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Academic Employment

- 2016 – present Associate Professor, Organizational Behaviour
Desautels Faculty of Management, McGill University
- Fall 2018 Visiting Scholar, Management and Organizations
Samuel Curtis Johnson Graduate School of Management, Cornell University
- 2014 – 2016 Assistant Professor, Organizational Behaviour
Desautels Faculty of Management, McGill University
- 2007 – 2013 Assistant Professor, Organizational Behavior
New York State School of Industrial & Labor Relations, Cornell University

Education

- 2007, Ph.D. MIT Sloan School of Management, Organization Studies & Economic Sociology
Dissertation: Gendering professions: An analysis of peer effects
- 2000, M.S. Harvard University, Population & International Health
Thesis: Proposal for using social science models in health behavior research
- 1993, B.S. MIT, Mathematics
- 1993, B.S. MIT, Brain & Cognitive Sciences

Peer-Reviewed Publications

- Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A. I., & Management Science Reproducibility Collaboration*. Forthcoming. Reproducibility in management science. *Management Science*.
<https://doi.org/10.1287/mnsc.2023.03556>
* as a member of the 675-member Management Science Reproducibility Collaboration
- Rubineau, Brian, Shinwon Noh, David Lazer, and Michael Neblo. 2024. "Pathways of peer influence on major choice." *Social Forces*, 102(3), 1089-1110. <https://doi.org/10.1093/sf/soad129>
- Fernandez-Mateo, Isabel, Brian Rubineau, and Venkat Kuppaswamy. 2023. "Reject and resubmit: A formal analysis of gender differences in reapplication and their contribution to women's presence in talent pipelines." *Organization Science*, 34(4), 1554-1576.
<https://doi.org/10.1287/orsc.2022.1635>
- Obukhova, Elena, and Brian Rubineau. 2022. "Market transition and network-based job matching in China: The referrer perspective." *Industrial and Labor Relations Review*, 75(1): 200-224.
<https://doi.org/10.1177/0019793920937234>
- Fernandez, Roberto M., and Brian Rubineau. 2019. "Network Recruitment and the Glass Ceiling: Empirical Evidence from Two Firms." *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 5(3): 88–102. <https://doi.org/10.7758/RSF.2019.5.3.05>

Peer-Reviewed Publications (continued)

- Rubineau, Brian, Yisook Lim, and Michael Neblo. 2019. "Low Status Rejection: How status hierarchies influence negative tie formation." *Social Networks*, 56: 33-44.
<https://doi.org/10.1016/j.socnet.2018.08.005>
- Seron Carroll, Erin Cech, Susan Silbey, and Brian Rubineau. 2018. "'I am not a feminist, but...': Hegemony of a meritocratic ideology and the limits of critique among women in engineering." *Work and Occupations*, 45(2), 131-167. <https://doi.org/10.1177/0730888418759774>
- Rubineau, Brian and Nazampal Jaswal. 2017. "Response is not prevention: Management insights for reducing campus sexual assault." *Education and Law Journal*, 27(1):19-38.
<https://www.proquest.com/docview/1983616325>
- Seron, Carroll, Susan Silbey, Erin Cech, and Brian Rubineau. 2016. "Persistence is cultural: Professional socialization and the reproduction of gender." *Work and Occupations*, 43(2): 178-214.
<https://doi.org/10.1177/0730888415618728>
- Rubineau, Brian and Roberto M. Fernandez. 2015. "Tipping points: The gender segregating and desegregating effects of network recruitment." *Organization Science*, 26(6): 1646-1664.
<https://doi.org/10.1287/orsc.2015.1015>
- * Re-published in *Virtual Special Issue: Gender and Organization Science*. Isabel Fernandez-Mateo, Sarah Kaplan, Editors. *Organization Science*. 2018.
<https://pubsonline.informs.org/page/orsc/gender-and-organization-science>
- Rubineau, Brian and Roberto M. Fernandez. 2015. "How do labor market networks work?" In Scott, R.A., and Kosslyn, S.M., eds., *Emerging Trends in the Social and Behavioral Sciences: Interdisciplinary Directions*. John Wiley & Sons.
<https://doi.org/10.1002/9781118900772.etrds0168>
- Rubineau, Brian and Roberto M. Fernandez. 2013. "Missing links: Referrer behavior and job segregation." *Management Science*, 59(11):2470-2489. <https://doi.org/10.1287/mnsc.2013.1717>
- Rubineau, Brian and Yoon Kang. 2012. "Bias in white: A longitudinal audit study of changes in discrimination." *Management Science*, 58(4): 660-677. <https://doi.org/10.1287/mnsc.1110.1439>
- Cech, Erin, Brian Rubineau, Carroll Seron and Susan Silbey. 2011. "Professional Role Confidence and Gendered Persistence in Engineering." *American Sociological Review*, 76(5): 641-666.
<https://doi.org/10.1177/0003122411420815>
- Lazer, David, Brian Rubineau, Carol Chetkovich, Nancy Katz, and Michael Neblo. 2010. "The coevolution of networks and political attitudes." *Political Communication*, 27(3): 248-274.
<https://doi.org/10.1080/10584609.2010.500187>

