

Basima A. Tewfik

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ACADEMIC APPOINTMENTS

- Massachusetts Institute of Technology, Sloan School of Management** **Cambridge, MA**
Class of 1943 Career Development Professor (2021-Present)
Assistant Professor, Work and Organization Studies (2019-Present)
- The Wharton School, University of Pennsylvania** **Philadelphia, PA**
Visiting Assistant Professor, Management (Fall 2021)

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 & CONDITIONALLY ACCEPTED

Tewfik, B. The impostor phenomenon revisited: Examining the relationship between workplace impostor thoughts and interpersonal effectiveness at work. (Conditionally accepted at *Academy of Management Journal*)

- 2021 All-Academy Academy of Management William H. Newman Award Finalist
- Media and podcast coverage: Armchair Expert, A Slight Change of Plans, BBC Worklife, Pivot, Stay Tuned, Ten Percent Happier

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

PAPERS INVITED FOR RESUBMISSION & UNDER REVIEW

Tewfik, B., Kundro, T.† & Tetlock, P. Referrals and apologies. (Under second round review)

- Previous version of this paper was the winner of the 2018 Society for Personality and Social Psychology Graduate Student Poster Award

Tewfik, B. Workplace impostor thoughts and job mastery. (Invited for resubmission)

- Previous version of this paper was the 2020 Managerial and Organizational Cognition Division Nominee for the Academy of Management William H. Newman Award
- Selected as part of the 2020 Managerial and Organizational Cognition Division “3rd Annual Tuesday Coolness: Creative Presentations on Innovative Topics” AOM Session

SELECTED WORKING PAPERS AND PROJECTS

Tewfik, B., Kundro, T.† & Tetlock, P. The request-decliner’s dilemma: Protecting one’s time at work without hurting one’s image.

- Previous version of this paper was the winner of the 2019 International Association for Conflict Management Best Conference Paper

Tewfik, B. & Jackson, S.†* From microaggressions to systemic prejudice: A multilevel bottom-up process theory.

Tewfik, B & Patil, S. Engagement variability and job performance: How and why neurotics weather the ebb and flow of job engagement best.

Tewfik, B. Working longer, but not harder: How and why those with workplace impostor thoughts achieve higher job performance.

Tewfik, B. Workplace impostor thoughts and team performance.

Tewfik, B. & Chang, E. Impostor field interventions in STEM.

Tewfik, B. & Kundro, T.† Unintended effects of referrals: A network perspective.

†Denotes that co-author was a doctoral student when project began

*Denotes equal authorship

AWARDS AND GRANTS

- All-Academy Academy of Management William H. Newman Award Finalist, 2021
- Poets & Quants, Best 40 Under 40 MBA Professor, 2021
- AOM Managerial and Organizational Cognition William H. Newman Award Nominee, 2020
- 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-Present)
 - Latest evaluation: 4.9/5.0
- 15.341: Individuals, Groups, and Organizations (PhD, Guest Lecturer, Spring 2020)

The Wharton School, University of Pennsylvania

- MGMT 610: Teamwork and Leadership (MBA, Professor, Fall 2021)
- 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

2020-2021

- Management Department, The McCombs School of Business, University of Texas at Austin, Austin, TX: “The impostor phenomenon revisited: Presenting a self-affirmation theory of workplace impostor thoughts”
- Management Department, The Wharton School, University of Pennsylvania, Philadelphia, PA: “The impostor phenomenon revisited: Presenting a self-affirmation theory of workplace impostor thoughts”
- Program on Negotiation Research Lab, Massachusetts Institute of Technology & Harvard University, Cambridge, MA: “When and why referrals are better than apologies when declining a request: The moderating role of task expertise”
- Academy of Management Conference, Virtually-Held: “Found out or psyched up: How and when workplace impostor thoughts breed mastery at work”
 - Managerial and Organizational Conference Division Nominee for the William H. Newman Award
 - Selected as part of the 2020 Managerial and Organizational Cognition Division “3rd Annual Tuesday Coolness: Creative Presentations on Innovative Topics” AOM Session

2019-2020

- International Association for Conflict Management Conference, Virtually-Held: “Found out or psyched up: How and when workplace impostor thoughts breed mastery at work”
- European Group for Organizational Studies Conference, Virtually-Held: “The help-decliner’s dilemma: How to decline requests for help at work without hurting one’s image”
- TrialSpark, New York, NY: “Negotiating for success”
- Behavioral Lab, Sloan School of Management, Massachusetts Institute of Technology, Cambridge, MA: “Workplace impostor thoughts intervention in STEM”
- NERD Lab, Harvard Business School, Harvard University, Cambridge, MA: “Workplace impostor thoughts intervention in STEM”
- “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”

ADVISING ON DISSERTATIONS AND GENERAL EXAM COMMITTEES

- Heather Yang, PhD Committee, 2021 — placed at Bocconi University
- Raquel Kessinger, General Exam Committee, 2020

PROFESSIONAL AND UNIVERSITY SERVICE

- Organization Studies Seminar Co-Organizer, 2020 – Present
- Organization Studies Ph.D. Admissions Committee, 2019 – Present
- INFORMS Organization Science Dissertation Competition Organizer and Officer (2021-2025 Term)
- International Association for Conflict Management Outstanding Publication Award Committee Member, 2020
- Ad Hoc Reviewer, *Administrative Science Quarterly*
- Ad Hoc Reviewer, *Academy of Management Review*
- Ad Hoc Reviewer, *Academy of Management Journal*
- Ad Hoc Reviewer, *INFORMS / Organization Science Dissertation Proposal Competition*
- Ad Hoc Reviewer, *Organization Science*
- MIT Sloan School of Management PhD Program Job Market Panelist, 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