LINDSEY D. CAMERON

2067 SH-DH
3620 Locust Walk
Philadelphia, PA 19104

215.898.0990
ldcamer@wharton.upenn.edu
www.lindseydcameron.com

ACADEMIC APPOINTMENTS

Wharton School, University of Pennsylvania
Assistant Professor in the Department of Management   2019 -

Data and Society
Faculty Fellow, Race and Technology   2022-2023

EDUCATION

University of Michigan, Stephen M. Ross School of Business
Ph.D, Business Administration (Management and Organizations), 2020
Dissertation: *The Rise of Algorithmic Work: Implications for Managerial Control and Worker Autonomy*
Committee: Jerry Davis (Chair), Jane Dutton, Beth Bechky, Seth Carnahan and Tawanna Dillahunt
- Winner, *Likert Dissertation Prize*
- Winner, *Psychology of Technology Dissertation Award*
- Winner, *Industry Studies Dissertation Award*
- Runner-Up, *Louis Pondy Best Dissertation Paper*
- Finalist, *Grigor McClelland Doctoral Dissertation Award*

Wharton School, University of Pennsylvania
Pre-doctoral Fellow (Funded Visiting Student) 2017 - 2018; Faculty Mentor: Katherine Klein

George Washington University
M.S., Engineering Management, Focus: Crisis, Emergency and Risk Management, 2009

Harvard University
S.B., Electrical Engineering and Computer Science; Minor: French, Arabic; 2005.
Thesis: *A Human-Powered Generator for Literacy Classes in West Africa*
Committee: Fred Abernathy and Gu-Yeon Wei, partnered with Design the Matters (Tim Prestero)

PEER-REVIEWED PUBLICATIONS

Cameron, L., Chan C., & Anteby, M. *Conditionally Accepted.* "Heroes from Above But Not (Always) From Within? Gig Workers' Responses to the Sudden Public Moralization of their Work." *Organizational Behavior & Human Decision Processes.*
- *AOM MOC Division Best Symposium Award*

Cameron, L. (2022*)* " ""Making Out" While Driving: Relational and Efficiency Games in the Gig Economy". *Organization Science.*
- *AOM MOC Division, Best Paper Award* - Top 10% of submitted papers
- Used in undergraduate & graduate seminars
- Featured in *Forbes, Wharton Social Impact, Penn Today*
- Earlier version printed in *Academy of Management Proceedings*, Vol. 2020, no. 1

Cameron, L.* & Rahman, H.* (2022) "Expanding the Locus of Resistance: The Co-Constitution of Control and Resistance in the Gig Economy". *Organization Science.*
*Shared First Authorship.
- *Industry Studies Association's Giarratani Rising Star Award; AOM OCIS Division, Best Paper Award -* Top 10% of submitted papers*; LERA Competitive Paper*
- Used in graduate seminars
- Featured in *Forbes, Kellogg Magazine*
- Earlier version printed in *Academy of Management Proceedings*, Vol. 2021, no. 1

Cameron, L., Thomason, B., & Conzon, V. (2021) "Risky Business: Gig Workers' and the Navigation of Ideal Worker Expectations During the COVID-19 Pandemic". *Journal of Applied Psychology.*
- Used in undergraduate seminar
- Featured in *Forbes, Phys.org, TheGigworkLife.com, Penn Today*

Hafenbrack, A.*, **Cameron, L.*,** Spreitzer, G., Zhang, C., Noval, L., & Shaffakat, S. (2020) "Helping Others by Being in the Present Moment: Mindfulness and Prosocial Behavior at Work" *Organizational Behavior and Human Decision Processes.*
*Shared First Authorship
- Featured in *World Economic Forum, Forbes, Yoga Journal Magazine, INC, Smart Brief, Human Resource Magazine, Wharton Magazine, Business A.M., Vice, Daily Pennsylvanian, Penn Today*

Kamaswaren, V., **Cameron, L.,** & Dillahunt, T. (2018) Support for Social and Cultural Capital Development in Real-time Ridesharing Services. *Computer-Human Interactions. CHI 2018: ACM Conference on Human Factors in Computing Systems.* [Acceptance Rate 25%]
- Featured in *Medium*

Spreitzer, G.M., **Cameron, L.,** & Garrett, L.E. (2017). Alternative Work Arrangements: Two Images of the New World of Work. *Annual Review of Organizational Psychology and Organizational Behavior*, 4: 473-499.

