Diversity and Inclusion for All
Speaker Biographies

(In order of agenda)

Katherine Phillips
Senior Vice Dean and Paul Calello Professor of Leadership and Ethics
Columbia Business School

Prof. Katherine W. Phillips joined the faculty at Columbia Business School as the Paul Calello Professor of Leadership and Ethics in Fall of 2011. Before joining us here she was Associate Professor of Management and Organizations at the Kellogg School of Management, Northwestern University and Co-Director and Founder of Northwestern's Center on the Science of Diversity. She has also been a Visiting Professor at the Stanford Graduate School of Business and Visiting Scholar at the Center for Advanced Studies in Behavioral Sciences.

Professor Phillips received her PhD in Organizational Behavior from Stanford University's Graduate School of Business. Her Bachelors degree is in Psychology from the University of Illinois in Urbana-Champaign. Prof. Phillips’ research addresses the main questions of what is the value of diversity and what are the barriers that prevent society, organizations and especially work teams from capturing the knowledge, perspectives and unique backgrounds of every member? As organizations and society become increasingly diverse, developing a more sophisticated understanding of intergroup relations and the myriad of processes that interfere with capturing the value that diversity can bring to the table, is essential for the continued growth of organizations. Professor Phillips' theoretical and empirical work has focused mainly on the small group processes and performance that are affected by diversity, but more recently her work has expanded to assessments of worth and status that intertwine with group composition to affect interpersonal and group outcomes.

Ana Duarte McCarthy
Chief Diversity Officer
Citi

Ana Duarte McCarthy is Managing Director and Chief Diversity Officer, Citi. Appointed to the role in 2002, Ms. Duarte McCarthy is responsible for the development and integration of Citi's global workforce diversity strategy for hiring and developing diverse talent, fostering an inclusive work environment and ensuring management accountability.

Since assuming the role, Ms. Duarte McCarthy has established a framework of policy and practices that have advanced Citi’s recognition as a top company for diversity. Among her accomplishments, Ms. Duarte McCarthy led a global team that designed and launched Citi’s flexible work strategies, was instrumental in the adoption of leadership development initiatives for women and fostered Citi’s employee network program, now spanning more than seventy networks. Ms. Duarte McCarthy joined Citi in 1995. Her previous roles at Citi have been within global diversity, including Vice President, Diversity Management, Citibank, Director of Diversity, Global Consumer Group.

Before coming to Citi, Ms. Duarte McCarthy held leadership position within educational opportunity and higher education at Passaic County College and the new School for Social Research. Ms. Duarte McCarthy left the New School in 1994 when she joined Kidder, Peabody, Inc. as Assistant Vice President of Compliance and Diversity Programs.

Ms. Duarte McCarthy received her Bachelor of Arts degree in biology from Lafayette College and a master of education degree in Counseling Psychology from Columbia University.
Ms. Duarte McCarthy serves on the board of directors of the Families and Work Institute, the PhD Project, and the Corporate Advisory Board of the National Council on Research for Women. She is a member of the World Economic Forum Global Agenda Council on Women’s Empowerment. Ana also serves as an adjunct faculty member at Columbia University’s School of International and Public Affairs.

Among other recognitions, Ms. Duarte McCarthy has been named to Hispanic Business Magazine’s 25 Elite Women and received Out & Equal Workplace Advocates’ Champion Award for her support and advocacy of workplace equality for the gay, lesbian, bisexual and transgender community. Ms. Duarte McCarthy currently resides in Basking Ridge, New Jersey, with her husband and 17-year-old daughter.

Adam Galinsky
Vikram S. Pandit Professor of Business
Columbia Business School

Adam Galinsky is currently Vikram S. Pandit Professor of Business at the Columbia School of Business at Columbia University.

Professor Galinsky has published more than 140 scientific articles, chapters, and teaching cases in the fields of management and social psychology. His research and teaching focus on leadership, power, negotiations, decision-making, diversity, and ethics.

