

CASSANDRA CHAMBERS

Assistant Professor Management & Organization
Johns Hopkins, Carey Business School
cchamb37@jhu.edu

ACADEMIC POSITIONS

Johns Hopkins University, Carey Business School

Assistant Professor, Management and Organization 2022-Present

Bocconi University

Assistant Professor, Management and 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., Alves, M., and Aceves, P. Learning from Inconsistent Performance Feedback.
Conditionally Accepted at *Organization Science*

Aceves, P. and Cassandra, C.R. Inconsistent Rating Scales Decrease Social Influence Bias and Enhance
Crowd Wisdom. Conditionally Accepted at *Computers Human Behavior*

Chambers, C.R. (2024). Nonmonetary reward systems, counterproductive behavior, and responses
to sanctions in open collaboration environments. *Organization Science*, 35(3), 928-947

Liu, H., Chambers, C.R., and Moore, C. (2023). Fifty Years of Research on Leader Communication:
What We Know and Where We Are Going. *The Leadership Quarterly*, 101734

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

Baker, W.E., Gordon, S., Uribe, J., and Chambers, C.R. Social Network System tools and Diversity,
Equity, and Inclusion (*Revise and Resubmit*)

Meluso, J., Splitter, V., Mhangami, M., Llamas, Chambers, C.R., N., Lingo, E., Littauer, R., The state of knowledge on effective practices for open ecosystems

WORK IN PROGRESS

Alves, M., Chambers, C.R., and Aceves, P. When others help me find my way: Conceptual antecedents to individual problem solving (manuscript draft available)

Liu, E.H., Chambers, C.R., & Moore, C. Leader Communication and Stakeholder Responses in the Covid-19 Pandemic (manuscript draft available)

Brahm, F. and Chambers, C.R. Punish according to how you practice: Leader altruism enhances the efficacy of sanctions for freeriding (manuscript draft available)

Aceves, P., Chambers, C.R., Alves, M., Cao, L., and Evans, J. Middle-Status Myopia: How status shapes attention

Liu, E.H., Smirnova, I., and Chambers, C.R. Language and leadership emergence: evidence from Stack Overflow

Ye, J., Chambers, C.R. and Aceves, P. Cognitive style conditions usefulness of AI agents

MEDIA OUTLETS AND OTHER PUBLISHED WORK

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

Thomas, R.E. 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.

*Married name was Cassandra Aceves, changed in 2017 back to maiden name of Chambers.

AWARDS & HONORS

- Outstanding Reviewer Award *Organization Science*, 2021, 2024
- Runner up for the OMT Best Student Paper Award, 2017
- ABCD Reviewer Award, OMT Division, 2017

SERVICE

Editorial Boards

- *Administrative Science Quarterly* 2022-Present
- *Organization Science* 2020-Present

Ad hoc Reviewer for:

- *Organization Studies*
- *Strategic Management Journal*

- *American Journal of Sociology*

Service at Johns Hopkins University

- Senior faculty recruitment committee, Management and Organization Area, 2024
- Faculty Speaker for the Annual Full Time MBA Networking event, 2023
- Course Lead Power and Politics 2023-Present
- Faculty Speaker at May 2023 Enrollment Event, Carey Business School
- Curriculum subcommittee for Management and Entrepreneurship, 2022-Present
- Junior faculty recruitment committee, Management and Organization Area, 2022
- Core faculty Center for Innovative Leadership, 2022-Present

Service at Bocconi University

- PhD student advisor, *Huai-Ching Liu*, 2020-2022
- Faculty presenter FTxBocconi talent Challenge Financial Times, Virtual edition, February 2021
- Dissertation committee member, *Tatiana Balushkina*, 2021
- Junior faculty recruitment committee, Department of Management and Technology, 2020
- BUILT PhD job market course, department representative, 2019-2020
- 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 second year papers, 2019
- Thesis course video guide for Bocconi undergraduate students, English version

Other Professional Service

- DRUID conference program reviewer, 2024
- 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 University, Carey Business School:

