

JULIA DiBENIGNO

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Updated July 2022

POSITION

Yale University, School of Management

Associate Professor of Organizational Behavior (without tenure) 2022 – Present

Courtesy Appointment in the Department of Sociology 2017 – Present

Assistant Professor of Organizational Behavior 2016* – 2022

**Clock stops for births of children in 2018, 2021*

EDUCATION

Ph.D., MIT Sloan School of Management 2016

Work and Organization Studies Group

B.A., Columbia University, Columbia College of Arts & Sciences 2006

Major: Psychology; Concentration: Women's and Gender Studies

Salutatorian, summa cum laude, Phi Beta Kappa

PUBLICATIONS

DiBenigno, J. 2022. [How Idealized Professional Identities Can Persist through Client Interactions.](#)
Forthcoming in *Administrative Science Quarterly*.

Satterstrom, P., Kerrissey, M., and **J. DiBenigno.** 2021. [The Voice Cultivation Process: How Team Members Can Help Upward Voice Live on to Implementation.](#) *Administrative Science Quarterly*, 66: 380–425.

- Winner of Equity, Diversity, and Inclusion Research Award from NYU Wagner, 2021

DiBenigno, J. 2020. [Rapid Relationality: How Peripheral Experts Build a Foundation for Influence with Line Managers.](#) *Administrative Science Quarterly*, 65: 20–60.

- Best Paper Award at the Davis Conference on Qualitative Research, 2017
- ASQ Dissertation Award, Runner Up, 2021
- Outstanding Published Article in Positive Organizational Scholarship Award Honorable Mention, 2022

DiBenigno, J. 2018. [Anchored Personalization in Managing Goal Conflict between Professional Groups: The Case of U.S. Army Mental Healthcare.](#) *Administrative Science Quarterly*, 63: 526–569.

- Winner of INFORMS Organization Science Dissertation Proposal Competition, 2015
- Grigor McClelland Best Dissertation Award from EGOS, 2017
- Responsible Research Award from IACMR-RRBM, 2019
- Outstanding Published Article in Positive Organizational Scholarship Award Honorable Mention, 2019

*Anteby, M., Chan, C., and **J. DiBenigno**. 2016. [Three Lenses on Professions and Occupations in Organizations: Becoming, Doing, and Relating](#). *Academy of Management Annals*, Volume 10.

***Denotes equal authorship**

- Academy of Management Annals Best Paper Award, 2017

DiBenigno, J. and Kellogg, K. 2014. [Beyond Occupational Differences: The Importance of Cross-Cutting Demographics and Dyadic Toolkits for Collaboration in a U.S. Hospital](#). *Administrative Science Quarterly*, 59: 375-408.

- Selected for “ASQ Editor’s Choice Collection” on Group Diversity & Performance
- W. Richard Scott Outstanding Paper Award from the Organizations, Occupations, and Work Section of the American Sociological Association, 2016

WORKING PAPERS (*Denotes PhD Student Co-Author)

Yang, E.* and **J. DiBenigno**. Moving Fast, Going Big, and Playing for Keeps: The Rapid Institutionalization of Bottom-up Change Ideas after an Exogenous Shock. Revise & Resubmit at *Organization Science*.

DiBenigno, J. Transcending Tokenism: How and When Token Women in Male-Dominated Occupations Can Challenge Gendered Work Norms (Preparing for submission).

WORK IN PROGRESS

DiBenigno, J. Relational Protections: Becoming ‘Untouchable’ at Work (Data analysis and drafting stage).

DiBenigno, J. The Politics of Inclusion: Battles over Who Can Be Themselves at Work (Data analysis stage).

DiBenigno, J. Occupational Suppression: Organizational Tactics to Curb Professional Excess (Data analysis stage).

Chown, J. and **J. DiBenigno**. The Promise and Peril of Employee Empowerment Initiatives for Bottom-up Change (Data analysis and revising stage).

Yang, E.,* **DiBenigno, J.**, and B. Wiesenfeld. How and When Professionals Can Meaningfully Use A.I. Tools in Their Work (Data collection stage).

OTHER PUBLICATIONS

Satterstrom, P., Kerrissey, M., and **J. DiBenigno**. 2022. [How the Best Teams Keep Good Ideas Alive](#). *Harvard Business Review*.

