

**CASSANDRA CHAMBERS**  
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#### **ACADEMIC POSITIONS**

##### **Bocconi University**

Assistant Professor, Department of Management & Technology

2018-Present

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#### **EDUCATION**

##### **University of Michigan, Stephen M. Ross School of Business**

PhD in Business Administration: Management and Organizations, 2018

##### **University of Florida, Hough Graduate School of Business**

MBA, Beta Gamma Sigma, 2011

##### **University of California Los Angeles**

BA in Political Science, Magna cum Laude, 2004

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#### **PUBLICATIONS**

Chambers, C. R., & Baker, W. E. (2020). Robust systems of cooperation in the presence of rankings: how displaying prosocial contributions can offset the disruptive effects of performance rankings. *Organization Science*, 31(2), 287-307

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#### **MANUSCRIPTS UNDER REVIEW**

Chambers, C.R. Nonmonetary Reward Systems, Counterproductive Behavior, & Responses to Sanctions in Open Collaboration Environments (Revise & Resubmit, *Organization Science*)

Chambers, C.R., Aceves, P. and Alves, M. When Credit is Due but not Given: The Effect of Insufficient Recognition on the Amount and Scope of Knowledge Contributions (Revise & Resubmit, *Academy of Management Journal*)

Liu, H., Chambers, C.R., and Moore, C. A Review and Roadmap of Research on Leader Communication (Revise & Resubmit, *Leadership Quarterly*)

Aceves, P., Chambers, C.R., and Alves, M. Middle-Status Myopia (Revise & Resubmit, *Organization Science*)

Aceves, P., and Chambers, C.R. Crowd Wisdom in Online Platforms. (Revising for resubmission, *Management Science*)

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#### **WORK IN PROGRESS**

Chambers, C.R., Sytch, M., and Aceves, P. Forever Following the Crowd: When a Decrease in Uncertainty Amplifies Social Influence

Chambers, C.R. and Baker, W.E. Lay Down the Law or Let it Go: Examining the Role of Tolerance in Maintaining Systems of Cooperation

Chambers, C.R. and Kaplan, S. Gamification Programs and Social Impact

Grohsjean, T., Chambers, C.R., Alves, M.F.R., and Aceves, P. When Others Help Me Find My Way: Conceptual Antecedents to Individual Problem Solving

Audia, P., and Chambers, C.R. Status Friction & Network Tie Formation

Chambers, C.R. Radical Transparency & Middle-Status Conformity

### **MEDIA OUTLETS AND OTHER PUBLISHED WORK**

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Chambers, C.R. *The Dark Side of Game Playing*. Financial Times Magazine, Student Briefing. Publication date: December 23, 2020.

Thomas, RE and Aceves, C (2013). Coalition formation and battles to effect intellectual property policy change in the age of ACTA, AIA and the SHIELD Act. *The Changing Face of US Patent Law and Its Impact on Business Strategy*, 15-41.

### **AWARDS & HONORS**

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- Runner up for the OMT Best Student Paper Award, 2017
- ABCD Reviewer Award, OMT Division, 2017
- Ross School of Business Research Grant (University of Michigan), 2017
- Rackham Graduate School Student Research Grant (University of Michigan), 2017
- Hellen Huff Schell Scholarship, Center for the Education of Women (University of Michigan), 2016
- Rackham Pre-Candidacy Graduate Student Research Grant (University of Michigan), 2014

### **SERVICE**

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#### **Editorial Board**

- *Organization Science*
- *Administrative Science Quarterly*

Ad hoc Reviewer for:

- *Strategic Management Journal*
- *American Journal of Sociology*

#### **Service at Bocconi University**

- Junior Faculty Recruitment Committee, Department of Management and Technology, 2019-2020
- Faculty Presenter FTxBocconi Talent Challenge February 2021
- Dissertation Committee Member, *Tatiana Balushkina*, 2021
- Dissertation Committee Member, *Isabella Pozzo*, 2020
- PhD student advisor for second year paper, *Huai-Ching Liu*, 2020
- PhD student advisor for second year paper, *Chang Liu*, 2020
- Reviewer for PhD student 2<sup>nd</sup> Year Papers, 2019
- Thesis Course Video Guide for Bocconi Undergraduate Students, English Version
- BUILT PhD Job Market Course, MNT Representative, 2019, 2020

