

# MADISON SINGELL

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## EDUCATION

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| <b>Stanford University</b> , Stanford, CA                 | 2020 - Present |
| - Ph.D. in Macro Organizational Behavior (expected, 2025) |                |
| <b>Harvard University</b> , Cambridge, MA                 | Class of 2015  |
| - B.A. Economics, Citation in Chinese, GPA 3.7/4.0        |                |

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## PUBLICATIONS

- 
- Goldberg, Amir and **Madison Singell**. “The Sociology of Interpretation.”
    - Forthcoming, Accepted at Annual Review of Sociology, Pre-print here: <https://osf.io/preprints/socarxiv/fjxt6/>
  - DeFilippis, Evan, Stephen Michael Impink, **Madison Singell**, Jeff Polzer, and Raffaella Sadun. “The Impact of COVID-19 on Digital Communication Patterns.” *Humanities and Social Sciences Communications*, vol. 9, no. 1, May 2022, p. 180, <https://doi.org/10.1057/s41599-022-01190-9>.

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## PUBLICATIONS IN-PROGRESS

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- **Singell, Madison** and Amir Goldberg. “The Persistence of Divergent Causal Narratives in Organizations.”
    - Job Market Paper, Theory Piece and Mathematical Model of Divergent Narratives in Organizations, Most up-to-date version here:
  - **Singell, Madison**. “Organizational Applications of the Ising Model.”
    - Modeling paper applying the Ising Model of Physics to organizational contexts. Working Paper here:
  - **Singell, Madison** and Amir Goldberg. “The Best of All Possible Semantic Worlds: Evaluating Narratives Relative to Interpretations”
    - Theory development piece building on Sociology of Interpretation review and narrative theory.
  - Atwell, Jon, and **Madison Singell**. “BERT and Cultural Representations of Meaning.”
    - Early-stage working paper, with preliminary results on BERT’s accuracy weighted by population consumption.
  - **Singell, Madison**, Andrea Freund, Lindred Greer, Hayagreeva Rao, and Margaret Neale. “Does Collective Mental Time Travel Improve the Performance of New Self-Managed Teams?: Evidence from a Startup Competition.”
    - Late-stage working paper on using narratives to improve start-up founder performance.
  - **Singell, Madison**. “It’s a Numbers Game: How Bayesian Updating Perpetuates Biased Outcomes and Gender-Dependent Noise in Promotion Markets.”
    - Early-stage simulation paper advancing Altonji and Pierret’s work on statistical discrimination.
  - Polzer, Jeff, Evan DeFilippis, and **Madison Singell**. “When Meetings Multiply: The Consequences of Collaboration Overload.”
  - Polzer, Jeff, Evan DeFilippis, and **Madison Singell**. “Countries, Culture and Collaboration.”

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## ASSISTED PUBLICATIONS

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- Brodsky, A. “Slip of the Keyboard: How Unintentional Cues Convey Email-Sender Emotions.” *Academy of Management Proceedings* 2014 (October 20, 2014).
  - Carvalho, Paulo F., Catarina Vales, Caitlin M. Fausey, and Linda B. Smith. “Novel Names Extend for How Long Preschool Children Sample Visual Information.” *Journal of Experimental Child Psychology* 168 (April 1, 2018): 1–18.

- Mody, Shilpa, and Susan Carey. "The Emergence of Reasoning by the Disjunctive Syllogism in Early Childhood." *Cognition* 154 (September 1, 2016): 40–48.

## PRESENTATIONS

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- "*The Persistence of Divergent Causal Narratives in Organizations.*" Theoretical Organizational Models Society Conference, June, 2024.
- "*The Persistence of Divergent Causal Narratives in Organizations.*" CCC Doctoral Student Colloquium, May, 2024.
- "*Back to the Future: A 'Lab-in-the-Field' Experiment.*" Academy of Management Conference, August, 2023.
- "*Organizational Applications of the Ising Model.*" Theoretical Organizational Models Society Conference, August, 2023.
- "*Back to the Future: A 'Lab-in-the-Field' Experiment.*" SCANCOR Seminar Series, September, 2022.
- "*When Meetings Multiply: The Consequences of Collaboration Overload.*" Academy of Management Conference, August, 2020.
- "*For-Profit Universities' Education Incentive: Targeting Low- Income and Minority Students for Revenue Generation.*" Federal Trade Commission (FTC) Poster Session, April 2015.

