

# Vontrese Deeds Pamphile

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[www.vontrese.com](http://www.vontrese.com)

## ACADEMIC POSITIONS

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2018- **Assistant Professor**  
George Washington University, School of Business  
Department of Strategic Management and Public Policy

*\*\*Off the tenure clock in 2020 for university-wide Covid-19 tenure clock extension*

*\*\*Off the tenure clock in 2022 for maternity leave*

## EDUCATION

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2018 Ph.D. Northwestern University, Kellogg School of Management  
Joint degree in Sociology and Management and Organizations  
Committee: Brayden King (Chair), Klaus Weber, Mary Pattillo, Tony Chen, Lis Clemens  
Winner of the *NSF Doctoral Dissertation Research Improvement Grant*

2014 M.S. Northwestern University, Sociology and Management and Organizations

2008 B.A. University of Michigan, Sociology and American Culture, Math Minor  
*University Honors, Angell Scholar (4.0 GPA), Outstanding Leadership Award*

## RESEARCH INTERESTS

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Business & society, nonmarket strategy, organizational theory, paradox, occupations & professions

## REFEREED JOURNAL ARTICLES

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Pamphile, V. & Ruttan, R.\* 2023. The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations. *Organization Science (online first)*

- Winner of “Most Innovative Student Paper” at 2017 AOM, OB Division
- \*Shared first authorship, alphabetical order

Pamphile, V. 2022. Paradox peers: The relational management of a business-society paradox. *Academy of Management Journal*, 65(4), 1274-1302.

- Nominated for the “Best Student Paper” at 2019 AOM, OMT Division
- *Academy of Management Insights* article in 2023 (practitioner oriented)

Small, M. L., Pamphile, V. & McMahan, P. 2015. How stable is the core discussion network? *Social Networks* 40: 90-102.

Deeds (Pamphile), V. & Pattillo, M. 2015. Organizational ‘failure’ and institutional pluralism: A case study of an urban school closure. *Urban Education* 50.4: 474-504.

## MANUSCRIPTS UNDER REVIEW

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Dioun, C., Pamphile, V.D., & Gorbatai, A. The microfoundations of opening up craft: How social interactions make craft feel accessible. (invited for 2<sup>nd</sup> revision at *Organization Studies*)

Ballesteros, L.\*, Pamphile, V.\* “Is labor productivity more sensitive to corporate philanthropy towards welfare shocks or chronic conditions?” \*Shared first authorship, alphabetical order (Under review at *Strategic Management Journal*)

Bode, C.\*, Pamphile, V.\*, Rogan, M. “CSR as an employee retention tool: A Relational Approach.” (Under review at *Strategic Management Journal*)

- Nominated for Best Paper Prize at the 2020 Strategic Management Society meeting
- \*Shared first authorship, alphabetical order

## OTHER PUBLICATIONS

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Corley, T., Pamphile, V.D., & Sawyer, K.B. 2022. What Has (and Hasn't) Changed About Being a Chief Diversity Officer. *Harvard Business Review Online*. September 23, 2022.

Small, M. L., Hughes, C., Pamphile, V., & Parker, J. 2022. Words versus actions in the network behavior of low-income African Americans. Eds. Gross, N., Reed, I., Winship, C. *The New Pragmatist Sociology: Inquiry, Agency, and Democracy*. Columbia University Press. (Book Chapter).

Sharma, Bartunek, Buzzanell, Carmine, Endres, Etter, Fairhurst, Hahn, Le, Li, Pamphile, et al. 2021. A paradox approach to societal tensions during the pandemic crisis. *Journal of Management Inquiry* 30(2), 121-137. (Commentary).

Pamphile, V. 2019. Navigating paradoxical occupations. *Best Paper Proceedings of the 79th Meeting of the Academy of Management*.

Pamphile, V. & Ruttan, R.\* 2017. The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations. *Best Paper Proceedings of the 77th Meeting of the Academy of Management*. (\*Joint first authorship).

Deeds (Pamphile), V. 2014. How School Closures Can Hurt Students by Disrupting Urban Educational Communities. *Scholar Strategy Network*. Key Findings Policy Brief.

## SELECTED WORKING PAPERS

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Pradies, C., Pouthier, V., & Pamphile, V., Lê, P.\* Sustaining engagement with paradox over time: The case of French veterinarians. \*Shared first authorship, reverse alphabetical order

Pamphile, V., Thoroughgood, C., Sawyer, K. Making the case for diversity and inclusion: The role of leader perception.

- Winner of Best Practical Solutions Award at the 2021 Society of Business Ethics meeting
- Finalist for Best Conference Paper Award at the 2021 Society of Business Ethics meeting

Pradies, C., Pamphile, V., Pratt, M., Lewis, M. Experiencing paradoxes in groups and group ambivalence.

