

Summer R. Jackson

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Academic Appointments

Harvard Business School 2021 – Present
Assistant Professor, Organizational Behavior Unit

Education

Massachusetts Institute of Technology, Sloan School of Management 2021
Ph.D., Management (Economic Sociology)
Advisors: Katherine C. Kellogg, Ray Reagans, Ezra Zuckerman Sivan
• **1st place**, 2020 INFORMS/Organization Science Dissertation Proposal Competition

Massachusetts Institute of Technology, Sloan School of Management 2018
S.M., Management Research

Stanford University 2008
B.A. International Relations

Research Interests

Economic Sociology, Organizational Inequality, Sociology of Work and Occupations, Technology, Labor Markets, Ethnography

Published Papers

Jackson, Summer R., and Katherine C. Kellogg. (2022). "[Triadic Advocacy Work](#)." *Organization Science*, 34(1), 456-483.

Jackson, Summer R. (2023). "[\(Not\) Paying for Diversity: Repugnant Market Concerns Associated with Transactional Approaches to Diversity Recruitment](#)." *Administrative Science Quarterly*, 68(3), 824-866.

Additional news coverage:

Blei, Daniela. (Winter 2024). "[When Diversity Initiatives Fail](#)." *Stanford Social Innovation Review*.

Senz, Kristen. (September 26, 2023). "[Unpacking that Icky Feeling of Shopping for Diverse Job Candidates](#)." *Harvard Business School Working Knowledge*.

MIT Sloan School of Management. (Fall 2021). "[Beyond Bias: Improving Workplace Diversity in the Age of Algorithms](#)." MIT Alumni, *A Better World in the Making: Smarter Together*, Issue 5.

Somers, M. (March 31, 2021). "[A New Barrier to Diverse Hiring in Tech](#)." MIT News.

Working Manuscripts

Jackson, Summer R., and Basima Tewfik. [Title removed for blind-review. Topic: Microaggressions] (2nd round R&R at *Academy of Management Review*).

Jackson, Summer R., Reagans, R., & Zuckerman, E. "An Organizational Dilemma: A Framework for Considering and Countering Racism by Formal Organizations." (Under 1st round review at *American Journal of Sociology*).

Jackson, Summer R., and Basima Tewfik. “A Multilevel Bottom-Up Process Theory on Microaggressions in the Workplace. (Revising manuscript).

Works in Progress

Jackson, Summer R. “From Slip Ups to Screw Ups: Addressing Microaggressions in the Workplace.” (Second round of data analysis).

Jackson, Summer R. “Act the Part: Race and Social Class in the Modern Workplace.” (Data analysis in progress)

Jackson, Summer R. “Rigor without Rigor Mortis: DEI Initiatives at Multinational Enterprises.” (Data collection in progress).

Practitioner-Oriented Publications & Activities

Black, Shonita & Robert Chico. (February 8, 2024). [Behind the Scenes of the Administrative Science Quarterly: Jackson 2023](#). The ASQ Blog.

Layne, Rachel. (January 2, 2024). “[10 Trends to Watch in 2024](#)”. *Harvard Business School Working Knowledge*.

AlMoallim, L. (April 6, 2023). [Female Professors at HBS Series: Summer Jackson](#). The Harbus.

Talking About Organizations Podcast, “[Gendering in Organizations—Joan Acker](#),” Guest Speaker (March 2023)

HBR Analytic Services, “[Making Pay Equity Work for All](#)” (December 2022)

HBS, [Behind the Research](#), YouTube Series, Speaker (May 2022)

HBS Program for Leadership Development, “Research from the Cutting Edge,” Guest Speaker (March 2022)

Facebook Community Accelerator Program, Ecosystem Partner (March 2022)

Tong, S. (July 9, 2020). [Studying the Cultures of Companies](#). MIT News.

Honors, Awards, & Grants

INFORMS Dissertation Proposal Competition Winner (2020)

AOM OB Doctoral Consortia Attendee (2020)

NYU Stern Diverse Pathways in Academia Conference Participant (2020)

MIT Graduate Women of Excellence Honoree (2019)

Good Companies, Good Jobs Initiative (2018 – 2019)

Medici Summer Research Institute (2018)

MIT Sloan PhD Fellowship (2016 – 2021)

MIT Presidential Fellowship (2015 – 2016)

Meritorious Honor Award, U.S. Department of State (2015)

Fleet Seminar Fellowship, Naval War College (2014 – 2015)

Haas-Koshland Memorial Award (Haifa, Israel)

National Security Education Program David L. Boren Scholarship (Cairo, Egypt)

Presentations & Workshops

“An Organizational Dilemma: A Framework for Considering and Countering Racism by Formal Organizations”

ASA Racial & Ethnic Inequality Session (August 2023); AOM Symposium Panelist (August 2023); MIT Economic Sociology Working Group (May 2022)

- AOM Annual Meeting 2023, Showcase Symposium

“Act the Part: Race and Social Class in the Modern Workplace.”

