

CASSANDRA CHAMBERS
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ACADEMIC POSITIONS

- Johns Hopkins University Carey Business School**
Assistant Professor, Management & Organizations 2022-Present
- Bocconi University**
Assistant Professor, Management & Technology 2018-2022

EDUCATION

- University of Michigan, Stephen M. Ross School of Business**
PhD in Business Administration: Management and Organizations
- University of Florida, Hough Graduate School of Business**
MBA, Beta Gamma Sigma
- University of California Los Angeles**
BA in Political Science, Magna cum Laude

PUBLICATIONS

- Chambers, C. R., & Baker, W. E. (2020). Robust systems of cooperation in the presence of rankings: how displaying prosocial contributions can offset the disruptive effects of performance rankings. *Organization Science*, 31(2), 287-307

MANUSCRIPTS UNDER REVIEW

- Chambers, C.R. Nonmonetary Reward Systems, Counterproductive Behavior, & Responses to Sanctions in Open Collaboration Environments (2nd round Revise & Resubmit, *Organization Science*)
- Chambers, C.R., Aceves, P. and Alves, M. When Credit is Due but not Given: The Effect of Insufficient Recognition on the Amount and Scope of Knowledge Contributions (Revise & Resubmit, *Academy of Management Journal*)
- Liu, H., Chambers, C.R., and Moore, C. A Review and Roadmap of Research on Leader Communication (2nd round Revise & Resubmit, *Leadership Quarterly*)
- Aceves, P., Chambers, C.R., and Alves, M. Middle-Status Myopia (Revise & Resubmit, *Organization Science*)

WORK IN PROGRESS

- Brahm, F. and Chambers, C.R. Only Authentically Altruistic Managers Successfully Enforce Norms of Cooperation: Evidence from the field and the lab
- Chambers, C.R., Sytch, M., and Aceves, P. Forever Following the Crowd: When a Decrease in Uncertainty Amplifies Social Influence
- Chambers, C.R. and Baker, W.E. Lay Down the Law or Let it Go: Examining the Role of Tolerance in Maintaining Systems of Cooperation

Grohsjean, T., Chambers, C.R., Alves, M.F.R., and Aceves, P. When Others Help Me Find My Way: Conceptual Antecedents to Individual Problem Solving

Audia, P., and Chambers, C.R. Status Friction & Network Tie Formation

Chambers, C.R. Radical Transparency & Middle-Status Conformity

MEDIA OUTLETS AND OTHER PUBLISHED WORK

Chambers, C.R. *The Dark Side of Game Playing*. Financial Times. Publication date: December 6, 2020.

Thomas, RE and Aceves, C (2013). Coalition formation and battles to effect intellectual property policy change in the age of ACTA, AIA and the SHIELD Act. *The Changing Face of US Patent Law and Its Impact on Business Strategy*, 15-41.

AWARDS & HONORS

- Runner up for the OMT Best Student Paper Award, 2017
- ABCD Reviewer Award, OMT Division, 2017
- Ross School of Business Research Grant (University of Michigan), 2017
- Rackham Graduate School Student Research Grant (University of Michigan), 2017
- Hellen Huff Schell Scholarship, Center for the Education of Women (University of Michigan), 2016
- Rackham Pre-Candidacy Graduate Student Research Grant (University of Michigan), 2014

SERVICE

Editorial Boards

- *Administrative Science Quarterly*
- *Organization Science*

Ad hoc Reviewer for:

- *Strategic Management Journal*
- *American Journal of Sociology*

Service at Bocconi University

- Junior Faculty Recruitment Committee, Department of Management and Technology, 2019-2020
- Faculty Presentor FTxBocconi Talent Challenge February 2021
- Dissertation Committee Member, *Tatiana Balushkina*, 2021
- Dissertation Committee Member, *Isabella Pozzo*, 2020
- PhD student advisor for second year paper, *Huai-Ching Liu*, 2020
- PhD student advisor for second year paper, *Chang Liu*, 2020
- Reviewer for PhD student 2nd Year Papers, 2019
- Thesis Course Video Guide for Bocconi Undergraduate Students, English Version
- BUILT PhD Job Market Course, MNT Representative, 2019, 2020

Other Professional Service

- Faculty Roundtable Member, AOM New Doctoral Consortium, 2020
- OMT Café Chat Host, AOM Conference 2015, 2016
- The ASQ Student Blog (ASQblog.com), Co-Organizer & Contributor, 2014-2016

- ASQ Student Community Facebook, Founder & Contributor

TEACHING EXPERIENCE

Johns Hopkins Carey Business School:

- Negotiation, Spring 2023

SDA Bocconi School of Management:

- Full-time Core MBA course, Managing People in Organizations, Winter 2020, 2021, 2022

Bocconi University:

- Elective for Masters of Management, Leadership in Traditional and Virtual Work Environments, Fall 2018, 2019, 2020, 2021
- Masters of Management Behavioral Skills Seminar, Fall 2020, 2021
- Undergraduate Core multiple programs, Leadership and Managerial Skills Seminar, Spring 2019
- Undergraduate Core CLEACC Program, Fundamentals of Organizations, Spring 2019

University of Michigan, Stephen M. Ross School of Business

- Undergraduate Core, Businesses & Leaders: The Positive Difference, Fall 2014, 2016

INVITED TALKS

- Johns Hopkins University, Management & Organizations
- HEC Paris, Management & Human Resources
- USI Lugano
- London Business School, Strategy Department
- Stanford University, Management Science & Engineering
- Bocconi University, Management & Technology
- University Toronto Rotman School of Management, OB & HR Management

CONFERENCE PRESENTATIONS

Chambers, CR. Nonmonetary reward systems. Research presentation at EGOS 2022

Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research presentation at the 21st annual DRUID conference

Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research Presentation at the 14th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research presentation at the 80th annual Meeting of the Academy of Management, Virtual Edition

Chambers, CR 2019. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research presentation at the 79th annual Meeting of the Academy of Management, Boston, MA

Chambers, CR 2018. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research Presentation at the 11th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR and Baker, WE 2018. The Disruption and Recovery of Cooperation. Research presentation at the 78th annual Meeting of the Academy of Management, Chicago, IL

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research Presentation at the 10th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR 2017. Between Two Extremes: Oscillation as a Mechanism for the Maintenance of Conflicting Organizational Identities. Research presentation at the 77th annual Meeting of the Academy of Management, Atlanta, GA

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research presentation at the 8th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI

Aceves (Chambers), CR 2015. Re-donning a Lost Halo: Examining the Stability of Reputational Orderings. Research presentation at the 6th annual Reputation Symposium, Oxford, UK

Aceves (Chambers), CR and Baker, WE 2015. When Helping Others Get Ahead Puts Me Behind: Exploring the Co-Existence of Social Comparison Factors and Generalized Reciprocity. Research presentation at the 7th biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL

Aceves (Chambers) CR 2014. Entrepreneurs Enacting Conflicting Organizational Identities to Gain Legitimacy. Research presentation at the 74th annual Meeting of the Academy of Management, Philadelphia, PA

Aceves (Chambers), CR, Garrett, L, Hardin, AE, and Quinn, RE 2013. Discovering Your Solar System: Identifying and Crafting Your Research Identity. Professional Development Workshop to be hosted at the 73rd annual Meeting of the Academy of Management, Lake Buena Vista, FL