

Joshua R. Bruce

Gies College of Business
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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.

Conference 2021

Presentations

“The Demography of US Government Science.” INFORMS Annual Meeting. Virtual. October.

Discussant Presentation. NBER Political Economy Program Meeting. Virtual. October.

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 Urbana-Champaign, Organizational Behavior, 2018

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

	<p>Fellowship, €2,000, Summer 2015</p> <p>Kenan Institute for Ethics at Duke, Graduate Fellowship, \$3,000, 2015</p>
Awards	<p>University of Illinois, <u>Teachers Ranked as Excellent</u>, 2019; 2020</p> <p>Academy of Management, Careers Division, Outstanding Reviewer Award, August 2020</p>
Teaching	<p>University of Illinois Urbana-Champaign</p> <p><i>Undergraduate</i></p> <p>Strategic Human Resource Management, 2019 – 2021</p> <p><i>Doctoral</i></p> <p>Survey of Research Methods, Spring 2020</p> <p>Duke University</p> <p>Instructor, Organizations and Management, Fall 2016</p> <p>Co-instructor, <u>Data Expedition</u> in Sociology of Entrepreneurship, Fall 2018</p> <p>Data Science Project Mentor, Data+ Program, Information Initiative at Duke, Summer 2016; <u>Summer 2017</u></p>
Professional Memberships & Service	<p>Association Memberships</p> <p>Academy of Management</p> <p>– Annual Conference Program Reviewer, 2017 – 2021</p> <p>American Sociological Association</p> <p>Society for Institutional & Organizational Economics</p> <p>– Annual Conference Program Committee Member, 2019</p> <p>Ad-hoc Reviewing</p> <p><i>Administrative Science Quarterly, American Sociological Review, Management Science, Organization Science, Socio-Economic Review, Strategic Management Journal</i></p>
University Service	<p>Gies College of Business</p> <p>Junior Faculty Council Member, 2021 – Present</p> <p>LGBTQ+ Faculty/Staff Affinity Group Facilitator, 2021 – Present</p> <p>Business Administration Online Programs Committee, 2020 – Present</p> <p>Organizational Behavior Proseminar Coordinator, 2020 – 2021</p> <p>Student Life and Teaching Working Group, Diversity, Equity, and Inclusion Initiative, July – December 2020</p>
Software & Computation	<p>Software: R, Stata, Python, SQL, L^AT_EX</p> <p>Cloud Computing: Amazon Web Services, Microsoft Azure</p>