

NATHAN C. PETTIT
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POSITIONS

NYU Stern School of Business, Management & Organizations Department

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|---|----------------|
| ▪ George and Edythe Heyman Faculty Fellow | 2023 – 2026 |
| ▪ Founding Director, Leadership Accelerator | 2019 – present |
| ▪ Associate Professor (with tenure) | 2019 – present |
| ▪ Associate Professor (untenued) | 2017 – 2019 |
| ▪ Assistant Professor | 2011 – 2017 |

EDUCATION

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|---|------|
| Ph.D., Management
Cornell University, Ithaca, NY | 2011 |
| M.A., Social-Organizational Psychology
Columbia University, New York, NY | 2006 |
| M.P.S., Applied Statistics
Cornell University, Ithaca, NY | 2003 |
| B.S., Biometry and Statistics
Cornell University, Ithaca, NY | 2002 |

PUBLICATIONS

- Lount, R. B., Jr., & Pettit, N. C. (2023). Shared first authorship should be declared on academic CVs. *Nature Human Behavior*, 7, 659.
- Kim, H. Y., Doyle, S. P., Howell, T. M., Kim, S., Pettit, N. C., & Bizarro, D. (2023). Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Social Psychological and Personality Science*, 14(2), 218-227.
- Doyle, S. P., Pettit, N. C., Kim, S., To, C., & Lount, R. B., Jr. (2022). Surging underdogs and slumping favorites: How recent streaks and future expectations drive competitive transgressions. *Academy of Management Journal*, 65(5), 1507-1540.
- 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*, 169(2), 104-129.
- Leroy, H. L., Anisman-Razin, M., Avolio, B. J., Bresman, H., Bunderson, J. S., Burris, E. R., Claeys, J., Detert, J. R., Dragoni, L., Giessner, S. R., Kniffin, K. M., Kolditz, T., Petriglieri, G., Pettit, N. C., Sitkin, S. B., Van Quaquebeke, N., & Vongswasdi, P. (2022). Walking our evidence-based talk: The case of leadership development in business schools. *Journal of Leadership and Organizational Studies*, 29(1), 5-32.

- Fernandes, C. R., Yu, S., Howell, T. M., Wood Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75.
- Pettit, N. C. & Marr, J. C. (2020). A trajectories based perspective on status dynamics. *Current Opinion in Psychology*, 33, 233-237
- Marr, J. C., Pettit, N. C., & Thau, S. (2019). After the fall: How demonstrations of self-control protect legitimacy of authorities after status loss. *Organization Science*, 30(6), 1165-1188.
- Kakkar, H., Sivanathan, N., & Pettit, N. C. (2019). The impact of dynamic status changes within competitive rank-ordered hierarchies. *Proceedings of the National Academy of Sciences*, 116(46), 23011-23020.
- Kim, H. Y., & Pettit, N. C. (2019). A cross-cultural review and perspective on status striving. *Social and Personality Psychology Compass*, 13(7).
- Lount, R. B., Jr., 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.
- Kim, H. Y., Pettit, N. C., & Reitman, L. E. (2019). Status moves: Evaluations and effectiveness of status behaviors. *Group Processes & Intergroup Relations*, 22(1), 139-159.
- Lount, R. B., Jr., Pettit, N. C., & Doyle, S. P. (2017). Motivating underdogs and favorites. *Organizational Behavior and Human Decision Processes*, 141(4), 82-93.
- Pettit, N. C., Doyle, S. P., Lount, R. B., Jr., & 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(6), 172-183.
- Doyle, S. P., Lount, R. B., Jr., 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.
- Kim, H. Y., & Pettit, N. C. (2015). Status is a four-letter word: Self versus other differences and concealment of status-striving. *Social Psychological and Personality Science*, 6(3), 267-275.
- Pan, C., Pettit, N. C., Sivanathan, N., & Blader, S. L. (2014). Low status aversion: The effect of self-threat on willingness to buy and sell. *Journal of Applied Social Psychology*, 44(11), 708-716.
- Spataro, S. E., Pettit, N. C., Sauer, S. J., & Lount, R. B., Jr. (2014). Interactions among same-status peers: Effects of behavioral style and status level. *Small Group Research*, 45(3), 314-336.
- Pettit, N. C., Sivanathan, N., Gladstone, E., & Marr, J. C. (2013). Rising stars and sinking ships: Consequences of status momentum. *Psychological Science*, 24(8), 1579-1584.
- Polman, E., Pettit, N. C., & Wiesenfeld, B. M. (2013). Effects of wrongdoer status on moral licensing. *Journal of Experimental Social Psychology*, 49(4), 614-623.
- Pettit, N. C., & Sivanathan, N. (2012). The eyes and ears of status: How status colors perceptual judgment. *Personality and Social Psychology Bulletin*, 38(5), 570-582.
- Lount, R. B., Jr., & Pettit, N. C. (2012). The social context of trust: The role of status. *Organizational Behavior and Human Decision Processes*, 117(1), 15-23.

