

# JULIA DIBENIGNO

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*Updated Summer 2023*

## POSITION

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### Yale University, School of Management

Professor of Organizational Behavior	2023 – Present
Associate Professor of Organizational Behavior	2022 – 2023
Courtesy Appointment in the Department of Sociology	2017 – Present
Assistant Professor of Organizational Behavior	2016* – 2022

\*Parental leaves for births of children in 2018 and 2021

## EDUCATION

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**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

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**DiBenigno, J.** 2022. [How Idealized Professional Identities Can Persist through Client Interactions.](#) *Administrative Science Quarterly*, 67: 865-912.

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 Occupations and Professions in Organizations: Becoming, Doing, and Relating](#). *Academy of Management Annals*, 10: 83-244.

**\*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

### **PAPERS UNDER REVIEW (\*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. 2<sup>nd</sup> R&R at *Organization Science*.

**DiBenigno, J.** Transcending Tokenism via Parallel Peer Encounters: How Token Women in Male-Dominated Occupations Can Promote Gender Equality. R&R at *Administrative Science Quarterly*.

### **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 Artificial Intelligence (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*, 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*, 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*, 10: 5-18.

## **ACADEMIC AWARDS & HONORS**

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Ned Smith Rising Star Award, Organization & Management Theory Division of the Academy of Management	2023
30 Thinkers to Watch, Thinkers50 Radar List	2022
Outstanding Published Article in Positive Organizational Scholarship Award, Honorable Mention	2022
Administrative Science Quarterly Best 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
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**

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

- MIT Sloan Work and Organization Studies Group Invited Seminar, Cambridge, MA
- Stanford Graduate School of Business Invited Seminar, Palo Alto, CA
- Harvard Business School Strategy Group Invited Seminar, Cambridge, MA
- Michigan Ross Management and Organizations Invited Seminar, Ann Arbor, MI
- NYU Stern Strategy Group Invited Seminar, New York, NY
- Rotman Strategy Group Invited Seminar, Toronto, Canada
- Darden School of Business Leadership and Organizations Invited Seminar, Virtual
- Boston College, Management and Organizations Invited Seminar, Boston, MA
- Wharton People and Organizations Conference, Philadelphia, PA
- Academy of Management Conference Showcase Symposium, Virtual
- Extreme Contexts Workshop Invited Presenter, Virtual

### **How Idealized Professional Identities Can Persist through Client Interactions**

- Berkeley Haas Management & Organizations Group Invited Seminar, Virtual
- University of Chicago, Booth Organizations & Markets Invited Seminar, Chicago, IL
- Johns Hopkins, Carey School of Business Invited Seminar, Virtual
- Wharton People and Organizations Conference, Virtual
- University of Toronto Invited Seminar in Healthcare Management, Virtual
- American Sociological Association Annual Meeting Paper Session, Virtual
- NYU Wagner Invited Seminar, New York, NY
- Emory University Economic Sociology Conference Roundtable, Atlanta, GA
- Academy of Management Conference Symposium, Boston, MA

### **Transcending Tokenism via Parallel Peer Encounters: How Token Women in Male-Dominated Occupations Can Promote Gender Equality**

- American Sociological Association Annual Meeting, Paper Session, Los Angeles, CA
- MIT Sloan Economic Sociology Invited Seminar, Virtual
- Wharton People and Organizations Conference, Virtual
- Michigan Ross Positive Organizational Scholarship Conference, Ann Arbor, MI
- 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

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

- Kellogg Management & Organizations Group Invited Seminar, Evanston, IL
- Stanford University SCANCOR Group Invited Seminar, Palo Alto, CA
- Rotman OBHR Group Invited Seminar, Toronto, Canada
- Yale Anthropology Ethnography and Social Theory Invited Seminar, New Haven, CT

- 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, OB Group Invited Seminar, New Haven, CT
- Harvard Business School, OB Group Invited Seminar, Cambridge, MA
- London Business School, OB Group Invited Seminar, London, England
- Kellogg Management & Organizations Group, 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, Canada
- 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 Graduate School of Business Seminar, 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**

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

**Editorial Board Membership:**

- Administrative Science Quarterly
- Organization Science

- Academy of Management Journal (formerly)

**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**

- Invited Discussant for “Qualitative Understanding of Relational Strategies.” Presenter Symposium Submission. 2023 Academy of Management Meeting, Boston, MA
- Invited Panelist for “Publishing Inductive Qualitative Research in Prominent Academic Journals” Professional Development Workshop Submission. 2023 Academy of Management Meeting, Boston, MA
- Invited 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 Presenter for an “Alumni Session for Doctoral Students” at the MIT Sloan Economic Sociology Working Group. 2022, Virtual
- Invited Panelist for “Publishing Dissertations in Top-Tier Journals” Session by the ASQ Blog. 2022, Virtual
- Junior Faculty Mentor for the 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.” 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 the 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 (PDWs) 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 Kwon, Eunice Eun, Jun Won Park, Margeum Kim, and Winnie Jiang

Yale Organizational Behavior Summer Internship Program Supervisor

Co-Organizer of the Organizational Behavior Working Group (OBID)

## **TEACHING**

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**Managing Groups and Teams**, Core MBA Course, Course Head  
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

**Stanford CASBS Summer Institute on Organizations and Their Effectiveness**  
Stanford University, Invited 2023 Guest Professor for Sessions on Organizational Ethnography

## **INDUSTRY & OTHER EXPERIENCE**

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Deloitte Human Capital Consulting, Organization & Change Consultant

Columbia University Social Relations Psychology Lab, Lead Research Assistant