KATHERINE C. KELLOGG

MIT SLOAN SCHOOL OF MANAGEMENT
100 MAIN STREET, E62-324, CAMBRIDGE, MA 02142
617-253-2167 (MIT) ◦ 781-771-9753 (Cell)
kkellogg@mit.edu

PRIMARY ACADEMIC POSITIONS

Massachusetts Institute of Technology, Sloan School of Management, Cambridge, MA
David J. McGrath jr (1959) Professor of Management and Innovation, 2017-present
Professor, Work and Organization Studies, 2015-2016
Associate Professor, Organization Studies, 2012-2014
Assistant Professor, Organization Studies, 2005-2011

VISITING ACADEMIC POSITIONS

New York University, 2025 New York, NY
Visiting Research Professor, Leonard N. Stern School of Business

Stanford University, 2017-2018 Palo Alto, CA
Visiting Scholar, Graduate School of Business; Management Science and Engineering

London Business School, 2008-2009 London, UK
Visiting Scholar

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management, 2005 Cambridge, MA.
PhD in Organization Studies

Harvard Business School, 1990-1992 Cambridge, MA
M.B.A. in General Management

Dartmouth College, 1984-1988 Hanover, NH
B.A. in Biology modified with Psychology
Summa Cum Laude, Phi Beta Kappa, High Honors in Biology, Honors Thesis

PUBLICATIONS

Peer-Reviewed Articles

Dell'Acqua, F., McFowland, E., Mollick, E.R., Lifshitz-Assaf, H., Kellogg, K. C., Rajendran, S., Krayer, L., Candelon, F. and Lakhani, K.R. (2026). "Navigating the jagged technological frontier: Field experimental evidence of the effects of AI on knowledge worker productivity and quality." *Organization Science*, 37(2), 403-423.

Wiesenfeld, B. and Kellogg, K.C. (2026). "Generative Organizational Learning: Affordances for New Modes of Knowledge Search, Creation, Transfer, and Forgetting with LLMs." Forthcoming in *Strategic Organization*.

Kellogg, K. C., Lifshitz, H., Randazzo, S., Mollick, E., Dell'Acqua, F., McFowland III, E., Candelon, F. & Lakhani, K. R. (2025). Novice risk work: How juniors coaching seniors on emerging technologies such as generative AI can lead to learning failures. *Information and Organization*, *35*(1), 100559.

Kim, J. Y., Hasan, A., Kellogg, K., Ratliff, W., Murray, S., Suresh, H., ... & Sendak, M. P. (2024). Development and preliminary testing of Health Equity Across the AI Lifecycle (HEAAL): A framework for healthcare delivery organizations to mitigate the risk of AI solutions worsening health inequities. *PLOS Digital Health*.

Jackson, S. and Kellogg, K. (2023). "Triadic advocacy work." *Organization Science*, *34*(1), pp.456-483.

Wang, S. M., Hogg, H. J., Sangvai, D., Patel, M. R., Weissler, E. H., Kellogg, K., ... & Sendak, M. (2023). Development and Integration of Machine Learning Algorithm to Identify Peripheral Arterial Disease: Multistakeholder Qualitative Study. *JMIR Formative Research*, *7*, e43963.

Kellogg, K. C. (2022). Local adaptation without work intensification: Experimentalist governance of digital technology for mutually beneficial role reconfiguration in organizations. *Organization Science, 33(2):571-599.*

Myers, J. and Kellogg, K.C. (2022). State actor orchestration for achieving workforce development at scale: Evidence from for U.S. states. *ILR Review*. Vol. 75 (1): 28-55.

Kellogg K. C. & Sadeh-Sharvit, S. (2022). "Pragmatic AI-augmentation in mental healthcare: Key technologies, potential benefits, and real-world challenges and solutions for frontline clinicians." *Frontiers in Psychiatry* 13: 1-9.

Singer, S., Kellogg K. C, Galper, A. and Viola, D. (2022). "Enhancing the value to users of machine learning-based clinical decision support tools: A framework for iterative, collaborative development and implementation." *Health Care Management Review*. Vol. 37 (2), E21-31.