His research has received national and international recognition from the scientific community. His dissertation received the Most Outstanding Dissertation from the International Association for Conflict Management. He has received grants from the National Science Foundation and the American Psychological Association. He is an Associate Editor of the Journal of Experimental Social Psychology.

Professor Galinsky has twice won the Chair’s Core Course teaching award at Kellogg for teaching excellence on the topic of leadership. He teaches courses on Leadership in Organizations, Executive Ethical Leadership, Negotiations, Leading High-Performing Teams, and Research Methodology to MBA, executive, and doctoral audiences. He has consulted with and conducted executive workshops for hundreds of clients across the globe, including Fortune 100 firms, non-profits, and local and national governments.

Valerie Purdie-Vaughns
Assistant Professor of Psychology
Columbia University

Valerie Purdie-Vaughns promotes the development of research regarding people with threatened identities, and examines the consequences of their experiences for intergroup relations. Her work attempt to understand their experiences and, through research, uncover ways to improve how majority and minority group members “get along.” More recently, her work has incorporated broader lines of research that explores cultural psychology and economics as it applies to one’s group membership. Her work primarily conducts experimental laboratory and field studies that closely mirror real-world phenomena, often in settings such as police departments, legal settings, schools, businesses, and beyond. In recent years, she has started to explore the use of psycho-physiological techniques to understand how threats to our identity affect basic biological responses. The ultimate goal of her research is to deepen an understanding of culture and intergroup relations in society and to eventually inform educational and public policy.
Victoria Plaut  
Professor of Law and Social Science  
UC Berkeley School of Law

Victoria Plaut, a social and cultural psychologist, joined the Berkeley Law faculty in 2010-2011 from the University of Georgia where she was Assistant Professor of Psychology. She also previously taught at the College of the Holy Cross, in Worcester, Massachusetts, before joining the UGA faculty in 2005. She was a visitor at Berkeley Law in 2009-2010. Professor Plaut’s research on diversity, culture, and inclusion aims to address the challenges and opportunities of working, living, and learning in diverse environments.

Her recent projects on diversity include studies related to diversity climate, diversity resistance, perceptions of inclusion, colorblind vs. multicultural models of diversity, models of deafness and disability, and gender diversity and recruitment, among others. She also has a related line of work on cultural psychology, including cultural models of success, self, well-being, relationship, and law. At Berkeley Law, Professor Plaut's research and classes focus on incorporating empirical psychological research related to issues of diversity and culture into the design of legal institutions and organizations.

Devon Carbado  
Honorable Harry Pregerson Professor of Law  
UCLA School of Law

Devon Carbado, who recently served as the Vice Dean of the Faculty at UCLA, teaches Constitutional Criminal Procedure, Constitutional Law, Critical Race Theory, and Criminal Adjudication. He was elected Professor of the Year by the UCLA School of Law Classes of 2000 and 2006, is the 2003 recipient of the Rutter Award for Excellence in Teaching, and was recently awarded the University Distinguished Teaching Award, The Eby Award for the Art of Teaching. He is a recipient of the Fletcher Foundation Fellowship, which modeled on the Guggenheims, is awarded to scholars whose work furthers the goals of Brown v. Board of Education.

Professor Carbado graduated from Harvard Law School in 1994. At Harvard, he was the Editor-in-Chief of The Harvard Black Letter Law Journal, a member of the Board of Student Advisors, and winner of the Northeast Frederick Douglass Moot Court Competition. After receiving his law degree, he joined Latham & Watkins in Los Angeles as an associate before his appointment as a Faculty Fellow and Visiting Associate Professor of Law at the University of Iowa College of Law.

Professor Carbado writes in the areas of critical race theory, employment discrimination, criminal procedure, constitutional law, and identity. He is editor of Race Law Stories (Foundation Press) (with Rachel Moran) and is working on a book on employment discrimination tentatively titled “Acting White” (Oxford University Press) (with Mitu Gulati). He is a former director of the Critical Race Studies Program at UCLA Law, a faculty associate of the Ralph J. Bunche Center for African American Studies, a board member of the African American Policy Forum and a James Town Fellow.

