

**JOSE N. URIBE**

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

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**University of Michigan, Ross School of Business**

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

**Education**

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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**

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Uribe, J., S. Carnahan, J. Meluso and J. Austen-Breneman (2022). How Do Managers Evaluate Individual Contributions to Team Production? A Theory and Empirical Test. Forthcoming in *Strategic Management Journal*

Carnahan, S., M. J. Rabier and Uribe, J. (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. (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**

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Uribe, J., M. Gabruk and L. Doering. Scaling up and the *Tertius Iungens*: Network Expansion of Rural Education in Colombia

Kim, Y.H., J. Uribe and M. Sytch. Managing the Liability of Foreignness in Patent Litigation: Firms' National Identity as a Strategic Concern

Uribe, J., S. Carnahan Men Check out, Women Pitch in: How Familiarity Influences Effort in Mixed-Gender Teams

**Other Publications**

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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>

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.

Uribe, J. (2006). Impacts of Remittances from the United States on Recipient Latin American Economies, *Georgetown Public Policy Review*, Winter 2006.

## **Academic Service**

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Editorial Board  
*Administrative Science Quarterly* 2021-present  
*Strategic Management Journal* 2019-present

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

## **Selected Conference Presentations**

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Scaling up and the *Tertius Iungens*: Network Expansion of Rural Education in Colombia  
 FINT Workshop on Trust Within and Between Orgs. March 2022  
 IB & Management Dept., Nottingham Uni. Business School China April 2022  
 Management Dept. Seminar, Uni. of South Carolina May 2022  
 Academy of Management Meetings August 2022

How Do 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 13<sup>th</sup> 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**

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ADVANCE Grant Proof-of-Concept Fund, Michigan Economic Development Corporation, \$40,000 “Virtual Reality 3D Visualization Software for Temporal Networks”	2022
SEAS Sustainability Themes Funding, University of Michigan, \$80,000 “Social, behavioral and environmental engagement through novel digital visualization techniques”	2022
MCubed, University of Michigan, \$60,000 “Dynamic Network Evolution and Visualization”	2019
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**

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“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**

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### **University of Michigan, Stephen M. Ross School of Business**

- Behavioral Theory in Management (Required BBA course), Fall 2021
- 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, 2022

### **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
- 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
- Top Management Process (MBA), Teaching Assistant, Spring 2012
- Leadership & Organizational Change (EMBA), Teaching Assistant, Summer & Fall 2011
- Social Networks and Social Capital (MBA), Teaching Assistant, 2010-2011

**Service**

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**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  
 Sukanya Roy, Independent Empirical Research Project, Ross School of Business, University of Michigan  
 Megan Gabruk, First Year Faculty Advisor

**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  
 Management and Organizations Seminar Organizer, Winter 2022  
 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  
 DEI Curriculum Committee member, Winter 2021

**Diversity, Equity and Inclusion**

Panelist at Big10 DEI Doctoral Education Initiative, Indiana University, Winter 2021

**Lazos Learning**

Graduate course facilitator “Contribuir al avance de la civilizacion: Hacia un Marco”, Spring 2022

**Association of Baha’i Studies**

Facilitator ABS seminar on discourses related to economics	Spring 2021
Management Reading Group facilitator	Fall 2020
Panel Discussant on Corporate Social Responsibility	Summer 2020
Facilitator ABS seminar on discourses related to business	Winter 2020

**Other Professional Experience**

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**2015-2020 Org Analytix**

Academic Mentor

**Ann Arbor, MI  
 New York, NY**

**2006-2009 Columbia University, Office of the Provost**

Research Analyst, Planning and Institutional Research

**Washington, DC**

**2005-2006 National Academy of Public Administration**

Research Associate

**2001-2003 Baha’i World Centre**

Information Officer, Office of Socioeconomic Development

**Haifa, Israel**