

BRIAN RUBINEAU

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Education

MIT SLOAN SCHOOL OF MANAGEMENT

Management, Ph.D. candidate (2007)

Concentration: Organization Studies & Economic Sociology

Dissertation Topic: Gendering professional identities: An analysis of peer effects.

Advisor: Roberto Fernandez, William F. Pounds Professor of Management at MIT Sloan.

Qualifying Exams completed: February 2004

HARVARD UNIVERSITY SCHOOL OF PUBLIC HEALTH

Population & International Health, M.S. 2000

Masters Thesis: "Proposal for using social science models in health behavior research with guidelines for their evaluation."

Advisor: Richard Levins, John Rock Professor of Population Sciences at HSPH.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Mathematics, S.B. 1993

Brain & Cognitive Sciences, S.B. 1993

Research Experience

2006 – present Visiting Graduate Student,
Institute for Quantitative Social Science (IQSS), Harvard University
Faculty Sponsor: David Lazer, Harvard.

Spring 2006 Research Fellow,
Program on Networked Governance (PNG),
Harvard University Kennedy School of Government
Faculty Sponsor: David Lazer, Harvard.

2003 – present Research Associate,
NSF Project: "Developing Diverse Leadership in Engineering"
PI's: Susan Silbey, MIT; Carroll Seron, UC-Irvine.

2002 – 2004 Research Associate,
MIT Workplace Center
Faculty Sponsor: Roberto Fernandez, MIT.

2000 – 2001 Research Associate,
Harvard Business School
Faculty Sponsor: Jeff Polzer, HBS.

Teaching Experience

- Fall 2003 Teaching Assistant for an undergraduate class,
17.907: Solving Problems in Race and Education
MIT Political Science Department, Instructor: Tobie Weiner
Student evaluation of overall TA performance: 6.3 out of 7.
- Spring 2000 Teaching Assistant for a graduate class,
PIH261: Models of Complex Systems in Biology and Public Health
Harvard School of Public Health, Instructor: Tamara Awerbuch.
- Summer 1997 Instructor of a community outreach class for elementary students
“Internet Skills for Kids”
University of New Mexico, Gallup Campus.
- 1993 – 1994 Instructor of workshops for the faculty of Duke University
Pedagogically-driven integration of educational technology
Cynthia Sulzberger Interactive Learning Lab, Duke University.

Current Manuscripts

- Rubineau, B. and Fernandez, R. M. “Missing links: Referrer behavior and job segregation.”
(Revise and resubmit at *Organization Science*)
- Rubineau, B. “Discriminating persistence: A comparative analysis of gendered engineering
outcomes.” (Under review at *Sociology of Education*)
- Rubineau, B. and Fernandez, R.M. “Tipping points: The segregating effects of referring.”
(Preparing for submission to *American Journal of Sociology*)
- Lazer, D., Rubineau, B., Katz, N. and Chetkovich, C. “Networks and political attitudes:
Structure, influence, and co-evolution.” (Preparing for submission to *American Political Science
Review*)

Presentations of Academic Work

- Rubineau, B. 2006. “Modeling identity work: Peer effects on professional identity formation
among engineers.” MIT Organization Studies Group (OSG) Colloquium Series. September
29, 2006.
- Rubineau, B., Sciarra, G. L. 2006. “Identity Crises: Revealing gendered antecedents to
engineering persistence.” International Network for Engineering Studies (INES) Fall 2006
Workshop. September 9-12, 2006, Blacksburg, VA.
- Rubineau, B., Fernandez, R. M. 2006. “Tipping Points: Referral Homophily and Job
Segregation.” Paper Session, 2006 Academy of Management Conference, August 15,
Atlanta, GA.
- Rubineau, B., Fernandez, R. M. 2006. “Tipping Points: Referral Homophily and Job
Segregation.” Regular Session Presentation, 2006 Annual Meeting of the American
Sociological Association, August 11, 2006, Montreal, Canada.