- Pettit, N. C., & Lount, R. B., Jr. (2011). Through whose eyes? The impact of identification on judgments of group status. *Group Processes & Intergroup Relations*, 14(4), 533–548.
- Pettit, N. C., & Sivanathan, N. (2011). The plastic trap: Self-threat drives credit usage and status consumption. *Social Psychological and Personality Science*, 2(2), 146–153.
- Sivanathan, N., & Pettit, N. C. (2010). Protecting the self through consumption: Status goods as affirmational commodities. *Journal of Experimental Social Psychology*, 46(3), 564–570.
- Pettit, N. C., Yong, K., & Spataro, S. E. (2010). Holding your place: Reactions to the prospect of status gains and losses. *Journal of Experimental Social Psychology*, 46(2), 396–401.
- Pettit, N. C., & Lount, R. B., Jr. (2010). Looking down and ramping up: The impact of status differences on effort in intergroup contexts. *Journal of Experimental Social Psychology*, 46(1), 9–20.

TEACHING

<i>Course (School)</i>	<i>Population(s)</i>	<i>Year(s)</i>	<i>Sections</i>	<i>Grand mean rating</i>
Leadership (NYU)*	Focused one-year MBA	2018-	11	5.0 / 5
Leadership in Organizations (NYU)*	Full-time, Evening, and Executive MBA	2016-	27	4.9 / 5
Leadership Training for High Potentials (NYU)	Executive MBA	2019-2023	4	5.0 / 5
Adv. Seminar in OB (NYU)*	PhD	2014-2016	3	7.0 / 7
Management & Organizations (NYU)*	Undergrad	2012-2015	11	6.9 / 7
Leading Teams (Cornell)	Full-time MBA	2010	1	4.7 / 5

* core course

TRIUM Global Executive MBA (NYU Stern, LSE, HEC Paris)

- Leadership modules (2018-2019)

Executive Education Short Courses (open enrollment), NYU Stern

- Leadership for the 21st Century (2021-present)
- Leadership Training for High Potentials (2018-present)

Customized Executive Education and Speaking

- 1919 Investment Counsel
- Bayer
- GE
- Goldman Sachs
- IBM
- Justworks
- King & Spalding
- KPMG Gulf Region
- L2/Digital Leadership Academy
- Liquidnet
- Lyft
- Narrative Strategies
- Summit Medical Group
- WR Berkley Corporation

Cases and class exercises developed

- Pettit, N. C. (2021). 21 Questions.
- Magee, J. C. & Pettit, N. C. (2018). Maggie Hapher-Stepp at Open Bit Mine, Inc.
- Pettit, N. C. (2012). Big Pharma, Big Problems
- Pettit, N. C. (2010). MBA rankings at the Johnson School
- Pettit, N. C., & Detert, J. R. (2010). New ideas at Reach Federal Credit Union

