

S. Wiley Wakeman

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Mar 2021
Nationality (American)

ACADEMIC POSITIONS

Assistant Professor, Dept. of Management and Organizations, Stockholm School of Economics June 2018 –
* Paternity Leave Dec 2019 - Mar 2020

EDUCATION

PhD	London Business School, London, UK, Organizational Behaviour - Dissertation: Adaptive deviance in groups.	2018
MPhil	London Business School, London, UK, Organizational Behaviour	2016
MSc	University College London, London, UK, Psychology, <i>with Merit</i>	2012
BA	Hobart College, Geneva, NY, USA, Political Science - Orange Key Society (Honor Society); Dean Scholar: 2001, 2002	2005

RESEARCH INTERESTS

Ethics, Innovation, Emotions, Self-Protection, Self-Enhancement, Group Conflict

PEER REVIEWED PUBLICATIONS

Wakeman, S.W., Moore, C., & Gino, F. (2019) A counterfeit competence: After threat, cheating boosts one's self image. *Journal of Experimental Social Psychology*, 82, 253-265: <https://doi.org/10.1016/j.jesp.2019.01.009>

Wakeman, S.W., Tsalis, G., Jensen, B. B. , & Aschemann-Witzel, J. (Forthcoming) Seeing the issue differently (or not at all): How bounded ethicality complicates coordination toward sustainability goals. *Journal of Business Ethics*

UNDER REVIEW [Titles changed to preserve anonymity]

Wakeman, S.W. [Emotions and Bad Behaviors]. *Revision requested at Organizational Behavior and Human Decision Processes*

* **Nominated for best paper at European Group of Organizational Studies annual meeting, 2018**

Moore, C., **Wakeman, S. W.** & Gino, F. [Bad Behaviors and Dissonance] *Revision requested at Personality and Social Psychology Bulletin*.

Wakeman, S.W., Yang, P., & Moore, C. [Selection and Bad Behaviors] *Under review at Journal of Applied Psychology*.

Wakeman, S.W., & Peterson, R.S. [Personality and Team Conflict] *Under review at Organizational Behavior and Human Decision Processes*

* **Awarded Best Student Paper at *Interdisciplinary Network for Group Research, 2017***

Wakeman, S.W. [Bad Behaviors at Work] *Under review at Journal of Management Studies.*

WORKING PAPERS and PROJECTS

Wakeman, S.W. Optimizing dishonesty. *Preparing for submission to Management Science*

* **Best Paper Proceedings, OB Division *Academy of Management Annual Meeting, 2018***

Liu, J. *, **Wakeman, S.W.** *, & Norton, M.I. The egalitarian value of counterfeit goods: Buying counterfeit goods to make the world fair. *Draft writing, target Journal of Consumer Research*

Wakeman, S.W. & Burke, K. † The benefit in being rotten: How stigma facilitated the radicalization of innovation in Punk music. *Draft writing, target Academy of Management Journal*

Wakeman, S.W., & Peterson, R.S. Icarus who flies: Communal narcissism and effective leadership. *Data collection and draft writing, target Strategic Management Journal*

* **Article in Harvard Business Review (Online), March 2017, *The type of narcissist that can make a good leader.***

Wakeman, S.W., Ha, J., & Ku, G. The relevance of who you know: Why name dropping can be beneficial or backfire. *Data collection and draft writing, target Organizational Behavior and Human Decision Processes*

Wakeman, S.W. & Lee, M. Corrupt authenticity: Why dishonesty can lead to perceptions of loyalty, authenticity, and career success. *Data collection and draft writing, target Administrative Science Quarterly*

Noval, L.*, **Wakeman, S.W.***, & Moore, C. Ego beware: Cheating increases with ego-involvement in tasks. *Data collection and draft writing, target Organizational Behavior and Human Decision Processes*

Wakeman, S.W.*, Lee, S.Y.* , & Sivanathan, N. Unwelcome compliments: The psychological cost of successful deception. *Data collection, target Organizational Behavior and Human Decision Process.*

* *Indicates both authors contributed equally and authorship order was either determined alphabetically or due to the persistence (and support) of a co-author (and friend) who thinks the optics look better being first author as a junior scholar.*

