

ELINOR FLYNN
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ACADEMIC EMPLOYMENT

2024 Assistant Professor, Organizational Behaviour
London Business School

2022 - 2024 Post-doctoral Researcher and Lecturer
The Wharton School, University of Pennsylvania

EDUCATION

2017-2022 Ph.D. Management and Organizational Behavior
NYU Stern School of Business

2016 M.A. in Psychology and Social Behavior
University of California, Irvine

2010 A.B. in English, *cum laude*
Princeton University

AWARDS

2023 Wharton Teaching Excellence Award
Winner, 2022-2023

2023 HR Division, Academy of Management Conference
Winner, Best Paper (top 10% of papers)

2023 Academy of Management Conference
Showcase symposium (presenter)

2022 GDO Division, Academy of Management Conference
Winner, Best Student Paper

2021 AOM Organizational Behavior Doctoral Consortium
Department nominee, NYU Stern

2021 Academy of Management Conference
Showcase symposium (presenter)

2020 Academy of Management Conference
Showcase symposium (chair)

2016-2019 National Science Foundation
Winner, Graduate Research Fellowship (\$34,000/year)

RESEARCH INTERESTS

Gender & diversity; work-life interface; social cognition; affective processes

REPRESENTATIVE PUBLICATIONS

Leslie, L.M., ***Flynn, E.**, *Foster-Gimbel, O., & Manchester, C.F. (2023). Happy talk: Is common diversity rhetoric effective diversity rhetoric? *Academy of Management Journal*.

Flynn, E., & Leslie, L.M. (2022). Progressive or pressuring? The signaling effects of egg freezing coverage versus other work-life policies. *Journal of Applied Psychology*, 108, 1-26.

*Lead article; Editor's Choice Article for January 2023 issue

*coverage in the [Financial Times](#)

Leslie, L.M., & **Flynn, E.** (2022). Diversity ideologies, beliefs, and climates: A review and integration. *Journal of Management*.

Milliken, F. J., Kneeland, M. K., & **Flynn, E.** (2020). Implications of the COVID-19 pandemic for gender equity issues at work. *Journal of Management Studies*, 57, 1767-1772.

MANUSCRIPTS UNDER REVIEW & REVISION

Flynn, E. Gender gap beliefs and diversity support (title blinded for peer review), *2nd R&R at Academy of Management Journal*.

Speights, S., Leslie, L.M., King, E.B., **Flynn, E.**, & Clair, J. Work-life ideologies (title blinded for peer review), under review.

SELECTED WORKS IN PROGRESS

Milliken, F. J., **Flynn, E.*** & Kneeland, M. K.* Exploring the effects of remote work on communication, networks, and inclusion in organizations: Does gender matter? *Progress: working paper. Target: Organization Science*.

Whillans, A.W., **Flynn, E.*** Howe, L.* A cost-conscious signal of commitment: Quantifying employer-provided benefits improves firm perceptions. *Progress: working paper. Target: Organization Science*.

Flynn, E., Phillips L.T., & Allen, A.M. Inequity frames and the perceived Fairness of inherited historical inequity. *Progress: working paper. Target: Personality and Social Psychology Bulletin*.

Leslie, L.M., Magee, J.C., **Flynn, E.**, & Coff, J. Unintended consequences in organizations. *Progress: manuscript in prep. Target: Academy of Management Review*.

OTHER PUBLICATIONS¹

Carlson, S.J., Levine, L.J., Lench, H.C., **Flynn, E.**, Hardin, K.M., Winckler, B.E. (2023). Using Emotion to Guide Decisions: The Accuracy and Perceived Value of Emotional Intensity Forecasts. *Motivation and Emotion*, 47, 608-623.

¹ From 2014-2016, I was in the Ph.D. program in Psychological Sciences at the University California at Irvine.

