

Theodore W. DeWitt

Curriculum Vitae

Stephen M. Ross School of Business
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EDUCATION

University of Michigan, Stephen M. Ross School of Business

PhD in Business Administration (Management and Organizations), expected 2019

Dissertation chair and advisor: Gerald Davis

Yale University, Yale School of Management

MBA, 2009

Academic Distinction (top 10%) in 10 courses including Employee (HRM), Judgment and Negotiation, Corporate Finance, Investment Management

Yale University

BA in Sociology, 2001

RESEARCH INTERESTS

Topics: algorithmic processes, big data, computational methods, economic sociology, entrepreneurship, financialization, job design, organizational design, technology, work and organizations

DISSERTATION

Title: Mapping the Transition of Work in Labor Markets and Entrepreneurial Organizations

Summary: The work of this dissertation lies at the intersection of entrepreneurship, work & job design, and technology. As technological shifts happen with greater speed and frequency, technology may increasingly require the redesign and evolution of existing jobs. While we know that the design of jobs matters for organizational outcomes, we have incomplete knowledge of the process of how jobs are constructed out of organizational tasks, and know even less about how technology affects that process. My dissertation investigates these topics by conducting macro and micro studies. In the macro study, by using job transition data gleaned from a unique proprietary dataset of 14 million resumes from a Michigan-based staffing services company, combined with semantic similarity measures between job descriptions derived using text analysis, I examine whether the migration of workers between jobs increases the similarities in those jobs over time. In effect, I use these data sources to construct a “topographical map” to show how employees may act as task carriers between jobs. The micro study looks at how tasks

are assembled into jobs within an organization, by examining how entrepreneurs use technology to deliver new services to market. To do this, I perform qualitative analysis within a unique context: a start-up commercial cleaning services company whose workers use tablet computers and custom software in their daily work practices. To ensure that this is not a theory of one organization, these data are augmented by interviews with current or former founders of new organizations, to explore how technology intersected with job design in their organizations. Through a combination of these quantitative and qualitative methods, my dissertation presents a task-focused, evolutionary view of job design, and presents several implications for both technology and entrepreneurship.

Committee Members: Gerald Davis (Chair), Derek Harmon, Clifford Lampe, Kathleen Sutcliffe, Amy Wrzesniewski

PUBLICATIONS

Refereed Publications

Barton, M. A., Sutcliffe, K. M., Vogus, T. J., & DeWitt, T. (2015). Performing Under Uncertainty: Contextualized Engagement in Wildland Firefighting. *Journal of Contingencies and Crisis Management*.

WORK IN PROGRESS

DeWitt, T. Valuation Complexity and Its Impact on Corporate Divestiture Activity (Working Paper Available)

Davis, G.F. and DeWitt, T. Nikefication and Organizational Design (Data Collection)

AWARDS AND HONORS

- Gerald & Lillian Dykstra Fellow for Teaching Excellence, awarded to the highest rated Ross doctoral student instructor in the previous year (University of Michigan), 2016
- Ruth and Gilbert Whitaker Doctoral Fellowship (University of Michigan), 2014 – 2016, 2018
- Phi Kappa Phi Honor Society, inducted 2015
- Rackham Merit Fellowship (University of Michigan), 2013, 2016-2017
- Dean's Scholarship (Yale University), 2007-2009

CONFERENCE PRESENTATIONS

Refereed Symposia

DeWitt, T. & Sutcliffe, K.M., (August 2014). Sensemaking and Learning Amidst Dynamic Complexity. Symposium Presentation at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Professional Development Workshops

Davis, G.F., Kim, Y.H., Ma, D., DeWitt, T., Santoni, S. (August 2016). "Big Data" Research with MINIMAL Programming Background. Professional Development Workshop at the 76th Annual Meeting of the Academy of Management, Anaheim, CA. Facilitator.

CAMPUS PRESENTATIONS

Davis, G.F. and DeWitt, T. (October 2016). "Introduction to Big Data for Organizational Studies." ICOS, University of Michigan, Ann Arbor, MI. Presenter.

