

STEFAN THAU

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<http://www.insead.edu/facultyresearch/faculty/profiles/sthau/>

Academic Positions

Associate Professor of Organizational Behavior (with tenure) INSEAD, Singapore	2013 –
Associate Professor of Organizational Behavior (with tenure) London Business School, United Kingdom	2012–2013
Associate Professor of Organizational Behavior (untenued) London Business School, United Kingdom	2011–2012
London Business School Term Assistant Professor Chair of Organizational Behavior London Business School, United Kingdom	2009–2011
Assistant Professor of Organizational Behavior London Business School, United Kingdom	2006–2011
Lecturer in Social Psychology University of Mannheim, Germany	2003

Education

University of Groningen, the Netherlands PhD in Behavioral and Social Sciences (<i>cum laude</i>)	2006
University of Mannheim Dipl. Psych. Major: Social Psychology. Minor: Sociology	2003

Research Interests

Moral behavior
 Reciprocity
 Self-regulation
 Discrimination and exclusion
 Motivation and incentives

Journal Articles

1. Lee, M., Pitesa, M., Pillutla, M. M., Thau, S. (in press). Male immorality: An evolutionary account of sex differences in unethical negotiation behavior. *Academy of Management Journal*
2. Lee, S. Y., Pitesa, M., Pillutla, M. M., & Thau, S. (2015). When beauty helps and when it hurts: An organizational context model of attractiveness discrimination in selection decisions. *Organizational Behavior and Human Decision Processes*, 128, 15-28.
3. Lee, S. Y., Pitesa, M., Thau, S., & Pillutla, M.M. (2015). Discrimination in selection decisions: Integrating stereotype fit and interdependence theories. *Academy of Management Journal*, 58, 789-812.
4. Thau, S., Derfler-Rozin, R., Pitesa, M., Mitchell, M.S., & Pillutla, M. M. (2015). Unethical for the sake of the group: Risk of social exclusion and pro-group unethical behavior. *Journal of Applied Psychology*, 100, 98-113.
5. Pitesa, M. & Thau, S. (2014). Lack of material resources causes harsher moral judgments. *Psychological Science*, 25, 702–710.
Best Symposium Award 2013 in the Academy of Management Organizational Behavior Division.
6. Marr, J.C. & Thau, S. (2014). Falling from great (and not so great) heights: Status loss and performance in groups. *Academy of Management Journal*, 57, 223–248.
Best Paper Award 2011 in the Academy of Management Conflict Management Division.
7. Pitesa, M., Thau, S., & Pillutla, M. (2013). Cognitive control and socially desirable behavior: The role of interpersonal impact. *Organizational Behavior and Human Decision Processes*, 122, 232–243.
8. Pillutla, M. & Thau, S. (2013). Organizational sciences' obsession with "that's interesting!": Consequences and an alternative. *Organizational Psychology Review*, 3, 187–194.
9. Pitesa, M. & Thau, S. (2013). Compliant sinners, obstinate saints? How power and self-focus determine the effectiveness of unethical social influences. *Academy of Management Journal*, 53, 635–658.
10. Pitesa, M. & Thau, S. (2013). Masters of the universe: How power and accountability influence self-serving financial investment decisions under moral hazard. *Journal of Applied Psychology*, 98, 550–558.
11. Thau, S., Tröster, C., Aquino, K., Pillutla, M., & De Cremer, D. (2013). Satisfying individual desires or moral standards? Preferential treatment and group members' self-worth, affect, and behavior. *Journal of Business Ethics*, 113, 133–145.

