

Vontrese Deeds Pamphile

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EDUCATION

- 2018 Ph.D. Northwestern University, Kellogg School of Management (expected)
Joint degree in Sociology and Management and Organizations
Committee: Brayden King (Chair), Klaus Weber, Mary Pattillo, Tony Chen, Elisabeth Clemens
Winner of *National Science Foundation Doctoral Dissertation Research Improvement Grant*
- 2014 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

Organizational theory, non-market corporate strategy and corporate social responsibility, impression management, social networks, evaluations and values, inequality, mixed-methods

PEER-REVIEWED PUBLICATIONS

- Small, Mario L., Vontrese Pamphile, and Peter McMahan. 2015. "How Stable Is the Core Discussion Network?" *Social Networks* 40: 90-102.
- Deeds, Vontrese and Mary Pattillo. 2015. "Organizational 'failure' and institutional pluralism: A case study of an urban school closure." *Urban Education* 50.4: 474-504.

PAPERS UNDER REVIEW

- Pamphile, V. & Ruttan, R.* "Stated-Lived Value Congruence and Expressive Authenticity." Under review.
- 2017 OB Division "Most Innovative Student Paper" Award, Academy of Management Meeting
 - Published in 2017 Best Paper Proceedings of the 77th Meeting of the Academy of Management
- *joint authorship

WORKING PAPERS & PROJECTS

- Pamphile, V. "Deflecting and Attending: Impression Management Tactics after Reputational Threat." (job market paper)
- Pamphile, V. "Pragmatic Ambiguity as a Resource for Navigating Institutional Complexity." (dissertation chapter)
- Pamphile, V. "How Organizational Structure Shapes Philanthropic Evaluation Processes." (dissertation chapter)
- Ruttan R., Pamphile, V. & LaBroo, A. "Not one of us: The perverse effects of identifying victims from stigmatized outgroups." (stage: writing)

Small, M. L., Pamphile, V., Hughes, C., & Parker, J. "Neighborhood Influences on Social and Organizational Isolation." (stage: writing)

Small, M. L., Pamphile, V., & McMahan, P. "Changes in the Accuracy of Network Perceptions Over Time." (stage: data analysis)

Pamphile, V. & Bode, C. "Network Outcomes of Participation in Corporate Social Initiatives." (stage: data cleaning)

POLICY BRIEFS

Deeds, Vontrese. 2014. "How School Closures Can Hurt Students by Disrupting Urban Educational Communities." *Scholar Strategy Network*. Key Findings Policy Brief.

GRANT AWARDS

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| 2016 | Doctoral Dissertation Research Improvement Grant (\$12,000), National Science Foundation |
| 2016 | 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 |
| 2014 | Graduate Research Grant (\$3,000), The Graduate School, Northwestern University |
| 2012 | MacArthur Foundation Collaborative Research Grant (with Mary Pattillo) (\$1,250) Sociology Department, Northwestern University |

HONORS AND FELLOWSHIPS

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| 2017 | Selected for Dissertation Consortium, BPS, Academy of Management conference |
| 2016 | Fellow, Ivey-ARCS 9th Annual PhD Sustainability Academy, London, Ontario |
| 2016 | Selected for Doctoral Consortium, OMT division, Academy of Management conference |
| 2015-16 | Dissertation Fellow (\$1000), Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) |
| 2015 | Selected for Doctoral Consortium, SIM division, Academy of Management conference |
| 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 |

CONFERENCE PRESENTATIONS

Pamphile, Vontrese* and Rachel Ruttan. "Stated-Lived Value Congruence and Expressive Authenticity."

- 2017 Annual Meeting of the Academy of Management, Atlanta, GA, August.

Pamphile, Vontrese. "Managing Ambiguity in Corporate Philanthropy."

- 2016 Ivey/ARCS 9th Annual PhD Sustainability Academy, London, Ontario, September.
- 2016 Annual Meeting of the Academy of Management, Anaheim, CA, August.

