

EBONY N. BRIDWELL-MITCHELL

Brown University
Department of Sociology
Box 1916 Maxcy Hall, 112 George Street
Providence, RI 02912
Phone: 401-863-1977
Email: ebony_bridwell-mitchell@brown.edu

EDUCATION

New York University , Leonard M. Stern School of Business Doctor of Philosophy – Management & Organization Theory	New York, NY May 2008
Harvard University , John F. Kennedy School of Government Master in Public Policy – Human Resources, Labor and Education	Cambridge, MA June 1999
Cornell University , College of Arts and Sciences Bachelor of Arts – American Policy Studies, <i>Summa cum Laude</i> Concentration – Education Policy	Ithaca, NY May 1996

ACADEMIC EXPERIENCE

Brown University , Department of Sociology ♦ Assistant Professor, <i>Commerce, Organizations & Entrepreneurship Faculty</i> . Present	Providence, RI
New York University , Leonard M. Stern School of Business ♦ Instructor, <i>Management and Organizational Analysis</i> . Fall 2005	New York, NY
City University of New York , Brooklyn College Graduate School of Education ♦ Instructor, <i>Experiencing Education: Individuals and Communities</i> . Summer 2003	Brooklyn, NY

RESEARCH & TEACHING

Research Areas

Institutional Logics
Institutional Agency
Organizational Cognition & Decision Making
Social Networks
Schools as Organizations

Courses

Research Methods
Organizational Dynamics & Decision Making
Management & Organizational Analysis
Economic Sociology
Sociology of Education

PUBLISHED WORK

- ◆ “Barriers to the Interpretation and Diffusion of Information about Potential Problems in Organizations: Lessons from the Space Shuttle Columbia” with F. Milliken and T. Lant (2005) in W. Starbuck and M. Farjoun (Eds.) *Organization at the Limit: NASA and the Columbia Disaster*. New York: Blackwell
- ◆ “Ready For the World? Initiating the School to Work Movement in Peru” (1999) in A. Barnechea (Ed.) *Building Human Capital in Peru*. Lima: PromPeru

WORKING PAPERS

- ◆ “Agency and Institutional Responsiveness in Socio-cognitive Systems: The Case of State Intervention in Public Schools.”
- ◆ “F.U.E.Ling Change in Organizations: A Sociocognitive Network Approach.”
- ◆ “Identity and Integration: How Top Managers Craft Perceptions of Mergers and Acquisitions.”
- ◆ “Making Sense of Conflicting Institutional Logics: The Moderating Role of Professional Community.”
- ◆ “Might versus Right: How Cognition and Institutional Complexity Affect Implementation.”
- ◆ “Agent Influences and Institutional Logics: Discursive Practice in New York City Schools.” with Roger L. Dunbar.
- ◆ “The Quest for Cognitive Legitimacy: Organizational Identity Crafting and Internal Stakeholder Support.” with Stephen J. Mezas

WORK IN PREPARATION

- ◆ “An Issue of Framing: How Cognitions Construct Social Choices in Strategic Decision Making Contexts” with Theresa K. Lant
- ◆ “Brokering Partner Benefits: How Inter-organizational Relationships and Resources Support School Success” with Stephen J. Mezas
- ◆ “Learning to Lead: The Effect of Career Imprinting and Social Networks on Principal Innovation” with Monica A. Higgins
- ◆ “You Better Ask Somebody: The Effects of Status Learning on Organizational Integration” with Ray E. Reagans

GRANTS, FELLOWSHIPS & AWARDS

- ◆ Award Recipient (\$460,190) and co-primary investigator – *National Science Foundation* Human and Social Dynamics Competition [SES-0433280]. 2004-2009

- ◆ American Association of University Women Doctoral Fellowship (\$20,000), *AAUW 2007-2008*
- ◆ Fred Renwick Doctoral Fellowship (\$20,000), *NYU Stern School of Business. 2006-07*
- ◆ Commerce Organizations & Entrepreneurship Research Funds Award (\$10,000) Brown University. 2009
- ◆ Office of Vice-President of Sponsored Research Small Grant Funds Award (\$2,000), *Brown University 2008.*
- ◆ Doctoral Teaching Excellence Award (\$2,000), *NYU Stern School of Business. 2006*
- ◆ Research Fellow, *Ministry of the Interior, Republic of Peru. 1998*

