

STEPHEN J. SAUER

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EDUCATION

| | |
|----------------|---|
| 2003 - Present | Cornell University, Johnson Graduate School of Management Ph.D. candidate, Management and Organizations |
| May 2001 | Cornell University, Johnson Graduate School of Management M.B.A. with Distinction, Organizational Behavior |
| May 1991 | Rensselaer Polytechnic Institute, Troy, New York B.S., Aeronautical Engineering |

ACADEMIC INTERESTS

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|----------|---|
| Research | Status and Influence in Hierarchical Teams, Interdisciplinary Team Processes, Diversity in Groups, Social Decision Making |
| Teaching | Managing and Leading Organizations, Negotiations, Leadership in Teams, Introduction to Management and Organizations |

PUBLICATIONS

Mannix, E.A. and Sauer, S.J. (2006). Status and power in organizational group research: acknowledging the pervasiveness of hierarchy. In E. Lawler and S. Thye, (Eds.), *Advances in Group Processes: Social Psychology of the Workplace*, Volume 23: Elsevier Ltd.

MANUSCRIPTS IN PREPARATION

Sauer, S.J., Thomas-Hunt, M.C., and Morris, P.A., Too good to be true? The unintended signaling effects of educational prestige on external expectations of team performance.

Cabrera, S., Thomas-Hunt, M.C., and Sauer, S.J., The effects of management team gender composition and industry sex-typing on external assessments of leader and team performance.

Yong, K., Sauer, S.J., and Mannix, E.A., Conflict and creative synergy in interdisciplinary teams.

ONGOING RESEARCH

Intragroup processes and influence patterns in strategic decision-making teams (with T. Carroll)

Recognizing social capital in social networks (with K. O'Connor)

Putting the self in hierarchy formation: A challenge to consensual status conferral (with N. Pettit and S. Spataro)

CONFERENCE PRESENTATIONS

O'Connor, K.M., Sauer, S.J., and Sally, D.F., (2006). Recognizing social capital in social networks: experimental results. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Yong, K., Sauer, S.J., and Mannix, E.A., (2006). Group learning, conflict, and creativity in interdisciplinary teams. Paper presented at the International Association of Conflict Management conference, Montreal, QU.

Cabrera, S., Thomas-Hunt, M.C., and Sauer, S.J., (2006). The effects of management team gender composition and industry sex-typing on external assessments of leader and team performance. Paper presented at the International Conference on Interdisciplinary Social Sciences, Rhodes, Greece.

Sauer, S.J., Thomas-Hunt, M.C., and Morris, P.A., (2005). When prestige doesn't help: Effects of racial composition and manager background on managerial team assessments and performance. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

PROFESSIONAL EXPERIENCE

- 2005 - 2007 Part-Time Lecturer, Management and Organizations
Cornell University
- 2003 - 2007 Research Assistant, Management and Organizations
Cornell University

TEACHING EXPERIENCE

- 2007 Spring NCC 554 Managing and Leading Organizations
Johnson Graduate School of Management, Cornell University
- 2006 Summer NBA 666 Negotiations
School of Continuing Education and Summer Sessions, Cornell
University
- 2005 Fall NBA 666 Negotiations
Johnson Graduate School of Management, Cornell University
- 2005 Spring Teaching Assistant, Leading Teams and Organizations
Cornell University
- 2000-2001 Teaching Assistant, Introduction to Management and Organizations,
Marketing, and Cost Accounting
Cornell University

HONORS AND AWARDS

Best Paper Proceedings, Annual Academy of Management Conference: O'Connor, K.M.,
Sauer, S.J. and Sally, D.F., (2006). Recognizing social capital in social networks.
Dean's Honor Role for Teaching Excellence, Johnson Graduate School of Management
Instructor rating: 4.88 out of 5, Course rating: 4.84 out of 5
MBA with Distinction, Cornell University
Fried Fellowship, Cornell University
Board of Trustees Award, Rensselaer Polytechnic Institute
Army ROTC Scholarship, Rensselaer Polytechnic Institute

PROFESSIONAL AFFILIATIONS

Academy of Management
International Association for Conflict Management

PROFESSIONAL SERVICE

Reviewer, Organizational Behavior Division, Academy of Management Conference
Reviewer, Conflict Management Division, Academy of Management Conference
Reviewer, International Association for Conflict Management Conference
PhD Program Liaison with Faculty and Administration, Cornell University 2004-2006
Leadership Education and Development (LEAD) program instructor, Cornell University, 2005

WORK EXPERIENCE

Management Consultant, IBM Global Services Strategy and Change Internal Practice
Plant Manager, Cintas Corporation
Armored Cavalry Officer, US Army