

TREVOR DANIEL YOUNG-HYMAN

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ACADEMIC APPOINTMENTS

Organizations and Entrepreneurship Department Katz Graduate School of Business, University of Pittsburgh <i>Associate Professor of Business Administration</i> <i>Assistant Professor of Business Administration</i> (2020-2021 off tenure clock due to COVID leave) (2018-2019, 2021-2022 off tenure clock due to parental leave)	Pittsburgh, USA 2026-Current 2017-2026
Department of Management The Wharton School, University of Pennsylvania <i>Post-Doctoral Fellow</i>	Philadelphia, USA 2015-2017

EDUCATION

Department of Sociology University of Wisconsin <i>PhD in Sociology, December 2015</i> • Dissertation • “How Power Shapes Knowledge-Intensive Work: Worker Ownership in the U.S. Automation Industry” • Committee: Robert Freeland, Erik Olin Wright, Joel Rogers, Chip Hunter, Joseph Blasi • Fields: Organizational Sociology, Economic Sociology, Work and Occupations	Madison, USA 2008-2015
Department of Political Science University of Wisconsin <i>Masters of Arts, December 2009</i> • Fields: Comparative Politics, International Relations	Madison, USA 2008-2009
Graduate School of International Studies University of Denver <i>Masters of Arts in International Studies, August 2006</i> • Fields: International Politics, Turkish Studies	Denver, USA 2004-2006
Olin School of Business Washington University in St. Louis <i>Bachelor of Science in Business Administration, May 2003</i> • Majors: International Business, French Literature	St. Louis, USA 1999-2003

RESEARCH INTERESTS

Organization Theory, Decentralization, Organization Design, Organizational Democracy, Employee Ownership, Organizational Purpose, Stakeholder Governance

PEER-REVIEWED PUBLICATIONS

Boulogne, R., Trevor Young-Hyman, and Pascual Berrone. 2026 “Short-Term Demands and Long-Term

Commitments: A Temporal Model of Stakeholder Governance” *Academy of Management Journal*, available online

Young-Hyman, T.* and Michael Lee*. 2026 “Durable Decentralization: How Democratic Deviation Allows Organizations to Temporarily Centralize While Preserving Commitments to Decentralization”. *Administrative Science Quarterly*, available online (* listed as equal co-authors)

Valdes, Léon*, Trevor Young-Hyman*, CB Bhattacharya, Oliver Hahl, and Evan Gilbertson. 2025 “The Authenticity of Purpose Claims: Firm Capacity and Job Seeker Responses to Recruitment Efforts”. *Management Science*, forthcoming (* listed as primary co-authors)

Young-Hyman, T., Nathalie Magne, and Douglas Kruse. 2023 “A Real Utopia Under What Conditions? The Economic and Social Benefits of Workplace Democracy in Knowledge-Intensive Industries” *Organization Science*, Volume 34, Issue 4. pp. 1353-1382

Young-Hyman, T. and Andrea Contigiani. 2022 “Evaluation of Early-Stage Ventures: Coherent Combinations of Experimentation, Planning, and Structure”. *Strategic Entrepreneurship Journal*, Volume 16, Issue 6. pp. 425-459.

Young-Hyman, T. and Adam M. Kleinbaum. 2020 “Meso-Foundations of Interorganizational Relationships: How Team Power Structures Shape Partner Novelty”. *Organization Science*, Volume 31, Issue 6. pp. 1313-1620.

Young-Hyman, T. 2017 “Cooperating without Co-laboring: How Formal Organizational Power Moderates Cross-functional Interaction in Project Teams”; *Administrative Science Quarterly*. Volume 62, Issue 1. pp. 179-214.