† *Indicates co-authors is a PhD student*

OTHER PUBLICATIONS

Wakeman, S. W. (2000). Why breaking up shouldn't be so hard: The benefits of advocating for dismissed employees. Carlsson-Wall M., Lindqvist, G., Rosengren, S., Werr, A., & F. Wijkstrom (Eds.) *Sweden Through the Crisis*. Stockholm, Sweden: SIR

Werr, A., & Wakeman, S. W. (2000). Dealing with survivor syndrome. Carlsson-Wall M., Lindqvist, G., Rosengren, S., Werr, A., & F. Wijkstrom (Eds.) *Sweden Through the Crisis*. Stockholm, Sweden: SIR

Peterson, R. S., & Wakeman, S. W. (2017, March) The type of narcissist that can make a good leader. *Harvard Business Review* (Online): <https://hbr.org/2017/03/the-type-of-narcissist-that-can-make-a-good-leader>

TEACHING MATERIALS

Wakeman, S. W. & Lange, F. (2020). A letter to yourself: A tutorial exercise. *Axel Johnson Tutorial Program – Core Teaching Materials*

Wakeman, S.W. & Moore, C. (2014). Kweku Adoboli at UBS. *London Business School*. Ref. no. 714-004-1.

*** The Case Center Bestselling Case (Ethics): 2016, 2017, 2018**

Wakeman, S.W. & Moore, C. (2014). Kweku Adoboli at UBS: Teaching note. *London Business School*. Ref. no. 714-004-8

Moore, C. & Wakeman, S. W. (2012) Creating your legacy: A class exercise. *London Business School*. Ref. no. 412-063-1.

TEACHING EXPERIENCE

Course Director (Instructor)

Stockholm School of Economics

- | | |
|------|---|
| 2019 | <i>Management and Organization</i> , Core Undergraduate Course, BA Retail Management
Instructor Rating 6.50 / 7.00 * Recognized as outstanding teacher at SSE |
| 2019 | <i>BA in Retail Management</i> , Thesis Supervisor
* Supervised best thesis award winner for all bachelor students at SSE |
| 2020 | <i>Management and Organization</i> , Core Undergraduate Course, BA Retail Management
Instructor Rating 6.63 / 7.00 * Recognized as outstanding teacher at SSE |
| 2020 | <i>Experimental Methods</i> , PhD course for Center for Retailing (CFR) research school
Instructor Rating 6.75 / 7.00 |

Tutor and Developing Partner

Stockholm School of Economics

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|-------|---|
| 2018- | <i>Coca-Cola European Partners</i> , Applied Retail Track |
| 2018- | <i>Axel-Johnson Applied Tutorial Program</i> |

Teaching Assistant

London Business School

- | | |
|-----------------|---|
| 2012 | <i>Business, Government & Society</i> , instructor: Celia Moore |
| 2014-17 | <i>Managing Change</i> , instructor: Raina Brands |
| 2015, 2017-2018 | <i>Negotiation & Bargaining</i> , instructor: Gillian Ku |

INVITED TALKS

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|------|---|
| 2017 | Boston University, Questrom School of Business, Department of Organizational Behavior |
| 2017 | Stockholm School of Economics, Department of Management and Organization |
| 2018 | University of Texas - Austin, McCombs School of Business, Department of Management |
| 2019 | Aarhus University, School of Business and Social Sciences |
| 2020 | UCL School of Management, Department of Management and Innovation |
| 2020 | University of Bath - School of Management |

AWARDS AND GRANTS

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|------|--|---------------|
| 2020 | Hakon Swenson Foundation – Visiting Researcher Program – Co-PI | 1,560,000 SEK |
| 2020 | Outstanding Teacher Recognition, Stockholm School of Economics, 6.63/7.00 Rating | |
| 2019 | Outstanding Teacher Recognition, Stockholm School of Economics, 6.50/7.00 Rating | |
| 2019 | Supervised best thesis for all bachelor students at Stockholm School of Economics | |
| 2019 | Finalist, Interdisciplinary Network for Group Research (INGRoup) best Dissertation Award | |
| 2018 | MISUM – Stockholm School of Economics, Seed Grant | 30,000 SEK |

2017 International Association for Conflict Management (IACM), DRRC Scholar Award
 2017 Interdisciplinary Network for Group Research (INGRoup), Best Graduate Student Paper Award
 2016 Leadership Institute, London Business School: Research Grant - *Adaptive Deviance* £4000
 2014 – 2017 London Business School, Conference Travel Award £750 each year
 2013 – 2018 London Business School, PhD Scholarship Full Tuition + Stipend

