

NATHAN C. PETTIT
NYU Stern School of Business
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POSITIONS

NYU Stern School of Business, Management & Organizations Department

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| ▪ Associate Professor (with tenure) | 2019 – |
| – Vice Dean, MBA and Graduate Programs | 2024 – |
| – George and Edythe Heyman Faculty Fellow | 2023 – 2026 |
| – Academic Director, MBA and Graduate Programs | 2023 – 2024 |
| – Founding Director, Leadership Accelerator | 2019 – 2024 |
| ▪ Associate Professor (untenured) | 2017 – 2019 |
| ▪ Assistant Professor | 2011 – 2017 |

EDUCATION

Ph.D., Management Cornell University, Ithaca, NY	2011
M.A., Social-Organizational Psychology Columbia University, New York, NY	2006
M.P.S., Applied Statistics Cornell University, Ithaca, NY	2003
B.S., Biometry and Statistics Cornell University, Ithaca, NY	2002

PUBLICATIONS

- Pettit, N. C., Doyle, S. P., & Lount, R. B., Jr. (2024). Underdogs and favorites: Past, present, and future. *Social and Personality Psychology Compass*, 18(6).
- Lount, R. B., Jr., & Pettit, N. C. (2023). Shared first authorship should be declared on academic CVs. *Nature Human Behavior*, 7, 659.
- Kim, H. Y., Doyle, S. P., Howell, T. M., Kim, S., Pettit, N. C., & Bizarro, D. (2023). Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Social Psychological and Personality Science*, 14(2), 218-227.
- Doyle, S. P., Pettit, N. C., Kim, S., To, C., & Lount, R. B., Jr. (2022). Surging underdogs and slumping favorites: How recent streaks and future expectations drive competitive transgressions. *Academy of Management Journal*, 65(5), 1507-1540.
- 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*, 169(2), 104-129.
- Leroy, H. L., Anisman-Razin, M., Avolio, B. J., Bresman, H., Bunderson, J. S., Burris, E. R., Claeys, J., Detert, J. R., Dragoni, L., Giessner, S. R., Kniffin, K. M., Kolditz, T., Petriglieri, G., Pettit, N. C., Sitkin, S.

- B., Van Quaquebeke, N., & Vongswasdi, P. (2022). Walking our evidence-based talk: The case of leadership development in business schools. *Journal of Leadership and Organizational Studies*, 29(1), 5-32.
- Fernandes, C. R., Yu, S., Howell, T. M., Wood Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75.
- Pettit, N. C. & Marr, J. C. (2020). A trajectories based perspective on status dynamics. *Current Opinion in Psychology*, 33, 233-237
- Marr, J. C., Pettit, N. C., & Thau, S. (2019). After the fall: How demonstrations of self-control protect legitimacy of authorities after status loss. *Organization Science*, 30(6), 1165-1188.
- Kakkar, H., Sivanathan, N., & Pettit, N. C. (2019). The impact of dynamic status changes within competitive rank-ordered hierarchies. *Proceedings of the National Academy of Sciences*, 116(46), 23011-23020.
- Kim, H. Y., & Pettit, N. C. (2019). A cross-cultural review and perspective on status striving. *Social and Personality Psychology Compass*, 13(7).
- Lount, R. B., Jr., 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.
- Kim, H. Y., Pettit, N. C., & Reitman, L. E. (2019). Status moves: Evaluations and effectiveness of status behaviors. *Group Processes & Intergroup Relations*, 22(1), 139-159.
- Lount, R. B., Jr., Pettit, N. C., & Doyle, S. P. (2017). Motivating underdogs and favorites. *Organizational Behavior and Human Decision Processes*, 141(4), 82-93.
- Pettit, N. C., Doyle, S. P., Lount, R. B., Jr., & 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(6), 172-183.
- Doyle, S. P., Lount, R. B., Jr., 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.
- Kim, H. Y., & Pettit, N. C. (2015). Status is a four-letter word: Self versus other differences and concealment of status-striving. *Social Psychological and Personality Science*, 6(3), 267-275.
- Pan, C., Pettit, N. C., Sivanathan, N., & Blader, S. L. (2014). Low status aversion: The effect of self-threat on willingness to buy and sell. *Journal of Applied Social Psychology*, 44(11), 708-716.
- Spataro, S. E., Pettit, N. C., Sauer, S. J., & Lount, R. B., Jr. (2014). Interactions among same-status peers: Effects of behavioral style and status level. *Small Group Research*, 45(3), 314-336.
- Pettit, N. C., Sivanathan, N., Gladstone, E., & Marr, J. C. (2013). Rising stars and sinking ships: Consequences of status momentum. *Psychological Science*, 24(8), 1579-1584.
- Polman, E., Pettit, N. C., & Wiesenfeld, B. M. (2013). Effects of wrongdoer status on moral licensing. *Journal of Experimental Social Psychology*, 49(4), 614-623.
- Pettit, N. C., & Sivanathan, N. (2012). The eyes and ears of status: How status colors perceptual judgment. *Personality and Social Psychology Bulletin*, 38(5), 570-582.

