

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 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. Paradox peers: The relational management of paradox. Online first at *Academy of Management Journal*

- Nominated for the “Best Student Paper” at 2019 AOM, OMT Division

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

Pamphile, V. & Ruttan, R.* The (bounded) role of stated-lived value congruence and authenticity in employee evaluations of organizations. (*Joint first authorship). Invited for 3rd round R&R at *Organization Science*

- Winner of “Most Innovative Student Paper” at 2017 AOM, OB Division

Pradies, C., Lê, P., Pouthier, V., & Pamphile, V. From pioneers to custodians: The role of values work in sustaining leaders' paradox mindset. Invited for 2nd round R&R at *Academy of Management Journal*.

OTHER PUBLICATIONS

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).

Small, M. L., Hughes, C., Pamphile, V., & Parker, J. Words vs. actions in the network behavior of low-income African Americans. Book Chapter Forthcoming.

Pamphile, Vontrese. 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

Ballesteros, L., Pamphile, V. "Is Labor Productivity More Sensitive to Corporate Philanthropy Towards Welfare Shocks or Chronic Conditions?"

Bode, C.*, Pamphile, V.*, Rogan, M. The indirect retention benefits of corporate social initiatives. (*Joint first authorship).

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

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

- 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

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

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

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

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)

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

SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS

- Ballesteros, L., Pamphile, V. “Is Labor Productivity More Sensitive to Corporate Philanthropy Towards Welfare Shocks or Chronic Conditions?”

- 2021 (SMS) Strategic Management Society, virtual, September.
- 2021 (AOM) Academy of Management, virtual, August.
- 2020 NYU Stern Nonmarket Strategy, virtual, November, Invited.

Pamphile, V., Thoroughgood, C., Sawyer, K. “Making the case for diversity and inclusion: The role of business, fairness, and leader identity.”

- 2021 (SBE) Society for Business Ethics Conference, virtual, July.
- 2020 Wharton’s People and Organizations Conference, virtual, October.

Bode, C., Pamphile, V., Rogan, M. “The indirect retention benefits of corporate social initiatives.”

- 2020 NYU Stern Nonmarket Strategy, virtual, November, Invited.
- 2020 (SMS) Strategic Management Society, virtual, October.
- 2019 (AOM) Academy of Management, Boston, MA, August.

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

- 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: Navigating paradoxical occupations.”

- 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)

TEACHING EXPERIENCE

- 2020-present *Instructor*, Strategic Negotiation and Society, George Washington University
My average evaluation: 5.0/5.0; GWU average: 4.4
- 2019-present *Instructor*, Business Ethics and the Legal Environment, George Washington University
My average evaluation: 4.99/5.0; 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

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

Memberships

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

Service

Speaker Series Organizer, SMPP Department (2019-present)
Co-moderator of the Paradox Research Group (2020-present)
EGOS co-convenor of the Paradox Standing Working Group (2020-2022)
OMT Research Committee 2021
Hiring Committee, SMPP Department (2020)
Speaker, George Washington Women's Medical Faculty Negotiations Event (2019)
Grant Organizer, Women in Business Academia Conference (2016)
Speaker, Kellogg Women MBA Negotiations Panel (2015)
Co-founder and Coordinator, SION's 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)

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