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The Wharton School
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ACADEMIC APPOINTMENT

University of Pennsylvania, The Wharton School, Philadelphia, PA

Assistant Professor, Management, 2011-present

EDUCATION

University of Michigan, Ross School of Business, Ann Arbor, MI

Ph.D. Management & Organizations, April 2012

Dissertation: "From the 'Treaty of Detroit' to the 401(k): The Development and Evolution of Privatized Retirement in the United States"

- Ralph Alexander Best Dissertation Award, HR Division Academy of Management, 2013
- Finalist, INFORMS/Organization Science Dissertation Proposal Competition, 2010
- State Farm Foundation Doctoral Dissertation Award, 2010

Committee: Gerald (Jerry) Davis (Chair), Margaret Levenstein, Mark Mizruchi, Kathleen Sutcliffe

University of Texas, McCombs School of Business, Austin, TX

M.B.A. with Management concentration, May 2005

Southwestern University, Georgetown, TX

B.A. in Economics and Business Administration (double major), *cum laude*, May 1999

RESEARCH

A. Articles Published and Forthcoming in Peer Reviewed Journals

- [1] **Cobb, J. Adam.** 2015. "Risky business: The decline of defined benefit pensions and firms' shifting of retirement risk." *Organization Science*, 26(5): 1332-1350.
- [2] **Cobb, J. Adam.** 2016. "How firms shape income inequality: Stakeholder power, executive decision-making, and the structuring of employment relationships." *Academy of Management Review*, 41(2): 324-348.
- [3] **Cobb, J. Adam.** 2016. "How firms shape income inequality: A rejoinder to Zardkoohi and Bierman." *Academy of Management Review*, 41(4): 749-754.
- [4] **Cobb, J. Adam,** Tyler Wry, and Eric Y. Zhao*. 2016. "Funding financial inclusion: Institutional logics and the contextual contingency of funding for microfinance organizations." *Academy of Management Journal*, Forthcoming. [* The authors contributed equally]

- [5] **Cobb, J. Adam** and Flannery G. Stevens. 2016. “These unequal states: Corporate organization and income inequality within the United States.” *Administrative Science Quarterly*, Forthcoming.
- Best Paper Award, Academy of Management, OMT Division, 2014
 - Published in *Academy of Management Best Paper Proceedings*, 2014
- [6] Lavine, Marc, **J. Adam Cobb**, and Christopher Roussin. 2016. “When saying less is something new: Social movements and frame contraction processes.” *Mobilization*, Forthcoming.

B. Articles Submitted to Peer Reviewed Journals

- [7] **Cobb, J. Adam** and JR Keller*. “The effects of pay dispersion and demographic similarity on employee turnover.” Revise and resubmit [1st]: *Organization Science*. (Resubmitted 10/27/16).
[* The authors contributed equally]
- [8] **Cobb, J. Adam** and Ken-Hou Lin*. “Growing apart: The declining firm-size wage premium and its inequality consequences.” Revise and resubmit [1st]: *Organization Science*. (Resubmitted 11/28/16). [* The authors contributed equally]
- [9] **Cobb, J. Adam**. “When principals conflict: Stakeholder power, executive decision-making, and the manipulation of pension assumptions.” Revise and resubmit [1st]: *ILR Review*. (Received 10/23/16).

C. Other Publications

- [10] Davis, Gerald F., and **J. Adam Cobb** 2010. “Resource dependence theory: Past and future.” *Research in the Sociology of Organizations*, 28: 21-42.
- [11] Davis, Gerald F., and **J. Adam Cobb** 2010. “Corporations and economic inequality around the world: The paradox of hierarchy.” *Research in Organizational Behavior*, 30: 35-53.
- [12] Wry, Tyler, **J. Adam Cobb***, and Howard Aldrich 2013. “More than a metaphor: Assessing the historical legacy of resource dependence and its contemporary promise as a theory of environmental complexity.” *Academy of Management Annals*, 7: 439-486.
[* The first two authors contributed equally]
- [13] **Cobb, J. Adam** and Tyler Wry*. 2014. “Resource-dependence theory.” *Oxford Bibliographies in Management*, Oxford University Press. [* The authors contributed equally]

D. Book Reviews

- [14] Review of “The Vanishing American Corporation” 2015. *Perspectives on Work* 19(1): 60-61.

E. Research in Progress

- The effect of corporate boycotts on board turnover (with Mary-Hunter McDonnell)
- The effect of entrepreneurial foundings on wage inequality (with Chanchal Balachandran and Olenka Kacperczyk)
- The effects of technology, globalization, and decentralization on intra-organizational pay inequality (with Bryan Hong)
- The effect of immigration on gender inequality (with Olenka Kacperczyk and Flannery Stevens)

The effect of social entrenchment on firm retirement plan policies (with Minseo Baek)

PRESENTATIONS

(* indicates refereed conference)

Growing apart: The declining firm-size wage premium and its inequality consequences [8]

- Annual People and Organizations Conference at The Wharton School, Philadelphia, PA., 2016*
- Annual Meeting of the Labor and Employment Relations Association, Minneapolis, MN, 2016*

The effects of pay dispersion and demographic similarity on employee turnover [7]

- Annual Meeting of the Academy of Management, Anaheim, CA, 2016*
- Annual Meeting of the European Group on Organization Studies, Naples, ITA, 2016*

When principals conflict: Stakeholder power, executive decision-making, and the manipulation of pension assumptions [9]

- Organizational Theory Junior Faculty Conference, Toronto, ON, 2015

Funding financial inclusion: Institutional logics and the contextual contingency of funding for microfinance organizations [4]

