

Lynne C. Vincent

Office: Whitman School of Management
Syracuse University
tel. 607.279.7523

Email: lynne.vincent@owen.vanderbilt.edu

Web: www.lynnevincent.com

Appointments

Assistant Professor of Management, Department of Management, Syracuse University,
Whitman School of Management (2015-)

Post-Doctoral Research Fellow, Department of Organizational Studies, Vanderbilt
University, Owen Graduate School of Management (2013-2015)

Education

Ph.D. (2013), School of Industrial and Labor Relations, Cornell University. Concentration in
Organizational Behavior. Dissertation: *Creative and entitled: How the creative identity entitles
dishonest behaviors*. (Jack A. Goncalo, Chair).

M.S. (2011), School of Industrial and Labor Relations, Cornell University. Concentration in
Organizational Behavior.

B.S. (2006), School of Industrial and Labor Relations, Cornell University. Concentration in
Industrial and Labor Relations.

Journal Publications

Vincent, L.C. & Kouchaki, M. Creative, Rare, Entitled, and Dishonest: How Commonality
of Creativity in One's Group Decreases an Individual's Entitlement and Dishonesty. In
Press at *Academy of Management Journal*.

Goncalo, J.A., Vincent, L.C., & Krause, V. (2015). The consequences of creative work: How
a creative outlet lifts the physical burden of secrecy. *Journal of Experimental Social Psychology*, 59,
32-39.

Zitek E. & Vincent, L.C. (2015). Deserve and diverge: Feeling entitled makes people more creative. *Journal of Experimental Social Psychology*, 56, 242-248.

Kim, S.H.*, Vincent, L.C.*, & Goncalo, J.A. (2013). Outside advantage: Social rejection can fuel creativity. *Journal of Experimental Psychology- General*, 142(3), 605-611. (* denotes equal authorship)

Vincent, L.C., Emich, K.J., Goncalo, J.A. (2013). Stretching the moral gray zone: Positive affect, moral disengagement and dishonesty. *Psychological Science*, 24(4): 595-599.

Chapters

Vincent, L.C. & Polman, E. A creative license: The relationship between creativity and moral licensing. Forthcoming in J. W. van Prooijen, P. van Lange (Eds.) *Cheating, Corruption, and Concealment: The Roots of Dishonest Behavior*. Cambridge University Press.

Vincent, L.C. & Goncalo, J.A. (2014). License to steal: How the creative identity entitles dishonesty. In S. Moran, D. Cropley, J. Kaufman, (Eds.) *The Ethics of Creativity*. Palgrave Macmillan.

Goncalo, J.A., Vincent, L.C. & Audia, P.G. (2010). Early creativity as a constraint on future achievement. In D. Cropley, J. Kaufman, A. Cropley and M. Runco (Eds.) *The Dark Side of Creativity*. Cambridge University Press.

Conference Proceedings

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012). The outsider's advantage: Social rejection can fuel creative thought. *Proceedings of the Seventy-First Annual Meeting of the Academy of Management*. Best Paper Award (Managerial and Organizational Cognition Division).

Papers Submitted for Review

Rees, L. & Vincent, L.C. Authenticity in workgroups. Under review at *Academy of Management Journal*.

Rubineau, B. & Vincent, L.C. Culture and violence. Under review at *Academy of Management Review*.

Work in Progress

Vincent, L.C., Gino, F., & Wiltermuth, S. Are creative people forgiven for dishonest behaviors: Expectations and evaluations of creative people. Manuscript preparation. Target Journal: *Journal of Personality and Social Psychology*.

Wiltermuth, S., Vincent, L.C., & Gino, F. Creativity in unethical behavior increases social contagiousness. Manuscript preparation. Target Journal: *Journal of Applied Psychology*.

Vincent, L.C. & Polman, E. Creativity as moral behaviors: How being creative can license immoral behaviors. Manuscript preparation. Target Journal: *Academy of Management Review*.

Vogus, T., Barry, B., & Vincent, L.C. Mindfulness and ethics. Manuscript preparation. Target Journal: *Business Ethics Quarterly*.

Vogus, T., Rerup, C., & Vincent, L.C. An integrative review of the practices and processes of high reliability organizing: Taking stock and looking forward. Target Journal: *Journal of Management Studies*.

