

## ALEXANDRA C. FELDBERG

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### EDUCATION

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2019, expected Harvard University, PhD in Organizational Behavior  
2017 Harvard University, MA in Sociology  
2008 Columbia College at Columbia University, BA in History, *summa cum laude*

### RESEARCH INTERESTS

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*Key topics:* Gender in organizations; Knowledge and careers; Discrimination; Technology; Field research  
*Dissertation title:* “Butchers, Bakers, and Barcharts: Gender and knowledge in a grocery chain”  
*Committee:* Kathleen L. McGinn (Chair), Michael L. Tushman, Frank Dobbin, Peter V. Marsden

### PUBLICATIONS

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Ely, R. J. & A. C. Feldberg. “Organizational Remedies for Discrimination.” *The Oxford Handbook on Employment Discrimination*. Colella, A. J. & King, E. B. (eds). 387-410. New York: Oxford University Press, 2018.

### PAPERS UNDER REVIEW

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**Feldberg, A. C.** “‘Having an Opinion’ versus ‘Knowing the Facts’: Success strategies among men and women in a global investment bank.” *Revise and resubmit at Organization Science*

- Winner, Dorothy Harlow Best Conference Paper Award, Academy of Management Annual Meeting 2017, Gender and Diversity in Organizations (GDO) Division

**Feldberg, A. C.** “Managing from ‘The Floor’ or ‘The Office’: Gender differences in managerial activities.” *Revise and resubmit at Administrative Science Quarterly*

**Feldberg, A. C.\* & T. Kim.\*** “Discrimination at the Frontlines: Racial bias in employees’ extra-role service behaviors.” *Revise and resubmit at the Academy of Management Journal*

- Media coverage: *The New York Times*, *The Wall Street Journal*, *Behavioral Scientist*, *Harvard Business Review*

**Feldberg, A. C. & K. L. McGinn.** “Breaking from Tradition: Women’s and men’s employment and investments in females.” *Under review*

### WORKING PAPERS

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**Feldberg, A. C.** “Butchers, Bakers, and Barcharts: How digitized information affects gender differences in performance.” *Job market paper*

### WORKS IN PROGRESS (selected)

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**Feldberg, A. C.** “Do you have poinsettias? Demography, digitized information, and trade relationships in a grocery chain.” *Data analysis in progress*

**Feldberg, A. C.\* & T. Kim.\*** “Opting in? A field experiment on employment discrimination against stay-at-home parents.” *Manuscript in preparation*

**Feldberg, A. C.** “A longitudinal study of the relationship between individuals’ demographics and career aspirations.” *Data collection in progress*

### PRACTITIONER-ORIENTED PUBLICATIONS

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**Feldberg, A. C.\* & T. Kim.\*** “How companies can identify racial and gender bias in their customer service.” *Harvard Business Review* (online). May 29, 2018.

**Feldberg, A. C.\* & T. Kim.\*** “Racism in Customer Service.” *The New York Times* (op-ed). April 20, 2018.

*\*equal authorship*

## **REFEREED & INVITED PRESENTATIONS (selected)**

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“Butchers, Bakers, and Barcharts: How digitized information affects gender differences in performance.”

- Harvard-MIT Economic Sociology Seminar, Boston (2018, *scheduled*)
- Economic Sociology Conference, Chapel Hill (2018, *scheduled*)

“Managing from The Floor or The Office: Gender differences in managerial activities.”

- People and Organizations Conference-*plenary session*, Philadelphia (2018, *scheduled*)
- Academy of Management Annual Meeting, Chicago (2018)
- Women and Public Policy Program Seminar, Cambridge (2018)
- Weatherhead Initiative on Gender Inequality Seminar, Cambridge (2018)

“Are you a guest here? Field experiments on racial discrimination in customer service.”

- Behavioral Science Policy Association, Washington D.C. (2018)
- American Sociological Association Annual Meeting, Montreal (2017)
- Academy of Management Annual Meeting, Atlanta (2017)
- European Group of Organizational Studies Annual Meeting, Copenhagen (2017)

“‘Having an Opinion’ versus ‘Knowing the Facts’: Success strategies among men and women in a global investment bank.”

- People and Organizations Conference-*plenary session*, Philadelphia (2017)
- Academy of Management Annual Meeting, Atlanta (2017)
- American Sociological Association Annual Meeting, Seattle (2016)
- Eastern Sociological Society Annual Meeting, Boston (2016)

“Breaking from Tradition: Women’s labor force participation and investments in females.”

