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(updated: Summer 2013)

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EMPLOYMENT

June 2013 –	Northwestern University Kellogg School of Management Associate Professor of Organizations and Management	Evanston, IL
May 2012 – May 2013	University of Michigan Stephen M. Ross School of Business Bank One Corp Assistant Professor of Strategy & Business Administration	Ann Arbor, MI
July 2010 – May 2013	University of Michigan Stephen M. Ross School of Business Assistant Professor of Strategy	Ann Arbor, MI

EDUCATION

2005 – 2010	University of Chicago, Booth School of Business Ph.D (Economic Sociology & Organizational Behavior) Dissertation Chair: Damon Phillips	Chicago, IL
1999 – 2003	Yale University B.A. East Asian Studies (Chinese language and literature) B.A. Political Science	New Haven, CT
2001	Capital University of Economics and Business Mandarin Chinese Immersion	Beijing, China

RESEARCH INTERESTS

Economic sociology, social networks, status and identity, decision making, financial markets, entrepreneurship and innovation, stratification and inequality

PAPERS

Published, In-press

2013. From role conflict to evaluation discordance: How do conflicting performance evaluations affect risk taking in multiple audience contexts? *Research in Organizational Sciences*. In D. Svyantek and K. Mahoney (Eds.): *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies*, Information Age Publishing, Charlotte, NC

2012. How Does Status Affect Performance? Status as an Asset versus Status as a Liability in PGA and NASCAR. *Organization Science*, 23(2): 416-433. (with Matthew Bothner and Young-Kyu Kim)

2012. Status Differences in the Cognitive Activation of Social Networks. *Organization Science*, 23(1), 67-82. (with Tanya Menon and Leigh Thompson)

2011. Identities as Lenses: How Organizational Identity Affects Audiences' Evaluation of Organizational Performance. *Administrative Science Quarterly*, 56(1), 61-94.
[Best Published Paper Award, 2012 Academy of Management – OMT]

2011. Organizing Contests for Status: The Matthew Effect versus the Mark Effect. *Management Science*, 57(3), 439-57. (with Matthew Bothner and Joel Podolny)
[Best Paper Proceedings, 2009 Academy of Management – OMT]

2010. When do Matthew Effects Occur? *The Journal of Mathematical Sociology*, 33(2), 80-114. (with Matthew Bothner, Richard Haynes, and Wonjae Lee)

2010. A Model of Robust Positions in Social Networks. *American Journal of Sociology*, 116(3), 943-92. (with Matthew Bothner and Harrison White)

Revise & Resubmit, Under Review

Structurally Redundant Heterogeneity and Group Performance (with Yuan Hou)
[2nd round revise and resubmit: *Organization Science*]

Transmitters, Transformers, and Market Change: A Structural Explanation of Organizational Heterogeneity in the Hedge Fund Industry
[2nd round revise and resubmit: *American Journal of Sociology*]

Identity and Network Activation in Times of Change (with Tanya Menon)
[Revise and resubmit: *Social Science Research*]

Network heuristics: A judgment and decision making perspective on social network research (with Tanya Menon)
[Reject and resubmit: *American Journal of Sociology*]

The affective antecedents of social network structure (with Tanya Menon, Catherine Shea, and Kyle Emich)
[Under review: *Organization Science*]

Working Papers

"We do what we must, and call it by the best names": Can Deliberate Names Mitigate the Consequences of Organizational Nonconformity? (with Heewon Chae)

Horizontal Distance and Network Measurements of Social Status

The evaluator's option: Identity, performance, and endogenous reference group selection (with Heewon Chae)

Early Work, Ongoing Projects (related to networks, financial markets, and individual & organizational identity and cognition)

An information aggregation problem in financial markets: How the structure of equity ownership affects the accuracy of analyst forecasts (with and Sun Park)

Cognitive Network Activation: 1, Cognitive networks as an identity-confirming/asserting device (with Tanya Menon and Cindy Wang); 2, Gender differences in the cognitive activation of social networks (with Tanya Menon), 3, Aggregating network heuristics to explain social inequality (with Bill Rand)

Social exchange and information flow among hedge fund managers (data from online investing community)

