

Stéphane P. Francioli

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ACADEMIC APPOINTMENTS

Bocconi University

2025 – pres. Assistant Professor, Department of Management and Technology

The Wharton School, University of Pennsylvania

2022 – 2025 Postdoctoral researcher and visiting lecturer, Management Department

EDUCATION

Ph.D. NYU, Stern School of Business

Management & Organizations, *spec.* Micro-Organizational Behavior, May 2022

M.S. MIT, Sloan School of Management

Management Studies, May 2014

M.Sc. London Business School

Management, June 2010

RESEARCH AWARDS, RECOGNITIONS, & GRANTS

- Outstanding Conference Paper Award, International Association of Conflict Management, 2024
- NTR & IACM Early Career Scholars Program Fellowship, 2024
- Grant from Wharton's Center for Leadership and Change Management, 2024 (\$10k)
- Academy of Management, OB Doctoral Consortium, 2020
- SPSP Graduate Travel Award, 2019
- Grant from the NYU Dissertation Fund, 2018

RESEARCH INTERESTS

My work builds on theories of social cognition, intergroup relations, and conflict management to examine how major demographic changes (e.g., the aging of the labor force, female workers' growing contribution to their household's income) shape individuals' work experience, attitudes, and outcomes. For instance, in one stream of research, I show that, contrary to common beliefs, younger workers face *more* prejudices than older workers, and that these prejudices shape their views of the workplace. In another, I find that making division of domestic labor more transparent between dual-earner partners pushes men to do more at home, which reduces family interferences with work duties for female professionals. Overall, I seek to advance theories of management and psychology, but also identify practical solutions to tackle challenges inherent to a rapidly changing workforce.

PUBLICATIONS

underlined names denote non-faculty co-authors at time of project development.

Francioli, S. P., Shakeri, A., & North, M. S. (2024). Americans harbor much less favorable explicit sentiments toward young adults than toward older adults. *Proceedings of the National Academy of Sciences*. [link](#)

- *Media Coverage*: Canadian Broadcast Corporation (CBC, Radio), Knowledge@Wharton

Francioli, S. P., Danbold, F., & North, M. S. (2023). Millennials versus Boomers: Asymmetric patterns of realistic and symbolic threats drive intergenerational tensions in the United States. *Personality & Social Psychology Bulletin*. [link](#)

- *Media Coverage*: Characters & Context (SPSP Blog), Financial Times

Francioli, S. P., & North, M. S. (2021). Youngism: the content, causes, and consequences of prejudices toward younger adults. *Journal of Experimental Psychology: General*. [link](#)

- *Media Coverage*: BBC, BYU Radio, Der Spiegel, RTBF, VeryWellMind.com

Francioli, S. P., & North, M. S. (2021). The older worker: gender and age discrimination in the workplace. *Handbook of the Psychology of Aging*. [link](#)

Lane, J. D., Ronfard, S., **Francioli, S. P., & Harris, P. L.** (2016). Children's imagination and belief: prone to flights of fancy or grounded in reality?. *Cognition*, 152, 127-140. [link](#)

UNDER REVIEW, WORKING PAPERS, & IN PREP.

Francioli, S. P., Enestrom, M. C., & Zee, K. S. (under review at *Journal of Applied Psychology*). Transparency at home reduces domestic free riding and female workers' family-to-work conflict in dual-earner households. [JOB MARKET PAPER] [link](#)

- *Recognition*. Outstanding Conference Paper Award, IACM, 2024 (unanimous jury decision)

Francioli, S. P. (in prep. *Organization Science*). Rethinking age bias in the workplace: an in-depth examination of ageism toward younger workers in the U.S. workforce.

Francioli, S. P. (in prep. *Organization Science*). Derogation, marginalization, and exploitation: The three dimensions of young- and old-ageism in the workplace.

SELECTED WORK IN PROGRESS

Francioli, S. P., Enestrom, M. C., & Rothbard, N. P. (*intervention design*). Parsing out the benefits of information transparency on men's free riding at home in a large-scale intervention.

- *Grant*: \$10k grant from Wharton's Center for Leadership & Change Management to develop an app.

Francioli, S. P., & North, M. S. (*3 studies; data collection*). Precocity threat: Exposure to younger, more successful colleagues undermines job performance and career engagement.

Francioli, S. P. (*data collection*). Methodological biases in DEI research: examples from a systematic review of 60 years of empirical research on ageism in the workplace.

