

Brian Rubineau
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Academic Employment

2007 – present Assistant Professor, Organizational Behavior
New York State School of Industrial & Labor Relations, Cornell University

Education

2007, Ph.D. MIT Sloan School of Management, Organization Studies & Economic Sociology
Dissertation: *Gendering professions: An analysis of peer effects*

2000, M.S. Harvard University, Population & International Health
Thesis: Proposal for using social science models in health behavior research

1993, B.S. MIT, Mathematics

1993, B.S. MIT, Brain & Cognitive Sciences

Papers and Current Manuscripts

Rubineau, Brian and Yoon Kang. "Bias in white: A longitudinal audit study of changes in discrimination." *Management Science*, forthcoming.

Cech, Erin, Brian Rubineau, Carroll Seron and Susan Silbey. 2011. "Professional Role Confidence and Gendered Persistence in Engineering." *American Sociological Review*, 76(5): 641–666.

Lazer, David, Brian Rubineau, Carol Chetkovich, Nancy Katz, and Michael Neblo. 2010. "The coevolution of networks and political attitudes." *Political Communication*, 27(3): 248–274.

Rubineau, Brian and Roberto Fernandez. "Missing links: Referrer behavior and job segregation." (revise and resubmit request from *Management Science*)

Rubineau, Brian, Yoon Kang, Carla Boutin-Foster, and Carol Storey-Johnson. "Changes in effects of patient race and age on clinical behaviors of medical students." (under review)

Rubineau, Brian and Lynne Vincent. "The mundane management of extreme events: A cultural perspective on workplace violence."

Rubineau, Brian, David Lazer, Michael Neblo and Shinwon Noh. "Pathways of Peer Influence on STEM Careers and Majors."

Rubineau, Brian and Roberto Fernandez. "Tipping points: Referral homophily and job segregation."

Rubineau, Brian and Evan Polman. "Climbing up or raised up? Narcissism, network advantage, and the direction of agency."

Rubineau, Brian, Erin Cech, Carroll Seron and Susan Silbey. "The Value of an Engineering Degree: The Cost of Leaving a Gendered Profession."

Papers and Current Manuscripts (continued)

- Lazer, David, Brian Rubineau and Michael Neblo. "Picking People or Pushing Politics: Selection and Influence on Five Network Criteria."
- Rubineau, Brian and David Lazer. "Influence flows in: The overlooked importance of incoming ties in dynamic networks."
- Cech, Erin, Carroll Seron, Susan Silbey and Brian Rubineau. "Gendered Process of Professional Role Confidence Development."
- Seron, Carroll, Erin Cech, Susan Silbey and Brian Rubineau. "'I am Not a Feminist, but...': Making Meanings of Being a Woman in Engineering."
- Rubineau, Brian, Erin Cech, Carroll Seron and Susan Silbey. "When does alma mater matter? Institutional effects on professional persistence."
- Rubineau, Brian. "Going Pro: Assessing professional identity formation."

Invited Book Review

- Rubineau, Brian. 2011. *Neighbor Networks: Competitive Advantage Local and Personal*, by Ronald S. Burt. *Industrial and Labor Relations Review*, 65(1): 1058-1060.

Proceedings and Unpublished Reports

- Rubineau, B. 2007. Gendering engineering: Professional identity formation and peer effects. *Academy of Management Best Paper Proceedings, 2007*.
- Anand, M., Birch, N., Blumenfeld, A., Cyphert, A., Faulhaber, L., Filip, A., Friedman, A., Katzenstein, S., Kelly, S., Lee, A., Lee, L., Myers, J., Nash, J., Neufeld, A., Olsson, C., Pendleton, J., Rubineau, B., Sanders, C., Schoenbaum, N., Seam, P., Segal-Reichlin, Z., Wiik, K., Zahalka, L. 2004. *Study on Women's Experiences at Harvard Law School*. Working Group on Student Experiences, Harvard Law School.
<http://www.law.harvard.edu/students/experiences/FullReport.pdf>
- Diedrich, F.J., Entin, E.E., Hutchins, S.G., Hocevar, S.P., Rubineau, B., & MacMillan, J. 2003. "When do organizations need to change (Part I)? Coping with incongruence." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC.
- Entin, E.E., Diedrich, F.J., Kleinman, D.L., Kemple, W.G., Hocevar, S.G., Rubineau, B., & Serfaty, D. 2003. "When do organizations need to change (Part II)? Incongruence in action." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC.
- Entin, E.E., Diedrich, F.J. & Rubineau, B. 2003. "Adaptive Communication Patterns in Different Organizational Structures." *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, Denver, CO.
- Miller, D., Price, J., Entin, E., Rubineau, B., Elliott, L.R. 2001. "Does Planning Using Groupware Foster Coordinated Team Performance?" *Proceedings of the Human Factors and Ergonomics Society 45th Annual Meeting*. October 2001, Minneapolis, MN.