DeWitt, T. (May 2016). "A Gentle Introduction to SQL." ICOS Big Data Camp, University of Michigan, Ann Arbor, MI. Presenter.

DeWitt, T. (April 2015) "Valuation Complexity and Its Impact on Corporate Divestiture Activity", Management And Organizations Area Brown Bag Speaker Series, University of Michigan. Ann Arbor, MI. Presenter.

TEACHING EXPERIENCE

University of Michigan, Stephen M. Ross School of Business

Instructor

- MO 300 (Behavioral Theory of Management); core BBA course (81 students); Fall 2015; Rating: 5.0/5, (57 respondents, average 2015 MO 300 teacher rating: 4.4/5)

Developer and Instructor

- ICOS Big Data Camp: a week-long, intensive graduate-level workshop in computational methods including Python, SQL, web scraping, text analysis, and data analytics; June 2018
- ICOS Big Data Camp; June 2017
- ICOS Big Data Camp; May 2016

Full-Course Teaching Assistant

- WMBA 509 Human Behavior and Organizations; Weekend MBA elective; Winter 2017
- MO 501 Human Behavior and Organizations; MBA elective; Fall 2016, 2015
- MO 557 Positive Leadership and Organizing; MM elective; Fall 2016, 2015
- MO 503 Leading People and Organizations; core MBA course; Fall 2014

Intermittent Teaching Assistant

- MO 615 Managing Professional Relationships; MBA elective; Winter 2015, 2016, 2018
- MO 637 Social Intrapreneurship; MBA elective; Fall 2016

Yale University, Yale School of Management

Teaching Assistant

- MGT 420 Employee; core MBA course; Spring 2009
- MGT 422 Operations; core MBA course; Spring 2009

- MGT 401 Managing Groups and Teams; core MBA course; Fall 2008
- MGT 405 Interpersonal Dynamics; core MBA course; Fall 2008

SERVICE

Professional Service

- Ad-Hoc Reviewer, American Journal of Sociology, 2016 & 2018

University of Michigan Service

- Rackham Computational Social Science Workshop, Co-Organizer, 2016
- Ross School of Business PhD Forum, President, 2016-2017
- Ross School of Business PhD Forum, Facilities Co-Chair, 2015-2016
- Ross School of Business PhD Forum, Facilities Co-Chair, 2014-2015
- Member, Doctoral Admissions Committee, Management and Organizations Area, 2014

Professional Membership

- Academy of Management, 2014 - Present

PROFESSIONAL EXPERIENCE

Harvard University	Cambridge, MA
Financial Analyst, Office of Financial Strategy and Planning	2012-2013
Standard and Poor's Ratings Services	Boston, MA
Associate Director, Corporate Ratings, Merchant Power & Midstream Energy	2011-2012
Associate, Corporate Ratings, Project Finance	2009-2011
FactSet Research Systems	New York, NY
Content Manager	2005-2007
Content Analyst	2004-2005
Princeton Review	New York, NY
Instructor and Tutor	2003-2005
Carlin Financial Group	New York, NY
Equity Trader	2003-2004
Worldco Financial Services	New York, NY
Equity Trader	2002-2003

ADDITIONAL SKILLS

- Passed CFA Level 1
- Programming - HTML/CSS, Python, R, SQL

REFERENCES

Gerald Davis

Associate Dean for Business and Impact
Gilbert and Ruth Whitaker Professor of Business Administration
Ross School of Business
Management and Organizations Area
University of Michigan
Phone: 734-647-4737 | email: gfdavis@umich.edu

Kathleen Sutcliffe

Bloomberg Distinguished Professor
Carey Business School
School of Medicine
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Phone: 410-234-9442 | email: ksutcli1@jhu.edu

Amy Wrzesniewski

Michael H. Jordan Professor of Management
Yale School of Management
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Phone: 203-432-5979 | email: amy.wrzesniewski@yale.edu

Wayne Baker

Robert P. Thome Professor of Management and Organizations
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