

# ADINA D. STERLING

Phone: (650) 723-6443, Fax: (650) 725-7979

Website: [people.stanford.edu/adinad](http://people.stanford.edu/adinad), Email: [adinad@stanford.edu](mailto:adinad@stanford.edu)

## EMPLOYMENT

---

### **Stanford University**

Assistant Professor of Organizational Behavior  
Shanahan Family Faculty Scholar 2017-2018  
Affiliate, Stanford Center for Poverty and Inequality

June 2015 - Present

### **Washington University in St. Louis**

Assistant Professor of Strategy

August 2011 - May 2015

## EDUCATION

---

### **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

---

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

## PEER REVIEWED ARTICLES

---

[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

---

[7] 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*.

## WORKING PAPERS

---

- [8] Too Good to Hire? Capability and Commitment Inference in Labor Markets (with R. Galperin and O. Hahl and J. Guo). Under 2nd Review at *Administrative Science Quarterly*.
- [9] (When) Is Hiring Strategic? Human Capital Management as a Design Decision in Organizations (with D. Elfenbein). Revise and Resubmit at *Strategy Science*.
- [10] Taking the Longer Route: Tryouts and the Search Behavior of Structurally Disadvantaged Job-Seekers. *Preparing to Submit*.
- [11] Status and Employee Allocation within Firms (with C. Rider and S. Wang). *Preparing to Submit*.
- [12] Gender and Allocation in Horizontal Bureaucracies (with J. Perry-Smith). *Preparing to Submit*.

## ONGOING PROJECTS

---

- [13] Homophily and Networking Behavior in Labor Markets (with E. Tak). Data analysis stage.
- [14] Mobility and Performance Disruption in Organizations (with E. Zhang and B. Aven). Data analysis stage.
- [15] Do People Pay to Work with Friends? (with S. Wang). Development stage.

## OTHER PUBLICATIONS

---

- A. D. Sterling. 2018. Gender and Networks. *State of the Union Report*. Stanford Poverty and Inequality Center.
- 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*.
- A. D. Sterling. 2016. How Having an MBA vs. a Law Degree Shapes Your Network. *Harvard Business Review*.

## INVITED PRESENTATIONS

---

- 2019: New York University, Leonard N. Stern School\*; Carnegie Mellon University, Tepper School of Business\*
- 2018: Northwestern University, Kellogg Business School; MIT Sloan School of Management; Cornell University; University of Washington; University of Maryland, Smith School of Business\*; University of Toronto, Rotman School\*
- 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

\* Denotes Scheduled

## **SELECTED PRESENTATIONS**

---

2018

Stanford Hiring and Organizations Conference (Stanford Graduate School of Business); European Groups and Organizations Conference (Tallin, Estonia); Stanford State of the Union Presenter, Center on Poverty and Inequality

2017

Junior Organization Theory Conference (Yale University), Academy of Management Meeting, collaborator presented (Atlanta, GA), Wharton's People and Organizations Conference, collaborator presented (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), Whartons 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)

## **TEACHING AND RELATED EXPERIENCE**

---

Stanford Graduate School of Business

Instructor, Equity by Design: Building Diverse and Inclusive Organizations (MBA Elective)

Instructor, Organization Design (Core MSx Course)  
Instructor, Strategic Leadership (Core MBA Course)  
Instructor, Economic Sociology of Markets and Organizations (PhD Core Course)  
Instructor, Introduction to Organizational Behavior (Elective at Law School)

Olin Business School, Washington University in St. Louis

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

---

## **HONORS AND GRANTS**

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**

Organization Science, Editorial Review Board, 2016-2018  
Ad-Hoc Reviewer: Management Science, American Sociological Review, Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal, Sociological Forum (ongoing)  
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 (2016-2018)

---

## **DOCTORAL STUDENT COMMITTEES AND ADVISING**

Elise Tak (Graduate of GSB in 2018, on dissertation committee)  
Sarah Stein (Graduate of GSB in 2018, on dissertation committee)  
Anjali Bhatt (4th year student at GSB, advisor 1st and 2nd year)  
Shiya Wang (3rd year student at GSB, advisor 1st and 2nd year)  
Natasha Dodge (2nd year student at the GSB, advisor 1st and 2nd year)  
Timothy Gubler (Graduate of Washington University Olin Business School in 2014, on dissertation committee)

---

## **PROFESSIONAL AFFILIATIONS**

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**

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**

---

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

## **OTHER**

---

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

## **REFERENCES**

---

[1] Peter Roberts (Dissertation Advisor)  
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  
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  
Georgetown University Washington D.C. 20057  
(404) 931-4056  
chris.rider@georgetown.edu