

Noah Askin

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EMPLOYMENT

- 2022- **University of California, Irvine - The Paul Merage School of Business** Irvine, CA
Assistant Professor of Teaching Organization & Management (tenure track)
- 2014- **INSEAD** Fontainebleau, France
Assistant Professor of Organisational Behaviour (2014-2022)
Associate Professor of Organisational Behaviour (2022)
Courtesy Leave of Absence (2022-)

EDUCATION

- 2008-2014 **The University of Chicago Booth School of Business** Chicago, IL
Joint Ph.D. in Business (Economic Sociology) and Sociology (2014)
M.B.A. (2014)
M.A. in Sociology (2013)
- 1998-2002 **Harvard University** Cambridge, MA
B.A., *cum laude*, in Psychology
Language Citation in Spanish
- 2000 **Universidad San Pablo, CEU** Madrid, Spain
Spanish language and culture immersion

RESEARCH INTERESTS

Economic sociology / organization theory, creativity and innovation, social networks, music and cultural industries, the production of culture, status & rankings, authenticity, diversity, higher education

PAPERS

Peer-Reviewed Publications

1. Harrison, Spencer, Noah Askin, and Lydia Hagtvedt. (2023). "Recognition Killed the Radio Star? Recognition Orientations and Sustained Creativity after the Best New Artist Grammy Nomination." *Administrative Science Quarterly*, 68(1), 97-145. <https://doi.org/10.1177/00018392221136158>.
2. Bothner, Matthew S., Frederic Godart, Noah Askin, and Wonjae Lee. (2022). "What is Social Status and How Does It Impact the Generation of Novel Ideas." Pp. 111-136 in *Research in the Sociology of Organizations*, vol. 77, edited by G. Cattani, S. Ferriani, and D. Deichmann.
3. Askin, Noah and Joeri Mol. (2018). "Institutionalizing Authenticity in the Digitized World of Music." Pp. 159–202 in *Research in the Sociology of Organizations*, vol. 55, edited by C. Jones and M. Maoret.
4. Askin, Noah and Michael Mauskopf. (2017). "What Makes Popular Culture Popular? Product Features and Optimal Differentiation in Music." *American Sociological Review*, 82(5), 910-944.

5. Askin, Noah and Matthew S. Bothner. (2016). “Status-Aspirational Pricing: The “Chivas Regal” Strategy in U.S. Higher Education, 2006-2012.” *Administrative Science Quarterly*, 6(2), 217-253.
6. Askin, Noah, Bothner, Matthew S., & Lee, Wonjae. (2015). “Emergence of Stratification in Small Groups”, in *Emerging Trends in the Social and Behavioral Sciences* (eds.) Robert Scott and Stephen Kosslyn, Hoboken, NJ: John Wiley and Sons.

Peer-Reviewed Conference Proceedings

7. Mauskapf, Michael, Eric Quintane, Noah Askin, and Joeri Mol. (2017). “Embeddedness and the Production of Novelty in Music: A Multi-Dimensional Perspective.” *Academy of Management Best Paper Proceedings*. Atlanta, GA. Online ISSN: 2151-6561
8. Askin, Noah and Michael Mauskapf. (2014). “Cultural Attributes and Their Influence on Consumption Patterns in Popular Music.” Pp. 508–30 in *Social Informatics, Lecture Notes in Computer Science*, edited by Luca Maria Aiello and Daniel McFarland. Springer International Publishing.
 - *Best Presentation Award; Best Paper* (Honorable Mention), 6th International Conference on Social Informatics (2014), Barcelona, Spain

Papers Under Review

*Indicates intended first author or shared first authorship

9. “Keep it or Skip It? Sequential Consumption of Music with Reference Effects” (with Abhishek Deshmane and Khwan Kim). Reject and resubmit from *Management Science*.
10. “Where Do New Ideas Come From?: The Social Foundations of Creativity in Music.” (with Michael Mauskapf, Joeri Mol, and Eric Quintane). * Preparing for submission.
11. “Feature-Based Structures of Opportunity: Innovation in the American Popular Music Industry, 1958-2016” (with Khwan Kim). Revise & Resubmit from *American Sociological Review*.
12. “The Collaboration-Association Tradeoff: How the Gender Composition of Networks and Genres Influence the Novelty of Creative Products” (with Michael Mauskapf, Sharon Koppman, and Brian Uzzi). *Reject and resubmit from *Organization Science*.
13. “Disrupted Routines Anticipate Musical Exploration” (with James Evans and Khwan Kim). Under review at *Proceedings of the National Academy of Sciences (PNAS)*.

