

ANDRÁS TILCSIK

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ACADEMIC APPOINTMENT

UNIVERSITY OF TORONTO, ROTMAN SCHOOL OF MANAGEMENT

Assistant Professor, Strategic Management (July 1, 2012)

EDUCATION

- Ph.D., Organizational Behavior, Harvard University (chair: Frank Dobbin), 2012 (expected)
- A.M., Harvard University, 2007
- A.B., Economics, Harvard College, 2005

RESEARCH INTERESTS

organization theory, work and labor markets, institutional processes

RESEARCH AND PUBLICATIONS

PEER REVIEWED ARTICLES

- Tilcsik, A. 2011. "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States." *American Journal of Sociology*, 117(2): 586-626. (2011 James D. Thompson Award from the American Sociological Association)
- Tilcsik, A. 2010. "From Ritual to Reality: Demography, Ideology, and Decoupling in a Post-Communist Government Agency." *Academy of Management Journal*, 53: 1474-1498.

WORK IN PROGRESS

- Tilcsik, A. & Marquis, C. "Punctuated Generosity: Events, Communities, and Corporate Philanthropy in the U.S., 1980-2006." (Revise and resubmit, *Administrative Science Quarterly*)
- Marquis, C. & Tilcsik, A. "Serving Two Masters: Industry Fields, Geographic Communities, and the Influence of Institutional Pluralism on Organizations."
- Tilcsik, A. "Long Shadows of the Past: Resource Imprinting and Individual Performance in Organizations."
- Tilcsik, A. "Remembrance of Structures Past: Network Imprinting, Structural Socialization, and Job Performance."
- Tilcsik, A. "Process Management, Organizational Commitment, and Employee Creativity."

HONORS AND AWARDS

2011

- James D. Thompson Award, American Sociological Association
- Honorable Mention, Best Graduate Student Paper (Law Section), American Sociological Association
- Wyss Award for Excellence in Doctoral Research, Harvard Business School
- Graduate Society Dissertation Completion Fellowship, Harvard University

2009

- Derek C. Bok Award for Teaching Excellence, Harvard University

- Finalist, Best Doctoral Student Paper, European Group for Organizational Studies Colloquium
- O'Neill Graduate Research Grant, Davis Center for Russian and Eurasian Studies
- Nominee, John H. Marquand Award for Exceptional Advising of Harvard Students
- Distinction, General Examination in Organizational Behavior, Harvard University

2008

- Aage B. Sørensen Memorial Award, Harvard University
- Harvard University Certificate of Distinction in Teaching
- Hauser Center Research Fund Award, Hauser Center for Nonprofit Organizations
- Maurice Lazarus Fund Award, Davis Center for Russian and Eurasian Studies

2007

- Harvard University Certificate of Distinction in Teaching
- Distinction, Ph.D. Qualifying Paper, Harvard University

TEACHING

HARVARD UNIVERSITY

- Economics: A Critical Approach (undergraduate course, head teaching fellow), 2007-2010
- Intermediate Quantitative Research Methods (doctoral course, teaching fellow), 2008
- Managing in Uncertainty (executive program, facilitator), January 2011

TEACHING MATERIALS

- Battilana, J. and A. Tilcsik. "Self-Monitoring." Teaching Note 412-114. HBS Publishing. 2012
- Battilana, J. and A. Tilcsik. "Self-Monitoring (Abr.)." Teaching Note 412-115. HBS Publishing. 2012
- Tilcsik, A. "Structural Holes: The Social Structure of Competition, by Ronald S. Burt." *From Taylor to Today*. E. Friedberg (ed.), Paris: R&O Multimedia. 2010.
- Tilcsik, A. "Brokerage and Closure: An Introduction to Social Capital, by Ronald S. Burt." *From Taylor to Today*. E. Friedberg (ed.), Paris: R&O Multimedia. 2010.

INVITED PRESENTATIONS

- 2012: NYU Stern (Management & Organizations), Wharton (Management), Kellogg (Management & Organizations), INSEAD (Organisational Behaviour), University of Toronto (Strategic Management), American Bar Foundation (Law and Diversity conference)
- 2011: MIT-Harvard Economic Sociology Seminar (MIT), Boston College (Management & Organizations), University of Maryland (Management), University College London (Management Science & Innovation), NYU Wagner (Management), HEC Paris (Management and Human Resources), Harvard Business School (WOM Seminar)
- 2010: Consortium for Competitiveness and Cooperation (University of Michigan), Harvard Business School (WOM Seminar)
- 2009: Harvard Business School (WOM Seminar)
- 2005: Harvard University (Davis Center for Russian and Eurasian Studies)

REFEREED PRESENTATIONS

- “Serving Two Masters: Industry Fields, Geographic Communities, and the Influence of Institutional Pluralism on Organizations” (with C. Marquis). ABC Research Network Conference, Banff, Canada, June 2012
- “Stigma, Sympathy, and Social Capital Activation in Job Searches” (with S. Srivastava). People and Organizations Conference, The Wharton School, Philadelphia, October 2011
- “Punctuated Generosity: Events, Communities and Corporate Philanthropy in the United States, 1980-2006” (with C. Marquis). Academy of Management Meeting, San Antonio, August 2011
- “Insiders’ Curse, Outsiders’ Blessing: The Contingent Effect of Process Management on Creativity.” European Group for Organizational Studies Colloquium, Barcelona, July 2009
- “The Culture of Structure: How Network Norms Moderate Network Effects.” Annual Meeting of the Eastern Sociological Society, Baltimore, March 2009
- “The Paradox of Change: Demography, Culture, and Institutional Transformation in a Post-Communist Government Agency.” Annual Meeting of the Eastern Sociological Society, Roundtable on Organizational Theory, Baltimore, March 2009

PROFESSIONAL SERVICE

EDITORIAL

- Occasional reviewer: *Academy of Management Journal*, *Academy of Management Meetings*, *American Journal of Sociology*, *Critical Perspectives on International Business*, *Journal of Management Studies*

AMERICAN SOCIOLOGICAL ASSOCIATION

- James D. Thompson Award Committee, 2012
- Graduate Student Representative, Organizations, Occupations, and Work Section, 2011-2012
- Co-editor and contributor. *Accounts: A Newsletter of Economic Sociology*, Economic Sociology Section, 2010

HARVARD UNIVERSITY

- Senior resident proctor, Harvard College, 2008-2012
- Undergraduate academic adviser, Harvard College, 2007-2012
- Co-organizer. Work, Organizations, and Markets Seminar, Harvard Business School. 2009-2011
- Graduate Student Peer Mentor, Harvard Business School, 2011-2012
- Honors thesis reader in Organizational Studies (2010) and Sociology (2011), Harvard College
- Guest speaker on institutional theory, Macro-Organizational Behavior course (C. Marquis), 2012
- Guest speaker on hiring discrimination, Sociology of Organizations course (W. Ann), 2012