Kellogg, K. C., Myers, J, Gainer, L. and Singer, S. (2021). Moving violations: Pairing an illegitimate learning hierarchy with trainee status mobility for acquiring new skills when traditional expertise erodes. *Organization Science*. Vol. 32 (1), 181-20.

Kellogg, K. C., Valentine, M., and Christin, A. (2020). Algorithms at work: The new contested terrain of control. *Annals of the Academy of Management*. Vol. 14 (1): 366-410.

- Finalist for the 2021 Best Article Award from the Academy of Management

Kellogg, K. C. (2019). Subordinate activation tactics: Semi-professionals and micro-level institutional change in professional organizations. *Administrative Science Quarterly*. Vol. 64 (4): 928–975.

Kellogg, K. C, Gainer, L., Allen, A., O'Sullivan, T., and Singer, S. (2017). An intraorganizational model for developing and spreading quality improvement innovations. *Health Care Management Review*, 42 (4): 292-302.

Truelove, E. and Kellogg K. C. (2016). How the radical flank effect can enable cross-occupational collaboration for technology development during a power shift. *Administrative Science Quarterly*, 61 (4): 662-701.

Kellogg K. C. (2014). Brokerage professions and implementing reform in an age of experts. *American Sociological Review*, 79 (5): 912-941

DiBenigno, J. and Kellogg, K. C. (2014). Beyond occupational differences: The importance of cross-cutting demographics and dyadic toolkits for collaboration in a US hospital. *Administrative Science Quarterly*, 59 (3): 375-408.

- Winner of the 2016 W. Richard Scott Outstanding Paper Award from the Organizations, Occupations, and Work Section of the American Sociological Association

- Selected for "ASQ Editor's Choice Collection" on Group Diversity and Performance
- Finalist for the 2015 "Outstanding Publication in Organizational Behavior" award in the Organizational Behavior Division of the Academy of Management

Kellogg K., (2012). Making the cut: Using status-based countertactics to block social movement implementation and micro-institutional change in surgery. *Organization Science*, 23 (6): 1546-1570.

Briscoe, F. and Kellogg, K. C. (2011). The initial assignment effect: Local employer practices and positive career outcomes for work-family program users. *American Sociological Review*, 76 (2): 291-319.

Kellogg, K. C., (2011). Hot lights and cold steel: Cultural and political toolkits for practice change in surgery. *Organization Science*, 22 (2): 482-502.

Ahmadiyeh, N., Cho, N., Kellogg K. C., Lipsitz, S., Moore, F., Ashley, S., Zinner, M., Breen E., (2010). Career satisfaction of women in surgery: Perceptions, factors, strategies. *Journal of the American College of Surgeons*, 210 (1): 23-28.

Kellogg, K. C., (2009). Operating room: Relational spaces and micro-institutional change in surgery. *American Journal of Sociology*, 115 (3), 657-711.

Kellogg, K. C., Orlikowski, W. J. and Yates, J. (2006). Life in the trading zone: Structuring coordination across boundaries in post-bureaucratic organizations. *Organization Science*, 17 (1), 22-44.

- Winner of the 2006 Best Published Paper Award from the Organizational Communication and Information Systems Division of the Academy of Management.

Kellogg K. C., Breen E., Ferzoco SJ, Zinner MJ, Ashley SW. (2006). Resistance to change in surgical residency: an ethnographic study of work hours reform. *Journal of the American College of Surgeons*, 202 (4): 630-636.

Hutter, M, Kellogg, K.C. and Abbott, W, (2006). The impact of the 80-hour resident workweek on surgical residents and attending surgeons. *Annals of Surgery*, 243 (6): 864-875.

Ferguson, CM, Kellogg, KC, Hutter, MM, and Warshaw, AL. (2005). Effect of work-hour reforms on operative case volume of surgical residents. *Current Surgery*, 62 (5): 535-538.

Books

Kellogg, K.C. (2011) Challenging operations: Medical reform and resistance in surgery, Chicago, IL, *University of Chicago Press*.

- Winner of the 2012 Max Weber Best Book Award from the Organizations, Occupations, and Work Section of the American Sociological Association
- Winner of the 2012 Sociology of Law Best Book Award from the Sociology of Law Division of the American Sociological Association

Selected Articles for Practitioners, Policy, and General Audiences

Randazzo, S., Joshi, A., Kellogg, K.C., Lifshitz, H. and Lakhani, K.R. "Validating LLM Output? Prepare to Be Persuasion Bombed." Sloan Management Review, February 3, 2026.