Peer-Reviewed Proceedings and Reports

- Rubineau, B., Gounden Rock, A., Reyt, J. N., & Wiesenfeld, B. M. 2021. Are men just insensitive (to job experience in their application decisions)? In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 11183). <https://doi.org/10.5465/AMBPP.2021.11183abstract>
- Feldberg, A., Kalev, A., Rubineau, B., & Sherman, E. 2020. Building Diverse, Equitable, and Inclusive Workplaces: What Works? What Doesn't? And Why? In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 17287). <https://doi.org/10.5465/AMBPP.2020.17287symposium>

Peer-Reviewed Proceedings and Reports (continued)

- Barbulescu, R., Castilla, E. J., & Rubineau, B. 2019. Stepping into Job Seekers' Shoes: New Advances in Understanding Supply-Side Labor Market Processes. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 17974). <https://doi.org/10.5465/AMBPP.2019.17974symposium>
- Fernandez-Mateo, I., Rubineau, B., & Kuppaswamy, V. 2018. Managing rejection to improve gender diversity in talent pipelines. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 14139). <https://doi.org/10.5465/AMBPP.2018.14139abstract>
- Gong, H., & Rubineau, B. 2016. Multiplex Ties and Knowledge Sharing: Effects of Tie Formation Order. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 10220). <https://doi.org/10.5465/ambpp.2016.10220abstract>
- Obukhova, E., & Rubineau, B. 2016. Democratizing referrals: Market transition and labor market networks in China. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17414). <https://doi.org/10.5465/ambpp.2016.17414abstract>
- Reyt, J. N., Rubineau, B., & Wiesenfeld, B. M. 2016. The Effect of Resumes' Level of Concreteness on Candidate Evaluation. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 16694). <https://doi.org/10.5465/ambpp.2016.16694abstract>
- Rubineau, B. 2015. "Leveraging peers in the school-to-work transition for women in STEM." SSHRC, Imagining Canada's Future Initiative.
- Lim, Y., & Rubineau, B. 2013. Social status and negative tie formation. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 14355). <https://doi.org/10.5465/ambpp.2013.14355abstract>
- Rubineau, Brian, and Evan Polman. 2012. "Social Capital, Personality, and Agency." In *Academy of Management Proceedings*, vol. 2012, no. 1, p. 15674. <https://doi.org/10.5465/AMBPP.2012.15674abstract>
- Rubineau, B., & Vincent, L. C. 2012. Mundane Management of Extreme Events: A cultural perspective on workplace violence. In *Academy of Management Proceedings* (Vol. 2012, No. 1, p. 11415). <https://doi.org/10.5465/AMBPP.2012.11415abstract>
- Rubineau, B. 2007. Gendering engineering: Professional identity formation and peer effects. *Academy of Management Best Paper Proceedings, 2007*. <https://doi.org/10.5465/ambpp.2007.26518229>
- Anand, M., Birch, N., Blumenfeld, A., Cyphert, A., Faulhaber, L., Filip, A., Friedman, A., Katzenstein, S., Kelly, S., Lee, A., Lee, L., Myers, J., Nash, J., Neufeld, A., Olsson, C., Pendleton, J., Rubineau, B., Sanders, C., Schoenbaum, N., Seam, P., Segal-Reichlin, Z., Wiik, K., Zahalka, L. 2004. *Study on Women's Experiences at Harvard Law School*. Working Group on Student Experiences, Harvard Law School. <https://web.archive.org/web/20051216084958/http://www.law.harvard.edu/students/experiences/FullReport.pdf>
- Diedrich, F.J. Entin, E.E., Hutchins, S.G., Hovevar, S.P., Rubineau, B., & MacMillan, J. 2003. "When do organizations need to change (Part I)? Coping with incongruence." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC. <https://apps.dtic.mil/sti/pdfs/ADA467093.pdf>

Peer-Reviewed Proceedings and Reports (continued)

- Entin, E.E., Diedrich, F.J., Kleinman, D.L., Kemple, W.G., Hocevar, S.G., Rubineau, B., & Serfaty, D. 2003. "When do organizations need to change (Part II)? Incongruence in action." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC. <https://apps.dtic.mil/sti/pdfs/ADA467094.pdf>
- Entin, E.E., Diedrich, F.J. & Rubineau, B. 2003. "Adaptive Communication Patterns in Different Organizational Structures." *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, Denver, CO. <https://doi.org/10.1177/154193120304700333>
- Entin, E. E., & Rubineau, B. 2002. AWACS dynamic distributed decision making synthetic task environment. In *Proceedings of the 24th Annual Meeting of the Cognitive Science Society*.
- Miller, D., Price, J., Entin, E., Rubineau, B., Elliott, L.R. 2001. "Does Planning Using Groupware Foster Coordinated Team Performance?" *Proceedings of the Human Factors and Ergonomics Society 45th Annual Meeting*. October 2001, Minneapolis, MN. <https://doi.org/10.1177/154193120104500427>
- Rubin, B. A., Uchanski, R. M., and Braid, L. D. 1992. Integration of acoustic cues for consonants across frequency bands. *The Journal of the Acoustical Society of America*, 91(4), 2473-2474. <https://doi.org/10.1121/1.402981>

Invited Book Chapters

- Rubineau, Brian. 2018. "Levins lessons for intervening in complex social systems." Chapter 16 in Tamara Awerbuch, Maynard Clark, and Peter Taylor (Eds.) *The Truth Is the Whole: Essays in Honor of Richard Levins*. The Pumping Station, Arlington MA.

