

Vontrese Deeds Pamphile

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ACADEMIC POSITIONS

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

**2020-2021 for university-wide Covid-19 tenure clock extension

**Maternity year 2022-2023 and 2023-2024

EDUCATION

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

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

REFEREED JOURNAL ARTICLES

Pamphile, V. & Ruttan, R.* 2023. The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations. *Organization Science*, 34(6), 2332-2351.

- 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

Dioun, C., Pamphile, V.D., & Gorbatai, A. 'Making it easy to do hard things': How experts help novices perceive craft as accessible. (conditional acceptance 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 (revise & resubmit at *Strategic Management Journal*)

- *Best Paper Proceedings 2024 Academy of Management.*

Pradies, C., Pouthier, V., & Pamphile, V., Lê, P.* Overcoming normative constraints to embrace change: The case of French veterinarians. *Shared first authorship, reverse alphabetical order (revise & resubmit at *Organization Science*)

OTHER PUBLICATIONS

Ballesteros, L. & Pamphile, V.* 2024. The Dual Labor Effects of Corporate Philanthropy. *Best Paper Proceedings of the 84th Meeting of the Academy of Management.* (*Shared first authorship, alphabetical order).

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.* (*Shared first authorship alphabetical order).

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

Bode, C., Pamphile, V.*, Rogan, M. CSR as an employee retention tool: A Relational Approach. (Rejected from *Strategic Management Journal*, preparing for resubmission - *Shared first authorship, alphabetical order).

- Nominated for Best Paper Prize at the 2020 Strategic Management Society meeting

Pamphile, V. & Sawyer, K.* The impact of mega-threats on issue sellers: A longitudinal, inductive examination of chief diversity officers pre- and Post-George Floyd. (*Shared first authorship, 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

SELECTED WORKING PROJECTS

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

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

RESEARCH HONORS AND AWARDS

2021	Winner of the Best Practical Solutions Award, Society of Business Ethics 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

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

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

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

SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS

* = speaker

Pamphile, V. & Sawyer, K. Chief Diversity Officers before and after increased societal attention to DEI.

- 2024 (EGOS) European Group for Organizational Studies, Milan, July.

Ballesteros, L.*, Pamphile, V.* Is labor productivity more sensitive to corporate philanthropy towards welfare shocks or chronic conditions?

- 2024 (AOM) Academy of Management, Chicago, August.
- 2024 (SMS) Strategic Management Society Special Conference, Washington DC, June.
- 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.

- 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.* 'Making it easy to do hard things': How experts help novices perceive craft as accessible.

- 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. Overcoming normative constraints to embrace 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 5th 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

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

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

Member of the OMT Research Committee (2021-present)
 EGOS convener of the track “Pursuing Social Issues Through Work” (2024)
 Co-founder and organizer of the Paradox R&R Group (2022-2023)
 Elected Representative-at-large for the Stakeholder Strategy Interest Group at SMS (2022-2024)
 Co-moderator of the Paradox Research Group (2020-present)
 EGOS 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)
- Course Developer, Strategic Negotiations and Ethics (2020)
- 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); Women in Strategy and Entrepreneurship (WiSER); Nonmarket Strategy Research Community (NMSRC)

SELECTED PROFESSIONAL EXPERIENCE

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