DiBenigno, J. and M. Kerrissey. 2020. “[Structuring Mental Health Support for Frontline Caregivers during COVID-19: Lessons from Organizational Scholarship on Unit-Aligned Support](#).” *British Medical Journal – Leader*. Volume 4 (3): 124-127.

Sangal, R., Wrzesniewski, A., **DiBenigno, J.** Reid, E., Ulrich, A. Liebhardt, B. Bray, A., Yang, E.,

Eun, E., Venkatesh, A. and M. King. 2021. “[Work team identification associated with less stress and burnout among front-line emergency department staff amid the COVID-19 pandemic.](#)” *British Medical Journal – Leader*. Volume 5:51-54.

Srinivasan, J., **DiBenigno, J.**, and J. Carroll. 2017. “Transformation of the US Army Behavioral Health System of Care: An Organizational Analysis Using the “Three Lenses.”” *Journal of Organizational Behavior Education*. Volume 10: 5-18.

ACADEMIC AWARDS & HONORS

Outstanding Published Article in Positive Organizational Scholarship Award, Honorable Mention	2022
Thinkers50 Radar List Class of 2022	2022
ASQ Dissertation Award, Runner-Up	2021
Equity, Diversity, and Inclusion Research Award from NYU Wagner	2021
Best Symposium Award, Academy of Management Meeting, MOC Division	2021
Responsible Research Award from IACMR-RRBM	2019
Outstanding Published Article in Positive Organizational Scholarship Award, Honorable Mention	2019
Best Paper Award, Academy of Management Annals	2017
Grigor McClelland Best Dissertation Award presented at EGOS from the Society for the Advancement of Management Studies	2017
Best Paper Award at the Davis Conference on Qualitative Research	2017
W. Richard Scott Best Article Award from the Organizations, Occupations, and Work Section of the American Sociological Association	2016
Winner of the INFORMS Organization Science Dissertation Proposal Competition	2015
Best Paper Designation, Chicago Ethnography Conference	2015
Douglas McGregor Award, MIT Sloan School of Management	2013
Salutatorian of Columbia College - delivered graduation speech	2006
Phi Beta Kappa, Columbia College	2005
James P. Shenton Prize in Contemporary Civilization, Columbia College	2004

REFEREED & INVITED PRESENTATIONS

How Idealized Professional Identities Can Persist through Client Interactions

- Johns Hopkins, Carey School of Business Invited Seminar, Virtual
- Berkeley Haas MORS Group Invited Seminar, Virtual
- University of Toronto Invited Seminar in Healthcare Management, Virtual
- Wharton People and Organizations Conference, Virtual
- American Sociological Association Conference Paper Session on Jobs, Occupations and Professions, Virtual
- Chicago Booth, Organizations & Markets Invited Seminar, Chicago, IL
- NYU Wagner Invited Seminar. New York, NY
- Wharton Jr. OB Conference Rapid Research Session, Philadelphia, PA
- Emory University Economic Sociology Conference Roundtable, Atlanta, GA
- Academy of Management Conference Symposium, Boston, MA

Transcending Tokenism: How and When Token Women in Male-Dominated Occupations Can Challenge Gendered Norms

- American Sociological Association Annual Meeting, Paper Session, Los Angeles, CA
- MIT Sloan Economic Sociology Seminar, Virtual
- Wharton People and Organizations Conference, Virtual
- Academy of Management Conference Showcase Symposium, Virtual
 - Winner of the 2021 “Best Symposium Award” from the MOC Division
- George Washington University, Management Department Invited Seminar, Virtual
- Social Sexual Behavior & Sexual Harassment Research Collaborative, Virtual

Moving Fast, Going Big, and Playing for Keeps: The Rapid Institutionalization of Bottom-up Change Ideas after an Exogenous Shock

- Academy of Management Conference Showcase Symposium, Virtual
- Extreme Contexts Workshop Invited Presenter, Virtual
- Boston Field Researchers Conference, Boston University, Virtual
- Boston College Work, Identity, and Meaning, Virtual

Rapid Relationality: How Peripheral Experts Build a Relational Foundation for Influence with Line Managers

