

SARAH WITTMAN

George Mason University School of Business
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EDUCATION

INSEAD

Ph.D., Organizational Behavior	2018
M.Sc., Organizational Behavior	2013

Wharton Business School (University of Pennsylvania)

Visiting Ph.D. Student, Management Department	2014
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Universidad de Navarra & George Washington University

M.A., Political & Corporate Communication	2007
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Simon Fraser University

BBA, First-Class Honours (Strategy, International Business, Marketing)	2004
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ACADEMIC APPOINTMENTS

George Mason University School of Business

Assistant Professor of Management (tenure-track)	2018-present
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INSEAD

Teaching Fellow	2015-2018
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Universidad de Navarra, Faculty of Economics & Business

Affiliate Professor of Business Administration	2006-2008
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Simon Fraser University

Research & Teaching Assistant	2003-2004
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RESEARCH PUBLISHED AND UNDER REVIEW

Wittman, S. “Family matters: Why and how to broaden the Management lens on employees’ kin as an organizational auxiliary corps”, under review.

Godart, F., & **Wittman, S.** What purity brings to organizations: Institutional logics, decoupling, and identity expression. Revise & Resubmit. *authors have equal contribution.

Wellmann, J., Gounden-Rock, A. **Wittman, S.**, Bailyn, L., Goldin, C., Hall, D. T., Ibarra, H., Moen, P., & Stone, P. “Careers and caregiving responsibilities: Multi-level opportunities and constraints”, Revise & Resubmit. *first three authors have equal contribution.

George, M., **Wittman, S.**, & Rockmann, K. W. 2022. Transitioning the study of role transitions: From an attribute-based to an experience-based approach. *Academy of Management Annals*, 16(1): 102-133.

Iasiello, C., Crooks, A., & **Wittman, S.** 2020. The human resource management parameter experimentation tool. In R. Thomson, H. Bisgin, C. Dancy, A. Hyder, & M. Hussain (Eds.), *Social, Cultural, and Behavioral Modeling*. 298–307. Berlin Heidelberg: Springer.

Wittman, S. 2019. Lingering identities. *Academy of Management Review*, 44(4): 724-745.

Ibarra, H., **Wittman, S.**, Petriglieri, G., & Day, D. 2014. Leadership and identity: An examination of three theories and new research directions. In D.V. Day (Ed.), *The Oxford Handbook of Leadership and Organizations*: 285-301. New York: Oxford University Press.

WORKING PAPERS & WORK IN PROGRESS

Kaligotla, C., **Wittman, S.**, Yang, J., Qu, Y., & Zeng, W. Diminishing returns to social capitalist firms and their employee advocates: Evidence from WeChat. Working paper (empirical) in preparation for submission. *first two authors have equal contribution.

Pedrosa, P., Pina e Cunha, M., & **Wittman, S.** “Authentic leadership as paradox.” Working paper (empirical) in preparation for submission.

Iasiello, C., & **Wittman, S.** “Validating Herzberg's hygiene-motivation theory using agent-based modeling.” Working paper (empirical) in preparation for submission to *Organization Science*, Agent-Based Model verifying Herzberg's 2-factor theory, using panel data (10 years) from 12,000 federal (cross-agency) employees.

Wittman, S., Ashforth, B. E., & Ibarra, H. “The identity life cycle.” Working paper (theory) in preparation for submission.

Guillen, L., & **Wittman, S.** “Once a leader, always a leader?: Leader identity work before and after retirement.” Data collection in progress.

Wittman, S., & Cockburn, B. The transitions scale: Measuring psychological, physical, behavioral, and relational movements. Data analysis in progress. *authors have equal contribution.

Wittman, S. “I’m not a housewife”: Seeking optimal distance through dis-identification”. Working paper (empirical) in preparation for submission.

Motti, V. G., & **Wittman, S.** Fostering neurodiverse individuals’ subjective and objective success via a human-assistive wearable technology partnership. Data collection in progress.

MEDIA & PRACTITIONER OUTLETS

Wittman, S., & Motti, V. March 22, 2022. “Could wearable tech save the U.S. labor market?” *Employee Benefit News*, <https://www.benefitnews.com/opinion/wearable-tech-can-help-people-with-disabilities-get-jobs>.

Wittman, S. February 4, 2022. “How to improve your offboarding processes.” Interview with *business.com*, Skye Schooley, <https://www.youtube.com/watch?v=nxzmq-xn6Lg>.

Rockmann, K., & **Wittman, S.** February 2, 2020. “WeWork is the perfect example of why employees should not expect our workplaces to meet every physical, social, and spiritual need. *Business Insider*. <https://www.businessinsider.com/employee-workers-personal-physical-social-needs-not-met-work-2020-1>.

REFEREED PRESENTATIONS

Kaligotla, C., **Wittman, S.**, Yang, J., Qu, Y., & Zeng, W. Accepted for presentation (OMT Division), 2022. Diminishing returns to social capitalist firms and their employee advocates: Evidence from WeChat. *Conference of the Academy of Management*.