- Institute for Work and Employment Research Seminar at MIT, Cambridge (2018)<sup>‡</sup>
- Academy of Management Annual Meeting, Anaheim (2016)
- American Sociological Association Annual Meeting, Chicago (2015)
- People and Organizations Conference, Philadelphia (2014)

“The relationship between technical skills and marginalization.”

- People and Organizations Conference, Philadelphia (2016)

*‡co-author presented*

## **HONORS & AWARDS**

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2018	Harvard Graduate School of Arts and Sciences Dissertation Completion Fellowship
2018	Eric M. Mindich Research Fund for the Foundations of Human Behavior Grant
2017	Dorothy Harlow Best Conference Paper Award, AOM Annual Meeting GDO Division
2017	OMT Doctoral Consortium Department Nominee, AOM Annual Meeting
2017	Weatherhead Initiative on Gender Inequality Graduate Student Fellowship
2015	John R. Marquand Award for Exceptional Advising & Counseling of Harvard Students
2015	Derek Bok Center Certificate of Distinction in Teaching
2012	Richard E. Witten Award for Volunteer Leadership at Columbia University
2011	Education Pioneers Analyst Fellowship
2008	Phi Beta Kappa

2008 Columbia University History Department Honors  
2008 Charles M. Rolker Prize, *for scholarship and participation in student activities*  
2008 Columbia University King's Crown Award, (1) Gold and (1) Indelible Mark  
2008 Columbia University Award for Leadership in Public Service

## PROFESSIONAL SERVICE

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2017-2018 Gender and Race in Organizations workshop at Harvard Business School, *Co-Organizer*  
2016- Academy of Management Annual Meeting, *Reviewer*  
2014- *Sociological Methods & Research*, *Ad Hoc Reviewer*  
2014- Wyss Doctoral Mentoring Award Selection Committee, *Member*  
2014-2017 Harvard Business School Doctoral Program Advisory Council, *Member*  
2013-2016 Work, Organizations, & Markets Seminar at Harvard University, *Co-Organizer*

## ADVISING & TEACHING EXPERIENCE

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### *undergraduate theses*

2015-2016 Kaitlyn Jeong (*adviser*), B.A. in Social Studies  
2014-2015 Adam Joseph (*member*), B.A. in Organizational Behavior—special concentration

### *teaching & advising*

2015 Sociology 170: Culture & Networks, Harvard Sociology Department, *Teaching Fellow*  
2014- Lowell House at Harvard University, *Resident Tutor and Chair of Career Advising*  
2013-2017 Program for Research in Markets & Organizations, Harvard Business School, *Instructor*  
2012 Teach For America-Bay Area, *Instructor*

## OTHER PROFESSIONAL & VOLUNTEER EXPERIENCE

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### *professional experience*

2011-2012 Teach For America, *Education Pioneers Data Fellow* (San Francisco, CA)  
2010-2011 Columbia University Center for Career Education, *Employer Outreach* (New York, NY)  
2009-2010 Katzenbach Center for Organizational Culture, Change, & Leadership (New York, NY)  
2007-2010 Strategy& (formerly Booz & Co., Katzenbach Partners), *Sr. Consultant* (New York, NY)  
2006 Axiom Legal, *Marketing Intern* (New York, NY)

### *volunteer experience*

2010- Columbia College Alumni Association, *Member* (New York, NY)  
2010-2013 Columbia College Young Alumni Fund Advisory Board, *Co-Chair* (New York, NY)

## SOFTWARE

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STATA, R, MySQL/MariaDB, NVivo

## REFERENCES

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**Kathleen L. McGinn** (Chair), Cahners-Rabb Professor of Business Administration, Negotiations, Organizations, and Markets Unit, Harvard Business School, (617) 495-6488, kmcginn@hbs.edu

**Michael L. Tushman**, Paul R. Lawrence MBA Class of 1942 Professor of Business Administration, Organizational Behavior Unit, Harvard Business School, (617) 495-5442, mtushman@hbs.edu

**Frank Dobbin**, Professor of Sociology, Department of Sociology, Harvard University, (617) 496-9091, frank\_dobbin@harvard.edu

**Peter V. Marsden**, Edith and Benjamin Geisinger Professor of Sociology, Department of Sociology, Harvard University, (617) 495-3823, pvm@wjh.harvard.edu