OTHER PEER-REVIEWED PUBLICATIONS

Cameron, L*. & Meuris, J.* (2022) "The Perils of Pay Variability: Determinants of Worker Aversion to Variable Compensation in Lower-Wage Jobs " In Sonia Taneja (Ed.), *Proceedings of the Eighty-second Annual Meeting of the Academy of Management.* Online ISSN: 2151-6561.
*Shared First Authorship

Cameron, L. (2021) "(Relative) Freedom in Algorithms: How Digital Platforms Repurpose Workplace Consent." In Sonia Taneja (Ed.), *Proceedings of the Eighty-first Annual Meeting of the Academy of Management.* Online ISSN: 2151-6561.

Cameron, L., Garrett, L.E, Spreitzer, G.M. (2019) Contingent, Contract, and Alternative Work Arrangements. *Oxford Bibliographies in Management.* Ed. Ricky Griffin. New York: Oxford University Press

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

Cameron, L. (Relative) Freedom in Algorithms: How Digital Platforms Repurpose Workplace Consent." *2nd Round RR Requested at Administrative Science Quarterly.*
- *Runner-Up,* Louis Pondy Best Dissertation Paper*; AOM OMT Division, Best Paper Award -* Top 10% of submitted papers
- Used in graduate seminar

Cameron, L.* & Meuris, J.* "The Perils of Pay Variability: Determinants of Worker Aversion to Variable Compensation in Lower-Wage Jobs". *Under 2nd Round Review, Organization Science*
*Shared First Authorship.
- *AOM HR Division, Best Overall Paper Award*

Rahman, H.*, **Cameron, L.***, & Karunakaran, A*. "Taming Platform Power: Taking Accountability Into Account, An Integrative Review on Digital Platforms" *Revise & Resubmit Requested, Academy of Management Annals*
*Shared First Authorship.

Cameron, L.,* Lamars, L.*, Leicht-Deobald, U.*, Lutz, C.*, Meijerink, J* & Mohlmann, M.*. Algorithmic Management: Its Implications for Information Systems Research. *Under Review, Communications of the Association of Information Systems.*
*Authorship Alphabetical

Cameron, L.*, Thomason, B*., & Occhiuto, N*. (Working Paper). "The Platform is Not Neutral: Examining Regulatory Disputes in a Multinational Study of the RideHailing Industry". *Target: Administrative Science Quarterly, Fall 2022.*
*Shared First Authorship.
- *Funded by Wharton Dean's Research Fund*

Nurmohamed, S., McCluney, C., **Cameron, L.,** & Mayer, D. "Show me the money?: The Business vs. Ethical Case for Diversity in Corporations." *Working Paper.*

RESEARCH IN PROGRESS

Wertz, K.*+, **Cameron, L.***, & Rahman, H. (Writing). "Unhooking from the Matrix: The Rise of Algo-Activism"
*Shared First Authorship. ". Target: Organization Science
+ *Student Author*
- *Funded by Center for Human Resources, Wharton School*

Cameron, L.*, & Viscelli, S.* (Data Collection). "The Limits of Uberification: An Examination of Human Supply Chains for Last-Mile Delivery"
*Shared First Authorship.

Cameron, L. (Data Collection). "The Gig Worker & the Pandemic"
- *Funded by Center for Human Resources, Wharton School*

UNEMPLOYED PAPERS

Cameron, L. "The Sound, Smells, and Tastes that Bind Us: Materiality in the Process of Organizational Identification in Diverse Communities". *Working paper.*

PRACTICE ORIENTATED PUBLICATIONS AND PODCASTS

Cameron, L. & Winn, B. 2021. Worker Voice & Choice: The Democratization and Uberification of Work. (Linking Theory + Practice Series). *People + Strategy Journal, Society for Human Resource Management*

Cameron, L. 2021. The Gig Economy and the Pandemic from Work and Life. *Podcast with Stew Friedman.* Released on 11 February 2021.
- Used in graduate seminar

Cameron, L., & Rosenblat, A. 2020. Gig Work Used to Be a Recession Proof Safety Net. Not Anymore. *Fast Company.* Published on 10 August 2020.

