

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

Meluso, J., Chambers, C., Littauer, R., Llamas, N., Long Lingo, E., Mhangami, M., Pitt, B., Splitter, V., and Wang, H. (2026). A Cross-Domain Guide to Open Practices. Forthcoming in *Nature Human Behaviour*.

Gordon, S., Baker, W.E., Uribe, J., Chambers, C.R., and Desmarais, B. (2025). Networks of Inclusion: Using Teams and Technology to Create Diverse Social Capital. *Social Networks*, 83: 120-133

Chambers, C.R., Alves, M., and Aceves, P. (2025). Learning from Inconsistent Performance Feedback. *Organization Science*, 36(4), 1509-1530

Aceves, P. and Chambers, C.R. (2025). Inconsistent Rating Scales Decrease Social Influence Bias and Enhance Crowd Wisdom. *Computers in Human Behavior*, 164, 108497

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

WORK IN PROGRESS

Alves, M., Chambers, C.R., Aceves, P., and Myers, C. Beyond the Crowd's Best Answer: How Conceptual Breadth Shapes Coactive Vicarious Learning

Brahm, F., Chambers, C.R., and He, L. Credible Enforcement: When Managers' Punishment of Free Riding Effectively Builds Cooperation

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

Smirnova, I., Xiang, X., and Chambers, C.R. Post-Sanction Activity in Online Communities

Alves, M., Chambers, C.R., and Guler, I. Revisiting March's Concept of the Slow Learner

Nguyen, M., Chambers, C.R., and Nguyen, E. Aligning Incentives in the Operating Room to Optimize First Case On-Time Starts (FCOTS)

Nguyen, M., Chambers, C.R., and Nguyen, E. Understanding Patients' NPO (nil per os) Noncompliance before Surgery

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

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

Service at Johns Hopkins University

- HBHI academy research mentor, *Kadamb Gupta*, 2026-Present
- Dissertation defense committee member alternate, *Marianthi Hatzigeorgiou* BSPH, 2026
- AACSB Faculty Qualifications Committee, 2025-Present
- Core faculty Hopkins Business of Health Initiative, 2025-Present
- Seminar series coordinator for Management and Organizations area, 2025-Present
- Curriculum subcommittee for Management and Entrepreneurship area, 2022-Present
- Course lead Power and Politics 2023-Present
- Core faculty Center for Innovative Leadership, 2022-Present
- Senior faculty recruitment committee, Management and Organization area, 2024
- Faculty speaker for the Annual Full Time MBA Networking Event, 2023
- Faculty speaker at May Enrollment Event, Carey Business School, 2023
- Junior faculty recruitment committee, Management and Organization area, 2022

Service at Bocconi University

- PhD student advisor, *Huai-Ching Liu*, 2020-2022
- Faculty presenter FTxBocconi talent Challenge Financial Times, Virtual edition, 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

- 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 Influence in Organizations, Executive Education course, 2026-Present
- Motivating and Incentivizing Work, Module in the Foundations of Leadership and Management Executive Education course, 2025-Present
- Power and Politics, Flex MBA elective course, 2023-Present
- Power and Politics Accelerated Version, Flex MBA elective, 2024-Present

- Negotiation, Full-time MBA core course, Fall 2023
- Negotiation, Flex MBA elective course, Spring 2023, Fall 2024

SDA Bocconi School of Management:

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

Bocconi University:

- Leadership in Traditional and Virtual Work Environments, Masters of Management elective course, 2018- 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

SKEMA Business School Sophia (Management and Organization), January 2026

University of Maryland (Psychology), May 2024

University of Toronto (Strategic Management), December 2023

Washington University St. Louis (Organizational Behavior), October 2022

Johns Hopkins University (Management & Organizations), October 2021

HEC Paris (Management & Human Resources), October 2021

USI Lugano (Organization and Management Theory), October 2021

London Business School (Strategy), April 2021

Stanford University (Management Science & Engineering), January 2018

Bocconi University (Management & Technology), November 2017

University Toronto (OB & Human Resources Management), October 2017

CONFERENCE PRESENTATIONS

Brahm, F., Kocak, O., Keum, D., Chambers, C.R. 2025 Informal Cooperation within Organizations. Invited Panel Discussion at the 45th annual Strategic Management Society Conference in San Francisco, California

Alves, M., Chambers, C.R. and Aceves P. 2025 Examining When Crowds are Insufficient Yet Instrumental for Individual Problem-Solving. Research presentation at the 45th annual Strategic Management Society Conference in San Francisco, California

Alves, M., Chambers, C.R. and Aceves P. 2025 Examining When Crowds are Insufficient Yet Instrumental for Individual Problem-Solving. Research presentation at the 4th annual Bocconi Assembly for Innovation and Cooperation (BAIC) in Milan, Italy

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