

BRITTANY M. BOND

Cornell University
Industrial and Labor Relations School
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Updated March 2021

EMPLOYMENT

Cornell University, Industrial and Labor Relations School 2020 – present
Assistant Professor of Organizational Behavior

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management

Ph.D., Management 2014 - 2020
S.M., Management Research 2018

Thesis: “The Burden of Under-Recognition in Organizations”

Committee: Roberto Fernandez (Chair), Ezra Zuckerman Sivan, Emilio Castilla, Erin Kelly

- Winner, “William H. Newman All-Academy Award for Best Paper Based on a Dissertation” of the Academy of Management, 2020
- Winner, “Louis R. Pondy Best Dissertation Paper” of the Academy of Management- Organization and Management Theory Division, 2020

Carnegie Mellon University, H. John Heinz III College 2008 - 2010
M.S. Public Policy and Management

American University, School of International Service 2004 - 2007
B.A., *magna cum laude*, International Economics

RESEARCH & PUBLICATIONS

Research Interests

Organizations, Labor Markets, Status, Evaluations, and Careers

Refereed Publications

Bond, Brittany M., Tatiana Labuzova, and Roberto M. Fernandez. 2018. “At the Expense of Quality” *Sociological Science* 3: 10-32.

Book Chapters

Bond, Brittany M. and Roberto M. Fernandez. 2020. “Networks for the Unemployed?” in “Social Networks at Work,” a volume edited by Daniel J. Brass and Stephen P. Borgatti.

Working Papers

Bond, Brittany M. and Ethan J. Poskanzer. 2021. [title redacted; paper on productivity consequences of professional specialization] *Revise and Resubmit at Organization Science*.

Bond, Brittany M. 2021. [title redacted; paper on effect of status recognition schemes in organizations] *Manuscript in Preparation for Submission; Job Market Paper*.

B. M. Bond

Featured in Peter Cappelli's Wharton Business Radio Show "In the Workplace" November 8, 2018: <https://shows.pippa.io/wbr-guest/brittany-bond>

- Radio piece assigned in U of Arizona School of Government and Public Policy required course: PA 470 Public Organizational Management course, Winter 2018, Spring 2019

Bond, Brittany M. 2019. [title redacted; paper on relational versus structured management practices and Employee Performance Appraisals] *Manuscript in Preparation for Submission*

Featured in US Census Bureau Research Matters Blog: "[Fresh Uses for the Management and Organizational Practices Survey Instrument](#)" Feb 22, 2019

Works in Process

Bond, Brittany M. 2019. "Hide the Feedback: Accountability in Full Disclosure versus Private Employee Feedback and Reviews." *Data Collection and Analysis Stages*.

Fernandez, Roberto M. and **Brittany M. Bond**. 2019 "In, Out, or Up? Drivers of the Glass Ceiling Pattern in Organizations." *Data Analysis Stage*.

Bonatti, Alessandro, **Brittany M. Bond**, and Danielle Li. 2019. "Rewarding Failure." *Data Analysis Stage*.

Kim, Minjae and **Brittany M. Bond**. 2019. "Diversity and Performance in Organizations: An Alternative Explanation." *Data Collection Stage*.

Other Peer-Reviewed Research Publications

As Special Sworn Status (SSS) Researcher at the Bureau of the Census, U.S. Department of Commerce

Bond, Brittany, J. David Brown, Adela Luque and Amy O'Hara. 2013 "The Nature of the Bias when Studying only Linkable Person Records: Evidence from the American Community Survey." CARRA Working Paper 2014-08. Proceedings of the 2013 Federal Committee on Statistical Methodology (FCSM) Research Conference.

McCue, Kristin, Kevin McKinney, and **Brittany Bond**. "Constructing Indicators to Use in Setting Decennial Field Staff Wage Rates." CES Working Paper. U.S. Census Bureau. October 2013

McCue, Kristin, Kevin McKinney, and **Brittany Bond**. "Local Labor Markets and Decennial Wage Rates." CES Working Paper. U.S. Census Bureau. June 2013

In conjunction with the Drug Policy Research Center at RAND Corporation

Bond, Brittany, Jonathan P. Caulkins, Paul Dietz, Beau Kilmer, and Nick Scott. 2014. "Are Users' Most Recent Drug Purchases Representative?" *Drug and Alcohol Dependence* 142, 133-138.

