Harvard Business School

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EDUCATION

2013	DBA, Management, Harvard Business School, Boston, MA
	Dissertation: *Does Privacy Make Groups Productive?*
	Committee: Professor Amy Edmondson (co-chair)
	Professor Nitin Nohria (co-chair)
	Professor Clayton Christensen
	Professor J. Richard Hackman
	Professor Bradley Staats
2003	MBA (First-Year Honors) and JD (*cum laude*), Harvard University, Boston, MA
1998	B.A. (*magna cum laude*), Economics, Amherst College, Amherst, MA

HARVARD UNIVERSITY

Appointments

7/1/18 – present Edward W. Conard Associate Professor of Business Administration
7/1/13 – 6/30/18 Assistant Professor of Business Administration

Assignments

2017 – present   Managing Human Capital, MBA elective curriculum (EC) course, fall
2017 – present   Leading Professional Services Firms, executive education program
2016 – present   Faculty Chair, Developing Yourself as a Leader, executive education program
2014 – present   Faculty Chair, 2+2 Program, Harvard Business School admissions program for MBA
2014 – present   Various additional custom and open-enrollment executive education programs
2019   Leading an Agile Workforce Transformation, executive education program
2017 – 2018   Japan International Field Course (IFC), MBA elective curriculum, fall and winter
2017   Global Colloquium for Participant-Centered Learning, executive education program
2016   Leadership Best Practices, executive education program
2016   Creating Collaborative Solutions, Harvard Kennedy School executive education program
2015 – 2018   Bridges, RC (first-year MBA) capstone and EC (second-year MBA) welcome
2013 – 2017   LEAD (Leadership and Organizational Behavior), MBA required course (RC), fall
2014   Seminar on the Craft of Inductive Qualitative Research, doctoral seminar, winter

WORK EXPERIENCE

2011 – 2013   **Chief Strategy Officer and Deputy Assistant Director of Mortgage Markets,**
Consumer Financial Protection Bureau, Washington D.C.
Recruited by Elizabeth Warren to help stand-up the newest U.S. federal agency, created by the Dodd-Frank Wall Street Reform Act in response to the financial crisis. (Senior Executive Service / CN-82). Joined the CFPB Implementation Team (~70th employee), grew the Bureau to 1000+ employees. Built the Mortgage Markets team to provide thought leadership, analytics, outreach, and an articulated, data-driven perspective for all of the Bureau's mortgage-related policymaking. Served as Chief Strategy Officer (CSO) and Performance Improvement Officer (PIO) for the entire Bureau, and created the Bureau's first strategic plan, quarterly performance review process, governance bodies, footprint strategy, and other strategic initiatives.

2003 – 2007   **Case Team Leader, Project Leader, and Consultant, The Boston Consulting Group,**
Toronto, Canada and Tokyo, Japan
Member of global management consulting firm. Chosen as 2004/2005 Ambassador from Toronto to Tokyo office. (Each BCG office chooses one top performer per year to spend 12 months abroad on the "Ambassador Program.") First consultant promoted to case leader in class in Toronto. 2005 "Paragon People Award" honoring leadership and office contributions. Experiences include: led corporate function restructuring in an enterprise-wide transformation of one of Canada's largest banks; led restructuring of $100MM+ in-flight IT project for major Canadian bank involving the end-to-end replacement of their personal credit lending process systems; led US strategy project for Japanese electrical connector company; built new overall strategy and organizational structure for one of the oldest and largest private equity firms in Japan; supported corporate function restructuring in a major organizational transformation of Canada's largest bank.

2002 – 2003   **Special Assistant to the Directors, Center for Organizational Fitness, Boston, MA**
Worked with co-founders Michael Beer, Russell Eisenstat, and Nathaniel Foote to develop the intellectual capital of the Center (now TruePoint), a hybrid between a boutique consulting firm and an organizations think tank.