- Used in graduate seminar

Cameron, L. (as interviewed by Cross, M.). 2019. The New Uber Law's Ripple Effect. *Kiplinger's.* Published on 15 November 2019.

TEACHING MATERIALS

Cameron, L. & Nguyen, B. "Man Against the Machine: Wrestling with Automated Bots in Amazon Delivery Services" (Teaching Case)

Cameron, L. & Lawson, J. "Fighting to Stay Alive: Uber and its Drivers during the COVID-19 Pandemic and Prop-22 " (Teaching Case)

Cameron, L. & Lawson, J. "Calling in vs. Calling Out: Handling Micro-Aggressions in Virtual Communications Channels" (Teaching Exercise)

Cameron, L. & Lawson, J. "Fostering Inclusiveness in Remote Work Environments" (Teaching Exercise)

TEACHING

University of Pennsylvania, Wharton School
Instructor
- MGMT 612: Managing the Emerging Enterprise. MBA Core. Spring 2020, Spring 2021, Spring 2022, Fall 2022, Spring 2023
- MGMT 961: Making a Contribution: Theorizing from Novel Contexts. Doctoral Course. Spring 2022
- MGMT 970: Applied Research Methods: Qualitative Methods. Doctoral course. Spring 2022
- MGMT 932a: Qualitative Research Practicum: Data Collection. Doctoral course. Spring 2020, Spring 2021
- MGMT 932b: Qualitative Research Practicum: Data Analysis. Doctoral course. Fall 2020.
- MGMT 199: Independent Study in Smart Cities & Transportation. Undergraduate Course. Spring 2020

Teaching Assistant
- MGMT 898: Leadership, Conflict, and Change: Lessons from Rwanda. MBA elective course. Spring 2018.
  - Assisted class on immersion trip to Rwanda

University of Michigan, Ross School of Business
Instructor
- MO 300: Organizational Behavioral Theory in Management. BBA Core Course. Fall 2015.
  - Co-designed new core class leading curriculum development on income inequality, diversity, social intrapreneurship, and engagement
Facilitator
- Inter-group Relations Dialogues, 2016 – 2017
  - Led small group dialogues (10 - 30 students) on stereotyping, prejudice, privilege, and allyship
Teaching Assistant
- MO 705: Group Independent Study on On-Demand Economy. MBA elective course.

- MO 302: Positively Leading People and Organizations. BBA elective course.

Intermittent Teaching Assistant
- EMBA 634. Negotiations. EMBA elective course.
- MO 615. Managing Professional Relationships. MBA elective course
- MO 604. Leadership Development. Weekend MBA core class.
- STRAT 441. Business and Society. BBA elective course
  - Assisted class on immersion trip to Ghana

PRESENTATIONS

2023
- European Group of Organizational Studies, Sardinia, Italy *(Sub-group convener)*

2022
- D'Amore-McKim School of Business, Northeastern University, Boston, MA
- Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, PA
- AI in Society Summit, Chicago, IL *(Panelist)*
- Academy of Management Meeting, Seattle, WA (*Showcase Symposium; Paper Award*)
- Fox School of Business, Temple University, Philadelphia, PA
- Industry Study Association Conference, Philadelphia, PA
- 10th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI
- *The Great Return to Work: Ensuring Individual and Organizational Well-Being in the New Normal,* Boundless Leadership, Nalanda Insitute, (*Panelist*)
- May Meaning Meeting, virtual
- Flash Talk, Wharton School, University of Pennsylvania, Philadelphia, PA
- Leavey School of Business, Santa Clara University, Santa Clara, CA
- UC-Davis Qualitative Conference, Davis, CA
- Worker Misclassification Taskforce, Commonwealth of Pennsylvania, Department of Labor