Invited Book Review

- Rubineau, Brian. 2011. *Neighbor Networks: Competitive Advantage Local and Personal*, by Ronald S. Burt. *Industrial and Labor Relations Review*, 65(1): 1058-1060.

Teaching Case

- Schram, Jim, Brian Rubineau, Jui Ramaprasad, Benjamin Croitoru. 2016. "Camco and Terabit: Considering a new acquisition." McGill University.

Current Working Papers

- Rubineau, Brian, Alyson Gounden Rock, Jean-Nicolas Reyt, Batia Wiesenfeld. "Job experience, gender and the application decision: A within-individual analysis"
- Rubineau, Brian, Sumeet Duggal, Roberto M. Fernandez, Erin Arcario. "Influencing employee referring behavior via email: A field experiment."
- Rubineau, Brian, Masoomah Kalantari, Erin Cech, Carroll Seron and Susan Silbey. "Nothing to lose or much to lose? Gendered employment consequences of leaving engineering."
- Rubineau, Brian, Sumeet Duggal, Erin Arcario, Yauhan Billimoria. "Gender and borrowed social capital: An empirical test."

Current Working Papers (continued)

- Rubineau, Brian, Eric Gladstone, Jesse Fagan, David C. Thompson. "Telegraphing behavior: Text analysis of employee-written subject lines."

Reyt, Jean-Nicolas, Brian Rubineau, and Batia Wiesenfeld. "Contingent effects of resume concreteness on interview offers."

Rubineau, Brian, Yoon Kang, Carla Boutin-Foster, and Carol Storey-Johnson. "Changes in effects of patient race and age on clinical behaviors of medical students."

Rubineau, Brian and Evan Polman. "Elevating narcissists: A network analysis."

Rubineau, Brian and Lynne Vincent. "Beyond the threshold approach: Co-worker violence and organization change."

Rubineau, Brian, Lisa Nishii, Susanne Bruyere. "Social capital effects of workplace accommodations."

McCabe, Stefan D., David Lazer, William Minozzi, Michael A. Neblo, and Brian Rubineau. "Time Scales of Social Influence: Evidence from American College Students"

Lazer, David, Brian Rubineau and Michael Neblo. "Picking people or pushing politics: Selection and influence on five network criteria."

Lazer, David, Katya Ognyanova, Michael Neblo, Brian Rubineau, and William Minozzi. "The social logic of political identity and behavior in late adolescence and early adulthood."

Manuscripts in Preparation

Rubineau, Brian, Shima Yaghoubian, Erin Arcario, Nancy Di Dia. "Network Correlates of Psychological Safety in Business Units: The Importance of Bridging Racial/Ethnic Boundaries."

Rubineau, Brian, Batia Wiesenfeld, and Jean-Nicolas Reyt. "Job Description Effects on Decisions to Apply: A Within-Individual Analysis of Gender and Construal Level."

Rubineau, Brian, Yisook Lim, William Minozzi, Michael Neblo, and David Lazer. "Honest Brokering: Network predictors of attaining leadership positions."

Rubineau, Brian, Matissa Hollister, Lisa Nishii, and Susanne Bruyere. "Workplace social capital and promotion/exit outcomes: An intersectional examination during retail downsizing."

Rubineau, Brian, Kristie McAlpine, Carroll Seron, and Susan Silbey. "Gendered peer effects and work-family conflict in male-dominated occupations."

Rubineau, Brian, Wyatt Taylor, Eric Gladstone, David Thompson. "Trait predictors of brokerage: Insights from a triadic perspective."

Nishii, Lisa, Brian Rubineau, Kristie McAlpine, and Susanne Bruyere. "Social network correlates of inclusive workgroups."

Rubineau, Brian, Aravindh Kuppusamy. "Segregation at a distance: Mechanisms for majority minority occupations."

Invited Talks: Long-form Research Seminars

- 2023 University of Toronto Centre for Industrial Relations and Human Resources. Toronto Dec. 6
HEC Paris. Strategy and Business Policy. Paris. Nov. 9
- 2021 MIT-Harvard Economic Sociology Seminar. Virtual, Sept. 22.
- 2020 MIT Sloan Economic Sociology Working Group. Cambridge, MA (Virtual). Sept. 9.
- 2019 Carey Business School, Johns Hopkins University. Baltimore, MD. Sept. 17.
Questrom School of Business, Boston University. Boston, MA. Jan. 17.
- 2017 Research Conversations at Concordia University. Montreal, QC. Mar. 17.
- 2016 LINKS Center for SNA & Gatton College of Business. Lexington KY, Jan. 15.
- 2014 Olin Business School, Washington University. Strategy Seminar. St. Louis, MO. Apr. 9.
- 2013 Booth School of Business, University of Chicago. Organizations & Markets Workshop. Chicago, IL, Feb. 20.
Desautels Faculty of Management, McGill University. Feb. 14.
- 2012 MIT Sloan School of Management Organization Studies Group Seminar. Oct. 4.
London Business School. Organisational Behaviour brown-bag seminar. Sept. 21.
“Inferring group ‘chemistry’ from collaboration data: A research program with and for Facebook.” Facebook, Inc. Aug. 30.
- 2011 Stanford GSB Department of Organizational Behavior Seminar Series. Stanford, CA. Oct. 19.
Nuffield College and the Oxford Internet Institute (OII) Social Network Analysis Seminar. Oxford, UK. Feb. 21.
- 2010 Stanford University Inequality Workshop. Stanford, CA. May 29.
Harvard-MIT Economic Sociology Seminar. Cambridge, MA Apr. 28.
Cornell University Department of Sociology, Brown Bag Series. Feb. 18.
- 2009 Cornell University Department of Sociology, Ithaca, NY. Mar. 6.