Cohort Effects Among Equity Market Neutral Hedge Funds

AWARDS

- 2013 Nominated (1 of 2), Neary Teaching Excellence Award
- 2012 Academy of Management (OMT Division) Best Published Paper Award, *Identities as Lenses*
- 2012 Bank One Corporation Assistant Professorship, University of Michigan
- 2012 Neary Teaching Excellence Award, Ross School of Business
- 2012 Ross Small Research Grant, *The Evaluator's Option*
- 2011 Nominated (1 of 2), Neary Teaching Excellence Award
- 2009 Kauffman Dissertation Fellowship for research in entrepreneurship, Ewing Marion Kauffman Foundation
- 2007-9 Teaching assistant top evaluation, EMBA Program (Chicago, London, and Singapore campuses)
- 2004 Parker Huang Fellowship for year-long research on topics of migration in East and SE Asia
- 2003 Cambridge University Oriental Studies Fellowship, Jesus College
- 2003 Honors in Political Science, Yale University
- 2003 Honors in East Asia Studies, Yale University
- 2002 Yale Univ. Office of the President, Verite International Fellowship (www.verite.org)
- 2001 Richard U. Light Fellowship for language study in China, Japan, Korea
- 2000 Finalist, Bloch Essay Prize for Outstanding Writing, Yale University

PRESENTATIONS

- Upco University of California San Diego; Lugano Conference on Organizations (Lugano, Switzerland); Organizational Ecology Conference (Budapest, Hungary)
- 2013 University of Michigan ICOS, Ann Arbor MI
Structurally Redundant Heterogeneity and Group Performance
- 2013 Northwestern University Kellogg School of Management, Evanston IL
Structurally Redundant Heterogeneity and Group Performance

- 2013 University of Chicago Booth School of Business, Chicago IL
Structurally Redundant Heterogeneity and Group Performance
- 2012 Columbia University School of Business Management Seminar, NYC
Structurally Redundant Heterogeneity and Group Performance
- 2012 Duke Strategy Conference, Durham NC
Structural Redundancy and Robust Organizations
- 2012 Organizational Ecology Conference, Copenhagen, DK
Intermediaries, Mediators, and Market Change in the Hedge Fund Industry
- 2012 Strategic Research Initiative (SRI) Annual Meeting, New York NY
Cognitive Network Activation
- 2012 Ross School of Business M&O Brownbag, Ann Arbor MI
Getting smaller and smaller...and bigger and bigger: Why I like multi-level, multi-method research
- 2012 University of Chicago Booth School of Business, Chicago IL
Identity and Network Activation in Times of Change
- 2012 Emory University Goizueta School of Business, Atlanta GA
Identity and Network Activation in Times of Change
- 2012 Northwestern University SONIC, Chicago IL
Cognitive Network Activation
- 2012 Tulane University, New Orleans LA
Identity and Network Activation in Times of Change
- 2012 Ross School of Business Hosmer Luncheon, Ann Arbor MI
Cognitive Network Activation
- 2011 MIT TIES Seminar, Boston MA
Intermediaries, Mediators, and Market Change in the Hedge Fund Industry
- 2011 SMS doctoral workshop, Miami FL
Developing and defending your research proposal
- 2011 NYU 3rd Workshop in Information in Networks, New York NY
Affirming power vs. confirming identity: Stable identities enable the cognitive activation of broad networks in times of social change
- 2011 Permal Americas Symposium, New York NY
Innovation in Financial Markets
- 2011 American Sociological Association, Las Vegas NV
Intermediaries, Mediators, and Market Change in the Hedge Fund Industry
- 2011 Academy of Management, San Antonio TX

