

JULIA DIBENIGNO

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POSITION

Yale University, School of Management

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

*Parental leaves for births of children in 2018 and 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

Yang, E. and **J. DiBenigno**. 2025. "[Opportunistic Change during a Punctuation: How and When the Frontlines Can Drive Bursts of Incremental Change.](#)" *Organization Science*. 36(1): 40–64.

DiBenigno, J., and T. D'Aunno. 2024. "[A Necessary Prescription: How Studies of Healthcare Can Advance Theory and Practice.](#)" *Administrative Science Quarterly*. Research Curation.

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 AND WORKS IN PROGRESS

DiBenigno, J. The Transformative Potential of Parallel Peer Connections after Workplace Impasses among Women in Male-dominated Occupations. *Conditionally Accepted at Administrative Science Quarterly*.

Yang, E., and **J. DiBenigno**. Scaffolding Psychological Safety to Foster Frontline Voice on Unsafe Teams. *Revise and Resubmit at Organization Science*.

Rowcroft, D, Feldberg, A., **J. DiBenigno**, and S. Wang. Realizing You’re In the Same Boat: How a Forced Reveal Diminished Flexibility Stigma in Workplaces with Parent Collectives. *Under review at Organization Science*.

Chown, J. and **J. DiBenigno**. Running out of Low Hanging Fruit: How and When Quick Wins Can Sour Frontline Change Initiatives. (Preparing for submission).

Menz, A., **J. DiBenigno**. How Big Can You Be and Still Be Beautiful: Uncovering Structures and Practices that Sustain Organizational Purpose Over Time among Large Certified B-Corporations. (Data collection stage).

Adler, L., Zhang, E., Rowcroft, D, and **DiBenigno, J.** Understanding the Impact of Remote and Flexible Work Policies. (Data collection stage).

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

PRACTITIONER-ORIENTED TRANSLATIONAL WORK

Kerrissey, M. and **J. DiBenigno**. 2025. [How to Successfully Drive Change When Everything Is Uncertain](#). *Harvard Business Review*.

DiBenigno, J. 2025. [Leading Effective Teams](#). *Lessons from Yale School of Management Podcast*.

DiBenigno, J. 2024. [The Ethnography of Organizational Change](#). *Yale Insights*.

DiBenigno, J. 2023. [The Dark Side of An Idealized Picture of Nursing](#). *Yale Insights*.

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. [Frontline Providers Need Proactive Mental Healthcare](#). *Yale Insights, Opinion*.

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.

DiBenigno, J. 2018. [For U.S. Army, Improving Mental Health Care Meant Breaking Down Barriers Between Teams](#). *Yale Insights*.

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

| | |
|---|------|
| Elected to the Macro-Organizational Behavior Society (MOBS) | 2025 |
| Organization Science Outstanding Reviewer Award | 2024 |
| Ned Smith Rising Star Award, Organization & Management Theory Division of the Academy of Management | 2023 |
| Best Symposium Award, Academy of Management Meeting, MOC Division | 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 |

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| 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

Scaffolding Psychological Safety to Foster Frontline Voice on Unsafe Teams

- Boston University Questrom School of Business, Management Group, Invited Seminar

Women Lifting Up Women: The Power of Timely Parallel Peer Connections for Sparking Transformations among Women in Male-dominated Occupations

- Dartmouth Tuck School of Business, Invited Seminar Workshop
- INSEAD Organizational Behavior Group Invited Seminar
- American Sociological Association Annual Meeting, Paper Session, Los Angeles, CA
- MIT Sloan Economic Sociology Invited Seminar
- Wharton People and Organizations Conference
- Michigan Ross Positive Organizational Scholarship Conference
- 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
- Social Sexual Behavior & Sexual Harassment Research Collaborative

Opportunistic Change during a Punctuation: How and When the Frontlines Can Drive Bursts of Incremental Change

- MIT Sloan Work and Organization Studies Group Invited Seminar
- Stanford Graduate School of Business Invited Seminar
- Harvard Business School Strategy Group Invited Seminar
- Michigan Ross Management and Organizations Invited Seminar
- NYU Stern Strategy Group Invited Seminar
- Rotman Strategy Group Invited Seminar, Toronto, Canada
- Darden School of Business Leadership and Organizations Invited Seminar
- University of Pittsburgh Invited Seminar
- Boston College, Management and Organizations Invited Seminar
- Wharton People and Organizations Conference
- Academy of Management Conference Showcase Symposium, Virtual
- Extreme Contexts Workshop Invited Presenter

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

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

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

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
- Invited Plenary Talk at the INFORMS Organization Science Winter Conference, Park City, UT
- Yale School of Management, OB Group Invited Seminar
- Harvard Business School, OB Group Invited Seminar
- London Business School, OB Group Invited Seminar
- Kellogg Management & Organizations Group
- University of Texas at Austin, Management Department Invited Seminar
- Boston College, Management Department Invited Seminar
- University of Oregon, Management Department Invited Seminar
- Purdue, Management Department Invited Seminar
- American Sociological Association Conference OOW Paper Session, Chicago, IL
- Wharton People & Organizations Conference
- Academy of Management Conference Symposium, Vancouver, Canada
- Positive Organizational Scholarship Conference, Orlando, FL
- Wharton Women in Business Academia Conference
- 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
- Stanford Graduate School of Business Seminar (*given by co-author)
- Eastern Sociological Society Annual Meeting
- American Sociological Association Conference OOW Paper Session, Denver, CO
- Academy of Management Conference Symposium, San Antonio, TX (*given by co-author)

PROFESSIONAL SERVICE

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

Organization and Management Theory Division Research Committee (2025 – ongoing)

Editorial Board Membership:

