

CURRICULUM VITAE
Rellie Derfler-Rozin

1. PERSONAL INFORMATION

RELLIE DERFLER-ROZIN

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R. H. Smith School of Business
University of Maryland
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ACADEMIC APPOINTMENT:

2012 - Assistant Professor, Department of Management & Organization
Robert H Smith School of Business, University of Maryland

EDUCATION:

2009-2012 London Business School, UK
Ph.D. in Organizational Behavior

2007-2009 London Business School, UK
MRes, Organizational Behavior

2005-2007 Technion, Israel Institute of Technology
MSc., Industrial Psychology`

2002-2005 Tel Aviv University, Israel
B. A., Psychology (*magna cum laude*) and Economics

2. RESEARCH AND SCHOLARLY ACTIVITIES

RESEARCH PROGRAM

My research looks at how the social context impacts employees' decision making. I examine situations in which people in organizational settings behave in ways that run counter to what one would expect them to do when seeking a specific goal because of innate social needs, such as the need to belong or the need for social status. Importantly, I apply psychological theories to critical organizational challenges (e.g. how organizations should structure employees' jobs; How should organizations design their

selection practices?) to seek solutions that improve employees' lives at the workplace and organization's success. I use multi-methods approach, combining field surveys, field experiments, laboratory experiments and archival data analysis.

The focus of my research revolves around two specific areas: (1) behavioral ethics (2) selection decisions and biases.

REFEREED JOURNAL PUBLICATIONS:

Baker, B. †., **Derfler-Rozin, R.**, Pitesa, M., & Johnson, M. Economic Consequences of Unethical Behavior: An Organizational Context Model. Provisionally accepted, *Organization Science*

* Winner of the AOM Organizational Behavior division – Most Innovative Student Paper Award, AOM 2016

Derfler-Rozin, R., Baker, B †., & Gino, F. (2018). Compromised Ethics in Hiring Processes? How Referrers' Power Affects Employees' Reactions to Referral Practices. *Academy of Management Journal*, 61(2), 615-636.

*Paper featured at:

<http://blogs.lse.ac.uk/businessreview/2018/06/19/the-ethical-downside-of-hiring-based-on-internal-referrals/>

Derfler-Rozin, R., Moore, C., & Staats, B. (2016) Reducing Organizational Rule Breaking through Task Variety: How Task Design Supports Deliberative Thinking. *Organization Science*, 27(6), 1361-1379.

*Paper featured at:

<http://sloanreview.mit.edu/article/an-easy-way-to-encourage-employees-to-follow-company-rules/>

* Paper featured at:

<https://hbr.org/2017/03/does-doing-the-same-work-over-and-over-again-make-you-less-ethical>

Thau, S., **Derfler-Rozin, R.**, Pitesa, M., Mitchell, M., & Pillutla, M. (2015) Unethical for the sake of the group: Risk of exclusion and pro-group unethical behavior. *Journal of Applied Psychology*, 100(1), 98-113.

Rafaeli, A., Erez, A., Ravid, S., **Derfler-Rozin, R.**, Efrat, D., & Rozilio, R. (2012). When customers exhibit verbal aggression employees pay the cognitive costs. *Journal of Applied Psychology*, 97(5), 931-950

Derfler-Rozin, R., Pillutla, M., & Thau, S. (2010). Social reconnection revisited: The effects of social exclusion risk on reciprocity, trust, and general risk-taking. *Organizational Behavior and Human Decision Processes*, 112(2), 140-150

Rafaeli, A., Sagy, Y., & **Derfler-Rozin, R.** (2008). Logos and initial compliance: A strong case of mindless trust. *Organization Science*, 19(6), 845-859

PAPERS UNDER REVIEW AT JOURNALS

Wee, E.†, **Derfler-Rozin, R.**, & Marr, J. Jolted into Generosity? How and why jolts to groups affect individuals' generosity and the consequences for status conferral. 2nd Revision requested at *Organization Science*

* Winner of the AOM Organizational Behavior division - Best Paper Award, AOM 2016

Derfler-Rozin, R., & Pitesa, M. Motivation purity bias: zero-sum view of extrinsic and intrinsic motivation in selection decisions. Revision requested at *Academy of Management Journal*

Derfler-Rozin, R., & Pitesa, M., Isaakyan, S†. The elevator pitch: how it influences selection decisions, and how it should. Under review, *Journal of Applied Psychology*

WORK IN PROGRESS

Liu, X †., Liao, H., **Derfler-Rozin, R.**, Zhang, X., Qin, F., & Wee, E. Moral ownership and creativity: the role of ethical leadership. Final writing stages. Target : *Academy of Management Journal* (first four authors equally contributed to the paper)

Derfler-Rozin, R., Sherf, E. †, & Chen. G. "It's Not Me, It's the Rules": The Role of Social Proximity and Group Focus in Managers Use of Discretion in Allocation Decisions. Final writing stages. Target : *Journal of Applied Psychology*

He, T †., **Derfler-Rozin, R.**, & Pitesa, M. Lack of material resources hinders integrative value generation by inducing a zero-sum construal of success. Final writing stages. Target: *Journal of Applied Psychology*

Liu, X†, Venkataramani, V., & **Derfler-Rozin, R.** Status and creativity recognition. Working paper (data collection).

