

Vanessa C. Burbano
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EDUCATION

- 2009-2015 **UCLA Anderson School of Management**, Los Angeles, CA
Ph.D. in Management (Strategy concentration)
- 2007-2009 **Princeton School of Public and International Affairs**, Princeton, NJ
M.P.A., Public Affairs, 2009
- 2002-2003 **Universidad Complutense de Madrid**, Madrid, Spain
M.A., International Development, Rotary Ambassadorial Scholar, 2003
- 1998-2002 **University of Pennsylvania**, Philadelphia, PA
B.A., Economics and International Relations, Summa Cum Laude, 2002

ACADEMIC APPOINTMENTS

- 2015-present **Columbia Business School**, Columbia University, New York, NY
2024 Sidney Taurel Associate Professor of Business (with tenure)
2021-2024 Sidney Taurel Associate Professor of Business (without tenure)
2016-2021 Assistant Professor of Business
2015-2016 Instructor
(Tenure clock was stopped in 2016 for maternity leave and in 2020 for medical leave)

PROFESSIONAL EXPERIENCE

- 2005-2007 Associate, The Goldman Sachs Foundation, Goldman Sachs, New York, NY
- 2003-2005 Strategy Consultant, Monitor Group, New York, NY

HONORS AND AWARDS

- 2023 Winner, SMS Emerging Scholar Award
Strategic Management Society (SMS)
- 2023 Winner, Dean's Award for Excellence in Teaching
Columbia Business School
- 2023 Finalist, ONE-SIM Outreach Award
Academy of Management's Organizations and the Natural Environment (ONE) and
Social Issues in Management (SIM) Divisions

- 2022 Winner, ONE Emerging Scholar Award
Academy of Management's Organizations and the Natural Environment (ONE) Division
- 2022 Finalist, ONE and NBS Research Impact on Practice Award
Academy of Management's Organizations and the Natural Environment (ONE) Division
& Network for Business Sustainability (NBS)
- 2021 Winner, STR Emerging Scholar Award
Academy of Management's Strategic Management (STR) Division
- 2021 Winner, ARCS Emerging Sustainability Scholar Award
Alliance for Research on Corporate Sustainability
- 2021 Finalist, ONE and NBS Research Impact on Practice Award
Academy of Management's Organizations and the Natural Environment (ONE) Division
& Network for Business Sustainability (NBS)
- 2019 40 Under 40 Best Business School Professors
Poets & Quants
- 2019 Winner, IABS Best Paper Award
International Association of Business and Society Conference
- 2019 Finalist, Ralph Gomory Best Industry Studies Paper Award
Industry Studies Association
- 2018 Winner, Best Paper Award
Alliance for Research on Corporate Sustainability Annual Conference
- 2017 Winner, Investment for Impact Research Prize
Berkeley Sustainable Business and Investment Forum
- 2017 Winner, Responsible Research in Management Award
Responsible Research in Business and Management Network
- 2017 Winner, Best Paper Award
Alliance for Research on Corporate Sustainability Annual Conference
- 2017 Winner, Best Ethics Paper
Midwest Strategy Conference
- 2016 Finalist, Wiley Blackwell Award for Outstanding Dissertation Research
Academy of Management's Strategic Management (STR) Division
- 2015 Xavier Dreze Prize for Best Dissertation
UCLA Anderson
- 2014 People's Choice Award
Alliance for Research on Corporate Sustainability Annual Conference
- 2013 Honorable Mention, Best Paper Award