12. Marr, J.C., Thau, S., Aquino, K., & Barclay, L. (2012). Do I want to know? How the motivation to acquire relationship threatening information in groups contributes to paranoid thought, suspicion behavior, and social rejection. *Organizational Behavior and Human Decision Processes*, 117, 285–297.
13. Mayer, D., Thau, S., Workman, K.M., Van Dijke, M., & De Cremer, D. (2012). Leader mistreatment, employee hostility, and deviant behaviors: Integrating self-uncertainty and thwarted needs perspectives on deviance. *Organizational Behavior and Human Decision Processes*, 117, 24–40.
14. Thau, S. & Mitchell, M. S. (2010) Self-gain or self-regulation impairment: Competitive tests of the relationship between abuse and deviance through distributive justice perceptions. *Journal of Applied Psychology*, 95, 1009–1031.
15. Derfler-Rozin, R., Pillutla, M. & Thau, S. (2010). Social reconnection revisited: The effects of potential exclusion on reciprocity, trust, and general risk taking. *Organizational Behavior and Human Decision Processes*, 112, 140–150.
16. Aquino, K. & Thau, S. (2009). Victimization in work organizations: Aggression from the target's perspective. *Annual Review of Psychology*, 60, 717–741. (invited paper)
17. Thau, S., Bennett, R. J., Mitchell, M. S. & Marrs, M. B. (2009). How management style moderates the relationship between abusive supervision and workplace deviance: An uncertainty management theory perspective. *Organizational Behavior and Human Decision Processes*, 108, 79–92.
18. Thau, S. & Aquino, K., Bommer, W. (2008). How race moderates the relationship between non-contingent punishment and OCB: A test of the negative adaptation hypothesis. *Social Justice Research*, 21, 297–312. (invited paper)
19. Thau, S., Aquino, K. & Poortvliet, P.M. (2007). Self-defeating behaviors in organizations: The relationship between thwarted belonging and interpersonal work behaviors. *Journal of Applied Psychology*, 92, 840–847.
20. Thau, S., Bennett, R. J., Crossley, C. & Sczesny, S (2007). The relationship between trust, attachment, and antisocial work behaviors. *Human Relations*, 60, 1155–1179.
21. Aquino, K., Reed, A., Thau, S. & Freeman, D. (2007). A grotesque and dark beauty: How the self-importance of moral identity and mechanisms of moral disengagement influence cognitive, emotional, and behavioral reactions to war. *Journal of Experimental Social Psychology*, 43, 385–392.
22. Thau, S., Aquino, K. & Wittek, R. (2007). An extension of uncertainty management theory to the self: The relationship between justice, social comparison orientation, and antisocial work behaviors. *Journal of Applied Psychology*, 92, 250–258.

23. Thau, S., Bennett, R. J., Stahlberg, D., Werner, J. M. (2004). Why should I be generous when I have valued and accessible alternatives? Alternative exchange partners and OCB. *Journal of Organizational Behavior*, 25, 607–626.

Book Chapters

24. Thau, S., Pitesa, M., & Pillutla, M. (2014). Experiments in Organizational Behavior. In M. Webster and J. Sell (Eds.), *Laboratory experiments for the Social Sciences* (pp.433-442). Academic Press.
25. Scott, K. S. & Thau, S. (2013). Theory and research on social exclusion in work groups. In N. DeWall (Ed), *Handbook of social exclusion research* (pp.65-73). Oxford: Oxford University Press.
26. Pillutla, M. M. & Thau, S. (2009). Actual and potential exclusion as determinants of individuals' unethical behavior in groups. In D. De Cremer (Ed.), *Psychological perspectives on ethical behavior and decision-making* (pp.121-131). Charlotte, NC: Information Age Publishing.
27. Bennett, R. J., Aquino, K., Reed II, A. & Thau, S. (2005). The normative nature of employee deviance and the impact of moral identity. In P. Spector & S. Fox. (Eds.), *Counterproductive Workplace Behavior: An Integration of Both Actor and Recipient Perspectives on Causes and Consequences* (pp. 107-126). Washington, DC: American Psychological Association.
28. Bennett, R. J., Thau, S. & Scouten, J. (2005). I deserve more 'cause my name is on the door: Entitlement beliefs, social embeddedness, and control in the family business. In R. Kidwell and C. Martin (Eds.), *Managing Organizational Deviance* (pp. 287-300). Thousand Oaks, CA: Sage.

