

Damon J. Phillips

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INSTITUTIONAL AFFILIATIONS

Academic Positions

July 2011 – Present	Columbia University, Columbia Business School Lambert Family Professor of Social Enterprise (9/2015 -); ○ Co-Director of the Tamer Center for Social Enterprise; Center on Organizational Innovation Faculty Affiliate; Center for Jazz Studies Faculty Affiliate. James P. Gorman Professor of Business Strategy (7/2011 – 8/2015)	New York, NY
Aug 2010 – July 2011	Center for Advanced Study in the Behavioral Sciences	Stanford, CA
July 1998 – June 2011	University of Chicago Booth School of Business Jeffrey Breakenridge Keller Professor of Organizations and Strategy (7/2010 – 7/2011); Professor (7/2006 – 7/2010); Asso Professor (7/2002 – 7/2006); Asst Professor (7/1998 – 7/2002).	Chicago, IL

Education

1993 - 1998	Stanford University, Graduate School of Business A.M. in Sociology, June 1997 Ph.D. in Business, June 1998	Stanford, CA
1990 - 1992	Massachusetts Institute of Technology S.M. in Aeronautics and Astronautics, June 1992	Cambridge, MA
1986 - 1990	Morehouse College B.S. Physics, June 1990, Phi Beta Kappa	Atlanta, GA

RESEARCH AND TEACHING INTERESTS (alphabetical)

Emergence and Evolution of Markets; Employment/Labor Processes; Entrepreneurship; Gender Inequality; Innovation; New Jazz Studies; Organizational Strategy, Structure, and Change; Professional Services; Social Enterprise; Social Networks.

BOOKS (1)

Phillips, D. J. (2013) ***Shaping Jazz: Cities, Labels, And The Global Emergence of an Art Form***. Princeton University Press. *Shaping Jazz* explores the development of the market for recorded jazz. For a 2-minute video description: <https://vimeo.com/104042291>
Book Awards: Finalist for the 2014 Academy of Management's George R. Terry Book Award
Book Reviews: *Administrative Science Quarterly* [[link](#)]; *American Journal of Sociology* [[link](#)]; *Choice* [[link](#)]; *Journal of Economic Literature* [[link](#)]; *Organization Studies* [[link](#)]; *The Society for American Music* [[link](#)]. *Jazz Research Journal* [[link](#)].

ARTICLES (23)

- Kanze, D., M. A. Conley, T. Okimoto, D. J. Phillips, J. Merluzzi (provisionally accepted). "Investors Penalize Female Founders for Lack of Industry Fit." *Science Advances*.
- Piazza, A., D. J. Phillips, and F. Castellucci (2020). "[High-Status Affiliations and the Success of New Entrants: New Bands and the Market for Live Music Performances, 2000-2012](#)" *Organization Science*.
- Godart, F., Seong, S. and D. J. Phillips (2020). "[The Sociology of Creativity: Elements, Structures, and Audiences.](#)" *Annual Review of Sociology*. vol. 46.
- Coman-Ernshoff, S. and D. J. Phillips (2018). "[Ambiguity and the Longevity of Creative Industries: The Case of Swing through the Lens of Interdisciplinary Collaboration.](#)" *Research in the Sociology of Organizations*, C. Jones & M. Maoret, (eds.), 55: 203 - 235.
- Crum, A., D. J. Phillips, P. Goyer, M. Akinola, T. Higgins (2016). "[Transforming Water: Social Influence Moderates Psychological, Physiological, and Functional Response to a Placebo Product.](#)" *PLoS ONE*, 11(11): e0167121. doi:10.1371/journal.pone.0167121
- Merluzzi, J. and D. J. Phillips (2016). "[The Specialist Discount: Negative Returns for MBAs with Focused Profiles in Investment Banking.](#)" *Administrative Science Quarterly*, 61 (1): 87-124.
- Top 20 most read articles in *Administrative Science Quarterly* online in Oct 2015, Jan 2016 to March 2016.
 - *Harvard Business Review*. "[Generalists Get Better Job Offers Than Specialists](#)" (June 2016).
 - Featured in U.S. News & World Report (8/1/2016); New York Times (9/11/2016)
- Crum, A. and D. J. Phillips (2015). "[Self-Fulfilling Prophecies, Placebo Effects, and the Social-Psychological Creation of Reality.](#)" in *Emerging Trends in the Social and Behavioral Sciences* (eds. Robert Scott and Stephen Kosslyn), Hoboken, NJ: John Wiley and Sons. 1-14.
- Phillips, D. J., C. J. Turco, and E. W. Zuckerman (2013) "[Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms.](#)" *American Journal of Sociology*, 118, 4: 1023-54.
- Best Published Paper Award Finalist (2014), Academy of Management OMT Division.
 - "Firm Status and Downward Diversification: A Note on Participation in Family Law and Personal Injury Law in Silicon Valley, 1946-1996," is an online research note that supplements this article (available [here](#)).
- Phillips, D. J. (2012). "[Orphaned Jazz: Short-Lived Startups and the Long-Run Success of Depression-Era Cultural Products.](#)" in *Advances in Strategic Management: History and Strategy*, (eds. S. J. Kahl, B. S. Silverman, M. A. Cusumano, 29, 315-350.
- Phillips, D. J. (2011). "[Jazz and the Disconnected: City Structural Disconnectedness and the Emergence of the Jazz Canon \(1897 to 1933\)](#)" *American Journal of Sociology*, 117, 2: 420-483.
- Sorensen, J. and D. J. Phillips (2011). "[Competence and Commitment: Employer Size and Entrepreneurial Endurance.](#)" *Industrial and Corporate Change*, 20, 3, 28p.
- For a write-up of this research: <http://www4.gsb.columbia.edu/ideasatwork/feature/7321749>
- Chen, Y., R. Peterson, D. J. Phillips, J. M. Podolny, C. L. Ridgeway (2011). "[Bringing Status to the Table: Attaining, Maintaining, and Experiencing Status in Organizations and Markets.](#)" Special editors and co-authors of introductory article. *Organization Science*, 23, 2: 299-307.

