

# ADINA D. STERLING

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## EMPLOYMENT

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### Stanford University

Assistant Professor of Organizational Behavior  
Shanahan Family Faculty Scholar 2017-2018

June 2015 - Present

### Washington University in St. Louis

Assistant Professor of Strategy

August 2011 - May 2015

## EDUCATION

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### Emory University Goizueta Business School

PhD in Organization and Management

2006-2011

### The Ohio State University

B.S. in Chemical Engineering, Minor in Agricultural Economics  
*Magna Cum Laude*

1997-2002

## RESEARCH INTERESTS

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Economic sociology, social networks, labor markets, stratification and inequality

## PEER REVIEWED ARTICLES

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- [1] A. D. Sterling and R. M. Fernandez. 2018. Once in the Door: Gender, Tryouts and the Initial Salaries of Managers. *Management Science*, in Press.
- [2] J. Merluzzi and A. D. Sterling. 2017. Lasting Effects? Referrals and Career Mobility of Demographic Groups in Organizations. *Industrial Labor Relations Review*, volume 70(1): 105-131.
- [3] A. D. Sterling. 2015. Pre-Entry Contacts and the Generation of Nascent Networks in Organizations. *Organization Science*, volume 26(3): 650-667.
- [4] A. D. Sterling. 2014. Friendships and Search Behavior in Labor Markets. *Management Science*, volume 60(9): 2341-2354.
- [5] M. Bidwell, F. Briscoe, I. Fernandez-Mateo and A.D. Sterling. 2013. The Employment Relationship and Inequality: How and Why Changes in Employment Practices are Reshaping Rewards in Organizations. *Annals of the Academy of Management*, volume 7: 61-121.
- [6] P. Roberts and A. D. Sterling. 2012. Network progeny? Pre-founding social ties and the success of new entrants. *Management Science*, volume 58(7): 1292-1304.

## EDITED VOLUMES

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C. I. Rider, A. D. Sterling and D. Tan. 2016. Career Mobility and Racial Diversity in Law. Diversity in Practice, Chapter 12. Race, Class, and Gender in Legal and Professional Careers (Cambridge Univ. Press). *American Bar Foundations Research Group on Legal Diversity*.

## OTHER PUBLICATIONS

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- [1] A. D. Sterling. 2018. Gender and Networks. State of the Union Report, Stanford Poverty and Inequality Center.
- [2] J. Merluzzi and A.D. Sterling. 2017. Black Employees Are More Likely to Be Promoted When They Were Referred by Another Employee. *Harvard Business Review*.

[3] A. D. Sterling. 2016. How Having an MBA vs. a Law Degree Shapes Your Network. *Harvard Business Review*.

## WORKING PAPERS

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Too Good to Hire? Capability and Commitment Inference in Labor Markets (with R. Galperin and O. Hahl and J. Guo). Revise and Resubmit at *Administrative Science Quarterly*.

Taking the Longer Route: Tryouts and the Search Behavior of Structurally Disadvantaged Job-Seekers. Under Review at *American Sociological Review*.

Homophily and Networking Behavior in Labor Markets (with E. Tak). Under Review at *Management Science*.

Status and Employee Allocation within Firms (with C. Rider and S. Wang). *Preparing to Submit*.

Gender and Allocation in Horizontal Bureaucracies (with J. Perry-Smith). *Preparing to Submit*.

## ONGOING PROJECTS

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The Development of Social Networks among Medical School Students and Their Labor Market Outcomes (with D. Hudson and N. Cotton-Nessler). Data analysis stage.

The Routes of Entry. Tryouts, Referrals, and Imprinting Effects on Performance. Data Analysis Stage.

Mobility and Performance Disruption in Organizations (with E. Zhang and B. Aven). Data analysis stage.

## INVITED PRESENTATIONS

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2018: [Scheduled] Northwestern University, Kellogg Business School; MIT Sloan School of Management; Cornell University; University of Washington

2017: Yale Business School; Stanford Sociology Colloquium; University of British Columbia; McGill University; University of Santa Clara; Stanford SCANCOR

2016: Berkeley Haas Business School MORS Colloquium; Stanford Psychology Department; IE Business School (Madrid, Spain); BBS Fellows (Clayman Gender Institute, Stanford)

2014: Duke University Fuqua School of Business; Stanford Graduate School of Business

2013: Massachusetts Institute of Technology, Sloan School; University of Illinois at Urbana Champaign

2011: University of Pennsylvania, Wharton School

2010: Washington University, Olin Business School

## SELECTED PRESENTATIONS\*

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2017

Junior Organization Theory Conference (Yale University), Academy of Management Meeting\* (Atlanta, GA), Wharton's People and Organizations Conference\* (University of Pennsylvania)

2016

European Groups and Organizations Conference (Naples, Italy); Academy of Management Meeting (Los Angeles, CA); Wharton's People and Organizations Conference (University of Pennsylvania); Economic Sociology Conference (Northwestern University); Economic Sociology Workshop (Stanford)

2015

What Works ILRR Conference (New York, NY); Academy of Management Conference (Vancouver, Canada); American Sociological Association Conference (Chicago, IL)