Candelon, F., Kellogg, K.C., Randazzo, S., Lifshitz-Assaf, H. (2026). "Cyborgs, Centaurs, and Self-Automators: Why Keeping Humans in the Loop is Dangerously Incomplete." Fortune, January 30, 2026

Armstrong, B., Kellogg, K. C., Levi, R., Sharh, J., Wiesenfeld, B. (2024). "Implementing Generative AI in U.S. Hospital Systems."An MIT Exploration of Generative AI, March.

Kellogg, KC, Kelly EL, Hadley, CN. (2023). "How AI Can Help Stressed Out Managers Become Better Coaches." Harvard Business Review, June 21, 2023.

Kellogg, KC, Kelly EL, Hadley, CN. (2023). "Why Neglecting Work Relationships Can Sabotage Innovation and Productivity." Fast Company, March 3, 2023.

Kellogg, KC and Valentine, M. (2022). "Five Mistakes Managers Make When Introducing AI—and How to Fix them." Wall St. Journal, November 9, 2022.

Kellogg KC, Sendak M., Balu S. (2022). "Six Tactics to Make Artificial Intelligence Work on the Front Lines." STAT, September 15, 2022.

Kellogg KC, Sendak M., Balu S. (2022). "AI on the Frontlines." MIT Sloan Management Review, 634:44–50.

Kellogg, KC. (2021) "Four Mistakes Leaders Often Make When Introducing New Technology." Wall St. Journal, November 28, 2021, https://www.wsj.com/articles/four-mistakes-leaders-make-when-intro-new-tech-11637609799?mod=ig_workplacetechnologyreport.

Kellogg, KC. (2021). "Why Workplace Hierarchies Matter in Skill Transformation."*MIT Sloan Management Review*, *63*(1), 1-3.

Altman E., Kellogg K.C., Kiron D. (2021). "Orchestrating Workforce Ecosystems." Chap. 1 in The Power of Ecosystems: Making Sense of the New Reality for Organizations, edited by Stuart Crainer, 7-18. Business Ecosystem Alliance.

Kellogg, K.C. (2005). "Resistance to change in surgical residency: An ethnographic study of work hours reform." Proceedings of the American College of Surgeons Meeting.

Kellogg, K.C. (2003). "On the cutting edge: Identity transformation and institutional change among surgical residents." Proceedings of the Academy of Management Conference.

Kellogg, K.C., Orlikowski, W.J., and Yates, J. (2002). "Enacting new ways of organizing: Exploring the activities and consequences of post-industrial work." Proceedings of the Academy of Management Conference.

Articles Under Peer Review and Working Papers

Karunakaran, A., Kellogg, K.C., Wiesenfeld, B. (2026). "Experimentalist intensification governance: Managing worker negative consequences associated with generative ai experimentalist work in organizations." Under review at *American Sociological Review*.

Randazzo, S., Lifshitz, H., Kellogg, K. C., Dell'Acqua, F., Mollick, E., and Lakhani, K.R. (2026). "Cyborgs, centaurs, and self-automators: Three modes of human-genai knowledge work and their implications for skilling and the future of expertise." Under review at *Organization Science*.

Jonassen, Z, Wiesenfeld, B., Seidl, D., Kellogg, K. C. (2026) Overcoming frustration: socio-emotive practices enabling team algorithmic augmentation. Under review at *Administrative Science Quarterly*.

Gallifant, J., Kellogg, K.C., Bitterman, D. (2026). "Beyond the algorithm: A field guide to deploying AI agents in clinical practice."Under review at *NPJ Digital Medicine*.

Kellogg, K.C., Ye, B., Hu, Y., Savova, G., Wallace, B., and Bitterman, D. (2026). "Large language models require a new form of oversight: Capability-based monitoring." Under review at *NPJ Digital Medicine*.

Randazzo, S., Joshi, A., Kellogg, K. C, Lifshitz-Assaf, H., Dell'Acqua, F. and Lakhani, K.R. (2026). "GenAI as a power persuader: How professionals get persuasion bombed when they attempt to validate LLMs."
Working paper.

