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EDUCATION

Sept 2005 – Present	University of Chicago Booth School of Business Economic Sociology & Organizational Behavior Ph.D, (expected 2010)	Chicago, IL
1999 – 2003	Yale University B.A. East Asian Studies (Chinese), B.A. Political Science	New Haven, CT
2001	Capital University of Economics and Business Mandarin Chinese Immersion	Beijing, China

RESEARCH INTERESTS

Economic sociology, social networks, financial markets, entrepreneurship and innovation, stratification and inequality, migration and labor

Dissertation: *Essays on Organizational Identity and the Sociology of Hedge Funds*

Dissertation Committee: Damon Phillips (Chair), Edward Laumann, John Levi Martin, Matthew Bothner, Joseph Gerakos

My dissertation is a collection of four papers linked by a common empirical setting – the hedge fund industry – and an overarching interest in the construction and consequences of organizational identity in financial markets. The dissertation draws on sociological theories of markets to develop and empirically test new models of organizational and investor behavior. Theoretically, the papers’ primary contributions are to move toward a relational theory of market change (chapter 4), develop identity-based models of organizational strategic behavior (chapters 4 and 2), and further our understanding of the organization-audience interface by exploring ways in which organizational identity influences investors’ reactions to prior organizational performance (chapters 1 and 3). Methodologically, the papers contribute to the study of organizational identity by introducing network-analytic measurement techniques designed to capture three interrelated concepts – organizational identity or “typicality”, organizational form, and the coherence or “shape” of market categories. I utilize a combination of quantitative data (TASS Hedge Fund database) covering nearly four decades of hedge fund returns and fund characteristics, and qualitative data in the form of interviews with hedge fund managers and key industry personnel across three continents (North America, Europe, Asia). [Anticipated date of completion: May, 2010]

PAPERS

Published, In-press

A Model of Robust Positions in Social Structure. (with Matthew Bothner and Harrison White)
[Forthcoming: American Journal of Sociology]

How Does Status Affect Performance? Status as an Asset versus Status as a Liability in PGA and NASCAR. (with Matthew Bothner and Young-Kyu Kim)
[Forthcoming: Organization Science]

When do Matthew Effects Occur? (with Matthew Bothner, Richard Haynes, and Wonjae Lee)
[Forthcoming: Journal of Mathematical Sociology]

Organizing Contests for Status: The Matthew Effect versus the Mark Effect. (with Matthew Bothner and Joel Podolny)
[Forthcoming: Management Science]
[2009 Best Paper Proceedings, Organizational Management and Theory – Academy of Management]

Revise & Resubmit, Under Review

Doubling Down or Reaching Out: High and low status groups activate different network structures under job threat. (with Tanya Menon and Leigh Thompson)
[Revise and resubmit, 2nd round: Organization Science]

From Role Conflict to Evaluation Discordance: The Effect of Conflicting Performance Evaluations on Risk Taking in Professional Golf
[Revise and resubmit: Social Science Research]

Working Papers

Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market Performance *

An Attribute-based Account of Organizational Conformity and Diversification *

Do Deliberate Names Mitigate the Consequences of Organizational Ambiguity? *

Horizontal Distance and Network Measurements of Social Status

Intermediaries, Mediators, and Market Change in the Hedge Fund Industry *

* Dissertation research

HONORS, FELLOWSHIPS

2008-9 Kauffman Dissertation Fellowship for research in entrepreneurship, Ewing Marion Kauffman Foundation

2007-9 Teaching assistant top evaluation award, EMBA Program (Chicago, London, and Singapore campuses)

2003-4 Parker Huang Fellowship for year-long research on topics of migration in East and SE Asia

- 2003 Cambridge University Oriental Studies Fellowship, Jesus College
- 2003 Honors in Political Science, Yale University
- 2003 Honors in East Asia Studies, Yale University
- 2002 Yale Univ. Office of the President, Verite International fellowship (www.verite.org)
- 2001 Richard U. Light East Asian languages fellowship for study in China, Japan, Korea
- 2000 Finalist, Bloch Essay Prize for outstanding writing, Yale University

