

REBECCA (BECKY) L. SCHAUMBERG
THE WHARTON SCHOOL
UNIVERSITY OF PENNSYLVANIA
JON M. HUNTSMAN HALL
3730 WALNUT STREET, SUITE 500
PHILADELPHIA, PA 19104
CITIZENSHIP: USA

ACADEMIC POSITIONS

Assistant Professor July 2017 – present
Operations, Information, and Decisions
The Wharton School
University of Pennsylvania
Note: I was on parental leave AY 2022.

Assistant Professor Sept 2013-June 2017
Management and Organizations
Stern School of Business
New York University

EDUCATION

Stanford University Graduate School of Business PhD (June, 2013)
Stanford, CA, Organizational Behavior/Business Administration
Dissertation Title: Escaping the double bind: Self-reliance is a positive and distinct form of agency for women in organizations

Carleton College BA (2006)
Northfield, MN, Major: Psychology
Summa Cum Laude with distinction in major

PEER-REVIEWED PUBLICATIONS

14. Schaumberg, R.L., & Lin, S.C. (Forthcoming) Partitioned prosociality: Why giving a large donation bit-by-bit increases moral praise. *Journal of Experimental Psychology: General*

13. Schaumberg, R. L. (2024). When expressing pride makes people seem less competent. *Organizational Behavior and Human Decision Processes*, 184, 104352.

12. Ren, Z., & Schaumberg, R. (2024). Disagreement Gets Mistaken for Bad Listening. *Psychological Science*, 35(5), 455-470.

11. Schaumberg, R. L., & Skowronek, S. E. (2022). Shame broadcasts social norms: The positive social effects of shame on norm acquisition and normative behavior. *Psychological Science*, 33(8), 1257-1277.

10. Schaumberg, R. L., & Mullen, E. (2017). From incidental harms to moral elevation: The positive effect of experiencing unintentional, uncontrollable, and unavoidable harms on perceived moral character. *Journal of Experimental Social Psychology*, 73, 86-96.
9. Schaumberg, R. L., & Flynn, F. J. (2017). Clarifying the link between job satisfaction and absenteeism: The role of guilt proneness. *Journal of Applied Psychology*, 102(6), 982-992.
8. Schaumberg, R. L., & Flynn, F. J. (2017). Self-reliance: A gender perspective on its relationship to communality and leadership evaluations. *Academy of Management Journal*, 60(5), 1859-1881.
7. Lin, S.C., Schaumberg, R.L., Reich, T. (2016). Sidestepping the rock and the hard place: The private avoidance of prosocial requests. *Journal of Experimental Social Psychology*, 64, 35-40.
6. Schaumberg, R.L. & Wiltermuth, S.C. (2014). Desire for a positive moral self-regard exacerbates escalation of commitment to initiatives with prosocial aims. *Organizational Behavior and Human Decision Processes*, 125, 110-123.
5. Knowles, E. D., Lowery, B. S., Shulman, E. P., & Schaumberg, R. L. (2013). Race, ideology, and the Tea Party: A longitudinal study. *PLoS One*, 8(6).
4. Schaumberg, R.L. & Flynn, F.J. (2012). Uneasy lies the head that wears the crown: The link between guilt-proneness and leadership. *Journal of Personality and Social Psychology*, 103, 327-342.
3. Flynn, F.J., & Schaumberg, R.L. (2012). When feeling bad leads to feeling good: Guilt-proneness and affective organizational commitment. *Journal of Applied Psychology*, 97, 124-133.
2. Knowles, E.D., Lowery, B.S., & Schaumberg, R.L. (2010). Racial prejudice predicts opposition to Obama and his health care reform plan. *Journal of Experimental Social Psychology*, 26, 420-423.
1. Knowles, E.D., Lowery, B.S., & Schaumberg, R.L. (2009). Anti-egalitarians for Obama? Group-dominance motivation and the Obama vote. *Journal of Experimental Social Psychology*, 45, 965-969.

MANUSCRIPTS UNDER REVIEW

15. Schaumberg, R.L., Wiltermuth, S.C., & Adams, G. Benevolent but unprincipled: How forgiving workplace mistreatment affects trust in the victim. SSRN link: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3984425
Status: Revise and Resubmit Organizational Science
16. Lin, S.C. & Schaumberg, R.L. Poser Avoidance: Low Identity Entitlement Leads To Avoidance of Identity Signaling. Under Initial Review.

