

Basima A. Tewfik

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ACADEMIC APPOINTMENTS

Massachusetts Institute of Technology, Sloan School of Management **Cambridge, MA**
Assistant Professor, Work and Organization Studies (2019-Present)

EDUCATION

The Wharton School, University of Pennsylvania **Philadelphia, PA**
Ph.D. in Management (2019), M.Sc. in Management (2016), Center for Teaching and Learning
Certificate (2015)

Dissertation: Impostor thoughts as a double-edged sword: Theoretical conceptualization,
construct measurement, and relationships with work-related outcomes

- Winner of the 2018 INFORMS / Organization Science Dissertation Proposal Competition

Harvard College **Cambridge, MA**
A.B. in Psychology (2011), Secondary in Economics (2011), *Summa Cum Laude*, Phi Beta Kappa,
John Harvard Scholarship for Highest Academic Achievement, Detur Book Prize for Academic
Excellence

REFEREED PUBLICATIONS & PAPERS UNDER REVIEW

Carton, A. & **Tewfik, B.** (2016). A new look at conflict management in work groups. *Organization Science*, 27(5), 1125-1141.

- Winner of the 2018 International Association for Conflict Management Outstanding Publication Award

Tewfik, B., Kundro, T. & Tetlock, P. The help-decliner's dilemma: How to decline requests for help at work without hurting one's image. (under review)

- Winner of the 2019 International Association for Conflict Management Best Conference Paper
- Winner of the 2018 Society for Personality and Social Psychology Graduate Student Poster Award

AWARDS AND GRANTS

- Junior Faculty Research Assistance Program Award, 2019
- International Association for Conflict Management Best Conference Paper, 2019
- INFORMS / Organization Science Dissertation Proposal Competition Winner, 2018
- AOM Organizational Behavior Doctoral Consortium Department Nominee, 2018

- International Association for Conflict Management Outstanding Publication Award, 2018
- Society for Personality and Social Psychology Graduate Student Poster Award, 2018
- Society for Personality and Social Psychology Graduate Student Travel Award, 2018
- Wharton Risk Center Ackoff Doctoral Student Fellowship, 2016, 2017, 2018
- Mack Institute Research Fellowship, 2017
- Wharton Doctoral Programs George James Travel Award, 2017
- Wharton Center for Human Resources Grant, 2014, 2016, 2017
- Wharton Center for Leadership and Change Management Grant, 2016
- Penn Prize for Excellence in Teaching by Graduate Students, 2015
 - University-wide award granted to 10 students annually (based on student nominations, faculty recommendation, and prize committee voting)

TEACHING EXPERIENCE

Massachusetts Institute of Technology, Sloan School of Management

- 15.665: Power and Negotiation (MBA, Professor, Fall 2019)

The Wharton School, University of Pennsylvania

- MGMT 610: Teamwork and Leadership (MBA, Teaching Assistant, Fall 2014-2017)
- MGMT 806: Formation and Implementation of Entrepreneurial Ventures (MBA, Teaching Assistant, Summer 2014-Summer 2015)
- MGMT 101: Introduction to Management (Undergraduate, Recitation Instructor, Fall 2014)
 - Awarded “Penn Prize for Excellence in Teaching by Graduate Students” (based on student nominations, faculty recommendation, and prize committee voting)

INVITED TALKS AND CONFERENCE PRESENTATIONS

2019-2020

- “The First Two Years: Getting Launched in the School of Arts and Sciences” Program at the University of Pennsylvania, Philadelphia, PA: “Impostor thoughts as a double-edged sword: Theoretical conceptualization and relationships with work-related outcomes”
- Wharton Organizational Behavior Conference, Philadelphia, PA: “The help-decliner’s dilemma: How to decline requests for help at work without hurting one’s image”
- International Association for Conflict Management Conference, Dublin, Ireland: “The help-decliner’s dilemma: How to decline requests for help at work without hurting one’s image”
 - International Association for Conflict Management Best Conference Paper

2018-2019

- Chemours – a DuPont Company, Wilmington, DE: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Work and Organizations Group, Sloan School of Management, Massachusetts Institute of Technology, Cambridge, MA: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”