- Kahl, S., Y. K. Kim, and D. J. Phillips (2010). "Identity Sequences and the Early Adoption Pattern of the Jazz Canon (1920 – 1929)," *Research in the Sociology of Organizations*, 31: 81-113.
- Phillips, D. J. and Y. Kim (2009). "Why Pseudonyms? Deception as Identity Preservation among Jazz Record Companies, 1920-1929." *Organization Science*, 20, 3: 481-499.
- Phillips, D. J. (2005). "Organizational Genealogies and the Persistence of Gender Inequality: The Case of Silicon Valley Law Firms." *Administrative Science Quarterly*, 50: 440-472.
- Beckman, C. M. and D. J. Phillips (2005). "Interorganizational Determinants of Promotion: Client Leadership and the Promotion of Women Attorneys" *American Sociological Review*, 70: 678-701.
- Phillips, D. J. and D. A. Owens (2004). "Incumbents, Innovation, and Competence: The Emergence of Recorded Jazz, 1920 to 1929." *Music in Society: The Sociological Agenda (Poetics)*, Volume 32, Special Issue Guest-Edited by Richard A. Peterson and Timothy J. Dowd, 32: 281-295.
- o An interview on Chicago Public Radio: <http://www.wbez.org/episode-segments/marketing-jazz-early-years#>
- Beckman, C. M.; Haunschild, P; and D. J. Phillips (2004). "Friends or Strangers? Firm Uncertainty, Market Uncertainty, and Network Partner Selection" *Organization Science*, 15: 259-275.
- Phillips, D. J. and J. B. Sorensen (2003). "Competitive Position and Promotion Rates: Commercial Television Station Top Management, 1953-1988." *Social Forces*, 81, 3: 819-842.
- Phillips, D. J. (2002). "A Genealogical Approach to Organizational Life Chances: The Parent-Progeny Transfer and Silicon Valley Law Firms, 1946-1996." *Administrative Science Quarterly*, 47: 474-506.
- Phillips, D. J. and E. W. Zuckerman (2001). "Middle-Status Conformity: Theoretical Restatement and Empirical Demonstration in Two Markets." *American Journal of Sociology*, 107, 2: 379-429.
- Phillips, D. J. (2001). "The Promotion Paradox: The Relationship between Organizational Mortality and Employee Promotion Chances in Silicon Valley Law Firms, 1946-1996." *American Journal of Sociology*, 106, 4: 1058-98.
- Podolny, J. M. and D. J. Phillips (1996). "The Dynamics of Organizational Status." *Industrial and Corporate Change*, 5, 2: 453-471.
- o <http://m.icc.oxfordjournals.org/reports/most-cited>; Among the top 50 most cited articles published in *Industrial and Corporate Change*.

