

Vontrese Deeds Pamphile

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EDUCATION

- 2018 Ph.D. Northwestern University, Kellogg School of Management (expected)
Joint degree in Sociology and Management and Organizations
Committee: Brayden King (Chair), Klaus Weber, Mary Pattillo, Tony Chen, Elisabeth Clemens
National Science Foundation Doctoral Dissertation Research Improvement Grant Winner
- 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

Organizational theory, non-market corporate strategy and corporate social responsibility, impression management, evaluations and values, social networks, inequality, mixed-methods

PEER-REVIEWED PUBLICATIONS

Small, Mario L., Vontrese Pamphile, and Peter McMahan. 2015. "How Stable Is the Core Discussion Network?" *Social Networks* 40: 90-102.

Deeds, Vontrese and Mary Pattillo. 2015. "Organizational 'failure' and institutional pluralism: A case study of an urban school closure." *Urban Education* 50.4: 474-504.

PAPERS UNDER REVIEW

Pamphile, V. & Ruttan, R.* "Stated-Lived Value Congruence and Expressive Authenticity." Under review.

- 2017 OB Division "Most Innovative Student Paper" Award, Academy of Management Meeting
 - Published in 2017 Best Paper Proceedings of the 77th Meeting of the Academy of Management
- *joint authorship

WORKING PAPERS & PROJECTS

Pamphile, V. "Deflecting and Attending: Impression Management Tactics after Reputational Threat." (job market paper)

Pamphile, V. "Pragmatic Ambiguity as a Resource for Navigating Institutional Complexity." (dissertation chapter)

Pamphile, V. "How Organizational Structure Shapes Philanthropic Evaluation Processes." (dissertation chapter)

Ruttan R., Pamphile, V. & LaBroo, A. "Not one of us: The perverse effects of identifying victims from stigmatized outgroups." (stage: writing)

Small, M. L., Pamphile, V., Hughes, C., & Parker, J. "Neighborhood Influences on Social and Organizational Isolation." (stage: writing)

Small, M. L., Pamphile, V., & McMahan, P. "Changes in the Accuracy of Network Perceptions Over Time." (stage: data analysis)

Pamphile, V. & Bode, C. "Network Outcomes of Participation in Corporate Social Initiatives." (stage: data cleaning)

POLICY BRIEFS

Deeds, Vontrese. 2014. "How School Closures Can Hurt Students by Disrupting Urban Educational Communities." *Scholar Strategy Network*. Key Findings Policy Brief.

GRANT AWARDS

2016	Doctoral Dissertation Research Improvement Grant (\$12,000), National Science Foundation
2016	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
2014	Graduate Research Grant (\$3,000), The Graduate School, Northwestern University
2012	MacArthur Foundation Collaborative Research Grant (with Mary Pattillo) (\$1,250) Sociology Department, Northwestern University

HONORS AND FELLOWSHIPS

2017	Selected for Dissertation Consortium, BPS, Academy of Management conference
2016	Fellow, Ivey-ARCS 9th Annual PhD Sustainability Academy, London, Ontario
2016	Selected for Doctoral Consortium, OMT division, Academy of Management conference
2015-16	Dissertation Fellow (\$1000), Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
2015	Selected for Doctoral Consortium, SIM division, Academy of Management conference
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

CONFERENCE PRESENTATIONS

Pamphile, Vontrese and Rachel Ruttan. "Stated-Lived Value Congruence and Expressive Authenticity."

- 2017 Annual Meeting of the Academy of Management, Atlanta, GA, August.

Pamphile, Vontrese. "Managing Ambiguity in Corporate Philanthropy."

- 2016 Ivey/ARCS 9th Annual PhD Sustainability Academy, London, Ontario, September.
- 2016 Annual Meeting of the Academy of Management, Anaheim, CA, August.

Pamphile, Vontrese. "Elite Discretion in Corporate Philanthropy Evaluations."