*denotes equal authorship

- Lench, H.C., Levine, L.J., Dang, V., Kaiser, A.K., Carpenter, Z.K., Carlson, S.J., **Flynn, E.**, Perez, K.A., & Winckler, B. (2021). Optimistic expectations have benefits for effort and emotion with little cost. *Emotion*, *21*, 1213-1223.
- Carlson, S.J., Levine, L.J., Lench, H.C., **Flynn, E.**, Carpenter, Z.K., Perez, K.A., & Bench, S.W. (2021). You shall go forth with joy: Religion and aspirational judgments about emotion. *Psychology of Religion and Spirituality*, *14*, 548-557.
- Flynn, E.**, Hovasapian, A., and Levine, L.J. (2020) "Affective Forecasting". In *Wiley Encyclopedia of Health Psychology*, Edited by Lee Cohen, Hoboken: John Wiley & Sons, Limited, 21-29.
- Marshburn, C.K., Cochran, K.J., **Flynn, E.** & Levine, L.J. (2020). Workplace anger costs women irrespective of race. *Frontiers in Psychology*, *11*, 3064-3078.
- Meter, D.J., Ehrenreich, S.E., Carker, C., **Flynn, E.**, & Underwood, M.K. (2018). Older adolescents understanding of participant rights in the BlackBerry Project, a longitudinal study using smartphones for ambulatory assessment. *Journal of Research on Adolescence*, *29*, 662-674.
- Dickerson, K.L, **Flynn, E.**, Quas, J.A., & Levine, L.J. (2018). Are emotions controllable? Maltreated and non-maltreated youth's implicit beliefs about emotions and aggressive tendencies. *Child Abuse & Neglect*, *77*, 222-231.
- Flynn, E.**, Ehrenreich, S. E., Beron, K.J., and Underwood, M. K. (2015). Prosocial behavior: Long-term trajectories and psychosocial outcomes. *Social Development*, *24*, 462-482.

INVITED TALKS

- 2023 Duke University, Fuqua School of Business – Management and Organizations
- 2023 Bocconi University –Department of Management and Technology
- 2023 Rutgers University, Rutgers Business School –Department of Management and Global Business
- 2023 London Business School – Organisational Behaviour
- 2022 York University, Schulich School of Business
- 2021 MIT, Sloan School of Management, Work and Organizations Group,
- 2021 Imperial College, Imperial College Business School, Management & Entrepreneurship

CONFERENCE PRESENTATIONS

- Speights, S.L., Leslie, L.M., King, E., **Flynn, E.**, Clair, J.A. (2023). Work-life ideologies: Measure development and theoretical refinement. Paper presented at the 83rd Annual Academy of Management Conference.
- Top 10% Conference Papers, HR Division
 - AOM Best Paper Proceedings
- Flynn, E.** (2023). Personal choice lay theories and the perpetuation the gender gap. In Charlie Townsend & Laura Kray (co- chairs), *Examining Gender Disparities Across Cultural Levels*. Paper presented at the 83rd Annual Academy of Management Conference.
- Kneeland, M.K., **Flynn, E.**, Milliken, F.M. (2023). A longitudinal study of the shift to remote work on task and personal networks. Paper presented at the 83rd annual Academy of Management Conference.
- Flynn, E.** (2023). Constraints, competencies, or choices? How lay theories for the gender gap impact diversity initiative support. Paper presented at the 36th Annual International Association for Conflict Management Conference, Thessaloniki, Greece.