- Lount, R. B., Jr., & Pettit, N. C. (2012). The social context of trust: The role of status. *Organizational Behavior and Human Decision Processes*, 117(1), 15–23.
- Pettit, N. C., & Lount, R. B., Jr. (2011). Through whose eyes? The impact of identification on judgments of group status. *Group Processes & Intergroup Relations*, 14(4), 533–548.
- Pettit, N. C., & Sivanathan, N. (2011). The plastic trap: Self-threat drives credit usage and status consumption. *Social Psychological and Personality Science*, 2(2), 146–153.
- Sivanathan, N., & Pettit, N. C. (2010). Protecting the self through consumption: Status goods as affirmational commodities. *Journal of Experimental Social Psychology*, 46(3), 564–570.
- Pettit, N. C., Yong, K., & Spataro, S. E. (2010). Holding your place: Reactions to the prospect of status gains and losses. *Journal of Experimental Social Psychology*, 46(2), 396–401.
- Pettit, N. C., & Lount, R. B., Jr. (2010). Looking down and ramping up: The impact of status differences on effort in intergroup contexts. *Journal of Experimental Social Psychology*, 46(1), 9–20.

TEACHING

<i>Course (School)</i>	<i>Population (# of sections)</i>	<i>Dates</i>	<i>Grand mean instructor rating</i>
Behavioral Leadership Skills (formerly Leadership Training for High Potentials) (NYU)	EMBA (5)	2019-	4.94 / 5
Leadership (NYU)*	One-year Focused MBA (13), Full-time MBA (2), Courant Masters (1)	2018-	4.98 / 5
Leadership in Organizations (NYU)*	Full-time MBA (21), EMBA (8), Langone Evening MBA (3)	2016-2024	4.94 / 5
Adv. OB Seminar (NYU)*	PhD (3)	2014-2016	7.00 / 7
Management & Organizations (NYU)*	Undergraduate (11)	2012-2015	6.90 / 7
Leading Teams (Cornell)	Full-time MBA (1)	2010	4.67 / 5

* core course

TRIUM Global Executive MBA (NYU Stern, LSE, HEC Paris)

- Leadership modules (2018-2019)

Executive Education Short Courses, NYU Stern

- C-Suite Pathways (2024)
- Leadership for the 21st Century (2021-2023)
- Leadership in FinTech (2024)
- Leadership Training for High Potentials (2018-present)

Consulting, Customized Executive Education, Speaking

- 1919 Investment Counsel, Bayer, ESPN, GE, Goldman Sachs, Google, IBM, Justworks, King & Spalding, KPMG Gulf Region, L2/Digital Leadership Academy, Liquidnet, Lyft, Narrative Strategies, Spencer Stuart, Summit Medical Group, WR Berkley Corporation

Cases and class exercises developed

- Ashbridge, N., Goldberg, R. Lankenau, G., Levinson, H., & Pettit, N. C. (2021). Deja Brew and the Green Meanie
- Pettit, N. C. (2021). 21 Questions.
- Magee, J. C. & Pettit, N. C. (2018). Maggie Hapher-Stepp at Open Bit Mine, Inc.
- Pettit, N. C. (2012). Big Pharma, Big Problems
- Pettit, N. C. (2010). MBA rankings at the Johnson School

