

**S. Wiley Wakeman**  
Assistant Professor, Department of Management and Organization  
Stockholm School of Economics  
Stockholm 113 59, Sweden

Spring 2024  
Nationality (American)

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ACADEMIC POSITIONS

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Assistant Professor, Dept. of Management and Organizations, Stockholm School of Economics      June 2018 –  
\* Paternity Leave      Dec 2019 - Mar 2020; Sep 2023 – Dec 2023

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EDUCATION

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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	2012
BA	Hobart College, Geneva, NY, USA, Political Science - Orange Key Society (Honor Society); Dean Scholar: 2001, 2002	2005

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RESEARCH INTERESTS

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Ethics, Inequality, Social Sustainability, Identity Work, Emotions, Innovation

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PEER REVIEWED PUBLICATIONS

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**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.

Liu, J. \* , **Wakeman, S.W. \*** , & Norton, M.I (In Press) The egalitarian value of counterfeit goods: Purchasing counterfeit luxury goods to address income inequality. *Journal of Consumer Psychology*

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UNDER REVIEW [Titles changed to preserve anonymity]

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**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

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

**Wakeman, S.W.** [Gratitude and Bad Behavior] *Under review at Personality and Social Psychology Bulletin*

Ye, Y.M., **Wakeman, S.W.**, Liu, V., Ho, C.M., Wang, Y., & Yam, K.C. [AI and Health] *Under review at Psychological Science*.

## WORKING PAPERS

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

**Wakeman, S.W.** Fakes, fraud, and forgery: Coopting legitimacy in the market for fine art. *Target: Academy of Management Journal*

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

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

**Wakeman, S.W.** Optimizing dishonesty. *Target: Psychological Science*

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

Frombeg, E., Save-Soderbergh, J., Wahlund, R., & **Wakeman, S. W.** Changes in gender equality on the labor market: How do business students update their beliefs of future earnings in response. *Target: American Economic Journal: Applied Economics*

**Wakeman, S.W.** Good feelings for bad deeds: The role of emotion in the advancement of workplace deviants. *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. *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. *Target: Organizational Behavior and Human Decision Processes*

Noval, L.\*, **Wakeman, S.W.,**\* & Moore, C. Ego beware: Cheating increases with ego-involvement in tasks. *Target: Journal of Applied Psychology*

**Wakeman, S.W.\*** & Lee, M.\* Corrupt authenticity: Why rule breaking can lead to perceptions of authenticity and career success. *Target: Administrative Science Quarterly*

## Other Projects

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Dishonesty as a means of social equity, with Joyce Liu (4 studies run)

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 (5 studies run)

Reducing the gender wage gap in gig work, with Z. Rosen, F Manzi, J. Save-Soderbergh, and R. Wahlund

AI as an opportunity and threat to one's identity, with W. Augustsson and K. Ostberg (data collection)

\* 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

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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  
2024 International Teacher Programme, Vlerick Business School

#### TEACHING EXPERIENCE

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##### Course Director (Instructor)

Stockholm School of Economics

*Management and Organization*, BA Course, Core

2019-2020: Instructor Rating 6.50 / 7.00

2020-2021: Instructor Rating 6.63 / 7.00

\* Recognized as outstanding teacher at SSE

\* 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

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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

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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

- 2023-2024 Wilma Augustsson and Karin Ostberg – A study on generative AI and self-perceptions
- 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 2019 supervised ~7 students per year on bachelor theses and defenses

#### 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
- 2021 London School of Economics – Employee Relations and Human Resources Group
- 2024 Vlerick Business School – People and Organizations Area

#### AWARDS AND GRANTS

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|-------------|---|---------------------------|
| 2024        | Afa Forsakring  | 2,908,000 SEK (~€260,000) |
| 2023        | Jan Wallanders and Tom Hedelius Foundation - Co-PI  | 1,500,000 SEK (~€145,000) |
| 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

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- Martensson, P., Wakeman, S. W., Chimenti, G., Lange, F., & Rosengren, S. (2024). Getting to know the real you: Implementing a tutorial model for developing students' transformation capabilities. In (Rosier, Lindgreen, Erz, Marder, & von Wallpach, eds.), *Business Education in the 21<sup>st</sup> Century*. Edward Elgar Publishing.
- Wakeman, S. W. (2020). 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. (2020). 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>

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#### AD HOC REVIEWING

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Personality and Social Psychology Bulletin, Journal of Management Studies, Human Relations, Strategy Science, Academy of Management Discoveries, Journal of Leadership & Organizational Studies, One Earth

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#### SERVICE

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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 - 2023 Faculty Recruitment Committee, Department of Management and Organization, SSE  
2019 – 2022 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

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#### ORGANIZED SYMPOSIA

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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.

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#### PAPERS IN CONFERENCES (*Presenting Author*)

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*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.