

ANDRÁS TILCSIK
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EDUCATION

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

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

RESEARCH AND PUBLICATIONS

BOOK

1. Clearfield, C. and A. Tilcsik. 2018. *Meltdown: Why Our Systems Fail and What We Can Do About It*. New York: Penguin Press. (Translations in Chinese, Hungarian, Japanese, Korean, Russian, and Slovak.)

ARTICLES

2. Rivera, L. and A. Tilcsik. 2023. "Not in My Schoolyard: Disability Discrimination in Educational Access." *American Sociological Review* (forthcoming).
3. Fang, R. and A. Tilcsik. 2022. "Prosocial Occupations, Work Autonomy, and the Sociocultural Origins of the Social Class Pay Gap." *Academy of Management Journal*, 65(3): 903-929.
4. Tilcsik, A. 2021. "Statistical Discrimination and the Rationalization of Stereotypes." *American Sociological Review*, 86(1): 93-122.
5. 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.
6. Bryan, K., A. Tilcsik, and B. Zhu. 2017. "Which Entrepreneurs are Coachable, and Why?" *American Economic Review (Papers & Proceedings)*, 107(5): 312-316.

7. 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.
8. 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.
9. Marquis, C. and A. Tilcsik. 2016. "Institutional Equivalence: How Industry and Community Peers Influence Corporate Philanthropy." *Organization Science*, 27(5): 1325-1341.
10. Almandoz, J. and A. Tilcsik. 2016. "When Experts Become Liabilities: Domain Experts on Boards and Organizational Failure." *Academy of Management Journal*, 59: 1124-1149.
11. 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.
12. 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.
13. 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.
14. 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.
15. Marquis, C. and A. Tilcsik. 2013. "Imprinting: Toward a Multilevel Theory." *Academy of Management Annals*, 7: 193-243.
16. Tilcsik, A. 2011. "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States." *American Journal of Sociology*, 117: 586-626.
17. Tilcsik, A. 2010. "From Ritual to Reality: Demography, Ideology, and Decoupling in a Post-Communist Government Agency." *Academy of Management Journal*, 53: 1474-1498.

HONORS

- 2022 Outstanding Recent Contribution in Social Psychology Award,
American Sociological Association, Social Psychology Section
- 2022 Honor Roll of Responsible Research in Business and Management,
Responsible Research in Business and Management Network
- 2020 ASQ Scholarly Contribution Award
- 2020 Granovetter Award for Best Article in Economic Sociology,
American Sociological Association, Economic Sociology Section
- 2019 George R. Terry Book Award, Academy of Management
- 2019 National Business Book Award
- 2019 Distinguished Achievement Award in Strategy, Thinkers50
- 2018 *Financial Times* Books of the Year
- 2017 W. Richard Scott Award for Distinguished Scholarship,
American Sociological Association, OOW Section
- 2017 Saroj Parasuraman Outstanding Article Award,
Academy of Management, GDO Division
- 2017 Distinguished Article Award, American Sociological Association,
Sex and Gender Section
- 2016 Outstanding Reviewer Award, *Academy of Management Journal*
- 2016 Best 40 Under 40 MBA Professors, Poets & Quants
- 2016 Best Course on Disaster Risk Management in a Business School,
United Nations Office for Disaster Risk Reduction
- 2015 Bracken Bower Prize, *Financial Times* and McKinsey & Company
- 2015 Granovetter Award for Best Article in Economic Sociology,
American Sociological Association, Economic Sociology Section
- 2015 W. Richard Scott Award for Distinguished Scholarship,
American Sociological Association, OOW Section
- 2015 Rotman Graduate Business Council (GBC) Teaching Award
- 2012- Rotman School of Management Teaching Award (8 times since 2012)
- 2011 James D. Thompson Award,
American Sociological Association, OOW Section
- 2008 Aage B. Sørensen Memorial Award,
Harvard University, Department of Sociology

EDITORIAL

- 2020- Associate Editor, *Administrative Science Quarterly*
2017-2019 Consulting Editor, *American Journal of Sociology*
2020- Editorial Board, *American Sociological Review*
2021- Editorial Board, *Organization Science*
2015-2020 Editorial Board, *Administrative Science Quarterly*
2017-2020 Editorial Board, *Academy of Management Review*
2014-2019 Editorial Board, *Academy of Management Journal*

Ad hoc reviewer: *Academy of Management Discoveries*, *ILR Review*, *Journal of Business Venturing*, *Management Science*, *Organizational Research Methods*, *Organization Studies*, *Proceedings of the National Academy of Sciences*, *Social Forces*, *Social Science Research*, *Strategic Management Journal*, *Strategic Organization*, *Work and Occupations*, *World Development*, Academy of Management Annual Meetings, Social Sciences and Humanities Research Council, Strategic Management Society Annual Conference, Time-Sharing Experiments in the Social Sciences, University of California Press, Yale University Press