Manuscripts Under Revision and Review

29. Pitesa, M & Thau, S. Energetic resource scarcity, effort, and performance in physically demanding jobs: An evolutionary explanation. *Journal of Applied Psychology*. 2nd R & R.
30. Lee, M., Pitesa, M., Pillutla, M., Thau, S. Anticipated dissatisfaction with undesirable jobs causes discrimination against attractive candidates. *Journal of Personality and Social Psychology*. 1st R & R.
31. Sirola, N. & Thau, S. Economic downturns shape preferences for pay inequality. *Academy of Management Journal*. 1st R & R.
32. Marr, J. C., Pettit, N., Thau, S. After the fall: How demonstrations of self-control protect the legitimacy of leaders after status loss. *Organization Science*. 2nd R & R.
33. Schaerer, M., DuPlessis, C, Yap, A., & Thau, S. Preoccupied with the powerful: A quantitative review of experimental designs, attribution of results, and effect sizes in

social power research. *Organizational Behavior and Human Decision Processes*. 1st R & R.

34. Pitesa, M., Goh, Z., Thau, S. Social projection of dishonesty: Dishonest product promotion undermines trust in others. *Organization Science*. 1st R & R.

Selected current work in progress

35. Bivolaru, E., Pitesa, M., & Thau, S. Food first: How material resources shape motivational responses to task significance. *Working paper*.
36. Lee, M., Pitesa, M., Quoidbach, J., Mueller, P., & Thau, S. What is beautiful is good: Attractiveness and unethical behavior. *Working paper*.
37. Pitesa, M., Pillutla, M., & Thau, S. Lack of material resources decreases trust propensity. *Working paper*.
38. He, T., Pitesa, M., & Thau, S. Lack of material resources and learning efficient routines. *Project in progress*.
39. Hussein, I., Pitesa, M., Thau, S. Asking for a raise: How meaningful cultures deprive poor employees of economic opportunity. *Project in progress*.

PhD Students and Post Docs

Nina Sirola, INSEAD, Organizational Behavior/Economics and Political Science, Post Doctoral Advisor (ongoing)

Eliza Bivolaru, INSEAD, Organizational Behavior, Co-chair (ongoing)

Rellie Derfler-Rozin, London Business School. Organizational Behavior, Committee member (graduated 2012, now at University of Maryland)

Andrew Hafenbrack, INSEAD, Organizational Behavior, Co-chair (graduated 2015, now at Catolica Lisbon)

Sunyoung Lee, London Business School, Organizational Behavior, (graduated 2014, now at University College of London)

Jennifer Carson Marr, London Business School, Organizational Behavior, Chair (graduated 2012, now at Georgia Tech University)

Marko Pitesa, Grenoble Ecole Management, External committee member (graduated 2014, now at Singapore Management University)

Michael Schaerer, INSEAD, Committee member (graduates in 2017, now at Singapore Management University)

Conference Presentations

Schaerer, M., Du Plessis, C., Yap, A., Thau, S. (2016, August). Psychological science's preoccupation with the powerful. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Lee, M., Pitesa, M., Pillutla, M. & Thau, S. (2016, August). An evolutionary account to advance over others in economic interactions. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Thau, S. & Goh, Z. (2016, August). Mandated attitudes and trust. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Thau, S. (2015, August). Opening governance to Asians. Discussant in Symposium. *Annual Meeting of the Academy of Management*, Vancouver, Canada.

Marr, J., Pettit, N., & Thau, S. (2015, August). After the fall: Demonstrating self-control protects the legitimacy of authorities after status loss. *Annual Meeting of the Academy of Management*, Vancouver, Canada.

Solal, I., Hafenbrack, A., Thau, S. (2015, August). Mediating away a guilty conscience: The impact of mindfulness on prosocial guilt. *Annual Meeting of the Academy of Management*, Vancouver, Canada.

Thau, S. (2014, August). Social status in groups: Current conceptualizations and new directions. Discussant in Symposium. *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Troester, C., Thau, S., Aquino, K., & Van Quaquebeke, N. (2014, August). When will pay affect voluntary turnover? An integration of two comparison perspectives. *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Thau, S. (2013, August). Self-determination theory research in organizations. Discussant in Symposium. *Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.

Pitesa, M., & Thau, S. (2013) Lack of material resources causes harsher moral judgments. Symposium on theoretical and empirical developments on motives of (un)ethical decision making and behavior. *Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.

