

YUVAL SPIEGLER

Harvard University, Cambridge MA
ypiegler@hbs.edu | 857-928-3590

EDUCATION

Harvard Business School, Boston, MA 2026 (expected)

Ph.D., Organizational Behavior – Sociology

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

Tel Aviv University, Tel Aviv, Israel 2017

M.A., Sociology, summa cum laude

Advisor: Prof. Alexandra Kalev

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

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.

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

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

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

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

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

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

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| Israeli Sociological Association , Tel Aviv, Israel <i>Annual Conference Organizing Committee</i> | 2014 |
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HONORS AND AWARDS

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| Best Master's Thesis Award <i>The Israeli Sociological Society</i> | 2018 |
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| Graduate Scholarship for Academic Excellence <i>Tel Aviv University, Social Science Department</i> | 2015 |
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| Dean's Honor List <i>Bar-Ilan University, Dean's Office</i> | 2012-2013 |
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| Rector's Award for Academic Excellence (first in class) <i>Bar-Ilan University, Rector's Office</i> | 2012 |
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OTHER EXPERIENCE

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|---|-----------|
| Aluna Software , Giv'at Shmuel, Israel <i>Back-end Software Developer</i> | 2008-2010 |
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| Israeli Air Force <i>Intelligence NCO (Sergeant)</i> | 2003-2005 |
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REFERENCES

Frank Dobbin (Chair)
Henry Ford II Professor of the Social Sciences
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Diane Doerge Wilson Professor of Business Administration
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David Pedulla
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