

S. Wiley Wakeman
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Stockholm School of Economics
Stockholm 113 59, Sweden

Summer 2023
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, Inequality, Identity Work, Emotions, Innovation, Sustainability

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.

Wakeman, S.W., Tsalis, G.[†], Jensen, B.B. , & Aschemann-Witzel, J. (2021) Seeing the issue differently (or not at all): How bounded ethicality complicates coordination toward sustainability goals. *Journal of Business Ethics*, 1-14.

Frombeg, E.* , Save-Soderbergh, J.* , Wahlund, R.* , & **Wakeman, S. W.*** (2023) The promise (and peril) in approaching gender parity: Preregistered survey experiments addressing gender inequality in negotiations. *Labour Economics*, 102401.

UNDER REVIEW [Titles changed to preserve anonymity]

Wakeman, S.W. Burke, K.[†] , & Chimenti, G. [Stigma and Innovation]. *Revision requested at Journal of Management Studies*

* **Finalist (Top-3) for best paper at European Group of Organizational Studies annual meeting, 2022**

Liu, J. *, **Wakeman, S.W. ***, & Norton, M.I [Inequality and Consumption]. *Revision requested at Journal of Consumer Psychology*

Wakeman, S.W., Yang, P., & Moore, C. [Selection and Rule Breaking] *Revision requested at Academy of Management Discoveries*

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

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

WORKING PAPERS

Wakeman, S.W. The benefit of being rotten: Stigma as a tool in identity work. *Preparing for submission to Organization Science*

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

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

Wakeman, S.W. Good feelings for bad deeds: The role of emotion in the advancement of workplace deviants. *Data collection, target Academy of Management Journal*

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

Wakeman, S.W., & Peterson, R.S. Icarus who flies: Communal narcissism and leadership effectiveness. *Data collection, 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, target Organizational Behavior and Human Decision Processes*

Noval, L.*, **Wakeman, S.W.,*** & Moore, C. Ego beware: Cheating increases with ego-involvement in tasks. *Data collection and draft writing, target Journal of Applied Psychology*

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

Other Projects

Repair as a route to calling, with Aylin Cakanlar and Joyce Liu (3 studies run)

Socioeconomic status and perceived social impact, with Aylin Cakanlar and Maja Fors (3 studies run)

The sociomateriality of space in gig work, with Gianluca Chimenti (field data collected)

Schadenfreude and socioeconomic status, with Aylin Cakanlar and Joyce Liu (2 studies run)

Fakes, fraud, and forgery: Alternative means of fashioning social progress (collecting data)

When robots are responsible for morality, with Emelie Fromberg and Alex Mafael (planning field study)

* Indicates both authors contributed equally and authorship order was determined alphabetically.

† Indicates co-author was a PhD student at the start of the project

TEACHING TRAINING

2018 Aspen Institute Undergraduate Consortium: The Business of Teaching, Copenhagen Business School

2018 Wharton Global Faculty Development Program (WGFD), Wharton Business School

2019 Global Colloquium on Participant Centered Learning, Harvard Business School

2020 - Stockholm School of Economics Pedagogy Group

TEACHING EXPERIENCE

Course Director (Instructor)

Stockholm School of Economics

Management and Organization, BA Course, Core

2019-2020: Instructor Rating 6.50 / 7.00 * **Recognized as outstanding teacher at SSE**

2020-2021: Instructor Rating 6.63 / 7.00 * **Recognized as outstanding teacher at SSE**
 * **Nominated for best BA teacher of year**

2021-2022: Instructor Rating 5.94/7.00
 2022-2023: Instructor Rating 6.38/7.00 * **Recognized as outstanding teacher at SSE**

The Good Life, MSc Course, Elective
 2022-2023 Instructor Rating 6.53 / 7.00 * **Personally developed the course**
 * **Recognized as outstanding teacher at SSE**

BA, Thesis Supervisor
 2018- Present * **Supervised best thesis award winner for all bachelor students at SSE, 2019**

Experimental Methods, External PhD course for Center for Retailing (CFR)
 2020-2021: Instructor Rating 6.75 / 7.00
 2022-2023: N/A

Faculty

Stockholm School of Economics

2018-2020 *Coca-Cola European Partners, Retail Club Faculty Rep*
 2020- *Systembolaget (Swedish run alcohol monopoly), Retail Club Faculty Rep*
 2018- *Axel-Johnson Applied Tutorial Program – Personal tutor to 20 students each year*
 2021- *SSE Russia – EMBA + Change Management Program (Coach)*

Teaching Assistant

London Business School

2013 *Business, Government & Society*, instructor: Celia Moore
 2014-17 *Managing Change*, instructor: Raina Brands
 2015, 2017-2018 *Negotiation & Bargaining*, instructor: Gillian Ku

TEACHING MATERIALS

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

Wakeman, S.W. & Moore, C. (2014). Kweku Adoboli at UBS. *London Business School*. Ref. no. 714-004-1.
 * **The Case Center Bestselling Case (Ethics): 2016-2018**

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.

