November 2026

SEAN FATH

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POSITIONS

Cornell University, ILR School
- Assistant Professor of Organizational Behavior — 2020 —
- Faculty Fellow, Workplace Inclusion and Diversity Education (WIDE) Center — 2022 —
- Faculty Affiliate, Center for Applied Research on Work (CAROW) — 2023 —

EDUCATION

Duke University, Fuqua School of Business
- Ph.D. Management & Organizations — 2020

DePaul University
- B.A. Psychology — 2011

RESEARCH INTERESTS

- Managerial decision making
- Bias reduction in social evaluations
- Perceptions of social and organizational hierarchy

ACADEMIC PUBLICATIONS (* Equal authorship; Student or postdoc at project outset)

1. Zhang, X., **Fath, S.**, & Larrick, R. P. (Conditionally Accepted). The more, the better? Misalignment between actual and perceived efficacy of a novel approach to judgment disaggregation. *Psychological Science.*

2. Proudfoot, D. & **Fath, S.** (2026). Depoliticizing language improves attitudes toward diversity training. *Social Psychological and Personality Science.*
   - ❖ Data, materials, and pre-registration info: osf.io/wpk2z

3. **Fath, S.**, Zhang, X., & Larrick, R. P. (2025). Self-blinding and the benefits of willful ignorance. *Current Opinion in Psychology, 65,* 102094.

4. Bae, S. & **Fath, S.** (2025). Hierarchy as a signal of culture and belonging: Exploring why egalitarian ideology predicts aversion to hierarchical organizations. *Journal of Experimental Social Psychology, 116,* 104692.
   - ❖ Data, materials, and pre-registration info: osf.io/7vx2t

5. Roy, E., … many authors including **Fath, S.**, … & Axt, J. R. (2025). A contest study to reduce attractiveness-based discrimination in social judgment. *Journal of Personality and Social Psychology, 128*(3), 508-535.
   - ❖ Contributions as author: Study design; manuscript revision

6. **Fath, S.*** & Proudfoot, D.* (2024). Devaluation by omission: Limited identity options elicit anger and increase identification. *Psychological Science, 35*(3), 239-249.
   - ❖ Data, materials, and pre-registration info: osf.io/be6y9

7. **Fath, S.**, Larrick, R. P., & Soll, J. B. (2023). Encouraging self-blinding in hiring. *Behavioral Science and Policy 9*(1), 45-57.
   - ❖ Data and materials: osf.io/2vthn
   - ❖ Listed as a "most cited" article in *Behavioral Science and Policy* from 2023-2026
   - ❖ Listed as a "most read" article in *Behavioral Science and Policy* in last 6 months

8. **Fath, S.**, Larrick, R. P., & Soll, J. B. (2022). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. *Organizational Behavior and Human Decision Processes, 170,* 104135.
   - ❖ Data, materials, and pre-registration info: osf.io/6d7ce
   - ❖ Selected to be published in abbreviated form in *Management Insights* (2022)

9. **Fath, S.***, Ma, A.*, & Rosette, A. S. (2022). Self-views of disadvantage and success impact perceptions of privilege among White men. *Organizational Behavior and Human Decision Processes, 169,* 104114.
   - ❖ Data, materials, and pre-registration info: osf.io/v2mgq

10. Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. (2022). The highs and lows of hierarchy in multiteam systems. *Academy of Management Journal, 65*(5), 1571-1592.

11. Proudfoot, D. & **Fath, S.** (2021). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin, 47*(4), 580-592.
   - ❖ Data, materials, and pre-registration info: osf.io/xun26

12. **Fath, S.** & Kay, A. C. (2018). "If hierarchical, then corrupt": Exploring people's tendency to associate hierarchy with corruption in organizations. *Organizational Behavior and Human Decision Processes, 149,* 145-164.
   - ❖ Data and materials: osf.io/pe4na
   - ❖ Studies 1c and 6 replicated in Evans et al., (2024). Corruption and hierarchy: A replication of studies 1c and 6 of Fath & Kay 2018. *The Journal of General Psychology, 151*(4), 536-553.

13. **Fath, S.**, Proudfoot, D., & Kay, A. C. (2017). Effective to a fault: Organizational structure predicts attitudes toward minority organizations. *Journal of Experimental Social Psychology, 73,* 290-297.
   - ❖ Data and materials: osf.io/gdtpm

14. Crum, A. J., Akinola, M., Martin, A., & **Fath, S.** (2017). The role of stress mindset in shaping cognitive, emotional, and physiological responses to challenging and threatening stress. *Anxiety, Stress, & Coping 30*(4), 379-395.

