

# Elad N. Sherf

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## EDUCATION

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<b>UNIVERSITY OF MARYLAND, Robert H. Smith School of Business</b> Ph.D., Organizational Behavior and Human Resource Management	<b>College Park, MD</b> (August, 2016)
<b>UNIVERSITY OF NEW SOUTH WALES, AGSM MBA Program</b> MBA	<b>Sydney, Australia</b> (May, 2010)
<b>IDC HERZLIYA, Radzyner School of Law</b> LL.M., Business Law, <i>Summa Cum Laude</i>	<b>Herzliya, Israel</b> (August, 2006)
<b>IDC HERZLIYA, Radzyner School of Law, Arison School of Business</b> LL.B. & B.A. (Business Administration), <i>Summa Cum Laude</i>	<b>Herzliya, Israel</b> (August, 2005)

## PROFESSIONAL EXPERIENCE

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<b>UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School</b> Assistant Professor of Organizational Behavior	<b>Chapel Hill, NC</b> 2018-Present
<b>NEW YORK UNIVERSITY, Leonard N. Stern School of Business</b> Post-Doctoral Research Scholar, Manager of the Center for Behavioral Research	<b>New York, NY</b> 2016-2018

## HONORS

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- UNC Kenan-Flagler Teaching All-Star, MBA Teaching Award (2022)
- Best Editorial Board Reviewer Award, Journal of Applied Psychology (2021)
- Most Innovative Student Paper Award (with Salvatore Affinito et al.), Organizational Behavior Division, Academy of Management
- Organizational Behavior Division Outstanding Reviewer Award for the Academy of Management (2014, 2017)
- Conflict Management Division Outstanding Reviewer Award for the Academy of Management (2017)
- Frank T. Paine Doctoral Award for Academic Achievement, Smith School of Business (2016)
- Outstanding Graduate Assistantship Award, University of Maryland Graduate School (2015)

## BOOK CHAPTERS

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1. Shapiro, D. L., & Sherf, E. N. (2015). The role of conflict in managing injustice. In R. Cropanzano & M. L. Ambrose (Eds.), *The Oxford Handbook of Justice in the Workplace*. New York, NY: Oxford University Press, 443-460. doi: 10.1093/oxfordhb/9780199981410.013.21.

## REFEREED JOURNAL ARTICLES

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\*Denotes authors contributed equally. †Denotes Ph.D. Student

16. Ning, L. A., Sherf, E. N., & Tangirala, S. (Provisionally accepted). How teams recompile capabilities over time after task disruption: The facilitating roles of equity and equality. *Organization Science*.
15. Zhang, T., Harrington, K. B., & Sherf, E. N. (2022). The errors of experts: When expertise hinders effective provision and seeking of advice and feedback. *Current Opinion in Psychology*, 43, 91–95. <https://doi.org/10.1016/j.copsyc.2021.06.011>
14. To, C., Yan T., & Sherf, E. N. (2022). Victorious and hierarchical: Past performance as a determinant of team hierarchical differentiation. *Organization Science*. <https://doi.org/10.1287/orsc.2021.1528>
13. Muir, C. P., Sherf, E. N., & Liu, J. T. (2022). It's not only what you do, but why you do it: How managerial motives influence employees' fairness judgments. *Journal of Applied Psychology*, 107(4), 581-603. <https://doi.org/10.1037/apl0000898>
12. Derfler-Rozin, R., Sherf, E. N., & Chen, G. (2021). To be or not to be consistent? The role of friendship and group-targeted perspective in managers' allocation decisions. *Journal of Organizational Behavior*, 42(6), 814–833. <https://doi.org/10.1002/job.2490>
11. Sherf, E. N., Gajendran, R. S., & Posner, B. Z. (2021). Seeking and finding justice: Why and when managers' feedback seeking enhances justice enactment. *Journal of Organizational Behavior*, 42(6), 741–766. <https://doi.org/10.1002/job.2481>