2021
- Renaissance Weekend, Charleston, SC *(Panelist + Moderator) *Cancelled due to COVID-19*
- Book Club on African/African-American traditions, *(Presentation + Q&A on African-American genealogy)*
- Black Summit Solstice, virtual *(Presentation + Interactive exercise on mindfulness and conflict management, 150+ participants)*
- Sociology Department, University of Pennsylvania, Philadelphia, PA
- Algorithmic Workplace Research Group, Boston College, Boston, MA
- Weatherhead School of Management, Case Western University, Cleveland, OH
- Pennsylvania State Senate Democratic Policy Committee, Philadelphia, PA
- Decision Process Seminar, Wharton School, University of Pennsylvania, Philadelphia, PA
- Labor & Technology Discussion Series, virtual
- AI in the Global South, Data & Society, virtual (*active listener*)
- Governor's Office of General Counsel, Commonwealth of Pennsylvania *(Presentation + Interactive exercise on mindfulness & conflict management, 500+ participants)*
- People and Organizations Conference, Philadelphia, PA
- Future of Leadership Summit: Future of Recruiting, virtual *(Ted-style Talk w/ Q&A, 50+ participants)*
- Changing Nature of Work, Stanford University, Stanford
- Academy of Management Meeting, virtual (*Showcase Symposium & Best Symposium – Management and Organizational Cognition Division*)
- Society for the Advancement of Socio-Economics, virtual *(Panelist & Paper Presentation)*
- American Sociological Association, Work and Occupations Division, virtual
- European Group of Organizational Studies, virtual *(Award Paper Presentation)*
- Industry Study Association Conference, virtual *(Award Paper Presentation)*
- Data & Society, The Hustle Economy: Race, Gender, and Entrepreneurship, virtual *(Collaborator)*

- Labor and Employment Relations Association Conference, virtual
- International Labor Process Theory Conference, Greenwich, UK
- University of Texas at Austin, McCombs School of Business, Austin, TX
- Tepper School of Business, Carnegie Mellon University, Pittsburgh, PA *(PhD Proseminar)*
- Computer-Human Interactions Conference, *This Seems to Work: Designing Technological Systems with The Algorithmic Imaginations of Those Who Labor,* virtual, *(Organizer & Panelist for all-day workshop)*
- Society for Industrial-Organization Psychology, New Orleans, LA *(Panelist)*
- Strategy & Organisational Behaviour Group, Imperial College, London, UK
- Future of Work Seminar, New York University, New York, New York
- University of Pennsylvania, Wharton School, Flash Talk, Philadelphia, PA
- University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS), Ann Arbor, MI *(Award Paper Presentation)*

2020
- People and Organizations Conference, Philadelphia, PA *(Plenary presentation)*
- Digital Partners Seminar, Organizational Behavior Group, Stanford University
- Marketplace, Algorithms & Design Seminar, Columbia University & Stanford University, *(Discussant)*
- Rotary Club, Southwest Dallas County, TX *(Keynote)*
- American Sociological Association, San Francisco, CA *(Discussant)*
- Academy of Management, Vancouver, BC, Canada
- PhD Project, Management Doctoral Student Conference, Vancouver, BC, Canada
- Microsoft, New Futures of Work Symposium, Redmond, WA
- European Group of Organizational Studies, Hamburg, Germany
- Flash Talk, Wharton School, University of Pennsylvania, Philadelphia, PA
- Industry Study Association Conference, Boston, MA *(Discussant & Award Paper Presentation)*
- May Meaning Meeting, Boston, MA
- Aspen Institute, Translating Research to Practice, Ann Arbor, MI *(Panel Keynote & Paper Presentation)*

2019
- Microsoft, Gig Economy Summit, Redmond, Washington *(TED-style Presentation, 200+ participants)*
- Data & Society, Algorithms on the Shop Floor, New York, New York
- 9th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI
- Northeastern University, Sharing Economy Conference, Boston, MA *(Panelist and Paper Presentation)*
- Aspen Institute, Working in America, Washington, DC *(Panelist)*

