

YUVAL SPIEGLER

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EDUCATION

Harvard Business School, Boston, Massachusetts 2026 (expected)

Ph.D., Organizational Behavior – Sociology

Dissertation: “Essays on the Dynamics of Workforce Formation”

Committee: Frank Dobbin (chair), Lakshmi Ramarajan, and David Pedulla

Tel Aviv University, Tel Aviv, Israel 2017

M.A., Sociology, summa cum laude

Thesis: “Does Transparency Breed Meritocracy? Networks, Gender and Promotions in a Virtual Technology Organization” (*Thesis grade: 98*)

Advisor: Alexandra Kalev

Bar-Ilan University, Ramat Gan, Israel 2013

B.A., Multidisciplinary/Humanities, summa cum laude

RESEARCH INTERESTS

Organizational Theory; Labor Markets; Inequality; Careers; Quantitative Methods

RESEARCH

Working Papers

Spiegler, Y. Attending to the Hierarchy: Job Seeker Responses to Diversity Signals and the Perpetuation of Labor Market Segregation. ***Job market paper.***

Spiegler, Y. & Lakshmi Ramarajan. Gender and Past Promotions in Engineering: How Bias-Amplified Signals Shape Women’s Advancement in Male-Dominated Professions. ***Preparing for submission to Organization Science.***

Spiegler, Y. Spatial Racial Congruence: Localized Demographic Differences and Workplace Diversity.

Research in Progress

Spiegler, Y. Congruence between past and potential employers: How context shapes the value of work experience. ***Data collection and analysis.***

Dobbin, F., Kalev, S., & **Spiegler, Y.** Organizational Diversity and Firm Performance. *Data analysis*.

Spiegler, Y. Competing for Diverse Talent: Environmental Competition and Workplace Diversity. *Data collection*.

Spiegler, Y. The “Cool Factor”: Hiring based on non-work-related attributes. *Data collection*.

CONFERENCES AND WORKSHOPS

Spiegler, Y. & Ramarajan, L. “Gender and Past Promotions in Engineering: How Bias-Amplified Signals Shape Women’s Advancement in Male-Dominated Professions”. People and Organizations Conference. Wharton, Upcoming in September 2025.

Spiegler, Y. “Attending to the Hierarchy: Job Seeker Responses to Diversity Signals and the Perpetuation of Labor Market Segregation”.

- People and Organizations Conference. Wharton, September 2024.
- OB NEWS. Harvard University, April 2024

Spiegler, Y. “Spatial Racial Congruence: Localized Demographic Differences and Workplace Diversity”. Work, Organizations, and Markets Workshop, Harvard University, November 2021.

Spiegler, Y. & Kalev, A. “Merit and Favoritism in High Transparency: Networks, Gender and Promotions in a Virtual Organization”. The Annual Meeting of the American Sociological Association. August 2017.

Spiegler, Y. “Available Data – Accessible Data: An integration of computer-science methodology in social science research”. The Interdisciplinary Conference for Research Students. Tel Aviv, Israel, May 2016.

TEACHING AND SERVICE

Harvard College , Cambridge MA	2020-present
<i>Proctor</i> - In-residence staff, living and working with 40 first-year students, per year.	

Harvard College , Cambridge MA	2020-present
<i>Undergrad academic advisor</i>	

Leading with People Analytics , Harvard Business School	2022
<i>Teaching Fellow</i> for Prof. Jeffrey Polzer.	

Quantitative Research Methods , Tel Aviv University	2015-2017
<i>Instructor</i> (6 sections) for Prof. Hadas Mandel. (rating: 6.86/7.0)	

Foundations of Social Research and Academic Writing, Tel Aviv University 2014-2015
Instructor (2 sections) for Prof. Anastasia Gorodzeisky. (rating: 6.34/7.0)

Israeli Sociological Association, Tel Aviv, Israel 2014
Annual Conference Organizing Committee

HONORS AND AWARDS

Best Master's Thesis Award 2018
The Israeli Sociological Society

Graduate Scholarship for Academic Excellence 2015
Tel Aviv University, Social Science Department

Dean's Honor List 2012-2013
Bar-Ilan University, Dean's Office

Rector's Award for Academic Excellence (first in class) 2012
Bar-Ilan University, Rector's Office

OTHER EXPERIENCE

Aluna Software, Giv'at Shmuel, Israel 2008-2010
Back-end Software Developer

Israeli Air Force (IAF) 2003-2005
Intelligence NCO (Sergeant)

REFERENCES

Frank Dobbin (Chair)
Henry Ford II Professor of the Social Sciences
Harvard University, Department of Sociology
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Lakshmi Ramarajan
Diane Doerge Wilson Professor of Business Administration
Harvard Business School
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