

**NATHAN C. PETTIT**  
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## **POSITIONS**

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NYU Stern School of Business, Management & Organizations Department

▪ Director, Leadership Accelerator Initiative	2019 – present
▪ Associate Professor (tenured)	2019 – present
▪ Associate Professor (untenured)	2017 – 2019
▪ Assistant Professor	2011 – 2017

## **EDUCATION**

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Ph.D., Management 2011  
Cornell University, Ithaca, NY

M.A., Social-Organizational Psychology 2006  
Columbia University, New York, NY

M.P.S., Applied Statistics 2003  
Cornell University, Ithaca, NY

B.S., Biometry and Statistics 2002  
Cornell University, Ithaca, NY

## **JOURNAL ARTICLES**

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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.

## **WORKING PAPERS**

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Doyle, S. P., Pettit, N. C., To, C., & Lount, R. B., Jr. Surging underdogs and slumping favorites: A regulatory fit perspective on competitive transgressions (R&R – in preparation for 2<sup>nd</sup> round review at *Academy of Management Journal*)

Pettit, N. C., Doyle, S. P., Kim, H. Y., & Hurwitz, A. Rank extrapolation: Forecasting future rank after rank change (R&R – in preparation for 2<sup>nd</sup> round review at *Organizational Behavior and Human Decision Processes*)

Kim, H. Y., Pettit, N. C., & To, C. [But] I'll get to say I work at McKinsey! How Eastern vs. Western culture and self-construal influence trade-offs for status in job choice (R&R – in preparation for 2<sup>nd</sup> round review at *Journal of Organizational Behavior*)

Fernandez, C., Yu, S., Howell, T. M., Brooks, A. W., Pettit, N. C., & Kilduff, G. J. Status variance: How fluctuations and inconsistencies across individuals' status portfolios affect psychological well-being (R&R – in preparation for 2<sup>nd</sup> round review at *Organizational Behavior and Human Decision Processes*)

Howell, T. M., Burris, E., Detert, J. R., & Pettit, N. C. Voice advocates: Who is selected to speak up for others and how their bosses benefit

To., C., Pettit, N. C., & Eggers, J. P. A regulatory fit framework on risk-taking in dynamic rank-order hierarchies

Hurwitz, A., Pettit, N. C., Blader, S. L., & Yu, S. Is status a zero-sum game? An implicit theories approach to status

Sivanathan, N., Kakkar, H., & Pettit, N. C. Perils of calling a lemon a lemon: Trait transference in communicating past experience

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#### **CONFERENCE PARTICIPATION (EXCLUDING PAPER AND POSTER PRESENTATIONS)**

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##### ***Professional Development Workshop or Symposium Organized/Developed***

“Organizational perspectives on psychological pain” PDW developed (with Matthew Cronin et al.) and presented at the Academy of Management Annual Meeting in Chicago, IL, August 2018. (*All-Academy Theme program*)

“Finding value in academic life: A PDW for junior faculty” PDW developed (with Matthew Cronin) and presented at the Academy of Management Annual Meeting in Philadelphia, PA, August 2014.

“Dynamics of status mobility: Current research on status gains and losses” symposium developed (with Corinne Bendersky) and presented at the Academy of Management Annual Meeting in Boston, MA, August 2012.

##### ***Professional Development Workshop Invited Panelist/Presenter***

“Managing stress in the early career phase,” PDW panelist and presenter at the Academy of Management Annual Meeting in Boston, MA, August 2019.

“CM division junior faculty consortium: Being successful despite demands, distractions, and difficult situations,” PDW panelist and presenter at the Academy of Management Annual Meeting in Chicago, IL, August 2018.

“Behavioral ethics research: A second annual pecha kucha springboard and networking session,” PDW panelist at the Academy of Management Annual Meeting in Atlanta, GA, August 2017.

“The productivity process: Research tips and strategies from prolific junior faculty,” PDW panelist and presenter at the Academy of Management Annual Meeting in Anaheim, CA, August 2016.

“The longest journey: The paths from doctoral student to a fulfilling career” PDW panelist at the Academy of Management Annual Meeting in Philadelphia, PA, August 2014.

### ***Symposium Discussant***

“The consequences of status and stardom: An integrative perspective on the role of audiences” symposium discussant at the Academy of Management Annual Meeting in Chicago, IL, August 2018.

“Finding your place: New insights on how people navigate and jockey for positions in hierarchies” symposium discussant at the Academy of Management Annual Meeting in Anaheim, CA, August 2016.

“New perspectives on social status in organizations” symposium discussant at the Academy of Management Annual Meeting in Lake Buena Vista, FL, August 2013.

### ***Showcase Symposia***

Doyle, S. P., Pettit, N. C., Kim, S., To, C., & Lount, R. B. Jr. Understanding competitive misconduct through a model of embedded competition. Presented at “Organizational competition and its risks” symposium at the Academy of Management Annual Meeting in Boston, MA, August 2019.

Sivanathan, N., & Pettit, N. C. Winner take(s) all society: The trap of entitlement. Presented at the “Bring it on: Understanding competitive dynamics in organizations” symposium at the Academy of Management Annual Meeting in Lake Buena Vista, FL, August 2013.