- National University of Singapore, Singapore, 2015
- Community of Social Innovation Conference, Ann Arbor, MI, 2015

These unequal states: Corporate organization and income inequality within the United States [5]

- University of Manitoba, Winnipeg, MB, 2015
- Annual Meeting of the American Sociological Association, San Francisco, CA, 2014*
- Annual Meeting of the Academy of Management, Philadelphia, PA, 2014*
- Annual Meeting of the European Group on Organization Studies, Rotterdam, NLD, 2014*
- Annual People and Organizations Conference at The Wharton School, Philadelphia, PA., 2013*

Whose interests are being served? Owners, employees, and the fraying employment relationship (*previous title*) [1]

- Massachusetts Institute of Technology, Boston MA, 2013
- Harvard Business School, Boston MA, 2013
- Cornell ILR School, Ithaca, NY, 2013
- Annual Meeting of the Labor and Employment Relations Association, San Diego, CA, 2013*
- Annual Meeting of the Academy of Management, San Antonio, TX, 2011*
- Annual Meeting of the Industrial Studies Association, Pittsburgh, PA, 2011*
- Annual People and Organizations Conference at the Wharton School, Philadelphia, PA, 2010*

What explains the paradox of hierarchy? A cross-national exploration of corporate organization, finance, and economic inequality

- Annual Meeting of the European Group on Organization Studies, Helsinki, FI, 2012*
- Annual Meeting of the Academy of Management, Montreal, QC 2010*

“Too old to work and too young to die”: The framing of strategic change and the Treaty of Detroit
(*previous title*) [6]

- Annual Meeting of the Academy of Management, Boston, MA, 2012*

Effects of shared capitalism on firm and worker outcomes

- Annual Beyster Symposium, La Jolla, CA, 2011

Individual thriving: Measurement, validation, and implications for organizations

- Annual Meeting of the Academy of Management, Anaheim, CA, 2008*

Organized Symposia

With JR Keller, 2016. “The Causes and Consequences of Income Inequality and Economic Scarcity Inside Organizations” (Carrie Leana, Discussant). Annual Meeting of the Academy of Management, Anaheim, CA.*

With Forrest Briscoe, 2011. “Shifting Power and the Changing U.S. Employment Relationship” (Gerald Davis, Discussant). Winner of the Organization and Management Theory Division Best Symposium Award. Annual Meeting of the Academy of Management, San Antonio, TX.*

With Flannery G. Stevens, 2010. “Unequal America: Examining How Organizations Influence Inequality Across Levels of Analysis” (Gerald Davis, Discussant). Annual Meeting of the Academy of Management, Montreal QC.*

With Flannery G. Stevens, 2008. “Toward Theory Refinement: Advancement of Positive Organizational Scholarship Through Measure Development” (Jeffrey Edwards, Discussant). Annual Meeting of the Academy of Management, Anaheim, CA.*

Other

Participant in symposium, “The Macro-Structures and Micro-Processes of Cultural Mixing: Exploring Opportunities for Synthesis” (Matthew Grimes & Tyler Wry, Organizers). Academy of Management Annual Meeting, Orlando, FL. August 2013.

Panelist in the professional development workshop, “Occupy, Economic Inequality and Business: Setting the Agenda” (Hari Bapuji & Suhaib Riaz, Organizers). Annual Meeting of the Academy of Management, Boston, MA. August 2012.

Panel chairman, “Public-Private Welfare” Business History Conference, Philadelphia, PA. April 2012.

TEACHING

University of Pennsylvania, The Wharton School, 2011-present

Instructor, *Industrial Relations & Human Resource Management* (core BBA course)

Median/Average Rating (0 to 4 scale): 3/2.8

University of Michigan, Ross School of Business, 2009

Instructor, *Behavioral Theory in Management* (core BBA course)

Median/Average Rating (0 to 5 scale): 5/4.3

GRANTS

Wharton Dean's Research Fund Grant, 2012-2016
Global Initiatives Research & Teaching Materials Program, 2012
Mack Center Grant, 2012
Louis O. Kelso Fellowship, 2011
Robert Kahn Fellowship for the Scientific Study of Social Issues, 2010
State Farm Foundation Doctoral Dissertation Award, 2010
Rackham Graduate Student Research Grant, 2010

AWARDS

Best Paper Award ("These unequal states: Corporate organization and income inequality within the United States" [5]), OMT Division, Academy of Management Annual Meeting, 2014
Ralph Alexander Best Dissertation Award, HR Division Academy of Management, 2013
Best Symposium Award, ("Shifting Power and the Changing U.S. Employment Relationship"), OMT Division, Academy of Management Annual Meeting, 2011
Finalist, INFORMS/Organization Science Dissertation Proposal Competition, 2010

SERVICE

Wharton Committee Memberships

Member, Dissertation Committee for Adam Castor (Sungkyunkwan University), 2016
Member, Management Seminar Series Committee, 2013-2014, 2016-
Member, Management Doctoral Committee, 2014-2016

Editorial Board Member

Organizational Science, 2013-Present

Other Service

Ad hoc reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Sociological Review*, *Business and Society*, *Human Relations*, *Journal of Management Studies*, *Industrial and Corporate Change*, *Management Science*, *Organizational Studies*, *The Sociological Quarterly*, *Strategic Management Journal*, Academy of Management Annual Meetings, INFORMS Dissertation Award
Doctoral Grants Committee, Ross School of Business, 2008-2011
Co-organizer Seminar Series, Management Department, Ross School of Business, 2009-2010

PROFESSIONAL AFFILIATIONS

Academy of Management
American Sociological Association
Labor and Employment Relations Association