BOOK REVIEWS (1)

- Phillips D. J. (2004). Book Review of "The Sociology of the Economy" by Frank Dobbin, ed., *Administrative Science Quarterly*, 49, 4: 659.

BUSINESS CASES, REPORTS, TEACHING NOTES, AND WHITE PAPERS (7)

- Navalli, S. and D. J. Phillips (2019). The Business Model Canvas – A Useful Tool. Columbia Business School. Case Works.

Dempsey J., Moore E., and D. J. Phillips (2019). [Veteran Tech Entrepreneurial Ecosystems](#). Center for a New American Security Report.

Phillips, D. J. and Permut, K. (2018). Leading the Social Venture Startup: An Operational Crisis at Tech Firm Pigeonly. Columbia Business School. Case Works.

Phillips, D. J. and A. Martin (2014). “Marissa Mayer at Yahoo!” Columbia Business School. Case Works.

Phillips, D. J. and A. Shapiro (2013). “DateMySchool.” Columbia Business School CaseWorks.

Phillips, D. J. and M. Bell (2012). “Leading Change at Morgan Stanley.” Columbia Business School CaseWorks.

Phillips, D.J. and G. Fernandes (2003). “Network-Based Entrepreneurship: An Interview-Based Investigation of Professional Service Firm Start-ups”. University of Chicago (Polsky Center for Entrepreneurship).

MEDIA PRODUCTION (5)

“The Outside” 2017 - . (concept originator and executive producer)

- A series of short documentaries for the Tamer Center for Social Enterprise’s [ReEntry Acceleration Program \(REAP\)](#). The first three documentaries highlight formerly incarcerated (justice involved) people and their opportunities and employees and entrepreneurs.
 - [Episode 1: Damon Rodriguez](#); [Episode 2: Patricia McCray](#); [Episode 3: Frederick Hutson](#)
- The last two documentaries feature employers.
 - [Episode 4: Johns Hopkins Medicine](#).
 - Episode 5: Televerde (on hold due to COVID-19).

“Shaping Jazz” 2013. (executive producer) <https://vimeo.com/104042291>

- An animated summary my 2013 book, *Shaping Jazz*.

BOOK PROJECTS, PAPERS UNDER REVIEW, WORKING PAPERS AND OTHER PROJECTS (14)

Book Projects (1)

- Working Title: “Single Women Leaders: Obstacles and Opportunities for a Growing Talent Pool” with J. Merluzzi.

Papers Under Review (3)

Employment and Entrepreneurship

- “Entrepreneurship as a Way to Overcome Labor Market Discrimination: Evidence from Formerly Incarcerated Individuals” with K. Hwang.
 - 2020 Academy of Management OMT Best Paper on Environmental and Social Practices; Finalist for the Louis R. Pindy Best Paper Based on a Dissertation Award
 - 2020 Academy of Management Best Paper Proceedings
 - 2019 Transatlantic Doctoral Conference Wheeler Institute Best Paper Award
 - 2019 East Coast Doctoral Conference Best Presentation Award
 - 2019 Nominated for the Strategic Mgmt Society Best Conference Paper Prize

Gender and Promotions in the Professions

- “Career Advancement before Marriage: Evidence of Leadership Penalties in the Early Career Promotions of Single Women” with J. Merluzzi. [See an earlier version on SSRN.](#)

Working Papers (5)

Employment and Entrepreneurship

- “‘Rocket Ship’ & ‘Roller Coaster’: Navigating Between Attachment and Distance at a Unicorn Startup” with K. Lee.
 - Finalist (Runner up) for the 2018 OMT Best Entrepreneurship Paper Award
- “The Puzzle of Successful Yet Less Committed Entrepreneurs: Evidence from MBA Entrepreneurs in the Hedge Fund Industry,” with K. Hwang and E. Rawley.

Gender and Promotions in the Professions

- “When Network Behaviors get Men and Women Penalized – Identifying Gender Congruence Through Social Network Analysis” with T. Slišković and D. Tipurić
- “Employer (Thinks They) Know Best: A Comparison of Hiring Practices on the Career Outcomes of Early-Career Professionals” with J. Merluzzi and J. Wade.