Kessinger, R., Kellogg, K. C., and Rothbard, N. (2026). "Over-stressed or over-coddled: How managers attempt to mitigate the negative effects of technology-afforded performance management." Working paper.

Kellogg, K., Wiesenfeld, B., Major, V., Aphinyanaphongs, Yindalon. (2026). "Facilitating experimentation to scaling of GenAI solutions: Re-imagine, iterate, deploy, scale and monitor." Working paper.

SELECTED PRESENTATIONS

Kellogg, K.C., Karunakaran, A., Wiesenfeld, B. "Relational learning around generative AI: How professionals learn to use generative AI to produce broad organizational solutions."

- NYU Management and Organizations Seminar, New York, NY,
- MIT Sloan Institute for Work and Employment Research Seminar, Boston, MA.

Wiesenfeld, B. and Kellogg, K.C. "Organizational Learning with Generative AI: New Modes of Knowledge Search, Creation, Retention, and Transfer."

- Academy of Management Conference. Copenhagen, DK

Randazzo, S., Joshi, A., Kellogg, K. C, Lifshitz-Assaf, H., Dell'Acqua, F. and Lakhani, K.R. "GenAI as a power persuader: How professionals get persuasion bombed when they attempt to validate LLMs."

- Academy of Management Conference. Copenhagen, DK

Kellogg, K., Wiesenfeld, B., Major, V., Aphinyanaphongs, Yindalon. Decentralized GenAI Implementation in Healthcare: Catalyze, Iterate, Deploy, Spread, Monitor."

- MIT Life Science Event, MIT

Kellogg, K. C., Lifshitz, H., Randazzo, S., Mollick, E., Dell'Acqua, F., McFowland III, E., Candelon, F. & Lakhani, K. R. Novice risk work: How juniors coaching seniors on emerging technologies such as generative AI can lead to learning failures.

- Management Science & Engineering Seminar, Stanford University
- Academy of Management Conference. Chicago, IL.

Randazzo, S., Lifshitz, H., Kellogg, K. C., Dell'Acqua, F., Mollick, E., and Lakhani, K.R. (2024). "Cyborgs, centaurs, and self-automators: Three types of human-genAI knowledge work." Working paper.

- HAI Seminar, Stanford University
- AI and Strategy Seminar, online
- Academy of Management Conference. Chicago, IL.

Dell'Acqua, F., McFowland, E., Mollick, E.R., Lifshitz-Assaf, H., Kellogg, K., Rajendran, S., Krayer, L., Candelon, F. and Lakhani, K.R. "Navigating the Jagged Technological Frontier: Field Experimental Evidence of the Effects of AI on Knowledge Worker Productivity and Quality."

- Berkeley Culture Conference, University of California, Berkeley
- Generative AI Conference, MIT

Kellogg K. "Using AI for Coaching and Learning." LUISS Workshop: AI and Emerging Technologies, Rome, Italy.

Kellogg, K. "Connected Champions for Implementing AI in Organizations." Academy of Management Conference. Boston, MA.

Jonassen, Z., Kellogg, K., and Wiesenfeld, B. "Socio-emotive practices for team coordination around algorithmic tools." Jonassen, Z., Kellogg, K., and Wiesenfeld, B. "Socio-emotive practices for team coordination arou algorithmic tools."

Kellogg, K. Discussant for "The Worker Perspective on AI Across Occupational, Organizational, and Geographic Boundaries." Academy of Management Conference. Boston, MA.

DeStefano T., Kellogg K., Menietti M., Vendraminelli L. "Why providing humans with interpretable algorithms may, counterintuitively, lead to lower decision-making performance."

- Harvard Business School TOM Seminar
- Academy of Management Conference, Seattle, WA.
- AI and Strategy Seminar, online.

Kellogg K. "Power-sharing artifacts for user-centered development of AI tools." Academy of Management Conference, Seattle, WA.

Kellogg K. "AI in the wild: Implementing AI on the frontlines." Academy of Management Conference, Seattle, WA.

Kellogg K. "Behind the scenes of organizational ethnography." Academy of Management Conference, Seattle, WA.