2018
- Stanford University, Graduate School of Business, Stanford, CA
- University of Michigan, Ross School of Business, Strategy Department, Ann Arbor, MI
- University of Delaware, Ledner College of Business, Newark, DE
- University of Pennsylvania, Wharton School, Philadelphia, PA
- Cornell University, Johnson School of Business, Ithaca, NY
- Harvard Business School, Organizational Behavior Unit, Cambridge, MA
- University of Southern California, Marshall School of Business, Los Angeles, CA
- Stanford University, School of Engineering, Stanford, CA
- University of British Columbia, Sauder School of Business, Vancouver, British Columbia, Canada
- University of Oregon, Lundquist School of Business, Eugene, OR
- Cornell University, Industrial and Labor Relations School, Ithaca, NY
- Vanderbilt University, Owens School of Business, Nashville, TN
- University of Western Ontario, Ivey School of Business, London, Ontario, Canada
- Aspen Institute, Working Towards Shared Prosperity, Ann Arbor, MI *(Panelist)*
- People and Organizations Conference, Philadelphia, PA
- Ford Foundation, Constructing Rights for a 21st Century Workforce, New York, NY *(Panelist)*
- University of Tennessee, Haslam School of Business, Knoxville, TN

- Academy of Management, Chicago, IL
- Harvard Law School, Clean Slate Initiative, Cambridge, MA *(Panelist)*
- University of Pennsylvania, Wharton Center for Human Resources, Philadelphia, PA *(Keynote)*
- Data and Society, New York, New York *(Invited Roundtable Participant)*
- Conference on Social Innovation, Ann Arbor, MI
- May Meaning Meeting, Houston, TX
- University of Michigan, Center for Positive Organizations Research Incubator, Ann Arbor, MI
- University of Pennsylvania, Wharton School, Social Impact Initiative, Philadelphia, PA

2017
- Flash Talk, Wharton School, University of Pennsylvania, Philadelphia, PA
- American Sociological Association, Montreal, Quebec, Canada
- Academy of Management, Atlanta, GA
- Critical Management Studies Conference, Liverpool, UK
- 8th Biennial Positive Organizational Scholarship Research Conference, Ann Arbor, MI
- May Meeting Meaning, Boston, MA
- Harvard Gender and Leadership Conference, Cambridge, MA
- Likert Dissertation Fair, University of Michigan, Ann Arbor, MI

2016
- Interdisciplinary Consortium on Organizational Studies, University of Michigan, Ann Arbor, MI
- Academy of Management, Anaheim, CA
- International Process Symposium, Corfu, Greece
- University of Michigan, Center for Positive Organizations Research Incubator, Ann Arbor, MI
- May Meaning Meeting, San Francisco, CA

2015
- Academy of Management, Vancouver, BC, Canada
- International Positive Psychology World Congress. Orlando, FL.
- 7th Biennial Positive Organizational Scholarship Research Conference, Orlando, FL
- 3MT Thesis Competition, Ann Arbor, MI (*Audience Choice Award*)
- May Meaning Meeting, New Haven, CT
- Society for Industrial-Organization Psychology, Philadelphia, PA

2014
- Academy of Management, Philadelphia, PA (*Showcase Symposium – Management & Spirituality Division*)
- Hamtramck Historical Museum, Hamtramck, MI
- May Meaning Meeting, Minneapolis, MN
- University of Michigan Positive Research Incubator, Ann Arbor, MI

2013
- International Association of Cross-Cultural Psychology, Los Angeles, CA

2010
- American History through the Eyes of African-American Genealogy, US State Department Middle East Partnership Initiative, Ouargla, Algeria & Tamanrasset, Algeria

2005
- American History through the Eyes of African-American Genealogy, local genealogy association, Laurel, MD
- Research Symposium, Harvard College, Cambridge, MA

MEDIA MENTIONS

- NPR Marketplace, World Economic Forum, CNBC, The Aspen Institute, Forbes, Fortune, Fast Company, Kiplinger's – Personal Finance, Financial Times, INC, Vice, The Skimm, The Brew, Society of Human Resources – People & Strategy, Human Resource Magazine, Medium, Yoga Journal, INSEAD Working Knowledge Series, Knowledge @ Wharton, Sirius XM Radio – Wharton Business Radio, Penn Today, Daily Pennsylvanian

