CHRISTINE M. BECKMAN

Management and Organization • Robert H. Smith School of Business • University of Maryland

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PROFESSIONAL EXPERIENCE

2015 – Present
Professor
Management and Organization, The Robert H. Smith School of Business
Academic Director, Center for Social Value Creation

2013 – 2015
Associate Professor
Management and Organization, The Robert H. Smith School of Business

2012
Visiting Associate Professor
London Business School

2008-2009
Visiting Associate Professor
Haas School of Business, University of California Berkeley

2006- 2015
Associate Professor (on leave 2013-15)
Organization and Management, The Paul Merage School of Business
Department of Sociology, University of California, Irvine

1999- 2006
Assistant Professor
Organization and Strategy, The Graduate School of Management.
University of California, Irvine

EDUCATION

1999
Stanford University, Graduate School of Business
Ph.D. in Organizational Behavior
Dissertation: "Learning from difference: The influence of network partners on organizational learning."

1991
Stanford University, Department of Sociology
M.A. in Sociology

1991
Stanford University, Department of Psychology
B.A. in Psychology, with distinction

RESEARCH INTERESTS
- Organizational Learning and Change
- Entrepreneurship and Social Entrepreneurship
- Social Networks and Interorganizational Networks
- Technology and Work

PUBLICATIONS

Peer-Reviewed Journals and Research Volumes

Jha, Harsh K. and Christine M. Beckman. (2017). "A patchwork of identities: Emergence of charter schools as a new organizational form." In M.D. Seidel and H. Greve (Eds.), *Emergence (Research in the Sociology of Organizations)*, 50: 69-107.

Leahey, Erin, Christine M. Beckman, and Taryn L. Stanko. (2017). "Prominent but less Productive: The Impact Of Interdisciplinarity On Scientists' Careers." *Administrative Science Quarterly*. 62(1): 105-139. http://journals.sagepub.com/doi/pdf/10.1177/0001839216665364

Ferguson, Amanda J., Lisa E. Cohen, M. Diane Burton, and Christine M. Beckman. (2016). "Misfit and milestones: Structural elaboration and capability reinforcement in the evolution of entrepreneurial top management teams." *Academy of Management Journal*, 59(4): 1430-1450.

Kacperczyk, Aleksandra, Christine M. Beckman, and Thomas P. Moliterno. (2015). "Disentangling risk and change: Internal and external comparisons in the Mutual Fund Industry." *Administrative Science Quarterly*, 60: 228-262. http://asq.sagepub.com/content/60/2/228

Stanko, Taryn L., and Christine M. Beckman. (2015). "Watching You Watching Me: Boundary Control and Capturing Attention in the Context of Ubiquitous Technology Use." *Academy of Management Journal,* 58:1-27. http://dx.doi.org/10.5465/amj.2012.0911

Lounsbury, Michael and Christine M. Beckman. (2015). "Celebrating Organization Theory." *Journal of Management Studies,* 52: 288-308. http://onlinelibrary.wiley.com/doi/10.1111/joms.12091/full

Moliterno, Thomas P., Nikolaus Beck, Christine M. Beckman, and Mark Meyer. (2014). "Knowing Your Place: Social Performance Feedback in Good Times & Bad Times." *Organization Science*, 25 (6): 1684-1702. http://dx.doi.org/10.1287/orsc.2014.0923

Beckman, Christine M., Claudia B. Schoonhoven, Renee Rottner, and Sang-Joon Kim. (2014). "Relational Pluralism in de Novo Organizations: Boards of Directors as Bridges or Barriers?" *Academy of Management Journal*, 57: 460-483.

Chandler, David, Pamela Haunschild, Mooweon Rhee, and Christine M. Beckman. (2013). "The Effects of Firm Reputation and Status on Interorganizational Network Structure." *Strategic Organization*, 11: 217- 244.

Beckman, Christine, Kathy Eisenhardt, Suresh Kotha, Alan Meyer, and Nandini Rajagopalan. (2012). "The role of the entrepreneur in technology entrepreneurship." *Strategic Entrepreneurship Journal* 6: 203-206. (Special issue introduction)

Beckman, Christine M., Kathy Eisenhardt, Suresh Kotha, Alan Meyer, and Nandini Rajagopalan. (2012). "Technology entrepreneurship." *Strategic Entrepreneurship Journal* 6: 89-93. (Special issue introduction)

Beckman, Christine M., and M. Diane Burton. (2008). "Founding the future: Path dependence in the evolution of top management teams from founding to IPO." *Organization Science* 19: 3-24.
         Reprinted in *Entrepreneurial Teams and New Business Creation*, ed. M. Wright. 2009. The International Library of Entrepreneurship, Series Ed. David B. Audretsch.

Burton, M. Diane and Christine M. Beckman. (2007). "Leaving a legacy: Position Imprints and Successor Turnover in Young Firms." *American Sociological Review* 72: 239-266.

Beckman, Christine, M. Diane Burton, and Charles O'Reilly. (2007). "Early teams: The impact of team demography on VC financing and going public." *Journal of Business Venturing* 22: 147-173.

Beckman, Christine M. (2006). "The influence of founding team company affiliations on firm behavior." *Academy of Management Journal,* 49: 741-758**.**
        Reprinted in *Entrepreneurial Teams and New Business Creation*, ed. M. Wright. 2009. The International Library of Entrepreneurship, Series Ed. D.B. Audretsch.

Beckman, Christine M. and Damon J. Phillips. (2005). "Interorganizational determinants of promotion: Client leadership and promotion of women attorneys." *American Sociological Review* 70: 678-701.