Working Papers

14. “Threading the Diversity Needle: The Impact of Minority Group Presence on Perceptions of Organizational Status.” Finalizing draft for submission to *Organization Science*.
15. “Collaboration experience predicts funding success for intellectually diverse teams” (with Kaisa Snellman, Linus Dahlander, and Isabelle Solal). Draft available, editing for submission to *Organization Science*.
16. “A Theory of Strategy Making: The Micro-dynamics of Balance and the Songwriting Process” (with Gabriel Szulanski and Sorah Seong). * Preparing manuscript; target journal: *Administrative Science Quarterly*.
17. “Found in Translation: Cultural Brokerage in a Multinational Tech Startup” (with Sujin Jang and Julija Mell). * Preparing manuscript; target journal: *Organization Science*.

18. “Peer Effects in Tournaments for Status: Evidence from Rank Dynamics of U.S. Colleges and Universities” (with Matthew S. Bothner). * Draft available.

Research in Progress

19. “Disentangling Recombination and Influence in the Creative Process” (with Michael Mauskapf, Eric Quintane, and Joeri Mol). Data analysis phase.
20. “The Structure of Sound” (with John Levi Martin and Alessandra Lembo). Data collection phase.

Teaching Materials

- *Tony Hsieh at Zappos: Structure, Culture and Change*. INSEAD Case No. 08/2016-6181 – with Teaching Note. Askin, N. and Petriglieri, G.
 - *Harvard Business Publishing* Bestselling Case in Organizational Behavior (2021-22)
 - 2018 *The Case Centre* (UK) winner for best case in Human Resource Management / Organisational Behaviour category
 - *The Case Centre* (UK) Bestselling Case (2017-2021)
 - Case translated into Spanish
- *Eico: Designed in China*. INSEAD Case No. 07/2018-6261 – with Teaching Note. Askin, N. and Galimberti, A.
- *Fibbie Cornuda: Manufacturing a Fit*. INSEAD Case No. 02/2019-6410. Askin, N., Calmon, A. and Henry, B.
- *Building Uber’s Product: The Human Challenge of Product Management*. INSEAD Case No. 07/2019-6420 – with Teaching Note. Duke, L. and Askin, N.
- *Digital Music Disrupted? Beatdapp, Blockchain, and the Delicate Dance of Entering the Music Industry*. INSEAD Case No. 07/2022-6751. Askin, N.

Other Writing and Practitioner Pieces

- “Can the Grammys’ Best New artist Curse Be Undone?” INSEAD Knowledge. 2 February 2023. <https://knowledge.insead.edu/career/can-grammys-best-new-artist-curse-be-undone>
- “In A Virtual World, It’s Time to Re-think Your Networking Strategy.” *Thrive Global*. 8 February 2021. <https://thriveworld.com/stories/in-a-virtual-world-its-time-to-re-think-your-has-networking-strategy/>
- “Staying Connected Through a Pandemic—15 minutes at a Time.” *Inspiring Minds* (Harvard Business Publishing). <https://hbsp.harvard.edu/inspiring-minds/staying-connected-through-a-pandemic-15-minutes-at-a-time>
- “The Music Industry’s Best-Kept Secret? A Gender Creativity Gap.” INSEAD Knowledge, 10 September 2020. <https://knowledge.insead.edu/leadership-organisations/the-music-industrys-best-kept-secret-a-gender-creativity-gap>
- “In the Current Crisis, Less Hierarchical Companies Show Special Resilience.” INSEAD Knowledge, 3 July 2020. <https://knowledge.insead.edu/blog/insead-blog/in-the-current-crisis-less-hierarchical-companies-show-special-resilience-14596>
- “Disruption and Anti-disruption in the Streaming Economy.” INSEAD Knowledge, 2 February 2020.

<https://knowledge.insead.edu/blog/insead-blog/disruption-and-anti-disruption-in-the-streaming-economy-13301>

- “How Authenticity Shapes Your Playlist.” INSEAD Knowledge, 25 February 2019. <https://knowledge.insead.edu/leadership-organisations/how-authenticity-shapes-your-playlist-11056>
- “The Three Skills Product Managers Need to Succeed.” INSEAD Knowledge, 29 January 2018. <https://knowledge.insead.edu/career/the-three-skills-product-managers-need-to-succeed-8271>
- “What Makes a Number One Hit.” INSEAD Knowledge, 18 September 2017. <https://knowledge.insead.edu/strategy/what-makes-a-number-one-hit-7186>
- “Rising Colleges Fees: A Reflection of Offerings or Aspirations.” INSEAD Knowledge, 9 February 2016. <http://knowledge.insead.edu/strategy/rising-colleges-fees-a-reflection-of-offerings-or-aspirations-4508>
- “Shift to online music underscores power of a handful of tech giants.” Noah Askin, Dean Pierides, Joeri Mol and Yuval Millo. *The Conversation* (UK), 2015. <https://theconversation.com/shiftto-online-music-underscores-power-of-a-handful-of-tech-giants-40230>.