10. Isaakyan S., **Sherf E. N.**, Tangirala, S., & Guenter, H. (2021). Keeping it between us: Managerial endorsement of public versus private voice. *Journal of Applied Psychology*, 106(7), 1049-1066, doi: <https://doi.org/10.1037/apl0000816>
9. **Sherf, E. N.**, Parke, M. R. \*, & Isaakyan S. (2021). Distinguishing voice and silence at work: Unique relationships with perceived impact, psychological safety, and burnout. *Academy of Management Journal*, 64(1), 114-148. doi: <https://doi.org/10.5465/amj.2018.1428>
8. **Sherf, E. N.**, Morrison, E. W. (2020). I do not need feedback! Or do I? Self-efficacy, perspective taking, and feedback seeking. *Journal of Applied Psychology*, 105(2), 146-165. <https://doi.org/10.1037/apl0000432>
7. **Sherf, E. N.**, Tangirala, S., & Venkataramani, V. (2019). Why managers do not seek voice from employees: The importance of managers' personal control and long-term orientation. *Organization Science*, 30(3), 447-466. <https://doi.org/10.1287/orsc.2018.1273>
6. **Sherf, E. N.**, Venkataramani, V., & Gajendran, R. S. (2019). Too busy to be fair? The effect of workload and rewards on managers' justice rule adherence. *Academy of Management Journal*, 62(2) 469-502. <https://doi.org/10.5465/amj.2016.1061>
5. **Sherf, E. N.**, Sinha, R., Tangirala, S., Awasty, N. (2018). Centralization of member voice in teams: Its effects on expertise utilization and team performance. *Journal of Applied Psychology*, 103(8), 813-827. <https://doi.org/10.1037/apl0000305>
4. **Sherf, E. N.**, Tangirala, S., & Weber, K. C. (2017). It is not my place! Psychological standing and men's voice and participation in gender-parity initiatives. *Organization Science*, 28(2), 193-210. <https://doi.org/10.1287/orsc.2017.1118>
3. **Sherf, E. N.**, & Venkataramani, V. (2015). Friend or foe? The impact of relational ties with comparison others on outcome fairness and satisfaction judgments. *Organizational Behavior and Human Decision Processes*, 128(1), 1-14. <https://doi.org/10.1016/j.obhdp.2015.02.002>
2. Parke, M. R., Seo, M., & **Sherf, E. N.** (2015). Regulating and facilitating: The role of emotional intelligence in maintaining and using positive affect for creativity. *Journal of Applied Psychology*, 100(3), 917-934. <https://doi.org/10.1037/a0038452>
1. **Sherf, E. N.** (2005). Spam in Israel – Review of existing and desired law. *Law & Business* 3, 425-479.

## **JOURNAL ARTICLES UNDER PEER REVIEW**

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- Hussain, I., Tangirala, S., & **Sherf, E. N.** (3<sup>rd</sup> round review). Title removed for blind review. *Academy of Management Journal*.
- **Sherf, E. N.**, Croitoru N.<sup>†</sup>, & McElroy, T.<sup>†</sup> (1<sup>st</sup> round revise and resubmit). Title removed for blind review. *Personnel Psychology*.
- To, C., & **Sherf, E. N.**, & Kouchaki M. (1<sup>st</sup> round revise and resubmit). Title removed for blind review. *Academy of Management Journal*.
- **Sherf, E. N.**, Anseel F. \*, Parke, M. R. \* (Under review). Title removed for blind review. *Organization Science*.
- Affinito, S. J., Christian, M. S., Zheng, X., **Sherf, E. N.**, Kenney J. E., Yang, J., Hofmann, D. A., Yu, Y., & Gray, K. J. Title removed for blind review (Under review). *Organizational Behavior and Human Decision Processes*.

## **RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION**

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- Tedder-King, A.<sup>†</sup>, **Sherf, E. N.** (Finalizing for submission). The fairness of accounting for structural sexism in resource allocations: The role of lay theories of success. Target: *Academy of Management Journal*.
- **Sherf, E. N.**, Morrison E. W. (Finalizing for submission). A behavioral activation and inhibition system account of within-person variations in feedback seeking behavior. Target: *Personnel Psychology*.
- Hussain, I., **Sherf E. N.**, & Tedder-King, A.<sup>†</sup> (Collecting additional data). What does it mean for male allies to show support? Examining reactions to men's voice on gender equity issues. Target: *Journal of Applied Psychology*.
- Tedder-King, A.<sup>†</sup>, **Sherf, E. N.** (In preparation). Recognizing sexism at work: An integrative review. Target: *Journal of Applied Psychology*.

