

MADISON SINGELL

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EDUCATION

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

PUBLICATIONS

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- Goldberg, Amir and **Madison Singell**. "The Sociology of Interpretation." *Annual Review of Sociology*, vol 50, May 2024, <https://doi-org.stanford.idm.oclc.org/10.1146/annurev-soc-020321-030515>.
 - 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>.

WORK IN-PROGRESS (FULL MANUSCRIPTS AVAILABLE)

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- **Singell, Madison**. "Caught in the Middle of Causality: How the Structure of Reality Produces Incorrect and Divergent Understandings in Organizations."
 - Job Market Paper, Theory Piece and Mathematical Model of Divergent Causal Understandings in Organizations
 - **Singell, Madison**. "Organizational Applications of the Ising Model."
 - Modeling paper applying the Ising Model of Physics to organizational contexts.
 - **Singell, Madison**, Andrea Freund, Lindred Greer, Hayagreeva Rao, and Magaret 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, methods: NLP.
 - Polzer, Jeff, Evan DeFilippis, and **Madison Singell**. "When Meetings Multiply: The Consequences of Collaboration Overload."

WORK IN-PROGRESS

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- **Singell, Madison** and Amir Goldberg. "On the Theory of Narratives"
 - 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**. "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.

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

- "*Caught in the Middle of Causality: How the Structure of Reality Produces Incorrect and Divergent Understandings in Organizations.*" Theoretical Organizational Models Society Conference, June, 2024.
- "*Caught in the Middle of Causality: How the Structure of Reality Produces Incorrect and Divergent Understandings in Organizations.*" CCC Doctoral Student Colloquium, May, 2024.
- *Student Keynote Speaker*, Stanford Graduate School of Business Admit Day, March, 2024.
- "*The Persistence of Divergent Causal Narratives in Organizations.*" Berkeley Culture Conference, January, 2024.
 - Finalist for the Edgar Schein Best Paper Award. (Earlier Draft of Job Market Paper)
- "*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.
- "*Where is the story? Spatial Richness Impacts Narrative Prediction.*" Diverse Intelligence Summer Institute, July, 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.

AWARDS & GRANTS

- Finalist for Edgar Schein Best Paper Award, "*The Persistence of Divergent Causal Narratives in Organizations.*", Berkeley Culture Conference, January, 2024. (Earlier draft of Job Market Paper)
- Selected to attend *HBS Summer School in Computational Organization Science*, August, 2023.
- Recipient of The Charles W. Bonner Fellowship and The Theodore Sutter Fellowship, receiving \$50,000+ in funding, August, 2023.
- Recipient of The Sakurako & William Fisher Family GSB Fellowship, receiving \$50,000+ in funding, August, 2022.
- Member of Diverse Intelligence Summer Institute, selected for month long fully paid program at St. Andrews with other scholars focusing on studying diverse intelligence. Presented work on: "*Where is the story? Spatial Richness Impacts Narrative Prediction.*", July, 2022.
- Recipient of The Donald E. Petersen Fellowship, receiving \$50,000+ in funding, August, 2021.
- Recipient of The R. Michael Shanahan Fellowship, receiving \$50,000+ in funding, August, 2020.

LEADERSHIP & SERVICE EXPERIENCE

Theoretical Organizational Modeling Society Brown Bag, Research Group Facilitator	9/2021-Present
- Lead 4-6 PhD student research seminar and present work at monthly meetings.	
IDDEAS@Stanford (Introduction to Diversity in Doctoral Education and Scholarship), Mentor	4/2024-Present
- Mentor IDDEAS scholars, including day-long research clinic to help develop students' research.	
No Theory Thursday, Seminar Leader	1/2024-Present
- Organized weekly seminar meetings with PhD students across Stanford (GSB, Sociology, Education etc.) to discuss new methodologies and solve empirical research questions.	
Stanford OB Macro Seminar, Student Organizer	9/2023-Present
- Selected to manage weekly department seminar with all faculty and students in OB Macro.	
PhD Association, Social Chair	9/2021-8/2022
- Elected official of the PhD Association responsible for \$10,000 social budget for all GSB PhD students.	

RESEARCH EXPERIENCE

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- Organizational Behavior Research Associate, *Harvard Business School*** 7/2018-7/2020
- Specialize in people analytics and data analysis, working with Professor Jeffrey T. Polzer.
 - 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.
 - Source, manage, clean and analyze large datasets using SQL and R, resulting in two full paper analyses.
 - Create course content as Teaching Assistant for People Analytics MBA and Executive Analytics courses.
 - Build and foster relationships with corporate partners to source data and develop grounded research.
- Negotiation, Organization, and Marketing Research Assistant, *Harvard Business School*** 1/2013-5/2013
- Designed study on emotional interpretations of email in the workplace.
 - Partnered with doctoral student Andrew Brodsky to produce paper on time allocation and down time.
- Psychology Research Assistant, *Indiana University Smith Lab*** 6/2012-8/2012
- Organized logistics and conducted study on children's ability to process and remember new information.
 - Participated in writing and research workshops for academic papers in the lab.
- Psychology Research Assistant, *Harvard University Carey Lab*** 9/2011-6/2012
- Developed study to test children's ability to use logic in an elimination task.
 - Assisted in preparation and execution of a doctoral thesis in developmental psychology.
- Neuroscience Research Assistant, *University of Oregon Institute of Neuroscience*** 9/2007-6/2011
- Conducted lab study for determining the difference of information processing in bilingual children.
 - Cleaned and organized EEG cap data from study, removing saccades and other disturbances.

TEACHING EXPERIENCE

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- Teaching Assistant, *From Startup to Scaleup, Stanford Graduate School of Business*** 1/2022-4/2023
- Presented original research and led class discussion for section of 85 MBAs.
 - Taught review sessions and ran by-appointment office hours covering topics in statistics, coding in R and data management.
 - Managed discussions with speakers, start-up founders, and VC investors.
 - Teaching Rating: 4.9
- Teaching Assistant, *Organizational Analytics, Stanford Graduate School of Business*** 3/2023-6/2023
- Wrote and edited course material code on organizational design topics in Python.
 - Ran review sessions and office hours covering topics in statistics, coding in Python and 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.

RELEVANT WORK EXPERIENCE

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.

SKILLS

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