2002   **Summer Associate (M&A Group), Cravath, Swaine & Moore, New York, NY**

2001   **Summer Associate (Investment Banking), J.P. Morgan & Co., New York, NY**

2000   **Summer Associate (Corporate), Simpson Thacher & Bartlett, Palo Alto, CA**

1994   **White House Intern, Office of the U.S. Trade Representative, Washington D.C.**

AWARDS AND HONORS

2022   Outstanding Reviewer Award, Organization Science.
2020   Richard Beckhard Memorial Prize, awarded to the best article on planned change and organizational development, for "Improving the Rhythm of Your Collaboration," MIT Sloan Management Review.
2015   Outstanding Practitioner-Oriented Publication Award for "The Transparency Trap," Academy of Management Organizational Behavior Division
2014   J. Richard Hackman Dissertation Award for "Does Privacy Make Groups Productive," INGRoup
2014   Outstanding Conference Paper Award for "Facts and Figuring: An Experimental Investigation of Network Structure and Performance in Information and Solution Spaces," INGRoup
2014   Best Dissertation-Based Paper Award for "Seeing Too Much: Too Much in Sight, Too Little Insight? An Attention-Driven View of Productivity," Academy of Management Organizational Behavior Division
2014   Top 3 Finalist, McKinsey Award for the best article in the Harvard Business Review in 2014 for "The Transparency Trap"
2013   Best Published Paper Award for "The Transparency Paradox," Academy of Management Organization and Management Theory Division
2013   Outstanding Publication in Organizational Behavior Award for "The Transparency Paradox," Academy of Management Organizational Behavior Division
2013   Fredric M. Jablin Doctoral Dissertation Award for "Does Privacy Make Groups Productive," International Leadership Association
2012   Wyss Doctoral Research Award, awarded to Harvard Business School doctoral students who have excelled at conducting outstanding academic research, Harvard Business School
2010   Susan G. Cohen Doctoral Research Award, Academy of Management Organizational Development and Change Division
1998   Phi Beta Kappa, Amherst College

FELLOWSHIPS AND GRANTS

2008 – 2010   Kauffman Foundation Fellow in Law, Innovation, and Growth
2009 – 2010   Grant # W74V8H-06-D-0008: Exploration and Exploitation in the E.L.I.C.I.T. Framework. United States Department of Defense, Command and Control Research Program. Principal Investigator: David Lazer. Co-PIs: Ethan Bernstein & Allan Friedman
1998   George A. Plimpton Fellowship in Law
1998   Alternate Fulbright Fellow for economics research at Osaka University

PUBLICATIONS

Core peer-reviewed publications:

Bernstein, E. S., Shore, J. C., and Jang, A. (2023). Network Centralization and Collective Adaptability to a Shifting Environment. *Organization Science* 34(6): 2064-2096.

Frey, E., Bernstein, E. S., and Rekenthaler, N. (2022). Scarlet Letters: Rehabilitation Through Transgression Transparency and Personal Narrative Control. *Administrative Science Quarterly* 67(4): 968-1011.

Patil, S., and Bernstein, E. S. (2022) Uncovering the Mitigating Psychological Response to Monitoring Technologies: Police Body Cameras Not Only Constrain but Also Depolarize. *Organization Science* 33(2): 541-570.

Bernstein, E. S. (2022). Leveling the "Flatter" Playing Field. *Journal of Organization Design* 11: 23–25.

Bernstein, E. S., Shore, J. C., and Lazer, D. (2018). How Intermittent Breaks in Interaction Improve Collective Intelligence." *Proceedings of the National Academy of Sciences of the United States of America* 115(35): 8734-8739.

Bernstein, E. S., and Turban, S. (2018). The Impact of the 'Open' Workspace on Human Collaboration. *Philosophical Transactions of the Royal Society B* 373(1753): Article 239.

Bernstein, E. S. 2017. Making Transparency Transparent: The Evolution of Observation in Management Theory. *Academy of Management Annals* 11(1): 217-266.

Shore, J., Bernstein, E. S., and Lazer, D. 2015. Facts and Figuring: An Experimental Investigation of Network Structure and Performance in Information and Solution Spaces. *Organization Science* 26(5): 1432-1446.

Bernstein, E. S. 2012. The Transparency Paradox: A Role for Privacy in Organizational Learning and Operational Control. *Administrative Science Quarterly* 57(2): 181-216.