### **SELECTED WORKING PROJECTS**

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Sawyer, K. & Pamphile, V. Chief Diversity Officers before and after increased societal attention to DEI. (stage: data analysis ).

Kaufmann, L. & Pamphile, V. Impact experts: The development of professional expertise. (stage: data collection completed, beginning data analysis)

### **RESEARCH HONORS AND AWARDS**

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| 2021 | Winner of the Best Practical Solutions Award, Society of Business Ethics<br>Runner-up for the Best Conference Paper Award, Society of Business Ethics |
| 2020 | Finalist for the “Best Paper” Award, Strategic Management Society   |
| 2019 | Finalist for the “Best Dissertation” Award, SIM Division, Academy of Management   |
| 2019 | Nominated for the “Best Student Paper” Award, OMT Division, Academy of Management   |
| 2017 | Winner of the “Most Innovative Student Paper” Award, OB Division, Academy of Management   |

### **TEACHING HONORS AND AWARDS**

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| 2021 | Nominated for Morton A. Bender Teaching Award, George Washington University (university-wide teaching award) |
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### **GRANT AWARDS**

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| 2016-2018 | Doctoral Dissertation Research Improvement Grant (\$12,000), National Science Foundation   |
| 2016-2017 | Dissertation Data Award (\$5,000), Kellogg School of Management, Northwestern University   |
| 2015      | Interdisciplinary Research Award (\$2,500), Management and Organizations Department, Kellogg School of Management (with Rachel Ruttan) |
| 2014      | Graduate Research Grant (\$3,000), The Graduate School, Northwestern University  |

2012 MacArthur Foundation Collaborative Research Grant (\$1,250) Sociology Department, Northwestern University (with Mary Pattillo)

## **TEACHING EXPERIENCE**

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- 2024- *Instructor*, MBA Business Ethics and Public Policy, George Washington  
My average evaluation: TBD
- 2020-2023 *Instructor*, MBA Strategic Negotiation and Society, George Washington  
My average evaluation: 5.0/5.0; GWU average: 4.4
- 2019-2023 *Instructor*, UG Business Ethics and the Legal Environment, George Washington  
My average evaluation: 4.9/5.0; Course average evaluation (other instructors): 4.4
- 2015 *Instructor*, Negotiations (MBA), Kellogg School of Management  
Evaluation: 5.8/6.0; Kellogg average: 4.8
- 2013-2014 *Assistant Course Developer / Co-Instructor*, Social Enterprise Models (MBA)  
(with Klaus Weber)
- 2012 *Section Instructor*, Introduction to Sociology, Northwestern undergraduates  
Evaluation: 9.8/10

## **SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS**

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\* = speaker

Ballesteros, L.\*, Pamphile, V.\* “Is labor productivity more sensitive to corporate philanthropy towards welfare shocks or chronic conditions?” (Under review at *Strategic Management Journal*)

- 2023 (ARCS) Alliance for Research on Corporate Sustainability, Washington DC, June.
- 2021 (SMS) Strategic Management Society, virtual, September.
- 2021 (AOM) Academy of Management, virtual, August.
- 2020 NYU Stern Nonmarket Strategy, virtual, November, Invited.

Bode, C.\*, Pamphile, V.\*, Rogan, M. “The indirect retention benefits of corporate social initiatives.” (Under review at *Strategic Management Journal*)

- 2023 European Strategy, Entrepreneurship and Innovation (SEI) Junior Faculty Consortium, Warwick Business School, September.
- 2022 Wharton’s People and Organizations Conference, Philadelphia, October.
- 2020 NYU Stern Nonmarket Strategy, virtual, November, Invited.
- 2020 (SMS) Strategic Management Society, virtual, October.
- 2019 (AOM) Academy of Management, Boston, MA, August.

Dioun, C.\*, Pamphile, V.D., & Gorbatai, A.\* The microfoundations of opening up craft: How social interactions make craft feel accessible. (invited for 2<sup>nd</sup> round revision at *Organization Studies*)

- 2023 (AOM) Academy of Management, Boston, MA, August.
- 2023 (EGOS) European Group for Organizational Studies, Cagliari, July.

Pradies, C.\*, Pamphile, V., Pratt, M., Lewis, M. Experiencing paradoxes in groups and group ambivalence.

- 2023 (EGOS) European Group for Organizational Studies, Cagliari, July

Pamphile, V.\*, Thoroughgood, C., Sawyer, K. “Making the case for diversity and inclusion: The role of leader perception.”

- 2022 (AOM) Academy of Management, Seattle, WA, August.
- 2021 (SBE) Society for Business Ethics Conference, virtual, July.
- 2020 Wharton’s People and Organizations Conference, virtual, October.

Pradies, C.\*, Pouthier, V., Pamphile, V., Lê, P. How taking moral ownership allows professionals to sustain their values in the face of change: The case of French veterinarians.