- Flynn, E.** (2022). Constraints, competencies, or choices? Lay theories for the gender gap and diversity initiative support. Paper presented at the 82nd Annual Academy of Management Conference. *Winner: Best Student Paper, GDO Division.*
- Flynn, E., Allen, A.E., & Phillips, L.T.** (2022). Inequity Frames and the Perceived Fairness of Inherited Historical Advantage Versus Disadvantage Paper presented at the 82nd Annual Academy of Management Conference.
- Flynn, E.** (2021). Constraints, competencies, or choices? Lay theories for the gender gap and diversity initiative support. In Merrick R. Osborne, Francesco Gino, & Leigh Tost (co-chairs), *The Path to Gender Representation: Finding the Way and Avoiding the Pitfalls.* Paper presented at the 81st Annual Academy of Management Conference.
- Leslie, L.M., **Flynn, E.,** Foster-Gimbel, O. & Manchester, C.M. (2021). Happy talk: Is common diversity rhetoric effective diversity rhetoric? Paper presented at the 81st Annual Academy of Management Conference.
- Flynn, E., Allen, A.E., & Phillips, L.T.** (2021). The legacy of slavery: Not okay to be burdened by—but okay to benefit from? How the framing of history shapes fairness judgments and affirmative action support. Paper presented at the 34th Annual International Association for Conflict Management Conference, Virtual on Zoom.
- Flynn, E.** (2021). Constraints, competencies, or choices? An attributional account of lay theories about gender vs. racial gaps in career attainment and support for diversity initiatives. Paper presented at the East Coast Doctoral Conference, New York, NY.
- Flynn, E. & Phillips, L.T.** (2020). Benefitting from bloodlines: Perceptions of inherited privilege and its transmission over time. In **E.Flynn & L.T. Phillips** (co-chairs), *Psychological Mechanisms Reinforcing Social Class Inequality and Inequity.* Paper presented at the 80th Annual Academy of Management Conference.
- Flynn, E. & Phillips, L.T.** (2019). Time is on my side: Perceptions of inherited privilege and its transmission. Paper presented at the 32nd Annual International Association for Conflict Management Conference, Dublin, Ireland.
- Flynn, E. & Leslie, L.M.** (2019). Progressive or pressuring? Corporate sponsored egg freezing and its implications for organizations. In A. Ma & Rosette, A.S. (co-chairs), *Understanding Biases and Overcoming Barriers for Promoting Gender Inclusive Organizations.* Paper presented at the 79th Annual Academy of Management Conference, Boston, MA.
- Flynn, E. & Leslie, L.M.** Progressive or pressuring? Corporate sponsored egg freezing and its implications for organizations. (2019). Paper presented at the East Coast Doctoral Conference, New York, NY.

CHAired SYMPOSIA

- Flynn, E. & Phillips, L.T.** (2020). *Social class blinders: How biased perceptions of inequality reproduce class differences in organizations.* 80th Annual Academy of Management Conference (virtual).

GRANTS

2022	Microsoft Fellowship for the Study of the Future of Work in Organizations (\$5000)
2021	Center for Global Economy and Business, NYU Stern (grant for \$1,250)
2020	Society for the Psychological Study of Social Issues (grant for \$2,000)

2020 Center for Global Economy and Business, NYU Stern (grant for \$1,000)
2019 Center for Global Economy and Business, NYU Stern (grant for \$1,500)
2016 National Science Foundation, Graduate Research Fellowship (\$102,000)

TEACHING EXPERIENCE

2022 *Course Instructor*, The Wharton School
Course: Negotiations (undergrad); Instructor rating: 3.22/4 (0-4 scale; avg: 3.15)

2022 *Teaching Fellow*, NYU Stern School of Business
Course: Conflict, Cooperation & Negotiation (MBA)

2021 *Course Instructor*, NYU Stern School of Business
Course: Management & Organizations (undergrad); Instructor rating: 4.8/5
Teaching Fellow, NYU Stern School of Business
Course: Management & Organizations (undergrad)

2020 *Teaching Fellow*, NYU Stern School of Business
Course: Management & Organizations (undergrad)
Teaching Fellow, NYU Stern School of Business
Course: Conflict, Cooperation & Negotiation (MBA)

2018 *Teaching Fellow*, NYU Stern School of Business
Course: Leadership in Organizations (Masters-level)

TRAINING & EXPERIENCE

2022 Co-organizer of Meritocracy & Inequality Lab (NYU Stern)

2020 Co-organizer of the East Coast Doctoral Conference (NYU/Columbia hosts – cancelled due to COVID-19 pandemic)

2015 Certificate in Mentoring Excellence, University of California-Irvine

PROFESSIONAL AFFILIATIONS

Academy of Management
International Association for Conflict Management
National Science Foundation
Society for Personality and Social Psychology

WORK EXPERIENCE

2016-2017 *Research Associate* (to Profs. Shelle Santana and Elizabeth Keenan)
Harvard Business School, Cambridge, MA.

2013-2014 *Research Associate*, IMS Consulting & Expert Services (jury consulting),
Dallas, TX

2010-2012 *Assistant Teacher*, Ambrit International School
Rome, Italy