

# Vontrese Deeds Pamphile

vpamphile@gwu.edu

[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 tenure clock 2020-2021: university-wide Covid-19 tenure clock extension

\*\*2022-2023 and 2023-2024: Maternity years

## 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*

2013 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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Organizational theory, business & society, paradox, nonmarket strategy

## REFEREED JOURNAL ARTICLES

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Dioun, C., Pamphile, V., & Gorbatai, A. 'Making it easy to do hard things': How experts help novices perceive craft as accessible. (Accepted at *Organization Studies*)

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)
- Included in *Academy of Management Collections* article for building on paradox scholarship

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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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*)

Pradies, C., Lê, P., Gheysen, S. & Pamphile, V. ‘Paradox Play: A model of learning to navigate paradox through playfulness.’ (revise & resubmit at *Academy of Management Learning and Education*)

## **OTHER PUBLICATIONS**

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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**

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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. (Presenting at conferences summer 2024).

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**

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Kaufmann, L., Cavotta, V. & Pamphile, V. Impact experts: The development of professional expertise. (stage: 2<sup>nd</sup> round of data collection underway)

Pradies, C., Pamphile, V., Pratt, M., Lewis, M. Experiencing paradoxes in groups and group ambivalence. (stage: early draft)

## **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 |
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## 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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### *Teaching at George Washington University*

MBA Core, Business Ethics and Public Policy, George Washington

Prepped for online 2023 / Taught online 2024-present

Instructor quality: TBD

MBA Elective, Strategic Negotiation and Society, George Washington

Prepped for online 2020 / Taught online 2021-2023

Instructor quality: 5.0, 4.9, 5.0

UG Core, Business Ethics and the Legal Environment, George Washington

Prepped for in-person 2018 / Taught in-person 2019

Prepped for online 2019 / Taught online 2020-2023

Instructor quality: 5.0, 5.0, 4.9, 5.0, 5.0, 5.0, 4.9

UG Elective, Strategic Negotiation and Society, George Washington

Prepped for in-person 2019 / Taught in-person 2020

Instructor quality: 5.0

### *Teaching at Northwestern University*

MBA Elective, Negotiations, Kellogg School of Management

Prepped for in-person 2015 / Taught in-person 2015

Evaluation: 5.8/6.0; Kellogg average: 4.8

MBA Elective, Social Enterprise Models, Kellogg School of Management (with Klaus Weber)

Assisted with course development 2013 / TA'd and co-instructed in-person 2014

No eval available

UG Introduction to Sociology, Northwestern

Prepped 2012 / Taught in-person 2012

Evaluation: 9.8/10

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

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\* = 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.

Pradies, C., Lê, P., Gheysen, S. & Pamphile, V.\* ‘Paradox Play: A model of learning to navigate paradox through playfulness.’

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

Pradies, C.\*, Pouthier, V., Pamphile, V., Lê, P. Overcoming normative constraints to embrace change: The case of French veterinarians.

- 2024 University of Barcelona, May, Invited
- 2021 Oxford Professional Service Firm Conference, virtual, September

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.

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**

Facilitator, AOM PDW Insider Social Change Agents (2024)  
 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)  
 Discussant, AOM PDW Frontiers in Nonmarket Strategy (2021)  
 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)  
 Nonmarket Strategy Research Community (NMSRC)  
 Alliance for Research on Corporate Sustainability (ARCS)  
 American Sociological Association (ASA)  
 Women in Strategy and Entrepreneurship (WiSER)

## **SELECTED PROFESSIONAL EXPERIENCE**

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