

BRANDY L. AVEN

Associate Professor of Organizational Theory, Strategy, and Entrepreneurship
Tepper School of Business, Carnegie Mellon University
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APPOINTMENTS

2010 – Present

TEPPER SCHOOL OF BUSINESS, CARNEGIE MELLON UNIVERSITY

Associate Professor *with indefinite tenure* (2021–present)

Associate Professor (2016–2020)

Xerox Junior Faculty Chair (2013–2014)

Assistant Professor (2010–2016)

EDUCATION

STANFORD UNIVERSITY: Ph.D. Sociology, June 2010

STANFORD UNIVERSITY: M.A. Sociology, May 2004

UNIVERSITY OF CALIFORNIA AT LOS ANGELES: B.A. *magna cum laude* Sociology with a specialization in Computing, May 2000

PAPERS & PATENTS

Campbell, E.*, Chow, R. & Aven, B. 2022. From Exception to Exceptional: How Gender and Tenure Impact Sponsorship Effectiveness (*in press* at **Academy of Management Discoveries**).

Bergemann, P. & Aven, B. 2022. Whistleblowing and Group Affiliation: The Role of Group Cohesion and the Locus of the Wrongdoer in Reporting Decisions (*articles in advance* at **Organization Science**).

Aven, B., Morse, L.* & Iorio, A.* 2021. The Valley of Trust: The Effect of Relational Strength on Monitoring Quality. Special Issue on “Behavioral Field Evidence on Ethics and Misconduct” at **Organizational Behavior and Human Decision Processes**, 166 (September), 179–193.

Koster, J., Leckie, G. & Aven, B. 2020. Statistical Methods and Software for the Multilevel Social Relations Model. **Field Methods**, 32 (4), 339–345.

Kuwabara, K., Zou, X., Aven, B., Hildebrand, C., & Iyengar, S. 2020. Lay Theories of Networking Ability: Beliefs that Inhibit Instrumental Networking. **Social Networks**, 62 (July), 1–11.

Aven, B. & Hillmann, H. 2018. Structural Role Complementarity in Entrepreneurial Teams. **Management Science**, 64 (12), 5688–5704.

Argote, L., Aven, B. & Kush, J.* 2018. The Effects of Communication Networks and Turnover on Transactive Memory and Group Performance. **Organization Science**, 29 (2), 191–206.

Koster, J. & Aven, B. 2018. The Effects of Individual Status and Group Performance on Network Ties among Teammates in The National Basketball Association. **PLOS One**, 13 (4), e0196013.

Aven, B. & Zhang, E.* 2016. Social Distance and Knowledge Transformation: The Effects of Social

Network Distance on Organizational Learning. **Sociological Science**, 3, 1103–1131.

Aven, B. 2015. The Paradox of Corrupt Networks: An Analysis of Organizational Crime at Enron. **Organization Science**, 26 (4), 980–996.

Hillmann, H. & Aven, B. 2011. Fragmented Networks and Entrepreneurship in Late Imperial Russia. **American Journal of Sociology**, 117 (2), 484–538.

Aven, B., Burgess, D., Haynes, J., Merino, J. & Moore, P. *Using Product and Social Network Data to Improve Online Advertising*. U.S. Patent: WO/2009/085,524 (7/9/2009).

Cook, K., Cheshire, C., Gerbasi, A. & Aven, B. 2009. “Assessing Trustworthiness in Online Goods and Services” in *ETrust: Forming Relationships in the Online World*, edited by Karen S. Cook, Chris Snijders, Vincent Buskens & Coye Cheshire. New York, New York: Russell Sage Foundation.

WORKING PAPERS

Zhang, E.*, Aven, B. & Kleinbaum, A. *Left but Not Forgotten: How Mobility Grants Women License to Broker* (3rd resubmission at **Administrative Science Quarterly**).

Helzer, E., Cohen, T. Aven, B. Iorio, A., & Kim, Y. *Moral Beacons: Understanding Moral Character and Moral Influence* (2nd resubmission at **Journal of Personality**).

Kush, J., Aven, B., & Argote, L. *A Text-Based Measure of Transactive Memory System Strength* (3rd resubmission at **Small Group Research**).

