

# James C. Mellody

Princeton University, Center for Information Technology Policy  
320C Sherrerd Hall, Princeton, NJ, 08544  
[jamesmellody@princeton.edu](mailto:jamesmellody@princeton.edu) | (301) 461-5620 | [jmelldy.github.io](https://jmelldy.github.io)

## ACADEMIC POSITIONS

### Princeton University, Center for Information Technology Policy

Postdoctoral Research Associate

09/2024 - Present

## EDUCATION

### Massachusetts Institute of Technology, Sloan School of Management

Ph.D., Management (Organization Studies and Economic Sociology)

2024

Thesis: "Essays on Culture and Coordination"

- Committee: Ray Reagans, Susan Silbey, Ezra Zuckerman Sivan
- Finalist for the 2023 INFORMS/Organization Science Dissertation Proposal Competition

S.M., Management Research

2020

### University of Pennsylvania

B.A., *summa cum laude*, East Asian Languages and Civilizations

2015

## RESEARCH INTERESTS

Online Communities and Digital Platforms

Organizational Culture

Virtual and Distributed Work

## PUBLICATIONS

[1] Conzon, Vanessa M. and James C. Mellody. "Concerted Quantification: How Knowledge Workers Limit Overwork While Maintaining Client Satisfaction." (*Organization Science*)

## PAPERS UNDER REVIEW (\* denotes equal authorship)

[1] Mellody, James C. "The Long Tale of the Long Tail: The Internet as Counterforce to Cultural Homogeneity."

- Finalist for the 2023 INFORMS/Organization Science Dissertation Proposal Competition

[2] Mellody, James C. "Whether Groups Value Agreement or Dissent Depends on the Strength of Consensus."

[3] Mellody, James C.\* and Ray E. Reagans.\* Beyond Representation: Extending the Effectiveness of Diversity Approaches via Individuation.

## WORKS IN PROGRESS (\* denotes equal authorship)

[1] Mellody, James C. "Cheap Talk: Coordinating and Fracturing Collective Action through Language."

[2] Mellody, James C.\* and Janet Vertesi.\* "Remote Consensus is an Oxymoron: Lessons Learned from Pandemic-Era Scientists' Deliberation Practices."

[3] Mellody, James C. and Vanessa Conzon. "Keeping Time: Interaction Scripts as Coordinating Mechanisms for Self-Organizing Teams."

[4] Mellody, James C. “Narrating Value: How Staff Professionals Form Embedded Relationships with Line Workers.”

[5] Zuckerman Sivan, Ezra, Catresa Barlow, and James C. Mellody. [Paper on temporal disorientation during the COVID-19 pandemic].

## **AWARDS AND FELLOWSHIPS**

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- Finalist, INFORMS/Organization Science Dissertation Proposal Competition (2023)
- AOM OMT Above and Beyond the Call of Duty Award (2023)
- MIT Martin Family Fellowship for Sustainability (2020 – 2021; ~ \$100,000)
- MIT Sloan PhD Fellowship (2017 – 2023)
- Phi Beta Kappa (2016)
- Fulbright U.S. Student Program Research Grant – Alternate (2015)
- William R. LaFleur Memorial Prize for Best Undergraduate Thesis in Japanese Studies at the University of Pennsylvania (2015)
- Greater Philadelphia Asian Studies Consortium Best Paper Award (2015)

## **RESEARCH PRESENTATIONS**

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“Cheap Talk: Coordinating and Fracturing Collective Action through Language.”

- Culture Connect Conference, Berkeley, CA, 2025
- Economic Sociology Conference, Houston, TX, 2024

“A Different Kind of Tradeoff: Cultural Diversity in Ecologies of Attention.”

- MIT Organization Studies Seminar, Cambridge, MA, 2023
- Academy of Management Annual Meeting, Boston, MA, 2023
- MIT Economic Sociology Working Group, Cambridge, MA, 2023

“Concerted Quantification: How Expert Teams Reconcile Overwork and Client Satisfaction.”

- Academy of Management Annual Meeting, Boston, MA, 2023

“Consolidation or Fracturing: Change in Online Communities.”

- Academy of Management Annual Meeting, Seattle, WA, 2022
- MIT Economic Sociology Working Group, Cambridge, MA, 2022

“Narrating Value: How Staff Professionals Form Embedded Relationships with Line Workers.”

- Academy of Management Annual Meeting, Virtual, 2020
- American Sociological Association Annual Meeting, Virtual, 2020
- MIT Economic Sociology Working Group, Cambridge, MA, 2020
- Law and Society Association Annual Meeting, Washington, DC, 2019

“Beyond Representation: Extending the Effectiveness of Diversity Approaches via Individuation.”

- Academy of Management Annual Meeting, Virtual, 2021

## **TEACHING EXPERIENCE**

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**Macro Organizational Behavior PhD Seminar (Cornell ILR School)**

Fall 2024

- Guest Lecturer, Organizational Ecology Theory

**Sports Strategy and Analytics (MIT Sloan MBA)**

Spring 2024

- Teaching assistant for Dr. Ben Shields

- Teaching ratings: 6.5/7

**Organizational Processes (MIT Sloan MBA)**

Fall 2023

- Teaching assistant for Professor Nathan Wilmers
- Teaching ratings: 6.8/7

**Organizational Processes for Business Analytics (MIT Sloan Undergraduate)**

Fall 2019, 2020

- Teaching assistant for Professor Ray Reagans; solo-taught lecture on negotiations
- Teaching ratings: 6.5/7; 5.9/7

**Power and Negotiation (MIT Sloan MBA)**

Fall 2020

- Teaching assistant for Professor Basima Tewfik
- Teaching ratings: 6.3/7

**Social Entrepreneurship (Wharton Coursera Course)**

Fall 2014 – Spring 2015

- Teaching assistant for Professors Ian MacMillan and James Thompson

**SERVICE**

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Student Co-Organizer for 2023 Economic Sociology Job Market Showcase	2023
Reviewer, AOM OMT Division	2019 – Present
Co-Organizer for MIT Sloan Organization Studies Seminar Speaker Breakfasts	2019
Co-Organizer for MIT Sloan Behavioral and Policy Sciences Admitted Students Reception	2019
Co-Organizer for MIT Sloan Alumni Reception at AOM Annual Meeting	2019

**OTHER PROFESSIONAL EXPERIENCE**

**Heidrick and Struggles, Inc.,** Chicago, IL and New York, NY

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Leadership Consulting Analyst	2016 – 2017
Executive Search Analyst	2015 – 2016

**Snider Entrepreneurial Research Center, The Wharton School,** Philadelphia, PA

Research Assistant	2014 – 2015
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**Pasona Tech, Inc.,** Tokyo, Japan

Summer Intern	2014
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**SKILLS**

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**Programming Languages and Software:** Python (pandas, dask, PySpark, PyTorch, SciPy, scikit-learn, Hugging Face), SQL, R, LaTeX

**Languages:** English (fluent); Japanese (conversational)