INVITED PRESENTATIONS

- 2010 Reembedding Finance: Association d'études sociales de la finance, Paris France
Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market
- 2009 University of Chicago Department of Anthropology, Workshop in Money & Markets
Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market Performance
- 2009 NYU 1st Workshop in Information in Networks, New York NY
Doubling Down or Reaching Out: High and Low Status Groups Activate Different Network Structures under Job Threat
- 2009 American Sociological Association, San Francisco CA
Horizontal Distance and Network Measurements of Social Status
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
- 2009 Academy of Management, Chicago IL
Horizontal Distance and Network Measurements of Social Status
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
From Role Conflict to Evaluation Discordance: The Effect of Conflicting Performance Evaluations on Risk Taking in Professional Golf
- 2009 University of Chicago Booth, Workshop in Organizations & Markets
Intermediaries, Mediators, and Market Change in the Hedge Fund Industry (Discussant: Mario Small)
- 2009 University of Chicago Department of Sociology, Workshop in Social Theory and Evidence
Discussant for: *Social Structure* (by John Levi Martin)
- 2008 American Sociological Association, Boston MA
A Model of Robust Positions in Social Structure
- 2008 London Business School
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
- 2007 Columbia University, Institute for Social and Economic Research (ISERP)
A Model of Robust Positions in Social Structure (with Matt Bothner)
- 2007 University of Chicago Department of Sociology, Workshop in Social Theory and Evidence
A Model of Robust Positions in Social Structure
- 2004 National Sun Yet-Sen University (中山大學)

East Asian Economic Development and Taiwan's Contract Labor System

- 2003-4 Kaohsiung XinXing University (高雄信興社區大學)
Course in labor policy and migration (with Chen Yi-Chi, Da-Yeh University of Taiwan)
- 2003 Taiwan Institute of Industry & Labour Studies (勞動與產業研究工作室)
The State of Southeast Asian Laborers in Taiwan

EDITORIAL BOARDS

- 2009-10 American Journal of Sociology, Associate Editor
2007-9 American Journal of Sociology, Manuscript review board

AD HOC REVIEWER (last 12 months)

Academy of Management; American Journal of Sociology; Journal of Management Science; Social Science Research

UNIVERSITY SERVICE AND OTHER PROFESSIONAL EXPERIENCE

- 2009 Teaching Assistant; Damon Phillips, University of Chicago Booth School of Business, "Network Methods of Effective Management"
- 2007-9 Teaching Assistant; Ronald Burt, University of Chicago Booth School of Business, Chicago, London and Singapore Campuses, EMBA Program
"Strategic Leadership"
- 2006-9 Teaching Assistant; Matt Bothner, University of Chicago Booth School of Business.
"Strategy and Structure: Markets and Organizations"
- 2006-7 Teaching Assistant; Edward O. Laumann, University of Chicago, Department of Sociology.
"Organizational Theory"
- 2004-5 International Sales, McMaster-Carr Industrial Supply Co. Chicago, IL
- 2003-4 Journalist, *The Taiwan News*. Kaohsiung, Taiwan.

Professional Affiliations: American Sociological Association, Academy of Management

REFERENCES

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Edward O. Laumann
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Damon J. Phillips
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Chicago, IL 60637

Additional references available from: Andrew Abbott (UC Sociology), John Levi Martin (UC Sociology), Tanya Menon (UC Booth Organizational Behavior), and Joseph Gerakos (UC Booth Accounting)

LANGUAGES

English, Chinese-Mandarin (Fluent), Spanish (Simple)

INTERESTS

Photography (www.ebishopsmith.com), Spanish guitar, writing fiction (*Corazon*, a novel [Manuscript under editorial review]), Motorcycles