Strategic Management Society Annual Meeting

2013 Nominated, Best Conference Paper for Practical Implications
Strategic Management Society Annual Meeting

PUBLICATIONS

Peer Reviewed Publications

1. Bondi, Tommaso, **Vanessa C. Burbano**, and Fabrizio Dell'Acqua. When to Talk Politics in Business: Theory and Experimental Evidence – *Forthcoming, Strategic Management Journal*.
2. **Burbano, Vanessa C.**, Stephan Meier, and Nicolas Padilla. 2024. Gender Differences in Preferences for Meaning at Work. *American Economic Journal: Economic Policy* 16(3):61-94.
3. **Burbano, Vanessa C.**, Magali Delmas, and Manuel J. Cobo Martin. 2023. The Past and Future of Corporate Sustainability Research. *Organization & Environment* 37(2): 133-158.
4. **Burbano, Vanessa C.**, Olle Folke, Stephan Meier, and Johanna Rickne. 2023. The Gender Gap in Meaningful Work. *Management Science* 70(10): 6483-7343.
5. Portocarerro, Florencio and **Vanessa C. Burbano**. 2023. The Effects of a Short-term Corporate Social Intervention on Employee Turnover: Field Experimental Evidence. *Management Science* 70(9): 1526-5502.
 - Winner, 2019 Best Paper Award, International Association of Business and Society Conference
6. **Burbano, Vanessa C.**, and Bennett Chiles. 2022. Mitigating Gig and Remote Worker Misconduct: Evidence from a Real Effort Experiment. *Organization Science* 33(4): 1273–1299.
7. Abraham, Mabel, and **Vanessa C. Burbano**. 2022. Congruence between Leadership Gender and Organizational Claims Affects the Gender Composition of the Applicant Pool: Field Experimental Evidence. *Organization Science* 33(1):393-413.
 - Finalist, ONE and Network for Business Sustainability Research Impact on Practice Award (2022)
8. **Burbano, Vanessa C.** 2021. The Demotivating Effects of Communicating a Social-Political Stance. *Management Science* 67(2):1004-1025.
 - Winner, Best Paper Award, Alliance for Research on Corporate Sustainability Annual Conference (2018)
 - Finalist, ONE and Network for Business Sustainability Research Impact on Practice Award (2021)
 - Finalist, ONE-SIM Outreach Award (2023)
9. **Burbano, Vanessa C.**, and James Ostler. 2021. Differences in Consumer-Benefitting Misconduct by Nonprofit, For-profit, and Public Organizations. *Organizational Behavior and Human Decision Processes* 166:117-136.
 - Winner, Best Ethics Paper, Midwest Strategy Conference (2017)

10. **Burbano, Vanessa C.** 2021. Getting Gig Workers to Do More by Doing Good: Field Experimental Evidence. *Organization & Environment* 34(3):387-412.
11. **Burbano, Vanessa C.**, John Mamer, and Jason Snyder. 2018. Pro Bono as a Human Capital Learning and Screening Mechanism: Evidence from Law Firms. *Strategic Management Journal* 39:2899-2920.
 - Winner, Best Paper Award, Alliance for Research on Corporate Sustainability Conference (2017)
 - Finalist, Industry Studies Association Ralph Gomory Best Industry Studies Paper Award (2019)
12. **Burbano, Vanessa C.** 2016. Social Responsibility Messages and Worker Wage Requirements: Field Experimental Evidence from Online Labor Marketplaces. *Organization Science* 27(4):1010-1028.
 - Winner, Investment for Impact Research Prize, Berkeley Sustainable Business and Investment Forum (2017)
 - Winner, Responsible Research in Management Award, Community for Responsible Research in Business and Management (2017)
 - Honorable Mention, Best Paper Award, Strategic Management Society Annual Meeting (2013)
 - People’s Choice Award, Alliance for Research on Corporate Sustainability Conference (2014)
13. Delmas, Magali, and **Vanessa C. Burbano.** 2011. The Drivers of Greenwashing. *California Management Review*.

Revise & Resubmit

14. **Burbano, Vanessa C.**, Wesley Koo, and Jiao Luo. A Platform Rating System and Vulnerable Workers: Evidence from Field Experiments in Singapore – *Revise & Resubmit, Organization Science*
15. Genevieve Gregorich, **Vanessa C. Burbano**, and Dan Wang. Why Firms Speak Up: Evidence from Black Lives Matter and Stop Asian Hate – *Revise & Resubmit, Organization Science*

Under Review

16. Natalie Carlson and **Vanessa C. Burbano.** Using LLMs to Annotate Data in Management Research: Warnings, Guidelines, and an Application to Organizational Communication – *under review*

Working Papers

17. **Burbano, Vanessa C.**, Sinziana Dorobantu, and Kade Odziemkowska. “From Stakeholder to Activist: Interests, Identity and Community Mobilization against Polluting Companies” – writing paper.