Pamphile, Vontrese. "Evaluation Processes in Corporate Philanthropy."

- 2016 European Group for Organizational Studies, Naples, Italy, July.
- 2016 Ethnography Conference. Chicago, IL, March.
- 2015 Association for Research on Nonprofit Orgs and Voluntary, Chicago, IL, November.

Small, Mario L.*, Vontrese Deeds, and Peter McMahan. "The Compartmental Evolution of Social Support."

- 2014 Sunbelt XXXIV Conference, Annual Meeting of the International Network for Social Network Analysis, St. Pete, FL, February.

Deeds, Vontrese* and Mary Pattillo. "Organizational 'failure' and institutional pluralism: A case study of an urban school closure."

- 2014 Annual Meeting of the American Anthropological Association, Washington D.C., December. Invited.
- 2013 Annual Meeting of the Academy of Management, Orlando, FL, August.
- 2013 Annual Meeting of the American Sociological Association, New York, NY, August.
- 2013 Ethnography Conference. Chicago, IL, March.

Small, Mario L., Vontrese Deeds*, and Peter McMahan*. "How Stable Is the Core Discussion Network?"

- 2013 Sunbelt XXXIII Conference at the annual meeting of the International Network for Social Network Analysis, Hamburg, Germany, May.

(*speaker)

TEACHING EXPERIENCE

2015 *Instructor*, Negotiations, Saturday MBA program

Evaluation: 5.8/6.0; Kellogg average: 4.8

2013 *Assistant Course Developer / Guest Lecturer*, Social Enterprise Models, Full-Time MBA
(Professor: Klaus Weber)

2012 *Section Instructor*, Introduction to Sociology, Northwestern undergraduates

Evaluation: 9.8/10

2006-8 *Instructor*, Research Seminar for advanced undergraduates, University of Michigan

ASSISTANT TEACHING EXPERIENCE

2016-7 *Leading Effective Teams*, Executive MBA (Professor: Leigh Thompson)

- 2012-16 Negotiations, Full-Time and Executive MBA (Professors: Victoria Medvec, Jeanne Brett, and Leigh Thompson)
- 2012-15 Leadership in Organizations, Full- and Part-Time MBA (Professors: Lauren Rivera, Adam Galinsky)

SERVICE AND AFFILIATIONS

Occasional Reviewer

American Journal of Sociology, Organization Science, Social Science Research, Academy of Management

Memberships

Academy of Management; American Sociological Association; International Network for Social Network Analysis (INSNA); European Group for Organizational Studies (EGOS); Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

Service at Northwestern

Mentor to five PhD students in Management and Organizations and Sociology (2012-present)
 Organizer, Women in Business Academia Conference (won a \$5,000 grant to support the attendance of all women PhD students in the Management department, 2016)
 Speaker, Kellogg Women MBA Negotiations Panel (2015)
 Co-founder and coordination SION graduate student workshop (2012-2015)
 Ph.D. Admissions Committee for Management and Organizations (2013, 2015)
 Committee Member for Sociology, Undergraduate Affairs (2011-12), Graduate Affairs (2014)
 Conference Co-Coordinator, Chicago Ethnography Conference (2014)

Outside Academia

Events Committee Member, Chicago Women in Philanthropy (2015-2017)
 Member, Women's Giving Council of the Chicago Foundation for Women (2015, 2016)
 Parks Committee Leader, Chicago's 49th Ward Participatory Budgeting (2012-2015)

RESEARCH ASSISTANT EXPERIENCE

- 2011-2015 **University of Chicago / Harvard University**
Research Assistant for Professor and Dean Mario Small, Department of Sociology

SELECTED PROFESSIONAL EXPERIENCE

- 2008-2011 **I Have A Dream Foundation** Newark, NJ
Executive Director

REFERENCES

Brayden G. King (dissertation chair)
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Northwestern University
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Klaus Weber
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Mario L. Small
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