PEER-REVIEWED CONFERENCE PUBLICATIONS

15. Williamson, K. H., Kizilcec, R. F., **Fath, S.,** & Heffernan, N. (2025). Algorithm appreciation in education: Educators prefer complex over simple algorithms. In *Proceedings of the 15th International Learning Analytics and Knowledge Conference.*

PRACTITIONER PUBLICATIONS

16. **Fath, S.*** & Proudfoot, D.* (2024). What demographics forms say about inclusivity at your company. *Harvard Business Review.*

17. **Fath, S.** (2023). When blind hiring advances DEI – and when it doesn't. *Harvard Business Review.*

18. Ma, A., **Fath, S.**, & Rosette, A. S. (2022). People can learn to recognize their racial privilege. *Harvard Business Review*.

19. **Fath, S.**, Larrick, R. P., Soll, J. B., & Zhu, S. (2021). Why putting on blinders can help us see more clearly. *MIT Sloan Management Review, 62*(4), 38-45.

WORKING PAPERS

Darby, C. & **Fath, S.** Privilege awareness. (Minor Revision at *Journal of Experimental Social Psychology*)

Fath, S., Proudfoot, D, & Keller, J. R. Beliefs about discrimination reduction.

Fath, S. & Larrick, R. P. Information seeking.

Fath, S. & Zhu, S. Evaluations of blind hiring policies.

Liaquat, U., Proudfoot, D., & **Fath, S.** Hierarchy and changeability.

Darby, C. & **Fath, S.** Allyship needs and supplies.

SELECT RESEARCH IN PROGRESS

Fath, S. & Phillips, L. T. Experienced disadvantage and privilege recognition (*Writing Stage*)

Darby, C., **Fath, S.**, & Unzueta, M. Ideology and hiring (*Writing Stage*)

Darby, C., Carter, J., **Fath, S.**, & Proudfoot, D. Downsides to social progress data (*Writing Stage*)

Fath, S., Kay, A. C., & Jost, J. T. Perceived normalcy of managerial hierarchy (*Data Collection*)

Zhang, X., **Fath, S.**, & He, J. Resume masking with credential differences (*Data Collection*)

SYMPOSIA AND PANELS

How to start and when to stop: Collaboration in Academia. (April 2022). Panel discussion held at the *Annual Society for Industrial and Organizational Psychology Meeting,* Seattle, Washington.

- ❖ Invited panel discussant

Antecedents to inequality: Exploring links between ideology and maintenance of social hierarchy. (August 2016). Symposium presented at the *Annual Academy of Management Meeting,* Anaheim, California.

- ❖ Organizer and chair; Selected as a Showcase Symposium

CONFERENCE PRESENTATIONS

Darby, C. & **Fath, S.** (August 2026). Ideology and hiring. Talk presented at the *Annual Academy of Management Meeting,* Philadelphia, Pennsylvania.

- ❖ Presented by co-author

Liaquat, U., Proudfoot, D., & **Fath, S.** (August 2026). Hierarchy and changeability. Talk presented at the *Annual Academy of Management Meeting,* Philadelphia, Pennsylvania

- ❖ Presented by co-author

Fath, S. & Larrick, R. P. (November 2025). Information seeking. Talk presented at the *Annual Society for Judgment and Decision Making Meeting,* Denver, Colorado

Fath, S. & Larrick, R. P. (September 2025). Information seeking. Talk presented at the *Inequality at Work Conference*, University at Buffalo, New York

Fath, S., Proudfoot, D., & Keller, J. R. (July 2025). Beliefs about discrimination reduction. Talk presented at the *Annual Academy of Management Meeting,* Copenhagen, Denmark.

Darby, C. & **Fath, S.** (July 2025). Privilege awareness. Talk presented at the *Annual Academy of Management Meeting,* Copenhagen, Denmark.

- ❖ Presented by co-author

Darby, C. & **Fath, S.** (July 2025). Allyship needs and supplies. Talk presented at the *Annual International Association for Conflict Management Conference,* Burlington, Vermont.

- ❖ Presented by co-author

Fath, S. & Proudfoot, D. (August 2024). Devaluation by omission: Limited identity options elicit anger and increase identification. Talk presented at the *Annual Academy of Management Meeting,* Chicago, Illinois.

Darby, C. & **Fath, S.** (June 2024). Privilege awareness. Talk presented at the *Annual International Association for Conflict Management Conference,* Singapore.

- ❖ Presented by co-author

Fath, S. & Proudfoot, D. (February 2024). Devaluation by omission: Limited identity options elicit anger and increase identification. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Deigo, California.

Crum, A. J., Akinola, M., Martin, A., & **Fath, S.** (August 2023). The role of stress mindset in shaping cognitive, emotional, and physiological responses to challenging and threatening stress. Talk presented at the *Annual Academy of Management Meeting,* Boston, Massachusetts.