#### **Other Professional Service**

- Faculty Roundtable Member, AOM New Doctoral Consortium, 2020
- OMT Café Chat Host, AOM Conference 2015, 2016
- The ASQ Student Blog (ASQblog.com), Co-Organizer & Contributor, 2014-2016
- ASQ Student Community Facebook, Founder & Contributor

## **TEACHING EXPERIENCE**

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### **SDA Bocconi School of Management:**

- Full-time Core MBA course, Managing People in Organizations ~50 students per section, Ratings /10
  - Winter 2021: 8.8, 9.0
  - Winter 2020: 8.4, 8.6

### **Bocconi University:**

- Elective for Masters of Management, Leadership in Traditional and Virtual Work Environments ~80-110 students  
Ratings /10
  - Fall 2021: 9.2
  - Spring 2020: 8.2
  - Fall 2018: 9.0
- Masters of Management Behavioral Skills Seminar ~70-100 students
  - Fall 2020: 8.7
  - Fall 2019: 9.0
- Undergraduate Core multiple programs, Leadership and Managerial Skills Seminar~100 students
  - Spring 2019: 8.5
- Undergraduate Core CLEACC Program, Fundamentals of Organizations~100 students
  - Spring 2019: 7.8

### **University of Michigan, Stephen M. Ross School of Business**

- Undergraduate Core, Businesses & Leaders: The Positive Difference  
Ratings /5
  - Fall 2016: 4.9
  - Fall 2014: 4.8

## **INVITED TALKS**

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- USI Lugano
- London Business School, Strategy Department
- Stanford University, Management Science & Engineering
- Bocconi University, Management & Technology
- University Toronto Rotman School of Management, OB & HR Management

## **CONFERENCE PRESENTATIONS**

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Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research presentation at the 21<sup>st</sup> annual DRUID conference

Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research Presentation at the 14th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR, Aceves, P., and Alvez, M. 2021. Insufficient Recognition. Research presentation at the 80th annual Meeting of the Academy of Management, Virtual Edition

Chambers, CR 2019. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research presentation at the 79th annual Meeting of the Academy of Management, Boston, MA

Chambers, CR 2018. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research Presentation at the 11th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR and Baker, WE 2018. The Disruption and Recovery of Cooperation. Research presentation at the 78th annual Meeting of the Academy of Management, Chicago, IL

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research Presentation at the 10th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania

Chambers, CR 2017. Between Two Extremes: Oscillation as a Mechanism for the Maintenance of Conflicting Organizational Identities. Research presentation at the 77th annual Meeting of the Academy of Management, Atlanta, GA

Chambers, CR and Baker, WE 2017. The Disruption and Recovery of Cooperation. Research presentation at the 8th biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI

Aceves (Chambers), CR 2015. Re-donning a Lost Halo: Examining the Stability of Reputational Orderings. Research presentation at the 6th annual Reputation Symposium, Oxford, UK

Aceves (Chambers), CR and Baker, WE 2015. When Helping Others Get Ahead Puts Me Behind: Exploring the Co-Existence of Social Comparison Factors and Generalized Reciprocity. Research presentation at the 7th biennial Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL

Aceves (Chambers) CR 2014. Entrepreneurs Enacting Conflicting Organizational Identities to Gain Legitimacy. Research presentation at the 74th annual Meeting of the Academy of Management, Philadelphia, PA

Aceves (Chambers), CR, Garrett, L, Hardin, AE, and Quinn, RE 2013. Discovering Your Solar System: Identifying and Crafting Your Research Identity. Professional Development Workshop to be hosted at the 73rd annual Meeting of the Academy of Management, Lake Buena Vista, FL