INVITED RESEARCH PRESENTATIONS

- 9th Annual East Coast Doctoral Student Conference (Keynote speaker)
- Darden School of Business, University of Virginia
- Eccles School of Business, University of Utah
- Fisher College of Business, The Ohio State University
- Harvard Business School
- Johnson Graduate School of Management, Cornell University
- Kenan-Flagler Business School, University of North Carolina, Chapel Hill
- London Business School
- Marshall School of Business, University of Southern California
- Merage School of Business, UC Irvine
- NeuroLeadership Summit, NYC
- New York University, Social Psychology
- Olin School of Business, Washington University in St. Louis
- Paduano Symposium in Business Ethics, New York University
- Ross School of Business, University of Michigan
- Rotman School of Management, University of Toronto
- Rutgers Business School
- Scheller College of Business, Georgia Tech
- Stanford Graduate School of Business
- Stern School of Business, New York University
- Stony Brook University College of Business
- Tepper School of Business, Carnegie Mellon University
- Wharton School, University of Pennsylvania

AWARDS AND HONORS

Leadership and Service

- NYU Stern Leadership Excellence Award (2022)

Scholarship

- George and Edythe Heyman Faculty Fellowship (2023-2026)
- Best Paper Award Finalist (1 of 3), INGRoup Conference (2020)
- Showcase Symposium, AOM (2013, 2013, 2019)
- Best Paper Award with a Student as First Author, INGRoup Conference (2014)
- Best Paper Award, INGRoup Conference (2012)
- Best Paper Award, Conflict Management Division, AOM (2012)
- Nominee, William H. Newman Award for Best Paper Based on a Dissertation, AOM (2012)
- Best Paper Proceedings, AOM (2012)

Teaching

- Delivered “Last Lecture” to NYU Stern MBA Graduating Class (2018, 2019, 2023)
- Voted EMBA “Great Professor” for 1st year courses, NYU Stern NYC EMBA (2022)

- Voted EMBA “Great Professor” for 2nd year courses, NYU Stern DC EMBA (2022)
- Voted MBA “Professor of the Year,” NYU Stern (2019, 2021; Finalist 2017)
- BusinessBecause “MBA Professors to Look Out For” (2020)
- *Poets and Quants* “Top 40 Business School Professors Under 40” (2017)
- NYU Stern Distinguished Teaching Award (2014) (highest teaching honor at NYU Stern)
- “4.5 Club” Recognition for Excellence in MBA Teaching, Cornell Johnson School (2010)

SERVICE

Editorial Board Member

- *Academy of Management Discoveries* (2020-present)
- *Organizational Behavior and Human Decision Processes* (2014-present)

Ad-hoc Reviewing

- Academic journals: *Academy of Management Journal*, *Administrative Science Quarterly*, *American Sociological Review*, *Australian Journal of Psychology*, *British Journal of Social Psychology*, *Cognition*, *European Journal of Social Psychology*, *International Journal of Research in Marketing*, *Journal of Applied Social Psychology*, *Journal of Consumer Affairs*, *Journal of Experiment Psychology: General*, *Journal of Experimental Social Psychology*, *Journal of Personality and Social Psychology*, *Journal of Social Psychology*, *Journal of Trust Research*, *Management Science*, *Nature Human Behavior*, *Negotiation and Conflict Management Research*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Organizational Psychology Review*, *Personality and Individual Differences*, *Personality and Social Psychology Review*, *PLoS ONE*, *Scientific Reports*, *Small Group Research*, *Social Psychological and Personality Science*, *Sociology Compass*, *Strategic Management Journal*
- Scholarly grants, competitions, and conferences: Israel Science Foundation, National Science Foundation, INFORMS Dissertation Proposal Competition, Academy of Management (CM, MOC, and OB divisions), International Association for Conflict Management, INGRoup