Kimberlé Crenshaw  
Professor of Law  
UCLA School of Law and Columbia Law School

Kimberlé Crenshaw, Professor of Law at UCLA and Columbia Law School, is a leading authority in the area of Civil Rights, Black feminist legal theory, and race, racism and the law. Her articles have appeared in the Harvard Law Review, National Black Law Journal, Stanford Law Review and Southern California Law Review. She is the founding coordinator of the Critical Race Theory Workshop, and the co-editor of the volume, Critical Race Theory: Key Documents That Shaped the Movement. Professor
Crenshaw has lectured widely on race matters, addressing audiences across the country as well as in Europe, India, Africa, and South America.

A specialist on race and gender equality, she has facilitated workshops for human rights activists in Brazil and in India, and for constitutional court judges in South Africa. Her groundbreaking work on “Intersectionality” has traveled globally and was influential in the drafting of the equality clause in the South African Constitution. Professor Crenshaw authored the background paper on Race and Gender Discrimination for the United Nation’s World Conference on Racism, served as the Rapporteur for the conference’s Expert Group on Gender and Race Discrimination, and coordinated NGO efforts to ensure the inclusion of gender in the WCAR Conference Declaration.

Professor Crenshaw has worked extensively on a variety of issues pertaining to gender and race in the domestic arena including violence against women, structural racial inequality, and affirmative action. She has served as a member of the National Science Foundation’s committee to research violence against women and has consulted with leading foundations, social justice organizations and corporations to advance their race and gender equity initiatives.

In 1996, she co-founded the African American Policy Forum to house a variety of projects designed to deliver research-based strategies to better advance social inclusion. Among the Forum’s projects are the Affirmative Action Research and Policy Consortium and the Multiracial Literacy and Leadership Initiative. In partnership with the Aspen Roundtable for Community Change, Professor Crenshaw facilitated workshops on racial equity for hundreds of community leaders and organizations throughout the country. With the support of the Rockefeller Foundation, Professor Crenshaw facilitates the Bellagio Project, an international network of scholars working in the field of social inclusion from five continents. Currently, she serves as Committee Chair for the U.S.-Brazil Joint Action Plan to Promote Racial and Ethnic Equality, an initiative of the U.S. State Department. A founding member of the Women’s Media Initiative, Crenshaw writes for Ms. Magazine, the Nation and other print media, and has appeared as a regular commentator on “The Tavis Smiley Show,” NPR, and MSNBC.

Twice awarded Professor of the Year at UCLA Law School, Professor Crenshaw received the Lucy Terry Prince Unsung Heroine Award presented by the Lawyers’ Committee on Civil Rights Under Law, and the ACLU Ira Glasser Racial Justice Fellowship from 2005-07. Professor Crenshaw has received the Fulbright Distinguished Chair for Latin America, the Alphonse Fletcher Fellowship, and was a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University in 2009 and a Visiting Fellow at the European University Institute in Florence, Italy in 2010. Currently, Professor Crenshaw is the Faculty Director of the Critical Race Studies program at UCLA Law School.

Michelle Gadsden-Williams
Managing Director and Global Head of Diversity & Inclusion
Credit Suisse AG

Michelle Gadsden-Williams is Managing Director and Global Head of Diversity & Inclusion at Credit Suisse AG based in Zurich, Switzerland. In this role, she provides strategic direction, thought leadership and champions the development of an inclusive environment by integrating diversity practice into all aspects of the business on a global scale. Ms. Gadsden-Williams is a member of the Talent, Branding and Communications Management Committee at Credit Suisse.

Ms. Gadsden-Williams is a seasoned Diversity Practitioner with more than 20 years of experience working in the pharmaceutical industry before transitioning to Financial Services. She has held positions of increasing responsibility in the Diversity Management and Staffing functions at Merck & Co., Inc. in Whitehouse Station, NJ. Prior to her tenure at Merck, Ms. Gadsden-Williams has also held positions in Human Resources and Product Management at Philips-Van Heusen Corporation and Wakefern Food Corporation in NJ.