Emich, K.J., & Vincent, L.C. Affect and group creativity. Data collection.

Vincent, L.C. Sequential moral judgments. Data collection.

Vincent, L.C., Zitek, E., & Barry, B. Entitlement and negotiation. Data collection.

Krause, V., Vincent, L.C., & Goncalo, J.A. Creativity and trustworthiness. Data collection.

Goncalo, J. & Vincent, L.C. Entrepreneurial identity and creativity. Data collection.

Teaching Experience

Vanderbilt University

Instructor Ratings

Negotiation (MGT 448, Spring, 2014) 4.57/5.00

MBA Elective Course.

Highest teaching evaluations for instructors in adjunct category.

Negotiation for Physicians Seminar. (Spring, 2014)

Seminar for Division of Adolescent Medicine & Behavioral
Science at Vanderbilt University.

Cornell University

Introduction to Organizational Behavior (ILROB 1220, Summer, 2012) 4.81/5.00

Undergraduate core organizational behavior course.

Introduction to Organizational Behavior (ILROB 1220, Fall, 2008) Undergraduate core organizational behavior course. Head Teaching Assistant for Prof. Jack A. Goncalo	4.88/5.00
Introduction to Organizational Behavior (ILROB 1220, Spring, 2008) Undergraduate core organizational behavior course. Teaching Assistant for Prof. Brian Rubineau	4.86/5.00
Introduction to Organizational Behavior (ILROB 1220, Fall, 2007) Undergraduate core organizational behavior course. Teaching Assistant for Prof. Jack A. Goncalo	4.77/5.00
The Creative Identity and Dishonesty (Spring, 2012) Guest Lecture for Creativity in Organizations Seminar	
The Creative Identity and Dishonesty (Spring, 2011) Guest Lecture for Creativity in Organizations Seminar	
Norms in Organizations (Spring, 2008) Guest Lecture for Introduction to Organizational Behavior	

Conference Presentations

Wiltermuth, S., Vincent, L. C., & Gino, F. (2015). "Creative Dishonesty." Paper presented at *Academy of Management Meeting*, Vancouver, British Columbia.

Wiltermuth, S., Vincent, L. C., & Gino, F. (2015). "Creative Dishonesty." Paper presented at *Society of Personality and Social Psychology Annual Convention*, Long Beach, California.

Rees, L. & Vincent, L. C. (2014). "Emotion Authenticity in Work Groups: Group Size, Climate of Authenticity, and Psychological Safety." Paper presented at *International Association for Conflict Management Annual Meeting*, Clearwater, Florida.

Vincent, L.C. & Kouchaki, M. (2014). "When creativity implies rarity." Paper presented at *Academy of Management Meeting*, Philadelphia, Pennsylvania.

Barry, B., Vincent, L.C., & Vogus, T. (2014). "Organizing for highly reliable corruption? Mindful organizing and ethics in organizations." Presentation at POOF mini-conference, Tucson, Arizona.

Zitek, E. M., & Vincent, L.C. (2013). "Feeling entitled makes people more creative." Paper presented at *Academy of Management Meetings*, Lake Buena Vista, Florida.

Vincent, L.C. (2013) "Creative and entitled: How the creative identity entitles dishonesty" Paper presented at the University of Notre Dame's *Excellence in Ethics Research Conference*, South Bend, Indiana.

Rubineau, B., & Vincent, L.C. (2013) "Mundane management: Implications of a cultural perspective on workplace violence" Paper presented at *Annual Meeting of the Eastern Sociological Society*, Boston, Massachusetts.

Vincent, L.C. (2012) "Creative and entitled: How the creative identity entitles dishonesty" Paper presented at *Academy of Management Meetings*, Boston, Massachusetts.

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012) "The outsider's advantage: Social rejection can fuel creativity" Paper presented at *Academy of Management Meetings*, Boston, Massachusetts. Published in Best Paper Proceedings and received Best Paper Award (Managerial and Organizational Cognition Division).

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012) "The outsider's advantage: Social rejection can fuel creativity" Paper presented at PDW ("A research incubator for exploring tensions and paradoxes in creativity and innovation management") at *Academy of Management Meetings*, Boston, Massachusetts.