ADVISING/RESEARCH ASSISTANTS

University of Pennsylvania
- Sofea Shaifuddin, 2022+
- Jin Byun, undergraduate, 2021+
- Ishaani Basu, undergraduate, 2021- 2022
- Enrique Labarthe, 2021, dissertation committee member (School of Education)
- Prakruthi Raghavendra, 2021 - 2022
- Sarah Zhang, undergraduate, 2021
- Alexander Renaud, undergraduate, 2020 - 2021
- Kalie Wetz, graduate, 2020+, *Research associate at Harvard Klein Center for Internet & Society*
- Ladasa Tiraviriyapol, graduate, 2020
- Geras Artis, undergraduate, 2020
- Ruiling Wen, graduate, 2019 – 2021
- Brandon Nguyen*, 2019-2021, independent study and undergraduate, 2019 -2021, *In PhD program at London School of Economics*

University of Michigan
- Jordan Nye Fekete, undergraduate, 2020
- Eli Gonzalez, undergraduate, 2019
- Sean Dew, undergraduate thesis advisor, 2016 - 2018
- Vidisha Hermani, undergraduate, 2016 - 2018
- Erica Johnson*, graduate, 2015 – 2016. *In PhD program in management at Case Western University*
- Katherine Johnson, undergraduate, 2015- 2017
- Ines Hadziegric*, undergraduate, 2014 – 2016, *In research-based master's at Columbia University*
- Wilson Jones, undergraduate, 2014 - 2015
- Chloe Sosenko, independent study and undergraduate thesis, 2014 - 2015

*Indicates pursuing graduate-level research

SERVICE AND PROFESSIONAL ASSOCIATIONS

Ad-Hoc Reviewing
- Academy of Management Annual Meeting, Academy of Management Discoveries, Academy of Management Journal, Administrative Science Quarterly, Association of Computing Machinery, British Journal of Industrial Relations, Fairness, Accountability and Transparency conference (FACCT), Cambridge Journal of Regions, Economy and Society, Journal of Organizational Behavior, Industrial and Labor Relations Review, Industrial Relations, Sociology of Race and Ethnicity, Socio-Economic Review, Sustainability, Organization Science, Work and Occupations

Administrative Science Quarterly
- Student Blog Interviewer, 2015 - 2019

Management Department, Wharton School, University of Pennsylvania
- Doctoral Program Committee, 2020 –
- Co-Founder, Research 2.0 – a professional development seminar for PhD students, 2020-

Wharton School, University of Pennsylvania
- Wharton Global Youth Summer Speaker Series, 2022

- African & African-American MBA Student Association, 2021
- Explore Wharton, MBA recruitment, 2020, 2021
- Panelist, IDDEAS @ Wharton (PhD Recruitment event), 2020 *Cancelled due to COVID-19*

University of Pennsylvania
- Keynote, Predoctoral Fellowships Excellence Through Diversity Seminar, 2021

Management & Organizations Department, Ross School of Business, University of Michigan
- Connections Czar, 2018 – 2019
- Alumni Relationships Coordinator, 2015 - 2017
- Member of the Doctoral Admissions & Recruiting Committee, 2014
- AOM Reception Planning Committee, 2014
- First-Year Cohort Representative, 2013 – 2014

Center for Positive Organizations, University of Michigan
- Faculty Affiliate, 2019 –
- Program Coordinator, Biennial Conference of Positive Organizational Scholarships, 2016 – 2017
- Doctoral Student Fellow, 2016 - 2017
- Doctoral Student Affiliate, 2014 - 2019

Rackham Graduate School, University of Michigan
- Interdisciplinary Working Group on Qualitative Methods, Co-Organizer, 2016 - 2017

Professional Communities
- Gig Economy, Steering Committee, 2017 - 2019
- Mindfulness Micro-community, Steering Community 2013 – 2016

Professional Service
- Industry Studies Association, Early Career Development Committee, 2021 - 2014
- OMT Division Research Committee, Academy of Management, 2020 +
- Program Committee, Association of Computing Machinery - Fairness, Accountability, and Transparency Conference, 2020

Expert Testimony/Consulting
- Expert Testimony – Worker Misclassification and the Future of Work in PA, Pennsylvania House and Senate Democratic Policy, 2021
- Expert Testimony - Transportation Hearings, Pennsylvania State Senate policy sub-committee, 2019
- Expert Witness & Consulting, Various