17. Rai, A, Schaumberg, R.L., & Matz, S.C. Asking rejected candidates for permission to recontact them increases reapplications. *Preparing for submission*

WORKING PAPERS AND MANUSCRIPTS IN PREPARATIONS

16. Schaumberg, R.L., & Chavez, K. Shame Predicts Success: When and Why Shame Proneness Relates Positively to Job Performance. *Preparing for submission*

17. Schaumberg, R.L., Flynn, F.J.; Kim, Y. Signaling guilt proneness elicits trust. *Preparing for submission*

OTHER PUBLICATIONS

Schaumberg, R.L., & Tracy, J.L. (2020). From self-consciousness to success: When and why self-conscious emotions promote positive employee outcomes In L Yang, R. Johnson, C.S. Daus, V. Martinez-Tur (Eds.), *The Cambridge handbook of workplace affect* (414-425). New York: Routledge.

Schaumberg, R., & Flynn, F. (2019). Refining the guilt proneness construct and theorizing about its role in conformity and deviance in organizations. *Research in Organizational Behavior*, 39, 100123.

Schaumberg, R.L., Flynn, F.J., & Tracy, J.L. (2018) The role of guilt in the workplace: Taking stock and moving ahead. In D. L. Ferris, R.E. Johnson, & C. Sedikides (Eds.), *The self at work: Fundamental theory and research* (172-193). New York: Routledge.

Schaumberg, R.L., & Flynn, F, J. (2009) Differentiating between grateful and indebted reactions to receiving help. In S.R. Thye & E.J. Lawler (Eds.) *Advances in Group Processes*, Vol. 26 (pp.105-132). London: Emerald.

INVITED TALKS

Olin School of Business, Washington University in St. Louis (April, 2023)

INSEAD (February, 2021)

Haas School of Business, UC Berkeley (November, 2020)

Data Colada Virtual Seminar (November, 2020)

Graduate School of Business, Stanford University (September 2020),

ILR School, Cornell University (May, 2019)

Questrom School of Business, Boston University (March, 2019)

Kellogg School of Management, Northwestern University (March, 2019)

The Eccles School of Business, University of Utah (April, 2017)

The Wharton School at the University of Pennsylvania (November, 2016)

Ludwig Maximilian University of Munich (July, 2016)
Technical University of Munich (July, 2016)
Harvard Business School (February, 2016)
Yale School of Management (February, 2013)
MIT Sloan School of Management (January, 2013)
NYU Stern School of Business (November, 2012)
Stony Brook University (November, 2012)
London School of Business (October, 2012)
Loyola Marymount University (October, 2012)
Pearn's Kandola LLP, Oxford, UK (July, 2012)

TEACHING EXPERIENCE

Negotiations

Professor, The Wharton School, The University of Pennsylvania (Jan 2018-*present*)
Instructor evaluation: 3.9/4 for all sections
Wharton Teaching Excellence Award Recipient AY18, AY19, AY20, AY23 (Did not teach in AY22 due to parental leave)

Management and Organizations

Professor, NYU Stern School of Business (Jan 2014-May 2017)
Instructor evaluation: 6.9/7 for all sections

SERVICE AND COMMITTEE AD HOC REVIEWER

Decision-Process Colloquium Series (AY23)
OID Seminar Organizing Committee (AY22)
Wharton Teaching Excellence Committee AY20-AY22
Dean's Faculty Advisory Committee AY19
Editorial board reviewer Journal of Personality and Social Psychology
Ad-hoc reviewer Psychological Science
Ad-hoc reviewer Academy of Management Discoveries
Ad-hoc reviewer Academy of Management Journal
Ad-hoc reviewer Journal of Experimental Social Psychology
Ad-hoc reviewer Organizational Behavior and Human Decision Processes
Ad-hoc reviewer Organization Science

AWARDS AND HONORS

Wharton Teaching Excellence Award AY2018, 2019, 2020
The Wharton School – The University of Pennsylvania

Outstanding Research Award
Society for Personality and Social Psychology (SPSP) (2012)

Outstanding Reviewer Award
Academy of Management Annual Meeting (MOC division) (2012)

John K. Bare Prize in Psychology

Awarded for achievement in psychology, Carleton College, Northfield, MN (2006)

Academic All-Conference (Cross-Country)
Carleton College, Northfield, MN (2005)