Caulkins, Jonathan P. and **Brittany M. Bond**. 2012 "Marijuana Price Gradients: Implications for Exports and Export-Generated Tax Revenue for California After Legalization." *Journal of Drug Issues* 42 (1):475-490.

Kilmer, Beau, Jonathan P. Caulkins, **Brittany M. Bond**, and Peter H. Reuter. 2010 "[Reducing Drug Trafficking Revenues and Violence in Mexico: Would Legalizing Marijuana in California Help?](#)" RAND Corporation, Drug Policy Research Center.

- Covered includes: [The Atlantic](#); [BBC News](#); [Bloomberg](#); [The Economist](#); [Financial Times](#); [Huffington Post](#); [USA Today](#); [MSNBC](#); [NBC](#); [Newsweek](#); [Washington Post](#) [2010](#), [2012](#), [2019](#)

Other Research Publications

Duhaime, Erik P., **Brittany M. Bond**, Qi Yang, P. de Boer, and T.W. Malone. 2020. "Recruiting Hay to Find Needles: Recursive Incentives and Innovation in Social Networks." arXiv:1912.06922 [cs.SI] https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3545311

Selected Research conducted in the Office of the Chief Economist, U.S. Department of Commerce

Bond, Brittany M. "[The Geographic Concentration of Manufacturing across the United States.](#)"

Economics and Statistics Administration, U.S. Department of Commerce. January 2013

- *Featured in [IndustryToday.com](#) Vol 1 Issue 23 Year 2013*

Bond, Brittany M., Jocelyn Burston, Stuart Graham, Galen Hancock, and David Langdon. "Intellectual Property and the U.S. Economy." U.S. Department of Commerce. April 2012

David Beede and **Brittany Bond.** "[Big Data, Little Spaces, High Speed: Using Stata to Analyze the Determinants of Broadband Access in the United States.](#)" SAN12 Stata Conference. August 2012

INVITED PRESENTATIONS **Includes scheduled presentations*

2021: University of Toronto Rotman School of Management Strategy Department/ UToronto Sociology Department (March)

2020: Unionen (Sweden's largest trade union), Stockholm School of Economics*

2019: Harvard Economic Sociology Seminar, UC Irvine Management and Organizations, Cornell ILR School OB Department, McGill Desautels OB Department

CONFERENCE PRESENTATIONS *Includes scheduled presentations*

◆ **Academy of Management (AOM)**

2020 Paper: "The Burden of Under-Recognition in Organizations"

2019 Symposium Presentation: "In, Out, or Up: Drivers of the Glass Ceiling Pattern in Organizations." August 12

2019 Paper: "Striking out Swinging: The Upside of Forced Inferiority." * August 13

2018 Paper: "At the Expense of Quality." August 13

2018 Paper: "Recruiting Hay to Find Needles: Recursive Incentives and Innovation in Social Networks"*

◆ **People and Organizations Conference, The Wharton School of the University of Pennsylvania**

2019 Paper, Roundtable: "Striking out Swinging: The Upside of Forced Inferiority."

2018 Paper, Plenary: "Cut to the Curve: Talent Loss by Forced Ranking," Sept 29.

2016 Paper, Roundtable: "At the Expense of Quality?" Sept 10.

◆ **Stockholm School of Economics Advancing Management Theory with Sports Data** April 17-18,

2020 Full Paper: "Striking out Swinging: The Upside of Forced Inferiority."**

◆ **11th CIS Summer Seminar on Sociological and Political Research** August 9

2018 (Invited); Seminar 1: "Embedded Managerial Relationships and Performance Inflation"

Seminar 2: "Cut to the Curve: Talent Loss by Forced Ranking"

◆ **Census Workshop on International Management Surveys**

2017 (Invited): "Management and Organizational Practices (MOPS) for Businesses," December 6

◆ **Work, Organizations, and Markets (WOM) Seminar, Harvard Business School, November 30**