Rubineau, B., & Vincent, L.C. (2012) "Mundane management: A cultural perspective on workplace violence" Paper presented at *Academy of Management Meetings*, Boston, Massachusetts.

Professional Experience

Barnes and Noble 2004-2007
Children's Department Supervisor

Klein's All-Sports 2002-2004
Shoes and Soft Goods Department Supervisor

Honors

Finalist, Excellence in Ethics: Dissertation Proposal Competition, sponsored by University of Notre Dame (2013)

Best Paper Award, Managerial and Organizational Cognition Division (Academy of Management, 2012)

Outstanding Reviewer Award, Managerial and Organizational Cognition Division (Academy of Management, 2012)

Cornell Ideas Scholar (2012)

Recipient of Benjamin Miller Research Grant, sponsored by Cornell University (\$1,000) (2011)

Recipient of Benjamin Miller Research Grant, sponsored by Cornell University (\$750) (2009)

Selected Media Mentions

Aeon Magazine

[*A touch of evil*](#)

April 30, 2015

Fast Company

[*3 ways to manage entitled employees*](#)

December 22, 2014

The Conversation

[*The dark side of creativity*](#)

December 12, 2014

Science Daily

[*Entitlement boosts creativity*](#)

November 18, 2014

Examiner

[*Entitlement gives creativity a boost*](#)

November 18, 2014

Boston Globe

[*National health insurance supported by kids who share and more surprising insights from the social sciences*](#)

November 16, 2014

Cornell Chronicle

[*Feeling entitled leads to more creativity, study shows*](#)

November 13, 2014

Fast Company

[*Entitlement might make you more creative \(but you probably knew that already\)*](#)

November 7, 2014

Pacific Standard

[*Feeling entitled boosts creativity*](#)

November 6, 2014

The Atlantic

[*Does testosterone make people greedy?*](#)

October 2, 2014

Huffington Post

[*"Why you should skip lunch before a job interview"*](#)

July 30, 2014

Scientific American Mind

[*"From contretemps to creativity"*](#)

March/April 2014

Entrepreneur.com

[*"How to turn negativity into creativity"*](#)

January 10, 2014

Slate

[*"Inside the box: People don't actually like creativity."*](#)

December 6, 2013

Fast Company

[*"Are you a bit of a loser? Don't worry, you're probably really creative"*](#)

September 14, 2012

The Huffington Post

[*"Social rejection can fuel creativity"*](#)

September 4, 2012

Chicago Tribune

[*"The benefits of rejection"*](#)

August 28, 2012

Psychology Today

“Does social rejection fuel creativity for people?”

August 24, 2012

The British Psychological Society

“Social rejection and imaginative thinking”

August 23, 2012

India Today

“Socially rejected people likely to be more creative, says a study”

August 23, 2012

Psych Central

“Using social rejection to drive creativity”

August 22, 2012

Daily Mail

“Revenge of the nerds: Social rejection can lead to imaginative thinking and strong independence”

August 22, 2012

Science Daily

“Don’t get mad, get creative: social rejection can fuel imaginative thinking, study shows”

August 21, 2012

Professional Service

Ad-hoc reviewer

- Organizational Behavior and Human Decision Processes
- Psychological Science
- Academy of Management Conference, 2008 – 2015

References

Professor Jack A. Goncalo (Committee Chair)

Cornell University, ILR School

391 Ives Hall

Ithaca, NY 14853-3901

Tel: 607.255.2085

Email: jag97@cornell.edu

Professor Timothy J. Vogus
Owen Graduate School of Management, Vanderbilt University
401 21st Avenue South
Nashville, TN 37203
Tel: 615.343.8094
Email: timothy.vogus@owen.vanderbilt.edu

Professor Bruce Barry
Owen Graduate School of Management, Vanderbilt University
401 21st Avenue South
Nashville, TN 37203
Tel: 615.322.3489
Email: bruce.barry@owen.vanderbilt.edu

Professor Emily Zitek
Cornell University, ILR School
319 Ives Hall
Ithaca, NY 14853-3901
Tel: 607.255.1439
Email: emz34@cornell.edu