Bae, S. & **Fath, S.** (July 2023). Hierarchy as a signal of culture and belonging: Exploring why egalitarian ideology predicts aversion to hierarchical organizations. Talk presented at the *Annual International Association for Conflict Management Conference,* Thessaloniki, Greece.

- ❖ Presented by co-author

Fath, S., Larrick, R. P., & Soll, J. B. (May 2023). Encouraging self-blinding in hiring. Talk presented at the *Annual Behavioral Science and Policy Association Conference,* Virtual.

Fath, S., Larrick, R. P., & Soll, J. B. (February 2023). Self-blinding to reduce bias in hiring. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology,* Atlanta, Georgia.

Fath, S., Larrick, R. P., & Soll, J. B. (February 2023). Designing nudges to encourage self-blinding in hiring. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology,* Atlanta, Georgia.

- ❖ Presented by co-author

Darby, C., McCluney, C., & **Fath, S**. (August 2022). Marginalized workers' allyship perceptions of workplace friends and managers. Talk presented at the *Annual Academy of Management Meeting,* Seattle, Washington.
- ❖ Presented by co-author

Bae, S. & **Fath, S.** (August 2022). Hierarchy as a signal of culture and belonging: Exploring why egalitarian ideology predicts aversion to hierarchical organizations. Talk presented at the *Annual Academy of Management Meeting,* Seattle, Washington.
- ❖ Presented by co-author

Bae, S. & **Fath, S.** (February 2022). Hierarchy as a signal of culture and belonging: Exploring why egalitarian ideology predicts aversion to hierarchical organizations. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology,* San Francisco, California.

Schlund, R., Proudfoot, D., & **Fath, S.** (February 2022). Social class and endorsement of positive gender stereotypes. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology,* San Francisco, California.

Fath, S., Ma, A., & Rosette, A. S. (August 2020). Self-views of disadvantage and success impact perceptions of privilege among White men. Talk presented at virtual *Annual Academy of Management Meeting*
- ❖ Presented by co-author
- ❖ Selected for OB Division Rapid Research Plenary on Racial Inequality

Fath, S., Larrick, R. P., & Soll, J. B. (August 2020). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. Talk accepted for virtual *Annual Academy of Management Meeting*

Matusik, J. G., Mitchell, R. L., Hays, N. A., **Fath, S.**, & Hollenbeck, J. R. (August 2020). The highs and lows of hierarchy in multiteam systems. Talk accepted for virtual *Annual Academy of Management Meeting*

Fath, S., Larrick, R. P., & Soll, J. B. (November 2019). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. Talk presented at the *Annual Society for Judgment and Decision Making Meeting,* Montreal, Canada.
- ❖ Presented by co-author

Fath, S., Ma, A., & Rosette, A. S. (August 2019). Self-views of disadvantage and success impact perceptions of privilege among White men. Talk presented at the *Annual Academy of Management Meeting*, Boston, Massachusetts.

Fath, S., Larrick, R. P., & Soll, J. B. (November 2018). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. Poster presented at the *Annual Society for Judgment and Decision Making Meeting,* New Orleans, Louisiana.

Fath, S., Larrick, R. P., & Soll, J. B. (August 2018). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. Talk presented at the *Annual Academy of Management Meeting,* Chicago, Illinois.

Fath, S., Larrick, R. P., & Soll, J. B. (March 2018). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology,* Atlanta, Georgia.

Fath, S. & Kay, A. C. (August 2017). Exploring the effect of perceived normalcy on the endorsement of hierarchy. Talk presented at the *Annual Academy of Management Meeting,* Atlanta, Georgia.

Fath, S., Proudfoot, D., & Kay, A. C. (April 2017). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Carolina Research in Social and Personality Psychology Conference*, Durham, North Carolina.

Fath, S. & Kay, A. C. (January 2017). On the self-reinforcing nature of hierarchy: Exploring the effects of perceived normalcy on the endorsement of hierarchy. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology,* San Antonio, Texas.

Fath, S., Proudfoot, D., & Kay, A. C. (August 2016). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Annual Academy of Management Meeting,* Anaheim, California.

Fath, S., Proudfoot, D., & Kay, A. C. (January 2016). Effective to a fault: Organizational structure predicts attitudes towards minority organizations. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology,* San Diego, California.

Fath, S. & Kay, A. C. (January 2016). Effects of hierarchical structure on system confidence and justification. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology,* San Diego, California.

