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EMILIO CASTILLA

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ACCOUNTING FOR THE GAP: A FIRM STUDY
MANIPULATING ORGANIZATIONAL ACCOUNTABILITY
IN PAY DECISIONS

EMILIO J. CASTILLA is an associate professor at the MIT Sloan School of Management, where he teaches courses in organizational behavior, strategic human resource management, and research methods. He is a faculty member at the Institute for Work and Employment Research at MIT; and a research fellow at the Wharton Financial Institutions Center and at the Center for Human Resources at the Wharton School. He received his post-graduate diploma degree in business from the Management School in Lancaster University (UK) and his PhD (and MA) in Sociology from Stanford University. His research focuses on the areas of organizations, social networks, and inequality, with special emphasis on the sociological aspects of work and employment. He is particularly interested in examining how social and organizational processes influence key employment outcomes over time, and he tackles these questions by examining different empirical settings with unique longitudinal datasets, at both the individual and organizational level. He has published chapters in several books as well as articles in a number of scholarly journals, including the American Journal of Sociology, Administrative Science Quarterly, and American Sociological Review. His last book is titled Dynamic Analysis in the Social Sciences (Academic Press/Elsevier). He was awarded the W. Richard Scott Award for Distinguished Scholarship in 2001 and the Outstanding Publication in Organizational Behavior Award in 2011. For more information, please visit: http://web.mit.edu/ecastilla/www/.

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