18. Hawn, Olga, **Vanessa C. Burbano**, and Edy Moulton-Tetlock. “Gender, Future Orientation, and Corporate Social Responsibility: Evidence from Mixed Methods” – revising paper.
19. **Burbano, Vanessa C.**, Cedric Gutierrez, Anne Jacqueminet, and Angela Ryu. “The Effects of Blind Hiring Processes on Job Applicants: Field Experimental Evidence” – field experiment completed, data analysis stage.
20. Abraham, Mabel, **Vanessa C. Burbano**, and James Carter. “The Diversity Disconnect: The Effect of Diversity Claims Decoupling” – data analysis stage.
21. Portocarrero, F., Scott Newbert, Andrew Corbett, and **Vanessa C. Burbano**. “Empowerment of Necessity-based Entrepreneurs in Latin America” – data analysis stage.
22. **Burbano, Vanessa C.**, Rebecca Ponce de Leon, and Mike White. “How Prosocial Framing Affects Prospective Employee Interest” – data analysis stage.
23. **Burbano, Vanessa C.**, Florencio Portocarrero, and Mike White. “Climate Sustainability and Microentrepreneurs: a Field Experiment in Latin America” – data analysis stage
24. **Burbano, Vanessa C.**, Natalie Carlson, and Aparajita Agarwal. “Gender and Social Impact Innovation: Field Experimental Evidence from a Curricular Learning System in Latin America” – field experiment in progress
25. **Burbano, Vanessa C.**, Florencio Portocarrero, and Inara Tareque. “Organizational Reactions to Climate Change: An Audit Study” – experiment in progress.
26. **Burbano, Vanessa C** and Max Kagan. “Responses to Corporate Political Activism” – data analysis.

GRANTS AND FUNDING

- Faculty Research Grant, Sanford C. Bernstein & Co. Center for Leadership and Ethics. 2022. Co-PIs: Vanessa C. Burbano and Dan Wang. Award Amount: \$10,000.
- Science & Technology Center Grant, National Science Foundation, for “[Learning the Earth with Artificial Intelligence and Physics](#) (LEAP). 2021-2026. Lead PI: Pierre Gentine (Earth & Envir. Eng., Columbia). Co-PI’s: Ryan Abernathy (Earth & Env. Sci., Columbia), Courtney Cogburn (Social Work, Columbia), Galen McKinley (Earth & Envir. Sci., Columbia), Tian Zheng (Statistics, Columbia). Lead Co-I’s: Vanessa C. Burbano (Management, Columbia), David Lawrence (Climate Dynamics, NCAR), Andrew Revkin (Earth Institute, Columbia), Gavin Schmidt (Goddard Institute, NASA), Carl Vondrick (Computer Sci., Columbia), Laure Zhanna (Mathematics, NYU). I also serve as Corporate Engagement Director & Executive Committee Member for the center. Award Amount: \$25,000,000.
- Faculty Research Grant, Tamer Center Climate and Business Program. 2021-2023. Co-PIs: Vanessa C. Burbano and Stephan Meier. Award Amount: \$160,000.
- Faculty Research Grant, Paul Richman Center for Business, Law and Public Policy. 2020. PI: Vanessa C. Burbano. Award Amount: \$5,000.

- Faculty Research Grant, Chazen Institute for Global Business. 2020. PI: Vanessa C. Burbano. Award Amount: \$7,900.
- Faculty Research Grant, Sanford C. Bernstein & Co. Center for Leadership and Ethics. 2019. Co-PIs: Vanessa C. Burbano and Bennett Chiles. Award Amount: \$10K.
- Faculty Research Grant, Provost's Small Grants Program for Junior Faculty. 2016. PI: Vanessa C. Burbano. Award Amount: \$25,000.
- Student Research Grant, UCLA Dissertation Year Fellowship. 2014. PI: Vanessa C. Burbano. Award Amount: \$20,000.
- Student Research Grant, Strategy Research Foundation Dissertation Fellowship, Strategy Research Foundation. 2012. PI: Vanessa C. Burbano. Award Amount: \$10,000.
- Student Research Grant, Price Center, UCLA. 2012. PI: Vanessa C. Burbano. Award Amount: \$9,000.