Lazer, D. and Bernstein, E. S. 2012. Problem Solving and Search in Networks. In Todd, P. M. and Robbins, T. (Eds.), *Cognitive Search: Evolution, Algorithms, and the Brain*, Chapter 17, 261-273. Cambridge, MA: Strüngmann Forum Reports, MIT Press.

Bernstein, E. S., and Barrett, F. J. 2011. Strategic Change and the Jazz Mindset: Exploring Practices that Enhance Dynamic Capabilities for Organizational Improvisation. In A. B. R. Shani, R. W. Woodman and W. A. Pasmore (Eds.), *Research in Organizational Change and Development*, Vol. 19, 55-90. Cambridge, MA: Emerald.

Other peer-reviewed publications:

Kennedy, L. J., McCoy, P. A., and Bernstein E. S. 2012. The Consumer Financial Protection Bureau: Financial Regulation for the Twenty-First Century. *Cornell Law Review* 97(5): 1141-1176.

Bernstein, E. S. 2006. All's Fair in Love, War & Bankruptcy?: Corporate Governance Implications of CEO Turnover in Financial Distress. *Stanford Journal of Law, Business and Finance* 11, no. 2: 228-325.

Invited publications:

Kanter, R. M., Bird, M., Bernstein, E. S., and Raffaelli, R. 2015. How Leaders Use Values-based Guidance Systems to Create Dynamic Capabilities. In David J. Teece and Sohvi Leih (eds.), *Oxford Handbook of Dynamic Capabilities*, Chapter 3.

Cases, teaching notes, and module notes:

Bernstein, E.S. "Module Note on the Structuring of Collaborative Work," Harvard Business School Module Note 424-054 (March 2024) [41p].

Bernstein, E. S., Sandino, T., Minnaar, J., and Lobb, Annalena. "Buurtzorg." Harvard Business School Case 122-101 (October 2022) [26p].

Bernstein, E. S. and Sandino, T. "Buurtzorg (TN)." Harvard Business School Teaching Note 124-059 (January 2024) [35p].

Bernstein, E. S. and Sandino, T. "Buurtzorg (Video)." Harvard Business School Video Supplement 424-705 (February 2024) [16 mins].

Bernstein, E. S. and Mazzucco, C. "Winning Business at Russell Reynolds (A), (B), and (C)." Harvard Business School Cases 422-045, 422-046, & 422-703 (January 2022) [27p + 11p + Spreadsheet].

Bernstein, E. S. and Mazzucco, C. "Winning Business at Russell Reynolds (TN)." Harvard Business School teaching Note 424-049 (February 2024) [48p].

Bernstein, E. S. "Winning Business at Russell Reynolds (Video)." Harvard Business School Video Supplement 424-704 (February 2024) [24 mins].

Bernstein, E. S., and Gino, F. "RBC: Transforming Transformation (A) and (B)." Harvard Business School Cases 920-008 & 920-045 (June 2020) [27p + 6p].

Bernstein, E. S. "RBC: Transforming Transformation (TN)." Harvard Business School Teaching Note 424-053 (March 2024) [26p].

Bernstein, E. S., and Beyersdorfer, D. "JTC: Stronger Together with Shared Ownership." Harvard Business School Case 420-008 (September 2019) [32p].

Bernstein, E. S. "JTC: Stronger Together with Shared Ownership (TN)." Harvard Business School Teaching Note 424-034 (February 2024) [24p].

Bernstein, E. S. "JTC: Stronger Together with Shared Ownership (Video)." Harvard Business School Video Supplement 424-707 (February 2024) [10m].

Bernstein, E. S., Gover, J. A., and Mehta, S. "Engaging the Nationwide Workforce." Harvard Business School Case 420-036 (September 2019) [46p].

Bernstein, E. S. "Engaging the Nationwide Workforce (TN)." Harvard Business School Teaching Note 424-033 (March 2024) [23p].

Bernstein, E. S. "Engaging the Nationwide Workforce (Video)." Harvard Business School Video Supplement 424-706 (March 2024) [4m].