Doctoral Program

- Faculty Speaker, PhD student teaching orientation (2021, 2022, 2023)
- Management & Organizations Doctoral Student Committee (2012-2016)
- Research Practicum Advisor (×5)
- Faculty Speaker, Doctoral Professional Seminar (×4)
- Doctoral Student Competency Exams (Major and Minor) in Organizational Behavior
 - Organizer × 6 (2014-2017); grader × 9 (2012-2017)
- Dissertation Committee Member (graduating school, degree, year)
 - Siyu Yu (NYU Stern, PhD 2020)
 - Hanna Kalmanovich-Cohen (UNC Kenan-Flagler, PhD 2020)
 - Laura E. Reitman (NYU Stern, MA 2018)
 - Sarah P. Doyle (OSU Fisher, PhD 2017)
 - Hee Young Kim (NYU Stern, PhD 2014)
 - Caitlin Pan (NYU Stern, PhD 2014)
- Faculty Discussant, East Coast Doctoral Conference (2012-2015)

MBA Program

- Faculty Moderator, Panel on Representation in Media, Marketing, and Sports (2022)
- Co-developer/facilitator, NYU Stern + Spencer Stuart “Future Leaders Experience” (2020-2022)
- Founding Director, Leadership Accelerator (2019-present)
- MBA Core Curriculum Committee (2018-present)
- Advisory Council, Leadership Development Program (2016-2019)
- MBA Independent Study Advisor (2019, 2021, 2022 (×3))
- Faculty Representative, Stern Chats (student podcast) (2017-present)
- MBA Admit Weekend, Mock Class Instructor (2018, 2019, 2021, 2023)

- MBA Launch (Orientation) Steering Committee (2014-2016, 2018-2019)
- MBA Launch (Orientation) Leadership Simulation Designer and Faculty Lead (2019-present)
- MBA Launch (Orientation) Self-Reflection Activity Designer and Faculty Lead (2014-2018)

Management & Organizations Department

- Promotion and Tenure Committee (2022-2023)
- Course Coordinator, MBA core course “Leadership in Organizations” (2018-present)
- Research Committee, Management & Organizations Department (2015-2016)
- Course Coordinator, UG core course “Management & Organizations” (2012-2015)
- Faculty Annual Merit Review Committee (2014, 2022)

NYU Stern

- Faculty Council (2022-present)
- Clinical Faculty Reappointment Committee, Management Communication Program (2022, 2023)
- Faculty Speaker, Diverse Pathways in Academia (2020, 2023)
- Inclusion, Diversity, Equity, and Belonging Committee (2019-2022)
- Faculty Speaker, Annual Alumni in Consulting Meeting (2019)
- Faculty Speaker, New Faculty Teaching Orientation (2019, 2021, 2023)
- Faculty Advisor, NYU Stern International Business Exchange Program (2014-2016)
- Faculty Advisor, New Faculty Orientation (2013-2015)
- Faculty Advisor, Nu Alpha Phi Fraternity (2014)

Academy of Management

- Selection Committee, Most Influential Article in Conflict Management 2012-2015 & 2013-2016 (2021)
- Selection Committee, Outstanding Scholarly Publication in Organizational Behavior (2017, 2018)
- Elected representative at-large, Conflict Management Division (2013-2015)

Academy of Management Conferences

- PDW co-organizer, Organizational perspectives on psychological pain (2018)
- PDW co-organizer, Finding value in academic life: A PDW for junior faculty (2014)
- PDW panelist, Healthier lives before tenure (2023)
- PDW panelist, Teaching in the rough (2021, 2022, 2023)
- PDW panelist, Managing stress in the early career phase (2019)
- PDW panelist, Being successful despite demands, distractions, and difficult situations (2018)
- PDW panelist, Behavioral ethics research: A second annual pecha kucha springboard and networking session (2017)
- PDW panelist, The productivity process: Research tips and strategies from prolific jr. faculty (2016)
- PDW panelist, The longest journey: The paths from doctoral student to a fulfilling career (2014)
- Symposium co-organizer, Dynamics of status mobility (2012)
- Symposium discussant, The consequences of status and stardom: An integrative perspective on the role of audiences (2018)
- Symposium discussant, Finding your place: New insights on how people navigate and jockey for positions in hierarchies (2016)
- Symposium discussant, New perspectives on social status in organizations (2013)
- Faculty panelist, New Doctoral Student Consortium (2014, 2015)