Research in Progress

- Lewis, Ben and Brian Rubineau. "Hiring versus placement investments and department prestige."
- Rubineau, Brian. "2012 GSS Module: Job Referrers."
- Rubineau, Brian and Raj Kannappan. "Peer effects on engineering persistence."
- Rubineau, Brian, Jiyoung Kim and Joon Woo Sohn. "Telltale ties: Measuring value homophily."

Presentations and Invited Talks

- 2011 IZA Workshop on Discrimination and Ethnicity: A Cross-Disciplinary Look at New Methodological Advances. Bonn, Germany. October 31-November 1.
Stanford GSB Department of Organizational Behavior Seminar Series. Stanford, CA. October 19.
People & Organizations Conference. The Wharton School. Philadelphia, PA. October 14.
Workshop on Information in Networks (WIN). New York University. New York, NY. September 30.
Showcase symposium presenter: “The Normative Pillar of the Professions.” 2011 Academy of Management Meeting. San Antonio, TX. August 16.
Panelist: “How Gender Issues Affect Everyone in STEM - Men, Women, Families & Society,” and “Causes of Gender Disparity in STEM.” 90th Annual National Graduate Women in Science Meeting. Ithaca, NY. June 19.
Lead Discussant: “Comparing Approaches to Identifying and Influencing Social Networks.” Center for Strategic International Studies. Washington, D.C. May 5.
Innovations in Medical Education Conference. Pasadena, CA. March 12.
Keynote Speaker: Meeting of the Committee for Interns and Residents. New York, NY. February 24.
Nuffield College and the Oxford Internet Institute(OII) Social Network Analysis Seminar. Oxford, UK. February 21.
- 2010 Social Science Experts and Title VII Class Action Suits: Getting the Evidence in a Discrimination Case. Cornell ILR School & Law School. New York, NY. December 10.
Annual meeting of the American Sociological Association. Atlanta, GA. August 14-17.
Annual meeting of the Academy of Management. Montreal, Canada. August 10.
International Network for Social Network Analysis (INSNA), Sunbelt XXX Conference. Riva del Garda, Trento, Italy. July 3.
Stanford University Inequality Workshop. Stanford, CA. May 29.
Networks in Political Science. Durham, NC. May 20-21.
International Healthcare Conference sponsored by Cornell University. New York, NY. May 11-12.
Panelist: ESCP-ILR Diversity Conference. ESCP. Paris, France. May 9-10.
Harvard-MIT Economic Sociology Seminar. Cambridge, MA April 28.
Eastern Sociological Society, Mini-Conference: Gender, Family, Work & Technology in the Post-Obama Era – Women in Science: Assessing the “Leaky Pipeline” at Various Stages. Boston, MA March 19.
Cornell University Sociology Department Brown Bag Series. February 18.
- 2009 International Workshop on Networks as Determinants of Economic and Political Behavior. EU-Project Advanced-Eval, University of Kiel, Kiel, Germany. August 31.
Annual Meeting of the American Sociological Association, San Francisco, CA. August 5.
Harvard Political Networks Conference. Cambridge, MA. June 12.
Administrative Science Quarterly Workshop on Gender & Race in Organizations. Cambridge, MA. May 28.
Cornell University Department of Sociology, Ithaca, NY. March 6.

Presentations and Invited Talks (continued)

- 2009 Panelist: A New Administration and its Potential Impact on Women in Science. CU-ADVANCE, Ithaca, NY. February 22.
- 2008 American Sociological Association, Boston, MA.
- 2007 Academy of Management, Philadelphia, PA
American Sociological Association, New York NY.
- 2006 International Network for Engineering Studies, Blacksburg VA.
Academy of Management, Atlanta, GA
American Sociological Association, Montreal, Canada
International Sunbelt Social Network Conference, Vancouver, Canada.
Eastern Sociological Society, Boston MA.
- 2005 Academy of Management Conference, Honolulu HI.
- 2004 American Sociological Association, San Francisco CA.
International Conference on Complex Systems, Boston MA.