2017 Paper: "Too Close to Call: Embedded Managerial Relationships and Performance Management"

◆ **ES/OOW Mini Conference, Montreal, Canada Aug 11**

2017 Paper: "Too Close to Call: Embedded Managerial Relationships and Performance Management"

◆ **European Group for Organizational Studies (EGOS)**

** Presented by coauthor.

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- 2018 Paper: “Too Close to Call: Trust, Cooperation, and Performance Rating Inflation.” Tallinn, Estonia: July 5-7.
- 2016 Paper: “Networks or Lemons?” University of Naples Federico II, Naples, Italy; July 7-9.
- ◆ **International Network of Analytical Sociologists (INAS)**
2015 Paper: “Networks for the Unemployed?” Harvard University, Cambridge, MA. June 12-14.
 - ◆ **INFORMS**, Best Dissertation Proposal Competition
2019: “Status Recognition and its Consequences for Top-Talent Mobility and Productivity”
 - ◆ **INFORMS Business Analytics**, George D. Smith Prize. Huntington Beach, CA. April 2015
INFORMS UPS George D. Smith Prize Finalist Presentation
 - ◆ **Federal Committee on Statistical Methodology Research Conference (FCSMRC)**
2013 Paper: “The Nature of the Bias when Studying only Linkable Person Records: Evidence from the American Community Survey”
2012 Paper: “Measuring the Economic Impact of Intellectual Property Reliant Industries”
 - ◆ **Sloan School of Management, Massachusetts Institute of Technology**
2019 Paper: Organizational Economics Lunch: “Cut to the Curve”, March 7
2019 Paper: Economic Sociology Seminar: “Cut to the Curve”, April 24
 - ◆ **Stata Conference**
2012 Paper: Beede, David and **Brittany Bond**. “Big data, little spaces, high speed: Using Stata to analyze the determinants of broadband access in the United States” (presented by coauthor)
 - ◆ **Society for Government Economists / Southern Economics Association (SGE/SEA)**
2011 Paper: “Measuring the Economic Impact of Intellectual Property Reliant Industries”
2011 Discussant: Session Name: “Studies of Business Ownership and Incentives”
2010 Plenary: “Women-Owned Businesses in the 21st Century” (presented by coauthor)
 - ◆ **Association for Public Policy Analysis and Management (APPAM)**
2011 Poster: “Measuring the Economic Impact of Intellectual Property Reliant Industries”
2010 Paper: Caulkins, JP and BM Bond. “Budget Effects on California’s Proposition to Legalize Marijuana.” Paper presented at APPAM meeting, November 2010.
 - ◆ Under Secretary Blank’s **Congressional Testimony**** , “[The Deepwater Drilling Moratorium: A Review of the Obama Administration’s Economic Impact Analysis on U.S. Small Businesses](#)” to the U.S. Senate Committee on Small Business & Entrepreneurship delivered 10am, Thursday September 16, 2010. **Prepared the presentation material and draft.

AWARDS & DISTINCTIONS

William H. Newman All-Academy Award for Best Paper Based on a Dissertation, Academy of Management
Winner, 2020

Louis R. Pondy Best Dissertation Paper, Organization and Management Theory Division of the Academy of Management
Winner, 2020

INFORMS/Organization Science Best Dissertation Proposal Competition
Finalist, October 19, 2019

OMT Junior Faculty Consortium Workshop, Academy of Management
Accepted Participant, August 7, 2020

OMT Doctoral Consortium Dissertation Workshop, Academy of Management, Boston
Accepted Participant, August 8-9, 2019

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OMT Doctoral Dissertation Proposal Workshop, Academy of Management, Chicago

Accepted Participant, August 11, 2018

11th CIS (Centro de Investigaciones Sociológicas) Seminar on Sociological and Political Research

Keynote Speaker, August 9, 2018

TOMS Computational Organization Science Summer School, *Accepted Participant* 2016

Medici Summer School in Management Studies, *Accepted Participant* 2016

MIT Sloan School of Management

- ◆ PhD Fellowship 2014 - present

Economics and Statistics Administration, Office of the Chief Economist, US Department of Commerce

- ◆ Department Silver Medal Award Winner 2012 in recognition of economic and statistical analysis for the America COMPETES Report, Department of Commerce.
- ◆ Special Act Award 2013 for independently replicating methodology for “How do Small Minority-Owned Firms Fare in Federal Prime Contracting?”
- ◆ Special Act Award 2011 for leadership and contribution on the “Intellectual-Property- Reliant Industry Report.”
- ◆ Special Act Award 2010 for “completion of the ‘Women-Owned Businesses in the 21st Century’ report, released by the White House and that received great attention.”

H. John Heinz III College, Carnegie Mellon University

- ◆ INFORMS George D. Smith Prize Winner 2016; Finalist 2015, alumni representative
- ◆ Co-Founder/ State and Local Government Chair of the Heinz College Smart Growth Club
- ◆ Master of Science in Public Policy and Management Scholarship (majority of tuition every semester)

TEACHING

ILR School, Cornell University

Being Effective: Power and Influence

Course ILROB 5260

Fall 2020

Masters elective course providing students with a set of tools for understanding and managing power and political dynamics within and across organizations.