Bernstein, E. S., and Ross, A. "Note on Structured Interviewing." Harvard Business School Background Note 420-022 (September 2019) [15p].

Bernstein, E. S., and Rekenthaler, N. "Note on Shared Ownership." Harvard Business School Background Note 420-030 (September 2019) [18p].

Bernstein, E. S., and Lynde, K. "Developing Yourself as a Leader: A Framework for Millennial High Potentials & Emerging Leaders: How to PACE Your Self-Development." Harvard Business School Background Note 419-045 (May 2019) [14p].

Bernstein, E. S., Jinjo, N., and Sakuma, Y. "P-Will at DISCO." Harvard Business School Case 419-035 (October 2018) [29p].

Bernstein, E. S. "P-Will at DISCO (TN)." Harvard Business School Teaching Note 424-051 (March 2024) [29p].

Bernstein, E. S., and Marton, S. "Safecast: Bootstrapping Human Capital to Big Data." Harvard Business School Case 419-033 (October 2018) [26p].

Bernstein, E. S. "Safecast: Bootstrapping Human Capital to Big Data (TN)." Harvard Business School Teaching Note 424-050 (March 2024) [29p].

Bernstein, E. S., and Knoop, C. "Note on Managing Workforce Reductions." Harvard Business School Background Note 419-039 (October 2018) [24p].

Bernstein, E. S. "Note on Hackathons." Harvard Business School Background Note 419-021 (August 2018) [19p].

Bernstein, E. S., and Norris, M. "A Note on Compensation." Harvard Business School Background Note 419-020 (August 2018) [30p].

Bernstein, E. S., and Lala, O. "Candor at Clever." Harvard Business School Case 418-087 (June 2018) [31p].

Bernstein, E. S. "Candor at Clever (TN)." Harvard Business School Teaching Note 424-024 (December 2023) [41p].

Fubini, D. G., Bernstein, E. S., Saadine, M., McAra, S., and Barnett, J. "Winning (and Losing) the Olympics: Boston 2024 (A) and (B)." Harvard Business School Cases 418-024 & 418-029 (November 2017, revised June 2019) [31p + 2p].

Bernstein, E. S., and Lala, O. "Coaching Makena Lane." Harvard Business School Case 418-031 (October 2017) [24p].

Bernstein, E. S. "Coaching Makena Lane (TN)." Harvard Business School Teaching Note 419-082 (May 2019) [65p].

Bernstein, E. S. "Coaching Makena Lane (Video)." Harvard Business School Video Supplement 420-718 (February 2020) [17 mins].

Bernstein, E. S., and Marton, S. "Sensing (and Monetizing) Happiness at Hitachi." Harvard Business School Case 418-019 (September 2017) [10p].

Bernstein, E. S. "Sensing (and Monetizing) Happiness at Hitachi (TN)." Harvard Business School Teaching Note 424-052 (March 2024) [22p].

Bernstein, E. S., McKinnon, P. D., and Yarabe, P. "GROW: Using Artificial Intelligence to Screen Human Intelligence." Harvard Business School Case 418-020 (August 2017) [12p].

Bernstein, E. S. "GROW: Using Artificial Intelligence to Screen Human Intelligence (TN)." Harvard Business School Teaching Note 424-048 (February 2024) [38p].

Bernstein, E. S. "Leading Teams." Harvard Business School Core Curriculum Chapter 8306, Supplementary Reading 8306, and Teaching Note 8307 (September 2016) [40p + 11p + 12p].

Bernstein, E. S., and Nohria, N. "Note on Organizational Structure." Harvard Business School Background Note 491-083 (May 2016) [19p].

Bernstein, E. S., and Buell, R. W. "Trouble at Tessei." Harvard Business School Case 615-044 (January 2015, revised October 2016) [16p].

Bernstein, E. S., and Buell, R. W. "Trouble at Tessei (TN)." Harvard Business School Teaching Note 616-031 (October 2015, revised December 2015) [31p].

Bernstein, E. S., and Buell, R. W. "Trouble at Tessei (Video)." Harvard Business School Video Supplement 616-706 (January 2015, revised October 2015) [3 mins].