Wittman, S. Accepted for presentation, as part of a Panel Symposium, “A junior scholar's guide to navigating the trials & triumphs of qualitative research” (OB and RM Divisions), 2022. The search for a field site “in”: Finding the legitimating “me” in “research. *Conference of the Academy of Management*.

- Guillen Ramo, L., & **Wittman, S.** Accepted for presentation, as part of a Symposium, “Lifespan insights on leader identity development” (HR and MOC Divisions), 2022. Fear of power loss and leader identity in late adulthood. *Conference of the Academy of Management*.
- Under review, 2022, *Annual Meeting of the American Sociological Association*. Kaligotla, C., **Wittman, S.**, Yang, J., Qu, Y., & Zeng, W. Diminishing returns to social capitalist firms and their employee advocates: Evidence from WeChat.
- Wittman, S.** 2020. The Classification and Management of Peripheral Organizational Members (POMs). *2020 Virtual Conference of the Academy of Management*. Vancouver, Canada. (*Academy of Management Proceedings*, Vol. 10, No. 1).
- Wittman, S.***, Guillén, L., & Cañibano, A*. 2020. Who Am I? Changing Leader Self-Conceptualizations. *2020 Virtual Conference of the Society for Industrial and Organizational Psychology (SIOP)*. Austin, TX. (*presenting authors)
- Cañibano, A.*, & **Wittman, S.*** 2020. The “rebellious” non-retiree: Voluntary continued employment of Spaniards 70+. *The George Mason University Workshop on Transitions: The Transition to Retirement*. (*presenting authors)
- Iasiello, C.*, Crooks, A., & **Wittman, S.** 2020. The Human Resource Management Parameter Experimentation Tool. *International Conference on Social Computing, Behavioral-Cultural Modeling, & Prediction and Behavior Representation in Modeling and Simulation (SBP-BRIMS)*. (*presenting author)
- Iasiello, C.*, Crooks, A., & **Wittman, S.** 2020. Developing a Human Resource Management Parameter Experimentation Tool. *The Conference on Complexity and Policy Studies* (co-sponsored by the Computational Social Science Society of the Americas. (*presenting author)
- Wittman, S.** 2018. Holding myself together: Identity defense work in discontinuous mobility. *Annual Meeting of the Academy of Management*. Chicago, IL. (*Academy of Management Proceedings*, Vol. 18, No. 1).
- Wittman, S.** 2017. Not ‘opting out’?: Identity protection work in discontinuous mobility. *Dauphine Université Workshop on Research Advances in Organizational Behavior and Human Resources Management*. Paris, France.
- Wittman, S.** 2016. More than support: Partners as peripheral organizational members. *Annual Meeting of the Academy of Management*. Anaheim, CA. (*Academy of Management Proceedings*, Vol. 16, No. 1).
- Wittman, S.***, & Godart, F. 2016. What purity brings to organizations: Institutional logics, decoupling, and identity expression. *Annual Meeting of the American Sociological Association*. Seattle, WA. (*presenting author)
- Wittman, S.** 2016. More than support: Partners as peripheral organizational members. *Dauphine Université Workshop on Research Advances in Organizational Behavior and Human Resources Management*. Paris, France.
- Wittman, S.** 2016. More than support: Partners as peripheral organizational members. *Strategy, Entrepreneurship, & Innovation Consortium*. Zurich, Switzerland.
- Wittman, S.** 2015. Holding myself together: Identity protection responses to role exit. *Annual Meeting of the Academy of Management*. Vancouver, Canada. (*Academy of Management Proceedings*, Vol. 15, No. 1)

- Wittman, S., & Godart, F.*** 2015. What purity brings to organizations: Institutional logics, decoupling, and identity expression. *European Theory Development Workshop*. Cardiff, UK. (*presenting author)
- Wittman, S.** 2015. Holding myself together: Identity protection responses to role exit. *Trans-Atlantic Doctoral Conference*. London, UK.
- Wittman, S.** 2015. Shipbuilders in labor limbo. *Wharton-INSEAD Alliance PhD Consortium*. Philadelphia, PA.
- Wittman, S.** 2015. Holding myself together: Identity protection responses to role exit. *Dauphine Université Workshop on Research Advances in Organizational Behavior and Human Resources Management*. Paris, France.
- Wittman, S.** 2014. Not just somebody that I used to be: Identity preservation through role exit. *Annual Meeting of the Academy of Management*. Philadelphia, PA. (*Academy of Management Proceedings*, Vol. 14, No. 1)
- Wittman, S.** 2014. Not just somebody that I used to be: Identity preservation through role exit.. *Trans-Atlantic Doctoral Conference*. London, UK.
- Wittman, S.** 2014. Holding myself together: Identity protection responses to role exit. *Wharton-INSEAD Alliance PhD Consortium*. Fontainebleau, France.