Invited Talks: Translational research, lectures, & thought leadership

- 2024 24th Gender Summit Plenary Panel: Successful efforts by science institutions to recruit, retain and advance women and minorities. (Virtual) May 23.
- 2023 Faculty Matters: Terrific Teaching Tales (Panel). McGill. Montreal, QC. Apr. 17.
- 2022 EDI discussion facilitator, Catalytic Mindset Module. Desautels IMHL. Estrelle, QC. Sept. 18.
- 2021 Level up – Upgrading your Recruitment Program. McGill Executive Institute. Oct. 13.
- 2020 Faculty Matters. “Equity in the University during COVID: Evidence and Opportunities.” McGill. Montreal, QC (Virtual). Jul. 21.
Addressing Sexual Violence on Campus Roundtable. McGill. Montreal, QC. Mar. 11.
- 2019 McGill/HEC EMBA. “Rules for building a strong network.” Montreal, QC. Apr. 25.

Invited Talks: Translational research, lectures, & thought leadership (continued)

- 2018 Medici Summer School in Management Studies. Instructor. Bologna, Italy, Jun. 12.

- McGill/HEC EMBA. “Rules for building a strong network.” Montreal, QC. Apr. 19.
- Interview: “The workforce is transitioning, and everything matters.” Eric Labaye, Senior Partner at McKinsey & Company and former Chairman of the McKinsey Global Institute. Desautels Integrated Management Symposium Series. Montreal, QC, Apr. 16.
- 2017 McGill University Joint Board-Senate Meeting. Mentorship. Montreal, QC. Nov. 15.
- Women & Diversity. Business School Deans Conference. Montreal, QC. Oct. 19
- Institute for Women of Aviation Worldwide Symposium. Vancouver, BC. May 25.
- 2016 McGill in Toronto. Research lessons for MBA careers. Toronto, ON. Feb. 17.
- Desautels Faculty Advisory Board Research Presentation. Montreal, QC. Oct. 27.
- 2015 Engaging the Network for Change. Boehringer Ingelheim, Inc. Ridgefield, CT. Apr. 20.
- Society of Women Engineers Corporate Partnership Council. Nashville, TN. Jan. 29.
- 2014 Gannett Health Services Continuing Education Seminars. Mar. 5.
- 2013 Society of Women Engineers Corporate Partnership Council. Peoria, IL. Aug. 1.
- 2012 Gannett Health Services Continuing Education Seminars. Oct. 10.
- 2011 Lead Discussant: “Comparing Approaches to Identifying and Influencing Social Networks.” Center for Strategic International Studies. Washington, D.C. May 5.
- Keynote: Meeting of the Committee for Interns & Residents. New York, NY. Feb. 24.
- 2010 Social Science Experts and Title VII Class Action Suits: Getting the Evidence in a Discrimination Case. Cornell ILR School & Law School. New York, NY. Dec. 10.

Research Presentations at Conferences, Workshops, & Panels

- 2023 People and Organizations Conference by Wharton. Philadelphia. PA. Sept. 22 (x2)
- International Network of Social Network Analysts, Sunbelt. Portland, OR. Jun. 30.
- International Network of Social Network Analysts, Sunbelt. Portland, OR. Jun. 29.
- Annual meeting of the International Network of Analytic Sociology. Princeton, May 26.
- Ethics Research Showcase. McGill. Montreal, QC. Apr. 28.
- 2022 People and Organizations Conference by Wharton. Philadelphia. Sept. 28.
- McGill University OB Brown Bags. Montreal, QC. Sept. 21.
- Networks, labor markets, & inequality Conference. Copenhagen Business School. May 27.
- Annual meeting of the International Network of Analytic Sociology. Florence, May 26.
- 2021 People and Organizations Conference by Wharton. Virtual. Sept. 24.
- Annual Meeting of the American Sociological Association. Virtual, Aug. 9.
- Annual Meeting of the American Sociological Association. Virtual, Aug. 8.
- Annual Meeting of the Academy of Management, Virtual and Asynchronous. Jul. 29-Aug. 5.

Research Presentations at Conferences, Workshops, & Panels (continued)

- 2020 People and Organizations Conference at Wharton. Philadelphia, PA (Virtual). Oct. 2.
- McGill University OB Brown Bags. Montreal, QC (Virtual). Jul. 3.
- 2019 People and Organizations Conference at Wharton (x 2). Philadelphia, PA. Sept. 27.