Cultural Products and Producers (Creativity and Innovation)

- “Reputation among Peers and the Fame (and Obscurity) of Artistic Innovators” with M. Banerjee.

Projects at Data Coding, Analysis, or Early Draft Stage (5)

Cultural Products and Producers (Creativity and Innovation)

- “Power in and of Collaborations in Creative Industries” with B. Slavich and S. Svejenova.
- “Market Identities and Rap Lyrics” with E. Pontikes and G. Negro.
- “A Socio-Physiological Perspective on Valuation”

Additional Projects

- “The Social Structure of Interdisciplinary Interaction and Production among Social Scientists” with W. Powell.
- “Employee Outlook and Firm Performance: Evidence from Glassdoor Data” with J. Song

Essays and Open Letters (1)

- An Open Letter on the COVID-19 Crisis to Young Social Science Scholars [\[link\]](#)

COURSES TAUGHT/TEACHING (10) *=original developer of the course **Columbia University (Columbia Business School)**

**Communicating Management Research (Ph.D. level)* – This course exposes students to readings and exercises that equip them to better communicate their research in three ways: (1) making short presentations; (2) writing the front-end of articles; and (3) visualizing their data. (January 2013 -).

Foundations of Entrepreneurship (MBA level) – This course teaches the technical (the “science”) and social (the “art”) aspects of being an entrepreneur, with the goal of providing the tools and discipline to help one determine if a good idea can translate into a good business (January 2015 -). Co-developed and co-taught with Anne Busquet (angel investor).

- Course material written: “Leading the Social Venture Startup,” “DateMySchool,” “The Business Model Canvas – A Useful Tool”

Organizational Change (MBA level) – This course is focused on the nature and process of organizational change, and how to be an effective change agent and leader in an organization. (July 2012 -).

- Course material written: “Leading Change at Morgan Stanley,” “Marissa Mayer at Yahoo!”
- Certified facilitator for ExperiencePoint change management simulations.

**Reforming Mass Incarceration and the Role of Business / REAP Immersion (MBA level)* – These courses introduce current and future business leaders to the impact of the U.S. criminal justice system on employment and entrepreneurship prospects for formerly incarcerated people. The core organizing activity of the course will be teaching business skills to currently and formerly incarcerated people. (Sept 2017 -). Co-developed with Natasha Korgaonkar and Sandra Navalli.

**Social Capital for Non-Profit Leaders (Executive level)* – These sessions examine the role of social networks and leadership at the individual, group/team, and organizational level. (March 2013 -).

**Venturing to Change the World (Undergraduate level)* – This course combines an intellectual foundation on innovation and creativity with the craft of being an entrepreneur. The goal of the course is to help one understand how ideas can translate into a transformative, entrepreneurial venture. (January 2016 -). Co-developed and co-taught with Amol Sarva (entrepreneur and angel investor).

University of Chicago Booth School of Business

Frontiers of Organizational Sociology: Organizations and Environments (Ph.D. level) – This seminar explores the major perspectives in organizational sociology from 1977 to the present, with an emphasis on social structure and network approaches. (2000 – 2010).

**Network Structures of Effective Management (MBA level)* – This course explores a manager’s use of social capital as the product of one’s position in a social network of relationships. (1998 – 2010).

Strategic Leadership (Executive MBA level) – This course is the capstone for the degree granting executive program synthesizing concepts from competitive strategy, human resources management, managerial psychology, and marketing strategy, and organizational strategy. (2003 – 2010).

University of Lugano (Switzerland)

**Organizational Theory and Entrepreneurship (Ph.D. level)* – This course begins with asking, "What is Entrepreneurship and what predicts it?" and then proceeds to address several topics where the sociologically-rooted tradition of organizational theory has made substantial contributions. (Feb 2012).

XI Medici Summer School, June 16 - June 21, 2019, HEC Paris

Market Identities & the Commercialization of Culture (Ph.D. level) – This one day workshop uses a sociological lens to consider: [1] role identities of producers in cultural (and “high-tech”) markets, and [2] valuation in these markets. I will build from this focus to consider other questions like: How does valuation work when market participants may not even agree on the definition of the focal product? How can we best study these markets given the inherent empirical challenges?