- Rubineau, B., Katz, N., and Chetkovich, C. 2006. "Birds of a Feather and Birds of a Tether." Sunbelt XXVI: International Sunbelt Social Network Conference, April 27, 2006, Vancouver, Canada.
- Rubineau, B. Fernandez, R. M. 2006. "Tipping Points: Referral Homophily and Job Segregation." Sunbelt XXVI: International Sunbelt Social Network Conference, April 27, 2006, Vancouver, Canada.
- Sciarra, G. L., Rubineau, B. 2006 "Engineering: Conflict and the Effect on Persistence." Presentation, Annual Meeting of the Eastern Sociological Society, Boston, MA.
- Rubineau, B., Fernandez, R. 2005. "Missing Links: Referral Processes and Job Segregation." Regular Session Presentation, 2005 Annual Meeting of the American Sociological Association, Philadelphia, PA. *Presented by Roberto Fernandez.*
- Rubineau, B., Fernandez, R. 2005. "Missed Mechanisms: Referral Processes and Job Segregation." Paper Session, 2005 Academy of Management Conference, Honolulu, HI.
- Rubineau, B., Fernandez, R. 2004. "Job Sex Segregation as a Complex System: Exploring a Simulation Approach." Regular Session Presentation, 2004 Annual Meeting of the American Sociological Association, San Francisco, CA
- Rubineau, B. 2004. "A Structuration Framework for Gendered Organizations: The Case of American Law Schools." Refereed Roundtable, 2004 Annual Meeting of the American Sociological Association, San Francisco, CA.
- Rubineau, B. Fernandez, R. 2004. "Referral Networks and Job Sex Segregation." International Conference on Complex Systems. May 19, 2004, Boston MA.
- Polzer, J.T., Chatman, J., Neale, M. A., Rubineau, B. 2001. "The Influence of Social Networks on the Transmission of Organizational Culture." Presentation, 2001 Academy of Management Conference, Washington, DC. *Presented by Jeff Polzer.*

Proceedings and Unpublished Reports

- Anand, M., Birch, N., Blumenfeld, A. Cyphert, A., Faulhaber, L., Filip, A., Friedman, A., Katzenstein, S., Kelly, S., Lee, A., Lee, L., Myers, J., Nash, J., Neufeld, A., Olsson, C., Pendleton, J., Rubineau, B., Sanders, C., Schoenbaum, N., Seam, P., Segal-Reichlin, Z., Wiik, K., Zahalka, L. 2004. *Study on Women's Experiences at Harvard Law School.* Working Group on Student Experiences, Harvard Law School.
<http://www.law.harvard.edu/students/experiences/FullReport.pdf>
- Diedrich, F.J. Entin, E.E., Hutchins, S.G., Hocevar, S.P., Rubineau, B., & MacMillan, J. 2003. "When do organizations need to change (Part I)? Coping with incongruence." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC.
- Entin, E.E., Diedrich, F.J., Kleinman, D.L., Kemple, W.G., Hocevar, S.G., Rubineau, B., & Serfaty, D. 2003. "When do organizations need to change (Part II)? Incongruence in action." *Proceedings of the Command and Control Research and Technology Symposium*, Washington, DC.

Entin, E.E., Diedrich, F.J. & Rubineau, B. 2003. "Adaptive Communication Patterns in Different Organizational Structures." *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, Denver, CO.

Benjamin, Z. and Rubineau, B. 2003. "Surfacing MIT Stereotypes." Final project report to the Committee on Campus Race Relations. MIT. Available online at: http://web.mit.edu/bribri/www/iat/15969_FinalReport.pdf.

Miller, D., Price, J., Entin, E., Rubineau, B., Elliott, L.R. 2001. "Does Planning Using Groupware Foster Coordinated Team Performance?" *Proceedings of the Human Factors and Ergonomics Society 45th Annual Meeting*. October 2001, Minneapolis, MN.

Grants & Fellowships

2005 NSF Dissertation Improvement Grant, Sociology Division

2003 MIT Committee on Campus Race Relations Research Grant

2001 MIT Presidential Scholar Fellowship

2000 Selected for Angus Campbell Fellowship, Institute for Social Research (*declined*)

1999 Harvard School of Public Health Summer Research Scholarship

1998 Rocky Mountain Mathematics Consortium Scholarship

Awards & Honors

2005 Best Reviewer Award: Academy of Management, GDO Division

2001 Selected for the Society of Presidential Fellows at MIT

1992 MIT William L. Stewart, Jr. Award

Organizational Service Activities

2005-present Contributing Editor: Complexity & Social Networks Blog of the Institute for Quantitative Social Science (IQSS) at Harvard University

2005-2006 Member: MIT Task Force on Graduate Student Diversity

2005-2007 Doctoral Student Representative: Committee on Campus Race Relations

2004-2006 Doctoral Student Representative: MIT Committee on Student Life

2004-2005 Doctoral Student Representative: MIT Graduate Student Council

2003-present Member: Gender & Race in Organizations research group at HBS

2002-2004 Doctoral Student Representative: Sloan Diversity & Community Committee

Manuscript Reviewing

Rationality & Society

Sex Roles

Professional Associations

Academy of Management

American Sociological Association

Eastern Sociological Society

International Network for Social Network Analysis

Dissertation Committee

Roberto M. Fernandez (Committee Chair), William F. Pounds Professor of Management at

MIT Sloan School of Management

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Lotte Bailyn, Professor of Management, T Wilson (Class of 1953) Professor of Management,
Emerita at MIT Sloan School of Management

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Susan Silbey, Professor of Sociology and Anthropology at MIT School of Humanities Arts and
Social Sciences

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