- 2016 European Group for Organizational Studies, Naples, Italy, July.
- 2016 Ethnography Conference. Chicago, IL, March.

Pamphile, Vontrese. "Evaluation Processes in Corporate Philanthropy."

- 2015 Association for Research on Nonprofit Orgs and Voluntary, Chicago, IL, November.
- 2015 European Group for Organizational Studies, Athens, Greece, July.

Small, Mario L.*, Vontrese Deeds, and Peter McMahan. "The Compartmental Evolution of Social Support."

- 2014 Sunbelt XXXIV Conference, Annual Meeting of the International Network for Social Network Analysis, St. Pete, FL, February.

Deeds, Vontrese* and Mary Pattillo. "Organizational 'failure' and institutional pluralism: A case study of an urban school closure."

- 2014 Annual Meeting of the American Anthropological Association, Washington D.C., December. Invited Panelist.
- 2013 Annual Meeting of the Academy of Management, Orlando, FL, August.
- 2013 Annual Meeting of the American Sociological Association, New York, NY, August.
- 2013 Ethnography Conference. Chicago, IL, March.

Small, Mario L., Vontrese Deeds*, and Peter McMahan*. "How Stable Is the Core Discussion Network?"

- 2013 Sunbelt XXXIII Conference at the annual meeting of the International Network for Social Network Analysis, Hamburg, Germany, May.

(*speaker)

TEACHING EXPERIENCE

2015	<i>Instructor</i> , Negotiations, Saturday MBA program Evaluation: 5.8/6.0; Kellogg average: 4.8
2013	<i>Assistant Course Developer / Guest Lecturer</i> , Social Enterprise Models, Full-Time MBA (Professor: Klaus Weber)
2012	<i>Section Instructor</i> , Introduction to Sociology, Northwestern undergraduates Evaluation: 9.8/10
2006-8	<i>Instructor</i> , Research Seminar for advanced undergraduates, University of Michigan

ASSISTANT TEACHING EXPERIENCE

- 2016-7 Leading Effective Teams, Executive MBA (Professor: Leigh Thompson)
- 2012-16 Negotiations, Full-Time and Executive MBA (Professors: Victoria Medvec, Jeanne Brett, and Leigh Thompson)
- 2012-15 Leadership in Organizations, Full- and Part-Time MBA (Professors: Lauren Rivera, Adam Galinsky)

SERVICE AND AFFILIATIONS

Occasional Reviewer

Academy of Management, American Journal of Sociology, Organization Science, Social Science Research

Memberships

Academy of Management; American Sociological Association; International Network for Social Network Analysis; European Group for Organizational Studies; Association for Research on Nonprofit Organizations and Voluntary Action

Service at Northwestern

Mentor to five PhD students in Management and Organizations and Sociology (2012-present)
Organizer, Women in Business Academia Conference (won a \$5,000 grant to support the attendance of all women PhD students in the Management department, 2016)
Speaker, Kellogg Women MBA Negotiations Panel (2015)
Co-founder and coordination SION graduate student workshop (2012-2015)
Ph.D. Admissions Committee for Management and Organizations (2013, 2015)
Committee Member for Sociology, Undergraduate Affairs (2011-12), Graduate Affairs (2014)
Conference Co-Coordinator, Chicago Ethnography Conference (2014)

Outside Academia

Events Committee Member, Chicago Women in Philanthropy (2015-2017)
Member, Women's Giving Council of the Chicago Foundation for Women (2015, 2016)
Parks Committee Leader, Chicago's 49th Ward Participatory Budgeting (2012-2015)

RESEARCH ASSISTANT EXPERIENCE

- 2011-2015 **University of Chicago / Harvard University**
Research Assistant for Professor and Dean Mario Small, Department of Sociology

SELECTED PROFESSIONAL EXPERIENCE

- 2008-2011 **I Have A Dream Foundation** Newark, NJ
Executive Director

REFERENCES

Brayden G. King (dissertation chair)
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