OTHER EXPERIENCE

- 1992 - 1993 Vice President, Alphatech Systems, Inc., Palm Bay, Florida: I worked in an electronics and fiber optic assembly manufacturer. I headed the fiber optics product line, R&D, and returned to serve as interim CEO in 2000-2001.
- 1989 - 1992 Research Associate, Massachusetts Institute of Technology Lincoln Laboratory (Laser Radar Group), Hanscom AFB, Massachusetts: I worked as a civilian at Hanscom AFB on missile defense systems while getting my Master's degree in Aeronautics and Astronautics.

ACADEMIC PRESENTATIONS SINCE 2015 (25). *Not including being a discussant or presentations by co-authors.*

“Who Represents Jazz? Careers and Category Meaning in the “Golden Age” of Jazz (1956-60)”

- University of Lugano (2019, June)

“Leadership and the Single Woman Penalty”

- USC (2019, January); INSEAD (2016, June)

“Why Generalists Are Successful but Short-Term Entrepreneurs: Evidence from the Global Hedge Fund Industry”

- Columbia University (2017, November); University of Maryland (2018, February); NYU (2018, February); Duke University (2018, March); Stanford University (2018, April)

“Should I Open for the Rolling Stones: Early Stage Affiliations, Distinctiveness, and the Success of New Entrants”

- McGill (2016, May); Stanford University (2017, October)

“Ambiguity and the Longevity of Creative Industries”

- University of Edinburgh (2016, July); Hebrew University of Jerusalem (2017, January)

“Communicating the Relevance of Research”

- Academy of Management 2015 Annual Meetings (2015, August)

“Editorial Receptiveness to Non-Traditional Settings”

- Academy of Management 2015 Annual Meetings (2015, August)

“What Makes Research Interesting and Worth Doing?”

- Academy of Management 2015 Annual Meetings (2015, August)

“Studying Creative Industries Through Interdisciplinary Collaboration”

- NSF conference: Facilitating the Creation and Transfer of Knowledge (2015, July)

“Water, Jazz, and the Shaping of Authenticity: An Interdisciplinary Investigation”

- Stanford University Authenticity Workshop (2015, May)

“Learning from Creation Narratives”

- Cornell University Institute for the Social Sciences (2015, April).

“Leadership and the Single Woman Penalty: A Role Expectations Account of Early Career Barriers to Promotion for Female MBAs.”

- Invited Paper: American Economic Association (ASSA) 2015 Annual Meetings

MAJOR MEDIA MENTIONS/APPEARANCES

C-SPAN, Cornell Chronicle, Crain’s New York, Economist, Forbes, JazzFM.91, Knowledge@Wharton, Harvard Business Review, MSNBC, National Affairs, New York Daily News, New York Times, Poets&Quants, US News & World Report.

ACADEMIC AFFILIATIONS AND ASSOCIATIONS

2013 – 2018	Co-Founder: The Initiative for the Study and Practice of Organized Creativity & Culture
2015 – 2017	University of Toronto, Sociology, “Status Only” Full Professor
2012 – Present	Faculty Affiliate: Center for Jazz Studies (Columbia U.)
2012 – Present	Faculty Affiliate: Center on Organizational Innovation (Columbia U.)
1996 – Present	Member: Academy of Management
1997 – Present	Member: American Sociological Association
2000 – 2011	Faculty Affiliate: Center for the Study of Race, Politics, & Culture (U. of Chicago)
2001 – 2009	Faculty Affiliate: Alfred P. Sloan Center on Parents, Children & Work (U. of Chicago)
2009 – 2011	Faculty Associate: Population Research Center (U. of Chicago)

EDITORIAL BOARDS / CONSULTING EDITORSHIPS / PUBLICATION COMMITTEES

2014 – 2017	Columbia University Press Publication Committee
2013 – present	Consulting Editor, Sociological Science
2011 – 2013	Consulting Editor, American Journal of Sociology
2008 – 2011	Special Editor, Organization Science Issue on Status
2006 – 2008	Management Science (Associate Editor)
2005 – 2008	Administrative Science Quarterly
2003 – 2006	Sociological Methodology

AD HOC REVIEWER

Academy of Management Journal; Academy of Management Review; American Economic Review; American Journal of Sociology; American Sociological Review; Industrial and Corporate Change; National Science Foundation; Organization Science; Poetics; Work and Occupations.