Visualizing the stock market as a bipartite graph

- 2011 Global Absolute Returns Congress (Global ARC), London UK
A Sociologist's View of the Alternatives Market; What Funds of Funds Mean for the Hedge Fund Industry
- 2010 Academy of Management, Montreal CAN
The Cognitive Activation of Social Networks: High and Low Status Groups Elicit Different Network Structures Under Job Threat
When a Rose by Another Name Smells Sweeter: Do Deliberate Names Mitigate the Consequences of Organizational Ambiguity?
Cohort Effects among Equity Market Neutral Hedge Funds
- 2010 American Sociological Association, Atlanta GA
The Cognitive Activation of Social Networks: High and Low Status Groups Elicit Different Network Structures Under Job Threat
Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market Performance
- 2010 Reembedding Finance: Association d'études sociales de la finance, Paris France
Amplified Interfaces: How Organizational Identity Affects Investor Reaction to Market Performance
- 2009 NYU 1st Workshop in Information in Networks, New York NY
Doubling Down or Reaching Out: High and Low Status Groups Activate Different Network Structures under Job Threat
- 2009 American Sociological Association, San Francisco CA
Horizontal Distance and Network Measurements of Social Status
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
- 2009 Academy of Management, Chicago IL
Horizontal Distance and Network Measurements of Social Status
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
From Role Conflict to Evaluation Discordance: The Effect of Conflicting Performance Evaluations on Risk Taking in Professional Golf
- 2009 University of Chicago Booth, Workshop in Organizations & Markets
Intermediaries, Mediators, and Market Change in the Hedge Fund Industry (Discussant: Mario Small)
- 2009 University of Chicago Department of Sociology, Workshop in Social Theory and Evidence
Discussant for: *Social Structure* (by John Levi Martin)
- 2008 American Sociological Association, Boston MA
A Model of Robust Positions in Social Structure
- 2008 London Business School
Organizing Contests for Status: The Matthew Effect versus the Mark Effect
- 2007 Columbia University, Institute for Social and Economic Research (ISERP)

- A Model of Robust Positions in Social Structure* (with Matt Bothner)
- 2007 University of Chicago Department of Sociology, Workshop in Social Theory and Evidence
A Model of Robust Positions in Social Structure
- 2004 National Sun Yet-Sen University (中山大學)
East Asian Economic Development and Taiwan's Contract Labor System
- 2004 Kaohsiung XinXing University (高雄信興社區大學)
Course in labor policy and migration (with Chen Yi-Chi, Da-Yeh University of Taiwan)
- 2003 Taiwan Institute of Industry & Labour Studies (勞動與產業研究工作室)
The State of Southeast Asian Laborers in Taiwan

ACADEMIC AFFILIATIONS

- 2007 – Present Member: American Sociological Association
2008 – Present Member: Academy of Management

TEACHING

- 2012-3 BA 850: Research Methods (PhD level), University of Michigan Ross School of
Strategy 390: Corporate Strategy, University of Michigan Ross School of Business
Faculty Advisor; University of Michigan Taubman Institute summer student internships – 1,
Raytheon Corporation (Rhode Island); 2, Cardinal Health (Ohio)
- 2011-2 Strategy 390: Corporate Strategy, University of Michigan Ross School of Business
Faculty Advisor; University of Michigan Taubman Institute summer student internships – 1, BASF
(Michigan); 2, Gunung Corp. (Indonesia)
- 2010-1 Strategy 390: Corporate Strategy, University of Michigan Ross School of Business
Faculty Advisor; University of Michigan Taubman Institute summer student internships – 1, Ford
Motor Paint Division (Michigan); 2, Ford Motor Body Division (Michigan)

UNIVERSITY AND OTHER PROFESSIONAL SERVICE

- Ong- Reviewer (last 12 months): Academy of Management Journal; Academy of Management Review;
oing Administrative Science Quarterly; American Journal of Sociology; Journal of Management
Studies; Management Science; Organization Science; Social Networks; Social Science Research;
Strategic Management Journal; Time-Sharing Experiments for the Social Sciences (TESS)
- 2013 Academy of Management OMT Division Research Committee
- 2012 Academic & Professional Communication Institute Editor's Roundtable
- 2011 BBA curriculum task force (Ross); Technology in the classroom task force (UM)

2010 Associate Editor: American Journal of Sociology

2007-8 Student editorial board: American Journal of Sociology

2003-4 Journalist, *The Taiwan News*. Kaohsiung, Taiwan.

LANGUAGES

English, Chinese-Mandarin (Fluent), Spanish (Simple)

OTHER INTERESTS

Playing with my kids, photography (www.ebishopsmith.com), Spanish guitar, fiction writing, cycling and motorcycles