Young-Hyman, T. 2008. “The Potential for Effective Regional Development Agencies in Turkey: A Comparative Analysis” *Regional and Federal Studies*, Volume 18, Issue 4. p. 375

WORKS IN PROGRESS

Young-Hyman, T., Suntae Kim, and Katherine Sobering “Shifting from Utopian to Pragmatic Ontologies: A Microsocial View of the Emergence of Organizational Democracy” Stage: under first round review

Oh, J., Oliver Hahl, and Trevor Young-Hyman. “Seeking Only the Best: How Hometown Pressures Influence Asian Americans’ Status Aspirations” Stage: preparing for resubmission. *Social Science Research*

Eklund, J. Michael Y. Lee, and Trevor Young-Hyman. “The Building Blocks of Decentralization: Towards an Integrative Framework for Comparative Organization Design Research” Stage: preparing for submission

Young-Hyman, T. Oliver Hahl, and Evan Gilbertson. “Nice If You Don’t Already Have It: The Effects of Empowerment Language on Male and Female Applicant Behavior” Stage: preparing for submission

Boulogne, R., Trevor Young-Hyman, and Pascual Berrone. “Weak and Strong Commitments: The Differing Antecedents of B Corp and Cooperative Conversion”. Stage: data collection

Young-Hyman, T. Evan Gilbertson, Jennifer Liu, Narayan Rammasubu. “A Luxury or a Duty: How Social Class Shapes Job Seeker Attraction to Corporate Purpose”. Stage: data collection

OTHER ACADEMIC PUBLICATIONS

Eklund, J., Lee, M.Y., and Young-Hyman, T. 2025. “Design in Motion: Evolving Perspectives on Organizing” *Administrative Science Quarterly*. Research Curation. ([link](#))

Bokil, V. and Young-Hyman, T. 2024 “Business Owner Responsiveness to Employee Ownership Outreach Efforts”; *Aspen Institute Research Reports*, ([link](#))

Young-Hyman, T. and Chavez, M.M. 2015. “Formal Organizational Power and Innovation: From a Principal-Agent

to an Institutional View”; in Kauhanen, A. (ed.) *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 16. p. 143

Young-Hyman, T. 2015. “Book Review: *After Occupy – Economic Democracy for the 21st Century*”; *Global Discourse*; Volume 6, Issue 1-2. pp. 271-274

Young-Hyman, T. 2015. “Union Cab: Managing Growth and Deepening Democracy in a Worker Cooperative” in Borowiak, C., Dilworth, R., and Reynolds, A. (eds.) *Exploring Cooperatives: Economic Democracy and Community Development in Pennsylvania and Wisconsin*. University of Wisconsin Press.

Billeaux, M., Reynolds, A., Young-Hyman, T., Zayim, A., 2011. “Worker Ownership Case Study: Isthmus Engineering and Manufacturing” University of Wisconsin Center for Cooperatives, Case Study Series.

Young-Hyman, T. 2007. “Book Review: Human Rights in Turkey” *Zeitschrift für Menschenrechte*, Vol. 1.

AWARDS, FELLOWSHIPS, AND GRANTS

Grants and Fellowships

- Russell Sage Foundation, "Individual Worker-Owner Census: How Worker Ownership Impacts Individuals, Firms, and Communities", Principal Investigator, 2025-2027. \$215,700.
- Pitt Business Research with Impact Grant, 2025.
- Research Fellowship, Pittsburgh Taskforce on Employee Ownership, 2022
- Institute Fellowship, Rutgers Institute for the Study of Employee Ownership and Profit Sharing, 2022
- Pitt Momentum Fund Seed Grant, 2020
- Hewlett International Grant, 2019
- Bill Nobles Fellowship for the Study of Less Hierarchical Organizations, 2018
- Fidelity Fellow in Equity Compensation, Rutgers School of Labor and Management Relations, 2015
- Holtz Center for Science and Technology Graduate Research Grant, University of Wisconsin-Madison, 2014
- Doctoral Dissertation Improvement Grant, National Science Foundation, 2012-2013
- Lewis O. Kelso Fellowship, Rutgers School of Labor and Management Relations, 2011-2012
- George Washington University School of Business Summer Doctoral Institute Fellow, Summer 2010
- University of Wisconsin, “Remaking the Developmental State” Pre-Dissertation Travel Grant, Summer 2010
- University of Wisconsin, Foreign Language Acquisition Scholarship, Turkish, 2009-2010, 2010-2011
- J. William Fulbright Research Fellowship, Turkey, 2006-2007

