Erin L. Frey

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ACADEMIC EMPLOYMENT

Assistant Professor
Marshall School of Business, University of Southern California 2021 - present

Postdoctoral Research Fellow 2018 - 2021
Darden School of Business, University of Virginia

EDUCATION

Harvard Business School 2013- 2018
Ph.D. in Organizational Behavior
Dissertation Committee: Joshua Margolis, Ryan Raffaelli, Michael G. Pratt (Boston College)
Dissertation: Repair, Restoration, and Reintegration Following Work-Related Failures
**** Finalist for the 2017 INFORMS/Organization Science Dissertation Proposal Competition***

Harvard College 2004 - 2008
B.A. in Environmental Science and Public Policy, Secondary Field in Economics

RESEARCH INTERESTS

My research uses both qualitative and quantitative methods to understand how organizational members respond to and recover from transgressions, failures, and challenges in organizations.

PUBLICATIONS

Frey, E., Bernstein, E., & Rekenthaler, N. (2022). Scarlet Letters: Rehabilitation Through Transgression Transparency and Personal Narrative Control. ***Administrative Science Quarterly***, forthcoming.

Frey, E. (2022). "'I Go Here…But I Don't Necessarily Belong': The Process of Transgressor Reintegration in Organizations." ***Academy of Management Journal.*** 65(1), 119-157.

Frey, E., Adams, G. S., Pfeffer, J., & Belmi, P. (2022). What We (Do Not) Know About Punishment Across Organizational Boundaries. ***Journal of Management***, OnlineFirst.

Frey, E., Adams, G.S., Bruno, E., & Detert, J. (2022). "Braking" Bad: How Managers Can Respond to Employee Misbehavior. ***Behavioral Science & Policy,*** 8(1), 61-77.

Jachimowicz, J. M., Frey, E. L., Matz, S. C., Jeronimus, B. F., & Galinsky, A. D. (2022). The Sharp Spikes of Poverty: Financial Scarcity Is Related to Higher Levels of Distress Intensity in Daily Life. ***Social Psychological and Personality Science***, OnlineFirst.

Frey, E. & Rogers, T. (2014). "Persistence: How treatment effects persist after interventions stop." ***Policy Insights from the Behavioral and Brain Sciences***. *1*(1), 172-179.

INVITED REVISIONS & UNDER REVIEW

Crosina, E., Frey, E., Greenberg, D. & Corbett, A. Beyond New Venture Creation: Stress, Loss and Learning in Experiential Entrepreneurship Education. Under review.

WORKING PAPERS AND CURRENT RESEARCH

Working Papers

Frey, E. The Organizational Immune System: Explaining Organizational (Over)reactions to Internal Threats.

Adams, G., Frey, E., & Kim, T. When and why people pursue token revenge.

Frey, E., Green, P., Kouchaki, M., & Margolis, J. Mistake or Misconduct? How Type of Violation Influences Feedback Content.

Other Projects

Frey, E. & Adams, G. The Aftermath of #MeToo Accusations. Phase: *data analysis.*

Frey, E., Adams, G., & Li, A. Zero Tolerance Policies. Phase: *data collection.*

Frey, E., Wiltermuth, S., & Martinez, S. Cancel culture. Phase: *data collection*.

Frey, E., Margolis, J. Leadership in the Changing World of Work. Phase: *data collection*.

BOOK CHAPTERS

Rogers, T., & Frey, E. (2015). "Changing behavior beyond the here and now." *The Wiley Blackwell Handbook of Judgment and Decision Making*, 723-748.

INVITED PRESENTATIONS

Marshall School of Business, University of Southern California (March 2021)
Kenan-Flagler Business School, University of North Carolina – Chapel Hill (January 2021)
Carroll School of Management, Boston College (November 2020)

CONFERENCE PRESENTATIONS

Frey, E. & Green, P. "Mistake or Misconduct? How Type of Violation Influences Feedback Content." Academy of Management Conference. August 2022.