Bergemann, P., Negro, G. & Aven, B. *Social Structure and the Refraction of Social Control: Naming Names During the Hollywood Blacklist* (Under review).

Li, S. & Aven, B. *Complementarities of Members’ Structural Roles in Team Success: The Mechanism of Experience Correspondence*.

Aven, B., Shen, R. & Zhang, C. *Complementary Capitalists: Venture Capital Syndication Groups in China*.

Soda, G., Iorio, A.* & Aven, B. *A Quasi-Experiment on the Effects of Monetary Incentives on Informal Knowledge Sharing*.

GRANTS

PNC Center for Financial Services Innovation (2021–2022) “Exploring Employees’ Social Networks and Organizational Identification in the Context of Diversity, Equity, and Inclusion” (\$37,877)

Wake Forest University and the John Templeton Foundation (2016–2018) “Morally exceptional future business leaders: Their traits, behaviors, reputations, and social networks” with Taya Cohen and Erik Helzer (\$145,000)

National Science Foundation Award #1459963 (2015–2018) “Social Networks, Transactive Memory and Team Performance: An Experimental Investigation” with Linda Argote (\$400,000)

PNC Center for Financial Services Innovation (2015–2016) “Exploring the Network Characteristics of Top Performers” (\$47,000)

Berkman Faculty Development Grant (2012) “Innovator-Imitator Interactions: A Network Perspective on U.S. Pharmaceutical Markets, 2000–2012” (\$5,000)

AWARDS

- 2019 **George Leland Bach Excellence in MBA Teaching Award**, Tepper School of Business
2013 **Xerox Junior Faculty Chair**, Tepper School of Business
2012 **Gerald L. Thompson Excellence in Undergraduate Teaching Award**, Tepper School of Business
2008 **Graduate Research Opportunity Award**, Stanford University Department of Sociology
2008 **Sociological Research Opportunity Award**, Stanford University Department of Sociology
2005 **LaPiere Second Year Paper Award**, Stanford University Department of Sociology
2003 **Graduate Award Fellowship**, Stanford University Department of Sociology

INVITED PRESENTATIONS

- 2022-2023 **HEC, Paris**
Emory University, Goizueta Business School
Tilburg University, Organization Studies & Management Department
2021-2022 **McGill**, Desautels Faculty of Management
Stanford, Sociology Department
2020-2021 **Johns Hopkins University**, Cross-School Leadership and Management in Healthcare Invited Speaker Seminar Series
2019-2020 ***University of Arizona**, Eller College of Management
University of Toronto, Rotman School of Management
Carnegie Mellon University, Department of Social and Decision Sciences
2018-2019 **University of Chicago**, Booth School of Business
Johns Hopkins University, Carey Business School
University of California at Davis, Graduate School of Management
INSEAD, Singapore
Bocconi University, Department of Management and Technology
University of Michigan, Ross School of Business
2017-2018 **University of Mannheim**, Sociology Department
Stanford University, Graduate School of Business
2016-2017 **University of Alberta**, School of Business
Washington University, Olin Business School
University of Utah, Eccles School of Business
Brigham Young University, Sociology Department
2014-2015 **Stanford University**, SCANCOR
University of Maryland, Smith School of Business
2013-2014 **Dartmouth College**, Tuck School of Business
University of California at Berkeley, Haas School of Business
Indiana University, Sociology and Political Science Department
2012-2013 **Emory University**, Goizueta Business School
2011-2012 **Columbia University**, School of Business

