

Tatiana Labuzova

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EDUCATION

Massachusetts Institute of Technology, Sloan School of Management

Ph.D. Candidate, Management—Economic Sociology

2017 – Exp. 2024

S.M., Management Research

2021

Dissertation: “Work-from-Anywhere and Gender Equality: The Gendered Effects of COVID-19 Lockdowns on Job Application Decisions.”

New Economic School

2012 – 2014

M.A., Economics, Industrial Organizations

Lomonosov Moscow State University

2007 – 2012

Diploma, *Summa cum laude*, International Economics and Management

RESEARCH & PUBLICATIONS

Research Interests

Organizations, Labor Market Constraints, Gender Equality, Careers, Creativity, Decision Making, and Social Networks

Refereed Publications

- Curhan, Jared R., **Tatiana Labuzova**, and Aditi Mehta. "Cooperative Criticism: When Criticism Enhances Creativity in Brainstorming and Negotiation." *Organization Science* (2021).
- Bond, Brittany M., **Tatiana Labuzova**, and Roberto M. Fernandez. "At the Expense of Quality." *Sociological Science* 5 (2018): 380-401.

Working Papers

- **Tatiana Labuzova** "Work-from-Anywhere and Gender Equality: The Gendered Effects of COVID-19 Lockdowns on Job Application Decisions." *Dissertation Project, under review in Management Science*

In a pre-registered study of over 1,000,000 job seekers, I analyze the impact of the COVID-19 lockdown on job search behavior. Specifically, I explore the natural experiment of the lockdowns to examine how the external shock to the availability of work-from-anywhere

jobs influences supply-side job search behavior and the gender wage gap in pursued positions.

- **Tatiana Labuzova**, Bushra Guenoun, and Jared R. Curhan "Unpacking Gender Differences in Negotiation: Distinguishing Actor and Partner Effects." In preparation for submission to *Management Science*.

Papers Presented

- 2023: **Tatiana Labuzova**. 2023. "Work-from-Anywhere and Gender Equality: The Gendered Effects of COVID-19 Lockdowns on Job Application Decisions." Paper presented at the Academy of Management Annual Meeting (August 2023)
- 2022: **Tatiana Labuzova**. 2022. "Work-from-Anywhere and Gender Equality: The Effects of Remote Work Options on Job Search." Paper presented at the MIT Sloan Economic Sociology Working Group (September 2022).
- 2020: **Tatiana Labuzova**. 2020. "Public Reviews or Private Feedback: How reviews affect application choices to gender-typed jobs?" Paper presented at the MIT Sloan Economic Sociology Working Group (September 2020).
- 2019: Roberto Fernandez, **Tatiana Labuzova**, and Ulla Eriksson-Zetterquist. 2019. "Blue and White-Collar Glass Ceilings." Paper presented at the 2019 Scancor-Weatherhead Conference at Harvard University (May, 2019), the 2019 European Group for Organization Studies (EGOS) meetings in Edinburgh (July, 2019).
- 2016: Brittany M. Bond, **Tatiana Labuzova**, and Roberto M. Fernandez. 2016. "At the Expense of Quality?" Paper presented at the Wharton "People and Organizations" conference (September, 2016). (Published in *Sociological Science*).

TEACHING

Massachusetts Institute of Technology, Sloan School of Management

2018 – now

Negotiation Analysis, Negotiation Seminar, Negotiation and Influence, Teaching Assistant for Professor Jared Curhan. The course received the Teaching with Digital Technology Award from MIT.

Assisted at the technology-intensive class a few consecutive years, ran Q&As with students, and graded assignments.

Leading Organizations, Teaching Assistant for Professor Elsbeth Johnson

Supported the class for 100 Executive MBA students for a few consecutive years.

Marketing and Strategy, Teaching Assistant for Professor Duncan Simester

Supported the class for 120 Executive MBA students a few consecutive years.

PRE-PHD EXPERIENCE

Analysis Group, Analyst Intern, Boston, MA

2016 – 2017

LANGUAGES

- Russian (Native)
- English (Full working proficiency)
- French (Limited working proficiency)