

Vontrese Deeds Pamphile

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EDUCATION

Ph.D. Northwestern University, Kellogg School of Management, 2018
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*

M.S. Northwestern University, Sociology and Management and Organizations, 2013

B.A. University of Michigan, Sociology and American Culture, Math Minor, 2008
University Honors, Angell Scholar (4.0 GPA), Outstanding Leadership Award

ACADEMIC POSITIONS

The George Washington University

School of Business, Department of Strategic Management and Public Policy

- **Associate Professor** (with tenure), 2025-present
- **Assistant Professor**, 2018-2025*
 - *2020-2021: university-wide Covid-19 tenure clock extension
 - *2022-2023 and 2023-2024: maternity years

Editorial Board Appointments

Academy of Management Journal, 2025-present

RESEARCH INTERESTS

Organization theory, business-society tensions, paradox theory, authenticity, professionals

REFEREED JOURNAL ARTICLES

Dioun, C., Lashley, K., & Pamphile, V. Forthcoming. Market-stigmatized groups and the bounded effectiveness of stigma management strategies: Evidence from Washington's marijuana market. *Academy of Management Journal*.

Dioun, C., Pamphile, V., & Gorbatai, A. 2025. 'Making it easy to do hard things': How experts help novices perceive craft as accessible. *Organization Studies*, 46(4), 499-523.

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. (*Shared first authorship, alphabetical order).

- Among the Top 15 most cited papers in *Organization Science* in 2022-2023
- Winner of "Most Innovative Student Paper" at 2017 AOM, OB Division

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
- Featured in the *Academy of Management Insights* in 2023 (practitioner oriented)
- Profiled in *Academy of Management Collections* article as one of 20 papers developing paradox scholarship

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. (Curated Discussion).

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

Ballesteros, L., Pamphile, V., & Falchetti, D. Is labor productivity more sensitive to corporate philanthropy towards welfare shocks or chronic conditions? (Invited for second revision at *Strategic Management Journal*).

Pradies, C., Pouthier, V., & Pamphile, V., Lê, P. Overcoming normative constraints to embrace paradox: leveraging paradox reflexivity and normative edgework. (Invited for first revision at *Organization Science*).

Pradies, C., Lê, P., Pamphile, V., & Gheysen, S. Paradox play: A model of learning to navigate paradox through playfulness. (Invited for second revision at *Academy of Management Learning and Education*).

OTHER REFEREED PUBLICATIONS

Book Chapters

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 Reviews

Pradies, C. & Pamphile, V. 2025. Online First. Exploring organizational paradox: A journey with Gail Fairhurst and Linda Putnam. *Management Learning*.

Best Paper Proceedings

Ballesteros, L. & Pamphile, V. 2024. The dual labor effects of corporate philanthropy. *Best Paper Proceedings of the 84th Meeting of the Academy of Management*.

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).

PRACTITIONER-ORIENTED PUBLICATIONS

Corley, T., Pamphile, V.D., & Sawyer, K.B. 2022. What has (and hasn't) changed about being a Chief Diversity Officer. *Harvard Business Review*. September 23, 2022.

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

Pamphile, V. & Sawyer, K. Moral shocks and professional reckonings: Chief Diversity Officers' before and after George Floyd. (target: *Organization Science*).

Bode, C.*, Pamphile, V.*, Rogan, M. Employees' authenticity perceptions of firms' CSR: the effect of exposure to CSR colleagues on authenticity judgments and employee retention. (Rejected from *Strategic Management Journal*, preparing for resubmission; target: *Organization Science*; *Shared first authorship, alphabetical order).

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

Kaufmann, L., Cavotta, V. & Pamphile, V. Impact experts: The development of professional expertise. (Stage: working project).

AWARDS AND HONORS

2025-2026 Selected for GW Academic Leadership Academy Cohort 6

2025 Top 40 Under 40 MBA Professor, Poets & Quants (profile [here](#))

2025 OMT Division ABCD Reviewing Award (award is given to reviewers who have gone Above and Beyond the Call of Duty), Academy of Management

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

TEACHING EXPERIENCE

Teaching at George Washington University

MBA Core, Business Ethics and Public Policy, George Washington

Prepped for online 2023 / Taught online 2024-present

Instructor quality average: 4.9 (of 5.0); School average: 4.4

MBA Elective, Strategic Negotiation and Society, George Washington

Prepped for online 2020 / Taught in-person 2020; online 2021-2023

Instructor quality average: 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 average: 5.0

Teaching at Northwestern University

MBA Elective, Negotiations, Kellogg School of Management

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

Evaluation (of 6.0): 5.8; Kellogg average: 4.8

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

Assisted with course development 2013 / Teaching assistant and co-instructed in-person 2014 (no eval)

UG Introduction to Sociology, Northwestern

Prepped 2012 / Taught in-person 2012

Evaluation (of 10.0): 9.8

SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS

* = speaker

Pamphile, V.* & Sawyer, K.* Moral shocks and professional reckonings: Chief Diversity Officers' before and after George Floyd.