Bernstein, E. S., Raffaelli, R., and Margolis, J. D. "Leader-as-Architect: Alignment." Harvard Business School Background Note 415-039 (October 2014) [6p].

Bernstein, E. S., Kesavan, S., Staats, B., and Hassall, L. "Belk: Towards Exceptional Scheduling." Harvard Business School Case 415-023 (September 2014) [16p].

Bernstein, E. S., Kesavan, S., Staats, B., and Hassall, L. "Belk: Towards Exceptional Scheduling (TN)." Harvard Business School Teaching Note 417-059 (March 2017) [28p].

Bernstein, E. S., Gino, F., and Staats, B. "Opening the Valve: From Software to Hardware (A) and (B)." Harvard Business School Cases 415-015 & 415-016 (August 2014, revised August 2015) [16p + 5p].

Bernstein, E. S., Gino, F., and Staats, B. "Opening the Valve: From Software to Hardware (TN)." Harvard Business School Teaching Note 417-060 (February 2017) [27p].

Bohmer, R., Bernstein, E. S., Krivitski, M., and Reddy, S. "The Case of the Unidentified Healthcare Companies—2010." Harvard Business School Case 611-043 (January 2011, revised January 2012) [4p].

Bohmer, R., Bernstein, E. S., Krivitski, M., and Reddy, S. "The Case of the Unidentified Healthcare Companies—2010 (TN)." Harvard Business School Teaching Note 611-044 (January 2011, revised January 2012) [4p].

Shih, W., and Bernstein, E. S. "Assembling Smartphones: Takt Time ≠ Cycle Time?" Harvard Business School Case 611-012 (September 2010, revised December 2012) [9p].

Shih, W., and Bernstein, E. S. "Assembling Smartphones: Takt Time ≠ Cycle Time? (TN)" Harvard Business School Teaching Note 611-013 (September 2010, revised December 2012) [9p].

Shih, W., Bernstein, E. S., Bernstein, M. H., Wang, J., and Wei, Y. "A Giant Among Women." Harvard Business School Case 610-096 (April 2010) [15p].

Shih, W., Bernstein, E. S., and Bilimoria, N. "Jieliang Phone Home! (A, B, C, Video)." Harvard Business School Cases 609-080, 609-081, 609-082, and 609-704 (February 2009, revised July 2012) [15p + 9p + 8p + 9mins].

Shih, W., and Bernstein, E. S. "Jieliang Phone Home! (TN)." Harvard Business School Teaching Note 609-084 (February 2009, revised September 2009) [14p].

Kanter, R. M., and Bernstein, E. S. "Omron: Sensing Society." Harvard Business School Case 309-066 (November 2008, revised February 2009) [31p].

Bernstein, E. S. "aMaze." iOS app developed to accompany the Electric Maze management exercise.

Practitioner-oriented print publications:

Bernstein, E. S., & Patil, S. V. A Brighter View of Employee Monitoring. *Harvard Business Review* (Ideawatch) 99(4): 24.

Bernstein, E. S. Getting Smarter About Smart Buildings: Intelligent Environments Can Make the Workplace Safer *and* Improve Collaboration. *Sloan Management Review*, Fall 2020.

Bernstein, E. S., Blunden, H., Brodsky, A., Sohn, W., and Waber, B. The Implications of Working Without an Office. *Harvard Business Review* Big Idea (July 2020).

Bernstein, E. S. and Waber, B. The Truth About Open Offices. *Harvard Business Review* 97(6): 82-91.

Bernstein, E. S., Shore, J., and Lazer, D. Improving the Rhythm of Your Collaboration. *MIT Sloan Management Review* 61(1).

Bernstein, E. S., Bunch, J., Canner, N. and Lee, M. 2016. Beyond the Holacracy Hype: The Overwrought Claims—and Actual Promise—of the Next Generation of Self-Managed Teams. *Harvard Business Review* 94(7-8, Big Idea Feature): 38-49.