- Pettit, N. C., & Detert, J. R. (2010). New ideas at Reach Federal Credit Union

INVITED RESEARCH PRESENTATIONS

- 9th Annual East Coast Doctoral Student Conference (Keynote speaker); Darden School of Business, University of Virginia; Eccles School of Business, University of Utah; Fisher College of Business, The Ohio State University; Harvard Business School; Johnson Graduate School of Management, Cornell University; Kenan-Flagler Business School, University of North Carolina, Chapel Hill; London Business School; Marshall School of Business, University of Southern California; Merage School of Business, UC Irvine; NeuroLeadership Summit, NYC; New York University, Social Psychology; Olin School of Business, Washington University in St. Louis; Paduano Symposium in Business Ethics, New York University; Ross School of Business, University of Michigan; Rotman School of Management, University of Toronto; Rutgers Business School; Scheller College of Business, Georgia Tech; Stanford Graduate School of Business; Stern School of Business, New York University; Stony Brook University College of Business; Tepper School of Business, Carnegie Mellon University; Wharton School, University of Pennsylvania

AWARDS AND HONORS

Leadership and Service

- George and Edythe Heyman Faculty Fellowship (2023-2026)
- NYU Stern Leadership Excellence Award (2022)

Scholarship

- Best Paper Award Finalist (1 of 3), INGRoup Conference (2020)
- Showcase Symposium, AOM (2013, 2013, 2019)
- Best Paper Award with a Student as First Author, INGRoup Conference (2014)
- Best Paper Award, INGRoup Conference (2012)
- Best Paper Award, Conflict Management Division, AOM (2012)
- Nominee, William H. Newman Award for Best Paper Based on a Dissertation, AOM (2012)
- Best Paper Proceedings, AOM (2012)

Teaching

- Voted EMBA “Great Professor” for 1st year courses, NYU Stern NYC EMBA (2022, 2024)
- Voted EMBA “Great Professor” for 2nd year courses, NYU Stern DC EMBA (2022, 2023)
- Voted MBA “Professor of the Year,” NYU Stern (2019, 2021)
- Delivered “Last Lecture” to NYU Stern MBA Graduating Class (2018, 2019, 2023)
- BusinessBecause “MBA Professors to Look Out For” (2020)
- *Poets and Quants* “Top 40 Business School Professors Under 40” (2017)
- NYU Stern Distinguished Teaching Award (2014) (highest teaching honor at NYU Stern)
- “4.5 Club” Recognition for Excellence in MBA Teaching, Cornell Johnson School (2010)

SERVICE

Editorial Board Member

- *Academy of Management Discoveries* (2020-present)
- *Organizational Behavior and Human Decision Processes* (2014-present)

Ad-hoc Reviewing

- Academic journals: *Academy of Management Journal*, *Administrative Science Quarterly*, *American Sociological Review*, *Australian Journal of Psychology*, *British Journal of Social Psychology*, *Cognition*, *European Journal of Social Psychology*, *Frontiers in Psychology*, *International Journal of Research in Marketing*, *Journal of Applied Social*

Psychology, Journal of Consumer Affairs, Journal of Experiment Psychology: General, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Journal of Social Psychology, Journal of Trust Research, Management Science, Nature Human Behavior, Negotiation and Conflict Management Research, Organization Science, Organizational Behavior and Human Decision Processes, Organizational Psychology Review, Personality and Individual Differences, Personality and Social Psychology Review, PLoS ONE, Scientific Reports, Small Group Research, Social Psychological and Personality Science, Sociology Compass, Strategic Management Journal

- Scholarly grants, competitions, and conferences: Israel Science Foundation, National Science Foundation, INFORMS Dissertation Proposal Competition, Academy of Management (CM, MOC, and OB divisions), International Association for Conflict Management, INGRoup

Doctoral Program

- Faculty Speaker, PhD student teaching orientation (2021, 2022, 2023)
- Management & Organizations Doctoral Student Committee (2012-2016)
- Research Practicum Advisor (×5)
- Faculty Speaker, Doctoral Professional Seminar (×4)
- Doctoral Student Competency Exams (Major and Minor) in Organizational Behavior
 - Organizer × 6 (2014-2017); grader × 9 (2012-2017)
- Dissertation Committee Member (graduating school, degree, year)
 - Siyu Yu (NYU Stern, PhD 2020)
 - Hanna Kalmanovich-Cohen (UNC Kenan-Flagler, PhD 2020)
 - Laura E. Reitman (NYU Stern, MA 2018)
 - Sarah P. Doyle (OSU Fisher, PhD 2017)
 - Hee Young Kim (NYU Stern, PhD 2014)
 - Caitlin Pan (NYU Stern, PhD 2014)
- Faculty Discussant, East Coast Doctoral Conference (2012-2015)