- Annual Meeting of the Academy of Management. Boston, MA. Aug. 12.
- INSNA XXXIX Sunbelt Conference (x 2). Montreal, QC. Jun. 21.
- 2018 People and Organizations Conference at Wharton. Philadelphia, PA. Sept. 28.
- McGill Center for Social and Cultural Data Science Research Slam. Montreal, QC. May 10.
- 2017 8th Annual 4 University Joint-Doctoral Program Symposium. Montreal, QC. Nov. 24.
- Discussant, Broadening Perspectives on Women in Work: An Interdisciplinary Conference. Johns Hopkins University. Baltimore, MD, Oct. 13.
- Annual Meeting of the American Sociological Association. Montreal, QC, Aug. 15.
- Annual Meeting of the American Sociological Association. Montreal, QC, Aug. 13.
- Political Networks Conference. Columbus, OH, Jun. 15.
- 2017 McGill University Social Networks Research Group. Montreal, QC. Mar. 10.
- McGill University Organizational Behavior Brown-Bag Series. Montreal, QC. Feb. 24.
- 2016 McGill Interdisciplinary Network on Discrimination & Inclusion. Montreal, QC. Oct. 18.
- Discussant, Diversity and Institutional Change: Confronting Challenges. McGill Interdisciplinary Network on Discrimination & Inclusion. Montreal, QC. Jun. 8.
- Wharton's People Analytics Conference. Philadelphia, PA, Apr. 7.
- * Note: Won award in Research Paper Competition.
- Eastern Sociological Society. Boston, MA, Mar. 17.
- McGill Faculty of Law, Doctor of Civil Law Coffee Hour. Montreal, QC. Feb. 3.
- 2015 McGill University Social Statistics Seminar. Montreal, QC, Nov. 18.
- SSHRC *Imagining Canada's Future* Forum Ottawa, ON. Nov. 16.
- People & Organizations Conference (x 2). Wharton. Philadelphia, PA. Oct. 16.
- International Network of Analytical Sociologists. Cambridge, MA. Jun. 12.
- Harvard University Symposium Honoring Richard Levins. Boston, MA. May 22.
- Society for Industrial and Organizational Psychology. Philadelphia, PA. Apr. 25.
- 2014 Panelist: OB/HR Network Workshop: Diversity & Gender in the Workplace. Nov. 11.
- 2013 3rd Gender Summit – North America. Washington, DC. Nov. 13-15.
- People & Organizations Conference. The Wharton School. Philadelphia, PA. Oct. 4.
- Inequality Seminar. Center for the Study of Inequality. Cornell University. Sept. 9.
- Annual Meeting of the Academy of Management. Orlando, FL. Aug. 9-13.
- Research Presentations at Conferences, Workshops, & Panels (continued)**
- 2013 Structuring Work in and around Organizations. Montreal, Canada. Jul. 6-7.
- European Group for Organizational Studies. Montreal, Canada. Jul. 4-6.
- Eastern Sociological Society. Boston, MA. Mar. 21-24.
- 2012 INSEAD Conference on Network Evolution. Fontainebleau, France, Oct. 22-23.
- 4th Workshop on Information in Networks (WIN). NYU Stern. Sept. 28.

- Networks and Networking; and Workplace, Structure and Culture OMT Paper Sessions. Annual meeting of the Academy of Management. Boston, MA. Aug. 3-7.
- Social Networks Regular Session, Annual meeting of the American Sociological Association. Denver, CO. Aug. 17-20.
- 2011 Research In Medical Education (RIME), Annual meeting of the Association of American Medical Colleges (AAMC). Denver, CO. Nov. 4-9.
- IZA Workshop on Discrimination and Ethnicity: A Cross-Disciplinary Look at New Methodological Advances. Bonn, Germany. Oct. 31-Nov. 1.
- People & Organizations Conference. The Wharton School. Philadelphia, PA. Oct. 14.
- Workshop on Information in Networks. New York University. New York, NY. Sept. 30.
- Showcase symposium presenter: "The Normative Pillar of the Professions." 2011 Academy of Management Meeting. San Antonio, TX. Aug. 16.
- Panelist: "How Gender Issues Affect Everyone in STEM - Men, Women, Families & Society," and "Causes of Gender Disparity in STEM." 90th Annual National Graduate Women in Science Meeting. Ithaca, NY. Jun. 19.
- 2010 Annual meeting of the American Sociological Association. Atlanta, GA. Aug. 14-17.
- Annual meeting of the Academy of Management. Montreal, Canada. Aug. 10.
- International Network for Social Network Analysis (INSNA), Sunbelt XXX Conference. Riva del Garda, Trento, Italy. Jul. 3.
- Networks in Political Science. Durham, NC. May 20-21.
- Cornell University International Healthcare Conference. New York, NY. May 11-12.
- Panelist: ESCP-ILR Diversity Conference. ESCP. Paris, France. May 9-10.
- Eastern Sociological Society, Mini-Conference: Gender, Family, Work & Technology in the Post-Obama Era – Women in Science: Assessing the "Leaky Pipeline" at Various Stages. Boston, MA Mar. 19.
- International Workshop on Networks as Determinants of Economic and Political Behavior. EU-Project Advanced-Eval, University of Kiel, Kiel, Germany. Aug. 31.
- Annual Meeting of the American Sociological Association, San Francisco, CA. Aug. 5.
- Harvard Political Networks Conference. Cambridge, MA. Jun. 12.

