

James C. Mellody

Massachusetts Institute of Technology
Sloan School of Management
100 Main Street E62-383
Cambridge, MA 20142

(301) 461-5620
jmellody@mit.edu

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management

Ph.D., Management

2024 (*Expected*)

S.M., Management Research

2020

University of Pennsylvania

B.A., *summa cum laude*, East Asian Languages and Civilizations

2015

RESEARCH INTERESTS

Organizational Culture; Leadership; Organizational Change; Diversity & Inclusion; Online Communities

TEACHING INTERESTS

Organizational Culture; Leadership; Organizational Change; Organization Theory; Strategy

PAPERS UNDER REVIEW

[1] [a paper on leading safety and sustainability efforts in organizations]

WORKING PAPERS

[1] “A Different Kind of Tradeoff: Partitions in Markets for Time and Attention.” Job Market Paper

[2] “Beyond Representation: Extending the Effectiveness of Diversity Approaches via Individuation.”
(with Ray Reagans)

[3] “Keeping Time: Interaction Scripts as Coordinating Mechanisms for Self-Organizing Teams.” (with
Vanessa Conzon)

[4] “Collaborative Quantification: Reconciling Overwork and Client Satisfaction.” (with Vanessa
Conzon)

AWARDS AND FELLOWSHIPS

MIT Martin Family Fellowship for Sustainability (2020 – 2021)

MIT Sloan PhD Fellowship (2017 – 2022)

Phi Beta Kappa (2016)

Fulbright U.S. Student Program Research Grant – Alternate (2015)

William R. LaFleur Memorial Prize for Best Undergraduate Thesis in Japanese Studies at the University
of Pennsylvania (2015)

Greater Philadelphia Asian Studies Consortium Best Paper Award (2015)

RESEARCH PRESENTATIONS

“Consolidation or Fracturing: Change in Online Communities.”

- Academy of Management Annual Meeting, Seattle, WA, 2022

- Economic Sociology Working Group, Cambridge, MA, 2022

“Narrating Values: How Peripheral Functions Prove Their Worth to Organizations”

- Academy of Management Annual Meeting, Virtual, 2020
- American Sociological Association Annual Meeting, Virtual, 2020
- MIT Economic Sociology Working Group, Cambridge, MA, 2020
- Law and Society Association Annual Meeting, Washington, DC, 2019

“Beyond Representation: Extending the Effectiveness of Diversity Approaches via Individuation.”

- Academy of Management Annual Meeting, Virtual, 2021

TEACHING EXPERIENCE

Organizational Processes (Undergraduate) Fall 2019, 2020 (Virtual)
Teaching assistant for Professor Ray Reagans; solo-taught lecture on negotiations

Power and Negotiation (MBA) Fall 2020 (Virtual)
Teaching assistant for Professor Basima Tewfik

OTHER PROFESSIONAL EXPERIENCE

Heidrick and Struggles, Inc., Chicago, IL and New York, NY
Leadership Consulting Analyst 2016 – 2017
Executive Search Analyst 2015 – 2016

Snider Entrepreneurial Research Center, The Wharton School, Philadelphia, PA
Research Assistant 2014 – 2015

Pasona Tech, Inc., Tokyo, Japan
Summer Intern 2014

SKILLS

Programming Languages and Software: Python, R, STATA, Gephi, ATLAS.ti
Languages: English (fluent); Japanese (conversational)

REFERENCES

Ray Reagans
Alfred P. Sloan Professor of Management
Associate Dean for Diversity, Equity, and Inclusion
MIT Sloan School of Management
(617) 715-4154
rreagans@mit.edu

Ezra W. Zuckerman Sivan
Alvin J. Siteman (1948) Professor of
Entrepreneurship and Strategy
MIT Sloan School of Management
(617) 253-1918
ewzucker@mit.edu

Susan S. Silbey
Leon and Anne Goldberg Professor
MIT Sloan School of Management
(617) 253-6952
ssilbey@mit.edu