- Power and Politics, Flex MBA elective course, 2023,2024,2025
- Power and Politics Accelerated Version, Flex MBA elective, Summer 2024
- Negotiation, Full-time MBA core course, Fall 2023
- Negotiation, Flex MBA elective course, Spring 2023

SDA Bocconi School of Management:

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

Bocconi University:

- Leadership in Traditional and Virtual Work Environments, Masters of Management elective course, Fall 2018, 2019, 2020, 2021

- Behavioral Skills Seminar, Masters of Management core course, Fall 2020, 2021
- Leadership and Managerial Skills Seminar, Undergraduate core course, Spring 2019
- Fundamentals of Organizations, Undergraduate core course, Spring 2019

University of Michigan, Stephen M. Ross School of Business

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

INVITED SEMINARS

2024: University of Maryland (Psychology)

2023: University of Toronto (Strategic Management)

2022: Washington University St. Louis (Organizational Behavior)

2021: Johns Hopkins University (Management & Organizations), HEC Paris (Management & Human Resources), USI Lugano (Organization and Management Theory), London Business School (Strategy)

2018: Stanford University (Management Science & Engineering)

2017: Bocconi University (Management & Technology), University Toronto (OB & HR Management)

CONFERENCE PRESENTATIONS

Chambers, C.R. Alves, M., and Aceves P. 2023 Incongruent Feedback and Open Collaboration. Interdisciplinary Open Practices Workshop (IOP Workshop) in Burlington, Vermont

Aceves, P., Chambers, C.R., and Alves, M. 2023. Middle-status myopia. Research presentation at the 23rd annual DRUID conference, Copenhagen, Denmark

Aceves, P., Chambers, C.R., and Alves, M. 2023. Middle-status myopia. Research presentation at the 39th annual European Group for Organization Studies Conference, Cagliari, Italy

Chambers, C.R. Alves, M., and Aceves P. 2023 Insufficient recognition. Research presentation at the 39th annual European Group for Organization Studies Conference, Cagliari, Italy

Aceves, P., Chambers, C.R., and Alves, M. 2022. Middle-status myopia. Research presentation at the 15th annual People and Organizations Conference, the Wharton School, University of Pennsylvania

Chambers, C.R., Aceves, P., and Alves, M. 2022. Insufficient recognition. Symposium presentation at the 81st annual Meeting of the Academy of Management, Seattle, Washington

Chambers, C.R. 2022. Nonmonetary reward systems. Research presentation at the 38th annual European Group for Organization Studies Conference, Vienna, Austria

Chambers, C.R., Aceves, P., and Alves, M. 2021. Insufficient recognition. Research presentation at the 21st annual DRUID conference, Copenhagen, Denmark

Chambers, C.R., Aceves, P., and Alves, M. 2021. Insufficient recognition. Research presentation at the 80th annual Meeting of the Academy of Management, Virtual edition

Chambers, C.R. 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, Massachusetts

Chambers, C.R. 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, University of Pennsylvania

Chambers, C.R. and Baker, W.E. 2018. The disruption and recovery of cooperation. Research presentation at the 78th annual Meeting of the Academy of Management, Chicago, Illinois

Chambers, C.R. and Baker, W.E. 2017. The disruption and recovery of cooperation. Research presentation at the 10th annual People and Organizations Conference, the Wharton School, University of Pennsylvania

Chambers, C.R. 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, Georgia

Chambers, C.R. and Baker, W.E. 2017. The disruption and recovery of cooperation. Research presentation at the 8th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, Michigan

Aceves (Chambers), C.R. 2015. Re-donning a lost halo: Examining the stability of reputational orderings. Research presentation at the 6th annual Reputation Symposium, Oxford, United Kingdom

Aceves (Chambers), C.R. and Baker, W.E. 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, Florida

Aceves (Chambers) C.R. 2014. Entrepreneurs enacting conflicting organizational identities to gain legitimacy. Research presentation at the 74th annual Meeting of the Academy of Management, Philadelphia, Pennsylvania

Aceves (Chambers), C.R., Garrett, L., Hardin, A.E., and Quinn, R.E. 2013. Discovering your solar system: identifying and crafting your research identity. Professional development workshop at the 73rd annual Meeting of the Academy of Management, Lake Buena Vista, Florida