TEACHING EXPERIENCE

Courses Taught

Fall 2024	B6502-002 (MBA Core) Strategy Formulation, Columbia Business School B6502-003 (MBA Core) Strategy Formulation, Columbia Business School B6502-006 (MBA Core) Strategy Formulation, Columbia Business School B6502-009 (MBA Core) Strategy Formulation, Columbia Business School
Fall 2023	B6502-001 (MBA Core) Strategy Formulation, Columbia Business School B6502-003 (MBA Core) Strategy Formulation, Columbia Business School B6502-007 (MBA Core) Strategy Formulation, Columbia Business School
Fall 2022	B6502-002 (MBA Core) Strategy Formulation, Columbia Business School B6502-005 (MBA Core) Strategy Formulation, Columbia Business School B6502-007 (MBA Core) Strategy Formulation, Columbia Business School
Fall 2021	B6502-002 (MBA Core) Strategy Formulation, Columbia Business School B6502-005 (MBA Core) Strategy Formulation, Columbia Business School B6502-006 (MBA Core) Strategy Formulation, Columbia Business School
Spring 2021	B9515-001 (PhD) Management Proseminar, Columbia Business School
Fall 2019	B6502-003 (MBA Core) Strategy Formulation, Columbia Business School B6502-004 (MBA Core) Strategy Formulation, Columbia Business School B6502-005 (MBA Core) Strategy Formulation, Columbia Business School
Fall 2018	B6502-003 (MBA Core) Strategy Formulation, Columbia Business School B6502-004 (MBA Core) Strategy Formulation, Columbia Business School B6502-005 (MBA Core) Strategy Formulation, Columbia Business School
Fall 2017	B6502-003 (MBA Core) Strategy Formulation, Columbia Business School

B6502-005 (MBA Core) Strategy Formulation, Columbia Business School
B6502-006 (MBA Core) Strategy Formulation, Columbia Business School

Fall 2016 B6502-001 (MBA Core) Strategy Formulation, Columbia Business School
B6502-002 (MBA Core) Strategy Formulation, Columbia Business School

Fall 2015 B9515-001 (PhD) Management Proseminar, Columbia Business School

Executive Education Classes Taught

Spring 2017 “Making Strategic Choices,” – Advanced Management Program
Fall 2018 “Making Strategic Choices” – Advanced Management Program
Spring 2018 “Making Strategic Choices” – Advanced Management Program
Spring 2019 “Making Strategic Choices” – Advanced Management Program
Summer 2019 “Diversification and Corporate Scope” – Deutsche Bank/Columbia Associate Promote Program
Fall 2019 “Making Strategic Choices” – Advanced Management Program
Spring 2020 “Making Strategic Choices” – Advanced Management Program
Fall 2021 “Diversification and Corporate Scope” – Advanced Management Program
Spring 2022 “Making Strategic Choices” – IJEL Executive Education Program
Spring 2022 “Diversification and Corporate Scope” – Advanced Management Program
Fall 2022 “Diversification and Corporate Scope” – Advanced Management Program
Spring 2023 “Creating Strategy & Competitive Advantage” – First Eagle Investment Management Program
Spring 2023 “Making Strategic Choices” – Senior Leaders Program for Nonprofit Professionals
Spring 2023 “Navigating Social Responsibility and the Socio-Political Environment” – Executive Development Program: Leading into the Future
Summer 2023 “Navigating Social Responsibility and the Socio-Political Environment” – Executive Development Program: Leading into the Future
Summer 2023 “Strategy in an Ever-Changing World” – CEO Program
Summer 2023 “Navigating Social Responsibility and the Socio-Political Environment” – Insper Presidents and Top Management Strategy & Leadership Program
Fall 2023 “Understanding Strategy: Values Based Strategy” – Advanced Board Program

Cases Authored

- Zara: Fast Fashion and Sustainability (2022) Columbia Caseworks. Coauthors: Vanessa C. Burbano, Bennett Chiles, and Dan Wang.
- Zara: Fast Fashion in the Digital Age (2018). Columbia Caseworks. Coauthor(s): Vanessa Burbano, Bennett Chiles, Dan Wang

DOCTORAL & POST DOCTORAL STUDENT SERVICE

Post Doctoral Scholars Hired & Managed

Max Kagan, Post Doctorate Scholar Management Department (2024-present)