An exemplary role model and advocate for equality and social justice, Ms. Gadsden-Williams works tirelessly at refining processes, policies and programs that support an inclusive work environment. Examples include the design and deployment of global diversity strategies, the re-constitution of global diversity councils and diversity training curriculums and her role in the start-up of over 50 Employee Resource Groups around the world. Michelle has acquired a number of community service awards and accolades for her work as a diversity practitioner. She has been profiled in
Karen Sumberg
Global Diversity Lead, Tech Function
Google

Karen Sumberg is the Global Diversity Lead for the Tech function at Google. Prior to joining Google, Karen was executive vice president at the Center for Talent Innovation and a principal with the CTI’s advisory services practice Hewlett Chivée Partners. She coauthored two Harvard Business Review articles, as well as two Harvard Business Review Research Reports including The Athena Factor: Reversing the Brain Drain in Science, Engineering and Technology and The Sponsor Effect. Prior to CTI, Karen worked in publishing and marketing in the U.S. and Australia. She started her career teaching English in Japan.

Karen is on the advisory board of Minds Matter. She holds a Bachelor of Arts degree in History from the University of Maryland and an MBA from Fordham University.

Anilu Vazquez-Ubarri
Global co-head of Talent Development, Human Capital Management Division
Goldman Sachs

Ms. Vazquez-Ubarri is global co-head of Talent Development in the Human Capital Management (HCM) Division. She is also a member of the Global Talent Leadership Team. Previously, Ms. Vazquez-Ubarri was the Americas head of Global Leadership and Diversity and before that she was the global chief of staff for HCM from 2011 to 2013. Ms. Vazquez-Ubarri joined Goldman Sachs in 2007 as an Employee Relations advisor, providing advice to the Services, Finance, Operations, Investment Management and Investment Banking divisions. She is the HCM senior sponsor for the Returnship Program. From 2009 to 2011, Ms. Vazquez-Ubarri served as co-head of the Black and Hispanic/Latino Network in HCM. She was named managing director in 2013.

Prior to joining the firm, Ms. Vazquez-Ubarri worked at Shearman & Sterling LLP as an attorney in the Executive Compensation and Employee Benefits group. While at Shearman & Sterling, she was a founder of the firm’s women’s network, WISER, and served on the firm’s diversity committee.

Ms. Vazquez-Ubarri earned a JD from Fordham University School of Law in 2002 and an AB, cum laude, in History and Latin American Studies from Princeton University in 1998.
Modupe Akinola
Assistant Professor of Management
Columbia Business School

Modupe Akinola is an Assistant Professor of Management at Columbia Business School. Prior to pursuing a career in academia, Professor Akinola worked in professional services at Bain & Company and Merrill Lynch. Professor Akinola examines how organizational environments – characterized by deadlines, multi-tasking, and other attributes such as having low status – can engender stress, and how this stress can have spill-over effects on performance. She uses a multi-method approach that includes behavioral observation, implicit and reaction time measures, and physiological responses (specifically hormonal and cardiovascular responses) to examine how cognitive outcomes are affected by stress. In addition, Professor Akinola examines workforce diversity; specifically, the strategies organizations employ to increase the diversity of their talent pool. She also explores biases that affect the recruitment and retention of minorities in organizations.

Joan Williams
Distinguished Professor of Law
UC Hastings College of the Law;
Director
The Center for Work Life Law;
UC Hastings College of the Law Chair
UC Hastings Foundation

Joan Williams is a Distinguished Professor of Law, UC Hastings Foundation Chair, and Founding Director of the Center for WorkLife Law at the University of California, Hastings College of the Law. She has won the Gustavus Myers Outstanding Book Award for Unbending Gender: Why Family and Work Conflict and What to Do About It (Oxford University Press, 2000). She has authored or co-authored seventy academic articles and chapters and five books, most recently Reshaping The Work-Family Debate: Men and Class Matter (Harvard Univ. Press, 2010). Her project on work-life balance and gender bias in academia is at www.genderbiasbingo.com. In 2012, she won the American Bar Foundation Outstanding Scholar of the Year Award. In 2006, Professor Williams received the American Bar Association's Margaret Brent Award for Women Lawyers of Achievement. In 2008, she gave the Massey Lectures in American Civilization at Harvard University.