“Work in Racialized & Gendered Organizations,” Eastern Sociological Society Meeting (Invited, March 2024); Wharton Management Department Seminar (Invited, February 2024); AOM Symposium Panelist (August 2023); Race & Organizations Working Group (April 2023)

“Was That a Microaggression: A Multilevel Theory of Microaggression Sensemaking”

HBS OB Junior Faculty Seminar (February 2023); International Association of Conflict Management (July 2022)

“An Occupational Lens on Social Inequality”

AOM Symposium Panelist (August 2022)

- Finalist, Careers Division, Michael Driver Best Symposium Award
- Runner-Up, OMT Division, Best Symposium Award

“(Not) Paying for Diversity: Repugnant Market Concerns Associated with Transactional Approaches to Diversity Recruitment”

AOM Paper Presentation (August 2022); HBS Junior Faculty Brown Bag (March 2022); Stanford GSB Rising Scholars Conference (October 2020); CMU Economic Sociology Conference (October 2020); Harvard Economic Sociology Seminar (October 2020); AOM Symposium (Withdrawn August 2020); East Coast Doctoral Conference (Canceled March 2020); MIT Economic Sociology Working Group (February 2020); MIT Economic Sociology Working Group (October 2019); AOM Professional Development Workshop (August 2019)

“Triadic Advocacy Work to Gain Resources in Public Service Organizations for Disadvantaged Society Members”

MIT Economic Sociology Working Group (February 2019); AOM Professional Development Workshop (August 2018); East Coast Doctoral Conference (May 2018); Women in Business Academia Conference (April 2018); MIT Economic Sociology Working Group (November 2017); Organization Studies and SCANCOR-Weatherhead (October 2017)

Invited Talks

“Connections & Disconnections in the Workplace,” Philadelphia, PA	<i>May 2024</i>
“Ethical Issues of Our Time,” Park City, UT	<i>Apr 2024</i>
“Work in Racialized & Gendered Organizations,” Eastern Sociological Society Meeting	<i>Mar 2024</i>
The Wharton School (Management), University of Pennsylvania, Philadelphia, PA	<i>Feb 2024</i>
Rotman School of Management (SM), University of Toronto, Canada	<i>Feb 2022</i>
Questrom School of Business (M&O), Boston University, Boston, MA	<i>Dec 2020</i>
Stanford MS&E Department (WTO), Stanford University, Palo Alto, CA	<i>Dec 2020</i>
Stanford Graduate School of Business (OB), Stanford University, Palo Alto, CA	<i>Dec 2020</i>
Harvard Business School (Entrepreneurship), Harvard University, Boston, MA	<i>Dec 2020</i>
Carroll School of Management (M&O), Boston College, Newton, MA	<i>Nov 2020</i>
Yale School of Management (O&M), Yale University, New Haven, CT	<i>Nov 2020</i>
Harvard Business School (OB), Harvard University, Boston, MA	<i>Nov 2020</i>

Courses

HBS Leadership and Organizational Behavior (LEAD), MBA	<i>2022, 2023</i>
HBS Summer Venture in Management Program (SVMP), Undergraduate	<i>2023</i>

Professional Affiliations

Academy of Management, Member
 American Sociological Association, Member
 European Group for Organizational Studies, Member
 INFORMS, Member
 The PhD Project, Member; Mentor
 Management Faculty of Color Association, Member
 HBS Gender & Race in Organizations lab, Researcher
 the blackbox lab, Research Affiliate
 Truman National Security Project Fellow

Professional & Departmental Service

Editorial Review Board Member at <i>Organization Science</i>	2023 –
INFORMS/Organization Science Dissertation Proposal Competition Chair	2023
Ad Hoc Reviewer for <i>Administrative Science Quarterly</i> , <i>American Sociological Review</i> , <i>ILR Review</i> , <i>Race & Social Problems</i> , <i>Social Currents</i>	
AOM OMT Doctoral Consortium, Faculty Mentor	2024
HBS Accreditation Review Team, Focus Group Participant	Fall 2023
HBS Annual Women in Business Conference, Moderator	Winter 2023
HBS, “Doing Business in a Divided World”, Session Rapporteur	October 2022
MIT Sloan School of Management, The Commitment, Panelist	April 2022
HBS, Belonging @ Start-Ups Conference, Speaker	April 2022
COVID-19 Spring Semester After-Action Report, Faculty Interviewer	Summer 2020
The PhD Project Minority Doctoral Student Association, Student Mentor	2018 – 2020
The PhD Project Annual Conference, PhD Student Representative	2017 – 2020
Graduate Women at MIT, Department Representative	2019 – 2020
The PhD Project Minority Doctoral Student Association, Conference Planner	2018 – 2019
MIT Sloan Economic Sociology Working Group, Co-Organizer	2018 – 2019
Graduate Student Life Grants, Review Committee Member	2018
MIT New Student Orientation Committee, Diversity Welcome Dinner	2017

Other Work Experience

Evaluation Specialist at the U.S. Department of State, Bureau of Near Eastern Affairs, Office of Assistance Coordination

International Development Fellow, Meister Consultants Group

Researcher & Legislative Aide, Commonwealth of Massachusetts

Researcher, Center for Women in Politics & Public Policy

Researcher, Brookings Institution