## PEER REVIEWED CONFERENCE PRESENTATIONS

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- **Sherf, E. N.**, Croitoru N.<sup>†</sup>, & McElroy, T.<sup>†</sup> (2021). Conceptualizing seeking behaviors at work as goal-striving activities: *Paper presented at the 2021 Annual Meeting of the Academy of Management, Virtual.*
- **Sherf, E. N.\***, Parke, M. R.\* , & Isaakyan S. (2019) Distinguishing voice and silence at work: Unique relationships with psychological safety, impact, burnout, and issue content. *Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.*
- **Sherf, E. N.\***, Parke, M. R.\* , & Isaakyan S. (2019) Distinguishing voice and silence at work: Unique relationships with psychological safety, impact, and burnout. *Paper presented at the 2019 Organizational Science Winter Conference, Phoenix, AZ.*
- **Sherf, E. N.**, Morrison, E. W. (2018) I do not need feedback! Or do I? Self-efficacy, perspective taking, and downward feedback seeking. *Paper presented at the 2018 Israeli Organizational Behavior Conference, Tel-Aviv, Israel.*
- **Sherf, E. N.**, Morrison, E. W. (2017) I do not need feedback! Or do I? Self-efficacy, perspective taking, and downward feedback seeking. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- **Sherf, E. N.**, Sinha, R., Tangirala, S., Awasty, N. (2017) Centralization of member voice in teams: Its effects on expertise utilization and team performance. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- Isaakyan S., **Sherf E. N.**, Tangirala, S., & Guenter, H. (2017) Keeping it between us: Public vs. private context, image threat, and managerial responses to employee voice. *Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
- **Sherf, E. N.** & Venkataramani, V. (2016) Too busy to be fair? The effect of managers' perceived workload on their core technical performance and justice rule adherence. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Venkataramani, V. (2016) How managers' personal control and long-term orientation influence their willingness to seek voice from employees. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Connealy, K. (2016) It is not my place! Psychological standing and men's participation in gender-parity initiatives. *Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.*
- **Sherf, E. N.**, Tangirala, S., & Connealy, K. (2016) It is not my place! Psychological standing and men's participation in gender-parity initiatives. *Paper presented at the 2016 Annual Meeting of the International Association for Conflict Management, New York, NY.*
- Derfler-Rozin, R., **Sherf, E. N.**, Chen, G. (2015) Discretion? No, thank you! Managers' reluctance to use discretion in allocation decisions. *Paper presented at the 2015 Annual Meeting of the Academy of Management, Vancouver, CA.*
- **Sherf E. N.** (2015). Too busy to be fair? The effect of managers' work demands on their adherence to fairness rules. *Paper presented at the 2015 Annual Meeting of the International Association for Conflict Management, Clearwater Beach, FL.*
- **Sherf E. N.** (2015). Too busy to be fair? The effect of managers' work demands on their adherence to fairness rules. *Paper presented at the 2015 Trans-Atlantic Doctoral Conference, London, UK.*
- **Sherf E. N.**, Wee, E. X. M. (2014). Shaping a better conflict: How teams can deliberately enable effective task conflict. *Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.*
- **Sherf E. N.**, Taylor, M. S., (2014). Show me what I could gain or lose: Feedback framing effects on motivation and performance. *Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.*
- **Sherf E. N.**, Wee, E. X. M. (2014). The how, who, and what of task conflict: Unbundling the task conflict-team performance relationship. *Paper presented at the 2014 Israeli Organizational Behavior Conference, Tel-Aviv, Israel*

- **Sherf, E. N.,** M. Taylor, S., Firth, B. M., Anseel, F. (2013). Why and how after event reviews enable performance improvement. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*
- **Sherf E. N.,** Venkataramani V. (2013) How are you related? How social relationships influence outcome fairness and satisfaction. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*
- **Sherf, E. N.,** Shapiro D. L. (2013). Should teams “openly discuss” relationship conflict? An accommodation based model for reconciling competing views. *Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.*

## INVITED TALKS

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- April 2022, Temple University
- April 2022, Kenan Institute, University of North Carolina, Chapel Hill
- April 2022, Nanyang Technological University, Singapore
- April 2021, University of Texas Austin
- March 2021, Robert Gordon University
- October 2020, Rice University
- May 2018, Women Leadership Conference, NYC
- October 2017, University of North Carolina, Chapel Hill
- October 2017, Duke University
- October 2017, University of Connecticut
- October 2017, Purdue University
- September 2017, Georgia Institute of Technology
- January 2016, New York University
- January 2016 University of Washington
- January 2016, Technion, Israel Institute of Technology
- October 2015, National University of Singapore
- September 2015, University of Georgia

## TEACHING EXPERIENCE

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### University of North Carolina, Chapel Hill, Kenan-Flagler School of Business