CONFERENCE PRESENTATIONS

- Whistle While You Work? The Relational Determinants of Reporting Wrongdoing* (2020). Nagymaros Conference. Berlin, Germany (Virtual).
- Reporting Wrongdoing in the Workplace: The Role of Workgroup Cohesion and Social Context* (2019). Economic Sociology Conference, Goizueta Business School. Atlanta, GA.
- Complementary Capitalists: Venture Capital Syndication Groups in China* (2019). Economic Sociology Conference, Goizueta Business School. Atlanta, GA.
- Individual and Dyadic Effects on Social Influence* (2019). Symposium on Peers and Social Influence in Organizations, Annual Meeting of the Academy of Management. Boston, MA.
- The Valley of Trust: The Effect of Relational Strength on Monitoring Quality* (2018). Network Evolution Conference, INSEAD. Fontainebleau, France.
- (Dis)Trust & Networks* (2018). Professional Development Workshop on Trust and Organizations, Annual Meeting of the Academy of Management. Chicago, IL.
- The Valley of Trust: The Effect of Relational Strength on Monitoring Quality* (2018). Inter-Organizational Networks Conference, Gatton School of Business and Economics, University of Kentucky. Lexington, KY.
- Intra-organizational Mobility and Performance Disruption* (2017). People and Organizations Conference, Wharton School of Business. Philadelphia, PA.
- The Valley of Trust: The Effect of Relational Strength on Monitoring Quality* (2017). Fellow Travelers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work. Desautels Faculty of Management, McGill University, Montreal.
- Honest Mistakes? Uncovering the Auditor-Client Relationship and Errors in Audits* (2016). Economic Sociology Conference, Kellogg School of Management, Evanston, IL.
- Honest Mistakes? Uncovering the Auditor-Client Relationship and Errors in Audits* (2016). Junior Organization Theory Workshop, Tepper School of Business, CMU, Pittsburgh, PA.
- The Effect of Peers on Individual Performance* (2016). People and Organizations Conference, Wharton School of Business. Philadelphia, PA.
- The Effect of Peers on Individual Performance* (2016). Symposium on Identity, Nonconformity, and Careers in Organizations, Annual Meeting of the Academy of Management. Anaheim, CA.
- Disentangling Embedded Ties: The Distinct Effects of Trust and Liking Networks for Market Fraud* (2015). INFORMS Annual Meeting, San Francisco, CA.
- Heuristic versus Homophily* (2015). Junior Organization Theory Workshop, Haas School of Business, University of California. Berkeley, CA.
- Heuristic versus Homophily* (2015). Sunbelt: International Network of Social Network Analysis Conference. Brighton, England.
- The Effects of Local versus Global Information for Organizational Learning* (2014). Occupations, Organizations and Work Roundtable, American Sociological Association Annual Meeting. San Francisco, CA.
- The Effects of Local versus Global Information for Organizational Learning* (2014). Carnegie School Organizational Learning Conference. Asilomar, Pacific Grove, CA.
- Structural Complementarity: Entrepreneurial Performance of Founding Teams in Late Imperial Russia* (2013). National Science Foundation Knowledge Conference, Wharton School of Business. Philadelphia, PA.

The Effects of Corruption on Organizational Networks and Individual Behavior (2013). Haas Multi-Disciplinary Conference on Fraud and Misconduct. University of California. Berkeley, CA.

Structural Complementarity: Entrepreneurial Performance of Founding Teams in Late Imperial Russia (2013). Economic Sociology Roundtable, American Sociological Association Annual Meeting. New York, NY.

Structural Complementarity: Entrepreneurial Performance of Founding Teams in Late Imperial Russia (2013) Junior Organization Theory Workshop, Booth School of Business, University of Chicago.

Novel Information Transfer: The Effects of Relations on Information Spread (2013). Occupations, Organizations and Work Roundtable, American Sociological Association Annual Meeting. New York, NY.

Network Diversity of Founding Teams: Entrepreneurial Performance in Late Imperial Russia (2012). NETSCI Satellite Symposium: Economics in Networks. Evanston, IL.

Network Diversity of Founding Teams: Entrepreneurial Performance in Late Imperial Russia (2012). Sunbelt: International Network of Social Network Analysis Conference. Redondo Beach, CA.

Network Diversity of Founding Teams: Entrepreneurial Performance in Late Imperial Russia (2012). 5th Annual Political Networks Conference and Workshops. Denver, CO.

The Effects of Corruption on Organizational Networks and Individual Behavior (2011). 4th Annual Political Networks Conference and Workshops. Ann Arbor, MI.

Communication Patterns of Innovations: An Analysis of Enron (2009). Organizations, Occupations, and Work Paper Section, American Sociological Association Annual Meeting. San Francisco, CA.

Communication Patterns of Innovations: An Analysis of Enron (2009). Sunbelt: International Network of Social Network Analysis Conference. San Diego, CA.

Reputation and Organizational Foundings: Evidence from Tsarist Russia, 1700–1914 (2007). Economic Sociology Paper Section, American Sociological Association Annual Meeting. New York, NY.