Kellogg K., Sendak M., Balu S. "AI on the front lines." MIT Sloan Management Review Webinar.

Kellogg, K. Discussant for "Unpacking How Employees Navigate Unfulfilled, Unreasonable, And Unexpected Occupational Ideals." Academy of Management Conference. Virtual.

Kellogg, K. Discussant for "Meeting the COVID-19 Challenge: Changes in Health Care Provision in Response to the Pandemic." Academy of Management Conference. Virtual.

Kessinger, R. and Kellogg, K. "Orchestrating friendship: Softening the edges of algorithmic evaluation though relation work within a firm." Academy of Management Conference. Virtual

Galper, A. and Kellogg, K. "Algorithmic recommendation systems in organizations: Ethical influences on development and use."

- Academy of Management Conference, Organization Management and Theory Division, Boston, MA

Kellogg, K. Discussant for "Microfoundations of Institutional Change: New Frontiers. Academy of Management Conference, Boston, MA.

Kellogg, K. "Local adaption without work intensification: Experimentalist governance of digital technology for mutually beneficial role reconfiguration in organizations."

- Oxford Professional Services Conference, Oxford, UK
- Cornell University ILR Seminar, Ithaca, NY
- INSEAD, Organizational Behavior Seminar, Fountainebleu, France
- Cambridge University, Judge Business School Seminar
- University of California, Davis, Qualitative Research Conference

Kellogg, K. "Subordinate activation tactics: Semi-professionals and micro-level institutional change in professional organizations."

- Stanford Sociology and Graduate School of Business joint seminar, Palo Alto, CA
- Oxford Said Business School, Organization Studies seminar, Oxford, UK
- Kellogg School of Management, MORS seminar, Evanston, IL
- University of Michigan, ICOS Seminar, Ann Arbor, MI

Kellogg, K. "Organizational Change: Principles, Practice, and Application." ACGME Third Annual Symposium on Physician Well-Being, Chicago, IL

Kellogg, K. Organizer of "Changing Institutions: Influencing and Adapting to New Logics, Reforms, and Labor Market Structures in Professional Organizations." Academy of Management Conference, Vancouver, Canada

Kellogg, K. "Subordinate Professionals and Reform Implementation in Primary Care."

- MIT Sloan Accelerating Innovation in the Health Industry Conference, New York, NY
- Stanford University, SCANCOR and WTO Seminar

Kellogg, K. Panelist for Harvard Law School Women's Law Association conference

Truelove, E. and Kellogg K. "How the Radical Flank Effect Can Enable Cross-occupational Collaboration for Technology Development during a Power Shift."

- Academy of Management Conference, Organization Management and Theory Division, Philadelphia, PA

Kellogg K. "Brokerage professions and implementing reform in an age of experts."

- University of California, San Diego, Sociology Colloquium, San Diego, CA
- Yale School of Management, Organizations and Management Seminar, New Haven, CT
- University of Wisconsin, Madison, Sociology Seminar, Madison, WI
- Michigan, Ross School of Business, Speaker Series, Ann Arbor, MI
- American Sociological Association Conference, New York, NY
- University of Chicago, Organizations and Markets Workshop, Chicago, IL
- Northwestern University, Management & Organizations Colloquium, Chicago, IL

Kellogg, K. and Singer, S. "Innovation infrastructure and the spreading of reform inside of organizations." Harvard University. Rigor and Relevance Conference

Kellogg, K. Discussant for: "Sustainability and Organizational change: An institutionalist perspective." Harvard Business School Change and Sustainability Conference, Boston, MA

Kellogg, K. "Relational spaces and transformational change." Harvard University, Conference on Gender & Work, Boston, MA

Kellogg, K. Discussant for: "Instrumentalism and regulation: Source of success or Achilles heel?' MIT Anthropology Conference: Organizational Challenges to Regulatory Enforcement and Compliance, Boston, MA

Kellogg, K. "New directions in culture, work, and organizations." Harvard University, Harvard Culture Workshop, Boston, MA

DiBenigno, J. and Kellogg, K. "Beyond occupational differences: The importance of demography and dyadic toolkits for collaboration in a US hospital."