Florencio Portocarrero, Post Doctorate Scholar, Management Department (2022-2024)

- Research focus for post doc: Examining Stakeholder Responses to Climate Change and Sustainability Initiatives

- First faculty placement: London School of Economics

Doctoral Dissertation Committees

Genevieve Gregorich, PhD Candidate in Management Division, Columbia Business School (Committee Member)

Chang-wa Huynh, PhD Candidate in Management, HEC (External Committee Member)

- Dissertation: Corporate Purpose and Legitimacy Judgements

Natalie Carlson, PhD Candidate in Management Division, Columbia Business School (Committee Member)

- Dissertation: Three Essays on Enabling Entrepreneurial Growth in Low-Income Economies (2020)
- First Faculty Placement: Wharton
- Awarded Kauffman Foundation Dissertation Fellowship (2017); Eugene M. Lang PhD Fellowship (2017)

Elizabeth Moulton, PhD Candidate in Management Division, Columbia Business School (Committee Member)

- Dissertation: The Disclosure of Sensitive Information (2020)
- First Faculty Placement: Manhattanville College

Sungyong Chang, PhD Candidate in Management Division, Columbia Business School (Committee Member)

- Dissertation: Essays on Organization, Creativity, and Globalization (2017)
- First Faculty Placement: London Business School

INVITED TALKS AND PRESENTATIONS

- Social Responsibility Messages and Worker Wage Requirements: Field Experimental Evidence from Online Labor Marketplaces.
 - Berkeley Sustainable Business and Investment Forum (2017)
 - Duke Fuqua Business School, Strategy (2015)
 - NYU Stern Business School, Management (2015)
 - INSEAD School of Business, Strategy (2015)
 - London Business School, Strategy and Entrepreneurship (2015)
 - Harvard Business School, Strategy (2015)
 - Columbia Business School, Management (2014)
 - USC Marshall School of Business, Management and Organization (2014)
 - Strategy and the Business Environment Conference (2014)
 - Alliance for Research on Corporate Sustainability Conference (2014)
 - Academy of Management Conference (2014)
 - CCC Doctoral Colloquium (2014)
 - Strategic Management Society Meeting (2013)
- Pro Bono as a Human Capital Learning and Screening Mechanism: Evidence from Law Firms
 - Alliance for Research on Corporate Sustainability Conference (2017)
 - Wharton People and Organizations Conference (2017)

Academy of Management (2014)

- Getting Gig Workers to Do More by Doing Good: Field Experimental Evidence.
Winter Strategy Conference (2017)
Academy of Management (2017)
Baruch College, Strategy (2017)
UC Santa Barbara, Environmental Science and Management (2017)
Alliance for Research on Corporate Sustainability Conference (2016)
Academy of Management (2015)
- The Demotivating Effect of Communicating a Social-Political Stance: Field Experimental Evidence from an Online Labor Market Platform.
University of Toronto, Rotman School of Management, Strategy (2019)
Michigan Ross School of Business, Strategy (2019)
University of Maryland, Management and Organization (2019)
Wharton Corporate Strategy and Innovation Conference (2019)
Strategic Management Society Conference (2019)
Manhattan College School of Business (2018)
INFORMS Organization Science (2018)
Alliance for Research on Corporate Sustainability Conference (2018)
Academy of Management Conference (2018)
- Differences in Consumer-Benefitting Misconduct by Nonprofit, For-profit, and Public Organizations
Strategy Research Forum Conference (2017)
- Congruence between Leadership Gender and Organizational Claims Affects the Gender Composition of the Applicant Pool: Field Experimental Evidence.
George Washington University, Strategic Management and Public Policy (2019)
Rutgers School of Business, Management Department (2019)
Academy of Management Conference (2019)
Strategy Science Conference (2019)
Alliance for Research on Corporate Sustainability Conference (2019)
UCLA Anderson, Strategy (2019)
Strategic Management Society Conference (2019)
Duke, Strategy (2018)
- Mitigating Gig and Remote Worker Misconduct: Evidence from a Real Effort Experiment.
Alliance for Research on Corporate Sustainability Conference (2019)
Wharton People and Organizations Conference (2018)
Bernstein Center Lightning Talks, Columbia Business School (2019)
- A Sustainable Product Penalty and How to Avoid It: Evidence from Kickstarter Campaigns.
Harvard Business School, Strategy (2022)
INSEAD, Strategy (2022)
Nottingham Business School (2022)
Washington University Business School (2022)
UW Madison, Management and Human Resources (2021)
Columbia Business School, Management Internal Seminar (2021)
Purdue University, Strategic Management (2020)
Rice University, Strategic Management (2020)