Bernstein, E. S. 2016. The Evolution of Transparency in Management: Get Me Everything You Can on…Me. *SHRM People + Strategy* 39(4): 9-10

Bernstein, E. S. and Buell, R. W. 2016. Can You Cut 'Turn Times' Without Adding Staff? *Harvard Business Review* 94(4, Case Study): 113-117.

Bernstein, E. S. 2015. The Smart Way to Create a Transparent Workplace. *The Wall Street Journal* Report: Leadership.

Bernstein, E. S., Kesavan, S., and Staats, B. 2014. How to Manage Scheduling Software Fairly. *Harvard Business Review* 92(12, Ideawatch): 34.

Bernstein, E. S. 2014. The Transparency Trap. *Harvard Business Review* 92(10, Spotlight): 58-66.

Practitioner-oriented digital publications:

Bernstein, E. S., Lee, M. Y, and Minnaar, J. 2022. How Companies are Using Tech to Give Employees More Autonomy. Harvard Business Review, January 2022.

Bernstein, E. S. and Blunden, H. 2015. The Sales Director Who Turned Work Into a Fantasy Sports Competition. *Harvard Business Review* Digital Article, March 27, 2015.

Bernstein, E. S. 2014. Flat Organizations Like Zappos Need Pockets of Privacy. *Harvard Business Review* Digital Article, November 28, 2014.

Bernstein, E. S. 2014. Why We Need to Outsmart Our Smart Devices. *Harvard Business Review* Digital Article, October 23, 2014.

Bernstein, E. S. 2014. Why We Hide Some of Our Best Work. *Harvard Business Review* Digital Article, September 24, 2014.

Bernstein, E. S. 2014. How Being Filmed Changes Employee Behavior. *Harvard Business Review* Digital Article, September 12, 2014.

Multimedia (Selected):

Digital HR Leaders (#54): <u>How Can HR Help Organizations Prepare for Hybrid Working?</u>, February 2, 2021.

Freakonomics (Episode 358): <u>Yes, the Open Office is Terrible—But it Doesn't Have to Be</u>, November 14, 2018.

WorkLife with Adam Grant (TED Original Podcast): <u>A World Without Bosses</u>. April 2018.

HBS Cold Call: <u>How to Monetize Happiness</u>. January 2018.

HBR Ideacast: <u>The Zappos Holacracy Experiment</u>. July 28, 2016.

HBR Facebook Live: <u>Zappos & the Radical Holacracy Experiment</u>. June 8, 2016.

HBR Facebook Live: <u>Why Your Organization is Built the Way It Is</u>. May 11, 2016.

HBR Video: <u>The Sweet Spot Between Privacy and Transparency</u>. September 23, 2014.

The Business Podcast with Brian Kenny: <u>Privacy and Productivity</u>. March 25, 2014.

TEDx Boston: The Transparency Paradox. July 15, 2011.

WORKING PAPERS AND WORK IN PROCESS

Bernstein, E. S., Gupta, P., Mortensen, M, and Leonardi, P. "Collective Attention and Relational Overload: A Theory of Transactive Control in High-Permeability Intraorganizational Environments." (R&R, *Research on Organizational Behavior*)

Bernstein, E. S. and Li, S. X. "The Performance Effects of Giving Front-Line Employees Direct Access to Performance Data and Thereby Limiting the Supervisor's Feedback-Intermediation Role: Evidence from a Field Experiment." (Second Round R&R, Under Review, *Management Science*)

Blunden, H., Sohn, W., Brodsky, A., and Bernstein. E. S. "Time Pressure and Transitions in a New Age of Virtual Work: The Moderating Role of Job Complexity." Preparing for Submission.

