

JOSE N. URIBE

Management and Organizations • Ross School of Business • University of Michigan
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Employment

University of Michigan, Ross School of Business

2015 – Present, Assistant Professor, Department of Management and Organizations

Education

Ph.D. in Business, 2015, **Columbia Business School, Columbia University**

M.B.A., 2009, **Columbia Business School, Columbia University**

M.P.P., 2005, **Georgetown Public Policy Institute, Georgetown University**

B.A. in Economics, 2001, **McGill University**

Peer-Reviewed Publications

- Carnahan, S., M. J. Rabier and Uribe, J. (equal authorship) (2021). Do Managers' Affiliation Ties Have a Negative Relationship with Subordinates' Interfirm Mobility? Evidence from Large US Law Firms. *Organization Science*.
- Uribe, J. (2020). Multipoint Contact Without Forbearance? How Coverage Synergies Shape Equity Analysts' Forecasting Performance. *Strategic Management Journal*, 41: 1901-1932.
- Meluso, J., J. Austin-Breneman and Uribe, J. (2020). Estimate Uncertainty: Miscommunication About Definitions of Engineering Terminology. *Journal of Mechanical Design* 142 (7).
- Uribe, J., M. Sytch and Kim Y.H. (2019). When Friends Become Foes: Previous Collaboration as Catalyst for Conflict. *Administrative Science Quarterly*, 65 (3): 751-794.
- Chun, J. S., Ames, D. R., Uribe, J. N., & Higgins, E. T. (2017). Who do we think of as good judges? Those who agree with us about us. *Journal of Experimental Social Psychology*, 69, 121-129.
- Dezső, C.L., D.G. Ross & Uribe, J. (equal authorship) (2016). Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis, *Strategic Management Journal*, 37: 98-115.

Working Papers and Work in Progress

- (work in progress joint with Jesse Austen-Breneman, Seth Carnahan and John Meluso) Do Employee Absences Help Managers Evaluate Individual Contributions to Team Production? Evidence from Plant Productivity Data
- (work in progress joint with S. Carnahan and E. Campbell) Men Check out, Women Pitch in: How Familiarity Influences Effort in Mixed-Gender Teams
- (work in progress joint with Park, P., Briscoe F. and Kim E. W.) Employee Gender Climate and Gender Composition at the Top: Consequences and Antecedents of the #MeToo movement

Other Publications

- Sytch, M., J. Uribe and Y.H. Kim. "Balancing Competing Loyalties," *Harvard Business Review*, February 03, 2020, <https://hbr.org/2020/02/balancing-competing-loyalties>
- Uribe, J. (2006). Impacts of Remittances from the United States on Recipient Latin American Economies, *Georgetown Public Policy Review*, Winter 2006.
- Buss, Terry F. and Jose Uribe "Remittances, Foreign Aid, and Developing Countries", chapter in *Foreign Aid and Foreign Policy: Lessons for the Next Half Century*. Published by M.E. Sharpe, Washington, DC 2007.

Academic Service

Editorial Board
Strategic Management Journal 2019-present

Ad Hoc Reviewer
Administrative Science Quarterly, Industrial and Corporate Change, Management Science, Organization Science, Strategic Entrepreneurship Journal

Selected Conference Presentations

Do Employee Absences Help Managers Evaluate Individual Contributions to Team Production?
Wharton People and Organizations Conference November 2020
Hosmer Hall seminar, Ross School of Business January 2021
M&O seminar, Ross School of Business January 2021
University of Minnesota, Strategy Department Seminar February 2021

Friends Don't Compete with Friends in the Labor Market
Organizational Theory Junior Faculty Consortium, McGill University October 2019

When Friends Become Foes: Previous Collaboration as Catalyst for Conflict
INSEAD Network Evolution Conference October 2018
Academy of Management Meetings August 2017
Strategy seminar, Ross School of Business February 2017

How the Coverage Network Shapes Financial Analysts' Forecasting Performance
Strategy seminar, Ross School of Business January 2019
Hosmer Hall seminar, Ross School of Business October 2016
M&O seminar, Ross School of Business March 2016
Academy of Management Annual Meeting August 2015
Princeton University, Text Analysis Conference II May 2015
American Sociological Association Annual Meeting August 2014