Cecilia L. Ridgeway
Lucie Stern Professor of Social Sciences
Stanford University

Cecilia Ridgeway is particularly interested in the role that social hierarchies in everyday social relations play in the larger processes of stratification and inequality in a society. Recent projects have included the development and empirical tests of status construction theory, which is a theory about the power of interactional contexts to create and spread status beliefs about social differences. Examples of this work can be found in papers such as “How Easily Do Social Differences Become Status Distinctions? Gender Matters,” (American Sociological Review, 2009), “Consensus and the Emergence of Status Beliefs (Social Forces 2006), “Creating and Spreading Status Beliefs” (American Journal of Sociology, 2000), “How Do Status Beliefs Develop? The Role of Resources and Interaction (American Sociological Review, 1998), and “The Social Construction of Status Value: Gender and Other Nominal Characteristics” (Social Forces, 1991).

Another ongoing project addresses the role of interactional processes in preserving gender inequality despite major changes in the socioeconomic organization of society. A recent book on this topic is titled, Framed By Gender: How Gender Inequality Persists in the Modern World (Oxford University Press, 2011). A current related paper
Newer projects include 1) the development and experimental testing of a theoretical analysis of the role of social coordination and accountability in the use of status information ("It’s the Conventional Thought that Counts: The Origins of Status Advantage in Third Order Inference" draft manuscript, 2011); 2) a theoretical account of the processes that bind low status members to a group.

Ashleigh Shelby Rosette
Associate Professor of Management and Organizations
Associate Professor of Sociology, and Center of Leadership and Ethics scholar
Fuqua School of Business at Duke University

Dr. Ashleigh Shelby Rosette is an Associate Professor of Management and Organizations and a Center of Leadership and Ethics scholar at the Fuqua School of Business at Duke University. She is also a Fellow at the Center for the Study of Race, Ethnicity and Gender in the Social Sciences and a member of the Duke Corporate Education Global Learning Resource Network.

Dr. Rosette studies diversity and negotiations in organizational settings. In her primary area of research, she explores social and contextual factors that influence diversity-related perceptions. The three streams of her diversity research include: (1) recognition and inference-based processes of leadership, (2) leader behavior and role congruence, and (3) perceptions of social inequity. In her secondary area of research, negotiations, she examines various strategies that individuals employ to improve the negotiation process and negotiated outcome. Her research has been published in academic journals, such as Academy of Management Journal; Organization Science; Organizational Behavior and Human Decision Processes; Journal of Applied Psychology; Psychological Science; Journal of Experimental Social Psychology; Journal of Cross Cultural Psychology; Group Decision & Negotiation and the Duke Journal of Gender and Public Policy.

Her research has been recognized with awards presented by the Academy of Management, State Farm, Kellogg Teams and Groups Center, the Ford Foundation, the International Association of Conflict Management and the Dispute Resolution Research Center. Dr. Rosette has conducted and presented her research in the United States, France, Spain, Portugal, Hong Kong, South Africa, The Netherlands, Austria, and Canada. Her research has been featured in media outlets such as Forbes, The New York Times, the Wall Street Journal, Time Magazine, Business Week, the Financial Times, USA Today, the Chicago Tribune, Huffington Post and National Public Radio. Recently, she was ranked as one of the Fifty Most Influential Business Professors of 2013 by mbarankings.net, one of the Forty Best Business School Professors under Forty by Poets & Quants and also received the Triangle Business Journal's 40 Under 40 Leadership Award.

