

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

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 a *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

Organizational theory, non-market strategy, corporate social responsibility, social networks, mixed-methods

PEER-REVIEWED PUBLICATIONS

Small, M. L., Pamphile, V. & McMahan, P. 2015. "How Stable Is the Core Discussion Network?" *Social Networks* 40: 90-102.

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

PAPERS UNDER REVIEW

Small, M. L., Hughes, C., Pamphile, V., & Parker, J. "Words vs. Actions in the Network Behavior of Low-Income African Americans."

OTHER PUBLICATIONS

Pamphile, V. & Ruttan, R. 2017. "Stated-Lived Value Congruence and Expressive Authenticity." *Best Paper Proceedings of the 77th Meeting of the Academy of Management.*

SELECTED WORKING PAPERS & PROJECTS

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

Pamphile, V. "Navigating Institutionally Complex Occupations: Accepting Conflicting Frames and Frame Switching." (stage: preparing for submission)

Pamphile, V., Luo, J., & King, B. "Impression Management Tactics after Reputational Threat: Using CSR to Shape Internal and External Audiences." (stage: working paper)

Bode, C., Pamphile, V., Rogan, M. "Social Influence and Corporate Social Initiatives." (stage: data analysis)

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

POLICY BRIEFS

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

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) |

HONORS AND FELLOWSHIPS

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| 2017 | Winner of the "Most Innovative Student Paper" Award, OB Division, Academy of Management |
| 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

CONFERENCE PRESENTATIONS AND INVITED TALKS

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

- 2017 George Washington Business School, Washington DC, November.
- 2017 Wharton's People and Organizations Conference, Philadelphia, October.
- 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. "Evaluation Processes in Corporate Philanthropy."

- 2016 European Group for Organizational Studies, Naples, Italy, July.
- 2016 Ethnography Conference. Chicago, IL, March.
- 2015 Association for Research on Nonprofit Orgs and Voluntary, Chicago, IL, November.

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., Dec. Invited.
- 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 *Instructor*, Negotiations, Saturday MBA program
Evaluation: 5.8/6.0; Kellogg average: 4.8

2013-2014 *Assistant Course Developer / Co-Instructor*, Social Enterprise Models, Full-Time MBA

(with Klaus Weber)

- 2012 *Section Instructor*, Introduction to Sociology, Northwestern undergraduates
Evaluation: 9.8/10; peer average: 8
- 2006-8 *Instructor*, Research Seminar for advanced undergraduates, University of Michigan

SERVICE AND AFFILIATIONS

Occasional Reviewer

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

Memberships

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

Service at Northwestern

Mentor to five PhD students in Management and Organizations and Sociology (2012-2018)
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 Coordinator, SION organizations graduate student workshop (2012-2015)
Ph.D. Admissions Committee Member, Management and Organizations (2013, 2015)
Undergraduate Affairs Committee Member, Sociology (2011-2012), 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)
Department of Management and Organizations
Northwestern University
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Klaus Weber
Department of Management and Organizations
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Mary Pattillo
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Faculty Affiliate Institute for Policy Research
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Mario L. Small
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Harvard University
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