PHD DISSERTATION COMMITTEE & POSTDOC SPONSORING:

* = currently matriculating

Chair/Co-Chair (12):

<u>Name</u>	<u>Department (Institution)</u>	<u>Initial Employment</u>
Mitali Banerjee	Business (Columbia)	HEC Paris
Ayelet Ben-David	Business (U. Chicago)	Private Sector

Aleksios Gotsopoulos	Business (U. Chicago)	Boston University (Post Doc)
Kylie Hwang	Business (Columbia)	*
Eunjung Hyun	Business (U. Chicago)	Hitotsubashi University
Dana Kanze	Business (Columbia)	London Business School
Young-Kyu Kim	Business (U. Chicago)	Harvard Law School (Post Doc)
Russell Lemler	Business (Columbia)	U.S. Army (Major), West Point
Daniela Lup	Business (U. Chicago)	London School of Economics
Alessandro Piazza	Business (Columbia)	Rice University (Business)
Edward Smith	Business (U. Chicago)	University of Michigan (Business)

Dissertation Committee Member (24):

<u>Name</u>	<u>Department (Institution)</u>	<u>Initial Employment</u>
Ifeoma Ajunwa	Sociology (Columbia)	Cornell ILR
Eric Anicich	Business (Columbia)	University of Southern California
Noah Askin	Business and Sociology (U. Chicago)	INSEAD
Yoonjin Choi	Business (Columbia)	London Business School
Sonia Coman	Art History (Columbia)	Freer/Sackler Gallery of Art (Post Doc)
Kim de Laat	Sociology (U. Toronto)	University of Toronto (Business, Post Doc)
Waverly Ding	Business (U. Chicago)	University of California – Berkeley (Business)
Mindy Douthit	Business (U. Chicago)	Northwestern Univ. (Education)
Sheila Goins	Business (U. Chicago)	University of Illinois - Chicago (Business)
Eric Hedberg	Sociology (U. Chicago)	National Opinion Research Center
Claudius Hildebrand	Business (Columbia)	Private Sector
Yuan Hou	Business (U. Chicago)	Wharton (Post Doc)
Scott Jeffrey	Business (U. Chicago)	University of Waterloo (Business)
Kevin Lee	Business (NYU)	*
Zong-Rong Lee	Sociology (U. Chicago)	Academia Sinica – Taiwan (Sociology)
Steven Mandis	Sociology (Columbia)	Columbia University (Business)
Greg Liegel	Sociology (U. Chicago)	Private Sector
Jennifer Merluzzi	Business (U. Chicago)	Tulane University (Business)
Michael Mauskapf	Business (Northwestern – Kellogg)	Columbia University (Business)
Salih Zeki Ozdemir	Business (U. Chicago)	Australian Graduate School of Business
Lionel Paoella	Business (HEC Paris)	Cambridge University (Business)
Alicja Reuben	Business (Columbia)	Manhattan College (Business)
James Riley	Business (MIT)	*
Jenna Song	Business (Columbia)	*
Gawin Tsai	Sociology (U. Chicago)	Duke University (Post Doc)
Jose Uribe	Business (Columbia)	University of Michigan (Business)
Taintain Yang	Sociology (UNC)	Duke University (Sociology)

Post Doc Sponsoring (1):

<u>Name</u>	<u>PhD Institution</u>	<u>Subsequent Employment</u>
M. Pilar Opazo	Columbia (Sociology)	MIT Sloan

HONORS AND AWARDS

2020	Best Paper on Environmental and Social Practices, Academy of Management OMT, for “Entrepreneurship as a Way to Overcome Labor Market Discrimination: Evidence from Formerly Incarcerated Individuals.” With K. Hwang
2019	Invited Instructor for the XI Medici Summer School (HEC Paris)
2018	Invited Presenter at the Columbia World Projects Forum on Inequality

