

# SOPHIE PYCHLAU

Ivy College of Business  
Iowa State University  
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## ACADEMIC POSITIONS

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### Iowa State University

Assistant Professor of Management, Ivy College of Business

2023–Present

## EDUCATION

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Ph.D. **University of Oregon** Lundquist College of Business, Management

M.Sc. **University of Hamburg** Politics, Economics, and Philosophy

**University of California Berkeley** School of Social Welfare, Visiting Student Researcher

B.A. **Technical University of Darmstadt** Political Science, With Honors

## RESEARCH INTERESTS

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New world of work, community, voice

## PUBLICATIONS

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**Pychlau, S.**, & Wagner, D. T. (2023). The data of others: New and old faces of archival research. In H. Cooper, M. N. Coutanche, L. M. McMullen, A. T. Panter, D. Rindskopf, & K. J. Sher (Eds.), *APA handbook of research methods in psychology: Data analysis and research publication* (pp. 481–500). American Psychological Association.

Sessions, H., Baer, M. D., Nahrgang, J. D., & **Pychlau, S.** (2024). From free pastures to penned in: The within-person effects of psychological reactance on side-hustlers' hostility and initiative in full-time work. *Journal of Applied Psychology*, *108*(12), 1979–1997.

Sessions, H., & **Pychlau, S.** (2024). Self-inconsistency or self-expansion from wearing multiple hats? The daily effects of enacting multiple professional identities on work meaningfulness. *Journal of Applied Psychology*, *109*(6), 897–920.

## MANUSCRIPTS UNDER REVIEW

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Livne-Tarandach, R., Pychlau, S., Grotto, A., & Poonam, A. (Preparing for third review). [Social consequences of compassion]. *Journal of Organizational Behavior*.

Zipay, K., Pychlau, S., & Wagner, D. T. (Preparing for second review). [Impact of “third” places]. *Organization Science*.

## **WORKS IN PROGRESS**

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- Pychlau, S., Sessions, H., & Zipay, K., Hybrid entrepreneurship (writing).
- Sessions, H., Gupta, A., & Pychlau, S. Motivations for ride-share driving (data collection for second study).
- Pychlau, S., Sessions, H., Ho, G. C. C., & Welch, D. Complementary and supplementary prohibitive voice.
- Sessions, H., Ho, G., Welch, D., & Pychlau, S. Resistance to voice.
- Zipay, K., & Pychlau, S. Nostalgia in hobby jobs (data analysis).
- Pychlau, S., & Moergen, K. Disclosure of failures (study design).

## **REFEREED CONFERENCE PRESENTATIONS**

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- Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2024, April). Unpacking the Social Consequences of Compassion at Work (paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology)
- Pychlau, S., Sessions, H., Ho, G. C. C., & Welch, D. (August, 2023). Coming together over concerns? The Effects of Complementary and Supplementary Prohibitive Voice on Employee–Supervisor Relationships (paper presented at Academy of Management Annual Meeting)
- Pychlau, S., Sessions, H., Ho, G. C. C., & Welch, D. (July, 2022). Compensation or Reinforcement? The Effects of Prohibitive Voice (In)Congruence on Differentiation in Social Exchange Relationships (paper presented at InGroup)
- Zipay, K., Sessions, H., & Pychlau, S. (2022, June). Putting passion to work: The life-giving and life-draining effects of working a second job based in a hobby (paper presented at the Positive Organizational Scholarship Conference)
- Zipay, K., Pychlau, S., & Wagner, D. T. (2022, June). Let go and let love: Understanding why and how third places influence well-being at work (paper presented at the Positive Organizational Scholarship Conference)
- Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2022, June). The gains and losses of acting with agentic versus communal compassion: Gender differences in leadership emergence (paper presented at the Positive Organizational Scholarship Conference)
- Pychlau, S. Powerful or just decorative? (2021, August). The impact of office artifacts on social perceptions, voice beliefs, and employee voice (professional development workshop paper presented at the Academy of Management Annual Meeting)
- Livne-Tarandach, R., Pychlau, S., Grotto, A. R., & Arora, P. (2021, August). The gains and losses of acting with agentic versus communal compassion: Gender differences in leadership emergence (paper presented at the Academy of Management Annual Meeting)
- Zipay, K., Pychlau, S., & Wagner, D. (2020, August). A Place to “Be Yourself”: Examining third places’ influence on employee proactive and prosocial behaviors (symposium paper presented at the Academy of Management Annual Meeting)

- Psychlau, S., Sessions, H., & Frankel, M. (2020, August). The sweet and sour effects of taking it personally: Supervisor pride and guilt in response to employee moral objections (symposium paper presented at the Academy of Management Annual Meeting)
- Psychlau, S. (2020, August). The inadvertent scare: Do employee moral objections cause death-thought accessibility? (professional development workshop paper presented at the Academy of Management Annual Meeting)
- Psychlau, S. (2019, August). Moral mutiny: Punishment for moral objections as an intragroup threat (professional development workshop paper presented at the Academy of Management Annual Meeting)

## **PROFESSIONAL SERVICE**

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2024 – Present **Journal of Organizational Behavior Editorial Board**

2023 – Present **Making Connections Committee** of the Organizational Behavior Division of the Academy of Management

### **Ad hoc reviewing**

- Journal of Applied Psychology
- Academy of Management Annual Meeting. MOC Outstanding Reviewer Award (2021)
- Human Resources Management Journal
- Employee Relations
- Social Behavior and Personality

## **SCHOLARSHIPS & AWARDS**

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Finalist, *Future of Work Research Prize* (2022)

Finalist, *Business for a Better World Dissertation Proposal Competition* (2022)

*Lundquist College of Business Best Teaching Award* (2022)

*Lundquist College of Business Best Awards:*

Article co-authored with Lundquist faculty and accepted for publication in Financial Times list journal (2023)

Article co-authored with Lundquist faculty and submitted the first time for publication in Financial Times list journal (twice in 2023; 2022; twice in 2021)

Presenting at a symposium at the Positive Organizational Scholarship Conference (three times in 2022)

Presenting at a paper session at the Academy of Management Annual Meeting (twice in 2022; 2021)

Presenting at a professional development workshop at the Academy of Management Annual Meeting (2021, 2020, 2019)

Presenting at a symposium at the Academy of Management Annual Meeting (2020)

*University of Oregon Kageyama Fund* with Hudson Sessions 2020

*Hamburglobal*: Scholarship by the University of Hamburg for studying abroad (2015) and field research (2017)

*Deutschlandstipendium*: Joint scholarship by the German Federal Government and Bosch Rexroth AG (2012)

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management (Divisions: Organizational Behavior and Managerial and Organizational Cognition)

## **TEACHING EXPERIENCE**

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Spring 2024    Iowa State University  
MGMT 371 Organizational Behavior

2019 – 2023    University of Oregon  
BA316 Value through People: Introduction into Management (Instructor), 5 sections,  
taught both remotely and in-person

Fall 2013      Technical University of Darmstadt  
Introduction into Political Science (Tutor)

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