Academic-Practitioner Partnerships
- Research Advisory Board, Harvard Business Publishing Education, 2022-2023
- Research, Action and Innovation for Social Equity, Plymetrics, 2020
- Consulting, Various

Professional Associations
- Society for the Study of Social Problems, 2020 +
- Industry Study Association, 2020 +
- Labor and Employment Relations Association, 2020+
- Academy of Management, 2011 +
- European Group of Organizational Studies, 2015 +
- American Sociological Association, 2017 +
- Society of Industrial-Organizational Psychology, 2015
- International Positive Psychology Association, 2015
- Eastern Sociological Society, 2014 - 2016, 2021 +
- Management Faculty of Color, 2020 –

- PhD Project, Management Doctoral Students Association, 2011 – 2020
  - Sessions Committee, 2016 - 2017

RESEARCH GRANTS

Wharton Global Initiatives, Wharton School, University of Pennsylvania. *The Platform is Not Neutral: How Algorithmic Management Shifts Across Borders* $10,000 (2022)

AI for Business & Wharton Analytics, Wharton School, University of Pennsylvania. *The Trouble with Bots. Long Live the Bots!* $25,000 (2022)

Center for Human Resources, Wharton School, University of Pennsylvania. *The Limits of Uberification*, $9,000 (2021)

Center for Human Resources, Wharton School, University of Pennsylvania. *Gig Work and Organizing*, $9,000 (2021)

Center for Human Resources, Wharton School, University of Pennsylvania. *The Gig Worker and the Pandemic*, $14,000 (2020)

Wharton Dean's Research Fund, University of Pennsylvania. *Navigating Platform Conflict: A Multi-National Comparative Ethnography of the RideHailing Industry*, $16,200 (2020)

Mack Institute Research Fellowship, University of Pennsylvania. *Algorithmic Management in the On-Demand Economy,* $9500, (2019), $5200 (2020), $10000 (2022)

Undergraduate Research Opportunity Program, University of Michigan. *Precarious Work in the Gig Economy*, $500 - $1100 (2016, 2017, 2019)

Ross Doctoral Research Grant, University of Michigan. *Precarious Work in the Gig Economy*, $4000 (2017)

Rackham Doctoral Research Grant, University of Michigan. *Precarious Work in the Gig Economy*, $3000 (2017)

Rackham Doctoral Research Grant, University of Michigan *The ties that bind us: A process approach to understanding attachment within diverse communities*, $1500 (2015)

Undergraduate Research Opportunity Program, University of Michigan. *The ties that bind us: A process approach to understanding attachment within diverse communities*, $1100 (2014)

Center for Social Impact, Nonprofit Management Center, University of Michigan. *Ethnic Entrepreneurship and Identity,* $3750 (2014)

Harvard University undergraduate research grant for senior thesis, *A Human Powered Generator for West African Literacy Classes;* $7500 (2004)

Harvard University undergraduate research grant, *Designing Osmosis Systems for Desert Areas*, $1250 (2003)

Smithsonian Institute, *I.I. Rabi and Norman Ramsey: Using Electrons to Measure Magnetic Moments*, $4500 (2001)

University of North Texas undergraduate research grant; *Electromagnetic Properties and Beta Transitions of Polymer Hybrids.* $2750 (2000)