- *Best Symposium Award 2013 in the Academy of Management Organizational Behavior Division.*

Lee, S. Y., Pitesa, M., Thau, S., & Pillutla, M.M. (2013) Racial preferences in selection decisions: Integrating stereotype fit and interdependence theories. *Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.

Pitesa, M., Thau, S., & Pillutla, M.M. (2013). Salience of interpersonal impact limits the negative effect of cognitive depletion on socially desirable behaviors. *Society for Personality and Social Psychology Annual Meeting*, New Orleans, LA.

Pitesa, M., Thau, S., Pillutla, M. (2012, August). Social impact limits spontaneous selfishness. *Annual Meeting of the Academy of Management*, Boston, MA.

Pitesa, M., Thau, S. (2012, August). Compliant sinners, obstinate saints: How power and self-focus determine the effectiveness of (un)ethical social influences. *Annual Meeting of the Academy of Management*, Boston, MA.

Lee, S. Y., Pillutla, M., Thau, S., Pitesa, M. (2012, August). When beauty helps and when it hurts: Fundamental social goals moderate the attractiveness bias in personnel selection between same-sex individuals. *Annual Meeting of the Academy of Management*, Boston, MA.

Pitesa, M., Thau, S. (2011, August). How power and accountability influence financial investment decisions under moral hazard. *Annual Meeting of the Academy of Management*, San Antonio, TX.

Marr, J.C. & Thau, S. (2011, August). Falling from great (and not so great) heights: Status loss and self-regulation in groups. *Annual Meeting of the Academy of Management*, Conflict Management Division, San Antonio, USA.

- *Best Paper Award 2011 in the Academy of Management Conflict Management Division.*

Derfler-Rozin, R., Pillutla, M. & Thau, S. (2009, August) Social reconnection revisited: The effects of potential exclusion on reciprocity, trust, and general risk taking. *Annual Meeting of the Academy of Management*, Chicago, USA.

Thau, S., Bennett, R. J., Troester, C. & Wittek, R. (2007, August). Refraining from help: How trust in employer moderates the relationship between coworkers' antisocial behavior and helping behaviors. *Annual Meeting of the Academy of Management*, Philadelphia, USA.

Mitchell, M. & Thau, S. How self goals moderate the relationship between abusive supervision and retaliation. *Symposium on Deviance at the Society of Industrial and Organizational Psychology* in New York City (Co-chair of symposium).

Thau, S., Aquino, K. & Poortvliet, P. M. (2006, March). Self-defeating behaviors in organizations: The relationship between thwarted belonging and interpersonal work behaviors. *Mistreatment Symposium at the Work, Stress, and Health Conference*, American Psychological Association, Miami, USA.

Aquino, K. & Thau, S. (2005, August). Moral elevation in organizations. *Annual Meeting of the Academy of Management*, Sauder School of Business Symposium in Memory of Peter Frost, Hawaii, USA.

Thau, S., Aquino, K. & Wittek, R. (2005, August). Moral identity expression as predictor of antisocial work behaviors. *Annual Meeting of the Academy of Management*, Hawaii, USA.

Thau, S., Aquino, K. & Wittek, R. (2005, April). The interplay of informal and formal power on workplace revenge. *Society for Industrial and Organizational Psychology*, Los Angeles, USA.

Bennett, R. J., Thau, S. & Crossley, C. (2004, August). Social embeddedness and deviance. *Annual Meeting of the Academy of Management*, New Orleans, USA.

Wittek, R. P. M., Thau, S. (2004, August). Social networks and control strategy choice following a workplace offense. *Annual Meeting of the Academy of Management*, New Orleans, USA.

Thau, S., Wittek, R. P. M. & Van Duijn, M.A.J. (2004, May). Power coalitions, co-worker interdependencies and cooperation: A social network analysis. *Sunbelt Social Networks Conference*, Slovenia.

Thau, S. & Bennett, R.J. (2003, August) Accounting for culture effects on workplace deviance with structural (context) variables. *Annual Meeting of the Academy of Management*, Seattle, USA.

