

JAMES W. RILEY, PhD

Harvard Business School
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Soldiers Field
Boston, MA 02163

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CURRENT POSITION

Harvard Business School (HBS), Boston, MA.
Organizational Behavioral (OB) Unit
Assistant Professor, 2020 - Present

EDUCATION

Massachusetts Institute of Technology (MIT), Cambridge, MA.
Sloan School of Management, Economic Sociology Program
Master of Science in Management Research, 2018
PhD in Management, 2020

London School of Economics and Political Science (LSE), London, U.K.
Department of Geography and Environment, and Development Studies Institute (DESTIN)
Master of Science in Urbanization and Development, 2009
Degree Classification: Distinction

University of Southern California (USC), Los Angeles, CA.
School of International Relations,
Bachelor of Arts in International Relations, 2006
Degree Classification: Magna Cum Laude

RESEARCH AREAS

ECONOMIC SOCIOLOGY, ORGANIZATIONAL CULTURE, STATUS AND SOCIAL VALUATIONS, MARKET COORDINATION, NORMATIVE CONTROL, AND PROFESSIONAL IDENTITY.

RESEARCH PAPERS

Journal Submissions (2024)

Riley, James W., and Ezra W. Zuckerman Sivan. 2022. "If You're Not There... You're Not There": How Art Market Platforms Induce Status Anxiety to Necessitate Participation."

Journal Submissions (2025)

Riley, James W. 2024 “Social Foiling: A Norms-based Dynamic Process for Constructing Social Orders in Markets.”

Riley, James W., and Susan S. Silbey. 2024. “Pitch Perfect: Investing in Transportable Skills to Support Poly-vocal Personae”

Working Papers / In Progress (2025)

Karp, Rebecca A., and James W. Riley 2024. “Temporal misalignments and the marginalization of expertise: Explaining the microfoundations of strategy abandonment.”

Riley, James W. 2024. “Lost in Space: How Status Anxiety Constrains Creative Work(ers).”

Riley, James W. 2024. “Spaces of Distinction: Status Evaluations of Workspace Environments.”

Friis, Simon, and James W. Riley. “Moral Resistance to AI in (US) Labor Markets”

Article (HBR.org)

Friis, Simon, and James W. Riley. 2023. “Eliminating Algorithmic Bias Is Just the Beginning of Equitable AI.”

Online: <https://hbr.org/2023/09/eliminating-algorithmic-bias-is-just-the-beginning-of-equitable-ai>

CONFERENCE PRESENTATIONS

Microsoft AI, Cognition, and the Economy Workshop (2024)

Microsoft New England Research and Development Center, Massachusetts

Friis, Simon, and James W. Riley. “Moral Resistance to AI in (US) Labor Markets”

Nagymaros Conference (2024)

Universidad Carlos III de Madrid

Friis, Simon, and James W. Riley. “Moral Resistance to AI in (US) Labor

Markets”

Media, Entertainment, and Sports Conference (2024)

Harvard Business School, Boston, Massachusetts. *Panel Moderator*

Riley, James W. “The Resurgence of Live Entertainment”

Junior Faculty Organizational Theory Conference (2024)

Harvard Business School, Boston, Massachusetts. *Co- Host*

Karp, Rebecca A., and James W. Riley 2024. “Temporal misalignments and the marginalization of expertise: Explaining the microfoundations of strategy abandonment.”

Academy of Management (AOM) PDW (2023)

UGA Tepper School of Business, Atlanta, Georgia

Riley, James W. 2024. “Spaces of Distinction: Multiple Audiences’ Evaluations in Shared Workspace Environments.”

Academy of Management (AOM) PDW (2023)

Annual Meeting, Boston, Massachusetts

Riley, James W. 2025. “Here Be Dragons: How Art Market Platforms Encode Status into their Marketplaces”

Junior Faculty Organizational Theory Conference (2023)

London Business School

Riley, James W. “Here Be Dragons: How Art Market Platforms Encode Status into their Marketplaces”

Nagymaros Conference (2023)

University of Amsterdam

Riley, James W. “Here Be Dragons: How Art Market Platforms Encode Status into their Marketplaces”

Medici Summer School Program in Management Studies (2023)

MIT Sloan School of Management

Riley, James W. “Here Be Dragons! Encoding Status in the Physical and Abstract Construction of a Market Platform”

Values & Valuations Conference (2023)
Harvard Business School, *Organizer*

Friis, Simon, and Riley, James W. “Envisaging the blackbox: How Generative AI Affects Evaluations of Black Professionals”

Creative Industries Conference (2022),
Columbia Business School

Riley, James W. “How Art Market Platforms Encode Status into their Marketplaces’ Wayfinding Tools.”

Berkeley Culture Conference (2020),
Annual Meeting, Berkeley, CA.

Riley, James W., and Ezra Zuckerman Sivan. “A Bazaar Affair: How International Art Fairs Promise Efficiency but Reveal and Reinforce Hierarchy.”

Academy of Management (2020),
Annual Meeting, Berkeley, CA.

Co-Chair and Organizer, Symposium on “Intra-platform Competition: Promises and Pitfalls of Platform Research for Organizational Theory,”

Symposium hosted by *Organization and Management Theory (OMT)*, *Strategic Management (STR)*, and *Entrepreneurship (ENT)* divisions.

