

## Sarah P. Doyle, Ph.D.

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### Employment

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University of Arizona, Eller College of Management

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|----------------|--|
| 2023 - Present | Associate Professor of Management & Organizations                    |
| 2017 - 2023    | Assistant Professor of Management & Organizations                    |
| 2019 - Present | Courtesy Assistant Professor Appointment<br>Department of Psychology |

### Education

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| 2017 | Ph.D. | The Ohio State University, Fisher College of Business<br><i>Major: Management and Human Resources</i><br><i>Minor: Quantitative Psychology</i> |
| 2009 | B.A.  | Duke University<br><i>Major: Psychology</i><br><i>Minor: Markets and Management Studies</i>  |

### Refereed Journal Articles

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(Note: \* denotes equal contribution; Underlined names are current or former University of Arizona Ph.D. students; Double underlined names are Ph.D. students at another university at the time of submission)

1. Dumas, T.L., **Doyle, S.P.**, & Lount Jr, R.B. (*In press*). Self Disclosure and Respect: Understanding the Engagement of Value Minorities. *Organization Science*.
2. Polin, B., **Doyle, S.P.**, Kim, S., Lewicki, R., & Chawla, N. (*In press*). Sorry to Ask But... How Is Apology Effectiveness Dependent on Apology Content and Gender?. *Journal of Applied Psychology*. Advance online publication.
3. **Doyle, S.P.**, Chung, S., Lount Jr, R.B., Swaab, R., & Rathjens, J. (*In press*) Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Academy of Management Journal*. Advance online publication.  
<https://doi.org/10.5465/amj.2019.1381>

4. **Doyle, S.P.**, & Lount Jr, R.B. (2023) Rising above versus falling below: When and why status change affects interpersonal helping in workgroups. *Organization Science*. 34 (3): 1157-1183. <https://doi.org/10.1287/orsc.2022.1613>
5. **Doyle, S.P.**, Pettit, N.C., Kim, S., To, C., & Lount Jr, R.B. (2022). Surging Underdogs and Slumping Favorites: How Recent Streaks and Future Expectations Drive Competitive Transgressions. *Academy of Management Journal*. 65 (5): 1507-1540. <https://doi.org/10.5465/amj.2019.1008>
6. Pettit, N.C., **Doyle, S.P.**, Kim, H.Y., & Hurwitz, A. (2022) Rank extrapolation: Asymmetric forecasts of future rank after rank change. *Organizational Behavior and Human Decision Processes*. Advance online publication. <https://doi.org/10.1016/j.obhdp.2022.104129>
7. Kim, H.Y.\*, Kim, S.\*, Howell, T.\*, **Doyle, S.P.**\*, Pettit, N.C., & Bizarro, M. (2022) Are We Essential, or Sacrificial? The Effects of Felt Public Gratitude on Essential Worker Recovery Activities during COVID-19. *Social Psychological and Personality Science*. Advance online publication. <https://doi.org/10.1177/19485506221077858>
8. Kim, S., McClean, E., **Doyle, S.P.**, Podsakoff, N, Woodruff, T, & Lin, E. (2022) The Positive and Negative Effects of Social Status on Ratings of Voice Behavior: A Test of Opposing Structural and Psychological Pathways. *Journal of Applied Psychology*, 107(6), 951–967. <https://doi.org/10.1037/apl0000945>
9. **Doyle, S. P.**, Kim, S., & Kim, H.Y. (2021). The Psychology of Status Competitions within Organizations: Navigating Two Competing Motives. In S. M. Garcia, A. Tor, & A. J. Elliot (Eds.), *The Oxford Handbook of the Psychology of Competition*. <https://doi.org/10.1093/oxfordhb/9780190060800.013.19>
10. Lount Jr, R.B., **Doyle, S.P.**, Brion, S., & Pettit, N.C. (2019). Only When Others Are Watching: The Contingent Efforts of High Status Group Members. *Management Science*, 65(7): 3382-3397. <https://doi.org/10.1287/mnsc.2018.3103>
11. Druckman, D., Lewicki, R., & **Doyle, S.P.** (2019). Repairing Violations of Trustworthiness in Negotiation. *Journal of Applied Social Psychology*, 49(3): 145-158. <https://doi.org/10.1111/jasp.12571>
12. Lount Jr, R.B., Pettit, N.C., & **Doyle, S.P.** (2017). Motivating Underdogs and Favorites. *Organizational Behavior and Human Decision Processes*, 141, 82-93. <https://doi.org/10.1016/j.obhdp.2017.06.003>
13. Pettit, N.C., **Doyle, S.P.**, Lount Jr, R.B. & To, C. (2016). Cheating to Get Ahead or to Avoid Falling Behind? The Effect of Potential Negative versus Positive Status Change on Unethical Behavior. *Organizational Behavior and Human Decision Processes*. 137, 172-183. <https://doi.org/10.1016/j.obhdp.2016.09.005>

