

SOPHIE PYCHLAU

Lundquist College of Business
University of Oregon
spychlau@uoregon.edu
sophiepychlau.com

EDUCATION

- Ph.D. **University of Oregon** Lundquist School of Business, Management (expected 2023)
Dissertation: Understanding belongingness in the gig economy – The uplifting and undermining effects of online communities on lonely gig workers
Committee: David T. Wagner (Chair), Kate Zipay, Hudson Sessions, & Seungahn Nah
Finalist, *Business for a Better World Dissertation Proposal Competition*
- M.Sc. **University of Hamburg** Politics, Economics, and Philosophy (2018)
University of California Berkeley School of Social Welfare, Visiting Student Researcher (2015)
- B.A. **Technical University of Darmstadt** Political Science, With Honors (2014)

RESEARCH INTERESTS

New world of work, community, voice

PUBLICATIONS

Pychlau, S., & Wagner, D. T. (2022). The data of others: New and old faces of archival research. Chapter accepted for publication for the APA Handbook of Research Methods in Psychology, Second Edition, edited by Harris Cooper.

MANUSCRIPTS UNDER REVIEW

- Sessions, H., Baer, M. D., Nahrgang, J. D., & Pychlau, S. (Revising for third review). [Multiple jobholding and psychological reactance]. *Journal of Applied Psychology*.
- Sessions, H., & Pychlau, S. (Revising for second review). [Multiple jobholding and meaningfulness]. *Journal of Applied Psychology*.
- Zipay, K., Sessions, H., & Pychlau, S. (Under first review). [Passion among multiple jobholders]. *Organization Science*.
- Sessions, H., Ho, G., Welch, D., & Pychlau, S. (Under first review). [Resistance to voice]. *Academy of Management Journal*

WORKS IN PROGRESS

- Livne-Tarandach, R., Pychlau, S., Grotto, A., & Poonam, A. Social consequences of compassion (preparing for submission).
- Zipay, K., Pychlau, S., & Wagner, D. T. Emotional impact of “third” places (preparing for submission).
- Pychlau, S., Sessions, H., Ho, G. C. C., & Welch, D. Complementary and supplementary prohibitive voice (preparing for submission).
- Sessions, H., Gupta, A., & Pychlau, S. Motivations for ride-share driving (data analysis).
- Pychlau, S., & Boncoeur, D. Melancholy (conceptual stage).
- Boncoeur, D., & Pychlau, S. Mansplaining (archival data analysis).
- Pychlau, S. Professional voice communities (conceptual stage).

REFEREED CONFERENCE PRESENTATIONS

- Pychlau, S., Sessions, H., Welsh, D., Ho, G. C. C. 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)
- Human Resources Management Journal
- Employee Relations
- Social Behavior and Personality

PROFESSIONAL SERVICE

Thesis committee: Amanda Ruble, Second Reader Undergraduate Honors Thesis (2022)

AACSB Accreditation Committee, Management PhD Student Representative (2021)

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

Lundquist College of Business Best Teaching Award (2022)

Lundquist College of Business Best Awards:

Article co-authored with Lundquist faculty and submitted the first time for publication in Financial Times list journal (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)

American Psychological Association

TEACHING EXPERIENCE*

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) *remote delivery*

Fall 2020 University of Oregon
BA316 Value through People: Introduction into Management (Instructor) *remote delivery*

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.*

PROFESSIONAL EXPERIENCE

- **Hans Böckler Foundation** Düsseldorf, Germany (2016)
Intern at the Institute for Economics and Social Sciences, Department for Gender Research
- **Dr. Neubert Management Consultancy** Hamburg, Germany (2016)
Intern in Human Resources consulting, management coaching, and newplacement
- **Bosch Rexroth AG** Lohr, Germany (2013)
Intern in Human Resources Management and Marketing

REREFENCES

David T. Wagner
Associate Professor
Department of Management
Lundquist College of Business
University of Oregon
Email: dwagner@uoregon.edu

Management Department
Krannert School of Management
Purdue University
Email: kzipay@purdue.edu

Kate Zipay
Assistant Professor

Hudson Sessions
Assistant Professor

Department of Management &
Organizations
Edwin L. Cox School of Business
Southern Methodist University
Email: hsessions@smu.edu