- Administrative Science Quarterly
 - Research Methods Advisory Panel Member for Qualitative Methods
 - Guest Editor for Virtual Special Issue on Healthcare and Organizational Theory
- Organization Science
 - 2024 AOM PDW Round Table Facilitator
 - Dissertation Proposal Competition Judge (2024)
 - Outstanding Reviewer Award (2024)
- 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)
 - OMT Best Paper Award Committee (2024, 2025)
 - OMT Research Committee (2025)
 - MOC Connect Facilitator (2024)

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

- Discussant for “Learning from the Field: Psychological Safety in Frontline Occupations in High-Reliability Contexts.” Presenter Symposium. 2025 Academy of Management Meeting, Copenhagen, Denmark.
- Panelist for “Publishing Inductive Qualitative Research in Prominent Academic Journals” PDW. 2025 Academy of Management Meeting, Copenhagen, Denmark.
- Facilitator for “Cognition in the Rough.” PDW. 2025 Academy of Management Meeting, Copenhagen, Denmark.
- Doctoral Student Mentor for “Navigating Qualitative Dissertations: Advice from the Experts” PDW. 2025 Academy of Management Meeting, Copenhagen, Denmark.
- Panelist for “Occupations and Professions as a Lens for Studying Pressing Societal Challenges.” Professional Development Workshop. 2024 Academy of Management Meeting, Chicago, IL.
- Panelist for “Navigating a “Meso” Research Career.” Professional Development Workshop. 2024 Academy of Management Meeting, Chicago, IL.
- Facilitator for “Cognition in the Rough.” Professional Development Workshop. 2024 Academy of Management Meeting, Chicago, IL.
- Discussant for “Qualitative Understanding of Relational Strategies.” Presenter Symposium. 2023 Academy of Management Meeting, Boston, MA
- Panelist for “Publishing Inductive Qualitative Research in Prominent Academic Journals” Professional Development Workshop. 2023 Academy of Management Meeting, Boston, MA
- 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
- Presenter for an “Alumni Session for Doctoral Students” at the MIT Sloan Economic Sociology Working Group. 2022, Virtual
- 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
- Panelist for “Writing a Monograph Dissertation” for the Ethnography Atelier Workshop. 2021, Virtual

- Panelist for “Critical Questions in Qualitative Research” PDW. 2021 Academy of Management Meeting, Virtual
- Panelist Presenter for “Innovative Approaches to Collecting and Sourcing Data.” 2020 Research Methods Division–CARMA Doctoral Student and Junior Faculty Consortium, Virtual
- 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
- Panelist on “Collaborative Qualitative Research.” 2017 Boston Fieldworkers Conference, Boston, MA
- Panelist for “Being There/Being Them: Comparative Approaches to Ethnography” PDW. 2017 Academy of Management Meeting, Atlanta, GA
- 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
- 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 the 2025 Economic Sociology Conference
- Co-organizer of the *Administrative Science Quarterly* Virtual Symposium on “Healthcare and Organizational Theory” (with T. D’Aunno), 2024.
- Co-organizer of “The Worker Perspective on AI” PDW. 2023. Academy of Management Annual Meeting, Boston.
 - Winner of the “Best Symposium” Award by the Organization and Management Theory Division of the Academy of Management
- Co-organizer of “Let’s Get to Work: Celebrating the Legacy of Steve Barley on the Study of Work and Occupations” PDW. 2023 Academy of Management Meeting, Boston
- 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

- Co-Director of the SOM Initiative for Leadership and Organizations
- Junior and Senior Faculty Recruiting, Chair and Committee Member Roles
- Faculty Advisor for Elisabeth Yang and Deb Rowcroft, Yale SOM PhD Students
- Dissertation Committee Member for Yale SOM PhD Students: Alyssa Menz (Yale School of the Environment), Yiftach Yarmar, Brittany Torrez, Ali Bray, Doris Kwon, Eunice Eun, Jun Won Park, Margeum Kim, and Winnie Jiang
- Faculty Mentor to Post-doc Danielle Bovenberg
- Yale Organizational Behavior Summer Internship Program Supervisor
- Yale SOM CHAT Mentor
- SOM OB Pre-doc Supervisor
- SOM OB PhD Recruiting
- Committee Adjudicating Global Leadership Distribution Petitions (with J. Baron)
- OB Working Group (OBID) Lead (2022, Advisory Role, 2023-24)
- SOM Alumni Reunion Weekend Lecture on “Leading Organizational Change” (Spring 2024)
- Tenure Review Committee Member for External Hire (Spring 2024)
- Yale SOM Board of Advisors Presentation (Fall 2024)
- Search Committee Member for SOM Assistant Dean of AASL (Fall 2024)
- MBA and 1-YR Degree Orientation Speaker on Cultivating Community Norms (2024, 2025)
- Lead Organizer of OB Retreat (Spring 2022, Fall 2024)
- Chair of Third-year Review Committee (Spring 2025)
- COVID Leadership Clinical Support Committee for Yale School of Medicine & Yale New Haven Hospital, 2020

TEACHING

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

Macro and Meso Perspectives on Organizations and Their Environments, Doctoral Course
Yale School of Management

Management and Organizations Pre-Seminar, Doctoral Course
Yale School of Management

Designing Social Research, Doctoral Course
Yale School of Management, Guest Lecturer on Qualitative Research Design

Stanford CASBS Summer Institute on Organizations and Their Effectiveness
Stanford University, Invited Guest Professor for Sessions on Organizational Ethnography
2023, 2024

INDUSTRY & OTHER EXPERIENCE

Deloitte Human Capital Consulting, Organization & Change Consultant

Columbia University Social Relations Psychology Lab, Lead Research Assistant