14. **Doyle, S.P.**, Lount Jr, R.B., Wilk, S.L., & Pettit, N.C. (2016). Helping Others Most When They're Not Too Close: Status Distance as a Determinant of Interpersonal Helping in Organizations. *Academy of Management Discoveries*, 2(2), 155-174. <https://doi.org/10.5465/amd.2014.0104>
15. Brion, S., Lount Jr, R.B., & **Doyle, S.P.** (2015). Knowing If You Are Trusted: Does Meta-accuracy Promote Trust Development? *Social Psychological and Personality Science*, 6(7), 823-830. <https://doi.org/10.1177/1948550615590200>

### **Works in Progress and Under Review (Selected)**

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Pettit, N.C., **Doyle, S.P.**, & Lount Jr, R.B. [Underdogs and Favorites: Past, Present and Future].

**Doyle, S.P.**, Lount Jr, R.B., Kim, S., & Zhang, Z. [Status Distance, Status Threat, and Interpersonal Helping].

**Doyle, S.P.**, Lin, Y., Kim, H.Y., & Kim, S. [Gaining Status and Felt Inauthenticity].

Kim, S., McClean, E., **Doyle, S.P.**, Podsakoff, N., Woodruff, T., & Lin, E. [Understanding Silence Following Observed Norm Violations: The Role of Transgressor Status].

Schilke, O.\*, **Doyle, S.P.\***, & Kim, S. [Trust and Status Spirals Within Workgroups].

Zhang, Z., **Doyle, S.P.**, Kugler, T., & Arora, P. [Power and Cooperative Behavior: A Multi-level Examination].

**Doyle, S.P.\*** & Lount Jr, R.B.\* [Status Level and Prosocial Behaviors].

**Doyle, S.P.**, Lount Jr, R.B., & Lee, H. [Status Fluctuations].

### **Invited Talks and Select Conference Presentations**

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#### **2023 CONFERENCE PRESENTATIONS**

Turning Stumbling Blocks Into Stepping Stones: How Felt Gratitude Shapes the Experience and Impact of Hindrance Stressors. *INGRoup Conference*, Seattle.

“High Impact Group Research: A Multidisciplinary Perspective.” INGRoup Doctoral Student Consortium (Invited faculty panelist). *INGRoup Conference*, Seattle.

Helping the threat? How and why status distance shapes helping behaviors in workgroups. In Detert & Greer (organizers), “Organizational Interactions: An

Integration of the Dialogues on Vertical and Horizontal Distance.” *Academy of Management Annual Meeting*, Boston.

Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. In Lee & Lin (organizers), “Rethinking Organizational Citizenship Behavior: Debunking Long-Held Beliefs & Revealing New Findings.” *Academy of Management Annual Meeting*, Boston.

Why Aren't They Speaking Up? Understanding Why Employees Remain Silent About Peer Norm Violations. In Soo & Ong (organizers), “We Shall Overcome: Advocating for Social and Ethical Issues at Work Despite its Challenges.” *Academy of Management Annual Meeting*, Boston.

“The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty.” Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

“Using Sports Data to Advance Management Theory.” Professional Development Workshop (Invited faculty presenter). *Academy of Management Annual Meeting*, Boston.

“HR Division Networking Forum.” Professional Development Workshop (Round table discussant for the topic of “*Stigma and Status*”). *Academy of Management Annual Meeting*, Boston.

## **2022 CONFERENCE PRESENTATIONS**

Fake It Until You Make It?: The Role of Identity Authenticity in Shaping Group-Oriented Behaviors Following Status Gains. *Academy of Management Annual Meeting*, Seattle.

“OB Doctoral Consortium.” Professional Development Workshop (Invited faculty panelist). *Academy of Management Annual Meeting*, Seattle.

*\*Rescheduled participation for Academy of Management 2023 Annual Meeting*

## **2021 INVITED TALKS**

Hierarchical team structures limit joint gain in interteam negotiations: The role of information elaboration and value claiming behavior. *Department of Sociology Brown Bag Series*, University of Arizona, March.

## **CONFERENCE PRESENTATIONS**

Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Academy of Management Annual Meeting*. \*Conference moved online for COVID-19

To speak up or not to, that is the question: How norm violator's status affects observer's voice. *Academy of Management Annual Meeting*. \*Conference moved online for COVID-19

“Trust between Individuals and Organizations.” Professional Development Workshop (Facilitator), *Academy of Management Annual Meeting*. \*Conference moved online for COVID-19

## **2020 INVITED TALKS**

“Getting an Academic Job at a Research School.” Professional Development Workshop. Fisher College of Business, The Ohio State University.

