Madison Singell
Stanford GSB
msingell@stanford.edu
https://mhsingell.github.io/

Dear Members of the Search Committee,

I am writing to express my interest in the position as an Assistant Professor XXX TITLE at XXX PLACE. I am currently a Ph.D. Candidate in Macro Organizational Behavior at the Stanford Graduate School of Business (GSB), where I will graduate from in June 2025. My research generally focuses on how organizations impact the causal inferences of their employees. My dissertation committee is comprised of Amir Goldberg (Chair), Jesper Sørensen, Dan McFarland, Julien Clement, Jon Atwell, and Stefan Wager.

School specific stuff

My work considers how organizations impact the causal inferences of their employees. A common situation in organizations is that two stakeholders observe the same set of events occurring in their organization and come to different conclusions about why these events have occurred. While previous research often explains these divergent understandings as a function of individual motivated reasoning or differences in perspective, my work considers how organization-level information, structure and interpretation may uniquely contribute to different explanations of events. Using a combination of formal modeling, computer simulation, experiments and empirical exploration, I study how different facets of organizations and the environment generate the conditions for consistent misunderstandings, and then I consider how modifying the structure and division of work may be able to help resolve this constant divergence. My work more generally explores how our environment interacts with our worldview to generate different explanations for the events occurring in the world around us. I explore this not only through my job market paper on causal inference in organizations, but also through a recently published review on the "Sociology of Interpretation" in the *Annual Review of Sociology*.

My pipeline of work continues to explore the interplay between organizational attributes and individual inferences. In a solo-authored work developed from my time at the Theoretical Organizational Modeling Society, I explore how the Ising Model from physics might help us better understand networks of employee's response to organization-level action, arguing that organization-level policies often act like a magnet on employee networks, leading to sometimes surprising, but yet quite stable, results. I'm also pursuing a line of work on the theory and practice of causal narratives and other forms of causal explanations in organizations. The plan for this work is to combine a co-authored theory paper with my advisor Amir Goldberg on the theory of narratives with several experimental and empirical pieces testing the propositions of my job market paper. In addition, I'm very excited by the prospect of both understanding what large language models (LLMs) are capturing in terms of human representations, and in using these new technologies to map out interpretations and causal understandings of the humans these models encode. I both have a first-authored working paper using natural language processing

Madison Singell
Stanford GSB
msingell@stanford.edu
https://mhsingell.github.io/

(NLP) to try to understand narratives in text, and I am pursuing early-stage work on understanding to what extent LLMs can capture a diverse set of population-level representations of concepts.

In terms of teaching, I have made significant commitments to ensure I am prepared to effectively teach undergraduates, graduate students, and executives alike. In the two years prior to my PhD, I assisted Professor Jeff Polzer at HBS in designing class materials and teaching office hours for analytics classes at both the MBA and executive level. At the Stanford GSB, I have continued to grow as a teacher in the classroom, presenting research and key course insights in the Startup to Scaleup MBA class of 85 students, and then being invited to present this work at the Stanford MBA's "Big Ideas" club. I have been a course assistant for six separate courses across topics in Organizational Analytics, Negotiations, Management, and Groups & Teams, where I frequently engaged with students in office hours, and continued to develop course content to meet the educational goals of the classroom. In addition to this extensive classroom experience, I have also engaged in service that has prepared me to teach and mentor students. I have organized and run many different seminars for both PhD students and faculty, including our weekly department seminar, a Stanford-wide student-only workshop, and an inter-university brown-bag seminar. I have also volunteered my time to support the Stanford IDDEAS program, presenting my research and helping a diverse set of students engage in their own research through one-on-one and group mentorship. Overall, my years of experience in the classroom and my commitment to educational and mentorship opportunities outside of it, give me confidence that I am prepared to meet the demands of teaching in a business school.

I have enclosed my materials to this application, which include my CV, my research and teaching statements, my job market paper, and my most recent publication. My reference letters will be sent to by XXXX who is coordinating their delivery. Please feel free to contact me at msingell@stanford.edu or (812)369-5934.

I really look forward to the possibility of presenting my research at XXXXX. Thank you again for your consideration.

Sincerely,
Madison Singell