GRANTS, HONORS, AWARDS, FELLOWSHIPS

- 2019-22 MBA Core Best Teaching Award, Fontainebleau Campus (**Winner**, 20J Cohort; **Winner**, 22D Cohort; Nominee, 19J Cohort)
- 2018 Dean’s Commendation for Outstanding Teaching in Executive Education (INSEAD)
- 2017 Named to Thinkers 50 Radar list; Shortlisted for “Radar” Award
- 2015-22 Deans’ Commendation for Excellence in MBA Teaching (INSEAD)
- 2015 Centre for Business Analytics research grant (PI: Joeri Mol); *The Promise of Big Data: Dynamics of Innovation within Networks of Cultural Production*. AUD \$15,500.

INVITED TALKS, SEMINARS, & CONFERENCE PRESENTATIONS

Bold indicates invited talk

- 2022 Academy of Management, Seattle/Virtual (Symposium Presenter)
Creative Industries Conference, Amsterdam
University of California—Irvine Merage School of Business
Berkeley Haas Culture Conference (competitive selection process)
- 2021 **Harvard/MIT Economic Sociology Seminar**
The Wharton School (Management Area)
Academy of Management, Virtual (Symposium Presenter)
National Endowment for Science Technology and the Arts (NESTA), London
McGill | Desautels Faculty of Management, Montreal
Stanford Graduate School of Business (Organizational Behavior Area)
Northwestern Institute on Complex Systems (NICO), Northwestern University
Berkeley Haas Culture Conference
- 2020 **Rotman School of Management, University of Toronto**
Academy of Management, Virtual (Presenter in Finalist for MOC Best Symposium Award)
IESEG School of Management, Paris FR
- 2019 **Cass Business School, London**
Academy of Management, Boston, MA (x2 presentations)

- Crete Workshop on Creativity and Innovation, Heraklion GR**
Seminar on Consumption and Authenticity, EHESS, Paris
Creative Industries Conference, Paris
Peter Drucker Forum, “Technology Wizards”, Paris
Research Center in Strategy & Organizations (STORM), EMlyon, Lyon
Carnegie Mellon University Tepper School of Business
Berkeley Haas Culture Conference
- 2018 Network Evolution Conference, Fontainebleau, France
Academy of Management, Chicago, IL
EGOS Annual Colloquium, Tallinn, Estonia
Creative Industries Conference, Edinburgh, Scotland
Institute of Analytical Sociology, Linköping University, Sweden
Rotterdam School of Management (Erasmus)
- 2017 **Social Interaction & Organizing (SION) at Kellogg School of Management**
University of California—Irvine Merage School of Business
University of Michigan Ross School of Business, Management & Organizations Group
3rd International Conference on Computational Social Science (IC2S2), Cologne, Germany
3rd Lugano Conference on Organizations
INSEAD Fontainebleau Campus-wide Brown bag
New Directions in Leadership Research, INSEAD
INSEAD Doriot Entrepreneurship Conference
Tulane University A.B. Freeman School of Business
- 2016 Academy of Management, Anaheim, CA (x2 presentations)
Creative Industries Conference, Edinburgh, Scotland
EGOS Annual Colloquium, Naples, Italy
Cluster for the Study of Organization, Society, and Markets Workshop on Innovation and Creativity, Melbourne, Australia
- 2015 **TEDxINSEAD, Singapore**
▪ ~168k views on YouTube (as of April 2023)
Academy of Management, Vancouver, BC, Canada
American Sociological Association Annual Conference, Chicago, IL
Computational Social Science Summit, Chicago, IL (panel)
- 2014 **USI Università della Svizzera italiana (Lugano), Switzerland**
6th International Conference on Social Informatics (SocInfo2014), Barcelona
European School of Management and Technology (ESMT), Berlin
Academy of Management, Philadelphia, PA
Knowledge Lab at the University of Chicago
- 2013 Academy of Management, Orlando, FL
EGOS Annual Colloquium, Montréal, QC
University of Chicago Social Theory & Evidence Workshop
- 2012 American Sociology Association Annual Conference, Denver, CO
Academy of Management, Boston, MA
International Network of Analytical Sociologists, New York, NY

ACADEMIC SERVICE

- Editorial Board, *Administrative Science Quarterly* (Two-year term: 2022-2024)
- Editorial Review Board, *Academy of Management Review* (Three-year term: 2017-2020)
- Book Manuscript Review Board for *American Journal of Sociology* (2012-14)