“On Status Distance and Helping.” University of Arkansas, Sam M. Walton College of Business, Ph.D Student Seminar

## **CONFERENCE PRESENTATIONS**

He said, She said: An Analysis of Apology Efficacy by Gender. *International Association of Conflict Management*, Charleston, SC. \*Conference moved online for COVID-19

Intra-team hierarchy triggers inter-team competition: The impact of hierarchy on team negotiations. *Academy of Management Annual Meeting*, Vancouver. \*Conference moved online for COVID-19

The Positive and Negative Effects of Social Status on Voice Ratings: A Test of Two Opposing Pathways. *Academy of Management Annual Meeting*, Vancouver. \*Conference moved online for COVID-19

The Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. Poster presented at *Society for Industrial and Organizational Psychology*, Austin, TX. \*Conference moved online for COVID-19

“HR Division Research Roundtable Networking Forum.” Professional Development Workshop (Invited faculty panelist), *Academy of Management Annual Meeting*, Vancouver. \*Conference moved online for COVID-19

## **2019 CONFERENCE PRESENTATIONS**

The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *INGRoup Conference*, Lisbon, Portugal.

A Regulatory Fit Perspective of Embedded Competition. *Academy of Management Annual Meeting*, Boston, MA.

“Managing Stress in the Early Career Phase”. Professional Development Workshop (Organizer), *Academy of Management Annual Meeting*, Boston, MA.

**2018 CONFERENCE PRESENTATIONS**

Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *INGROUP Conference*, Bethesda, MD.

The Interactive Effect of Status Distance and Target Newcomer Status on Willingness to Help Teammates. *Academy of Management Annual Meeting*, Chicago, IL.

Rank Extrapolation: Forecasting Future Rank After Rank Change. *Academy of Management Annual Meeting*, Chicago, IL.

**CONFERENCE PARTICIPATION**

Participant in the OB Junior Faculty Workshop. *Academy of Management Annual Meeting*, Chicago, IL.

**2017 CONFERENCE PRESENTATIONS**

Helping Less After a Fall, But Not More After a Gain: The Asymmetrical Influence of Status Change on Helping. *Academy of Management Annual Meeting*, Atlanta, GA.

“Being Successful on the Job Market.” OB Doctoral Student Consortium (Invited Faculty Panelist), *Academy of Management Annual Meeting*, Atlanta.

**2016 INVITED TALKS**

Carnegie Mellon University, Tepper College of Business, November  
University of Michigan, Organizational Studies Program, November  
University of Arizona, Eller College of Management, November  
Washington University in St. Louis, Olin Business School, November  
Rutgers Business School, October  
Syracuse University, Whitman School of Management, October

**CONFERENCE PRESENTATIONS**

When Hierarchy Hurts: The Negative Effect of Hierarchy on Intergroup Negotiations. *International Association for Conflict Management*, New York City, NY.

Rocking the Boat: The Asymmetrical Effects of Status Gains and Losses on Interpersonal Helping in Hierarchical Teams. *The Ohio State University Graduate School Hayes Research Forum*, Columbus, OH.

**2015 CONFERENCE PRESENTATIONS**

Welcoming the New Kid on the Block: Helping Behaviors between Agents and Newcomers of Similar and Different Status Levels. *Midwest Academy of Management*, Columbus, OH

**CONFERENCE PARTICIPATION**

Academy of Management OB Doctoral Consortium (Department nominated participant)

Southern Management Association Late Stage Doctoral Consortium (Sponsored participant)

**2014 CONFERENCE PRESENTATIONS**

The Ethical Consequences of Potential Status Gains and Losses. *Academy of Management Annual Meeting*, Philadelphia, PA.

Status Distance as a Determinant of Co-worker Helping in Organizational Teams. *INGRoup Conference*, Raleigh, NC.

**2013 CONFERENCE PRESENTATIONS**

I Think Differently Therefore I Feel Low Status. *Academy of Management Annual Meeting*, Orlando, FL.

The Effects of Status Differences on Helping in Organizational Teams. *Academy of Management Annual Meeting*, Orlando, FL.