Research Presentations at Conferences, Workshops, & Panels (continued)

- 2009 *Administrative Science Quarterly* Workshop on Gender & Race in Organizations. Cambridge, MA. May 28.
- Panelist: A New Administration and its Potential Impact on Women in Science. CU-ADVANCE, Ithaca, NY. Feb. 22.
- 2008 American Sociological Association, Boston, MA.
- 2007 Academy of Management, Philadelphia, PA
- American Sociological Association, New York NY.
- 2006 International Network for Engineering Studies, Blacksburg VA.

- Academy of Management, Atlanta, GA
- American Sociological Association, Montreal, Canada
- 2006 International Sunbelt Social Network Conference, Vancouver, Canada.
- Eastern Sociological Society, Boston MA.
- 2005 Academy of Management Conference, Honolulu HI.
- 2004 American Sociological Association, San Francisco CA.
- International Conference on Complex Systems, Boston MA.

Awards & Honors

- 2023 Henry Mintzberg PhD Teaching and Mentorship Award
- 2022 Desautels Faculty Scholar Award in EDI and Ethics (1 year award: 2022-2023)
- 2017 Desautels Faculty Scholar Award (3 year award: 2017-2020)
- 2017 Desautels nominee: Principal's Prize for Outstanding Emerging Researchers
- 2016 3rd Place: Wharton's People Analytics Conference Research Paper Competition
- 2012 Institute for the Social Sciences at Cornell University. Faculty Fellow.
- 2012 International Women's Day Golden Ovary Award, Cornell Women's Resource Center
- 2011 Honorary Member: Golden Key International Honour Society, Cornell Chapter
- 2011 Winner, Open Module Competition for GSS 2012. Module: Referrer Behaviors
- 2009 *Administrative Science Quarterly* Conference on Gender & Race in Organizations
- 2007 Best Paper Award: Academy of Management, GDO Division
- 2005 Best Reviewer Award: Academy of Management, GDO Division
- 2005 Selected for Academy of Management OMT Division Doctoral Consortium
- 2001 Selected for the Society of Presidential Fellows at MIT
- 1992 MIT William L. Stewart, Jr. Award

Research Grants & Fellowships

- 2023 SSHRC Internal Seed Grant. “Within-job Contributors to Gender Wage Inequality.” PI (\$5,000).
- 2018 SSHRC Insight Development Grant: “The practice of strategy by Canadian women engineers,”
– 2020 Collaborator. (\$54,434 PI: Gwyneth Edwards)
- 2018 SSHRC Internal Seed Grant. “Types of Referring Among Physicians: A Qualitative Study.” PI (\$5,000).
- 2017 NSF: “A Longitudinal Study of Gender Stratification in Science and Engineering.” Collaborator. (US\$ 68,750, PI: Susan Silbey).
- 2016 SSHRC Partnership Grant: “A multi-sector partnership to investigate and develop policy and
– 2023 practice models to dismantle rape culture in universities,” Co-PI (\$2,500,000, PI: Shaheen Shariff).
- 2015 SSHRC Insight Development Grant: “Construal Level at the Hiring Interface: Implications for Candidate Evaluation and Workplace Gender Diversity,” Co-PI (\$67,036, PI: Jean-Nicolas Reyt).
- 2015 SSHRC Knowledge Synthesis Grant: “Leveraging peers in the school-to-work transition for women in STEM,” PI (\$ 24,926).
- 2012 Institute for the Social Sciences at Cornell University. Faculty Fellow. (US\$ 10,000).
- 2011 Department of Education: National Institute on Disability & Rehabilitation Research,
– 2013 “Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks,” Co-PI (US\$ 600,000, PI: Lisa Nishii)
- 2011 NSF, SES Division: Science of broadening participation, “From school to work: A
– 2013 longitudinal study of gender stratification in science & engineering,” PI (US\$ 294,983)
- 2010 Institute for the Social Sciences at Cornell University Small Grant, “The Coevolution of Individuals and Their Social Setting: A Multi-site Longitudinal Study,” PI (US\$ 8,157)
- 2010 Networks in Political Science Conference Fellowship (US\$ 400)
- 2009 Harvard Political Networks Conference Fellowship (US\$ 500)
- 2008 Institute for the Social Sciences at Cornell University Small Grant, “Racial Disparities in Patient Care and the Role of Medical Training: An Audit Study,” PI (US\$ 5,000).
- 2005 NSF Dissertation Improvement Grant, Sociology Division, “Network influences on persistence in engineering programs,” (US\$ 7,500).
- 2002 MIT Committee on Campus Race Relations. “Surfacing MIT Stereotypes,” PI (US\$ 500).
- 2001 MIT Presidential Scholar Fellowship
- 1999 Harvard School of Public Health Summer Research Scholarship
- 1998 Rocky Mountain Mathematics Consortium Scholarship