Cao, R[†]., Tangirala, S., & **Derfler-Rozin**, R. Hierarchical plateau and territorial behavior. Working paper (data collection).

† Denotes a graduate student

REFEREED RESEARCH PRESENTATIONS:

- 2018 Derfler-Rozin, R., & Pitesa, M. Motivation purity bias: zero-sum view of extrinsic and intrinsic motivation in selection decisions. To be presented at International Association for Conflict Management, Philadelphia, PA, July, 2018.

Derfler-Rozin, R., & Pitesa, M., Isaakyan, S[†]. The elevator pitch: how it influences selection decisions, and how it should? To be presented at International Association for Conflict Management, Philadelphia, PA, July, 2018.

Derfler-Rozin, R., & Pitesa, M., Isaakyan, S[†]. The elevator pitch: how it influences selection decisions, and how it should? To be presented at Academy of Management Annual Conference, Chicago, IL, August, 2018.

Liu, X[†]., Liao, H., Derfler-Rozin, R., Zhang, X., Qin, F., & Wee, E. Moral ownership and creativity: the role of ethical leadership. To be presented at Academy of Management Annual Conference, Chicago, IL, August, 2018.

- 2016 Derfler-Rozin, R., Baker, B[†]., & Gino, F. Compromised Ethics In Hiring Processes? How Referrers' Power Affects Employees' Reactions To Referral Practices. Presented at the Academy of Management Annual Conference, Anaheim, CA, August, 2016.

Derfler-Rozin, R., Baker, B[†]., & Gino, F. Compromised Ethics In Hiring Processes? How Referrers' Power Affects Employees' Reactions To Referral Practices. Presented at the International Association for Conflict Management, New York, NY, June, 2016.

- 2014 Derfler-Rozin, R., Rafaeli, A., & Ravid, S. Is anger rewarded? Discrepancies in perceived reactions to customers' anger. Presented at the Academy of Management Annual Conference, Philadelphia, PA, August, 2014.

Derfler-Rozin, R., Sherf, E., & Chen, G. Managerial Discretion in Outcomes Allocation: When Managers are Reluctant to Use Discretion. Presented at the International Society for Justice Research (ISJR), NYU, NY, June 2014.

Derfler-Rozin, R., Sherf, E., & Chen, G. Managerial Discretion in Allocating Outcomes to Team Members: When Team Leaders are Reluctant to Use Discretion. Presented at the Israeli Organizational Behavior Conference (IOBC), Tel Aviv, Israel, January 2014.

2013 Derfler-Rozin, R., & Pillutla, M. The Social Context of a Discretionary Allocation System: A Threat to One's Status and Affiliation Needs. Presented at the Academy of Management Annual Conference, Orlando, FL, August 2013.

Derfler-Rozin, R. Preference for discretionary vs. rule-based allocation systems: A threat perspective. Poster presentation at the Society for Personality and Social Psychology, New Orleans, LA, 2013

2011 Derfler-Rozin, R., & Moore, C. Can task design promote ethical behavior? Enhancing ethicality through task variety. Presented at the "Cognitive approaches and behavioral ethics" symposium at the Academy of Management Annual Meeting, in San Antonio, TX, August, 2011

Derfler-Rozin, R. Do I want your discretion? Not when others are around: preference for discretionary versus rule-based decisions. Presented at the Trans-Atlantic Doctoral Conference in London, UK, May, 2011

2009 Derfler-Rozin, R., Pillutla, M., & Thau, S. Social reconnection revisited: The effects of social exclusion risk on reciprocity, trust, and general risk-taking. Presented at the "Workplace Civility Versus Counterproductive Work Behavior" interactive session at the Academy of Management Annual Meeting, in Chicago, IL, August, 2009

2006 Rafaeli, A., Ravid, S., & Derfler-Rozin, R. Encounters with angry customers and employee emotional exhaustion, cognitive abilities and work performance. Presented at the "Cognition in Rough" interactive session at the Academy of Management Annual Meeting, in Atlanta, GA, August, 2006