Men Check out, Women Pitch in
Academy of Management Meetings August 2018
INGRoup Conference July 2018
Center for Positive Organizations Research Incubator March 2018
Wharton People and Organizations Conference October 2017

Learning from Others, Together: Brokerage, Closure and Performance in Teams
EGOS Colloquium July 2016
MIT, Collective Intelligence June 2014
London Business School 13th Trans-Atlantic Doctoral Conference, May 2013

The Role of Social Movement Organizations in the Age of #MeToo
Academy of Management Annual Meeting August 2018

Is there a tacit quota on women managers? A large sample statistical analysis
Columbia Business School Management Seminar October 2013

Awards, Grants and Fellowships

MCubed, University of Michigan, \$60,000 "Dynamic Network Evolution and Visualization" 2019
(with Wayne Baker and Cliff Lampe)

International Honor Society Beta Gamma Sigma 2016

Donald C. Hambrick Award for excellence in the Ph.D. Program, Columbia Business School 2012

Dean's M.B.A. Honor List, Columbia Business School 2008

Georgetown Public Policy Institute Merit-Based Scholarship 2003

McGill University Dean's Honor List; Great Distinction 2001

Golden Key International Honor Society, McGill University 1999

Media/Press Coverage

“Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis” (with Cristian Dezso and David Ross)

Featured in *The Guardian*, *The Sunday Times*, *The Telegraph*, and *The Washington Post*

Teaching

University of Michigan, Stephen M. Ross School of Business

- Behavioral Theory in Management (Required BBA course), Fall 2020
- Behavioral Theory in Management (Required BBA course), Fall 2019
- Behavioral Theory in Management (Required BBA course), Fall 2018
- Behavioral Theory in Management (Required BBA course), Fall 2017
- Behavioral Theory in Management (Required BBA course), Fall 2016
- Behavioral Theory in Management (Required BBA course), Fall 2015
- BBA Independent Study Advisor, 2017-2019
- MO900-PhD mini-course on archival data analysis, 2019-2020

Columbia University

- Excel for Finance and Statistics (The Knight-Bagehot Fellowship in Economics and Business Journalism), Workshop Instructor, 2010-2014
- Excel for Finance and Statistics (MBA orientation program), Instructor, 2009-2014
- *Wal-Mart: In search of renewed growth* (BA strategy course), Guest Lecturer, Spring 2013
- Top Management Process (MBA), Teaching Assistant, Spring 2012
- Social Networks and Social Capital (MBA), Teaching Assistant, 2010-2011
- Leadership & Organizational Change (EMBA), Teaching Assistant, Summer & Fall 2011
- Deutsche Bank Program (Executive Education), Teaching Assistant, Summer 2012-2014
- CITIC Private Equity (Executive Education), Teaching Assistant, Fall 2012-2013
- Debevoise & Plimpton, LLP (Executive Education), Teaching Assistant, Fall 2012

Service

Ph.D. advising

John Meluso, Dissertation co-adviser, Design Science, University of Michigan

Mijeong Kwon, Independent Empirical Research Project, Ross School of Business, University of Michigan

University of Michigan

ICOS Guest Curator, University of Michigan, 2015

Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2015

Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2016

Management and Organizations Seminar Organizer, September 2016 – April 2018

Faculty Leader for MBA Impact Challenge, Ross School of Business, Fall 2017

Workshop Facilitator, Ross School of Business Positive Business Conference, May 2018

Faculty Judge for Sanger Center Crisis Challenge, Ross School of Business, Winter 2021

Other Professional Experience

2015-2020 Org Analytix

Academic Mentor

Ann Arbor, MI

2006-2009 Columbia University, Office of the Provost

New York, NY

Research Analyst, Planning and Institutional Research

2005-2006 National Academy of Public Administration

Research Associate

2001-2003 Baha'i World Centre

Information Officer, Office of Socioeconomic Development

Washington, DC

Haifa, Israel