## RESEARCH EXPERIENCE

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| <b>Organizational Behavior Research Associate, <i>Harvard Business School</i></b>   | 7/2018-7/2020 |
| <ul style="list-style-type: none"> <li>- Specialize in people analytics and data analysis, working with Professor Jeffrey T. Polzer.</li> <li>- Co-author of three papers researching: the impact of country culture on meeting and email behavior, how physical presence at the office influences team outputs, and Bayesian updating leading to statistical discrimination in promotion markets.</li> <li>- Source, manage, clean and analyze large datasets using SQL and R, resulting in two full paper analyses.</li> <li>- Create course content as Teaching Assistant for People Analytics MBA and Executive Analytics courses.</li> <li>- Build and foster relationships with corporate partners to source data and develop grounded research.</li> </ul> |               |
| <b>Negotiation, Organization, and Marketing Research Assistant, <i>Harvard Business School</i></b>  | 1/2013-5/2013 |
| <ul style="list-style-type: none"> <li>- Designed study on emotional interpretations of email in the workplace.</li> <li>- Partnered with doctoral student Andrew Brodsky to produce paper on time allocation and down time.</li> </ul>   |               |
| <b>Psychology Research Assistant, <i>Indiana University Smith Lab</i></b>   | 6/2012-8/2012 |
| <ul style="list-style-type: none"> <li>- Organized logistics and conducted study on children's ability to process and remember new information.</li> <li>- Participated in writing and research workshops for academic papers in the lab.</li> </ul>  |               |
| <b>Psychology Research Assistant, <i>Harvard University Carey Lab</i></b>   | 9/2011-6/2012 |
| <ul style="list-style-type: none"> <li>- Developed study to test children's ability to use logic in an elimination task.</li> <li>- Assisted in preparation and execution of a doctoral thesis in developmental psychology.</li> </ul>  |               |
| <b>Neuroscience Research Assistant, <i>University of Oregon Institute of Neuroscience</i></b>   | 9/2007-6/2011 |
| <ul style="list-style-type: none"> <li>- Conducted lab study for determining the difference of information processing in bilingual children.</li> <li>- Cleaned and organized EEG cap data from study, removing saccades and other disturbances.</li> </ul>   |               |

## TEACHING EXPERIENCE

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| <b>Teaching Assistant, <i>From Startup to Scaleup, Stanford Graduate School of Business</i></b>   | 1/2022-4/2023 |
| <ul style="list-style-type: none"> <li>- Presented original research and led class discussion for section of 85 MBAs.</li> <li>- Taught review sessions and ran by-appointment office hours covering topics in statistics, coding in R and data management.</li> <li>- Managed discussions with speakers, start-up founders, and VC investors.</li> <li>- Teaching Rating: 4.9</li> </ul> |               |
| <b>Teaching Assistant, <i>Organizational Analytics, Stanford Graduate School of Business</i></b>  | 3/2023-6/2023 |
| <ul style="list-style-type: none"> <li>- Wrote and edited course material code on organizational design topics in Python.</li> <li>- Ran review sessions and office hours covering topics in statistics, coding in Python and</li> </ul>  |               |

computational modeling.

**Teaching Assistant, *Negotiations, Stanford Graduate School of Business***

7/2024-9/2024

- Managed 6 negotiation sessions with debriefs for 40 MBAs.
- Provided in depth feedback on core negotiation concepts including bargaining zones, trust, principal-agent problems, disputes, ethics, and culture.
- Held 1-on-1 and group feedback sessions for answering questions and to solidify course learnings.

**Teaching Assistant, *Managing Groups and Teams, Stanford Graduate School of Business***

7/2024-9/2024

- Ran course exercises including Lego Man and Star Power for incoming MBA class.
- Reviewed and provided feedback on core management concepts such as teams, diversity, coordination, hierarchy, power, and expertise.

**Teaching Assistant, *People Analytics, Harvard Business School***

1/2019-5/2019

- Created course content code in R and managed use of Domino data science platform for students.
- Co-taught review sessions and ran by-appointment office hours covering topics in statistics, coding in R and data management.
- Adapted MBA course work for Executives enrolled in Harvard Business Analytics Program.

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RELEVANT WORK EXPERIENCE

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**AppNexus (Customer Success, New York Office)**

8/2016-7/2018

***Solutions Consultant (January 2018 – July 2018)***

- Managed technical integrations and partner on strategic decisions for Microsoft account.
- Served as thought-partner for account initiatives, creating impact analyses using SQL.
- Headed Public Service Announcement Program, providing over 60 billion free advertisements to non-profit causes.

***Capability Specialist (December 2016 - December 2017)***

- Led capability team as the primary specialist for all pricing, billing, clearing and invoicing initiatives.
- Designed capability strategic plan and presented results quarterly and yearly to management and executives.
- Developed and implemented product specs for dashboard monitoring project, creating automated reports and risk models system for key platform financial metrics.

***Product Support Specialist (August 2016 - December 2016)***

- Managed technical support and troubleshooting for six named support clients with over six million in spend.
- Selected as an Inventory Quality SME, analyzing log level data and reporting directly to the CEO.

**NERA Economic Consulting (Securities Practice, New York Office)**

7/2015-8/2016

***Associate Analyst (July 2016 - August 2016)***

***Research Associate (July 2015 - July 2016)***

- Drafted data analysis, methodology, and conclusion sections for two expert reports, presenting results to counsel and regulatory agencies.
- Calculated alleged damages and settlements for Securities Class Action cases, filing sixteen expert reports.
- Presented and lead monthly panel discussion on current topics in economics for 100 researchers and seniors.

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SKILLS

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**Language Skills:** French (Fluent), Chinese (Advanced), Portuguese (Beginner), Spanish (Beginner)

**Technical Skills:** Python (Advanced), R (Advanced), SQL (Advanced), Microsoft Office Excel, Stata (Proficient)

**Interests/Activities:** Volunteer Youth Teacher and Mentor, Dog Owner/Enthusiast, Yoga Practitioner, Runner