- 2025 Maine Business School, September, Invited.
- 2025 (COSI) Community of Social Innovation Meeting, Santa Barbara, CA, Invited.
- 2024 George Mason University, November, Invited.
- 2024 Wharton's People and Organizations Conference, Philadelphia, September.
- 2024 (JFOT) Junior Faculty in Organizational Theory, Boston, August
- 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.
- 2020 NYU Stern Nonmarket Strategy, virtual, November, Invited.

Dioun, C.*, Lashley, K.*, & Pamphile, V.* How stigmatized subgroups affect stigma management strategies and performance. (under 2nd round review at *Academy of Management Journal*).

- 2025 (AOM) Academy of Management, Copenhagen, Denmark, July
- 2024 (SMS) Strategic Management Society, Istanbul, Turkey, October.
- 2024 Centre for Corporate Reputation annual Reputation Symposium, Saïd Business School, Oxford, August, Invited.

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

- 2025 Paradox Teaching Conference, Copenhagen, July.
- 2024 (EGOS) European Group for Organizational Studies, Milan, July.

Pradies, C.*, Pouthier, V., Pamphile, V., Lê, P. Overcoming normative constraints to embrace paradox: leveraging paradox reflexivity and normative edgework.

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

Bode, C.*, Pamphile, V.*, Rogan, M. Employees’ authenticity perceptions of firms’ CSR: the effect of exposure to CSR colleagues on authenticity judgments and employee retention.

- 2024 Madrid Work & Organizations Workshop, IESE Business School, Madrid, May, Invited Key Note.
- 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.

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 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.

- 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)

GRANT AWARDS

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| 2025 | Grant Award for Research on Stakeholder Collaboration (\$9,500), Halal Research Fund; George Washington University |
| 2016-2018 | Doctoral Dissertation Research Improvement Grant (\$12,000), National Science Foundation |
| 2016-2017 | Dissertation Data Award (\$5,000), Kellogg School of Management, Northwestern |
| 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 |

2012 MacArthur Foundation Collaborative Research Grant (\$1,250) Sociology Department, Northwestern (with Mary Pattillo)

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

Editorial Review Board Member

Academy of Management Journal, 2025-present

Ad-hoc Reviewer (most recently for the following journals)

Administrative Science Quarterly, *Organization Science*, *Strategic Management Journal*, *Management Science*, *Journal of Management Studies*, *Journal of Business Ethics*

Service to the Profession

Best Paper Student Paper Award Committee, OMT at AOM (2025)
Facilitator, AOM PDW Insider Social Change Agents (2024)
Best Paper from a Dissertation Award Committee, OMT at AOM (2024)
Co-founder and organizer of the Paradox R&R Group (2022-present)
EGOS convener of the track “Pursuing Social Issues Through Work” (2024)
Co-moderator of the Paradox Research Group (2020-present)
Elected Representative-at-large for the Stakeholder Strategy Interest Group at SMS (2022-2024)
Best Symposium Award Committee, OMT division at AOM (2023)
Best Paper on Environmental and Social Practices Award Committee, OMT at AOM (2022)
EGOS convener of the Paradox Standing Working Group (2022)
Discussant, AOM PDW Frontiers in Nonmarket Strategy (2021)
Best Paper Award Committee, OMT division at AOM (2021)
Conference Co-Coordinator, Chicago Ethnography Conference (2014)

Service at George Washington

PhD Summer School Faculty Member, GWSB (2025)
Speaker Series Organizer, SMPP Department (2019-2025)
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 (AOM)
Strategic Management Society (SMS)
Community of Social Innovation (COSI)
European Group for Organizational Studies (EGOS)
American Sociological Association (ASA)
Nonmarket Strategy Research Community (NMSRC)
Alliance for Research on Corporate Sustainability (ARCS)
Women in Strategy and Entrepreneurship (WiSER)

SELECTED PROFESSIONAL EXPERIENCE

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| 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 |

