

TREVOR DANIEL YOUNG-HYMAN

The Wharton School
2206 Steinberg-Dietrich Hall, 3620 Locust Walk
Philadelphia, PA, 19104, USA
608.770.4775
trevery@wharton.upenn.edu

ACADEMIC APPOINTMENTS

Department of Management
The Wharton School, University of Pennsylvania
Post-Doctoral Fellow

Philadelphia, USA
2015-Current

EDUCATION

Department of Sociology
University of Wisconsin
PhD in Sociology, December 2015

Madison, USA
2008-2015

- Dissertation
 - “*How Power Shapes Knowledge-Intensive Work: Worker Ownership in the U.S. Automation Industry*”
 - Committee: Robert Freeland, Erik Olin Wright, Joel Rogers, Chip Hunter, Joseph Blasi
- Fields: Organizational Sociology, Economic Sociology, Work and Occupations

Department of Political Science
University of Wisconsin
Masters of Arts, December 2009

Madison, USA
2008-2009

- Fields: Comparative Politics, International Relations

Graduate School of International Studies
University of Denver
Masters of Arts in International Studies, August 2006

Denver, USA
2004-2006

- Fields: International Politics, Turkish Studies

Olin School of Business
Washington University in St. Louis
Bachelor of Science in Business Administration, May 2003

St. Louis, USA
1999-2003

- Majors: International Business, French Literature

RESEARCH INTERESTS

Organization Theory, Knowledge-Intensive Work, Professional Services Firms, Power, Macro-Organizational Behavior, Economic Sociology, Teams, Employee Ownership

ACADEMIC PUBLICATIONS

Young-Hyman, T. “Cooperating without Co-laboring: How Formal Organizational Power Moderates Cross-functional Interaction in Project Teams”; *Administrative Science Quarterly*. Forthcoming

Young-Hyman, T. and Chavez, M.M. 2015. “Formal Organizational Power and Innovation: From a Principal-Agent to an Institutional View”; in Kauhanen, A. (ed.) *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 16. p. 143

Young-Hyman, T. 2015. “Book Review: *After Occupy – Economic Democracy for the 21st Century*”; *Global Discourse*; Volume 6, Issue 1-2. pp. 271-274

Young-Hyman, T. 2015. "Union Cab: Managing Growth and Deepening Democracy in a Worker Cooperative" in Borowiak, C., Dilworth, R., and Reynolds, A. (eds.) *Exploring Cooperatives: Economic Democracy and Community Development in Pennsylvania and Wisconsin*. University of Wisconsin Press.

Billeaux, M., Reynolds, A., Young-Hyman, T., Zayim, A., 2011. "Worker Ownership Case Study: Isthmus Engineering and Manufacturing" University of Wisconsin Center for Cooperatives, Case Study Series.

Young-Hyman, T. 2008. "The Potential for Effective Regional Development Agencies in Turkey: A Comparative Analysis" *Regional and Federal Studies*, Volume 18, Issue 4. p. 375

Young-Hyman, T. 2007. "Book Review: Human Rights in Turkey" *Zeitschrift für Menschenrechte*, Vol. 1.

WORKS IN PROGRESS

Young-Hyman, T. "Convincing Others to Take a Risk: Team Power Distributions and Inter-Organizational Tie Novelty". Stage: revising manuscript

Young-Hyman, T. "Can Cooperatives Handle Workforce Diversity? Structural Power and Its Contrasting Effects on Task and Compensation Heterogeneity". Stage: revising manuscript

Young-Hyman, T. and Kleinbaum, A.M. "Formal Organizational Control, Boundary-Spanning Networks, and Project-Based Work". Stage: data analysis

Bernhardt-Walther, K. and Young-Hyman, T. "Complexity, Uncertainty, and the Organizational Choice of the Firm". Stage: data analysis

AWARDS, FELLOWSHIPS, AND GRANTS

- Horvat-Vanek Prize, International Association for the Economics of Participation, 2016
- Fidelity Fellow in Equity Compensation, Rutgers School of Labor and Management Relations, 2015
- Organization Science/INFORMS Dissertation Proposal Competition Runner-Up (2nd of 70 applicants), 2014
- Holtz Center for Science and Technology Graduate Research Grant, University of Wisconsin-Madison, 2014
- Doctoral Dissertation Improvement Grant, National Science Foundation, 2012-2013
- Lewis O. Kelso Fellowship, Rutgers School of Labor and Management Relations, 2011-2012
- George Washington University School of Business Summer Doctoral Institute Fellow, Summer 2010
- University of Wisconsin, "Remaking the Developmental State" Pre-Dissertation Travel Grant, Summer 2010
- University of Wisconsin, Foreign Language Acquisition Scholarship, Turkish, 2009-2010, 2010-2011
- J. William Fulbright Research Fellowship, Turkey, 2006-2007

REFEREED CONFERENCE PRESENTATIONS

Young-Hyman, T. "Cooperating without Co-laboring: How Formal Organizational Power Moderates Cross-functional Interaction in Project Teams" International Association for the Economics of Participation. Copenhagen, DK. July 2016.

Young-Hyman, T. and Kleinbaum, A.M. "Formal Organizational Control, Boundary-Spanning Networks, and Project-Based Work" Academy of Management Annual Meeting. Philadelphia, PA. August 2015.