Awards and Prizes

- Barry Jay Epstein Teaching Advancement Award, 2023. declined.
- Bernstein Award for Faculty Teaching Excellence, University of Pittsburgh, 2023
- Katz Excellence in Teaching Award, University of Pittsburgh, 2023, 2021
- Horvat-Vanek Prize, International Association for the Economics of Participation, 2016
- Organization Science/INFORMS Dissertation Proposal Competition Runner-Up (2nd of 70 applicants), 2014

SELECTED CONFERENCES AND INVITED PRESENTATIONS

- Purpose Trust Ownership Network, 2026
- Research Network on Social Innovation, virtual, 2025
- PACS Junior Scholars Workshop, ESSEC, 2025
- Decentralization in Organizations Conference, INSEAD, 2025
- Creating Resilient Organizations, University of Pittsburgh, 2025
- Kelso Workshop, Rutgers University - New Brunswick, 2025
- Colloquium on Cooperatives and the Good Director, Schulich School of Law, Dalhousie University, 2024
- Economic Sociology Conference, Rice University, 2024
- ISOI-HEC Paris Corporate Purpose and Sustainable Capitalism Conference, Chicago, 2024
- Decentralization in Organizations Conference, University of St. Gallen, 2024

- Aspen Institute, 2024
- Department of Strategy, Purdue University, 2024
- Decentralization in Organizations Conference, Imperial College London, 2023
- Department of Strategic Management and Entrepreneurship, Rotterdam School of Management, 2023
- Economic Sociology Workshop, Harvard University, 2020
- Department of Sociology, University of Pittsburgh, 2019
- Rotman School, University of Toronto, 2018
- Center for Work, Technology, and Organization (WTO), Stanford University, 2018
- Institute for Work and Employment Research, Sloan School of Management, Massachusetts Institute of Technology, 2016
- Organizations and Entrepreneurship Area, University of Pittsburgh, 2016
- Organizational Behavior Area, Desautels Faculty of Management, McGill University, 2016
- Strategy Area, HEC Business School, 2016
- Organizational Behavior and Theory Area, Tepper School of Business, Carnegie Mellon University, 2016
- Management Department, Wharton School, University of Pennsylvania, 2016
- Management Department, University of Wisconsin-Milwaukee, 2015
- Human Resources Management Department, London School of Economics, 2014
- Organizational Behavior Department, Cornell School of Industrial and Labor Relations, 2014

TEACHING

- Organizational Theory (doctoral); Katz Graduate School of Business, University of Pittsburgh
- Introduction to Organizational Behavior (undergraduate); College of Business Administration, University of Pittsburgh
- Human Resource Management (undergraduate); The Wharton School; University of Pennsylvania
- Organizations (undergraduate); Lubar School of Business, University of Wisconsin-Milwaukee
- Introduction to Sociological Research Methods (undergraduate); Department of Sociology; University of Wisconsin-Madison

PROFESSIONAL EXPERIENCE

Center on Wisconsin Strategy
University of Wisconsin
Research Associate

Madison, USA
 2008-2015

Job Creation and Enterprise Development Department
International Labor Organization
External Consultant

Geneva, Switzerland
 2009-2011

Mount Auburn Associates
Management Consulting Analyst

Boston, USA
 2008

SERVICE

- Dissertation Committee Member
 - Evan Gilbertson
 - Jenny Oh (Carnegie Mellon)
 - Yolanda Yang
 - Joel Levin
 - Daniya Kamran-Morley
- Organizer, Pittsburgh Business Legacy Conference, 2026
- Member, Pittsburgh Citywide Taskforce on Employee Ownership, 2019-2023.
- Board Member, Regent Square Civic Association, 2018-2022.
- Editorial Board: *Journal of Organization Design*, 2023-current.

- Ad Hoc Reviewer: *Organization Science*, *American Journal of Sociology*, *Strategic Entrepreneurship Journal*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Academy of Management Journal*, *Academy of Management Discoveries*, *Proceedings of the National Academy of Sciences*, *Group Dynamics*
- Organizer, Economic Sociology Brownbag, Department of Sociology, University of Wisconsin-Madison
- Graduate Student Mentor, Department of Sociology, University of Wisconsin-Madison

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Sociological Association
- Labor and Employment Relations Association
- Industry Studies Association

PERSONAL

- Languages: English (native), French (fluent), Turkish (intermediate)
- Citizenship: USA