

Joshua R. Bruce

Gies College of Business
1206 South Sixth Street
Champaign, IL 61820
Email: joshb@illinois.edu
Phone: +1 (217) 300-7020
[Google Scholar](#) | [Faculty Page](#)

Academic Appointments

Gies College of Business, University of Illinois Urbana-Champaign
Assistant Professor of Organizational Behavior, 2019 – Present
Discovery Partners Institute, University of Illinois System
Faculty Affiliate, 2020 – Present

Education

Duke University
PhD, Sociology, 2019; MA, Sociology, 2017
University of Chicago
MA, Social Sciences (MAPSS), 2013
Indiana University – Bloomington
BA, Political Science with Departmental Honors, 2012

Research Interests

Human capital; capabilities, innovation, and R&D; careers and occupations;
organizational theory; computational social science

Work In Progress

“Skillsets, Coordinative Capabilities, and Employment Outcomes in the U.S.
Civil Service.” *2nd revise & resubmit*.
“Career Atypicality on the Path to Senior Management.” *Manuscript in
progress*.
“Mapping U.S. Federal Scientific Human Capital and Innovative Output.”
With John M. de Figueiredo. *Data linkage and analysis*.

Publications

Joshua R. Bruce and John M. de Figueiredo. *Forthcoming*. “Innovation in the
U.S. Government.” In *The Role of Innovation and Entrepreneurship in
Economic Growth*, edited by Aaron Chatterji, Josh Lerner, Scott Stern,
and Michael J. Andrews. Chicago: University of Chicago Press.
– National Bureau of Economic Research Working Paper No. 27181
Joshua R. Bruce, John M. de Figueiredo, and Brian S. Silverman. 2019.
“Public Contracting for Private Innovation: Government Capabilities,
Decision Rights, and Performance Outcomes.” *Strategic Management
Journal* 40(4):533-555.
– National Bureau of Economic Research Working Paper No. 24724
Joshua R. Bruce. 2018. “Getting Ahead by Staying Put? Specialization and

Social Capital in U.S. Civil Service Careers.” *Academy of Management Best Paper Proceedings*.

– Finalist for OMT Division Best Student Paper Award

Joshua R. Bruce. 2015. “Power, Economic Inequality, and Moral Psychology.” *Psychology & Society* 7(1):12-28.

Joshua R. Bruce. 2014. “Risky Business: How Social Psychology Can Help Improve Corporate Risk Management.” *Business Horizons* 57(4):551-557.

Joshua R. Bruce. 2013. “Uniting Theories of Morality, Religion, and Social Interaction: Grid-Group Cultural Theory, the ‘Big Three’ Ethics, and Moral Foundations Theory.” *Psychology & Society* 5(1):37-50.

Timothy A. Lemper and Joshua R. Bruce. 2011. “The Dilution Defense Congress Never Meant to Create (and Needs to Fix).” *Trademark Reporter* 101:1580-1598.

Timothy A. Lemper and Joshua R. Bruce. 2010. “Beware the Scrivener’s Error: Curing the Drafting Error in the Federal Registration Defense to Trademark Dilution Claims.” *Texas Intellectual Property Law Journal* 19:169-192.

Grants & Funding

Gies College of Business, Junior Faculty Council Research Grant, \$5,000, 2021
 UIUC Scholars’ Travel Fund, Conference Travel Award, \$1,050 (unused), 2020
 Information Initiative at Duke, Data Expedition Award, \$1,500, 2018
 Information Initiative at Duke, Data+ Research Grant, \$2,500, 2017
 Rethinking Regulation Program at Duke, Research Grant, \$1,000, 2016
 Information Initiative at Duke, Data+ Research Grant, \$2,500, 2016
 Interdisciplinary Behavioral Research Center at Duke, Mini-grant, \$600, 2015
 Duke Sociology Department, Linda K. George Research Grant, \$2,400, 2015

Fellowships

Gies College of Business, R.C. Evans Data Analytics Fellowship, \$10,000, August 2020 – August 2021
 Duke Graduate School, Summer Research Fellowship, \$5,500, 2018
 Rethinking Regulation Program at Duke, Graduate Scholar, 2015 – 2017
 Duke Graduate School, Summer Research Fellowship, \$5,500, 2017
 Bremen International Graduate School of Social Sciences, Visiting Doctoral Fellowship, €2,000, Summer 2015
 Kenan Institute for Ethics at Duke, Graduate Fellowship, \$3,000, 2015

