

Elad N. Sherf

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EDUCATION

UNIVERSITY OF MARYLAND, Robert H. Smith School of Business **College Park, MD**
Ph.D., Organizational Behavior and Human Resource Management (August, 2016)

Dissertation: *Too busy to be fair? The effect of managers' perceived workload on their core technical performance and justice rule adherence.*

Committee: Vijaya Venkataramani (Chair), M. Susan Taylor, Subrahmaniam Tangirala, Rellie Derfler-Rozin, Michele Gelfand

UNIVERSITY OF NEW SOUTH WALES, AGSM MBA Program **Sydney, Australia**
MBA (May, 2010)

IDC HERZLIYA, Radzyner School of Law **Herzliya, Israel**
LLM, Business Law, *Summa Cum Laude* (August, 2006)

IDC HERZLIYA, Radzyner School of Law, Arison School of Business **Herzliya, Israel**
LL.B & B.A (Business Administration), *Summa Cum Laude* (August, 2005)

PROFESSIONAL EXPERIENCE

NEW YORK UNIVERSITY, Leonard N. Stern School of Business **New York, NY**
Post-Doctoral Research Scholar, Manager of the Center for Behavioral Research 2016-present

HONORS

- Conflict Management Division Outstanding Reviewer Award for the Academy of Management (2017)
- Organizational Behavior Division Outstanding Reviewer Award for the Academy of Management (2014, 2017)
- Frank T. Paine Doctoral Award for Academic Achievement, Smith School of Business (2016)
- Outstanding Graduate Assistantship Award, University of Maryland Graduate School (2015)

BOOK CHAPTERS

1. Shapiro, D. L., & Sherf, E. N. (2015). The role of conflict in managing injustice. In R. Cropanzano & M. L. Ambrose (Eds.), *The Oxford Handbook of Justice in the Workplace*. New York, NY: Oxford University Press, 443-460. doi: 10.1093/oxfordhb/9780199981410.013.21

REFERRED JOURNAL ARTICLES

6. Sherf, E. N., Venkataramani, V., & Gajendran, R. S. (In press). Too busy to be fair? The effect of workload and rewards on managers' justice rule adherence. *Academy of Management Journal*, 1-20, <https://doi.org/10.5465/amj.2016.1061>
5. Sherf, E. N., Sinha, R., Tangirala, S., Awasty, N. (In press). Centralization of member voice in teams: Its effects on expertise utilization and team performance. *Journal of Applied Psychology*, 1-15, <https://doi.org/10.1037/apl0000305>.
4. Sherf, E. N., Tangirala, S., & Weber, K. C. (2017). It is not my place! Psychological standing and men's voice and participation in gender-parity initiatives. *Organization Science*, 28(2), 193-210, doi:10.1287/orsc.2017.1118
3. Sherf, E. N., & Venkataramani, V. (2015). Friend or foe? The impact of relational ties with comparison others on outcome fairness and satisfaction judgments. *Organizational Behavior and Human Decision Processes*, 128(1), 1-14. doi:10.1016/j.obhdp.2015.02.002
2. Parke, M. R., Seo, M., & Sherf, E. N. (2015). Regulating and facilitating: The role of emotional intelligence in maintaining and using positive affect for creativity. *Journal of Applied Psychology*, 100(3), 917-934. doi:10.1037/a0038452
1. Sherf, E. N. (2005). Spam in Israel – Review of existing and desired law. *Law & Business* 3, 425-479.

JOURNAL ARTICLES UNDER PEER REVIEW

- **Sherf, E. N.**, Tangirala, S., & Venkataramani, V. (2nd round review). Title removed for blind review. *Organization Science*.
- **Sherf, E. N.**, Morrison, E. W. (1st round revise & resubmit). Title removed for blind review. *Journal of Applied Psychology*.
- Zapata, C. P., Sherf, E.N., Liu J. T., (1st round review). Title removed for blind review. *Journal of Applied Psychology*.

RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

- Isaakyan S., **Sherf E. N.**, Tangirala, S., & Guenter, H. (Finalizing draft). Keeping it between us: Public versus private context, image threat, and managerial responses to employee voice. Target: *Organization Science*.
- **Sherf, E. N.**, & Posner B., (Finalizing draft). Seeking justice: why and when managers' feedback seeking enhances justice enactment and perceived justice. Target: *Journal of Applied Psychology*.
- Parke, M. R. & **Sherf, E. N.** (Writing stage). How loosely affiliated organizations enhance or harm voice and helping: The importance of organizational informing and worker community identification. Target: *Academy of Management Journal*.
- Ning, L. A., Liao, H., **Sherf, E. N.**, & Tangirala, S. (Writing stage). The role of equity and equality in facilitating planned and emergent team coordination. Target: *Academy of Management Journal*.
- Derfler-Rozin, R. *, **Sherf, E. N.***, & Chen, G. (Writing stage). "It's not me, it's the rules": The role of social proximity and group focus in managers' use of discretion in allocation decisions. *Journal of Applied Psychology*. *Denotes authors contributed equally.
- Parke, M. R., **Sherf, E. N.***, Aiken, J.* , & Hu, X. (In preparation). Putting first things first: How and when prioritization enables effective pursuit of multiple goals. Target: *Journal of Applied Psychology*. *Denotes authors contributed equally.