Building Power from Nothing

Course ILROB 3260

Fall 2020

Upper level undergraduate course providing students with the tools to map power and interest patterns in organizations, how to understand various groups’ interests and objectives, and how to operate effectively in organizational environments.

MIT Sloan School of Management

People, Teams, and Organizations, MIT Sloan School of Management

(Course 15.301/310), Course Section Instructor

Graduate/Undergraduate Case-Method Course

Fall 2018

Taught weekly section to undergraduate and graduate students on social science research and other topics in organizational theory and behavior. Responsible for developing syllabus, planning lecture, designing slides, delivering case-method lecture in weekly section, grading assignments and advising graduate and undergraduate students from departments across MIT.

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Sociological Theory Reading Group, MIT Sloan School of Management

ad hoc PhD seminar, CO-CREATOR & ORGANIZER Fall 2016
Sociological Theory Seminar led by Professor Susan S. Silbey

Strategies for People Analytics, MIT Sloan School of Management

(15.669), Teaching Assistant for Professor Emilio J. Castilla Spring 2019, 2020
MBA elective

Responsible for contributing to and organizing classes, preparing content, grading, for a class of 75-130 MBA students.

Leadership & Teams Lab: Leveraging Conflict for Transformation, MIT Sloan School of Management

(Course 15.S21), Teaching Assistant for Professor and Associate Dean for Leadership and Special Projects and Faculty Director MIT Leadership Center Nelson Repenning in inaugural offering of course, Sloan Fellows core course Summer 2018

Responsible for executing a panel experiment to measure Sloan Fellows' development as leaders, giving feedback on emotional skills (self-regulation, conflict management, etc.), and grading assignments in inaugural course 15.S21 of class of 110 Sloan Fellows (as the single TA).

TRAINING

Teaching & Learning in the Diverse Classroom - Center for Teaching Innovation, Cornell University, Fall 2020

PROFESSIONAL & DEPARTMENTAL SERVICE

Ad hoc reviewer for: *American Sociological Review; Management Science; Organization Science; ILR Review; Work and Occupations; Academy of Management Discoveries; Public Opinion Quarterly; Journal of Planning Education and Research*

Reviewer, Academy of Management Annual Meeting [OMT, TIM, RM] 2018 - present

Organizer, Economic Sociology Working Group (MIT Sloan) 2017 – 2018

OTHER PROFESSIONAL EXPERIENCE

2010-2014	Research Economist, Office of the Chief Economist, Economics and Statistics Administration , U.S. Department of Commerce
2013-2014	Special Sworn Status (SSS) Researcher, Research and Methodology Directorate, Center for Economic Studies , U.S. Census Bureau, Department of Commerce
2009	Policy Analyst, Executive Office, Allegheny County Dept. of Human Services , PA
2008	International Research Associate, Center for Economic and Policy Research , DC
2007	Recruited Researcher, Cuban Missile Crisis Declassification Document Project, National Archives and Records Administration , John F Kennedy Library, Boston, MA
2006	Researcher and IT Manager, Council on Hemispheric Affairs , Washington, DC
2005	Analyst Intern, Bureau of Industry and Security (BIS) , Department of Commerce

OTHER SERVICE

Mentor, Sole Train: Boston Runs Together

2017 - 2020

Ran with Boston public middle and high school students 3 days a week, providing mentorship that emphasized scholastic achievement and community building through training for running events throughout the year. Raised \$8,000 for Sole Train as charity running in the 2018 Boston Marathon.

Volunteer, DC SCORES

2010 - 2014

Coached, counseled, and refereed youth soccer teams year round as well as volunteered at annual Jamboree for the DC chapter of America Scores, a national nonprofit using soccer, poetry, and service learning to foster positive youth development in urban communities.

REFERENCES

Roberto M. Fernandez

William F. Pounds Professor in Management
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Erin L. Kelly

*Sloan Distinguished Professor of Work and
Organization Studies*
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Susan S. Silbey

Leon and Anne Goldberg Professor
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Ezra W. Zuckerman Sivan

Deputy Dean
*Alvin J. Siteman (1948) Professor of
Strategy and Entrepreneurship*
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Emilio J. Castilla

NTU Professor of Management
MIT Sloan School of Management
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Jonathan P. Caulkins

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Operations Research and Public
Policy*
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