

SOPHIE PYCHLAU

Ivy College of Business
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ACADEMIC POSITIONS

Iowa State University

Assistant Professor of Management, Ivy College of Business

2023–Present

EDUCATION

Ph.D. **University of Oregon** Lundquist College of Business, Management

M.Sc. **University of Hamburg** Politics, Economics, and Philosophy

University of California Berkeley School of Social Welfare, Visiting Student Researcher

B.A. **Technical University of Darmstadt** Political Science, With Honors

RESEARCH INTERESTS

New world of work, community, voice

PUBLICATIONS

Pychlau, S., & Wagner, D. T. (2023). The data of others: New and old faces of archival research. In H. Cooper, M. N. Coutanche, L. M. McMullen, A. T. Panter, D. Rindskopf, & K. J. Sher (Eds.), *APA handbook of research methods in psychology: Data analysis and research publication* (pp. 481–500). American Psychological Association.

Sessions, H., Baer, M. D., Nahrgang, J. D., & Pychlau, S. (2024). From free pastures to penned in: The within-person effects of psychological reactance on side-hustlers' hostility and initiative in full-time work. *Journal of Applied Psychology, 108*(12), 1979–1997.

Sessions, H., & Pychlau, S. (in press). Self-inconsistency or self-expansion from wearing multiple hats? The daily effects of enacting multiple professional identities on work meaningfulness. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

Livne-Tarandach, R., Pychlau, S., Grotto, A., & Poonam, A. (Preparing for third review). [Social consequences of compassion]. *Journal of Organizational Behavior*.

Pychlau, S., Sessions, H., Ho, G. C. C., & Welch, D. (under first review). [Complementary and supplementary prohibitive voice]. *Personnel Psychology*.

Sessions, H., Ho, G., Welch, D., & Pychlau, S. (under first review). [Resistance to voice]. *Organization Science*.

WORKS IN PROGRESS

Zipay, K., Pychlau, S., & Wagner, D. T. Impact of “third” places. (writing).

Pychlau, S. Sessions, H., & Zipay, K., Hybrid entrepreneurship (writing).

Sessions, H., Gupta, A., & Pychlau, S. Motivations for ride-share driving (data collection for second study).

Zipay, K., & Pychlau, S. Nostalgia in hobby jobs (data analysis).

Pychlau, S., & Moergen, K. Disclosure of failures (study design).

REFEREED CONFERENCE PRESENTATIONS

Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2024, April). Unpacking the Social Consequences of Compassion at Work (paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology)

Pychlau, S., Sessions, H., Ho, G. C. C., & Welsh, D. (August, 2023). Coming together over concerns? The Effects of Complementary and Supplementary Prohibitive Voice on Employee–Supervisor Relationships (paper presented at Academy of Management Annual Meeting)

Pychlau, S., Sessions, H., Ho, G. C. C., & Welsh, D. (July, 2022). Compensation or Reinforcement? The Effects of Prohibitive Voice (In)Congruence on Differentiation in Social Exchange Relationships (paper presented at InGroup)

Zipay, K., Sessions, H., & Pychlau, S. (2022, June). Putting passion to work: The life-giving and life-draining effects of working a second job based in a hobby (paper presented at the Positive Organizational Scholarship Conference)

Zipay, K., Pychlau, S., & Wagner, D. T. (2022, June). Let go and let love: Understanding why and how third places influence well-being at work (paper presented at the Positive Organizational Scholarship Conference)

Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2022, June). The gains and losses of acting with agentic versus communal compassion: Gender differences in leadership emergence (paper presented at the Positive Organizational Scholarship Conference)

Pychlau, S. Powerful or just decorative? (2021, August). The impact of office artifacts on social perceptions, voice beliefs, and employee voice (professional development workshop paper presented at the Academy of Management Annual Meeting)

Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2021, August). The gains and losses of acting with agentic versus communal compassion: Gender differences in leadership emergence (paper presented at the Academy of Management Annual Meeting)

- Zipay, K., Pychlau, S., & Wagner, D. (2020, August). A Place to “Be Yourself”: Examining third places’ influence on employee proactive and prosocial behaviors (symposium paper presented at the Academy of Management Annual Meeting)
- Pychlau, S., Sessions, H., & Frankel, M. (2020, August). The sweet and sour effects of taking it personally: Supervisor pride and guilt in response to employee moral objections (symposium paper presented at the Academy of Management Annual Meeting)
- Pychlau, S. (2020, August). The inadvertent scare: Do employee moral objections cause death-thought accessibility? (professional development workshop paper presented at the Academy of Management Annual Meeting)
- Pychlau, S. (2019, August). Moral mutiny: Punishment for moral objections as an intragroup threat (professional development workshop paper presented at the Academy of Management Annual Meeting)

AD HOC REVIEWING

- Academy of Management Annual Meeting. MOC Outstanding Reviewer Award (2021)
- Journal of Applied Psychology
- Journal of Organizational Behavior
- Human Resources Management Journal
- Employee Relations
- Social Behavior and Personality

PROFESSIONAL SERVICE

- Thesis committee: Amanda Ruble, Second Reader Undergraduate Honors Thesis (2022)
- Co-organizer of professional development workshop (“Together remotely: Seeding and cultivating a sense of community in a virtual world”) at the Annual Meeting of the Academy of Management (2021)
- Organizer of presenter symposium (“It’s not what you say, it’s how others take it: Contextual factors that induce and inhibit voice”) at the Annual Meeting of the Academy of Management (2020)

SCHOLARSHIPS & AWARDS

- Finalist, *Future of Work Research Prize* (2022)
- Finalist, *Business for a Better World Dissertation Proposal Competition* (2022)
- Lundquist College of Business Best Teaching Award* (2022)
- Lundquist College of Business Best Awards:*
- Article co-authored with Lundquist faculty and accepted for publication in Financial Times list journal (2023)
 - Article co-authored with Lundquist faculty and submitted the first time for publication in Financial Times list journal (twice in 2023; 2022; twice in 2021)

Presenting at a symposium at the Positive Organizational Scholarship Conference (three times in 2022)

Presenting at a paper session at the Academy of Management Annual Meeting (twice in 2022; 2021)

Presenting at a professional development workshop at the Academy of Management Annual Meeting (2021, 2020, 2019)

Presenting at a symposium at the Academy of Management Annual Meeting (2020)

University of Oregon Kageyama Fund with Hudson Sessions 2020

Hamburgglobal: Scholarship by the University of Hamburg for studying abroad (2015) and field research (2017)

Deutschlandstipendium: Joint scholarship by the German Federal Government and Bosch Rexroth AG (2012)

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: Organizational Behavior and Managerial and Organizational Cognition)

TEACHING EXPERIENCE*

Spring 2023	University of Oregon BA316 Value through People: Introduction into Management (Instructor)
Spring 2022	University of Oregon BA316 Value through People: Introduction into Management (Instructor)
Summer 2021	University of Oregon BA316 Value through People: Introduction into Management (Instructor) <i>remote delivery</i>
Fall 2020	University of Oregon BA316 Value through People: Introduction into Management (Instructor) <i>remote delivery</i>
Fall 2019	University of Oregon BA316 Value through People: Introduction into Management (Instructor)
Winter 2019	University of Oregon MGMT311: Managing People in Organizations (Teaching Assistant)
Fall 2013	Technical University of Darmstadt Introduction into Political Science (Teaching Assistant)

** The University of Oregon uses qualitative evaluations; no quantitative scores are available.*