Dr. Rosette’s teaching experience is varied and spans across a spectrum of topics that center around two primary areas: (1) Negotiations and (2) Leadership. She currently teaches two courses, Negotiations and Leadership, Ethics, and Organizations to MBAs and Executives. Her teaching philosophy is to empower and inspire. Empower students with the knowledge and learning that transforms classroom concepts into real world application. Inspire them to become better leaders, managers, professionals, and colleagues. She has received the Excellence in Teaching Award of the Year in the Executive MBA programs at Fuqua six times. She also received the Outstanding Faculty Teaching Award at the Kellogg School at Northwestern University. In addition, she has provided consulting services on topics such as diversity, decision-making, leadership, and negotiations to an array of clients in varied industries, such as banking, auditing services, automobile manufacturing, medical services, and the social/non-profit sector. She received her Bachelor in Business Administration degree and Master in Professional Accounting degree from the University of Texas at Austin.

She received her Ph.D. in Management and Organizations from the Kellogg School of Management at Northwestern University. Prior to entering academia, she worked for Arthur Andersen LLP as a Certified Public Accountant.
Frank Dobbin
Professor of Sociology
Harvard College

Frank Dobbin studies organizations, inequality, economic behavior, and public policy. His “Inventing Equal Opportunity” (Princeton 2009) shows how corporate personnel managers defined what it meant to discriminate. With Alexandra Kalev, he is developing an evidence-based approach to diversity management. Innovations that make managers part of the solution, such as mentoring programs, diversity taskforces and special recruitment programs, have helped to promote diversity in firms while programs signaling that managers are part of the problem, such as diversity training and diversity performance evaluations, have not. These findings have been covered by The New York Times, The Washington Post, The Boston Globe, Le Monde, CNN, and National Public Radio.


Susan Sturm
George M. Jaffin Professor of Law and Social Responsibility
Columbia Law School

Susan Sturm has published numerous articles, case studies and books on “the architecture of inclusion,” institutional change, transformative leadership, workplace equality, legal education, and inclusion and diversity in higher education. Her recent publications include: Scaling Up (2010); Negotiating Workplace Equality (2008); Conflict Resolution and Systemic Change (with Howard Gadlin, 2007); The Architecture of Inclusion: Advancing Workplace Equity in Higher Education (2006); Law’s Role in Addressing Complex Discrimination (2005); Equality and the Forms of Justice (2004); Lawyers and the Practice of Workplace Equity (2002); Second Generation Employment Discrimination: A Structural Approach, (2001); and Who’s Qualified? (with Lani Guinier, 2001). The Architecture of Inclusion was the focus of a symposium issue published in the June 2007 issue of the Harvard Journal of Law and Gender. Professor Sturm is the principal investigator for a Ford Foundation grant awarded to develop the architecture of inclusion in higher education. She has worked with numerous research and educational organizations and networks seeking to build the knowledge and capacity needed to advance full participation and exercise leadership in addressing important problems. She is currently co-chairing a working group on Transformative Leadership, as part of a Ford Foundation funded project on Building Knowledge for Social Justice. Her research on strategies for facilitating constructive multi-racial interaction in police training is featured on the Racetalks website, www.racetalks.org. Professor Sturm was one of the architects of the national conference on The Future of Diversity and Opportunity in Higher Education. In 2007, she received the Presidential Teaching Award for Outstanding Teaching at Columbia.

Erin L. Thomas
Gender Diversity Specialist
Argonne National Laboratory

Beginning May 2013, Erin L. Thomas is Argonne National Laboratory's first Gender Diversity Specialist. In her role, Dr. Thomas works to develop systematic approaches for the representation, development, and advancement of women in science, technology, engineering, and mathematics careers at the lab while engaging both male and female staff.
Before her time at Argonne, Dr. Thomas consulted for Catalyst, Inc., a leading nonprofit organization dedicated to advancing women at work, while conducting her doctoral research at Yale University. In her research, Dr. Thomas examined how a woman's race affects perceptions of her gender. She found that minority women are not constrained by the same gender rules as White women nor the same racial rules as minority men. She then examined the implications of this phenomenon in workplace, economic, and social policy contexts.