**Service and Outreach**

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**Editorial Review Board**

2023-Present

Editorial Board, *Academy of Management Journal*

2019-Present

Editorial Board, *Academy of Management Discoveries*

**Ad Hoc Reviewing**

2022-Present	Ad hoc reviewer, <i>Social Psychological and Personality Compass</i>
2021-Present	Ad hoc reviewer, <i>Academy of Management Journal</i>
2021-Present	Ad hoc reviewer, <i>Journal of Applied Psychology</i>
2021-Present	Ad hoc reviewer, <i>Organizational Psychology Review</i>
2020-Present	Ad hoc reviewer, <i>Organizational Behavior and Human Decision Processes</i>
2019-Present	Ad hoc reviewer, <i>Organization Science</i>
2019-Present	Ad hoc reviewer, <i>Personnel Psychology</i>
2019-Present	Ad hoc reviewer, <i>Journal of Management</i>
2019-Present	Ad hoc reviewer, <i>Group Processes &amp; Intergroup Relations</i>
2018-Present	Ad hoc reviewer, <i>Group Decision and Negotiation</i>
2017-Present	Ad hoc reviewer, <i>Academy of Management Discoveries</i>

### **Academy of Management**

2018-2020	Representative-at-large (Elected Position), <i>CM Division</i>
2013-Present	Conference reviewer, <i>CM and OB Divisions</i>

### **University of Arizona, Eller College of Management**

Spring 2023	Hiring Committee Member, M&O Department
Fall 2021-Present	PhD Student Program Coordinator
Fall 2021	Hiring Committee Member, M&O Department
Spring 2021-Present	Faculty Affiliate, Center for Trust Studies
Spring 2021	Department Annual Evaluation, Committee Member
2019-2021	Eller Management Association, Faculty Advisor
2017-Present	Speaker Series Coordinator, M&O Department

### **Doctoral and Master's Committees**

University of Arizona

#### *Dissertation Committees*

##### *Chair*

- Sijun Kim (M&O, Eller College of Management), Completed 2021 (Placement: Texas A&M University)

##### *Committee Member*

- Jonathan Evans (M&O, Eller College of Management), Completed 2019
- Aimee McFarland (College of Education), Completed 2023

#### *Master's Thesis Committees*

##### *Chair*

- Zixu Zhang (M&O, Eller College of Management), In Progress
- Yuxin Lin (M&O, Eller College of Management), In Progress



*Committee Member*

- Benjamin Perkins (M&O, Eller College of Management), Completed 2022
- Sijun Kim (M&O, Eller College of Management), Completed 2019

*Undergraduate Honor's Thesis Committees*

- Derrick Espadas, Advisor, Chair, Completed 2020

*Comprehensive Exam Committees*

- Mahira Ganster, Committee Member (Oral Exam), Completed 2022
- Rebecca MacGowen, Committee Member (Oral Exam), Completed 2020

**Honors and Awards**

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Best Reviewer Award, *Academy of Management Discoveries*, 2023

Western Academy of Management's Ascendant Scholar Award, 2023

Eller College Dean's Research Award for Assistant Professors, 2022

Eller College Undergraduate Faculty Member of the Year in the Upper Division, 2022

- Awarded by the Eller College Dean's Council on behalf of the Eller student body

Poets and Quants Top 50 Best Undergraduate Business School Professors, 2020

Best Student Paper (Kim, McClean, Doyle, Podsakoff, Woodruff, & Lin), Academy of Management Association of Korean Management Scholars (AKMS)

Eller Outstanding Club of the Year Award (Eller Management Association, Faculty Advisor), 2020

Eller College Student's Choice Award for Most Engaging Faculty, 2019

- Awarded by the Eller College Dean's Council on behalf of the Eller student body

Best Student Paper (Doyle, 2017), Academy of Management (CM Division)

Best Student Paper (Doyle, Lount Jr, Wilk, & Pettit), INGroup Conference 2014

**Awarded Grants**

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Small Research Grants 2023  
University of Arizona, Eller College of Management \$2,000

Small Research Grants 2021  
University of Arizona, Eller College of Management \$2,150

Small Research Grants 2021 University of Arizona, Eller College of Management	\$3,350
Small Research Grants 2019 University of Arizona, Eller College of Management	\$3,000
Center for Leadership Ethics 2018 University of Arizona, Eller College of Management	\$2,000
Small Research Grants 2016 The Ohio State University, Fisher College of Business	\$1,000

## Teaching

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### University of Arizona, Eller College of Management

#### Undergraduate:

##### *Organizational Behavior and Management*

- Spring, 2023 (one section): TBD
- Spring, 2022 (two sections): 4.1-4.2/5.
- Spring, 2021 (two sections): 4.5-4.6/5.
- Fall, 2019 (two sections): 4.5-4.6/5.
- Spring, 2019 (two sections): 3.3-3.4/5.

##### *Leadership in a Complex World*

- Spring 2018 (two sections): 4.1-4.4/5.

#### Executive Education:

- *Giving and Receiving Feedback*, Spring 2022.
- *Cooperation & Competition in the Workplace*, Spring, 2020.

### The Ohio State University, Fisher College of Business

- *Managing Individuals in Organizations*, Undergraduate, Spring, 2016: 4.4/5.
- *Managing Individuals in Organizations*, Undergraduate, Spring, 2014: 4.1/5.
- *Strategic Management*, Recitation Instructor, Undergraduate, Spring, 2013: 4.8/5.