- Computer and Information Science Department, School of Engineering and Applied Science, University of Pennsylvania, Philadelphia, PA: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Department of Managing People in Organizations, IESE Business School, Barcelona, Spain: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Organisational Behaviour Area, INSEAD, Fontainebleau, France: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Department of Management, London School of Economics, London, United Kingdom: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Department of Management & Entrepreneurship, Leavey School of Business, Santa Clara University, Santa Clara, CA: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Organization & Management Area, Goizueta Business School, Emory University, Atlanta, GA: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”
- Management Area, Freeman School of Business, Tulane University, New Orleans, LA: “The unexpected benefits of feeling overestimated by others: The relationship between impostor thoughts and performance”

2017-2018

- Academy of Management Conference, Chicago, IL: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image”
- International Association for Conflict Management Conference, Philadelphia, PA: “Inconsistently engaging at work? Investigating the relationships among engagement variability, emotional stability, and performance”
- East Coast Doctoral Conference, NYU Stern School of Business, New York, NY: “Inconsistently engaging at work? Investigating the relationships among engagement variability, emotional stability, and performance”
- Society for Personality and Social Psychology, Atlanta, GA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image” (Poster)
 - Society for Personality and Social Psychology Graduate Student Poster Award Winner
- Society for Judgment and Decision Making, Vancouver, CA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image” (Poster)
- Sixth Annual Wharton-INSEAD Doctoral Consortium, The Wharton School, University of Pennsylvania, Philadelphia, PA: “The help-giver’s dilemma: How to decline requests for help at work without hurting one’s image”

2016-2017

- Gender Equity Group, Department of Genetics, Perelman School of Medicine, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”

- Academy of Management Conference, Atlanta, GA: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- Trans-Atlantic Doctoral Conference, London Business School, London, UK: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- East Coast Doctoral Conference, Columbia Business School, New York, NY: “Diverse paths to the top: A theory of women’s leadership ascension”
- Third Annual Women in Business Academia Conference, Wharton Society for the Advancement of Women in Business, The Wharton School, University of Pennsylvania, Philadelphia, PA: “Diverse paths to the top: A theory of women’s leadership ascension”
- Fifth Annual Wharton-INSEAD Doctoral Consortium, INSEAD, Singapore: “Juggling multiple roles: The effect of engagement variability on performance across roles”
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”

2015-2016

- Academy of Management Conference, Anaheim, CA: “Rules of engagement: Effects of engagement variability and its subcomponents on job performance”
- Academy of Management Conference, Anaheim, CA: “Adapting to change while stuck between a rock and a hard place: An organizational identification perspective”
- Groups Group Research Seminar at Harvard Business School, Boston, MA: “A reconsideration of group process loss in creative brainstorming”
- Penn Post Baccalaureate Research Program, Perelman School of Medicine, University of Pennsylvania, Philadelphia, PA: “I’m not as good as you think I am: Understanding the Impostor Phenomenon”

2014-2015

- Graduate School of Education, University of Pennsylvania, Philadelphia, PA: “Someone must have made a terrible mistake: Understanding the Impostor State”
- Third Annual Wharton-INSEAD Doctoral Consortium, INSEAD, Fontainebleau, France: “Workplace Impostor Syndrome: Understanding the other side of the status coin”

PROFESSIONAL AND UNIVERSITY SERVICE

- Ad Hoc Reviewer, *Organization Science*
- MIT Sloan School of Management PhD Program Job Market Panelist, 2019
- Session Chair, Academy of Management Conference, Atlanta, GA: “Individual Differences in Performance,” 2017
- Wharton Doctoral Executive Committee Student Representative, 2016 – 2017
- Founder and Co-organizer of the Women in Business Academia Conference, 2015 – 2017
- Co-organizer of the Fourth Annual Wharton-INSEAD Doctoral Consortium, 2015
- Management Department Ph.D. Admissions Committee Student Representative, 2014 – 2015
- Management Department Doctoral Student Representative, 2014 – 2015

- Founding Board Member of the Wharton Society for the Advancement of Women in Business Academia, 2016 (*President Emeritus*), 2015 (*President*), 2014 (*Co-Event Chair*)
- Mentor, Wharton Society for the Advancement of Women in Business Academia, 2014 – 2019

OTHER PROFESSIONAL EXPERIENCE

- Consultant, Booz & Company (now Strategy&, part of the PwC network), Chicago, IL, 2011 – 2013
- Fellow to the Dean of Clinical and Pro Bono Programs, Harvard Law School, Cambridge, MA, 2008 – 2011

VOLUNTEER EXPERIENCE

- Senior Vice President of Programs, Minds Matter of Philadelphia, Inc., 2018 – 2019
- Vice President of Donor Relations, Minds Matter of Philadelphia, Inc., 2013 – 2018