Dr. Thomas' research has received recognition and funding from numerous organizations like the National Science Foundation, the Robert Wood Johnson Foundation, the American Psychological Association, and the Society for the Psychological Study of Social Issues. Dr. Thomas has also worked as a Dialogue Group Facilitator for the Yale College Dean's Office, as an analyst for the Yale Science Collaborative Hands on Learning and Research (SCHOLAR) program, and in programmatic development for the Office of New Haven and State Affairs.

She received BAs in Psychology and International Studies and an MS and PhD in Social Psychology, all from Yale University.

Robin Ely
Warren Alpert Professor of Business Administration
Senior Associate Dean for Culture and Community
Harvard Business School

Robin Ely is Warren Alpert Professor of Business Administration at Harvard Business School. She investigates how organizations can better manage their race and gender relations while at the same time increasing their effectiveness. Her research in this area focuses on organizational change, group dynamics, learning, conflict, power, and social identity. Professor Ely also teaches in Harvard's Executive Education programs, the IWF Leadership Foundation Fellow Program, and the Women's Leadership Forum.

Professor Ely has published numerous articles on these topics in books and journals and lectures both in the US and abroad to academics and practitioners alike. She frequently consults to organizations in the public, private, and not-for-profit sectors on issues related to race, gender, and organizational change. She has taught courses in leadership, teams, group dynamics, power and influence, and statistics, with a special emphasis on race, ethnicity, and gender relations as relations of power. Most recently, she has studied men and masculinity on offshore oil platforms and investigated the effects of racial diversity on performance in retail banking. She is currently conducting a study of senior women's experiences of power and authority in professional service firms.

For the past several years, Professor Ely has maintained an active faculty affiliation at the Center for Gender in Organizations, Simmons Graduate School of Management, in Boston. Prior to joining the faculty at Harvard Business School, Professor Ely was at the School of International and Public Affairs, Columbia University, and at Harvard's Kennedy School of Government.

Bruce Kogut
Professor and Director,
Sanford C. Bernstein & Co. Center for Leadership and Ethics
Columbia Business School

Bruce Kogut is the Sanford C. Bernstein & Co. Professor of Leadership and Ethics and Director of the Sanford C. Bernstein Center for Leadership and Ethics at Columbia Business School. He teaches the core courses in strategy and in governance and an elective on "The Future of Finance" for the MBAs and EMBA and has taught in executive programs in the US, Europe, and China. His current research focuses on governance and corporate compensation, social capital markets and social metrics, and the 'political color of boards,' financed by the National Science Foundation in the area of sociology and computational social science. In cooperation with IFMR in Chennai, colleagues and he are researching the contributions of prosocial attitudes of employees and incentives on the productivity of microfinance institutions. His
most recent book is The Small Worlds of Corporate Governance, published by MIT Press in 2012. A collection of his past articles on real options and foreign investment and knowledge of the firm was published by Oxford University Press in 2008 under the title Knowledge, Options, and Institutions. He is a member of the academic advisory board to the chief economist of the European Bank for Reconstruction and Development and is a director in corporate and academic boards in Europe and India. He received his PhD from the MIT Sloan School of Management and holds an honorary doctorate from the Stockholm School of Economics. He has an academic visitor at several research institutes, including Science Center Berlin, Ecole Polytechnique, Santa Fe Institute, and Tsinghua University. He directed the strategy and emerging-economy research centers and was the associate vice dean for the PhD program at Wharton and was the founder of the social entrepreneurship program at INSEAD. At Columbia University, he collaborated with Cambridge University to co-direct the Ariane de Rothschild Fellows Program that identified and trained social entrepreneurs with an interest in fostering a culture of mutual respect and dialogue among Jewish and Muslim communities. In 2012-2013, he was a fellow at the Institute of Advanced Study in Berlin and is currently a member of its external board.