SERVICE

2021 - AOM OB Doctoral Consortium – Presenting Faculty
 2020 - Faculty Recruitment Committee, Department of Management and Organization, SSE
 2019 - Organizer of CFR Research Forum – Academic and Organization working group
 2019 - PhD Admissions Committee, Department of Management and Organization, SSE
 2019 - SSE Department of Management and Organization, Diversity and Equality Representative
 2019 - Direct of SSE Research Forum – Research exchange between business and academia
 2015 - 2017 PhD Program, Student Representative, London Business School
 2015 Funding Head and OB Division Co-Head: Trans-Atlantic Doctoral Conference
 2013 – 2018 Trans-Atlantic Doctoral Conference, Reviewer and Organizer

ORGANIZED SYMPOSIA

2016 Either a hero or a fool: When self-presentation strategies backfire and when they succeed. (Co-Organizer & Chair with Jungwoo Ha), Academy of Management Annual Meeting, Anaheim, CA.

CONFERENCE PRESENTATIONS (*Presenting Author*)

Wakeman, S.W. & *Burke, K.*† (July, 2021) The benefit in being rotten: How stigma facilitated the radicalization of innovation in Punk music. European Group of Organizational Studies, Amsterdam (to be Held Online).

Liu, J., *Wakeman, S.W.*, & *Norton, M.I.* (May, 2021) . The egalitarian value of counterfeit goods: Buying counterfeit goods to make the world fair. European Marketing Academy Conference (to be Held Online).

Liu, J., *Wakeman, S.W.*, & *Norton, M.I.* (Sept, 2020) . The egalitarian value of counterfeit goods: Buying counterfeit goods to make the world fair. Association for Consumer Research annual meeting (Held Online).

Wakeman, S.W. & *Yang, P.* (Apr, 2020) A (Bounded) Preference for Rule Breakers. Paper accepted at Academy of Management Annual Meeting (Held Online).

Wakeman, S.W., *Yang, P.*, & *Moore, C.* (Apr, 2020) Rewarding deviants: Balancing commitment and liability in the selection of rule breakers. Paper presented at Stockholm School of Economics, Sports and Business Workshop, Stockholm, Sweden (Held Online).

Wakeman, S. W. (Aug, 2019) Our kind of liar. The honesty-loyalty tradeoff in ethical leadership. Paper presented in the symposium “Consequences of self-interest and group-interest in organizations: Exploring the ethical implications” at the Academy of Management Annual Meeting, Boston, MA.

Wakeman, S.W., *Yang, P.*, & *Moore, C.* (Jul, 2019) Selecting deviants: Rule breaking as a signal of one’s communal value. Paper presented at the EGOS, University of Edinburgh Business School, Edinburgh, Scotland.

- Wakeman, S. W. (Aug, 2018) Unethical gratitude? The role of gratitude in the development of unethical cultures within organizations. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- Wakeman, S. W., & Ha, J. & Ku, G. (Aug, 2018) The relevance of who you know: Why name dropping can be beneficial and backfire. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- Wakeman, S. W. (Aug, 2018) Unethical gratitude? The role of gratitude in the development of unethical cultures within organizations. Paper presented in the symposium "*Moral equivalence through benevolence, licensing, and cleansing*" at the Academy of Management Annual Meeting, Chicago, IL.
- Wakeman, S. W. (Jul, 2018) Icarus who flies: Why communal narcissists endure as leaders while agentic narcissists crash. Paper presented at INGRoups Annual Conference, Bethesda, MD.
- Wakeman, S. W. (Jul, 2018) Unethical gratitude? The role of gratitude in the development of unethical cultures within organizations. Paper presented at INGRoups Annual Conference, Bethesda, MD.
- Wakeman, S. W. (Jul, 2018) Unethical gratitude? The role of gratitude in the development of unethical cultures within organizations. Paper presented at EGOS, Tallinn Business School, Tallinn, Estonia.
- Wakeman, S. W. & Peterson, R.S. (Aug, 2017) Self-appointed saints: The surprising benefits of communal narcissists. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Noval, L., Wakeman, S. W. & Moore, C. (Aug, 2017) Ego beware: Cheating increases with ego-involvement tasks. Paper presented in the symposium "*Cheating in the workplace: New directions in theory and research*" at the Academy of Management Annual Meeting, Atlanta, GA.
- Wakeman, S. W. & Peterson, R.S. (Jul, 2017) Self-appointed saints: The surprising benefits of communal narcissists. Paper presented at INGRoups Annual Conference, St. Louis, MO.
- Wakeman, S. W., & Moore, C. (Jul, 2017) Good Citizens: Unethical behavior as a signal of one's communal value. Paper presented at INGRoups Annual Conference, St. Louis, MO.
- Wakeman, S. W., & Peterson, R.S. (Jul, 2017) Self-appointed saints: The surprising benefits of communal narcissists. Paper presented at the International Association of Conflict Management, Berlin, Germany.
- Wakeman, S. W., & Moore, C. (Jul, 2017) Good Citizens: Unethical behavior as a signal of one's communal value. Paper presented at the International Association of Conflict Management, Berlin, Germany.
- Wakeman, S. W., & Ha, J. & Ku, G. (Jul, 2017) The relevance of who you know: Name dropping the evolution of social networks. Paper presented at EGOS, Copenhagen Business School, Copenhagen, Denmark.
- Wakeman, S. W. & Peterson, R.S. (May, 2017) Self-appointed saints: The surprising benefits of communal narcissism in teams. Paper presented at the Trans-Atlantic Doctoral Conference, London Business School, London, UK.