Awards

University of Illinois, Teachers Ranked as Excellent, 2019; 2020
 Academy of Management, Careers Division, Outstanding Reviewer Award, August 2020

**Conference
Presentations**
2020

- “Skillsets, Coordinative Capabilities, and Employment Outcomes in the U.S. Civil Service.” Annual Meeting of the Academy of Management. Virtual. August.
- “Innovation in the U.S. Federal Government.” Annual Meeting of the Nagymaros Group on Organizational Ecology. Virtual. June.
- “Innovation in the U.S. Federal Government.” Annual Meeting of the Society for Institutional & Organizational Economics. Virtual. June.
- “Innovation in the U.S. Federal Government.” Duke-UNC Innovation and Entrepreneurship Research Conference. April. (Canceled due to Covid-19)
- “Innovation in the U.S. Federal Government.” NBER Conference on The Role of Innovation and Entrepreneurship in Economic Growth. Mountain View, CA. January.

2019

- “Skillsets, Coordinative Capabilities, and Employment Outcomes in the U.S. Civil Service.” Annual Meeting of the Society for Institutional & Organizational Economics. Stockholm, Sweden. June.

2018

- “The Contingent Value of Skills: Skill Accumulation and Career Mobility in the US Civil Service.” Wharton People & Organizations Conference. Philadelphia, PA. September.
- “The Contingent Value of Skills: Skill Accumulation and Career Mobility in the US Civil Service.” Annual Meeting of the Academy of Management. Chicago, IL. August.
- “The Contingent Value of Skills: Skill Accumulation and Career Mobility in the US Civil Service.” Sunbelt – Annual Meeting of the International Network for Social Network Analysis. Utrecht, The Netherlands. June.
- “Public Contracting for Private Innovation: Government Capabilities, Decision Rights, and Performance Outcomes.” Wharton Technology & Innovation Conference. Philadelphia, PA. April.
- “Wage and Promotion Outcomes Due to Human and Social Capital Accumulation in the U.S. Civil Service, 1989-2011.” 25th Consortium on Competitiveness and Cooperation (CCC) Doctoral Student Research Conference. Berkeley, CA. March.

2017

- “Getting Ahead by Staying Put? Specialization, Social Capital, and Status in Federal Civil Service Careers.” Economic Sociology Conference. Washington, DC. October.
- “When Times Get Tough: Subjective Well-being and Support for the U.S. Welfare State.” Annual Meeting of the American Sociological Association. Montréal, Canada. August.
- “Public Contracting for Private Innovation: Government Capabilities, Decision Rights, and Performance Outcomes.” Annual Meeting of the Society for Institutional & Organizational Economics. New York, NY. June.

Invited Talks	Tulane University, Management, 2018 University of Illinois at Urbana-Champaign, Organizational Behavior, 2018
Teaching	University of Illinois Urbana-Champaign <i>Undergraduate</i> Strategic Human Resource Management, 2019 – 2021 <i>Doctoral</i> Survey of Research Methods, Spring 2020 Duke University Instructor, Organizations and Management, Fall 2016 Co-instructor, <u>Data Expedition</u> in Sociology of Entrepreneurship, Fall 2018 Data Science Project Mentor, Data+ Program, Information Initiative at Duke, Summer 2016; <u>Summer 2017</u>
Professional Memberships & Service	Association Memberships Academy of Management – Annual Conference Program Reviewer, 2017 – 2021 American Sociological Association Society for Institutional & Organizational Economics – Annual Conference Program Committee Member, 2019 Ad-hoc Reviewing <i>American Sociological Review, Management Science, Organization Science, Socio-Economic Review, Strategic Management Journal</i>
University Service	Gies College of Business Business Administration Online Programs Committee, 2020 – Present Organizational Behavior Proseminar Coordinator, 2020 – 2021 Student Life and Teaching Working Group, Diversity, Equity, and Inclusion Initiative, July – December 2020
Software & Computation	Software: R, Stata, Python, SQL, L ^A T _E X Cloud Computing: Amazon Web Services, Microsoft Azure