MBA Program

- Vice Dean, MBA and Graduate Programs (2024-present)
- Academic Director, MBA and Graduate Programs (2023-2024)
- Founding Director, Leadership Accelerator (2019-2024)
- MBA Core Curriculum Committee (2018-2023)
- Co-developer/facilitator, NYU Stern + Spencer Stuart “Future Leaders Experience” (2020-2022)
- Advisory Council, Leadership Development Program (2016-2019)
- MBA Independent Study Advisor (2019, 2021, 2022×3, 2024)
- Faculty Representative, Stern Chats (student podcast) (2017-present)
- MBA Admit Weekend, Mock Class Instructor (2018, 2019, 2021, 2023, 2024×2)
- MBA Launch (Orientation) Steering Committee (2014-2016, 2018-2019)
- MBA Launch (Orientation) Leadership Simulation Designer and Faculty Lead (2019-2024)
- MBA Launch (Orientation) Self-Reflection Activity Designer and Faculty Lead (2014-2018)

Undergraduate Program

- Faculty Advisor, NYU Stern International Business Exchange Program (2014-2016)
- Faculty Advisor, Nu Alpha Phi Fraternity (2014)

Management & Organizations Department

- Lead Course Designer, full-time MBA core course *Leadership* (2023-2024)
- Promotion and Tenure Committee (2022-2023)
- Course Coordinator, MBA core course *Leadership in Organizations* (2018-2024)
- Research Committee, Management & Organizations Department (2015-2016)
- Course Coordinator, Undergraduate core course *Management & Organizations* (2012-2015)
- Faculty Annual Merit Review Committee (2014, 2022)

NYU Stern

- Faculty Council (2022-2024)
- Clinical Faculty Reappointment Committee, Management Communication Program (2022, 2023)
- Faculty Speaker, Diverse Pathways in Academia (2020, 2023, 2024)
- Inclusion, Diversity, Equity, and Belonging Committee (2019-2022)
- Faculty Speaker, Annual Alumni in Consulting Meeting (2019)
- Faculty Speaker, New Faculty Teaching Orientation (2019, 2021, 2023)
- Faculty Advisor, New Faculty Orientation (2013-2015)

Academy of Management

- Selection Committee, Most Influential Article in Conflict Management 2012-2015 & 2013-2016 (2021)
- Selection Committee, Outstanding Scholarly Publication in Organizational Behavior (2017, 2018)
- Elected representative at-large, Conflict Management Division (2013-2015)

Academy of Management Conferences

- PDW co-organizer, Organizational perspectives on psychological pain (2018)
- PDW co-organizer, Finding value in academic life: A PDW for junior faculty (2014)
- PDW panelist, Diamonds in the Rough (2024)
- PDW panelist, Thriving in Academia with Neurodiversity and/or Mental Health Issues (2024)
- PDW panelist, Healthier lives before tenure (2023)
- PDW panelist, Teaching in the rough (2021, 2022, 2023)
- PDW panelist, Managing stress in the early career phase (2019)
- PDW panelist, Being successful despite demands, distractions, and difficult situations (2018)
- PDW panelist, Behavioral ethics research: A second annual pecha kucha springboard and networking session (2017)
- PDW panelist, The productivity process: Research tips and strategies from prolific jr. faculty (2016)
- PDW panelist, The longest journey: The paths from doctoral student to a fulfilling career (2014)
- Symposium co-organizer, Dynamics of status mobility (2012)
- Symposium discussant, The consequences of status and stardom: An integrative perspective on the role of audiences (2018)
- Symposium discussant, Finding your place: New insights on how people navigate and jockey for positions in hierarchies (2016)
- Symposium discussant, New perspectives on social status in organizations (2013)
- Faculty panelist, New Doctoral Student Consortium (2014, 2015)