USI Lugano, Management and Organization (2020)
Alliance for Research on Corporate Sustainability Conference (2020)
NYU Stern Nonmarket Strategy Workshop (2020)
Strategy Research Foundation Conference (2019)

- When to Talk Politics in Business: Theory and Experimental Evidence
Yale School of Management, Innovation and Entrepreneurship (2023, scheduled)
UT Austin (2023, scheduled)
Academy of Management Conference (2023)
Strategy, Innovation, and Entrepreneurship Seminar Series (2022)
Academy of Management Conference (2022)
Princeton University, Behavioral Science for Policy Lab (2022)
Alliance for Research on Corporate Sustainability Conference (2022)
Strategy Science conference (2022)
Nonmarket Strategy Research Seminar Series (2021)
Copenhagen Business School, Strategy and Innovation (2021)
- The Effect of a Short-term Corporate Social Intervention on Employee Turnover: Field Experimental Evidence
Kellogg, Management and Organizations (2023)
MIT, Technological Innovation, Entrepreneurship, & Strategic Management (2023)
Harvard Business School, Negotiations Organizations & Markets (2023)
Cornell SC Johnson College of Business, Management and Organizations (2023)
Management Division Conference, Columbia Business School (2023)
London School of Economics, Center for Economic Performance & Dept of Psychological and Behavioral Science (2023)
Wharton, Management (2022)
- Gender Differences in Preferences for Meaning at Work
Academy of Management Conference (2021)
Alliance for Research on Corporate Sustainability Conference (2021)
- The Gender Gap in Meaningful Work
Academy of Management Conference (2023, scheduled)
- A Platform Rating System and Worker Mistreatment: Evidence from Field Experiments in Singapore
Migrations Conference, Columbia Business School (2023)
Alliance for Research on Corporate Sustainability Conference (2023)
University of Michigan, ICOS (2023)

PROFESSIONAL ACTIVITIES

Editorial Work

- Senior Editor *Organization Science*, starting November 2024
- Editorial Board Member *Organization Science*, 2020-2024
- Editorial Board Member *Strategy Science*, 2024-present
- Editorial Board Member *Strategic Management Journal*, 2022-Present

- Editorial Board Member *Strategic Entrepreneurship Journal*, 2022-2024
- Ad Hoc Reviewer *Strategic Management Journal*, 2014-Present
- Ad Hoc Reviewer *Organization Science*, 2015-Present
- Ad Hoc Reviewer *Management Science*, 2016-Present
- Ad Hoc Reviewer *Administrative Science Quarterly*, 2017-Present
- Ad Hoc Reviewer *Academy of Management Journal*, 2015-Present
- Ad Hoc Reviewer *Academy of Management Review*, 2019-Present
- Ad Hoc Reviewer *Strategic Entrepreneurship Journal*, 2021-Present
- Ad Hoc Reviewer *Organization & Environment*, 2018-Present
- Ad Hoc Reviewer *California Management Review*, 2011-Present
- Ad Hoc Reviewer *Business & Society*, 2016-Present
- Ad Hoc Reviewer *The Review of Economics and Statistics*, 2022-Present
- Ad Hoc Reviewer *Journal of Business Ethics*, 2022-present
- Ad Hoc Reviewer *OBHDP*, 2018
- Ad Hoc Reviewer *Personnel Psychology*, 2021
- Ad Hoc Reviewer *Business & Society*, 2023

Professional Affiliations

- Academy of Management (2012-Present)
- Strategic Management Society (2012-Present)
- Alliance for Research on Corporate Sustainability (2012-Present)