- Kellogg MORS Group Invited Seminar, Chicago, IL
- Rotman OBHR Group Invited Seminar, Toronto, Canada
- Yale Anthropology Ethnography and Social Theory Invited Seminar, New Haven, CT
- Stanford University SCANCOR Group Invited Seminar, Palo Alto, CA
- Stanford School of Engineering MS&E WTO Invited Seminar, Palo Alto, CA
- U.C. Davis Conference on Qualitative Research, Sacramento, CA
- Yale Sociology Seminar, New Haven, CT
- American Sociological Association Conference OOW Section Paper Session, Montreal, Canada
- Academy of Management Conference Symposium, Anaheim, CA
- Carnegie Mellon Junior Faculty Organizational Theory Conference, Pittsburgh, PA

Anchored Personalization for Managing Goal Conflict between Professional Groups: The Case of U.S. Army Mental Healthcare

- Invited Presentation at the Grigor McClelland Best Dissertation Award Finals. EGOS Conference, Copenhagen, Denmark
- Cornell ILR and Johnson School of Management Invited Seminar Talk, Ithaca, NY
- Invited Plenary Talk at the INFORMS Organization Science Winter Conference, Park City, UT
- Yale School of Management, Invited Seminar, New Haven, CT
- Harvard Business School, OB Group Invited Seminar, Cambridge, MA
- London Business School, OB Group Invited Seminar, London, England
- Kellogg School of Management, Invited Seminar, Evanston, IL
- University of Texas at Austin, Management Department Invited Seminar, Austin, TX
- Boston College, Management Department Invited Seminar, Boston, MA
- University of Oregon, Management Department Invited Seminar, Eugene, OR
- Purdue, Management Department Invited Seminar, West Lafayette, IN
- American Sociological Association Conference OOW Paper Session, Chicago, IL
- Wharton People & Organizations Conference, Philadelphia, PA
- Academy of Management Conference Symposium, Vancouver, BC
- Positive Organizational Scholarship Conference, Orlando, FL
- Wharton Women in Business Academia Conference, Philadelphia, PA
- Chicago Ethnography Conference, Chicago, IL

Beyond Occupational Differences: The Importance of Cross-Cutting Demographics and Dyadic Toolkits for Collaboration in a U.S. Hospital.

- MIT Sloan Organization Studies Group Seminar, Cambridge, MA
- Stanford GSB, Palo Alto, CA (*given by co-author)
- Eastern Sociological Society Annual Meeting, Boston, MA
- American Sociological Association Conference OOW Paper Session, Denver, CO
- Academy of Management Conference Symposium, San Antonio, TX

PROFESSIONAL SERVICE

- INFORMS Organization Science Dissertation Competition Organizer and Officer (2019-2023 Term)

Editorial Board Member for:

- Administrative Science Quarterly
- Organization Science
- Academy of Management Journal

Ad Hoc Reviewer for:

- American Sociological Review
- American Journal of Sociology
- Management Science
- Research in the Sociology of Work
- Work and Occupations

- Organizational Behavior and Human Decision Processes
- Academy of Management Conference (OMT, MOC, OB, GDO Divisions)