- American Sociological Association Conference, Denver, CO
- Academy of Management Conference, Organization Management and Theory Division, San Antonio, TX
- Stanford University Organizational Behavior Seminar, Palo Alto, CA

Kellogg, K. Challenging operations: Medical reform and resistance in surgery, Chicago, IL, *University of Chicago Press*.

- Author Meets Critics. American Sociological Association Conference, Denver, CO

Kellogg K., "Making the cut: Using status-based countertactics to block social movement implementation and micro-institutional change in surgery."

- Academy of Management Conference, Organization Management and Theory Division, Montreal, CA
- Organization Studies Summer Workshop, Margaux, France
- American Sociological Association Conference, San Francisco, CA

Briscoe, F. and Kellogg, K. "The initial assignment effect: Local employer practices and positive career outcomes for work-family program users."

- Labor and Employment Relations Association (LERA) Conference, Denver, CO
- AOM Conference, Organization Management and Theory Division, Chicago, IL

Kellogg, K. "Hot lights and cold steel: Cultural and political toolkits for practice change in surgery."

- Academy of Management Conference, Anaheim, CA
- Oxford University Organization Theory Seminar, Oxford, UK

Kellogg, K. "Operating room: Relational spaces and micro-institutional change in surgery"

- London Business School Strategy Seminar, London, UK
- Stanford University Organizational Behavior Seminar, Palo Alto, CA
- Columbia University Business School Seminar, New York, NY
- University of Chicago Organizations and Markets Workshop, Chicago, IL
- Work and Employment Relations Network Meeting, Chicago, IL
- Organization Science INFORMS Conference, Pittsburgh, PA
- University of Michigan ICOS Seminar, Ann Arbor, MI
- American Sociological Association Conference, Montreal, Canada

Kellogg, K. "How power is exercised." EGOS Conference, Institutions and Inequality Session, Amsterdam

Kellogg, K. "Exploring the cultural and political aspects of institutional action." EGOS Conference, Actors, Interests, and Power Session, Bergen, Norway

Kellogg, K. "Becoming Weak: The De-institutionalization of Professional Logics, Practices and Identity in a Surgical Teaching Hospital."

- Eastern Sociological Society Conference in Boston, MA
- EGOS conference in Berlin, Germany

Kellogg, K. "On the cutting edge: Identity transformation and institutional change among surgical residents." Presented at Academy of Management Conference, Organization and Management Theory Division in Seattle, WA

Kellogg, K., Orlikowski, W.J., and Yates, J. "Enacting new ways of organizing: Exploring the activities and consequences of post-industrial work." Presented at Academy of Management Conference, Organizational Communication and Information Systems Division in Washington DC

Kellogg, K. "Institutionalized frenzy: Routinized work activities, individual work-personal life integration, and employee creative thinking time in a knowledge-based organization." Presented at Persons, Processes and Places: Research on Families, Workplaces and Communities Conference in San Francisco, CA

HONORS AND AWARDS

Featured Speaker, MIT Life Science and Health Symposium. December 2024.

Keynote Speaker, AI and Emerging Technologies Conference. May 2023.

Outstanding Reviewer Award. Organization Science, August 2023.

MIT's Jamieson Award for Excellence in Teaching, 2021

Finalist, Best Article Award. "Algorithms at work: The new contested terrain of control." Published by *Annals of the Academy of Management*, awarded by the Academy of Management, August 2021.

Best Reviewer Award. Academy of Management Journal, August 2018.

Best Reviewer Award. Organization Science, August 2017.

Winner, W. Richard Scott Outstanding Paper. "Beyond occupational differences: The importance of demography and dyadic toolkits for collaboration in a US hospital." published by *Administrative Science Quarterly*, awarded by the American Sociological Association Organizations, Occupations and Work Division, August, 2016.

Elected to the Macro-Organizational Behavior Society, October 2015

Winner, Max Weber Award, Best Book. Challenging operations: Medical reform and resistance in surgery, published by *University of Chicago Press*, awarded by the American Sociological Association Organizations, Occupations and Work Division, August, 2012.

Winner, Sociology of Law, Best Book. Challenging operations: Medical reform and resistance in surgery, published by *University of Chicago Press*, awarded by the American Sociological Association Sociology of Law Division, August, 2012.