- 2021 Oxford Professional Service Firm Conference, virtual, September

Pamphile, V.\*, Ruttan, R.\* “The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations.”

- 2022 Organization Science Special Issue Conference, virtual, October.
- 2020 Organization Science Special Issue Conference, virtual, May.
- 2019 5<sup>th</sup> Annual Authenticity Workshop, Goizueta Business School, Atlanta, GA, May.
- 2017 George Washington Business School, Washington DC, November. Invited.
- 2017 Wharton’s People and Organizations Conference, Philadelphia, October.
- 2017 (AOM) Academy of Management, Atlanta, GA, August.

Pamphile, V. “Paradox peers: The relational management of a business-society paradox.” (and associated working titles)

- 2019 (GRONEN) Reading Group (GROReG), St. Gallen, Switzerland, October.
- 2019 (AOM) Academy of Management, Boston, MA, August.
- 2019 (EGOS) European Group for Organizational Studies, Edinburgh, July.
- 2019 (ARCS) Alliance for Research on Corporate Sustainability, Chapel Hill, NC, June.
- 2019 (COSI) Community of Social Innovation Meeting, Toronto, Ontario, May, Invited.
- 2018 Wharton’s People and Organizations Conference, Philadelphia, September.
- 2016 Ivey/ARCS 9th Annual PhD Sustainability Academy, London, Ontario, September.

Pamphile, V. “Theorizing Corporate Philanthropic Strategies.”

- 2019 (ARCS) Alliance for Research on Corporate Sustainability, Chapel Hill, NC, June.
- 2017 Ivey Business School, London, Ontario, December. Invited.
- 2016 (EGOS) European Group for Organizational Studies, Naples, Italy, July.
- 2015 (ARNOVA) Association for Research on Nonprofit Orgs and Voluntary Associations, Chicago, IL, November.

Deeds (Pamphile), V.\*, Pattillo, M. “Organizational ‘failure’ and institutional pluralism: A case study of an urban school closure.”

- 2014 (AAA) American Anthropological Association, Washington D.C., Dec. Invited.
- 2013 (AOM) Academy of Management, Orlando, FL, August.
- 2013 (ASA) American Sociological Association, New York, NY, August.
- 2013 Ethnography Conference. Chicago, IL, March.

Small, Mario L., Pamphile, V.\* , McMahan, P . \* “How stable is the core discussion network?”

- 2013 (INSNA) Sunbelt XXXIII Conference, International Network for Social Network Analysis, Hamburg, Germany, May. (\*speaker)

## **DOCTORAL FELLOWSHIPS**

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2016	Fellow, Ivey-ARCS 9th Annual PhD Sustainability Academy, London, Ontario
2015-16	Dissertation Fellow (\$1000), Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
2015	Graduate Fellow, The Medici Summer School in Management Studies: “Social Valuation in Organizational, Interpersonal, and Market Contexts,” Bologna Business School, Italy
2013-15	Graduate Fellow, The Scholars Strategy Network, Evanston Chapter (\$1000)
2014	Fellow, Summer Institute on Inequality (\$1000), Social Science and Policy Forum, University of Pennsylvania

## **SERVICE AND AFFILIATIONS**

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### **Occasional Reviewer**

*Academy of Management Journal, Administrative Science Quarterly, Organization Science, Management Science, Strategic Management Journal, American Journal of Sociology, Social Science Research, Business & Society, Journal of Management Studies, OBHDP, Journal of Business Ethics*

### **Service to the Profession**

Co-founder and organizer of the Paradox R&R Group (2022-present)  
Member of the OMT Research Committee (2021-present)  
Elected Representative-at-large for the Stakeholder Strategy Interest Group at SMS (2022-2024)  
EGOS convener of the track “Pursuing Social Issues Through Work” (2024)  
Co-moderator of the Paradox Research Group (2020-present)  
EGOS co-convener of the Paradox Standing Working Group (2020-2022)  
Conference Co-Coordinator, Chicago Ethnography Conference (2014)

### **Service at George Washington**

Speaker Series Organizer, SMPP Department (2019-present)  
Speaker, GWSB Graduate Programs Negotiations Events (2021)  
Hiring Committee, SMPP Department (2020)  
Speaker, George Washington Women’s Medical Faculty Negotiations Event (2019)

### **Memberships**

Academy of Management; Strategic Management Society (SMS); European Group for Organizational Studies (EGOS); Alliance for Research on Corporate Sustainability (ARCS); American Sociological Association (ASA);

**SELECTED PROFESSIONAL EXPERIENCE**

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2009-2011	<b>I Have A Dream Foundation</b> <i>Executive Director</i>	Newark, NJ
2008-2009	<b>I Have A Dream Foundation</b> <i>AmeriCorps Member / Program Coordinator</i>	Boulder, CO