2014

Academy of Management Conference (Philadelphia, PA); European Group for Organizational Studies Conference (Rotterdam, Netherlands); Midwest Strategy Conference (University of Wisconsin); Strategy Research Forum (Santa Fe, New Mexico); BYU-Strategy Conference (Salt Lake City, Utah), Wharton's People and Organizations Conference (University of Pennsylvania), Junior Organizational Theory Conference (Berkeley)

2013

Academy of Management Conference (Orlando, Florida); Ghoshal Conference (London Business School); DRUID Conference (Barcelona, Spain); American Bar Foundation Conference of the Research Group on Legal Diversity (Chicago, IL); Work, Family, and Public Policy Series (Washington University in St. Louis); Strategy Conference at Duke University, Fuqua Business School (Raleigh-Durham, North Carolina); Labor and Employment Relations Association Annual Meeting (St. Louis, MO)

2012

Academy of Management Conference (Boston, MA); People and Organizations Conference (Wharton Business School); Intra-Organizational Networks Conference (Lexington, Kentucky); European Group for Organizational Studies (Helsinki, Finland)

2011

Strategic Research Initiative ASQ Workshop (Baltimore, Maryland), Wharton's People and Organizations Conference (Philadelphia, Pennsylvania), Strategic Management Society Annual Meeting (Miami, Florida); Academy of Management Meeting (San Antonio, Texas)

2010

Consortium for Competitiveness and Competition (University of Michigan, Ann Arbor); Academy of Management Meeting (Montreal, Canada); European Groups and Organizations Conference (Lisbon, Portugal); Darden Entrepreneurship Conference (Charlottesville, VA); INFORMS Dissertation Competition (Austin, Texas)

\* Denotes a co-author presented

## **TEACHING AND RELATED EXPERIENCE**

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Stanford Graduate School of Business, 2015-2017

Instructor, Strategic Leadership (Core MBA Course)

Instructor, Introduction to Organizational Behavior (Elective at Law School)

Instructor, Organization Design (Core MSx Course)

Olin Business School, Washington University in St. Louis, 2011-2014

Instructor, The Individual in the Managerial Environment (BSBA core course)

## **HONORS AND GRANTS**

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2017 Stanford GSB PhD Faculty Distinguished Service Award

2017 Inaugural Speaker GSB Women's Circles Alumni Group

2017 Texnikoi Outstanding Alumni Award: The Ohio State University College of Engineering

2016–2017 Clayman Gender Research Institute Faculty Fellow

2014 CRES Research Grant

2010 Organization Science INFORMS Dissertation Proposal Competition Finalist

## **ACADEMIC SERVICE**

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Organization Science, Editorial Review Board, 2016-2017

Ad-Hoc Reviewer: Management Science, American Sociological Review, Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal, Sociological Forum

Symposium Organizer, AOM Meetings (2010-2017)

Co-Organizer of Macro OB Seminar Series (2016-2018)  
Macro OB Brown Bag Seminar Series Organizer (2016-2018)  
Research Fellows Mentor, Program Contributor (2016-2018)  
OMT Best Paper Research Committee, 2016

## **DOCTORAL STUDENT COMMITTEES AND ADVISING**

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Elise Tak (5th year student at GSB, on dissertation committee)  
Sarah Stein (5th year student at GSB, on dissertation committee)  
Anjali Bhatt (3rd year student at GSB, advisor 1st and 2nd year)  
Shiya Wang (2nd year student at GSB, advisor 1st and 2nd year)  
Natasha Dodge (1st year student at the GSB, advisor 1st and 2nd year)  
Timothy Gubler (Graduated in 2015, Assistant Professor at University of California, Riverside)

## **PROFESSIONAL AFFILIATIONS**

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Clayman Gender Institute, BBS Faculty Research Fellow 2016-2017  
Academy of Management 2006-Present  
American Sociological Association 2008-Present  
PhD Project Minority Faculty of Color Association 2011-Present

## **MEDIA COVERAGE OF RESEARCH**

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Business+ Strategy Young Profs Selectee: Social Network Effects in Hiring  
Forbes: Friendships and Search Behavior  
Top of Mind: Coworkers  
What Internships Reveal About the Gender Pay Gap: Stanford Insights  
What Your New Co-Workers Know About You Matters?: Stanford Insights  
Why Are Law Firms Failing on Diversity?: Stanford Insights  
Can Job Referrals Improve Employee Diversity?: Stanford Insights

## **INDUSTRY EXPERIENCE**

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Procter and Gamble  
Senior Engineer, Research and Development, Global Baby Care and Beauty Care

## **OTHER**

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Married to Elvin Sterling, one son, one daughter  
Hobbies: Biking, Photography

## REFERENCES

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- [1] Peter Roberts (Dissertation Advisor)  
Associate Professor of Organization and Management  
Goizueta Business School  
Emory University Atlanta, GA 30322-1059  
(404) 727-8585  
Peter.Roberts@bus.emory.edu
- [2] Jill Perry-Smith  
Associate Professor of Organization and Management  
Goizueta Business School  
Emory University Atlanta, GA 30322-1059  
(404) 727-4820  
Jill.Perry-Smith@bus.emory.edu
- [3] Chris Rider  
Associate Professor Strategy  
McDonough School of Business  
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