Young-Hyman, T. "How Power Shapes Knowledge-Intensive Work: Worker Ownership and Project Teams in the Automated Production Engineering Industry" Organization Science Winter Conference, Park City, Utah, February 2015.

Young-Hyman, T. "Micro-Foundations of Inter-Organizational Networks: Formal Organizational Power and the Development of Novel Ties" Beyster Symposium, Rutgers School of Labor and Management Relations, New Brunswick, New Jersey, USA. January 2015.

Young-Hyman, T. “How Power Shapes Knowledge-Intensive Work: Worker Ownership and Project Teams in the Automated Production Engineering Industry” Academy of Management Annual Meeting. Philadelphia, PA. August 2014.

Young-Hyman, T. “Multi-Stakeholder Partnerships as High Road Labor Market Intermediaries: The Wisconsin Regional Training Partnership” Labor and Employment Relations Association Meeting. Philadelphia, PA. January 2014.

Young-Hyman, T. “The Impact of Organizational Authority on Team-Based Work: Project Teams in the Custom Automation Industry” to be presented at the NYU Stern Business School “Conference on Social Entrepreneurship”. New York, NY. November 2013.

Young-Hyman, T. “The Impact of Organizational Authority on Team-Based Work: Project Teams in the Custom Automation Industry” to be presented at the Wharton Business School “People and Organizations” Conference. October 2013.

Young-Hyman, T. “Innovation for a Reason: How Authority Structure Shapes Organizational Change at Mondragon Cooperative Corporation” to be presented at the American Sociological Association Annual Conference. New York, NY. August 2013

Young-Hyman, T. “Organizational Authority, Innovation, and the Formation of Collaborative Work Teams” Workshop on the Structure and Structuring of Work within and across Organizations. Montreal, CA. July 2013.

Berhardt-Walther, K and **Young-Hyman, T.** “Complexity, Uncertainty, and the Organizational Choice of the Firm” Midwest Economics Association Annual Conference. Columbus, OH. March 2013.

INVITED PRESENTATIONS

- Institute for Work and Employment Research, Sloan School of Management, Massachusetts Institute of Technology, 2016 (scheduled)
- Management Department, Wharton School, University of Pennsylvania, 2016 (scheduled)
- Management Department, University of Wisconsin-Milwaukee, 2015
- Human Resources Management Department, London School of Economics, 2014
- Organizational Behavior Department, Cornell School of Industrial and Labor Relations, 2014

TEACHING

- Lecturer – Human Resource Management (undergraduate); The Wharton School; University of Pennsylvania; Spring 2016
- Teaching Assistant – Bargaining, Negotiation, and Dispute Settlement for Managers (MBA); School of Business, University of Wisconsin-Madison; Spring 2015
- Lecturer – Organizations (undergraduate); Lubar School of Business, University of Wisconsin-Milwaukee; Fall 2014
- Reader/Grader - Bargaining, Negotiation, and Dispute Settlement for Managers (MBA); School of Business, University of Wisconsin-Madison; Spring 2014
- Lecturer - Introduction to Sociological Research Methods (undergraduate); Department of Sociology; University of Wisconsin-Madison; Fall 2011

PROFESSIONAL EXPERIENCE

Center on Wisconsin Strategy
University of Wisconsin
Research Associate

Madison, USA
2008-2015

Job Creation and Enterprise Development Department
International Labor Organization
External Consultant

Geneva, Switzerland
 2009-2011

Mount Auburn Associates
Management Consulting Analyst

Boston, USA
 2008

SERVICE

- Organizer, Economic Sociology Brownbag, Department of Sociology, University of Wisconsin-Madison
- Graduate Student Mentor, Department of Sociology, University of Wisconsin-Madison

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Sociological Association
- Labor and Employment Relations Association
- Industry Studies Association

PERSONAL

- Languages: English (native), French (fluent), Turkish (intermediate)
- Citizenship: USA

REFERENCES

Dr. Erik Olin Wright Vilas Distinguished Research Professor University of Wisconsin - Madison 1180 Observatory Drive Madison, WI 53706 (608) 262-0068 wright@ssc.wisc.edu	Dr. Robert Freeland Associate Professor of Sociology University of Wisconsin - Madison 8103 Social Science Building 1180 Observatory Drive Madison WI 53706 (608) 263-8458 freeland@ssc.wisc.edu	Dr. Joseph Blasi J. Robert Beyster Professor Rutgers University School of Management and Labor Relations 94 Rockefeller Road Janice H. Levin Building New Brunswick, NJ 08540 blasi@smmr.rutgers.edu
Dr. Matthew Bidwell Associate Professor of Management The Wharton School University of Pennsylvania Philadelphia, PA 19104 (215) 746-2524 mbidwell@wharton.upenn.edu	Dr. Peter Cappelli George W. Taylor Professor of Management The Wharton School University of Pennsylvania Philadelphia, PA 19104 (215) 898-2722 cappelli@wharton.upenn.edu	Dr. Larry (Chip) Hunter Dean Carson College of Business Washington State University PO Box 644750 Pullman, WA 99164-4750 chip.hunter@wsu.edu