Burris, E., Howell, T., Detert, J. R., & Pettit, N. C. Voice champions: How advocates and advocating for others influence performance. Presented at the “Developments in voice behavior research: Dimensions, antecedents, and outcomes” symposium at the Academy of Management Annual Meeting in Lake Buena Vista, FL, August 2013.

## **INVITED PRESENTATIONS**

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- Kenan-Flagler Business School, University of North Carolina, Chapel Hill (scheduled 2/2020)
- NeuroLeadership Summit, NYC (10/2018)
- L2/Digital Leadership Academy, NYC (7/2017 & 7/2018)
- Marshall School of Business, University of Southern California (3/2017)
- Olin School of Business, Washington University in St. Louis (12/2016)
- Scheller College of Business, Georgia Tech (11/2016)
- Stony Brook University College of Business (2/2016)
- Keynote Speaker, 9<sup>th</sup> Annual Columbia/NYU Doctoral Student Conference (5/2015)
- Darden School of Business, University of Virginia (12/2014)
- Ross School of Business, University of Michigan (11/2014)
- Johnson Graduate School of Management, Cornell University (10/2014)
- New York University, Social Psychology (2/2014)
- Stanford Graduate School of Business (1/2014)
- Harvard Business School (11/2013)
- Rotman School of Management, University of Toronto (9/2013)
- Fisher College of Business, The Ohio State University (10/2012)
- Tepper School of Business, Carnegie Mellon University (3/2012)
- Paduano Symposium in Business Ethics, New York University (2/2012)
- The Wharton School, University of Pennsylvania (11/2011)
- Stern School of Business, New York University (1/2011)
- London Business School (1/2011)
- Rutgers Business School (1/2011)
- Merage School of Business, UC Irvine (12/2010)
- Eccles School of Business, University of Utah (12/2010)

## TEACHING

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### *Stern School of Business, New York University*

- Leadership in Organizations (full-time two year MBA core course), 2016-present
  - Average of Overall Instructor Ratings across 10 sections = 5.0 / 5.0
- Leadership (full-time one year MBA core course), 2018-present
  - Average of Overall Instructor Ratings across 4 sections = 4.9 / 5.0
- Leadership Training for High Potentials (Executive MBA elective course), 2019-present
  - Average Instructor Rating in 1 section = TBD
- Advanced Seminar in Organizational Behavior (PhD core course), 2014-2016
  - Average of Overall Instructor Ratings across 3 sections = 7.0 / 7.0
- Management and Organizations (undergraduate core course), 2012-2015
  - Average of Overall Instructor Ratings across 11 sections = 6.9 / 7.0

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

- Leadership modules, 2018-present

### *Executive Education Short Courses (open enrollment), NYU Stern*

- Leadership Training for High Potentials, 2018-present

### *Johnson Graduate School of Management, Cornell University*

- Leading Teams (full-time two year MBA elective course), 2010
  - Average Instructor Rating in one section = 4.7 / 5.0

### *Customized Executive Education*

- Bayer
- IBM
- KPMG
- Liquidnet
- GE
- Goldman Sachs
- Summit Medical Group
- WR Berkley Corporation

### *Cases and class exercises developed*

- 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

## AWARDS AND HONORS

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### *Scholarship*

- 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*

- MBA Professor of the Year (2019)
- Delivered “Last Lecture” to MBA Graduating Class (2018, 2019)

- Finalist (one of six), MBA Professor of the Year (2017)
- *Poets and Quants* “Top 40 Business School Professors Under 40” (2017)
- NYU Stern Distinguished Teaching Award (2014) (highest teaching honor at NYU Stern)
- Cornell Johnson School “4.5 Club” Recognition for Excellence in MBA Teaching (2010)

## SERVICE

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### ***Editorial Board Member***

- *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*, *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*, *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, INGGroup

### ***Doctoral Program***

- Management & Organizations Doctoral Student Committee (2012-2016)
- 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 expected 2020)
  - Hanna Kalmanovich-Cohen (UNC Kenan-Flagler, expected 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, Columbia-Stern PhD Student Conference (2012-2015)

### ***MBA Program***

- Director, Stern Leadership Accelerator Initiative (2019-present)
- MBA Core Curriculum Committee (2018-present)
- Advisory Council, Leadership Development Program (2016-2019)
- Faculty Representative, Stern Chats (student podcast) (2017-present)
- Faculty Advisor, CannaBusiness Club (2019-present)
- Faculty Advisor, Stern Listens (2019-present)
- MBA Admit Weekend, Mock Class Instructor (2018, 2019)
- MBA Launch (Orientation) Steering Committee (2014-2016, 2018-2019)
- MBA Launch (Orientation) Leadership Simulation Designer and Faculty Lead (2019)
- MBA Launch (Orientation) Self-Reflection Activity Designer and Faculty Lead (2014-2018)

### ***Management & Organizations Department***

- 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)

***NYU Stern***

- Faculty Speaker, Annual Alumni in Consulting Meeting (2019)
- Faculty Advisor, New Faculty Teaching Orientation (2019)
- 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***

- Outstanding Scholarly Publication in Organizational Behavior, Selection Committee (2017-2018)
- Elected representative at-large, Conflict Management Division (2013-2015)
- Faculty participant, New Doctoral Student Consortium (2014-2015)