Media mentions

QZ magazine

(https://www.qz-online.de/news/uebersicht/nachrichten/abwechslung-im-job-steigert-ethisches-verhalten-4588288.html?etcc_cmp=RSS-Feeds&etcc_med=Link&etcc_var=news_uebersicht)

INVITED PRESENTATIONS

- Behavioral Ethics Research: A Third Annual Pecha Kucha Springboard and Networking Session, AOM 2018
- Rice University, Jones School of Business (2018)
- University of Pennsylvania, Wharton (2017, Junior OB conference)
- Singapore Management University (2017)
- Carlson School of Management, University of Minnesota (2016)
- Rotterdam School of Business, Erasmus University (October 2015)

- Georgia Institute of Technology – Scheller College of Business (June 2015)
- Stanford, Graduate School of Business (2011, job talk presentation)
- University of Pennsylvania, Wharton (2011, job talk presentation)

EDITORIAL BOARDS:

Journal of Applied Psychology (2014-current)

Organizational Behavior and Human Decision Processes (2014-current)

ADD-HOC REVIEWER:

Academy of Management Journal

Organization Science

Personnel Psychology

3. TEACHING AND ADVISING

TEACHING:

2018 BUMO714, Competitive and Collaborative Negotiations (1 section, Part-time MBA program); Average rating: 3.84/4.0

BUMO724, Negotiations in Supply Chain Management (1 section; MS in Supply Chain); Average rating: 3.52/4.0

2017 BUMO714, Competitive and Collaborative Negotiations (1 section, Part-time MBA program); Average rating: 3.83/4.0

BUMO724, Negotiations in Supply Chain Management (1 section; MS in Supply Chain); Average rating: 3.69/4.0

2016 BUMO714, Competitive and Collaborative Negotiations (1 section, Part-time MBA program); Average rating: 3.88/4.0

BUMO794, Essentials in Negotiation (1 section, MS in Accounting); Average rating: 3.54/4.0

2015 BMGT868D, PhD seminar in Decision Making; Average rating: 3.92/4.0

BUMO714, Competitive and Collaborative Negotiations (1 section, Part-time MBA program); Average rating: 3.57/4.0

BULM 724 Essentials in Negotiation (1 section, MS in Accounting); Average rating: 3.57/4.0

2014 BUMO714, Competitive and Collaborative Negotiations (2 sections, Part-time MBA program); Average ratings: 3.9/4.0 and 3.82/4.0

BUMO 794, Essentials in Negotiation (1 section, MS in Accounting); Average rating: 3.69/4.0

BULM 724, Negotiations in Supply Chain Management (1 section; MS in Supply Chain); Average rating: 3.59/4.0

2013 BUMO714, Competitive and Collaborative Negotiations (2 sections, Part-time MBA program); Average ratings: 3.61/4.0 and 3.71/4.0

BUMO 794, Essentials in Negotiation (1 section, MS in Accounting); Average ratings: 3.59/4.0

ACADEMIC AWARDS

- *Allen J. Krowe Award for Teaching Excellence*, University of Maryland (2016-2017)
- *Distinguished teacher award (top 10%)*, Smith School of Business, University of Maryland (2016-2017)
- *Distinguished teacher award*, Smith School of Business, University of Maryland (2015-2016)
- *Distinguished teacher award*, Smith School of Business, University of Maryland (2014-2015)

ACADEMIC ADVISING:

PHD DISSERTATION COMMITTEES

2018 Insiya Hussein (Member, University of Maryland)
Shuye Lu (Member, University of Maryland)

2017 Alex Ning Li (Member, University of Maryland)
Hsiang-Yuan Ho (sociology; external committee member, University of Maryland)
Sijing Wei (accounting; external committee member, University of Maryland)
Bradford Baker (Member, University of Maryland)

2016 Elad N. Sherf (Member, University of Maryland)
Elijah Wee (Member, University of Maryland)

Michael Parke (Member, University of Maryland)

2014 Brady Firth (Member, University of Maryland)
Elizabeth Campbell (Member, University of Maryland)

MS DISSERTATION COMMITTEES

2017 Josh Ryan (psychology; external committee member, University of Maryland)

4. SERVICE

PROFESSIONAL SERVICE:

MEMBERSHIPS

Academy of Management
American Psychological Association
Society for Personality and Social Psychology
Association for Psychological Science
International Society for Justice Research

UNIVERSITY SERVICE:

Behavioral lab coordinator, Management and Organization Department, University of Maryland. 2013-current.

Member, tenure track OBHR faculty search committee, Management and Organization Department, University of Maryland. 2013, 2015.

Ph.D. admissions coordinator for organizational behavior and human resources area, Management and Organization Department, University of Maryland. 2012-current.

Coordinator, External speaker series, Management and Organization Department, University of Maryland. 2012-current.