

**Pedro (Pete) Aceves**  
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## Academic Positions

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<b>Johns Hopkins University, Carey Business School</b> Assistant Professor of Management and Organization	2022-Present
<b>Bocconi University</b> Assistant Professor of Management and Technology ICRIOS Fellow	2018-2022 2018-2022
<b>Knowledge Lab, University of Chicago</b> Fellow	2018-Present

## Education

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<b>PhD</b>	<b>University of Chicago</b> (Sociology)	2018
<b>MA</b>	<b>University of Chicago</b> (Sociology)	2014
<b>MBA</b>	<b>University of Florida</b>	2011
<b>BA</b>	<b>University of California, Berkeley</b> (Political Science, History)	2007

## Research Interests

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Computational Social Science - Managerial and Organizational Cognition – Knowledge and Expertise – Sociology of Language - Teams - Creativity - Decision-Making – Problem Solving – Attention

## Publications

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1. Aceves, Pedro, and James A. Evans. "Human Languages with Greater Information Density Increase Communication Speed, but Decrease Conversation Breadth" (Conditionally Accepted at *Nature Human Behaviour*)
2. Aceves, Pedro, and James A. Evans. "Mobilizing Conceptual Spaces: How Word Embedding Models Can Inform Measurement and Theory within Organization Science" (Forthcoming at *Organization Science*)
3. Evans, James A., and Pedro Aceves. 2016. "Machine Translation: Mining Text for Social Theory." *Annual Review of Sociology*.

### Under Review and Revising

2. Chambers, Cassandra, Pedro Aceves, and Marlon Alves. "They Love Me, They Love Me Not: Individual Search and Learning from Incongruent Feedback in Peer Reward Systems"
3. Aceves, Pedro, Cassandra Chambers, and Marlon Alves, Likun Cao, James A. Evans. "Middle-Status Myopia"
4. Aceves, Pedro and Cassandra Chambers. "Rating Scale Structure Diminishes Social Influence and Enhances Crowd Wisdom"

5. Aceves, Pedro. "Language Structure, Collective Cognition, and Team Performance"
  - Winner, INFORMS/Organization Science Dissertation Proposal Competition, 2017
  - Winner, Managerial and Organizational Cognition Best Paper Award, 2019 Academy of Management
6. Aceves, Pedro, Megan Gabruk, and Maxim Sytch. "Visually Diverse Teams are Composed of Individuals with Less Diverse Knowledge"
7. Aceves, Pedro, Christopher Myers. "Mountaineering Teams Speaking Communicatively Speedier Languages are Less Likely to Suffer Fatalities"

#### Drafting Manuscript

8. Aceves, Pedro. "Patent Classes Exhibit Broad Variation in their Underlying Knowledge Breadth"
9. Anderson, Tracy, and Pedro Aceves. "Stuck In Their Ways: Understanding How Entrenchment Shapes Team Innovation Outcomes."
10. Chambers, Cassandra, Pedro Aceves, and Marlon Alves. "When Others Help Me Find My Way: Conceptual Antecedents to Individual Problem Solving"
11. Chambers, Cassandra, Maxim Sytch, and Pedro Aceves. "Forever Following the Crowd: When Decreasing Uncertainty Increases Imitation"

#### Data Collection and Analysis

12. Aceves, Pedro, Ziwen Chen, and James A. Evans. "The Medium is the Message: How Language Structure Shapes the Flow of Information through Social Networks."
13. Aceves, Pedro, Megan Gabruk, Kerby Shedden, and Maxim Sytch. The cartography of modern medicine.

## **Service**

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### EDITORIAL

Associate Editor	<i>American Journal of Sociology</i>	2015-2016
Manuscript Assignment Board Coordinator	<i>American Journal of Sociology</i>	2015-2016
Manuscript Assignment Board Member	<i>American Journal of Sociology</i>	2014-2015

### PROFESSIONAL

- Course Lead, JHU Carey Business School, Effective Teaming	2022-present
- Course Lead, Bocconi University, Business Strategies in Creative Industries	2018-2022
-Executive Committee, INFORMS Organization Science Section	2018-2023
-Co-organizer, Bocconi Assembly for Innovation and Cooperation Webinar Series	2020, 2021
-Organizer, Bocconi Department of Management and Technology Seminar	2020-2022
-Organizer, 2020 INFORMS/Organization Science Dissertation Proposal Competition	2020
-Co-organizer and contributor, <i>Administrative Science Quarterly</i> student blog	2014-2016

Ad Hoc reviewer: *American Journal of Sociology*, *Administrative Science Quarterly*, *Organization Science*, *Strategic Management Journal*, *Academy of Management Review*, *Academy of Management Journal*, *Social Forces*, *Socio-*