SUPERVISION

PhD

2022 – Present Nora Hansson, Department of Management and Organization (Primary Supervisor)
 2022 – Present Megan Chan, Department of Management and Organization (Secondary Supervisor)
 2000 – Present Alexandra Erling, Department of Management and Organization (Committee Member)
 2000 – Present Ksenia Rundin, Department of Marketing and Strategy (Committee Member)

MSc

2022-2023 Linna Walter and Malin Almkvist – Impostor syndrome and negotiation initiation
 2021-2022 Linn Bergstrom and Alexander Eriksson – Identity work facing organizational threats
 2018-2019 Valentin Bartels – Motivation to stay committed to goals

BSc

Since 2018-2019 supervised for ~7 students per year on bachelor theses and defenses

INVITED TALKS

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
2021 London School of Economics – Employee Relations and Human Resources Group

AWARDS AND GRANTS

2021	Jan Wallanders and Tom Hedelius Foundation - Co-PI	1,544,000 SEK (~€150,000)
2020	Hakon Swenson Foundation – Visiting Researcher Program – Co-PI	1,560,000 SEK (~€150,000)
2019	Finalist, Interdisciplinary Network for Group Research (INGRoup) best Dissertation Award	
2018	MISUM – Stockholm School of Economics, Seed Grant	30,000 SEK (~€3,000)
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 - <i>Adaptive Deviance</i>	£4000
2014 – 2017	London Business School, Conference Travel Award	£750 each year
2013 – 2018	London Business School, PhD Scholarship	Full Tuition + Stipend

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>

SERVICE

2022	Faculty representative, DMO PhD workshop
2021	Worked with DMO PhDs to establish "Big Ideas and Stupid Questions" seminar series
2021	Faculty presenter "Beyond the PhD"
2021	AOM OB Doctoral Consortium – Presenting Faculty
2020 -	Faculty Recruitment Committee, Department of Management and Organization, SSE
2019 -	PhD Admissions Committee, Department of Management and Organization, SSE
2019 -	SSE Department of Management and Organization, Diversity, Equity and Inclusion Rep.
2019 -	Director of CFR 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

- 2023 Feeling good about doing bad: The unforeseen positive emotions and reactions underlying wrongdoing (Co-Organizer with Megan Chan and Ning Xu), Academy of Management Annual Meeting, Boston, MA
- 2023 When bad is good (and good is bad): Examining the ironic antecedents and consequences of bad behavior (Co-Organizer with Megan Chan and Ning Xu), Academy of Management Annual Meeting, Boston, MA
- 2016 Either a hero or a fool: When self-presentation strategies backfire and when they succeed. (Co-Organizer with Jungwoo Ha), Academy of Management Annual Meeting, Anaheim, CA.

PAPERS IN CONFERENCES (*Presenting Author*)

- Chan, M.† & Wakeman, S.W.*, (Aug, 2023). Being good and doing bad. How stereotypes influence gratitude and social support for prosocial dishonesty. Academy of Management Annual Meeting, Boston, MA
- Wakeman, S.W.* (Jul, 2023) Fakes, fraud, and forgery: Identity exclusion and the coopting of legitimacy in the market for fine art. European Group of Organizational Studies, Cagliari, Italy
- Froberg, E., Save-Soderbergh, J., Wahlund, R., Wakeman, S.W.* (Jun, 2022). Changes on the labor market, self-beliefs and realized earnings: Evidence from longitudinal business student surveys and matched income registry data. International Association of Research in Economic Psychology + Society for the Advancement of Behavioral Economics Conference, Nice, France.
- Wakeman, S.W. & Burke, K.†* (Aug, 2022) Exploiting bad behavior: Stigma and the space for innovation Academy of Management Annual Meeting, Seattle, US. (Accepted, withdrew for family reasons)
- Wakeman, S.W. & Burke, K.†* (Jul, 2022) Exploiting bad behavior: Stigma and the space for innovation. European Group of Organizational Studies, Vienna, Austria.
- Froberg, E., Save-Soderbergh, J., Wahlund, R., Wakeman, S.W.* (Feb, 2022). The promise (and peril) in approaching the tipping point: How do men and women react to female progress in negotiation? JILAEE, Buenos Aires (Held Online)
- Fors, M., Wakeman, S.W., & Soderlund, M.* (Jan, 2022). Does the tin man have a heart? Disclosure of secrets to robotic service agents, QUIS 17, Valencia (Held Online)
- Soderlund, M. & Wakeman, S.W.* (Jan, 2022). Service robots and violations of human privacy: Effects of perceived service quality when robots (dis)obey humans, QUIS 17, Valencia (Held Online)
- Wakeman, S.W.* (Nov, 2021) Why breaking up shouldn't be so hard to do: The benefits of advocating for dismissed retail employees. *Nordic Wholesale and Retail Conference*, Umea, SE.
- Wakeman, S.W. & Burke, K.†* (Jul, 2021) The benefit to being rotten: Stigma and radical innovation. European Group of Organizational Studies, Amsterdam (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 (Held Online).
- Liu, J.*, Wakeman, S.W.*, & Norton, M.I.* (Sep, 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) Leaders' (bounded) preference for 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 INGROups 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.