AWARDS, HONORS, AND SCHOLARSHIPS

Army Research Institute

\$80,055 for 2-year study (2019-2023, extended due to COVID) on leaders' retirement (with Laura Guillén)

INSEAD Fellowship	2011-2018
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Outstanding Reviewer Award, AoM OB Division	2014, 2017
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European Academy of Management Dissertation Proposal Award	2017
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Runner-up out of 40 international finalists, 500 Euro prize, Glasgow, Scotland

INFORMS/Organization Science Dissertation Proposal Competition	2016
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Finalist (top 8 of 73 entrees), Nashville, USA

Strategy, Entrepreneurship, & Innovation Consortium	2016
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Partnership of ETH Zürich, Copenhagen Business School, HEC Paris, Bocconi,

Imperial College London, London Business School

INSEAD Nominee, Zurich, Switzerland

**One of 15 applicants awarded full scholarship for consortium attendance*

AoM Organizational Behavior Doctoral Consortium	2016
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Department Nominee, INSEAD, Fontainebleau, France

AoM Management and Organizational Cognition Diamonds in the Rough	2016
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Department Nominee, INSEAD, Fontainebleau, France

INSEAD Alumni Fund Grant	2014
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10,000 Euros for dissertation project on women's work trajectories

TEACHING & PROGRAM DEVELOPMENT

Executive/Professional

- Leadership
- Strategic Communication
Clients have included executives from the Spanish Ministerio de Industria y Asuntos Sociales, Pladur, ONCE (Spanish association for the blind), The Phone House, Gamesa

Undergraduate

- Organization Development & Management Consulting
- Organizational Behavior (GMU Writing Intensive designation)
 - Fall 2019 – “Outstanding Mason Core Writing Intensive in Major” teaching award (for course teaching rating over 4.75/5.0)
 - Fall
- Administrative Policy
- Business Communication

Program Development

- Open Course Initiative, INSEAD
Community engagement initiative providing open instruction for staff, students, faculty, community significant others, and alumni
- Workshop on Career Resilience & Managing Change, INSEAD
- Undergraduate Strategy Case Competition Program, Universidad de Navarra

PROFESSIONAL SERVICE

Professional Affiliations: Academy of Management (OMT, OB, MOC), American Sociological Association (ASA), Society for Industrial and Organizational Psychology (SIOP), European Academy of Management (EURAM)

Ad-hoc Reviewer: Academy of Management Review, Academy of Management Journal, Academy of Management Perspectives, Human Resource Management Journal, Organization Science

Transitions Research Group

Co-founder and Steering Committee Member (with Teresa Amabile, Douglas (Tim) Hall, Barbara Lawrence, Maury Peiperl, John Van Maanen)

Academy of Management

Reviewer, Academy of Management Annual Meeting (OB & OMT Divisions) 2014-present

Invited panelist, Professional Development Workshop (CAR, GDO, & OB Divisions),
“Supporting non-traditional career paths in the Academy” 2021
(co-Panelists Matthew Bidwell, John Eklund, Laurel Grassin-Drake, Elise Jones, Henry Mintzberg, Maury Peiperl)

Co-organizer and Moderator, Panel Symposium (OB, OT, & RM Divisions),
“Why Agent-Based Modeling (ABM)? ABM usefulness for management theory creation and validation” 2021
(Panelists Robert Axtell, Spiro Maroulis, William Rand, Friederike Wall)

Co-organizer and Moderator, Showcase Panel Symposium (OB, CAR, GDO Divisions),
“Building inclusive career paths around caregiving: Constraints and strategies” 2019
(Panelists Claudia Goldin, Douglas [Tim] Hall, Herminia Ibarra, Pam Stone)
(*Academy of Management Proceedings*, Vol. 19, No. 1)

Roundtable Host, OB Doctoral Student Consortium	2018, 2019
Co-organizer, Presenter Symposium, (OB, MOC, & CAR Divisions)	
“Is that a threat? Perspectives on identity threat research (<i>Academy of Management Proceedings</i> , Vol. 15, No. 1)	2015
Chair, OB Division paper session, “The identity of the leader or the leader’s identity? Examining identity as a central facet of leader-follower relations”	2014
Administrative Science Quarterly Blog	
Contributor of author interviews	2015-2018

PRACTITIONER EXPERIENCE

TW Enterprises, Inc., Billings, MT

Standby power generation OEM and distributor, B2B & B2C

Advisor to the Board of Directors	2013-2021
Part-time and Full-time Positions in Marketing and Management	2000-2010

Universidad de Navarra, Faculty of Economics & Business

International QS 2017 ranking, #1 in Spain (#37 worldwide for labor market insertion)

Director of International Relations	2007-2008
Marketing and Recruitment	2005-2006

Gamesa, Pamplona, Spain

Now Siemens Gamesa Renewable Energy, the #1 worldwide wind turbine manufacturer

Marketing and Communications	2007
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PERSONAL

Languages	English:	Mother tongue
	Spanish:	Fluent (home language – teaching & research capable)
	French:	Advanced (spoken, written, comprehension)