Frey, E., Adams, G.S., & Li, D. "Zero Bias in Zero Tolerance Policies?" Presentation at the International Association for Conflict Management Conference. July 2022.

Frey, E., & Rogers, T. "Persistence: How treatment effects persist after interventions stop." Presentation at APPAM Fall Research Conference. November 2020.

Frey, E. "'I Go Here….but I Don't Necessarily Belong': The Process of Transgressor Reattachment to Organizations". Presentation at the Academy of Management Conference in Boston, MA. August 2019.

Frey, E., Bruno, E., & Adams, G.S. "Beyond Repair: Relationship Renegotiation Following Interpersonal Transgressions". Presentation at the International Association of Conflict Management. Dublin, Ireland. July 2019.

Frey, E. "Scarlet Letters". Presented at the 2019 UC Davis Qualitative Research Conference. Davis, CA. March 2019.

Frey, E. "Repair, Recovery, and Reintegration at Work." Organizer and Chair of symposium for 2017 Academy of Management Conference. Atlanta, GA. August 2017.
**Selected as a "Showcase Symposium" for the MOC division of the Academy of Management*

Frey, E., Green, P., Kouchaki, M., Margolis, J., & Gino, F. (2017). "Speaking with Different Voices: How Feedback Changes Based on Perceptions of the Recipient's Morality." Presentation at Association for Psychological Science. Boston, MA.

Frey, E., Gino, F., & Margolis, M. (2016). "Mistake or Misconduct? Ethical and Competence Lapses Trigger Different Confrontation Strategies." Presentation for the Symposium at the Academy of Management Conference. Presented in "After the Fall: Reactions and Responses to Unethical Behavior in Organizations." Anaheim, CA.
**Selected as a "Showcase Symposium" for the Conflict Management division of the Academy of Management*

TEACHING EXPERIENCE

Organizational Behavior and Leadership (BUAD 304)
Instructor, Fall 2021
University of Southern California, Marshall School of Business
Instructor Evaluation Score: 4.71 out of 5 (average across two sections)

Foundations of Behavioral Science
Instructor, Spring 2021
Batten School of Public Policy Course

Experiential Leadership Development Lab
MBA Coach, Fall 2018
Darden School of Business

AWARDS

BATTEN INSTITUTE RESEARCH GRANT
Darden School of Business (Charlottesville, VA)
$12,000 award for research related to entrepreneurship (2019 – 2021)

FINALIST, INFORMS DISSERTATION PROPOSAL COMPETITION
INFORMS/Organization Science (2017)

INDONESIA PROGRAM RESEARCH GRANT RECIPIENT
Harvard Kennedy School Indonesia Program (Cambridge, MA)
Award to travel and conduct research in Indonesia. (2011)

VICKI NORBERG-BOHM FELLOW
Harvard Sustainability Science Program (Cambridge, MA)
Award given to promising early-stage PhD students with an interest in environmental/energy policy. (2011-2012)

ADDITIONAL PUBLICATIONS

Topping, J. and E. Frey. (2007) "A Moral and Profitable Path to Climate Stabilization". In *Sudden and Disruptive Climate Change*. Ed. Michael McCracken.

Frey, E. (2004). "A Preliminary Relationship Between the Depth of Martian Gullies and the Abundance of Hydrogen on Near-Surface Mars". Poster presentation at the 35th Lunar and Planetary Science Conference. Houston, TX. 2004.

Frey, E. (2002). "Evidence for an Earlier Early Noachian on Mars". Oral presentation at the American Geophysical Union, Annual Spring Meeting. Washington, D.C. 2002.

Frey, H.V, Roark, J.H., Shockey, K.M., Frey, E.L., Sakimoto, S.E.H. (2002) "Ancient lowlands on Mars". *Geophysical Research Letters*. 29(10), 22-1 – 22-4.

PROFESSIONAL AFFILIATIONS

Academy of Management (2012 to present)
Association for Psychological Science (2016 to present)