

REBECCA (BECKY) L. SCHAUMBERG  
 ESMT BERLIN  
 SCHLOSSPLATZ 1  
 BERLIN, GERMANY 10178

#### ACADEMIC POSITIONS

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Assistant Professor ESMT Berlin	July 2025 – present
Assistant Professor Operations, Information, and Decisions The Wharton School University of Pennsylvania <i>Note: I was on parental leave AY 2022.</i>	July 2017 – present
Assistant Professor Management and Organizations Stern School of Business New York University	Sept 2013-June 2017

#### EDUCATION

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Stanford University Graduate School of Business Stanford, CA, Organizational Behavior/Business Administration <u>Dissertation Title</u> : Escaping the double bind: Self-reliance is a positive and distinct form of agency for women in organizations	PhD (June, 2013)
Carleton College Northfield, MN, Major: Psychology Summa Cum Laude with distinction in major	BA (2006)

#### PEER-REVIEWED PUBLICATIONS

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16. Schaumberg, R.L. & Simmons, J.P. (conditionally accepted). Are Frogs More Forgiving Than Acorns Anticipate? How Response Pressure Confounds Can Generate (Apparent) Biases in Metaperceptions. *Journal of Experimental Psychology: General*.
15. Mazei, J., Bear, J. B., Schaumberg, R.L., & Hüffmeier, J. (2026). Explaining gender differences in negotiation: A close replication of Amanatullah and Morris (2010). *Journal of Experimental Psychology: General*, 155(3) 819-838.
14. Schaumberg, R. L., & Lin, S. C. (2025). Partitioned prosociality: Why giving a large donation bit by bit makes people seem more committed to social causes. *Journal of Experimental Psychology: General*, 154(3), 739–758.
13. Schaumberg, R.L. (2024) When expressing pride makes people seem less competent. *Organizational Behavior and Human Decision-Making 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*, 123, 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.

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**MANUSCRIPTS UNDER REVIEW**

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15. Lin, S.C. & Schaumberg, R.L. Poser Avoidance: Low Identity Entitlement Leads to Avoidance of Identity Signaling. *Reject and Resubmit*.
16. Schaumberg, R.L., & Simmons, J.P. Are Frogs More Forgiving Than Acorns Anticipate? How Response Pressure Confounds Can Generate (Apparent) Biases in Metaperceptions *Under Second Round Review*
17. Skowronek S.E. & Schaumberg, R.L. Easier said than done: How framing tasks as easy reduces help seeking intentions, increases shame, and undermines pride. *Revise & Resubmit*

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**WORKING PAPERS AND MANUSCRIPTS IN PREPARATIONS**

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18. Rai, A, Schaumberg, R.L., & Matz, S.C. Asking rejected candidates for permission to recontact them increases reapplications.
19. Schaumberg, R.L., Chavez, K., & Skowronek, S.E. Shame Predicts Success: The positive relationship between anticipating shame and job effort.
20. Schaumberg, R.L., Wiltermuth, S.C., & Adams, G. Benevolent but unprincipled: How forgiving workplace mistreatment affects trust in the victim.
21. Ren, Z., Schaumberg, R.L., Carton, A.M. People Don't Ask Why When They Agree
22. Schaumberg, R.L. When being shamed gives you status.

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**OTHER PUBLICATIONS**

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- 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.

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**INVITED TALKS**

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London Business School (January 2026)  
KU Leuven (April 2024)  
WU Wien (April 2024)  
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)  
Pearnis Kandola LLP, Oxford, UK (July, 2012)

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**TEACHING EXPERIENCE**

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**Resilience**

Professor, ESMT (Jan – May 2026)

**Managing conflict, disagreements, and differences**

Professor, ESMT (Oct 2025)

**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

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**SERVICE AND COMMITTEE AD HOC REVIEWER**

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Decision-Process Colloquium Series (AY23, AY24)

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

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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)