SERVICE

Service to the (Academic) Field

- *See above for editorial board positions*
- Executive Committee, STR (Strategy) Division of Academy of Management (2021-2023)
- Steering Committee Member / Board Member, Alliance for Research on Corporate Sustainability (2016-present)
- Co-organizer, STR Dissertation Consortium, Academy of Management (2021 and 2022)
- Organizing Committee Member, Strategy and the Business Environment Conference (2022-2023)
- PhD Committee, Alliance for Research on Corporate Sustainability (2022-present)
- Instructor, Nonmarket Strategy Research Community (NMSRC) Virtual PhD Seminar (2022, 2023)
- Advisory Board Member, Network for Business Sustainability (2012-2015)
- Research Committee Member, STR division of AOM (2018-2020)
- Program Committee, Strategy and Business Environment Conference (2022)
- Nominations Committee, Alliance for Research on Corporate Sustainability (2015-2020)
- Research Committee Member, STR division of AOM (2018-2020)
- Representative at Large, Stakeholder Strategy interest group of Strategic Management Society (2018-2020)
- Representative at Large, Strategic Human Capital interest group of Strategic Management Society (2018- 2020)
- Review Committee, Responsible Research in Management Award (2019-2020)
- Membership Interview Committee, Strategic Human Capital Interest Group of SMS (2018)
- Strategy Research Forum member (2016 – present)

- Member of the Real Time Expert Poll Panel on Corporate Political Activism (2016-present)
- Served as an invited panelist/discussant at:
 - Academy of Management STR Mid-Career Consortium – panelist (2023)
 - Academy of Management ONE Junior Faculty Consortium – panelist (2023)
 - Consortium of Competitiveness and Cooperation conference – discussant (2023)
 - Alliance for Research on Corporate Sustainability PhD Workshop – discussant (2023)
 - Maryland Entrepreneurship conference session “Strategy Human Capital” – panelist (2023)
 - Academy of Management Personal Development Workshop “Purpose: Current Research on the Role of Firms in Societies” – panelist (2022)
 - Strategic Management Society conference session “Contested Terrains in Strategic Human Capital” – panelist (2021)
 - STR Academy of Management conference session “Corporate Social and Political Activism” – panelist (2021)
 - STR Academy of Management session “Work Habits and Productivity” – panelist (2021)
 - STR Academy of Management session “Meet a Method: Field Experiments in Strategy” – panelist (2021)
 - Strategic Management Society session “Field Experiments in Strategy Research” – panelist (2020)
 - Strategic Management Society session “Human Capital and the Future of Work” – panelist (2020)
 - Winter Strategy Conference session “Cutting Edge Field Experimental Methods in Strategy Research” – panelist (2019)
 - Academy of Management STR Doctoral Consortium – faculty participant (2019)
 - Academy of Management Personal Development Workshop “Strategy and Innovation Field Experiments: How to Design and Run Experiments in Firms and Markets” – panelist (2019)
 - Strategy Research Forum Conference – discussant (2018)
 - Strategy and the Business Environment conference – discussant (2018)
 - Academy of Management, caucus “Making Organizations Meaningful through Non-market Activity” – panelist (2016)
 - Academy of Management, BPS Dissertation Finalist Symposium – panelist (2016)
 - Strategic Management Society conference Strategic Research Foundation Dissertation Scholar Workshop – panelist (2015)
 - Strategic Management Society conference Strategic Research Foundation Dissertation Fellow Panel – panelist (2013)

Service to the University

School Level Service

- Corporate Engagement Director & Executive Committee Member, NSF Science & Technology Center “Learning the Earth with Artificial Intelligence and Physics” (2021-present)
- Faculty Leader, Bernstein Center for Leadership and Ethics, Columbia Business School (2018-Present)
- Organizer, CBS Junior Faculty Lightning Talks Series (2018-present)
- Faculty Program Lead, Climate Change and Business Program, CBS (2016)
- Strategy Cross-Disciplinary Area Organizing Committee (2018, 2019, 2020)
- Member, Marketing Division Search Committee (external member) (2022)

Management Division Level Service

- Member, Management Division Strategy Search Committee (2022, 2021, 2017, 2016)
- Co-organizer, Management Division Macro PhD Admissions (2023, 2022)
- Co-organizer, Management Seminar Speaker Series (2017, 2016)