SELECTED PRESENTATIONS

"Collective Attention and Relational Overload: A Theory of Transactive Control in High-Permeability Intraorganizational Environments" with Pranav Gupta, Mark Mortensen, and Paul Leonardi.
- 2024 Organization Science Winter Conference, Zurich (February 2024)
- 2023 Patterns of Interaction: Emergence and Consequences Workshop, Denmark (August 2023)
- 2023 Decentralization in Organizations Conference, London (June 2023)

"The Performance Effects of Giving Front-Line Employees Direct Access to Performance Data and Thereby Limiting the Supervisor's Feedback-Intermediation Role: Evidence from a Field Experiment" with Shelley Li.
- 2022 Academy of Management Annual Meeting, Seattle, WA (August 2022)
- 2019 Organization Design Community Conference, Boston, MA (August 2019)
- 2017 Academy of Management Annual Meeting, Atlanta, GA (August 2017)
- 2017 INGRoup Annual Conference, St. Louis, MO (July 2017)
- Invited seminar, INSEAD OB Seminar, Fontainebleau, France (March 2017)
- Invited seminar, UT Austin McCombs School of Business OB Seminar, Austin, TX (February 2017)
- 2015 Wharton People & Organizations Conference, Philadelphia, PA (September 2016)
- 2015 INGRoup Annual Conference, Helsinki, Finland (July 2016)
- 2015 Wharton New Directions in Leadership Conference, Philadelphia, PA (June 2016)
- Invited Seminar, Stanford Graduate School of Business OB Seminar, Stanford, CA (April 2016)
- Invited Seminar, UC Irvine OB/Compliance Lab Seminar, Irvine, CA (April 2016)
- Invited Seminar, Washington U. at St. Louis Olin School OB Seminar, St. Louis, MO (March 2016)

"Network Centralization and Collective Adaptability to a Shifting Environment" with Jesse Shore and Alice Jang.
- 2020 Organization Science Special Conference, Virtual (May 2020)

"Facts and Figuring: An Experimental Investigation of Network Structure and Performance in Information and Solution Spaces" with Jesse Shore and David Lazer.
- 2014 Academy of Management Annual Meeting, Philadelphia, PA (August 2014)
- 2014 INGRoup Annual Meeting, Raleigh, NC (July 2014)
- 2014 Annual Collective Intelligence Conference, Cambridge, MA (June 2014)
- 2013 Organization Science Winter Conference, Steamboat Springs, CO (February 2013)

"Making Transparency Transparent."
- Invited seminar, Copenhagen Business School Transparency Seminar (June 2018)
- Invited seminar, Northwestern University Media, Technology, and Society Speaker Series (April 2018)
- Invited seminar, Google People Operations/PiLab Seminar, Mountain View, CA (June 2015)
- 2015 INFORMS Production and Operations Management Conference, Washington DC (May 2015)
- Invited seminar, HBS Accounting & Management Unit Seminar, Boston, MA (March 2015)
- 2015 Organization Science Winter Conference (February 2015)
- Invited Seminar, Carnegie Mellon Tepper School OB Seminar, Pittsburg, PA (February 2015)

"Separateness Together: The Effects of Co-Location on Productivity" with Adam Joseph.
- 2017 INGRoup Annual Conference, St. Louis, MO (July 2017)
- 2016 INSEAD OB/Strategy Workshop (by invitation), Fontainebleau, France (February 2016)

"The Relationship Between Workplace Transparency and Employee Voice" with Ethan Burris.
- 2017 Organization Science Winter Conference, Park City, UT (February 2017)

"The Transparency Paradox: A Role for Privacy in Organizational Learning and Operational Control."
- Invited seminar, MIT Sloan Organization Studies Group, Cambridge, MA (December 2012)
- Invited seminar, Boston University School of Management OB unit, Boston, MA (December 2012)
- Invited seminar, Kellogg School of Management MORS, Evanston, IL (January 2013)
- Seminar, Harvard University Groups Group, Cambridge, MA (March 2010)
- Seminar, Harvard University Work, Organizations, and Markets Seminar (April 2010)
- Invited seminar, NPS, Global Public Policy Academic Group Series, Monterey, CA (May 2010)

"Uncovering the Paradoxical Psychological Impact of Monitoring: Body Worn Cameras Reduce Employees' Perceived Autonomy but also Alleviate their Sense of Polarization with Evaluators."
- 2020 Wharton Management Department Seminar (by invitation), Philadelphia, PA (February 2020)
- 2019 INGRoup Annual Conference, Lisbon, Portugal (July 2019)
- 2018 Organization Science Winter Conference, Park City, UT (February 2018)