Grants & Fellowships

- 2011 Department of Education: National Institute on Disability & Rehabilitation Research, “Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks,” Co-PI (\$ 600,000)
- 2011 NSF - Division of Social and Economic Sciences: Science of Broadening Participation, “From School to Work: A Longitudinal Study of Gender Stratification in Science and Engineering,” PI (\$ 260,321)
- 2010 Institute for the Social Sciences at Cornell University Small Grant, “The Coevolution of Individuals and Their Social Setting: A Multi-site Longitudinal Study,” PI (\$ 8,157)
- 2010 Networks in Political Science Conference Fellowship (\$ 400)
- 2009 Harvard Political Networks Conference Fellowship (\$ 500 + registration)
- 2008 Institute for the Social Sciences at Cornell University Small Grant, “Racial Disparities in Patient Care and the Role of Medical Training: An Audit Study,” PI (\$ 5,000)
- 2005 NSF Dissertation Improvement Grant, Sociology Division, “Network influences on persistence in engineering programs,” (\$ 7,500)
- 2002 MIT Committee on Campus Race Relations Research Grant, “Surfacing MIT Stereotypes,” (\$ 500)
- 2001 MIT Presidential Scholar Fellowship
- 2000 Selected for Angus Campbell Fellowship, Institute for Social Research (*declined*)
- 1999 Harvard School of Public Health Summer Research Scholarship
- 1998 Rocky Mountain Mathematics Consortium Scholarship

Awards & Honors

- 2009 *Administrative Science Quarterly* Conference on Gender & Race in Organizations
- 2007 Best Paper Award: Academy of Management, GDO Division
- 2005 Best Reviewer Award: Academy of Management, GDO Division
- 2005 Selected for Academy of Management OMT Division Doctoral Consortium
- 2001 Selected for the Society of Presidential Fellows at MIT
- 1992 MIT William L. Stewart, Jr. Award

Prior Research Experience

- 2006 – 2007 Visiting Graduate Student, Institute for Quantitative Social Science (IQSS)
Harvard University: David Lazer
- 2006 – 2007 Research Fellow, Program on Networked Governance
Harvard University Kennedy School of Government: David Lazer
- 2003 – 2007 Research Associate, “Developing Diverse Leadership in Engineering”
PIs: Susan Silbey, MIT; Carroll Seron, UC-Irvine.
- 2003 – 2007 Member: Gender & Race in Organizations research group at HBS.
- 2002 – 2004 Research Associate, MIT Workplace Center: Roberto Fernandez
- 2000 – 2001 Research Associate, Harvard Business School: Jeff Polzer

Professional Service

- 2010 Academy of Management, Gender & Diversity in Organizations Division, Best Paper Selection Committee.

Ad hoc reviewer for: *American Journal of Political Science*, *American Journal of Sociology*, *American Political Science Review*, *Industrial and Labor Relations Review*, *Journal of Zhejiang University SCIENCE C*, *Management Science*, National Science Foundation, *Organization Science*, *Rationality and Society*, *Sex Roles*, *Sociological Quarterly*, *Work and Occupations*.

Professional Associations

Academy of Management, American Sociological Association, Eastern Sociological Society, International Network for Social Network Analysis

Organizational Service

- Spring 2011 Cornell University Institute for Social Sciences: Grant Reviewer
- Fall 2010 Cornell University Institute for Social Sciences: Grant Reviewer
- 2008 – present ILR Research and Publications Committee
- 2005 – 2008 Contributing Editor: Complexity & Social Networks Blog of the Institute for Quantitative Social Science (IQSS) at Harvard University
- 2005 – 2006 Member: MIT Task Force on Graduate Student Diversity
- 2005 – 2007 Doctoral Student Representative: Committee on Campus Race Relations
- 2004 – 2006 Doctoral Student Representative: MIT Committee on Student Life
- 2004 – 2005 Doctoral Student Representative: MIT Graduate Student Council.
- 2002 – 2004 Doctoral Student Representative: Sloan Diversity & Community Committee.

Student Advising

Committee member and/or Advisor for:

- 2010 – 2011 Joon Woo Sohn Organizational Behavior, Cornell University
- 2008 – present Jiyoung Kim Human Resources, Cornell University
- 2007 – 2010 Pamela Pollock Learning, Teaching & Social Policy, Cornell University

Courses

- ILR-OB 1220 Introduction to Organizational Behavior (undergraduate)
- ILR-OB 7230 Social Network Analysis in Social Science Research (doctoral)
- ILR-OB 7260 Proseminar in Organizational Behavior (doctoral)
- ILR-OB 6210 Understanding Organizational Behavior with Social Network Analysis (masters)