Entrepreneurship in Fragmented Networks (2007). University of Chicago Graduate School of Business, Conference on the Emergence of Social Organizations. Chicago, IL.

Reputation and Organizational Foundings: Evidence from Tsarist Russia, 1700–1914 (2006). Sunbelt: International Network of Social Network Analysis Conference. Vancouver, Canada.

TEACHING

Tepper School of Business: MBA Program

Managing Organizations and Networks (Required course)

People Analytics (Elective)

Leveraging Your Network (Introductory class)

Tepper School of Business: Undergraduate Program

Introduction to Organizational Behavior (Required course)

Tepper School of Business: PhD Program

Research Methods in Behavioral Sciences

Seminar in Organizational Theory

Special Topics in OB&T: Organizations & Networks

Tepper School of Business: Executive Education Program

People Analytics & Strategy

Corporate Entrepreneurship: The ‘Intra-preneur’

Building Networks of Influence
Power and Influence: How Leaders Create and Use Strategic Networks
Networks of Strategic Influence for High-Potential Women Leaders
Corporate Innovation: A Portfolio Approach

EDITORIAL SERVICE

2020 – present **Management Science**, Associate Editor
 2020 – present **Organization Science**, Editorial Board member
 2010 – present **Ad hoc reviewer** for Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Management Science, Organization Science, Organizational Behavior and Human Decision Processes, Social Forces, Social Networks, Sociological Forum, Socio-Economic Review, The Sociological Quarterly, Strategic Entrepreneurship Journal, Strategic Management Journal

PROFESSIONAL SERVICE

2023 Carnegie Mellon University, Block Center: “Toward AI Accountability: Policy Ideas for Moving Beyond a Self-Regulatory Approach”
 2023 Carnegie Mellon University: Meaningful Work and Building an Ethical Future Forum
 2022 New York Reserve Bank: New York Fed Culture Web Series: Shifting Norms? The Intersection of Technology and Culture in Financial Services
 2021–2022 Academy of Management Panelist: The Flow of Information through Organizations: Exploring Multilevel Theorizing and Future Directions
 2021–2022 American Sociological Association – Presider and Organizer of Economic Sociology Session ‘Problems in Economic Coordination, Organizations, and Networks’
 2020–2021 Academy of Management, Organization and Management Theory (OMT) Best Paper Award Committee
 2020–2021 American Sociological Association – Organizations, Occupations, and Work (OOW) Diversity & Membership Committee
 2020 Co-organizer, Economic Sociology Conference, (postponed to 2021)
 2020 Presenter and Panelist, *Computational Competitive Advantage and Aspirational Organizations*, Women in Data Science. Pittsburgh, PA
 2018; 2019; 2020 Invited Faculty Panelist, Organization and Management Theory (OMT) Division’s - Global Professional Development Workshop on “Doing Organizational Research Around the World”
 2018 Committee Member, Burt Best Student Paper Award of the American Sociological Association: Economic Sociology Section
 2018; 2020 INFORMS/Organization Science Dissertation Proposal Competition, Reviewer
 2018; 2019 Invited Faculty Mentor, Organization and Management Theory (OMT) Division Doctoral Consortium
 2017; 2018 Organization and Management Theory (OMT) Division Research Committee
 2017 Presenter, Tepper Women in Business Conference: Allies and Advocates. Pittsburgh, PA.
 2016 Organizer, Junior Organizational Theory Conference

2016 TedxPittsburgh TEDWomen Simulcast and Panel Discussion. Pittsburgh, PA.
2012 Discussant, American Sociological Association: Economic Sociology Section

ACADEMIC MEMBERSHIPS

Academy of Management, American Sociological Association, and International Network for Social Network Analysis

INDUSTRY EXPERIENCE

2017 – Present	Carnegie Museum of Art, Board Member & Chair of Finance Committee	Pittsburgh, PA
2000 – 2003	Exeter Group	Los Angeles, CA; San Francisco, CA

MEDIA COVERAGE

My research has been covered by outlets such as National Public Radio, The Atlantic, Forbes, Financial Times, Yahoo Finance, Bloomberg, Quartz, Science News Magazine, Vox Recode, BBC, Business Insider, and the Pittsburgh Post-Gazette.