

## ABOUT THE AUTHORS

**Michel Anteby** is associate professor and Marvin Bower Fellow in the organizational behavior unit at Harvard Business School. He received a joint Ph.D. in Management from New York University (USA) and in Sociology from the Ecole des Hautes Etudes en Sciences Sociales (France). His research examines primarily occupational and organizational cultures. More specifically, he looks at how meaning is built at work and how moral orders are sustained.

**Wayne E. Baker** is the Robert P. Thome Professor of Business Administration and chair of the Management & Organizations area at the University of Michigan Ross School of Business. He conducts research on positive organizational scholarship, social networks, economic sociology, and culture. Since 2008, he has been blogging five days a week about values and ethics in America at [www.OurValues.org](http://www.OurValues.org). His latest book is *United America*. Wayne holds a Ph.D. in Sociology from Northwestern University and was a post-doctoral fellow at Harvard Business School.

**Kathryn H. Dekas** is a People Analytics Manager at Google, Inc. She leads a team that conducts internal organizational research with the aim of optimizing employee happiness, health, growth, and productivity. Prior to Google she worked in the Learning Center at Qualcomm, as well as the Talent & Organizational Performance consulting group at Accenture. Kathryn holds a Ph.D. in Business Administration (Organizational Behavior) from the University of Michigan's Ross School of Business, and a B.S. in Economics from the University of Pennsylvania's Wharton School.

**Jason Greenberg** is an assistant professor of management & organizations at NYU-Stern. He earned his Ph.D. in Economic Sociology and Organization Studies from MIT. Prior to enrolling at MIT, Jason earned a Master's degree in Sociology (Florida) and a Master's degree in Public Policy (Chicago). His research investigates how various dimensions of social structure have a bearing on the shape, functioning, and performance of entrepreneurial founding teams, in addition to other small groups. Other

research projects consider: the reciprocal effects of neighborhood change (e. g., gentrification) and the distribution, diversity, and performance of entrepreneurial companies; the impact of various social forces in microfinance; and the extent to which “crowds” vis-a-vis professional investors differ in their investment strategies in entrepreneurial projects founded by women.

**Henrich R. Greve** is a Professor of Entrepreneurship and the INSEAD Chair of Organization and Management Theory. He received his Ph.D. from Stanford University, Graduate School of Business. His past work includes research on organizational diversity and employment outcomes, the diffusion of governance practices and other innovations, and organizational founding and change. It has appeared in *American Journal of Sociology*, *Administrative Science Quarterly*, *Social Forces*, and other journals. His current research is on adolescent behaviors and young adult experiences in work and entrepreneurship, organizational effects on collective action in communities, the evolution of interorganizational networks, organizational misconduct, and organizational learning and decision making.

**Marjan Houshmand** is a Ph.D. student in Organizational Behaviour and Human Resources at the University of British Columbia. Her research is focused on understanding the relatively understudied field of business families. She is published in *Human Relations*. She received her B.A.Sc. degree in Electronics Engineering and M.B.A. at Simon Fraser University.

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**Jack Lam** is a Ph.D. candidate in the Sociology department at the University of Minnesota-Twin Cities, and conducts research at the intersection of the sociology of work and organizations, aging and the life course, and health and well-being. He is currently a research assistant on the *Work, Family, & Health Network*, investigating an intervention aimed at reducing employee work–family conflict and improving worker well-being. He has recently been published in *Work and Occupations*, and *Journal of Occupational Health Psychology*. His dissertation research is a longitudinal study examining antecedents, patterns, and the health consequences of job insecurity for a cohort of individuals in their early adulthood.

**Dennis G. Ma** is a research staff member at the University of British Columbia, and a statistical assistant at the Statistics Canada Research Data Centre. His current research interests include immigration, family business, and early life influences of later life work outcomes. He has been published in the *International Migration Review*. He is a recent graduate of the Commerce Scholars Program at the University of British Columbia, where he received his B.Comm. degree.

**Marc-David L. Seidel** is an associate professor and Chair of the Organizational Behaviour and Human Resources Division at the University of British Columbia. His current research interests include entrepreneurship, diffusion, social networks, and life course models. He is published in both sociology and management outlets including *American Journal of Sociology*, *Research in the Sociology of Organizations*, *International Migration Review*, *Administrative Science Quarterly*, *Academy of Management Journal*, *Strategic Management Journal*, *Industrial Relations*, and *Strategic Organization*. He received his B.A. in Economics with a concentration in Law & Society at Cornell University; his M.B.A. at the Johnson Graduate School of Management, Cornell University; and his M.S. and Ph.D. in Organizational Behavior and Industrial Relations at the Haas School of Business, University of California at Berkeley.

**Amy Wrzesniewski** is associate professor of organizational behavior at the Yale School of Management, Yale University. She received her Ph.D. in organizational psychology from the University of Michigan. Her research interests include understanding how people make meaning of their work in challenging organizational and occupational contexts and how they craft their tasks and interactions with others at work to change the meaning of and their identity in the job.