Prior Research Appointments

2006 – 2007	Visiting Graduate Student, Institute for Quantitative Social Science (IQSS) Harvard University: David Lazer
2006 – 2007	Research Fellow, Program on Networked Governance Harvard University Kennedy School of Government: David Lazer
2003 – 2007	Research Associate, “Developing Diverse Leadership in Engineering” PIs: Susan Silbey, MIT; Carroll Seron, UC-Irvine.
2003 – 2007	Member: Gender & Race in Organizations research group at HBS.
2002 – 2004	Research Associate, MIT Workplace Center: Roberto Fernandez
2000 – 2001	Research Associate, Harvard Business School: Jeff Polzer

Research Partnerships & Collaborations Established

2022 – present	Banque Nationale du Canada (BNC/NBC)	Montreal, QC
2018 – 2020	Development Bank of Canada (BDC)	Montreal, QC
2017 – 2018	Bank of Canada	Ottawa, ON
2016 – 2017	Community Solutions, Inc.	New York, NY
2013 – 2023	Boehringer Ingelheim USA	Ridgefield, CT
2009 – 2011	Maimonides Medical Center	New York, NY

Non-Academic Employment

2000 – 2007	Senior Organizational Scientist, Aptima, Inc.	Woburn, MA
1998 – 2001	Database Manager, Earthwatch Institute	Maynard, MA
1997 – 1998	Network Administrator, University of New Mexico – Gallup	Gallup, NM
1995 – 1997	MIS Director, Leadership, Education, & Athletics in Partnership	New Haven, CT
1993 – 1995	Director, Cynthia Sulzberger Interactive Learning Laboratory, Center for Teaching & Learning, Duke University	Durham, NC

SERVICE

Professional Associations

Academy of Management,
 American Sociological Association,
 Eastern Sociological Society,
 European Group for Organizational Studies,
 International Network for Social Network Analysis

Professional Service

2021 – present Associate Editor, *Management Science*, Organizations Department
 2019 – present Editorial Board Member, *Organization Science*
 2019 – 2020 Review panel, *Organization Science Special Issue on Emerging Technologies & Organizing*
 2016 – 2019 Organizing Committee: 2019 INSNA “Sunbelt” Conference in Montreal, QC
 2014 American Sociological Association Annual Meeting, “Organizations” Session Organizer
 2010 Academy of Management, Gender & Diversity in Organizations Division, Best Paper Selection Committee.

Organizational Service *McGill University, Desautels-focused*

2022 – 2023 Academic Director, Research
 2023 – present Mentor: Desautels Faculty Mentoring Program
 2022 – present Member: Desautels PhD Committee – subcommittee for a research Masters program
 2021 – 2022 Co-chair: Desautels Taskforce on the student experience
 2021 – present Faculty contact: McGill University’s membership with the PhD Project
 2020 – present Area Representative: Office for Equity, Diversity, and Inclusion
 2019 – present Area Coordinator, Organizational Behavior Area
 2019 – 2022 Director, Business and Management Research Centre (B&MRC)
 2017 – 2019 Member: Desautels Undergraduate Program Committee
 2017 – 2017 Ad-hoc Committee for BCom Curriculum in Retail Management
 2017 – 2018 Faculty Recruitment coordinator for the Organizational Behavior Area.
 2016 – 2019 Member: Taskforce for Women in Finance
 2016 – 2019 Member: Desautels PhD Committee
 2016 – 2017 Member: Special Committee establishing the Management Masters in Analytics
 2015 – 2019 Co-Founder: Social Networks @ McGill Working Group
 2015 – 2017 Organizational Behavior Seminar Series Organizer
 2015 Member: Desautels MBA Business Analytics Planning Committee
 2014 – 2017 Member: Desautels Research Council
 2014 – 2019 Member: Desautels Organizational Behavior Area Ph.D. Sub-Committee
 2014 – 2015 Member: Desautels Teaching and Learning Resources Committee

Organizational Service *McGill University, University-wide*

- 2024 – present Appointed Member: Provost's Faculty Engagement Consultative Group
- 2020 – present Member: Provost's Faculty Mentorship Network (PFMN)
- 2019 – 2022 Provostial Delegate for Indigenous Recruitment
- 2017 – 2020 University Tenure Committee for Recruitment. Alternate member
- 2017 – 2020 University Assessor for issues of Harassment, Sexual Harassment and Discrimination
- 2017 Organizer: Winter 2017 CSCDS Research Slam & Seed Grant Program
- 2016 – 2019 Founding Board Member: McGill Centre for Social & Cultural Data Sciences (CSCDS)
- 2016 – 2019 Member: McGill Internal SSHRC Development Grant Committee
- 2016 – 2021 Special advisor to the Associate Provost for Policies, Procedures, and Equity

Organizational Service *Cornell University*

- 2010 – 2011 Grant Reviewer: Cornell University Institute for Social Sciences
- 2008 – 2013 Member: ILR Research and Publications Committee

Organizational Service *MIT Sloan School of Management*

- 2018 External review committee member for Economic Sociology PhD program
- 2005 – 2008 Contributing Editor: Complexity & Social Networks Blog of the Institute for Quantitative Social Science (IQSS) at Harvard University
- 2005 – 2006 Member: MIT Task Force on Graduate Student Diversity
- 2005 – 2007 Doctoral Student Representative: Committee on Campus Race Relations
- 2004 – 2006 Doctoral Student Representative: MIT Committee on Student Life
- 2004 – 2005 Doctoral Student Representative: MIT Graduate Student Council.
- 2002 – 2004 Doctoral Student Representative: Sloan Diversity & Community Committee.