Wakeman, S.W. (Aug, 2016) Adaptive deviance: When groups allow norms to be broken. Paper presented in the symposium "Either a Hero or a Fool: When Self-Presentation Strategies Backfire, and When They Succeed" at the Academy of Management Annual Meeting, Anaheim, CA.

Wakeman, S.W. (Jul, 2016) Adaptive deviance: When groups allow norms to be broken. Poster presented at the INGRoup Annual Conference, Helsinki, Finland.

Wakeman, S.W., (May, 2016) Adaptive deviance: When groups allow norms to be broken. Paper presented at the Trans-Atlantic Doctoral Conference, London Business School, London, UK.

Lee, S.Y.*, Wakeman, S.W.* & Sivanathan, N. (Aug, 2015) Unwanted compliments: The psychological cost of successful deception. Paper presented in the symposium "To Be or To Be Perceived, That Is The Question: Integrating Others Into Authenticity Research" at the Academy of Management Annual Meeting, Vancouver, Canada.

Wakeman, S.W., Moore, C. (Aug, 2014) Competence by any means: Cheating as a response to ego threat. Paper presented in the symposium "Behavioral Ethics: Pushing The Boundaries of An Emerging Field" at the Academy of Management Annual Meeting, Philadelphia, PA.

Moore, C., Wakeman, S. W. & Gino, F. (Aug, 2014) Dangerous Expectations: The role of personal expectations in unethical behavior. Paper presented in the symposium "Moral Psychology at Work: Using Moral Psychology to Understand Organizational Problems" at the Academy of Management Annual Meeting, Philadelphia, PA.

Wakeman, S.W., Moore, C. & Gino, F. (May, 2014) Competence by any means: Cheating as a response to ego threat. Paper presented to the Trans-Atlantic Doctoral Conference, London Business School, London, UK.

Moore, C., Wakeman, S. W. & Gino, F. (Nov, 2013) Dangerous Expectations: The role of personal expectations in unethical behavior. Paper presented at the Society for Judgment and Decision Making, Toronto, Canada.

Wakeman, S.W., Moore, C., & Gino, F. (Jun, 2013) Competence by any means: Cheating as a response to ego threat. Paper presented at the Third International Workshop on Organizational Justice and Behavioral Ethics, Center of Research Management, University of Toulouse, France.

MEMBERSHIPS

Academy of Management (AOM)
Interdisciplinary Network for Groups Research (INGRoup)
International Association for Conflict Management (IACM)
European Group for Organizational Studies (EGOS)
Society for Business Ethics (SBE)

PERSONAL

1998, 1999	Competitor United States Youth Championships (Sailing)
2001 - 2005	Member of Hobart and William Smith Sailing Team

- National Team Race Champions, 2005
 - National Co-Ed Feet Race Champions, 2005
 - Classes of 1996 Award – Dedication to Team, 2005
- 2011, 2013, 2015 International 210 Class, US National Champion (Sailing)