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 (\$1,080,000)
2016 Connaught New Researcher Award (\$10,000),
2015 SSHRC Insight Development Grant (\$60,225)
2015-2019 Fellow, Michael Lee-Chin Family Institute for Corporate Citizenship

SEMINARS AND CONFERENCES

INVITED SEMINARS

- 2022 Queen's University
2021 Columbia University
2021 Wharton School of Management
2021 London Business School
2021 INSEAD
2020 McGill University

2020 York University
 2018 Google
 2018 McMaster University
 2017 Washington University
 2017 University of Michigan
 2016 MIT Sloan (MIT-Harvard Economic Sociology Seminar)
 2016 Harvard Business School
 2015 Stanford Graduate School of Business
 2015 Yale School of Management
 2015 Hong Kong University of Science and Technology
 2015 Tsinghua University
 2013 Emory University
 2013 University of Utah
 2012 NYU Stern
 2012 Wharton
 2012 Kellogg
 2012 INSEAD
 2011 MIT Sloan (MIT-Harvard Economic Sociology Seminar)
 2011 Boston College
 2011 University of Maryland
 2011 University College London
 2011 NYU Wagner
 2011 HEC Paris

CONFERENCE PRESENTATIONS

2019 Lugano Organizations Conference
 2019 Academy of Management Annual Meeting
 2017 People and Organizations Conference, Wharton
 2016 NYU Field Experiments Conference
 2016 Pluralism Project Conference (University of Toronto)
 2016 Disaster Risk Management in Business Education Workshop
 2016 World Bank (Social, Urban, Rural, and Resilience Global Practice)
 2015 People and Organizations Conference, Wharton
 2015 American Sociological Association Annual Meeting
 2014 Academy of Management Annual Meeting
 2014 European Group for Organization Studies Colloquium
 2013 People and Organizations Conference, Wharton
 2013 Young Alumni Research Day, Harvard Business School
 2012 ABC Research Network Conference
 2012 Law and Diversity Conference (American Bar Foundation)

- 2011 Academy of Management Annual Meeting
- 2011 People and Organizations Conference, Wharton
- 2009 European Group for Organization Studies Colloquium
- 2009 Annual Meeting of the Eastern Sociological Society

RESEARCH DISSEMINATION

1. “Managing in the Age of Meltdowns (with C. Clearfield), *World Economic Forum—The Global Risks Report*, 2019
2. “How to Prepare for a Crisis You Couldn’t Possibly Predict” (with C. Clearfield), *HBR.org*, 2018
3. “How Board Diversity Might Have Prevented the Theranos Fiasco” (with C. Clearfield), *The Globe and Mail*, 2018
4. “It’s Time to Get Smart about Smart Devices” (with C. Clearfield), *The Globe and Mail*, 2018
5. “When Having Too Many Experts on the Board Backfires” (with J. Almandoz), *HBR.org.*, 2016
6. “How Subtle Class Cues Can Backfire on Your Resume” (with L. Rivera), *HBR.org*, 2016
7. “The Unintended Consequences of Diversity Statements” (with S. Kang, K. DeCelles, and S. Jun), *HBR.org*, 2016
8. “Teaching Disaster Risk Management: Lessons from the Rotman School of Management.” *AD-minister*, 2016
9. “Preventing Crashes: Lessons for the SEC from the Airline Industry” (with C. Clearfield and B. Berman), *Harvard Kennedy School Review*, 2015
10. “Five years after the Deepwater Horizon oil spill, we are closer than ever to catastrophe” (with C. Clearfield), *The Guardian*, 2015
11. “Using Regulation to Create a Reliable National Market System” (with B. Berman and C. Clearfield), *Memo to U.S. House of Representatives, Subcommittee on Capital Markets and Government-Sponsored Enterprises*, 2014
12. “A Hacker’s Market?” (with C. Clearfield), *Project Syndicate*, 2013

TEACHING

COURSES

Catastrophic Failure in Organizations (MBA/GEMBA elective, strategic management)

Strategy and Economic Sociology (Ph.D.)

Organizational Theory (undergraduate)

Inclusion by Design (executive)

DOCTORAL STUDENTS

1. Wyatt Lee (Ph.D., in progress), co-chair
2. Manuela Collis (Ph.D. in progress), committee member
3. Amrita Saha (Ph.D. in progress), committee member
4. Chloe Kovacheff (Ph.D., in progress), committee member
5. Carlos Inoue (Ph.D., 2020), committee member
6. Leroy Gonsalves (Ph.D., 2020, committee member; M.A., 2015, co-chair)
7. Hadiya Roderique (Ph.D., 2020), committee member
8. Lawrence Williams (Ph.D., 2019, internal-external reader)
9. Elizabeth Lyons (Ph.D., 2014), committee member
10. Joris Berns (visiting Ph.D. student), 2021
11. Yanyu Wang (visiting Ph.D. student), 2015