Service – Ad hoc reviewer for:

Management Journals: *Administrative Science Quarterly, Canadian Journal of Program Evaluation, Industrial and Labor Relations Review, International Public Management Journal, Journal of Organizational Behavior, Management Science, Organization Science, Organization Studies, Work and Occupations*

Sociology Journals: *American Journal of Sociology, American Sociological Review, Gender & Society, Journal of Social Psychology, Rationality and Society, Sex Roles, Social Forces, Social Networks, Social Psychology Quarterly, Social Science Research, Sociological Methods and Research, Sociological Perspectives, Sociology Compass, The Sociological Quarterly*

Other Journals and Organizations: *American Journal of Political Science, American Political Science Review, Canadian Journal of Program Evaluation, Games and Economic Behavior, INFORMS Dissertation Award Competition, Journal of Economic Behavior and Organization, The Lancet, MITACS, National Science Foundation, Political Behavior, Proceedings of the National Academy of Sciences, Science, Social Sciences & Humanities Research Council of Canada, U.S.-Israel Bi-national Science Foundation, University of Toronto Press.*

TEACHING

Courses McGill University

MGCR 618	Leadership & Professional Skills (MBA) – course creator
ORGB 708	Social Network Analysis in Social Science Research (doctoral) – course creator
ORGB 690	People Analytics (MBA) – course creator
MGCR 651	Managing Resources (MBA, Professional-MBA)
ORGB 670	Talent Analytics (Specialized Management Masters in Analytics) – course creator
MGCR 222	Introduction to Organizational Behavior (undergraduate)
ORGB 434	Comparing the Startup Ecosystems of Canada & Israel: OB Perspectives (undergraduate) Partnering with the Adelson School of Entrepreneurship at IDC Herzliya, Israel (2019) Partnering with the Hebrew University Business School, Israel (2022) – course creator
ORGB 434	Social Leadership, Entrepreneurship, & Sustainability – Perspectives from Israel (open) – course creator

Courses Cornell University

ILR-OB 1220	Introduction to Organizational Behavior (undergraduate)
ILR-OB 6210	Social Network Analysis in Organizations (masters/advanced undergrad) – course creator
ILR-OB 7230	Social Network Analysis in Social Science Research (doctoral) – course creator
ILR-OB 7260	Pro-seminar in Organizational Behavior (doctoral) – course creator

Student Advising

2019 – present	Masoomeh Kalantari	<u>PhD Supervising:</u> Co-Chair: Organizational Behavior, McGill
2018 – present	Alyson Gounden-Rock	Chair: Organizational Behavior, McGill
2014 – present	Sumeet Duggal	Chair: Organizational Behavior, McGill
2014 – 2017	Hyeyeon Gong	Chair: Organizational Behavior, McGill
2012 – 2017	Yisook Lim	Chair: Organizational Behavior, Cornell (Assistant Professor at Hanyang University, https://orcid.org/0000-0002-7550-791X)

Student Advising

2020 – present	Julie Nguyen	<u>PhD Advising:</u> Minor Member: Organizational Behavior, McGill
2018 – 2019	Graeme MacDermid	Minor Member: Organizational Behavior, Concordia
2017 – 2020	Miron Avidan	Minor Member: Strategic Management, McGill (Postdoc at University of St. Gallen)
2017 – 2018	Yasaman Gorji	Minor Member: Strategic Management, Concordia (Assistant Professor at Concordia University)
2012 – 2016	Eunhwa Yang	Minor Member: Human Behavior & Design, Cornell (Assistant Professor at Georgia Tech)

Student Advising

2011 – 2016	Karina Hoekstra	<u>PhD Advising (continued):</u> Minor Member: Economics, Bremen International Graduate School of Social Sciences, Jacobs University (Senior Scientist, Institut für Informationsmanagement Bremen)
2007 – 2010	Pamela Pollock	Minor Member: Learning, Teaching & Social Policy,

<u>Student Advising</u>		Cornell University (Harvard University)
2023	Karine Degenault	<u>Other Advising:</u> McGill Executive MBA Thesis Supervisor
2021	Frederick Latendresse	McGill Executive MBA Thesis Supervisor
2017	Ibrahima Khaya	McGill Professional MBA Thesis Supervisor
2016 – 2017	Kristine Renic	McGill Executive MBA Thesis Supervisor
2015	Ronan Delerue	McGill, International Management Internship
2012 – 2013	Pranav Gupta	Cornell, Masters Thesis Minor Member: Design
2012 – 2013	Shannon Isaacs	Cornell, Undergraduate Honors Thesis advisor
2010 – 2011	Joon Woo Sohn	Cornell, First year PhD advisor
2010 – 2010	Craig DeFrancisco	Cornell, Undergraduate Credit Internship Abroad Advisor
2009 – 2010	Shinwon Noh	Cornell, First year PhD advisor