PEER REVIEWED CONFERENCE PRESENTATIONS

- **Sherf, E. N.**, Morrison, E. W. I do not need feedback! Or do I? Self-efficacy, perspective taking, and downward feedback seeking. *Paper presented at the 2018 Israeli Organizational Behavior Conference, Tel-Aviv, Israel.*
- **Sherf, E. N.**, Morrison, E. W. (2017) I do not need feedback! Or do I? Self-efficacy, perspective taking, and downward feedback seeking. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- **Sherf, E. N.**, Sinha, R., Tangirala, S., Awasty, N. (2017) Centralization of member voice in teams: Its effects on expertise utilization and team performance. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- Isaakyan S., **Sherf E. N.**, Tangirala, S., & Guenter, H. (2017) Keeping it between us: Public vs. private context, image threat, and managerial responses to employee voice. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- **Sherf, E. N.** & Venkataramani, V. (2016) Too busy to be fair? The effect of managers' perceived workload on their core technical performance and justice rule adherence. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Venkataramani, V. (2016) How managers' personal control and long-term orientation influence their willingness to seek voice from employees. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Connealy, K. (2016) It is not my place! Psychological standing and men's participation in gender-parity initiatives. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Connealy, K. (2016) It is not my place! Psychological standing and men's participation in gender-parity initiatives. *Paper presented at the 2016 Annual Meeting of the International Association for Conflict Management, New York, NY.*

- Derfler-Rozin, R., **Sherf, E. N.**, Chen, G. (2015) Discretion? No, thank you! Managers' reluctance to use discretion in allocation decisions. *Paper presented at the 2015 Annual Meeting of the Academy of Management, Vancouver, CA.*
- **Sherf E. N.** (2015). Too busy to be fair? The effect of managers' work demands on their adherence to fairness rules. *Paper presented at the 2015 Annual Meeting of the International Association for Conflict Management, Clearwater Beach, FL.*
- **Sherf E. N.** (2015). Too busy to be fair? The effect of managers' work demands on their adherence to fairness rules. *Paper presented at the 2015 Trans-Atlantic Doctoral Conference, London, UK.*
- **Sherf E. N.**, Wee, E. X. M. (2014). Shaping a better conflict: How teams can deliberately enable effective task conflict. *Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.*
- **Sherf E. N.**, Taylor, M. S., (2014). Show me what I could gain or lose: Feedback framing effects on motivation and performance. *Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.*
- **Sherf E. N.**, Wee, E. X. M. (2014) The how, who, and what of task conflict: Unbundling the task conflict-team performance relationship. *Paper presented at the 2014 Israeli Organizational Behavior Conference, Tel-Aviv, Israel*
- **Sherf, E. N.**, M. Taylor, S., Firth, B. M., Anseel, F. (2013). Why and how after event reviews enable performance improvement. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*
- **Sherf E. N.**, Venkataramani V. (2013) How are you related? How social relationships influence outcome fairness and satisfaction. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*
- **Sherf, E. N.**, Shapiro D. L. (2013). Should teams "openly discuss" relationship conflict? An accommodation based model for reconciling competing views. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*

TEACHING EXPERIENCE

New York University, Stern School of Business

"Management & Organizations" (Fall 2016)

Ratings: Fall 2016 (6.2/7 [50 students]; 6.4/7 [52 students])

University of Maryland, Smith School of Business

"Managing People & Organizations" (Spring & Summer 2014)

Ratings: Spring 2014 (2.74/4 [50 students]), Summer 2014 (3.56/4 [32 students])

Interdisciplinary Center (IDC) Herzliya, Radzyner School of Law

"Contract Law," "Administrative Law," "Constitutional Law" (2006 – 2008, 2010 – 2011)

Ratings: Contract Law (4.6/5), Administrative Law (4.7/5), Constitutional Law (4.2/5)

PROFESSIONAL SERVICE

- Ad-hoc reviewer, *Academy of Management Journal* (2018)
- Ad-hoc reviewer, *Journal of Applied Psychology* (2017-2018)
- Ad-hoc reviewer, *Organizational Behavior and Human Decision Processes* (2015-2016)
- External reviewer, Research Grants Council (RGC) of Hong-Kong (2015-2017)
- Reviewer, *Academy of Management OB & CM Divisions* (2013-2017)
- Member, Making Connections Committee, *Academy of Management Conflict Management Division* (2017)
- University of Maryland, OB/HRM Ph.D. Program Student Representative (2012-2014)

Last update: May 23, 2018