Winner, Best Published Paper. "Operating Room: Relational Spaces and Microinstitutional Change in Surgery," published by *American Journal of Sociology*, awarded by the Academy of Management, Organization and Management Theory Division, August, 2010.

Winner, Best Published Paper. "Life in the Trading Zone: Structuring Coordination across Boundaries in Post-Bureaucratic Organizations," published by *Organization Science,* awarded by the Academy of Management, Organizational Communication and Information Systems Division, August 2006.

Winner, INFORMS Organization Science Dissertation Proposal Competition, 2004.

Best Reviewer Award. Academy of Management, Organization Theory and Management Division, August 2004

Runner up to Best Paper. "On the cutting edge: Identity transformation and institutional change among surgical residents." Academy of Management, Org Theory and Mgmt Division, August 2003

Runner up to Best Paper. "Enacting new ways of organizing: Exploring the activities and consequences of post-industrial work." With W.J. Orlikowski and J. Yates. Academy of Management, Organizational Communication and Information Systems Division, August 2002

Summa Cum Laude, Phi Beta Kappa, High Honors in Biology, Honors Thesis. Dartmouth College, May 1988

FELLOWSHIPS AND GRANTS

MIT/Sloan Research Fellowship (1999-2005)

Alfred P. Sloan Foundation Research Fellowship (2001-2004)

National Science Foundation Grant (2000-2001)

TEACHING

MBA Program

- Organizational Processes, MIT Sloan School of Management, 2005-present.
- Master's Core Team Project, MIT Sloan School of Management, 2005-present.

PhD Program

- Raquel Kessinger, "Algorithmic Evaluation." (2024; Chair)
- Alan Zhang, "Visual Technologies and Digital Work." (2024; 2nd reader)
- Shira Zilberstein, "The Making of Ethical AI: Developing Artificial Intelligence Solutions for Healthcare." (2024 in process; 2nd reader)
- Elmira Van den Broek. "Artificial Intelligence at Work: An Ethnography of the Development and Use of Machine Learning for Hiring." (2023; 2nd reader).
- Brian Spencer. "Three Essays on Emerging Technology and the Changing Nature of Work." (2022; 2nd reader).
- Lauren Waardenburg, "Behind the Scenes of Artificial Intelligence: Studying How Organizations Cope with Machine Learning Knowledge in Practice" (2021; 2nd reader).
- Jenna Myers, "Talking Shop: Worker Voice and Representation in the Digital Age" (2021; Chair)
- Summer Jackson, "Diversity Today: Essays on Organizational Inequality in the Modern Workplace" (2021; , "
- Emily Truelove, "The Changing Nature of Professional Work Inside an Incumbent Firm in the Age of Social Media: Examining the Challenge of Coproduction" (2019; Chair)
- Arvind Karunakaran, "Truce Structures: Examining Cross-Professional Coordination in the Wake of Technological and Institutional Change" (2018; 2nd reader)
- Minjae Kim, "A Man Is Known by His Cup: Signaling Commitment via Insincere Conformity" (2018; 2nd reader)
- Matt Beane, "Operating in the Shadows: The Productive Deviance Needed to Make Robotic Surgical Work" (2017; 2nd reader)
- Julia DiBenigno, "Counter Identification for Organizational Change in Response to Institutional Pressure: The Case of Army Mental Healthcare" (2016; Chair)
- Oliver Hahl, "Turning back the clock in baseball: The increased prominence of extrinsic rewards and demand for authenticity" (2013; 2nd reader)
- Roman Galperin, "Organizational powers: Capture of professional jurisdiction in the case of U.S. retail clinics" (2012; 2nd reader)

Workshops

- Faculty Member, Summer Institute for Behavioral and Social Scientists on "Organizations and Their Effectiveness" at Stanford's Center for Advanced Study in the Behavioral Sciences, 2016, 2017, 2018.

