

## Shefali V. Patil

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### ACADEMIC POSITIONS

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**McCombs School of Business, University of Texas at Austin** July 2014  
Assistant Professor of Management

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### EDUCATION

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**Wharton School of Business, University of Pennsylvania** May 2014  
Ph.D., Management

**Stern School of Business, New York University** May 2008  
B.S., *summa cum laude*, Management & Organizations; Marketing

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### REFEREED PUBLICATIONS

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1. Tetlock, P.E., Vieider, F., **Patil, S.V.**, & Grant, A.M. (2013). Accountability and ideology: When left looks right and right looks left. *Organizational Behavior and Human Decision Processes*, 122 (1), 22-35.
2. Grant, A.M. & **Patil, S.V.** (2012). Challenging the norm of self-interest: Minority influence and transitions to helping norms in work units. *Academy of Management Review*, 37 (4), 547-568.

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### MANUSCRIPTS UNDER REVIEW

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3. **Patil, S.V.** Systemic mismatch: Bringing down the risks of conformity and deviation biases. *Revise & resubmit at Academy of Management Review.*
4. **Patil, S.V.**, Tetlock, P.E., & Mellers, B.A. Accountability systems and distributive justice norms: When do people adhere too much or stray too far from decision rules? *Revise & resubmit at Organizational Behavior and Human Decision Processes.*
5. **Patil, S.V.** & Tetlock, P.E. Balancing conformity and deviation biases in organizations: Toward a punctuated incongruity model. *Revisions in progress at Research in Organizational Behavior.*
6. Lebel, R.D. & **Patil, S.V.** Extra credit for proactivity only if I set you free: How granting autonomy shapes manager reactions to proactivity. *Under review at Journal of Applied Psychology.*

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## BOOK CHAPTERS

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**Patil, S.V.**, Vieider, F., & Tetlock, P.E. (2012). Process and outcome accountability. In M. Bovens, R.E. Goodin, & T. Schillemans (Eds.), *Oxford Handbook of Public Accountability*.

Rothbard, N.P. & **Patil, S.V.** (2010). Being there: Work engagement and positive organizational scholarship. In K. Cameron and G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*. Oxford University Press.

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## RESEARCH GRANTS, ACADEMIC AWARDS, AND HONORS

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- Wharton Center for Leadership and Change Management (\$9,800 grant) March 2014  
*To protect or liberate? Balancing the risks of conformity and deviation biases in critical decision making environments*
- Wharton Zicklin Center for Business Ethics Research (\$5,000 grant) May 2012  
*Greasing efforts to ungrease: Designing control systems and navigating tradeoffs in response to the Foreign Corrupt Practices Act*
- Wharton Center for Human Resources (\$8,620 grant) April 2012  
*Designing accountability systems to enhance employee decision-making: Ambiguity and its potential for unambiguous benefits*
- Wharton Center for Leadership and Change Management (\$10,000 grant) Sept 2011  
*On the road to freedom or failure? Task unpredictability as a moderator of the pros and cons of process vs. outcome accountability*
- Wharton Doctoral Fellowship 2009-2014
- William B. Cornell Management Department Award May 2008
- NYU Stern Honors Program (thesis published in *Michigan Journal of Business*) May 2008
- NYU Sphinx Senior Award May 2008
- New York University Founders' Day Award April 2008
- Beta Gamma Sigma Honor Society for Business Administration May 2007
- Dean's Honor Key Award April 2006
- NYU Stern Mildred Hamilton Memorial Merit Scholarship 2004-2008

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## REFEREED CONFERENCE PRESENTATIONS

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**Patil, S.V.** (Aug 2014). Systemic mismatch: Bringing down the risks of conformity and deviation biases. Presentation at the annual meeting of the Academy of Management, Philadelphia, PA.

Lebel, R.D. & **Patil, S.V.** (Aug 2014). Extra credit for proactivity: How granting autonomy shapes reactions to voice and taking charge. Presentation at the annual meeting of the Academy of Management, Philadelphia, PA.

**Patil, S.V.** (Aug 2012). Penalized for expertise: Psychological proximity and the devaluation of polymathic experts. Presentation at the annual meeting of the Academy of Management, Boston, MA.

**Patil, S.V. & Blader, S.L.** (Aug 2011). Crusaders and defenders or deviators and violators?: The effects of group pride and respect. Presentation at the annual meeting of the Academy of Management, San Antonio, TX.

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## TEACHING EXPERIENCE

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### *Recitation Instruction:*

#### **Introduction to Management** (Wharton Undergraduate)

- Recitation Instructor (Instructor Rating: **3.8/4.0**) Spring 2012
- Recitation Instructor (Instructor Rating: **3.7/4.0**) Fall 2011

### *Teaching Assistantship:*

#### **Cultivating Judgment Skills in Business Forecasting** (Wharton MBA) Spring 2013

- Teaching Assistant for Professor Philip Tetlock

#### **Negotiations** (Wharton MBA)

- Teaching Assistant for Professor Adam Grant Fall 2011

#### **Foundations of Teamwork and Leadership** (Wharton MBA)

- Teaching Assistant for Professor Stew Friedman Fall 2013
- Teaching Assistant for Professor Nancy Rothbard Fall 2012
- Teaching Assistant for Professor Adam Grant Fall 2011
- Teaching Assistant for Professor Sigal Barsade Fall 2010

#### **Managing People and Teams at Work** (Stern Undergraduate)

- Teaching Assistant for Professor Steven Blader Spring 2008

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## PROFESSIONAL SERVICE

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**Academy of Management Review**, *Ad-hoc Reviewer*

**Journal of Applied Psychology**, *Ad-hoc Reviewer*

**American Psychologist**, *Ad-hoc Reviewer*

**Psychology, Public Policy, and Law**, *Ad-hoc Reviewer*

**Journal of Behavioral Decision-Making**, *Ad-hoc Reviewer*

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## UNIVERSITY SERVICE

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**PhD Student Representative**, Wharton Management Department

2010-2011

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**CORPORATE EXPERIENCE**

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**Millward Brown/Dynamic Logic**, New York, NY  
*Associate Research Analyst*

June 2008-May 2009

**Bloomberg L.P.**, Princeton, NJ  
*Global Data Finance Intern*

Summer 2006

**National Financial Partners**, New York, NY  
*Business Technology Analyst Intern*

Summer 2005