

MADISON SINGELL

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EDUCATION

Stanford University, Stanford, CA

2020 - Present

- Ph.D. in Macro Organizational Behavior (expected, 2025)

Harvard University, Cambridge, MA

Class of 2015

- B.A. Economics, Citation in Chinese, GPA 3.7/4.0

PUBLICATIONS

- DeFilippis, Evan, Stephen Michael Impink, Madison Singell, Jeff Polzer, and Raffaella Sadun. "The Impact of COVID-19 on Digital Communication Patterns." *Humanities and Social Sciences Communications*, vol. 9, no. 1, May 2022, p. 180, <https://doi.org/10.1057/s41599-022-01190-9>.

PUBLICATIONS IN-PROGRESS

- Singell, Madison, Andrea Freund, Lindred Greer, Hayagreeva Rao, and Magaret Neale. "Back to the Future: A "Lab-in-the-Field" Experiment."
 - Submitted to top-tier journal. Natural language processing analysis of 'lab-in-the-field' experiment.
- Goldberg, Amir and Madison Singell. "The Sociology of Interpretation."
 - Review piece for top-tier sociology journal.
- Singell, Madison, and Hayagreeva Rao. "Balancing on the Performance Tight-Rope: How Human Capital Specificity and Efficiency Create Performance Trade-Offs in Resource Allocation Strategy."
 - Late-stage working paper, submitted as second year paper with simulation and data analysis.
- Atwell, Jon, and Madison Singell. "BERT and Cultural Representations of Meaning."
 - Mid-stage working paper, with preliminary results on BERT's accuracy weighted by population consumption.
- Singell, Madison and Amir Goldberg. "The Persistence of Divergent Causal Narratives in Populations."
 - Early-stage simulation model and experimental design.
- Singell, Madison. "It's a Numbers Game: How Bayesian Updating Perpetuates Biased Outcomes and Gender-Dependent Noise in Promotion Markets."
 - Early-stage simulation paper advancing Altonji and Pierret's work on statistical discrimination.
- Polzer, Jeff, Evan DeFilippis, and Madison Singell. "When Meetings Multiply: The Consequences of Collaboration Overload."
- Polzer, Jeff, Evan DeFilippis, and Madison Singell. "Countries, Culture and Collaboration."

ASSISTED PUBLICATIONS

- Brodsky, A. "Slip of the Keyboard: How Unintentional Cues Convey Email-Sender Emotions." *Academy of Management Proceedings* 2014 (October 20, 2014).
- Carvalho, Paulo F., Catarina Vales, Caitlin M. Fausey, and Linda B. Smith. "Novel Names Extend for How Long Preschool Children Sample Visual Information." *Journal of Experimental Child Psychology* 168 (April 1, 2018): 1–18.
- Mody, Shilpa, and Susan Carey. "The Emergence of Reasoning by the Disjunctive Syllogism in Early Childhood." *Cognition* 154 (September 1, 2016): 40–48.

PRESENTATIONS

- “*When Meetings Multiply: The Consequences of Collaboration Overload.*” Academy of Management Conference, August, 2020.
- “*For-Profit Universities’ Education Incentive: Targeting Low- Income and Minority Students for Revenue Generation.*” Federal Trade Commission (FTC) Poster Session, April 2015.

RESEARCH EXPERIENCE

- Organizational Behavior Research Associate, *Harvard Business School*** 7/2018-7/2020
- Specialize in people analytics and data analysis, working with Professor Jeffrey T. Polzer.
 - Co-author of three papers researching: the impact of country culture on meeting and email behavior, how physical presence at the office influences team outputs, and Bayesian updating leading to statistical discrimination in promotion markets.
 - Source, manage, clean and analyze large datasets using SQL and R, resulting in two full paper analyses.
 - Create course content as Teaching Assistant for People Analytics MBA and Executive Analytics courses.
 - Build and foster relationships with corporate partners to source data and develop grounded research.
- Negotiation, Organization, and Marketing Research Assistant, *Harvard Business School*** 1/2013-5/2013
- Designed study on emotional interpretations of email in the workplace.
 - Partnered with doctoral student Andrew Brodsky to produce paper on time allocation and down time.
- Psychology Research Assistant, *Indiana University Smith Lab*** 6/2012-8/2012
- Organized logistics and conducted study on children’s ability to process and remember new information.
 - Participated in writing and research workshops for academic papers in the lab.
- Psychology Research Assistant, *Harvard University Carey Lab*** 9/2011-6/2012
- Developed study to test children’s ability to use logic in an elimination task.
 - Assisted in preparation and execution of a doctoral thesis in developmental psychology.
- Neuroscience Research Assistant, *University of Oregon Institute of Neuroscience*** 9/2007-6/2011
- Conducted lab study for determining the difference of information processing in bilingual children.
 - Cleaned and organized EEG cap data from study, removing saccades and other disturbances.

TEACHING EXPERIENCE

- Teaching Assistant, *From Startup to Scaleup, Stanford Graduate School of Business*** 1/2022-Present
- Presented original research and led class discussion for section of 85 MBAs.
 - Taught review sessions and ran by-appointment office hours covering topics in statistics, coding in R and data management.
 - Managed discussions with speakers, start-up founders, and VC investors.
- Teaching Assistant, *People Analytics, Harvard Business School*** 1/2019-5/2019
- Created course content code in R and managed use of Domino data science platform for students.
 - Co-taught review sessions and ran by-appointment office hours covering topics in statistics, coding in R and data management.
 - Adapted MBA course work for Executives enrolled in Harvard Business Analytics Program.

RELEVANT WORK EXPERIENCE

- AppNexus (Customer Success, New York Office)** 8/2016-7/2018
- Solutions Consultant (January 2018 – July 2018)**
- Managed technical integrations and partner on strategic decisions for Microsoft account.
 - Served as thought-partner for account initiatives, creating impact analyses using SQL.
 - Headed Public Service Announcement Program, providing over 60 billion free advertisements to non-profit causes.
- Capability Specialist (December 2016 - December 2017)**

- Led capability team as the primary specialist for all pricing, billing, clearing and invoicing initiatives.
- Designed capability strategic plan and presented results quarterly and yearly to management and executives.
- Developed and implemented product specs for dashboard monitoring project, creating automated reports and risk models system for key platform financial metrics.

Product Support Specialist (*August 2016 - December 2016*)

- Managed technical support and troubleshooting for six named support clients with over six million in spend.
- Selected as an Inventory Quality SME, analyzing log level data and reporting directly to the CEO.

NERA Economic Consulting (Securities Practice, New York Office)

7/2015-8/2016

Associate Analyst (*July 2016 - August 2016*)

Research Associate (*July 2015 - July 2016*)

- Drafted data analysis, methodology, and conclusion sections for two expert reports, presenting results to counsel and regulatory agencies.
- Calculated alleged damages and settlements for Securities Class Action cases, filing sixteen expert reports.
- Presented and lead monthly panel discussion on current topics in economics for 100 researchers and seniors.

SKILLS

Language Skills: French (Fluent), Chinese (Advanced), Portuguese (Beginner), Spanish (Beginner)

Technical Skills: Python (Advanced), R (Advanced), SQL (Advanced), Microsoft Office Excel, Stata (Proficient)

Interests/Activities: Volunteer Youth Teacher and Mentor, Dog Owner/Enthusiast, Yoga Practitioner