TEACHING

Course Instructor

ILR School, Cornell University

Introduction to Organizations and Management, Undergraduate
Understanding and Improving Decision Making, Undergraduate
Understanding and Improving Decision Making, MILR
Managerial Decision Making, EMHRM
Judgment and Decision Making, Ph.D.

eCornell, Cornell University

Building Diverse Candidate Pools, eCornell Online Certificate
Adopting Inclusive Selection Practices, eCornell Online Certificate
Establishing Inclusive Employee Integration Processes, eCornell Online Certificate

Guest Lecturer

ILR School, Cornell University

Diversity and Inclusion, Undergraduate
Diversity and Inclusion (advanced writing seminar), Undergraduate
Enterprise of Social Science Research, Ph.D.

Executive Education & Advising

Cornell Center for Advanced Human Resource Studies, Cornell University

Addressing Bias in Internal and External Hiring, CAHRS Working Group, 2021
Addressing Bias in Internal and External Hiring, CAHRS Webcast, 2021

Customized Executive Education, Cornell University

Dynamic Decision Making, Online Seminar, 2023
Managerial Decision Making, Online Seminar, 2023

HONORS & AWARDS

ILR WIDE Center fast research grant (co-PI: $5,000), *Privilege awareness*, Cornell University — 2026
ILR WIDE Center fast research grant (co-PI: $5,000), *Resume masking*, Cornell University — 2026
ILR WIDE Center fast research grant (co-PI: $5,000), *Diversity training language*, Cornell University — 2024
ILR WIDE Center fast research grant (co-PI: $5,000), *Devaluation by omission*, Cornell University — 2023
ILR WIDE Center fast research grant (PI: $1,800), *Perceptions of diversity officers' initiatives*, Cornell University — 2023
SPSP Student Poster Award Finalist (student project led by Chadé Darby) — 2023
Cornell Center for Social Sciences research grant (PI: $7,525), *Black employees' allyship needs,* Cornell University — 2022
Cornell Center for Social Sciences research grant (PI: $11,900), *Testing interventions to encourage self-blinding*, Cornell University — 2020

Selected for *AOM* Best Paper Proceedings (top 10% of accepted papers) 2020

INVITED TALKS

IX Communities (Membership Org. of Recruiting Professionals) Research Report (2024)
University of Maryland, Psychology Department (2024)
Cornell University, Behavioral Economics and Decision Research Showcase (2021)
Cornell University, ILR School, Dean's Advisory Council (2021)
Cornell University, ILR School (2019)
Emory University, Goizueta Business School (2019)
University of Illinois Urbana-Champaign, Gies College of Business (2019)

PROFESSIONAL SERVICE

Cornell University Service

Grant Reviewer, Cornell Center for Social Sciences
Organizer, joint ILR School – Johnson College of Business Speaker Series (2022—2023)
Undergraduate Admissions Committee, ILR School (2022—2025)
Participant, ILR Faculty Panel for Early Decision students (2023)
Advisory Board Member, Cornell English Language Support Office (2024—2026)
Faculty Presenter, Johnson College of Business Marketing Journal Club (2024)
Faculty Panelist, Cornell MOSAIC (Alumni association) Forum (2025)
Faculty Panelist, Cornell Inclusive Excellence Summit (2026)

Ad Hoc Reviewer

Academy of Management Annual Meeting
Academy of Management Review
Behavioral Science and Policy
Journal of Applied Psychology
Journal of Experimental Social Psychology
Journal of Organizational Behavior
Journal of Personality and Social Psychology
Management Science
Organizational Behavior and Human Decision Processes
Organization Science
Society for Personality and Social Psychology Annual Meeting

ACADEMIC ADVISING

PhD Committee Chair

Chadé Darby, Cornell University, ILR, PhD Expected 2027
Xingruo Zhang, Cornell University, ILR, PhD Expected 2029

PhD Committee Member (Chair noted in parentheses)

Kimberly Williamson, Cornell University, Information Science (Kizilcec)
Archer Pan, Cornell University, Johnson College of Business (Thomas)

Undergraduate Advising

Gabriella Pacitto, Cornell University, ILR, Credit Internship
Lia Papafloratos, Cornell University, ILR, Credit Internship

Rhys Hammond, Cornell University, ILR, Credit Internship
Jordan Monaco, Cornell University, ILR, Credit Internship
Ryan Wu, Cornell University, ILR, Credit Internship
Reilly Powers, Cornell University, ILR, Credit Internship
Jackson Stone, Cornell University, ILR, Credit Internship
Michelle Yang, Cornell University, ILR, Honors Thesis Second Reader

PROFESSIONAL AFFILIATIONS

Academy of Management	2015 —
Society for Personality and Social Psychology	2015 —
Society for Judgment and Decision Making	2018 —