2018	Finalist (Runner up) for the 2018 OMT Best Entrepreneurship Paper Award for ‘Rocket Ship’ & ‘Roller Coaster’: Navigating Between Attachment and Distance at a Unicorn Startup
2016	Inaugural Faculty Speaker for Mendelson Center for Undergraduate Business Initiatives
2016	Nominated and Selected as NationSwell Council Member
2016	Invited to White House to Meet and Advise on the Reentry of Formerly Incarcerated Individuals (invited three times, attended twice).
2014	Finalist for the Academy of Management’s George R. Terry Book Award for <i>Shaping Jazz: Cities, Labels, and the Global Emergence of an Art Form</i> .
2014	Best Published Paper Award Finalist, Academy of Management OMT Division for “Betrayal as Market Barrier: Identity-Based Limits to Diversification among High-Status Corporate Law Firms.”
2010 - 2011	Fellow: The Center for Advanced Study in the Behavioral Sciences at Stanford - CASBS (for Class of 2010-2011)
2008 - 2011	Elected to Economic Sociology Executive Council of the ASA
2008 - 2011	Elected as Representative-at-Large for the Organization and Mgmt Theory Division of the Academy of Mgmt
2008 – 2009	Charles E. Merrill Scholar, U. Chicago Booth School of Business
2007-08	Neubauer Family Faculty Fellowship, U. Chicago Booth School of Business
2002-03, 08-09	Charles E. Merrill Faculty Research Scholar, U. Chicago Booth School of Business
1998, 2001, 2004	Recipient of Kauffman Foundation Research Grant for Entrepreneurship
1997	Finalist, INFORMS/Org. Science Dissertation Proposal Competition

UNIVERSITY AND PROFESSIONAL SERVICE

2019	Organizer of “Are Americans Primarily Suffering from Income Inequality or Lack of Opportunity? Diagnosing the Problem and Proposing Solutions”
2018	Judge for 2018 INFORMS/Organization Science Dissertation Proposal Competition
2018	Faculty Mentor, Academy of Management OMT Junior Faculty Consortium
2017 – present	Faculty Steering Committee, The Eric H. Holder Initiative for Civil and Political Rights
2017 – present	Member, Just Societies Task Force (Provost Committee)
2017 – present	Lang Center for Entrepreneurship Faculty Advisory Board
2017	Co-Organizer of Creative Industries Conference
2017	Co-Organizer of The Near-Term Impacts of Climate Change on Investors
2016	Co-Organizer of Solutions to Post-Incarceration Employment and Entrepreneurship
2015 – present	Co-Director of the Tamer Center for Social Enterprise (beginning July 2015)
2014 – 2017	Columbia University Press Faculty Publications Committee.
2014 – 2017	Promotion and Tenure Committee, Columbia Business School.
2014 – 2015	Chair: Columbia Business School Entrepreneurship Faculty Director Search Committee
2014	Session Organizer, Social Networks, American Sociological Association.
2014	Conference Co-Organizer: “Mind.Brain.Jazz”, Columbia University.
2014	Interim Chair, Management Division, Columbia Business School.
2013 – 2016	Member, Provost Committee on Entrepreneurship at Columbia University.
2014	Interim Chair, Management Division, Columbia Business School.
2014	Conference Co-Organizer: “Mind.Brain.Jazz”, Columbia University.
2014	Interim Chair, Management Division, Columbia Business School.
2013 – present	Member, Provostial Committee on Entrepreneurship at Columbia University.
2013 – 2014	Session Organizer, Social Networks, American Sociological Association.

2013 Research Symposium Co-Organizer: “The Big Big Question: Can *My* Company, University or Organization Change?,” Columbia University.

2013 Scientific Committee Member: “Global Circulations of Jazz”

2012 – 2013 Chair: Strategy CDA Search Committee

2008 – 2011 Representative-at-Large: Organization and Management Theory Division, Academy of Management.

2008 – 2011 Economic Sociology Council Member: American Sociological Association

2008 – 2011 Chicago Booth Ad Hoc Committee on Leadership

2006 – 2011 Junior Faculty Recruiter: Chicago Booth, Organizations and Markets

2003 – 2011 PhD Advisor/Coordinator: Chicago Booth, Organizations and Markets

2007 – 2008 Chicago Booth Curriculum Committee

2007 – 2008 Provost’s Worklife Balance Committee, Univ. of Chicago

2000 – 2008 Steering Committee Member: Center for the Study of Race, Politics, and Culture

OUTSIDE ACTIVITIES

Board Memberships

2018 – present LCR - Left Center Right

2018 – present Second U Foundation (Non-Profit)

2016 – present Refoundry (Non-Profit)

2003 – 2009 Neighborhood Writing Alliance (Non-Profit)

Other Activities

2017 – 2018 Association of Chamber of Commerce Executives (ACCE) Smart Justice Taskforce

2016 – 2019 NationSwell Council Member

HOBBIES AND LEISURE ACTIVITIES

- Spending Time with Family; Music: Listening and Learning; Travel; Writing