Other Academy of Management Practice Development Workshops (PDW) and Symposia
- 2023 Academy of Management Symposium, "Full-Cycle Organizational Research: Status and Opportunities," Boston, MA (August 2023)
- 2023 Academy of Management Symposium, "Web3 Decentralization: Blockchain Technologies' Impact on Modern Organizational Governance," Boston, MA (August 2023)
- 2023 Academy of Management PDW, "Publishing in HBR, SMR, CMR, PSJ, and I by IMD to Impact Workers," Boston, MA (August 2023)
- 2023 Academy of Management PDW, "Innovations in Teaching Teamwork," Boston, MA (August 2023)
- 2022 Academy of Management Symposium, "The Flow of Information through Organizations: Exploring Multilevel Theorizing and Future Directions," Seattle, WA (August 2023)
- 2022 Academy of Management PDW, "Creating a Better World Through Translation: Publishing in HBR, SMR, CMR, & PSJ," Seattle, WA (August 2022)

- 2021 Academy of Management PDW, "Innovation in Teaching (Virtual) Teamwork," Virtual (August 2021)
- 2021 Academy of Management PDW, "Managing Boundaries, Transitions, and Well-Being in an Age of Virtual Work and COVID-19," Virtual (August 2021)
- 2020 Academy of Management PDW, "The Future of Organization Design: Conversations Between Micro and Macro View on Hierarchy," Virtual (August 2020)
- 2020 Academy of Management PDW, "Technology and the Changing Nature of Work: What, If Anything, is Actually Changing," Virtual (August 2020)
- 2020 Academy of Management PDW, "Broadening Our Impact: Publishing in HBR, SMR, CMR, & PSJ," Virtual (August 2020)
- 2019 Academy of Management Careers Division Plenary Session, "Robots and Algorithms and AI," Boston, MA (August 2019)
- 2019 Academy of Management PDW, "Publishing for Real World Impact: Publishing in HBR, SMR, and PSJ," Boston, MA (August 2019)
- 2019 Academy of Management PDW, "Innovations in Teaching Teams," Boston, MA (August 2019)
- 2018 Academy of Management PDW, "Publishing to Impact Practice: Tips" Chicago, IL (August 2018)
- 2018 Academy of Management PDW, "Innovations in Teaching Teamwork" Chicago, IL (August 2018)
- 2017 Academy of Management PDW, "Publishing at the Research-Practice Interface: Editors & Scholars Share Tips for Real World Impact" Atlanta, GA (August 2017)
- 2016 Academy of Management PDW, "Bridging the Science-Practice Gap: How to Translate Research for Practitioners and the Public," Anaheim, CA (August 2016)
- 2016 Academy of Management PDW, "Publishing for Real World Impact: Tips on Making Research Meaningful," Anaheim, CA (August 2016)
- 2015 Academy of Management PDW, "Fatherhood in the Academy: Research Insights and Practical Strategies," Vancouver, BC (August 2015)
- 2015 Academy of Management Session Chair: "Knowledge Sharing, Learning and Collaboration among Competitors for Collective Innovation," Vancouver, BC (August 2015)
- 2014 Academy of Management PDW: "Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data," Philadelphia, PA (August 2014)
- 2014 Academy of Management Symposium: "Past, Present and Future of Intervention Research," Philadelphia, PA (August 2014)

PROFESSIONAL ACTIVITIES

2021 – present	Editorial Board Member, Administrative Science Quarterly
2013 – present	Reviewer, Organization Science
2015 – present	Reviewer, Management Science
2012 – 2020	Reviewer, Administrative Science Quarterly
2017—2018	Reviewer, Journal of Organizational Behavior
2014 – 2018	Member, Organizational Behavior Unit Faculty Recruiting Committee
2015 – 2016	Member, Informal Advisory Group for the HBS DRFD Research Teaming Initiative
2014 – 2015	Member, HBS Faculty Committee to Oversee the Design of Klarman Hall
2013 – 2014	Co-Chair, Organizational Behavior Unit Brown Bag Seminar
2003 – 2012	Member, New York and Massachusetts State Bar Associations (currently inactive)