AWARDS AND HONORS

Aspen Ideas Fellow, 2022
AOM HR Best Overall Paper Award, 2022
AOM Showcase Symposium, 2014, 2021, 2022
MOC Best Symposium Award, 2021
Finalist, Grigor McClelland Doctoral Dissertation Award, 2021
Runner-up, Louis Pondy Dissertation Award, 2021
OMT Best Paper Award (top 10% of submissions), 2021
OCIS Best Paper Award (top 10% of submissions), 2021
Industry Studies Association's Dissertation Award, Finalist, 2021
Industry Studies Association's Giarratani Rising Star Award, 2020
MOC Best Paper Award (top 10% of submissions), 2020
Psychology of Technology Dissertation Award, 2020
Likert Dissertation Paper Prize, 2020
OMT Above and Beyond the Call of Duty Reviewer Award, 2019
Center for Advanced Studies of the Behavioral Sciences Summer Institute, Stanford University, 2019
Ruth and Gilbert Whitaker Doctoral Fellowship, 2018 - 2019
OB Doctoral Student Consortium, 2018
Pre-Doctoral Fellow, Wharton School, University of Pennsylvania, 2017 -2018
Bouchet Honor Society, 2017
Ross Research Grant, 2017
Ruth and Gilbert Whitaker Doctoral Fellowship, 2016 - 2017
Medici Summer Institute, MIT-HEC Paris-Bologna Business School, 2016
GEBA Scholarship, 2016, 2017
GDO Doctoral Student Consortium, 2016
Rackham Three-Minute Thesis Competition, *Audience Choice Award*, 2015
Arts and Citizenship Fellowship (now Mellon Public Humanities Fellowship), University of Michigan, 2014
Rackham Conference Travel Grant, 2014, 2015, 2016, 2017, 2018
Rackham Merit Fellowship, University of Michigan, 2013 - 2019
Rackham Doctoral Fellowship, 2013- 2019
Ross Regent Fellow, University of Michigan, 2013 - 2014
Rotary Ambassadorial Scholar, 2005 - 2006
Kappa Kappa Gamma Foundation, 2005
John Harvard Scholarship, 2002 – 2005
Coca-Cola National Scholar, 2001 – 2005
Stokes Scholar (formerly Undergraduate Training Program at the National Security Agency), 2001 – 2005
National Achievement Scholar, 2001 – 2005
Better World Foundation, 2001 – 2005
Society of Women Engineers, 2001 – 2005
Association of Women in Science, 2001 - 2005
Boy Scouts of America, *Young American of the Year*, 2002
Society of Telecommunications Engineers, 2001
Society of Plastic Engineers, 2001
USA Today All-Academic Team, *First Team,* 2001
Siemens-Westinghouse (formerly Intel), *Honorable Mention*, 2001
Bill Gates Millennium Scholar, 2000

OTHER EDUCATION

Maryland University of Integrative Health (formerly Tai Sophia Institute)
Post-Baccalaureate Certificate, Transformative Leadership, 2012

American University in Cairo
Intensive Arabic Study and Middle Eastern Political Science; Rotary Ambassadorial Scholar, 2006

Texas Academy of Math and Science at the **University of North Texas**
Completed last two years of high school and first two years of college simultaneously, 1999 -2001

University of Maryland - College Park, Maryland

Research assistant for Michele Gelfand on Arab culture and negotiations, 2012- 2013

University of North Texas - Denton, Texas

Research assistant for Witold Brostow on polymer composition and stress fractures, 2000 - 2001

National Security Agency & Central Intelligence Agency   2001 – 2013

o   *Liaison Representative and Counter-terrorism Intelligence Analyst*
  ● Only technical analyst in war zone providing CNO support of counter-terrorism team. As first permanent, in-country representatives led cross-cultural, inter-agency teaming efforts resulting in dozens of successful operations. Briefed highest levels of US government including Commanding General of Multi-National Forces Iraq and US Ambassador. Wrote over 120 reports that were briefed to the highest levels including the White House and US Ambassador.
  ● Operational usage of French and Arabic; completed over 300 hours of advanced language training. Designed and taught three multi-lingual analytical courses. Received six (6) exceptional performance awards and four (4) cash awards.
o   *Team Lead and Network Analyst*
  ● Researched and executed dozens of computer network operations (CNO); led team. Extensive experience analyzing Windows, UNIX, routers, and firewalls machines.
  ● Conducted technical all-source research on specific telecommunications system, wireless networks and technical lead on specific wireless technology. Learned and taught large-scale proprietary software tools for data management and data analysis.

Faith-based community service (West Africa & Southeastern Europe)   2005 - 2006

Foreign Languages: French (advanced), Arabic (intermediate),
Programming Languages: C, JAVA, Lisp, Perl, Visual Basic, VHDL, SPICE
Software: Microsoft suite, UNIX/LINUX, SPSS
Additional Interests: Non-Dualism awareness (both practitioner and instructor), Meditation & Yoga Philosophy (Bhakti & Tantra traditions), Genealogy, Acrobatics (2nd in state, 2015), Blues/Fusion Dance, Arabic & Islamic calligraphy and art, Travel (40+ countries, 25+ states)

US Citizen