SELECTED PROFESSIONAL SERVICE

Editorial Board

- Academy of Management Journal (2016-present)
- Administrative Science Quarterly (2014-present)
- Organization Science (2008-present)
- Research in the Sociology of Work (2016-present)

Ad Hoc Reviewer

- Academy of Management Discoveries
- Academy of Management Review
- American Journal of Sociology
- American Sociological Review
- Health Care Management Review
- ILR Review
- Journal of Professions and Organization
- Management Communication Quarterly (MCQ)
- Management Information Systems Quarterly (MISQ)
- Organization Studies
- Regulation and Governance
- Social Science & Medicine
- Work & Occupations

Awards Committees and Professional Association Leadership

- Member, OMT Awards Committee, Academy of Management, 2013-2021
- Member, ASQ Award for Scholarly Contribution Committee, 2017, 2021
- Member, Sloan Management Review Awards Committee, 2021
- Member, ASQ Dissertation Award Committee, 2020
- Chair, Burt Award Committee, American Sociological Association, 2018
- Member, OMT Research Committee, Academy of Management, 2012-2018
- Chair, Max Weber Award Committee, American Sociological Association, 2016
- Section Council Member, Organizations, Occupations, and Work, ASA, 2013-2015
- Chair, Thompson Award Committee, American Sociological Association, 2012
- Chair, Max Weber Award Committee, American Sociological Association, 2013

SELECTED MIT SERVICE

- Sloan Dean Search Committee Co-Chair, 2024-2025
- Killian Award Selection Committee, Member, 2024-2025
- Sloan Speaker at MIT Life Science Event, 2024
- MIT Faculty Complaint Review Panel, Member, 2024-present
- Sloan Promotions Subcommittee Representative for Emil Verner, 2022, 2025
- Sloan Promotions Subcommittee Chair for Larry Schmidt, 2020, 2022, 2024
- Sloan Work and Organization Studies Group Head, 2020-2023
- Organizational Processes Course Head, 2011-2015, 2018-2024
- Sloan Promotions Subcommittee Representative for Nikos Trichakis, 2023
- WOS Department Committee on Faculty Recruiting, 2012, 2013, 2015, 2016, 2018-2022
- Organizer, Boston Fieldworkers Conference, 2013, 2015, 2017, 2019, 2022
- Sloan Speaker at Sloan Board of Visitors Meeting, 2021
- Sloan Speaker at Sloan AllBoards Meeting, 2021
- Sloan Behavioral and Policy Sciences Area PhD Program Head, 2018-2020
- Sloan Organization Studies Group PhD Program Head, 2012-2016, 2018-2020

- Sloan Promotions Subcommittee Representative for Bill Aulet, 2022
- Sloan Promotions Subcommittee Department Representative for Aruna Ranganathan, 2019, 2020
- MIT MLK Advisory Committee, 2018-2019
- Sloan Promotions Subcommittee Chair for Mar Reguant, 2019
- Sloan Promotions Subcommittee Representative for Delphine Samuels, 2019
- Sloan Promotions Subcommittee Chair for Joe Peppard, 2017
- Sloan Behavioral and Policy Sciences Area Head, 2016-2017
- Sloan Faculty Director of the MBA Program, 2014-2017
- Sloan MBA Program Committee Chair, 2014-2017
- Sloan Professor: MBA Women's Ambassadors Day, Spring and Fall 2016, 2017
- Sloan Co-Director of Healthcare Initiative, 2013-2015
- Organizer, Economic Sociology Conference, 2015
- Sloan Promotions Subcommittee Department Representative for Matthew Amengual, 2015
- Sloan Promotions Subcommittee Representative for Itai Ashagli, 2015
- Sloan Mentor for Matthew Amengual, 2014-2016
- Sloan Interviewer for John Van Maanen MIT Sloan Great Thinkers Video, 2015
- MIT Committee on Academic Performance, 2013-2015
- Sloan Diversity Committee Member, 2012-2013
- Sloan Speaker at Alumni Annual Appreciation Dinner, 2013
- Sloan Admit Day Teacher, 2013-present
- Sloan MBA Program Committee Member, 2012-2013
- Sloan Promotions Subcommittee Acting Chair for Rajkamal Iyer, 2013

PROFESSIONAL HISTORY

Harvard Business School, 1998-1999 Boston, MA
Research Associate

Health Advances, 1994-1998 Wellesley, MA
Manager (Consulting)

American Red Cross, Baltimore Washington Region, 1992-1994 Baltimore, MD
Vice President, Donor Recruitment and Marketing

Bain & Company, 1988-1990 Boston, MA
Associate Consultant