Thau, S. & Bennett, R. J. (2003, August). Why should I be generous when I have valued and accessible alternatives? Explaining OCB withdrawal. *Annual Meeting of the Academy of Management*, Organizational Behavior Division, Seattle, USA.

Werner, J. M. & Thau, S. (2003, April). Personal ethics, altruism, and citizenship behavior: Coming to terms with the “good” in the good soldier syndrome. *Annual Meeting of the Midwest Academy of Management Meeting*, Symposium New Frontiers for OCB Research: An Examination of Four New Research Directions, Denver, USA.

Teaching Experience

Undergraduate

Department of Social Psychology, *University of Mannheim*

Introduction to Decision Behavior

Department of Sociology, *University of Groningen*

Introduction into Organizational Behavior

Department of Sociology, *University of Groningen*

Doing Research in Organizations

Full Time MBA programs

INSEAD

Organizational Behavior 1—Core course

London Business School

Global Leadership Assessment for Managers (faculty course leader)—Core course

Managing Organizational Behavior—Core course

Indian School of Business, Hyderabad

Power and Politics—Elective
Management of Teams and Organizations—Core course

Executive MBA programs

London Business School

Developing Effective Managers and Organizations-Core course
International Assignment India-Elective
International Assignment South Africa-Elective

Executive Education

London Business School, Emerging Leaders Program

Personality and leadership
Designing and leveraging teams for high performance
Managing conflict in teams

London Business School, Custom programs

Personality and leadership
Managing conflict for high performance
The psychology of influence and persuasion

INSEAD, Custom programs

Making effective leadership transitions
Decision-making in teams
Influence in teams

PhD Seminars

INSEAD

Research Design
Experimental Design and Data Analyses

London Business School

Micro organizational behavior
Social psychological foundations of organizational behavior

Professional Service

Associate Editor

Organizational Behavior and Human Decision Processes 2014-

Editorial Board Member

Academy of Management Journal 2013–
Journal of Applied Psychology 2014–
Journal of Management 2012–2014
Journal of Organizational Behavior 2007–2012
Organizational Behavior and Human Decision Processes 2011–2014

Principal reviewer

Journal of Applied Psychology 2013–2014

Ad hoc reviewer

Israel Science Foundation, Israel
National Science Foundation, USA
Social Sciences and Humanities Research Council, Canada
Netherlands Organization for Scientific Research, The Netherlands
Hong Kong Science Foundation

Award Committee Membership

Academy of Management, Best Dissertation in Social Issues in Management, 2016
Academy of Management, Best Paper in Organizational Behavior Award, 2006; 2014
Academy of Management, Best Paper with International Implications Award, 2012; 2013

Panel participant

Academy of Management, How to land your first academic job, Doctoral student consortium of the Organizational Behavior Division, 2009

Institutional Service

INSEAD

Master in Management Task Force, Member 2016-
Diploma Committee, Member, 2016-
Research and Development Committee, Member, 2016-
Emerging Markets Institute, Faculty Advisory Board, 2015-
Welcome Week Task Force, Member, 2016
Behavioral Laboratory Academic Committee, Member, 2013–
Singapore Data Team (SiDaT), Academic Director, 2015-
PhD program coordinator, Organizational Behavior Area 2013–2016
“In press” research workshop for OB PhD students, Co-organizer, 2013–2014
OB Faculty recruiting committee, Member, 2015, 2017
Asian Management Research Conference (AMRC), Co-organizer, 2015

London Business School

Organizational Behavior Research Seminar Series, Co-organizer 2006–2008
Junior faculty recruiting committee, 2007 (co-chair), 2010 (co-chair), 2011 (co-chair),
2012 (member)

January 2017

London Business School-INSEAD Organizational Behavior Conference, Co-Founding Organizer 2007

Faculty address to the London Business School's Company Recruiters Forum 2008

Ethics Committee for the London Business School Behavioral Research Lab, Member 2008–2010

MBA Core Class Committee, London Business School 2009–2010

Junior faculty recruiting committee, London Business School, Joint Chair with Gillian Ku 2010/2011

Professional Memberships

Academy of Management, Member, 2001–present

Association for Psychological Science, Member, 2009–present

Society of Experimental Social Psychology, Fellow, 2012–present