

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

Aggarwal, I., Mayo, A.T., Murase, T., Zhang, E., Aven, B., and Woolley, A. 2024. *Cognitive Versatility and Adaptation to Fluid Participation in Hospital Emergency Department Teams*. **Frontiers in Psychology**.

Zhang, E., Aven, B. & Kleinbaum, A. 2024. *License to Broker: How Mobility Eliminates Gender Gaps in Network Advantage*. **Administrative Science Quarterly**.

Kush, J., Aven, B., & Argote, L. 2023. *A Text-Based Measure of Transactive Memory System Strength*. **Small Group Research**.

Aven, B. & Iorio, A. 2023. *Organizing for Misconduct: A Social Network Lens on Collective Corruption in Organizations*. **Research in Organizational Behavior**, 43(100191).

Helzer E., Cohen, T., Kim, Y., Iorio, A., & Aven, B. 2023. *Moral Beacons: Understanding Moral Character and Moral Influence*. **Journal of Personality**, 1-18.

Campbell, E.*, Chow, R. & Aven, B. 2023. *From Exception to Exceptional: How Gender and Tenure Impact Sponsorship Effectiveness*. **Academy of Management Discoveries**, 9 (1), 17-45.

Bergemann, P. & Aven, B. 2022. *Whistleblowing and Group Affiliation: The Role of Group Cohesion and the Locus of the Wrongdoer in Reporting Decisions*. **Organization Science**, 34 (3), 1243-1265.

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

- Soda, G., Iorio, A.* & Aven, B. *Pay-for-prominence: The (Un)Intended Consequences of Monetary Incentives on Employees’ Centrality and Turnover* (under review at Strategic Management Science).
- 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*.

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

2023-2024	Dartmouth College , Tuck School of Business
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
	Massachusetts Institute of Technology , Media Lab

CONFERENCE PRESENTATIONS

- Left but not Forgotten: Gender Differences of Networks and Performance Flowing Mobility* (2023). ION IX, Lexington, Kentucky.
- Replicating Network Advantage: Exits Mechanisms and Formation of Structural Role Complementary Syndicate in Venture Capital Investment* (2023). Value Creation, Capture & Sharing in Organizational Networks Conference. Tilburg University, Netherlands.
- A Team Success Story of Complementarities in Members' Structural Roles and Experience Diversities* (2022). SUNBELT. Cairns, Australia.
- Corruption as a Form of Misconduct: Clarifying Concepts and Charting Ways Forward* (2022). Annual Meeting of the Academy of Management (Virtual).
- Left but not Forgotten: Gender Differences of Networks and Performance Flowing Mobility* (2022). Annual Meeting of the Academy of Management (Virtual).
- The Flow of Information through Organizations: Exploring Multilevel Theorizing and Future Directions (2022). Annual Meeting of the Academy of Management (Virtual).
- Experiments in Institutional Theory and Strategy Research, OMT Global Consortium (2021). Annual Meeting of the Academy of Management (Virtual).
- Experiments in Institutional Theory and Strategy Research, OMT Global Consortium (2021) Annual Meeting of the Academy of Management (Virtual).
- 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 – 2024 **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, Teaching Social Networks Moderator.
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, <i>Computational Competitive Advantage and Aspirational Organizations</i> , Women in Data Science. Pittsburgh, PA
2018; 2019; 2020; 2021	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.