Invited Presider, Discussant, Panelist, Chair and PhD Student Mentor Roles

- Discussant for “The Relating Lens on Occupations and Professions.” Presenter Symposium. 2022 Academy of Management Meeting. Seattle, WA.
- Doctoral Student Mentor for “Navigating Qualitative Dissertations: Advice from the Experts” PDW. 2022 Academy of Management Meeting. Seattle, WA.
- Invited “Alumni Session” for Doctoral Students at the MIT Sloan Economic Sociology Working Group. 2022.
- Invited Panelist for “ASQ Blog Research Discussion on Publishing Dissertations in Top-Tier Journals.” 2022, Virtual
- Junior Faculty Mentor for Cornell SC Johnson College of Business–ASQ Paper Development Workshop. 2022. New York, NY
- Invited Panelist for “Writing a Monograph Dissertation” for the Ethnography Atelier Workshop, 2021, Virtual
- Invited Panelist for “Critical Questions in Qualitative Research” PDW. 2021 Academy of Management Meeting. Virtual
- Invited Panelist Presenter for “Innovative Approaches to Collecting and Sourcing Data.” 2020 Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium, Virtual
- Invited Panelist for “Ask the Experts: Qualitative Research” PDW. 2019 Academy of Management Meeting. Boston, MA
- Session Chair for “New Insights into Occupations and Professions” Organization and Management Theory Paper Session. 2019 Academy of Management Meeting. Boston, MA
- Doctoral Student Mentor and Ethnographic Research and Teaching Roundtable Co-Lead for the Organization and Management Theory Division Doctoral Consortium. 2019 Academy of Management Meeting. Boston, MA
- Doctoral Student Mentor for “Navigating Qualitative Dissertations: Advice from the Experts” PDW. 2019 Academy of Management Meeting. Boston, MA
- Invited Harvard Business School Panelist on “Collaborative Qualitative Research” at the 2017 Boston Fieldworkers Conference. Boston, MA
- Invited Panelist for “Being There/Being Them: Comparative Approaches to Ethnography” PDW. 2017 Academy of Management Meeting. Atlanta, GA
- Invited Panelist for “How to Have an Impact at the Interface: Tackling Multi-site, Multi-disciplinary Complex Research” PDW. 2017 Academy of Management Meeting. Atlanta, GA
- Invited Panelist for “Conducting Unconventional Management Research” Showcase Symposium and OMT Best Symposium Finalist at 2016 Academy of Management Conference. Anaheim, CA
- Session Chair for “The Cultural Perspective,” Organization and Management Theory Paper Session at the 2016 Academy of Management Conference. Anaheim, CA
- Table Presider, Organizations, Occupations, and Work Table Session. 2015 American Sociological Association Annual Meeting. Chicago, IL

Conferences, Symposia and Professional Development Workshops (PDW) Organized

- Co-organizer of “Examining the Intersection of Occupations and Professions in Organizations” PDW. 2021 Academy of Management Meeting. Virtual
- Co-organizer of “New Directions in Research on Occupations and Professions” PDW. 2020 Academy of Management Meeting. Virtual
- Co-organizer of Presenter Symposium on New Approaches to Understanding Harassment, Misconduct, and Reporting in Organizations. 2020 Academy of Management Meeting. Virtual
- Organizer of the 2019 INFORMS/Organization Science Dissertation Proposal Competition. Seattle, WA
- Co-organizer of Presenter Symposium on Occupational Dynamics across Organizational, Technological, and Client Boundaries. 2019 Academy of Management Meeting. Boston, MA
- Co-organizer of the Junior Organizational Theory Conference. 2017. Yale University. New Haven, CT
- Co-organizer of Presenter Symposium on Temporal Dynamics in Organizations. Designated as a Showcase Symposium. 2016 Academy of Management Meeting. Atlanta, GA
- Co-organizer of “Being There/Being Them: The Intersection of Organizational and Occupational Ethnography” PDW. 2015 Academy of Management Meeting. Vancouver, BC
- Co-organizer of Presenter Symposium on “Professions and Institutional Change.” 2015 Academy of Management Meeting. Vancouver, BC
- Co-organizer of “Being There/Being Them: Temporal Rhythms in Ethnography: Entry, Exit and In-Between” PDW. 2014 Academy of Management Meeting. Philadelphia, PA
- Co-organizer of “Horizontal Coordination across Boundaries and Locations.” Designated as a Showcase Symposium. 2011 Academy of Management Meeting. San Antonio, TX

SELECT YALE SERVICE

COVID Leadership Clinical Support Committee for Yale School of Medicine & Yale New Haven Hospital

Faculty Advisor for Elisabeth Yang, Yale SOM PhD Student

Dissertation Committee Member for Yale SOM PhD Students: Brittany Torrez, Ali Bray, Doris Kwan, Eunice Eun, Jun Won Park, Margeum Kim, and Winnie Jiang

Yale OB Internship Program Supervisor

Yale Sociology Senior Thesis Advisor

PROFESSIONAL AFFILIATIONS

Academy of Management

American Sociological Association

Boston Field Research Community Member

TEACHING

Managing Groups and Teams, Core MBA Course

Yale School of Management

Power and Politics, Core MBA and Executive MBA Course

Yale School of Management

Global Virtual Teams, Core MBA Course

Yale School of Management

Designing Social Research, Doctoral Course

Yale School of Management, Guest Lecturer on Qualitative Research Design

Fundamentals of Working with People

Yale School of the Environment, Guest Lecturer

INDUSTRY & OTHER EXPERIENCE

Deloitte Human Capital Consulting, Organization & Change Consultant

Columbia University Social Relations Psychology Lab, Lead Research Assistant