REFEREED CONFERENCE PRESENTATIONS

- ◆ “Making Sense of Conflicting Institutional Logics: The Moderating Role of Professional Community.” Paper presentation.
Annual Meeting of the Academy of Management, Organization and Management Theory Division – Chicago, IL August 2009
- ◆ “Making Sense of Conflicting Institutional Logics: An Exploratory Study of the Micro Social and Cognitive Dynamics of Institutional Processes.”
European Group for Organizational Studies Colloquium, Organizing the Public Sector: Governance and Public Management Reform Sub-theme June 2009
- ◆ “Social Constructions and State Intervention: A Systems Dynamics Model of State Intervention.” Paper presentation.
The Fourth Organization Studies Summer Workshop – Pissouri, Cyprus July 2008
- ◆ “Knowing Might From Right: Institutional and Strategic Considerations for Isomorphic Change.” Paper presentation.
Annual Meeting of the Strategic Management Society – San Diego, CA October 2007
Annual Meeting of the Academy of Management, Organization and Management Theory Division – Philadelphia, PA August 2007
- ◆ “Beyond the Fortune 500: Non-Traditional Research Contexts as Rich Sources of Organization Theory.” Symposium Organizer and Chair.
Annual Meeting of the Academy of Management, Organization Theory, Research Methods and Public and Non-Profit Organizations Divisions – Philadelphia, PA August 2007
- ◆ “Social Constructions and State Interventions: How Interpretive Dynamics Impact Regulatory Compliance in Public Schools.” Paper Presentation.
Annual Meeting of American Sociological Association, Organizations, Occupations, and Work Division – New York, NY August 2007

- ◆ “The Quest for Cognitive Legitimacy: Organizational Identity Crafting and Stakeholder Support.” Paper Presentation.
Annual Meeting of the Academy of Management, Organization and Management Theory Division – Atlanta, GA August 2006
The 10th Annual Reputation Institute Conference on Corporate Reputation – New York, NY May 2006

- ◆ “Agent Influences and Institutional Logics: Discursive Practice in New York City Schools.” Paper presentation.
Annual Meeting of the Academy of Management, Organizational Behavior and Public & Non-Profits Divisions – Atlanta, GA August 2006

- ◆ “A Sociocognitive Model of Organizational Reorientation in Public Schools.” Paper presentation.
Annual Meeting of American Sociological Association, Organizations, Occupations, and Work Division – San Francisco, CA August 2004
Annual Meeting of the Academy of Management, Public and Non-Profit Division – New Orleans, LA August 2004

INVITED PRESENTATIONS

- ◆ “Human Capital Innovations: Opportunities and Challenges”. Discussant
Stanford University Center on Philanthropy and Civil Society – Palo Alto, CA May 2009

- ◆ “Interpreting Institutional Responsiveness: Strategic and Institutional Considerations for Isomorphic Change in Public Schools.” Paper presentation.
University of California – Irvine Merage School of Business Department of Organization and Management – Irvine, CA January 2008
Northwestern University Kellogg School of Management, Department of Management & Organizations – Evanston, IL January 2008
New York University Wagner School of Public Policy – New York, NY December 2007

- ◆ “Social Constructions and State Interventions: How Interpretive Dynamics Impact Regulatory Compliance in Public Schools.” Paper presentation.
Institute for Education and Social Policy, New York University – New York, NY September 2006

- ◆ "Network Effects and Learning: On Perceptions, Knowledge Management, and Communities of Practice." Session Chair.
Annual Meeting of the Academy of Management, Organization Development and Change Division – Honolulu, HI August 2005

- ◆ “Can Social Scientists Learn More by Explaining How Social Systems Change.” Panelist.
New York University, Conference Honoring William H. Starbuck, – New York, NY May 2005

- ◆ “Leaving Lay Science Behind: Introduction to Qualitative and Quantitative Research Methods.” Panelist.
PhD Project Consortium, Minority Doctoral Students Association – New Orleans, LA August 2004