- PhD
  - Spring 2020: [Special Topics] Beyond Task Performance
  - Spring 2021: [Special Topics] Organizational Fairness and Justices
  - Fall 2021: [BUSI-899-041]: Dependent Variables in Organizational Behavior
  - *PhD Dissertation Committees*
    - 2021-2022: University of North Carolina, Casher Belinda, *Central complaint recipients as change agents: A theory of complaining, learning, and proactive work behavior*
    - 2020-2021: University of North Carolina, Salvatore Affinito, *Organizational Behavior, Am I myself at work? Engagement, identity, and role transitions*
    - 2019-2020: University of North Carolina, Justin Kent, *Strategic Management, To start or no to start? An empirical examination of the decision to start a business*
- MBA
  - *Leading Groups and Teams* (MBA 840b):  
Spring 2021 (4.8/5 [11 students]), (4.6/5 [17 students]), Spring 2022 (4.65/5 [42 students], Teaching All-Star award).
- Undergraduate
  - *Thinking Creatively: Cognitive Tools for Individuals and Teams* (BUSI 490-116)  
Fall 2021 (4.1/5 [26 students])
  - *Groups and Teams in Organizations* (BUSI 555):  
Fall 2019 (4.5/5 [19 students]); Spring 2020 (4.7/5 [30 students]; Fall 2020 (4.3/5 [27 students]); Spring 2021 (4.7/5 [30 students]), (4.5/5 [28 students]); Fall 2021 (4.7/5 [29 students]); Spring 2022 (4.7/5 [28 students]).
  - *Leading and Managing in Organizations* (BUSI 405):  
Spring 2019 (4.4/5 [43 students]), (4.3/5 [43 students]); Fall 2019 (4.4/5 [44 students]), (4.3/5 [41 students])

- *Undergraduate Honors Thesis Advisor* (BUSI 691H)  
2020-2021: University of North Carolina, Riya Anand, The Asian-American perception as to the inhibitors to their promotion to higher-level management positions

**New York University, Stern School of Business**

- *Management & Organizations* (Undergraduate):  
Fall 2016 (6.2/7 [50 students], 6.4/7 [52 students]); Spring 2018 (6.2/7 [53 students])

**University of Maryland, Smith School of Business**

- *Managing People & Organizations* (Undergraduate)  
Spring 2014 (2.74/4 [50 students]); Summer 2014 (3.56/4 [32 students])

**Interdisciplinary Center (IDC) Herzliya, Radzyner School of Law (Undergraduate)**

- *Contract Law, Administrative Law, Constitutional Law* (2006 – 2008, 2010 – 2011)  
Contract Law (4.6/5), Administrative Law (4.7/5), Constitutional Law (4.2/5)

**PROFESSIONAL SERVICE**

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- Reviewing
  - Journal board membership
    - 2018-: Contributing Editor, Journal of Applied Psychology
    - 2019-: Editorial Board Member, Academy of Management Journal
    - 2020-: Editorial Board Member, Organizational Behavior and Human Decision Processes
    - 2021-: Editorial Board Member, Personnel Psychology
  - Journal ad-hoc reviewing
    - 2015-: Academy of Management Journal, Journal of Applied Psychology, Organizational Science, Organizational Behavior and Human Decision Processes, Personnel Psychology, Administrative Science Quarterly, Human Resource Management Review, Human Relations, Personality and Social Psychology Bulletin, Academy of Management OB & CM Divisions
  - Other
    - 2015-2018: External reviewer, Research Grants Council (RGC) of Hong-Kong
- Involvement in Professional Organizations
  - 2021 – Chair, Academy of Management Organizational Behavior Division “Best Student Paper Award” Committee.
  - 2020 – Member, Academy of Management Organizational Behavior Division “Best Paper Award” Committee.
  - 2017-2018: Academy of Management Conflict Management Division, “Making Connections” Committee Member
- School Service
  - 2021-: University of North Carolina, Hiring Committee Member
  - 2020-: University of North Carolina, Diversity & Inclusion Committee Member
  - 2018-: University of North Carolina, OB Ph.D. Selection Committee Member
  - 2020-: University of North Carolina, Post-Doctoral Position Selection Committee Member
  - 2020: University of North Carolina, Thought Leadership, Re-think Effort Committee Member
  - 2012-2014: University of Maryland, OB/HRM Ph.D. Program Student Representative

Last update: May 31, 2022