

MATTHEW RYAN

London, UK | mryan@london.edu

EDUCATION

London Business School (2023 – 2029)

PhD Candidate in Organisational Behaviour

Supervisor: Dr. Randall Peterson

Service: Trans-Atlantic Doctoral Conference Organizing Committee, London Business School (2024)

Durham University (2019 – 2021)

MSc in Behavioural Science

Supervisor: Dr. Mario Weick

Dissertation: Apologies and Refusals: The Role of Morality and Status in Third-Party Judgements

Honors & Awards: Distinction (GPA 4.0/4.0 Equivalent)

The University of Edinburgh (2017 – 2018)

MSc in Education (Research)

Supervisor: Dr. Gitit Kadar-Satat

Dissertation: The Influence of Delay Discounting and Consideration of Future Consequences on Students' Marks in the Absence of Attendance Policies

Honors & Awards: Distinction (GPA 3.6/4.0 Equivalent)

The University of Edinburgh (2013 – 2017)

BA in Economics and English with Concentration in Creative Writing

Honors & Awards: cum laude (GPA 3.7/4.0)

Undergraduate Exchange: The University of Edinburgh (Autumn 2016) and El Universidad de Belgrano (Spring 2017)

RESEARCH INTERESTS

Hierarchies and Morality

I am broadly interested in how individuals' positions in social hierarchies affect their thoughts, feelings, and interactions with others. Recently, I have begun exploring these questions from an organizational design perspective, considering the impact of organizational structures on employee perceptions and the interplay between informal hierarchies based on rank and formal hierarchies based on authority. Additionally, I am interested in how individuals respond to positive and negative deviant behaviors, why they engage in these behaviors, and how informal and formal hierarchies influence these decisions.

INVITED TALKS AND CONFERENCE PRESENTATIONS

Towards Employee-Centric Organizing: How Centralization and Hierarchy Affect Perceived Autonomy, Idea Incubator Workshop at London SEI Research Day (December 2024)

Towards Employee-Centric Organizing: How Centralization and Hierarchy Affect Perceived Autonomy, Idea Development Workshop at the Organizational Design Community's Annual Conference (November 2024)

AWARDS & GRANTS

One-Year Membership, the Organizational Design Community – €50.00 (2024)
Outstanding Presentation Award, PhD Seminar on Critical Writing & Presentation Skills (2024)

TEACHING EXPERIENCE

Diversity Science for Leaders – Teaching Assistant (2025)
London Business School; for Dr. A. Rattan

Entrepreneurial Negotiations – Teaching Assistant (2025)
London Business School; for Dr. N. Sivanathan

Negotiations & Bargaining – Teaching Assistant (2024-2025)
London Business School; for Dr. M. Baek, Dr. N. Sivanathan

Social Cognition and Bias – Guest Lecturer (November 2019)
Durham University; for Dr. C. Clark

PROFESSIONAL AFFILIATIONS

Academy of Management (2025 – Present)
Organizational Design Community (2024 – Present)

PRE-DOCTORAL EXPERIENCE

Research Assistant, Chicago Booth (December 2022 – May 2023)
Research Technician, Ross School of Business (May 2022 – October 2022)
Research Assistant, MIT Sloan School of Management (July 2021 – August 2021)
Research Assistant, Durham University (October 2019 – September 2020)
Research Intern, Massachusetts House of Representatives (June 2019 – August 2019)
Research Assistant, The University of Edinburgh (April 2018 – August 2018)
Research Assistant, Neag School of Education (January 2016 – March 2016)

PERSONAL

Languages: Portuguese (intermediate level) · Spanish (intermediate level)