PROFESSIONAL SERVICE & MEMBERSHIPS

- ◆ Reviewer – *Academy of Management Journal*. Since 2008
- ◆ Reviewer – *Annual Meeting of the Academy of Management*, Organization and Management Theory, Public and Non-Profits and Organization Development and Change Divisions. 2003 – 2007
- ◆ Member, *American Educational Research Association* – Organization Theory SIG. Since 2004
- ◆ Member, *American Sociological Association*. Since 2003
- ◆ Member, *Academy of Management*. Since 2003
- ◆ Executive Editor, *Harvard Journal of African-American Policy*. 1998-99

DEPARTMENT & UNIVERSITY SERVICE

- ◆ ALANA Mentoring Program – Faculty Mentor. Brown University 2008-2009
- ◆ Brown University Sophomore Advising. 2009-2010
- ◆ Faculty Liaison for Teaching and Learning, Department of Sociology, Brown University. Since 2008
- ◆ Freshman Orientation Academic Expo – Department Representative. Fall 2008
- ◆ Department of Sociology Graduate Committee Member, Brown University. 2009-2010
- ◆ Department of Sociology Faculty Liaison, Sheridan Center for Teaching and Learning. 2008-2009
- ◆ Department of Sociology, Faculty Liaison, Brown University Library Sociology Collections. 2008-2009
- ◆ Founding organizer – PhD Methods Seminar, *NYU Stern School of Business*. 2003-04

ACADEMIC ADVISING

- ◆ Dissertation – Committee Member. T. Bridges. *The Legalizing Social Structure of Markets: The Interaction of Law, Organizations, and Social Networks in the U.S. Hedge Fund Market*. 2008-2009
- ◆ Master Thesis – Faculty Reader. M. Plavin. *Can the People Make the Place if there is No Place? Organizational Culture Formation and Maintenance in a Virtual Firm*. 2008-2009
- ◆ Senior Honors Thesis – Faculty Advisor. K. Herman. *Venture Philanthropy and the Carnegie Corporation of New York: A Study of the Diffusion of an Innovative Management Style*. 2008-2009
- ◆ Senior Honors Thesis – Faculty Reader. K. Robinson. *Team Dynamics and Team Performance*. 2008-2009

PROFESSIONAL EXPERIENCE

- ◆ **KIPP Knowledge is Power Program.** New York, NY 2008; 2009
Instructor, Summer Leadership Institute – Provided intensive training and professional development for charter school founders and principals in core concepts of organizations and management, including organizational alignment, culture and change.
- ◆ **Leading Educators.** New Orleans, LA 2008; 2009
Instructor, Summer Intensive Program – Provided intensive training and professional development to urban public school leaders working to reinvigorate schools in New Orleans’ recovery district. Instruction on managing teams and groups, was provided to assist teacher-leaders and assistant principals improve leadership capacity and school performance.
- ◆ **Classroom, Inc.** New York, NY 2001-2006
Trainer – Provided staff development for simulation-based, computer program, which integrated an occupational focus into instructional curriculums in the New York City, Washington, DC, and Miami Dade school systems.
- ◆ **New York City Department of Education, John P. Sinnott Magnet School.** Brooklyn, NY 1999-2002
Instructor, Common Branch Curriculum - Designed and implemented standards-based curriculum that raised reading and mathematics test scores of sixth grade students.
Instructional Lead Teacher - Provided professional development and mentorship for new and mid-career teachers.
- ◆ **Abt Associates.** Cambridge, MA 1999
Project Associate – Conducted qualitative research to evaluate the effectiveness of national school development program; summary of findings included in national study on Comer School Development Project.
- ◆ **Benjamin Banneker Charter School.** Cambridge, MA 1995; 1998
Program Consultant & Evaluator – Provided evaluation and feedback to founding charter members on development and implementation school model in order to clarify and improve compliance with State requirements for charter approval. Evaluated curriculum effectiveness and identified strategies for improvement.
- ◆ **Institute for Independent Education.** Washington DC 1996
Program Associate – Provided technical and policy assistance for community-based urban schools by providing research-based recommendations for strengthening school programs and policies; fostered school-business partnerships with national corporate alliance.
- ◆ **United States Department of Education, GOALS 2000 Office** Washington DC 1994
Program Intern – Assisted advancement of Presidential initiative for national systemic education reform by providing guidance for revision of state and local education plans.