Madison Singell
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Dear Members of the Search Committee,

I am writing to express my interest in the position as an Assistant Professor in the Department of XXX at YYYY. 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 2026. My research generally focuses on the interplay between employees' causal understandings and the successful formation of organizational strategies. My dissertation committee is comprised of Amir Goldberg (Chair), Jesper Sørensen, Julien Clement, and Jon Atwell.

School Specific Paragraph

My work considers how employees' understanding of cause and effect influences an organization's ability to form and execute effective strategies. I show that the simple structure of causal models is highly effective at selecting successful strategies, but that it is also likely to generate disagreement within the organization. Using formal modeling, computational simulation and empirical analysis, I explore how organizations can balance the advantages and challenges of causal understandings. My work has resulted in two publications and five working papers, which lay out a theoretical agenda for understanding how causal understandings shape the strategic trajectories of organizations.

Particularly, my solo-authored job market paper shows that because cause-and-effect models more parsimoniously represent the strategic environment, they select more performant strategies. Another solo-authored working paper shows how selecting a causal direction can generate conflict in organizations when employees' experiences are differentially d-separated, a feature of causal graphs. In addition, my future work involves several proposals to test these theoretical papers in a series of experiments and an organizational context, as well as using large language models (LLMs) to extract representations in text data.

In terms of teaching, I have made significant commitments to ensure I am prepared to effectively teach undergraduates, graduate students, and executives alike. I have worked with hundreds of students at every level in my seven years at both Harvard Business School and the Stanford Graduate School of Business. I have been a course assistant for six separate courses across topics in Organizational Analytics, Negotiations, Management, and Groups & Teams, where I have taught in front of the class, engaged with students in office hours, and developed course content. In my three years as a professional consultant, I also frequently led difficult discussions and delivered key insights to executives. In addition, I am committed to service and mentorship of students, which is reflected in my organization of three different seminars and my commitment to mentoring undergraduate students from disadvantaged backgrounds as they apply to PhD programs. My years of experience in the classroom and my commitment to mentorship opportunities outside of it, give me confidence that I am prepared to meet the demands of teaching in a business school.

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I have enclosed my materials to this expression of interest, which include my CV, my research and teaching statements, and my job market paper. 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 XXXX. Thank you again for your consideration.

Sincerely,
Madison Singell