Riley, James W., and Ezra Zuckerman Sivan. “A Bazaar Affair: How International Art Fairs Promise Efficiency but Reveal and Reinforce Hierarchy.”

Academy of Management (2019),
Annual Meeting Boston, MA.

Riley, James W. “The Demand for Disinterestedness: Disciplining Arts Audiences in the Market for Contemporary Art.”

Riley, James W. “The Theater of Innovation: Developing Transferable Skills for Performing a Hybrid Organizational Identity.”

Organization and Management Theory Doctoral Consortium (2019)
AOM Annual Meeting Boston, MA.

Riley, James W. “The Demand for Disinterestedness: Disciplining Arts Audiences in the Market for Contemporary Art.”

East Coast Doctoral Conference (2019),
Columbia and NYU Business Schools, New York, NY

Riley, James W. “The Demand for Disinterestedness: Disciplining Arts Audiences in the Market for Contemporary Art.”

Creative Industries Conference (2019),
HEC, INSEAD, ESSEC, IESEG Business Schools, Paris, FR.

Riley, James W. “A Bazaar Affair: Peer Selection, Social Costs, and Status Displays in the Market for Contemporary Art.”

American Sociological Association (2019),
Annual Meeting, New York, NY.

Riley, James W. “A Bazaar Affair: Peer Selection, Social Costs, and Status Displays in the Market for Contemporary Art.”

Creative Industries Conference (2018),
University of Edinburgh Business School, U.K.

Riley, James W. “The Demand for Disinterestedness: Disciplining Arts Audiences in the Market for Contemporary Art.”

American Sociological Association (2018),
Annual Meeting Philadelphia, PA.

Riley, James W. “Art-For-Art’s-Sake: A Long-Term Strategy for Stable Market Growth and Price Increases in Contemporary Art.”

American Sociological Association (2017),
Annual Meeting Montreal, CA.

Riley, James W. “The Theater of Innovation: Developing Transferable Skills for Performing a Hybrid Organizational Identity.”

ACADEMIC WORK EXPERIENCE

Peer Reviewer of Manuscripts,

American Journal of Sociology (AJS)

Academy of Management (AOM)

Administrative Science Quarterly (ASQ)

Organization Science

Informa Best Dissertation Proposal Competition Judge

Co- Instructor, Harvard Business School

Doctoral Course – *Design of Field Research Methods*

Fall 2024

Instructor, Harvard Business School

MBA Required Curriculum – *Leadership and Organizational Behavior (LEAD)*

Fall 2020

Fall 2021

Fall 2022

Fall 2023

Research Assistant for Faculty, MIT Sloan

Kate Kellogg

Organizational Study, Fieldwork

Summer 2015

Susan Silbey

Organizational Study, Fieldwork and Qualitative Data Analysis

Fall, 2015 – Summer, 2019

Ezra Zuckerman,

Organizational Study, Fieldwork and Qualitative Data Analysis

Fall, 2017 – Summer, 2019

(PAST) SEMINAR PRESENTATIONS

Work, Identity, and Meaning (WIM) (2022),

Boston College, Carroll School of Management

Riley, James W., and Susan S. Silbey. “The Theater of Innovation: Pitching Research to Corporate Audiences in Academic Settings.”

Harvard Sociology’s Culture and Social Analysis Workshop (2021)

Seminar Series entitled “*Contemporary Art and Evaluation*” Cambridge, Ma.

Riley, James W., and Ezra W. Zuckerman Sivan. “How Market Platforms Exhibit and Conserve Status: An Ethnography of International Art Fairs.”

Social Logic for Supply and Demand for Authenticity Seminar (2021)
Mini-Conference and Seminar Series, MIT Sloan SOM, CMU Tepper SOB,
and Rice U. Jones GSB

Riley, James W. “Entrepreneurial Disinterestedness? How Galleries Operate as Norm Entrepreneurs in the Market for Contemporary Art.”

Economic Sociology Seminar (ESS), Harvard
Presenter, 2019

Economic Sociology Working Group (ESWG), MIT Sloan
Presenter, 2016 - 2024

Ethnographic Methodology Workshop, MIT Sloan
Presenter, 2016

(PAST) DEPARTMENTAL SERVICE

Economic Sociology Working Group, MIT Sloan

Discussant, Summer, 2016

PhD Project, Diversity Recruitment, National Conference Chicago, IL.

Student Representative, Fall, 2016, 2017, and 2018

Recruitment and Retention Panel, Harvard Business School

Guest Speaker, Spring, 2016

(PAST) CAMPUS LEADERSHIP

Mentor Advocate Partnership (MAP), MIT Office of Minority Education

Mentor, 2017 and 2018

Kaufman Teaching Certificate Program, MIT Teaching and Learning Lab

Participant, Summer, 2018

PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)

Member, 2016 - 2019

American Sociological Association (ASA)

Member, 2016 – 2019

HONORS & AWARDS

Phi Beta Kappa Honor Society, Epsilon Chapter, USC

African American Honor Society, USC

Annenberg Foundation, Washington, D.C

Editorial Fellowship, Spring 2007