TEACHING EXPERIENCE

Instructor	<p>Negotiations, MBA, Fall 2022 and Fall 2023 (2 x two sections) <i>The Wharton School, University of Pennsylvania</i></p> <ul style="list-style-type: none">• Instructor rating 2023: 3.7/4.0, where 0 = <i>Poor</i>, and 4 = <i>Excellent</i>• Instructor rating 2022: 3.4/4.0, where 0 = <i>Poor</i>, and 4 = <i>Excellent</i>• Recipient of a <i>Wharton's Excellence in Teaching Award</i>, 2022 & 2023 <p>Management & Organizations (intensive), Undergraduate, Summer 2019 <i>Leonard N. Stern, School of Business, New York University</i></p> <ul style="list-style-type: none">• Instructor rating: 4.9/5.0, where 1 = <i>Very Poor</i>, and 5 = <i>Excellent</i>• Recipient of an <i>Excellence in Teaching Commendation</i>, 2019
Teaching Fellow	<p>MBA & EMBA's Collaboration, Conflict, & Negotiation class, 2019, 2021, & 2022, NYU Stern (Profs. Julia Hur & Steven L. Blader)</p> <p>Core Undergrad. Management & Organizations class, 2018 & 2020, NYU Stern (Profs. L. Taylor Phillips & Julianna Pillemer)</p> <p>Core MBA Strategy classes, 2010, London Business School (Prof. Kevin J. Boudreau)</p>
Qualifications	<p>NYU Stern's Doctoral Teaching Workshop (2017, intensive 1.5-day training)</p> <p>Diploma from MIT's Teaching Initiative Program (2014; semester-long training)</p>

NOTABLE SERVICE

Co-led East Coast Doctoral Conference 2017 (i.e., full-day conference + reception; ~50 submissions, 100 participants, 10 volunteers)

INVITED TALKS

The Fuqua School of Business, Duke University, 2024

Eli Broad College of Business, Michigan State University, 2024

EDHEC Business School (Lille, France), 2024

The ILR School, Cornell University, 2022

Owen Graduate School of Management, Vanderbilt University, 2022

Guest Speaker: First Annual NYU Stern Doctoral Alumni Reunion, 2019

NON-ACADEMIC PROFESSIONAL EXPERIENCE

Project Manager & Business Analyst, Business Intelligence Unit, Procter & Gamble, 2011-2013

CONFERENCES

Americans harbor much more negative sentiments toward younger than older adults

- International Association of Conflict Management, Singapore, 2024
- Academy of Management Conference, Boston, U.S., 2023

Millennials versus Boomers: Asymmetric patterns of realistic and symbolic threats drive intergenerational tensions in the United States

- International Association of Conflict Management, Ottawa, Canada, 2022
- Academy of Management Conference, Seattle, U.S., 2022

Closing the gender pay gap, one household chore at a time: How transparency at home reduces domestic free riding and work-family conflict among dual earner couples

- International Association of Conflict Management, Singapore, 2024
- Trans-Atlantic Doctoral Conference, London, U.K., 2021 (*remote*)
- East Coast Doctoral Conference, New York, U.S., 2021 (*remote*)
- Harvard's BIG Ideas Doctoral Workshop, Boston, US, 2019

Precocity threat: Exposure to younger, more successful colleagues undermines job performance and career engagement

- Academy of Management Conference, Seattle, US, 2022
- Trans-Atlantic Doctoral Conference, London, UK, 2020 (*conf. cancelled due to coronavirus*)
- East Coast Doctoral Conference, New York, US, 2019

Effects of subordinate's gender on likelihood to accept a career-advancing job offer

- Academy of Management Conference, Vancouver, Canada, 2020 (*remote*)
- International Association of Conflict Management, Houston, US, 2020 (*remote*)
- East Coast Doctoral Conference, New York, US, 2020 (*conf. cancelled due to coronavirus*)

Youngism: the content, causes, and consequences of prejudices toward younger adults

- International Association of Conflict Management, Houston, US, 2020 (*remote*)
- *Guest Speaker*: First Annual Stern Doctoral Alumni Reunion, US, 2019
- Society of Personality and Social Psychology, US, 2019
- Academy of Management Conference, Chicago, US, 2018
- Trans-Atlantic Doctoral Conference, London, UK, 2018
- East Coast Doctoral Conference, New York, US, 2018

PERSONAL INFORMATION

Nationality. French | **Family Status.** Married; with 2 children (6-year-old and 2-year-old)

LANGUAGES

English. Fluent | **French.** Fluent (Native Speaker) | **Spanish.** Elementary

ADDITIONAL DOCUMENTS

[Research Statement](#); [Teaching Statement](#); [Diversity, Equity & Inclusion Statement](#)

REFERENCES

Michael S. North

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Leonard. N. Stern School of Business, New York University
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