*Economic Review, Sociological Forum, Sociological Methodology, Organization Studies, INFORMS Organization Science Dissertation Proposal Competition*

## Awards and Fellowships

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- Bocconi Junior Researcher Grant (2020) - "The Linguistic Relativity of Social Interaction."	€10,000
- ICRIOS Research Grant (2019) - "The Effect of Scarcity on Individual and Collective Creativity."	€9,000
- Bocconi Junior Researcher Grant (2019) - "The Medium is the Message."	€10,000
- Winner, Managerial and Organizational Cognition Best Paper Award, AOM (2019)	
- Winner, INFORMS/Organization Science Dissertation Proposal Competition (2017)	
- National Science Foundation Doctoral Dissertation Research Improvement Grant (2017)	\$12,000
- American Journal of Sociology Fellowship (2017-2018)	\$20,000
- University of Chicago Social Sciences Fellowship (2012-2017)	
- Center for International Business Education and Research Grant, University of Florida (2011)	\$4,500

## Teaching

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### Johns Hopkins University, Carey School of Business

Effective Teaming (4 sections) 2024, 2023

### Bocconi University

Business Strategies in Creative Industries (2 sections) 2021, 2020, 2019, 2018  
Ph.D Student Research Bootcamp 2020

## Invited Talks and Conference Presentations

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### 2023

- *Mobilizing Conceptual Spaces*. CARME Conference on Quantifying Digital Social Spaces and Fields. September.
- *Mobilizing Conceptual Spaces*. Academy of Management Symposium - From symbols to rules: New perspectives on language and communication in entrepreneurship and innovation research. August
- *Middle-Status Myopia*. European Group for Organization Studies. July
- *Middle-Status Myopia*. DRUID Conference. June

### 2022

- *Middle-Status Myopia*. Wharton People and Organizations Conference. September.
- *Stuck in their Ways: Understanding How Entrenchment Shapes Team Innovation Outcomes*. Wharton People and Organizations Conference. September.
- *Mobilizing Conceptual Spaces*. Academy of Management Symposium - Computational Approaches to Studying Organizations & Markets: Methods to Push Theoretical Frontiers. August.

### 2021

- *Language Structure, Collective Cognition, and Team Performance*. HEC Paris, Department of Management and Human Resources. November.
- *Mobilizing Conceptual Spaces*. Academy of Management Symposium - Computational Approaches to Studying Organizations and Markets: New Methodological Frontiers. August
- *Mobilizing Conceptual Spaces*. Academy of Management Symposium - Language, Meaning, and Organizing: Exploring Multi-level Theorizing and Analysis. August.
- *Language Structure, Collective Cognition, and Team Performance*. Academy of Management Symposium - Computational Text Analysis: Value Added to Strategy and Organization Research. August.
- *When Credit is Due but not Given: The Effect of Insufficient Recognition on the Amount and Scope of Knowledge Contributions*. Academy of Management. August.

**2019**

- University of Lugano - *Language Structure, Collective Cognition, and Team Performance*
- Academy of Management - *Language Structure, Collective Cognition, and Team Performance*
- Academy of Management Symposium - *Cutting-Edge Linguistic Methods: Taking Stock of Advances in the Study of Meaning Structures*

**2018**

- Bocconi University, Department of Management and Technology - *Language Structure, Collective Cognition, and Team Performance*
- Ross Business School, Strategy Department - *Language Structure, Collective Cognition, and Team Performance*

**2017:**

- Stanford University, Economic Sociology Workshop - *Language Structure, Collective Cognition, and Team Performance*
- University of Chicago, Social Theory and Evidence Workshop - *Language Structure, Collective Cognition, and Team Performance*
- American Sociological Association pre-conference ES OOW - *Language Structure, Collective Cognition, and Team Performance*
- Academy of Management - *Rating Scale Structure Diminishes Social Influence and Enhances Crowd Wisdom*

**2016**

- University of Michigan, Computational Social Science Workshop

**2015:**

- University of Chicago, Knowledge Lab - *Inequality all the Way Down? The Dynamics of Fundamental Science*
- Science, Knowledge, and Technology (SKAT) Conference - *Inequality all the Way Down? The Dynamics of Fundamental Science*
- VII Medici Summer School on Social Valuation. Bologna, Italy

**Professional Experience**

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Results for Development Institute Consultant	2010-2012 Washington, D.C.
The Rockefeller Foundation Consultant	2009-2010 New York, NY
Bank of America Leadership Development Program Associate	2007-2008 Los Angeles, CA

**Languages**

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English (Native); Spanish (Native); Italian (Conversational); Python; R; SQL; HTML

**Professional Membership**

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Academy of Management	2012-Present
American Sociological Association	2012-Present