

PATRIZIA VECCHI

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Ph.D. Candidate
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EDUCATION

Washington University in St. Louis, Olin Business School

Ph.D. in Organizational Behavior, expected 2019

Dissertation: *The asymmetric cost of errors in the perception of workplace cooperation*
(Proposal Defended: March 28, 2018)

Committee: Raymond T. Sparrowe (chair), William P. Bottom, Andrew P. Knight

Washington University in St. Louis, Olin Business School

Master of Science in Business Administration, 2015

Ca' Foscari University of Venice, Italy

Dottorato di Ricerca in Business Administration, 2010

University of Modena, Italy

Laurea in Economics, 110/110, 2005

RESEARCH INTERESTS

I study social networks in work groups, teams, and organizations, predominantly from a cognitive perspective. My research addresses how people make sense of the interpersonal relations in their organizational environment and how those perceptions affect their behavior and workplace outcomes. In my dissertation, I examine the differential costs and benefits that people incur when they systematically over- or underestimate cooperative relations in their work environment. My work bridges multiple areas of research, such as social networks, cooperation, political behavior, and social hierarchies. I build on literature in organizational behavior, social psychology, sociology, and evolutionary psychology.

RESEARCH

Publications

Marineau, J., Labianca, J., Brass, D., Borgatti, S., and **Vecchi, P.** (2018). Individuals' power and their social network accuracy: A situated cognition perspective, *Social Networks*, 54, 145-161.

Papers Under Review

Vecchi, P. and Sparrowe, R. [Perceiving social networks]. *Stage: Revise and resubmit, Academy of Management Review*

Work in Progress

Vecchi, P., Mehra, A., and Borgatti, S. (Seeing) Like a boss: Empathic network accuracy in leader-member relationships. *Stage: Preparing final manuscript for submittal.*

Knight, A., **Vecchi, P.**, and Sparrowe, R. T. How does a bad apple spoil the bunch? The effect of a single highly difficult team member on the development of social integration in new work teams. *Stage: Data analysis and manuscript preparation.*

Vecchi, P. and Sparrowe, R. The evolution of social network heuristics. *Stage: Designing agent-based simulation.*

Vecchi, P. and Sparrowe, R. Individual differences and the dynamics of friendship formation and dissolution. *Stage: Data analysis.*

CONFERENCE PARTICIPATION

Papers Presented

2018 **Vecchi, P.**, Mehra, A., and Borgatti, S. (Seeing) Like a boss: Empathic network accuracy in leader-member relationships. Academy of Management, Chicago IL

Knight, A., **Vecchi, P.**, and Sparrowe, R. How does a bad apple spoil the bunch? The effect of a single highly difficult team member on the development of social integration in new work teams. Academy of Management, Chicago IL

Vecchi, P., Mehra, A., and Borgatti, S. (Seeing) Like a boss: Empathic network accuracy in leader-member relationships. Intra-Organizational Network Conference, Lexington KY

2017 Knight, A., **Vecchi, P.**, and Sparrowe, R. How does a bad apple spoil the bunch? The effect of a single highly difficult team member on the development of social integration in new work teams. INGRoup, St. Louis MO

2016 **Vecchi, P.** and Sparrowe, R. Cognitive network biases that make us smart: An ecological theory of network perceptions. Academy of Management, Anaheim CA.

Vecchi, P. and Sparrowe, R. Individual differences and the dynamics of friendship formation and dissolution. Intra-Organizational Network Conference, Lexington KY.

2014 **Vecchi, P.**, Mehra, A., and Borgatti, S. The differential attention hypothesis: Implications for network perception and work performance. Academy of Management, Philadelphia PA.

2013 **Vecchi, P.**, Mehra, A., and Borgatti, S. The differential attention hypothesis: Implications of real, imagined, and unseen ties for job performance. Academy of Management, Orlando FL.

Marineau, J., Brass, D., Borgatti, S., and **Vecchi, P.** Individuals' formal power and their social network accuracy: A situated cognition perspective. Academy of Management, Orlando FL.

2011 **Vecchi, P.** How far our network perceptions are from reality: The role of structural positions and self-monitoring. 31th International Sunbelt Social Network Conference, St. Pete FL.

Symposia Organized

2018 The cognitive underpinning of social networks. Academy of Management, Chicago IL.

2016 It's all in your mind: Understanding the consequences of perceptions in social networks. Academy of Management, Anaheim CA.

INVITED ACADEMIC PRESENTATIONS

2018 University of Cambridge, Cambridge Judge Business School, July 6th

TEACHING EXPERIENCE

Olin Business School, Washington University in St. Louis

Instructor

- Negotiation, Undergraduate elective (Spring 2017)
Overall Instructor Rating: Mean: 9.3/10, Median: 10/10
(departmental average 8.4, school average: 8.8)

Guest Lecturer

- Power and Politics, MBA and Professional MBA (Spring 2018)

Teaching Assistant

- Power and Politics, MBA and Professional MBA (Fall 2017 – Spring 2018)
- Negotiation and Conflict Management, Executive MBA (Fall 2016)
- Defining Moments in Leadership, MBA (Spring 2016)
- Negotiation, Undergraduate elective (Fall 2015)

Teaching Credentials

- Preparation in Pedagogy program, Teaching-intensive professional-development certification program for Ph.D. students, 2015-present

TEACHING INTERESTS

Organizational behavior, Negotiation, Leadership, Power and politics, Social networks, Leading change, Teams, Diversity in organizations, Research methods

HONORS AND AWARDS

2018 Moog Scholar Award
(*Olin Business School award recognizing exceptional progress in doctoral studies*)

SERVICE TO PROFESSION

Service to the Academy of Management

- Reviewer, AOM Annual Meetings, OB and MOC Divisions (2015-present)
- Social Media Team, OB and MOC Divisions (2016 – present)
- Ambassador, OB and MOC Divisions (2016 – 2017)
- Mentor, Adopt-a-member Program, AOM Annual Meetings (2016 – present)
- Member, Cognition in the Rough, Best Proposal Committee, MOC Division (2018)

Other Professional Service

- Student Contributor to *ASQ Blog* (2018)
- Graduate Student Teaching Advisory Committee, Washington University in St. Louis (2015 – 2016)
- Ad-hoc reviewer, *Organization Science* (2013)

PROFESSIONAL MEMBERSHIPS

Academy of Management (2013 – present)
INGRoup (2017 – present)
Society for Personality and Social Psychology (2018 – present)

REFERENCES

Raymond T. Sparrowe

Associate Professor of
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Olin School of Business
Washington Univ. in St. Louis
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