and Receiving Feedback*, Royal Academy of Management in Oman, Spring 2024.
- *Giving and Receiving Feedback*, Foundations of Public Sector Management, Spring 2024.
- *Giving and Receiving Feedback*, Royal Academy of Management in Oman, Spring 2022.
- *Cooperation & Competition in the Workplace*, Spring, 2020.

The Ohio State University, Fisher College of Business

- *Managing Individuals in Organizations*, Undergraduate, Spring, 2016: 4.4/5.
- *Managing Individuals in Organizations*, Undergraduate, Spring, 2014: 4.1/5.
- *Strategic Management*, Recitation Instructor, Undergraduate, Spring, 2013: 4.8/5.