School Level Student, Alumni and Other Stakeholder Engagement

- 123 independent studies with MBA students (2015-present)
- Moderator, Columbia Women in Business event (2023)
- Panelist, CBS-West Point Leadership and Ethics Exchange (2023)
- Presenter, CBS Business and Climate Conference (2022)
- Presenter, CBS Bernstein Klion Forum (2022)
- Panelist, Columbia Climate School LEAD program (2022)
- Presenter, CBS Alumni Reunion event (2021)
- Moderator, CBS Alumni Reunion event (2021)
- Presenter, CBS Women's Circle Event panel (2021)
- Presenter, No Free Lunch Seminar Series, CBS Program for Financial Studies (2021)
- Moderator, CBS Tamer Center event (2021)
- Moderator, CBS Bernstein Center Botwinick Prize in Business Ethics event (2020)

Service to the Practitioner Field

- Tech for Climate Risk, World Economic Forum – working group member / presenter (2023)
- NY Federal Research Workshop “Harnessing Technology to Build Healthier Cultures” – presenter (2022)
- Senior Corporate Affairs Summit, Observatory on Corporate Reputation – moderator (2021)
- Senior Corporate Affairs Summit, Observatory on Corporate Reputation – moderator (2019)
- Senior Corporate Affairs Summit, Observatory on Corporate Reputation – moderator (2018)

MEDIA MENTIONS

In the Popular Press

- *The New York Times*. With 100-Foot-Wide Trump Sign, a Sticker Company Dives into Politics. October 10, 2024.
- *The New York Times*. Watch Me Lose my Job on Tik Tok. January 31, 2023.
- *The Financial Times*. Academic research award: tipping point for action. January 15, 2023.
- My paper "The Demotivating Effects of Communicating a Social-Political Stance: Field Experimental Evidence from an Online Labor Market Platform" was featured in the Financial Times list of “Academic Research with Real-World Impact: Highly Commended.”
- *The Washington Post*. The Outspoken CEO is a rapidly dying breed. January 9, 2023.
- *The Associated Press*. Walmart expands abortion coverage for employees. August 19, 2022.
- *Newsweek*. As “woke” businesses face right-wing wrath, culture war capitalists cash in. August 3, 2022.
- *The Financial Times*. Companies cannot win America's culture wars. July 25, 2022.
- *The New York Times*. When where you work determines if you get an abortion. July 2, 2022.
- *The Hill*. Why companies think paying for abortion travel is worth it. June 28, 2022.
- *The Financial Times*. Elon Musk demands Tesla employees show up to the office full-time. June 1, 2022.
- *MarketWatch*. Elon Musk tells workers to return to the office or quit. It's a big gamble: 'Tesla is kick-starting its own local Great Resignation. June 1, 2022.

- *The Financial Times*. The war on 'woke capitalism.' May 27, 2022.
- *MarketWatch*. Elon Musk vs. the Great Resistance. CEOs and employees are locked in a battle of wills over returning to the office. May 23, 2022.
- *Catalyst*. Netflix Delivers Salvo for Free Expression With 9 Little Words. May 17, 2022.
- *BBC*. Ukraine war: L'Occitane U-turn as it closes Russian shops. April 16, 2022.
- *BBC*. Beauty firm L'Occitane keeps Russian stores open. April 13, 2022.
- *The Associated Press*. Russia's war spurs corporate exodus, exposes business risks. March 3, 2022
- *CNBC*. How to stop doomscrolling when tragedy strikes. How companies should and shouldn't respond. February 25, 2022.
- *The Wall Street Journal*. These People Who Work From Home Have a Secret: They Have Two Jobs. August 13, 2021.
- *The Financial Times*. Corporate America and civil rights: Chauvin trial highlights changing expectations. April 22, 2021.
- *Forbes*. Silence is Not an Option: Research Shows Consumers Expect CEOs to Take a Stand on Political Issues. April 19, 2021.
- *The Daily Caller*. Strength in Numbers: Corporate America Takes on a New Role with Collective Response to Georgia Voting Law. April 15, 2021.
- *Business Insider*. Corporate America wants to avoid higher taxes and social issues. That's not likely to happen. April 10, 2021.
- *The New York Times*. Business Leaders, Drawn into Fray by Trump, See Chance to Step Back. November 9, 2020.
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OUTSIDE ACTIVITIES

None to report (Columbia Business School requires faculty members to disclose any activities that might present a real or apparent conflict of interest).