

**Pedro (Pete) Aceves**  
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www.peteaceves.com

## Academic Positions

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

## Education

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|------------|------------------------------------------------------------------------|------|
| <b>PhD</b> | <b>University of Chicago (Sociology)</b>                               | 2018 |
| <b>MA</b>  | <b>University of Chicago (Sociology)</b>                               | 2014 |
| <b>MBA</b> | <b>University of Florida</b>                                           | 2011 |
| <b>BA</b>  | <b>University of California, Berkeley (Political Science, History)</b> | 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. Chambers, Cassandra, Pedro Aceves, and Marlon Alves. 2025. "[Learning from Inconsistent Performance Feedback.](#)" (*Organization Science*)
  2. Aceves, Pedro, and Cassandra Chambers. 2025. "[Inconsistent rating scales decrease social influence bias and enhance crowd wisdom.](#)" *Computers in Human Behavior*
  3. Aceves, Pedro, and James A. Evans. 2024. "[Human languages with greater information density have higher communication speed but lower conversation breadth.](#)" *Nature Human Behaviour*
  4. Aceves, Pedro, and James A. Evans. 2024. "[Mobilizing Conceptual Spaces: How Word Embedding Models Can Inform Measurement and Theory within Organization Science.](#)" *Organization Science*
  5. Evans, James A., and Pedro Aceves. 2016. "[Machine Translation: Mining Text for Social Theory.](#)" *Annual Review of Sociology*.
- Under Review and Revising*
6. Chambers, Cassandra R., Marlon Alves, Pedro Aceves, and Shefali Patil. "Differential Learning from Inconsistent Performance Feedback: Comparing Specialists and Generalists" (Revise and Resubmit at *Organization Science*)

7. Gabruk, Megan, Maxim Sytch, Pedro Aceves, and Scott Page. "Visually Diverse Teams are Composed of Individuals with Less Diverse Knowledge" (Under Review at *American Journal of Sociology*)
8. Alves, Marlon, Cassandra R. Chambers, Pedro Aceves, and Christopher Myers. "Beyond the Crowd's Best Answer: How Conceptual Breadth Shapes Coactive Vicarious Learning"
9. Aceves, Pedro, Cassandra Chambers, and Marlon Alves, Likun Cao, James A. Evans. "Middle-Status Myopia"

#### Data Collection, Analysis, Drafting

10. Aceves, Pedro, Megan Gabruk, Kerby Shedden, and Maxim Sytch. The cartography of modern medicine.
11. Aceves, Pedro, Christopher Myers. "Language Structure and Team Performance" (Doing more data analysis)
  - Winner, INFORMS/Organization Science Dissertation Proposal Competition
  - Winner, Managerial and Organizational Cognition Best Paper Award
12. Anderson, Tracy, and Pedro Aceves. "Stuck in Their Ways: Understanding How Entrenchment Shapes Team Innovation Outcomes."

## Service

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### EDITORIAL

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|-----------------------------------------|--------------------------------------|-----------|
| 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

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|-------------------------------------------------------------------------------------|--------------|
| -Hiring Committee, Assistant Director for Multimedia, JHU Carey Business School     | 2024         |
| -Management and Organization Seminar Organizer, JHU Carey Business School           | 2023-2025    |
| - 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*, *Academy of Management Discoveries*, *INFORMS Organization Science Dissertation Proposal Competition*, *National Science Foundation*

## Awards and Fellowships

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|----------------------------------------------------------------------------------------------------|---------|
| - Internal JHU Carey Business School Grant (2025) - "Role of Cognitive Styles in AI Mobilization"  | \$1,500 |
| - 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 |

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| - 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 (Flexible MBA, 4 sections)

2025, 2024, 2023, 2022

### Bocconi University

Business Strategy in Creative Industries (2 sections)

2021, 2020, 2019, 2018

Ph.D Student Research Bootcamp

2020

## Invited Talks and Conference Presentations

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### 2026

- Nagymaros Conference at ESSEC University. July.
- *Middle-Status Myopia*. Academy of Management Symposium on The Theory and Empirics of Search Landscapes. August.
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### 2025

- *Language Structure and Team Performance*. Academy of Management Symposium on Strategic Communication. July.
- *Middle-Status Myopia*. Nagymaros Conference at Cambridge University. June
- *Examining When Crowds are Insufficient Yet Instrumental for Individual Problem-Solving*. Research presentation at the 45<sup>th</sup> annual Strategic Management Society Conference in San Francisco, California
- *Examining When Crowds are Insufficient Yet Instrumental for Individual Problem-Solving*. Research presentation at the 4<sup>th</sup> annual Bocconi Assembly for Innovation and Cooperation (BAIC) in Milan, Italy

### 2024

- *Middle-Status Myopia*. Yale University. Computational Social Science Workshop. November
- Academy of Management Symposium - Managerial Foresight: Unraveling the Enigma. August
- *Examining when Crowds are Insufficient yet Instrumental for Individual Problem Solving*. Nagymaros Conference at Universidad Carlos III de Madrid. June
- *Examining when Crowds are Insufficient yet Instrumental for Individual Problem Solving*. Druid Conference. June.
- *Language Structure, Collective Cognition, and Team Performance*. Emory University, Goizueta Business School, Organization & Management. March
- *Open Science within Management and Sociology*. Johns Hopkins University - Open Scholarship at Johns Hopkins: Experience and Advice from our Researchers. February

### 2023

- *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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07/21/2026

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  
American Sociological Association

2012-Present  
2012-Present