

**CASSANDRA CHAMBERS**  
Via Roberto Sarfatti, 25, Milano, MI, Italy 20123  
cassandra.chambers@unibocconi.it  
www.cassandrachambers.com

## **ACADEMIC POSITIONS**

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### **Bocconi University**

Assistant Professor, Department of Management & Technology

2018-Present

## **EDUCATION**

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### **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

## **PUBLICATIONS**

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Chambers, C.R., and Baker, W.E. (Forthcoming). Robust Systems of Cooperation in the Presence of Rankings: How displaying prosocial contributions can offset the disruptive effects of performance rankings. *Organization Science*

## **MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS**

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Chambers, C.R. Micro-Movements through Rankings and their Implications for Cheating and System Robustness (*R&R, Administrative Science Quarterly*)

Aceves, P., and Chambers, C.R. Social Evaluation in Online Platforms (*Under Review*)

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

Baker, W.E., and Chambers, C.R. Pardon or Punish?: Examining the Role of Forgiveness in Maintaining Systems of Cooperation

Aceves, P., Chambers, C.R., and Rodrigues, M. How Insufficient Recognition Affects Systems of Cooperation

Baker, W.E., Chambers, C.R., and Uribe, J. The Ebb and Flow of Systems of Cooperation in Competitive Environments.

Chambers, C.R., Aceves, P., Liu, C. A Needle in a Haystack: Optimal Non-Distinctiveness for

## Sustainable Competitive Advantage

Chambers, CR. Between Two Extremes: Oscillation as a Mechanism for the Maintenance of Conflicting Organizational Identities.

*\*Runner up for OMT's Best Student Paper Award 2017*

## BOOK CHAPTERS

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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

## CONFERENCE PRESENTATIONS

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Chambers, CR 2019. With Cheaters We all Prosper?: Micro-Movements through Rankings and their Implications for Robust Systems of Cooperation. Research presentation at the 79<sup>th</sup> 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 11<sup>th</sup> 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 78<sup>th</sup> 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 10<sup>th</sup> 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 77<sup>th</sup> 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 8<sup>th</sup> 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 6<sup>th</sup> 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 7<sup>th</sup> 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 74<sup>th</sup> 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 73<sup>rd</sup> annual Meeting of the Academy of Management, Lake Buena Vista, FL

## **TEACHING EXPERIENCE**

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

Full-time core MBA course, “Managing People in Organizations” ~50 students per section

- Winter 2020

### **Bocconi University:**

Elective for Masters of Management, “ ~100 students per section

Ratings /10.0

- Fall 2019
- Fall 2018: 9.0

Undergraduate Core, “Leadership and Managerial Skills Seminar,” Spring 2019

Undergraduate Core, “Fundamentals of Organizations,” Spring 2019

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

BBA Instructor

- BA200: Businesses & Leaders: The Positive Differences, Sole Instructor for BBA Core Course, Fall 2016. Instructor Rating 4.9/5.0
- BA200: Businesses & Leaders: The Positive Differences, Sole Instructor for BBA Core Course, Fall 2014. Instructor Rating 4.8/5.0

MBA and Master’s Level Courses Teaching Assistant

- MO501: Human Behavior & Organizations, Masters in Management Core, Fall 2015
- MO557: Positive Leadership & Organizing MBA Elective, Fall 2015
- LAW549: Management & Organizations for Lawyers, Law Elective, Fall 2015
- EMBA632: Leading Organizational Change, Executive MBA course, Spring/Summer 2015
- WMBA509: Human Behavior & Organization: Managing for Excellence in Organizations, MBA Core Course, Winter 2015
- MO503: Leading People & Organizations, MBA Core Course, Fall 2014
- WMBA612: Bargaining & Influence Skills: Negotiating Strategy in a Global Economy, MBA Elective, Fall 2014

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

MBA Teaching Assistant

- BUL5810: The Legal Environment of Business, MBA Core Course (multiple offerings 2011-2012)

## **SERVICE**

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### **Reviewing**

- Ad hoc reviewer, *Administrative Science Quarterly*
- Ad hoc reviewer, *Organization Science*
- Ad hoc reviewer, *Strategic Management Journal*
- Ad hoc reviewer, *American Journal of Sociology*
- Reviewer, AOM Annual Meetings (OMT and STRAT divisions)

- Ross School of Business PhD Grants Committee Reviewer, 2014-2017

**Other Professional Service**

- Junior Faculty Recruitment Committee, Management and Technology, 2019
- 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
- University of Michigan Undergraduate Research Opportunity Program: supervised two undergraduate research assistants, 2013-2015
- PhD Forum Communications officer, 2013-2014
- Member of the Doctoral Admissions Committee, 2013

**Professional Associations**

- Academy of Management (2012 – Present)
- American Sociological Association (2015-Present)