- Ad Hoc Reviewer for *Academy of Management Discoveries, Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Management Science, Manufacturing & Service Operations Management, Organization Science, Organization Studies, Organizational Behavior and Human Decision Processes, Poetics, Social Forces, Sociological Forum, Strategic Management Journal, Strategic Entrepreneurship Journal, Strategy Science*
- Reviewer for Academy of Management Annual Conference, Canadian Social Sciences and Humanities Research Council, INFORMS Organization Science Dissertation Proposal Competition

TEACHING, UNIVERSITY SERVICE, AND OTHER PROFESSIONAL EXPERIENCE

Teaching Experience

UC-Irvine

- **Undergraduate:** *Creativity & Innovation in Entrepreneurial Organizations, Managing Your Professional Network, Leadership* (Avg. Eval: 3.98/4)
- **FEMBA** (Fully-employed MBA): *Negotiations* (Avg. Eval: 4/4)
- **EMBA** (Executive MBA): *Leadership* (Avg. Eval: 3.98/4)

INSEAD

- **MBA:** *Organizational Behaviour II: Leading Organizations* (Avg. Eval.: 4.7/5)
- **Executive (open enrollment & partner programs):** *Advanced Healthcare Compliance Implementation Leadership Program, Consulting and Coaching for Change, Management Acceleration Program, Learning to Lead, International Women's Foundation, INSEAD Coaching Certificate, Leading Successful Change, Leading for Results, Product Management Executive Programme* (Avg. Eval.: 4.8/5)
- **Executive (company-specific):** *DNV GL, eBay, EDF, JTI, Neumora, Oliver Wyman Consulting, Sberbank, Schneider Electric, Swire, Telenor, World Economic Forum* (Avg. Eval: 4.7/5)
- **Program direction:** *Schneider Electric, Leading for Results, Product Management Executive Programme, eBay* (Avg. Eval: 4.8/5)
- **PhD:** *Advanced Topics in OB/OT, Introduction to Organizational Theory, Organizational Sociology*

Institutional Service @ INSEAD

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| 2021 | Lifelong Learning (LLL) Webinar (with San Francisco Hub), ""Designing products (and product teams) for a Global B2B Organization"
INTHECASE Webinar, "Digital Music Disrupted? The Case of Beatdapp"
Faculty presenter, Singapore Alumni Association "Conversations with Changemakers" |
| 2020 | Faculty Panelist at Wharton-INSEAD Doctoral Consortium, "Cutting Edge Approaches and Interdisciplinary Methods to Research"
Lifelong Learning (LLL) webinar, "Networking in Our New Reality" |
| 2019 | Invited lecturer for INSEAD PhD student teaching practicum
Faculty presenter, European Alumni Forum, Geneva
Guest speaker, INSEAD HR Summit |
| 2018 | Faculty Recruiting Committee Chair, OB Area |

- Invited lecturer for new faculty orientation (Leading Management Education)
Presenter & panelist, Digital Norway Summit, Oslo
Keynote speaker, Johnson & Johnson ETHICS Conference, Paris
- 2017 Faculty advisor: Google Online Marketing Challenge (MBA student team)
Seminar Coordinator, OB Area
Moderator & presenter, Belgian Alumni Association Annual “Viewpoint” event, Brussels
Faculty presenter, MBA Masterclass (for prospective students)
Guest speaker, INSEAD MBA Music Club
- 2016 Seminar Coordinator, OB Area
- 2015 Faculty Recruiting Committee, OB Area
PhD Recruiting Committee, OB Area
Seminar Coordinator, OB Area
Faculty presenter, Los Angeles Alumni Association event

Professional Experience

- 2020- Executive Coach/Consultant
- 2005-07 Regional Manager and Junior Partner, Revolution Prep. Santa Monica, CA & Boston, MA
- 2003-05 Consultant, The Monitor Group. Santa Monica, CA

ACADEMIC AFFILIATIONS

- 2016- Executive Committee Member: Creative Industries Conference
- 2015-2019 Member: Cluster for the Study of Organization, Society, & Markets (COSM)
- 2013- Member: European Group on Organizational Studies
- 2009- Member: American Sociological Association
- 2010- Member: Academy of Management

GRADUATE STUDENTS

Dissertation Committee Member for:
Isabelle Solal, PhD (INSEAD), Assistant Professor (ESSEC)
Khwan Kim, INSEAD

ADDITIONAL SKILLS / INTERESTS

R, Stata, French language (conversational but no longer improving), Spanish language (mediocre but deteriorating); international travel, cooking, acoustic guitar (playing), live music (consuming), various endurance-related athletic endeavors.