

ANDRÁS TILCSIK

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EDUCATION

Ph.D. (2012), A.M. (2007), A.B. (2005), Harvard University

POSITIONS

University of Toronto, Rotman School of Management

2017- Associate Professor of Strategic Management

2017- Canada Research Chair in Strategy, Organizations, and Society

2012-2016 Assistant Professor of Strategic Management

PUBLICATIONS

REFEREED JOURNAL ARTICLES

- Rivera, L. and A. Tilcsik. 2019. "Scaling Down Inequality: Rating Scales, Gender Bias, and the Architecture of Evaluation." *American Sociological Review*, 84(2): 248-274.
- Rivera, L. and A. Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Gendered Effect of Social Class Signals in an Elite Labor Market." *American Sociological Review*, 81(6): 1097-1131.
 - Distinguished Article Award, Sex & Gender Section, American Sociological Association
- Kang, S., K. Decelles, A. Tilcsik, and S. Jun. 2016. "Whitened Résumés: Race and Self-Presentation in the Labor Market." *Administrative Science Quarterly*, 61: 469-502.
 - W. Richard Scott Award, American Sociological Association
 - Saroj Parasuraman Outstanding Article Award, Academy of Management
- Marquis, C. and A. Tilcsik. 2016. "Institutional Equivalence: How Industry and Community Peers Influence Corporate Philanthropy." *Organization Science*, 27(5): 1325-1341.
- Almandoz, J. and A. Tilcsik. 2016. "When Experts Become Liabilities: Domain Experts on Boards and Organizational Failure." *Academy of Management Journal*, 59: 1124-1149.
- Tilcsik, A., Anteby, M. and Knight, C.R., 2015. "Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations." *Administrative Science Quarterly*, 60: 446-481.
- Tilcsik, A. 2014. "Imprint-environment Fit and Performance: How Organizational Munificence at the Time of Hire Affects Subsequent Job Performance." *Administrative Science Quarterly*, 59: 639-668.
 - Mark Granovetter Prize, American Sociological Association
 - W. Richard Scott Award, American Sociological Association

- Tilcsik, A. and C. Marquis. 2013. "Punctuated Generosity: How Mega-events and Natural Disasters Affect Corporate Philanthropy in U.S. Communities." *Administrative Science Quarterly*, 58: 111-148.
- Tilcsik, A. 2011. "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States." *American Journal of Sociology*, 117: 586-626.
 - James D. Thompson Award, American Sociological Association
 - Reprinted: *Social Stratification* (Westview Press, 2014), *Focus on Social Problems* (Oxford University Press, 2016), and *Working in America* (Routledge, 2016)
- Tilcsik, A. 2010. "From Ritual to Reality: Demography, Ideology, and Decoupling in a Post-Communist Government Agency." *Academy of Management Journal*, 53: 1474-1498.

SHORT PAPERS AND REVIEW ARTICLES

- Bryan, K., A. Tilcsik, and B. Zhu. 2017. "Which Entrepreneurs are Coachable, and Why?" *American Economic Review (P&P)*, 107(5): 312-316.
- Knight, C., A. Tilcsik, and M. Anteby. 2016. "The Geography of Stigma Management: The Relationship Between Sexual Orientation, City Size, and Self-Monitoring." *Socius*, 2: 1-10.
- Marquis, C. and A. Tilcsik. 2013. "Imprinting: Toward a Multilevel Theory." *Academy of Management Annals*, 7: 193-243.

BOOK

- Clearfield, C., and A. Tilcsik. 2018. *Meltdown: Why Our Systems Fail and What We Can Do About It*. New York: Penguin Press.
 - National Business Book Award, 2019
 - George R. Terry Book Award, Academy of Management, 2019
 - Books of the Year, *The Financial Times*, 2018
 - Bracken Bower Prize, *The Financial Times* and McKinsey & Company
 - Reviewed in *The Wall Street Journal* and *The Financial Times*
 - Translated into Chinese, Japanese, Korean, Russian, and Slovak

HONORS

RESEARCH

- 2019 George R. Terry Book Award, Academy of Management
- 2019 National Business Book Award
- 2018 Books of the Year, *The Financial Times*
- 2018 Roger Martin Excellence in Research Award, Rotman School of Management
- 2017 W. Richard Scott Award, American Sociological Association
- 2017 Distinguished Article Award, Sex & Gender Section, American Sociological Association

- 2017 Saroj Parasuraman Outstanding Article Award, Academy of Management
- 2015 W. Richard Scott Award, American Sociological Association
- 2015 Mark Granovetter Prize, American Sociological Association
- 2015 Bracken Bower Prize, *The Financial Times* and McKinsey & Company
- 2011 James D. Thompson Award, American Sociological Association
- 2008 Aage B. Sørensen Memorial Award, Harvard University

TEACHING

- 2019 Rotman School of Management Teaching Award
- 2018 Rotman School of Management Teaching Award
- 2017 Rotman School of Management Teaching Award
- 2016 Best Business School Course on Disaster Risk Management, United Nations (UNISDR)
- 2016 Rotman School of Management Teaching Award
- 2015 Rotman School of Management Teaching Award
- 2015 Rotman Graduate Business Council Faculty Teaching Award
- 2013 Excellence in Teaching Award, Rotman School of Management

GRANTS AND FELLOWSHIPS

- 2019- Faculty Research Fellow, Institute for Gender and the Economy
- 2018 SSHRC Insight Grant (\$103,500)
- 2017 Canada Research Chair (Tier 2), Government of Canada
- 2016 Connaught New Researcher Award, University of Toronto (\$10,000)
- 2015 SSHRC Insight Development Grant (\$60,225)
- 2015-2019 Fellow, Michael Lee-Chin Family Institute for Corporate Citizenship

TEACHING

THESIS COMMITTEES AND GRADUATE STUDENT ADVISING

- Wyatt Lee (Ph.D. in Strategic Management), co-chair
- Carlos Inoue (Ph.D. in Strategic Management, in progress), committee member
- Elizabeth Lyons (Ph.D. in Strategic Management, 2014), committee member
- Leroy Gonsalves (Ph.D., in progress, committee member; M.A., 2015, co-chair)
- Hadiya Roderique (Ph.D. in OB/HRM, in progress), committee member
- Lawrence Williams (Ph.D. in Sociology, internal-external reader, in progress)
- Shawn Perkins (University of Illinois, Ph.D. in Sociology, in progress), committee member
- Yanyu Wang (visiting Ph.D. student from Tsinghua University)

COURSES

- Catastrophic Failure in Organizations (MBA)
- Economic Sociology and Strategy (Ph.D. seminar)
- Organization Theory (undergraduate)

PROFESSIONAL ACTIVITIES

EDITORIAL

- Consulting Editor, *American Journal of Sociology* (2017-)
- Editorial Board, *Administrative Science Quarterly* (2015-)
- Editorial Board, *Academy of Management Review* (2017-)
- Editorial Board, *Academy of Management Journal* (2014-2019)
 - Outstanding Reviewer Award (2016)

AWARD COMMITTEES

- Ron Burt Award Committee (American Sociological Association), 2018
- Judge, INFORMS/Organization Science Dissertation Proposal Competition, Houston, 2017
- Administrative Science Quarterly Scholarly Impact Award Committee, 2016
- Mark Granovetter Award Committee (American Sociological Association), 2016
- W. Richard Scott Award Committee (American Sociological Association), 2014, 2016
- James D. Thompson Award Committee (American Sociological Association), 2012