

**CASSANDRA CHAMBERS**  
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## ACADEMIC POSITIONS

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### **Bocconi University**

Assistant Professor, Department of Management & Technology

2018-Present

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## EDUCATION

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### **University of Michigan, Stephen M. Ross School of Business**

PhD in Business Administration: Management and Organizations, 2018

### **University of Florida, Hough Graduate School of Business**

MBA, Beta Gamma Sigma, 2011

### **University of California Los Angeles**

BA in Political Science, Magna cum Laude, 2004

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## PUBLICATIONS

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Chambers, C.R., and Baker, W.E. (Forthcoming). Robust Systems of Cooperation in the Presence of Rankings: How displaying prosocial contributions can offset the disruptive effects of performance rankings. *Organization Science*

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## MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

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Chambers, C.R. Micro-Movements through Rankings and their Implications for Cheating and System Robustness (*R&R, Administrative Science Quarterly*)

Aceves, P., and Chambers, C.R. Social Evaluation in Online Platforms (*Under Review*)

Chambers, CR., Sytch, M., and Aceves, P. Forever Following the Crowd: When a Decrease in Uncertainty Amplifies Social Influence.

Baker, W.E., and Chambers, C.R. Shifting Cooperative Strategies: Micro-Movements through Systems of Cooperation.

Baker, W.E., Chambers, C.R., and Uribe, J. The Ebb and Flow of Systems of Cooperation in Competitive Environments.

Chambers, CR. Between Two Extremes: Oscillation as a Mechanism for the Maintenance of Conflicting Organizational Identities.

*\*Runner up for OMT's Best Student Paper Award 2017*

## **BOOK CHAPTERS**

Thomas, RE 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.

## **AWARDS & HONORS**

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- Runner up for the OMT Best Student Paper Award, 2017
- ABCD Reviewer Award, OMT Division, 2017
- Ross School of Business Research Grant (University of Michigan), 2017
- Rackham Graduate School Student Research Grant (University of Michigan), 2017
- Hellen Huff Schell Scholarship, Center for the Education of Women (University of Michigan), 2016
- Rackham Pre-Candidacy Graduate Student Research Grant (University of Michigan), 2014

## **CONFERENCE PRESENTATIONS**

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Chambers, CR 2019. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research presentation at the 79<sup>th</sup> annual Meeting of the Academy of Management, Boston, MA

Chambers, CR 2018. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research Presentation at the 11<sup>th</sup> annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania.

Chambers, CR and Baker, WE 2018. The Disruption and Recovery of Cooperation. Research presentation at the 78<sup>th</sup> annual Meeting of the Academy of Management, Chicago, IL

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research Presentation at the 10<sup>th</sup> annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania.

Chambers, CR 2017. Between Two Extremes: Oscillation as a Mechanism for the Maintenance of Conflicting Organizational Identities. Research presentation at the 77<sup>th</sup> annual Meeting of the Academy of Management, Atlanta, GA

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research presentation at the 8<sup>th</sup> biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI

Aceves (Chambers), CR 2015. Re-donning a Lost Halo: Examining the Stability of Reputational Orderings. Research presentation at the 6<sup>th</sup> annual Reputation Symposium, Oxford, UK

Aceves (Chambers), CR and Baker, WE 2015. When Helping Others Get Ahead Puts Me Behind: Exploring the Co-Existence of Social Comparison Factors and Generalized Reciprocity. Research presentation at the 7<sup>th</sup> biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL

Aceves (Chambers) CR 2014. Entrepreneurs Enacting Conflicting Organizational Identities to Gain Legitimacy. Research presentation at the 74<sup>th</sup> annual Meeting of the Academy of Management, Philadelphia, PA

Aceves (Chambers), CR, Garrett, L, Hardin, AE, and Quinn, RE 2013. Discovering Your Solar System: Identifying and Crafting Your Research Identity. Professional Development Workshop to be hosted at the 73<sup>rd</sup> annual Meeting of the Academy of Management, Lake Buena Vista, FL

## **TEACHING EXPERIENCE**

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### **Bocconi University**

- OB30288: Leadership and Managerial Skills Seminar, BBA Core, Spring 2019
- OB30008: Fundamentals of Organization, BBA Core, Spring 2019
- OP20523: Leadership & Power, Elective for Masters of Management, Fall 2018. Instructor Rating 9.0/10

### **University of Michigan, Stephen M. Ross School of Business**

#### BBA Instructor

- BA200: Businesses & Leaders: The Positive Differences, Sole Instructor for BBA Core Course, Fall 2016. Instructor Rating 4.9/5.0
- BA200: Businesses & Leaders: The Positive Differences, Sole Instructor for BBA Core Course, Fall 2014. Instructor Rating 4.8/5.0

#### MBA and Master's Level Courses Teaching Assistant

- MO501: Human Behavior & Organizations, Masters in Management Core, Fall 2015
- MO557: Positive Leadership & Organizing MBA Elective, Fall 2015
- LAW549: Management & Organizations for Lawyers, Law Elective, Fall 2015
- EMBA632: Leading Organizational Change, Executive MBA course, Spring/Summer 2015
- WMBA509: Human Behavior & Organization: Managing for Excellence in Organizations, MBA Core Course, Winter 2015
- MO503: Leading People & Organizations, MBA Core Course, Fall 2014
- WMBA612: Bargaining & Influence Skills: Negotiating Strategy in a Global Economy, MBA Elective, Fall 2014

### **University of Florida, Hough Graduate School of Business**

#### MBA Teaching Assistant

- BUL5810: The Legal Environment of Business, MBA Core Course (multiple offerings 2011-2012)

## **SERVICE**

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### **Reviewing**

- Ad hoc reviewer, *Administrative Science Quarterly*, 2018-Present
- Ad hoc reviewer, *Organization Science*, 2018-Present
- Ad hoc reviewer, *American Journal of Sociology*, 2015
- Reviewer, AOM Annual Meetings (BPS & OMT Divisions), 2013-present
- Ross School of Business PhD Grants Committee Reviewer, 2014-2017

### **Other Professional Service**

- Junior Faculty Recruitment Committee, Management and Technology, 2019
- 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
- University of Michigan Undergraduate Research Opportunity Program: supervised two undergraduate research assistants, 2013-2015
- PhD Forum Communications officer, 2013-2014

- Member of the Doctoral Admissions Committee, 2013

**Professional Associations**

- Academy of Management (2012 – Present)
- American Sociological Association (2015-Present)

**NON-ACADEMIC PROFESSIONAL EXPERIENCE**

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| • Dentsply International<br>Account Manager | 2008-2011<br>Gainesville, FL |
| • Ferrellgas<br>Regional Account Manager    | 2005-2007<br>Berkeley, CA    |