Beckman, Christine, Pamela Haunschild, and Damon Phillips. (2004). "Friends or strangers? Firm-specific uncertainty, market uncertainty, and network partner selection." *Organization Science* 15: 259-275.
        Reprinted in *Organizational Networks Research*, ed. M. Kilduff and A. Shipilov. 2011. SAGE Library of Business and Management.

Burton, M. Diane, Jesper Sørensen, and Christine M. Beckman. (2002). "Coming from good stock: Career histories and new venture formation." In M. Lounsbury and M. Ventresca (eds.), *Research in the Sociology of Organizations*, Volume: Social Structure and Organizations Revisited. JAI Press: 229-262.

Beckman, Christine M. and Pamela R. Haunschild. (2002). "Network learning: The effects of partners' heterogeneity of experience on corporate acquisitions." *Administrative Science Quarterly* 47: 92-124.

Haunschild, Pamela R., and Christine M. Beckman. (1998). "When do interlocks matter?: Alternate sources of information and interlock influence." *Administrative Science Quarterly* 43: 815-844.

Martin, Joanne, Kathleen Knopoff, and Christine Beckman. (1998). "An alternative to bureaucratic impersonality and emotional labor: Bounded emotionality at The Body Shop." *Administrative Science Quarterly* 43: 429-469.

Conference Proceedings and Other publications
Beckman, Christine M. "The spawning of more 'little ideas'." (2015). *Journal of Management Inquiry*, 24: 324-325.

Haunschild, Pamela R., and Christine M. Beckman. (1999). "Learning through networks: Effects of partner experience on acquisition premia." *Academy of Management Best Paper Proceedings*.

Book Chapters and Reviews
Beckman, Christine M. and Hyeun Lee. (Forthcoming). "Social Comparison and Learning from Others." In L. Argote and J. Levine (Eds.), *The Oxford Handbook of Group and Organizational Learning*. Oxford University Press.

Mazmanian, Melissa, Christine M. Beckman, and Ellie Harmon. (2016). "Ethnography across the work boundary: benefits and considerations for organizational research." In K.D. Elsbach & R.M. Kramer (eds.), *Handbook of Qualitative Organizational Research: Innovative pathways and methods*. Routledge: Taylor & Francis, 262-271.

Beckman, Christine M. and Brooking Gatewood. (2012). "Building Organizations to Change Communities: Educational Entrepreneurs in Poor Urban Areas." In K. Golden-Biddle and J. Dutton (eds.), *Using a Positive Lens to Explore Social Change and Organizations.* Routledge, Taylor and Francis Group.

Beckman, Christine M. and M. Diane Burton. (2011). "Bringing organizational demography back in: Time, change and structure in top management team research." In M. Carpenter (ed.), *Handbook of Research on Top Management Teams*. Edward Elgar.

Beckman, Christine M. (2010). "The history of corporate networks: Expanding intellectual diversity and the role of Stanford affiliations." In M. Lounsbury (ed.), *Research in the Sociology of Organizations*, Volume 28, eds., (C.B. Schoonhoven and F. Dobbin), Stanford's Organization Theory Renaissance, 1970-2000. Emerald Publishing Group.

Beckman, Christine M. (2007). Book Review of *Female Enterprise in the New Economy* by Karen D. Hughes, *Administrative Science Quarterly,* 52, 2.

Martin, Joanne, Kathy Knopoff, and Christine Beckman. (2000). "Bounded Emotionality at The Body Shop." In S. Fineman (ed), *Emotions in Organizations*, 2nd edition. London: Sage.

Beckman, Christine M. (2000). Book Review of *Management Learning: Integrating Perspectives in Theory and Practice* by John Burgoyne and Michael Reynolds (eds.), *Administrative Science Quarterly,* 45:620.

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

Mazmanian, Melissa A. and Christine M. Beckman. "Budgeting as a ritual of engagement: Creating a system of control." (Conditional Acceptance) *Organization Science*

WORK IN PROGRESS

Beckman, Christine M., and Melissa A. Mazmanian. "Pulled to Pieces: Working, Parenting, and Living in a Connected World." (Book contract with Stanford University Press)

Simpson, Sally, Debra Shapiro, Christine Beckman and Jerry Martin with Miranda Gavin and Hyeun Lee. "Gender in the Boardroom and Corporate Malfeasance."

RESEARCH GRANTS

"Board Diversity, Corporate Malfeasance and Legal Sanctions" (with Sally Simpson, Debra Shapiro and Jerry Martin). National Institute of Justice Grant, 15103168, Co-investigator, 2015, $404,979.

"Gender in the Boardroom and Corporate Crime: An Empirical Study" (with Sally Simpson and Debra Shapiro). University of Maryland, ADVANCE Seed Grant, 2015, $20,000

"Innovation and Interaction Layering using Mobile Communication Technology" (with Melissa Mazmanian). Don Beall Center for Innovation and Entrepreneurship, UC Irvine, 2011, $10,987

"Managing Innovation over Time: Lessons from the Spitzer Program on Managing Innovation and Uncertainty" (with Renee Rottner). Principal investigator, NASA, History of the Scientific Exploration of Earth and Space (HSEES-NNH08CC97C), 2008-10, $91,748

 "Collaborative structure and the diffusion of knowledge: Computer-mediated communication in industry/university cooperative research centers." Principal Investigator, NSF EEC-0332051, 2003-04, $79,000

"The impact of internet and computer-mediated communications on organizations." Center for Research on Information Technology and Organizations, UC Irvine, 2003, $15,000

ACADEMIC HONORS, AWARDS, FELLOWSHIPS

2008-2011	Chancellor's Fellow, UC Irvine
	Awarded to "faculty with tenure whose recent achievements in scholarship evidence extraordinary promise for world-class contributions to knowledge, and whose pattern of contributions evidences strong trajectory to distinction" (1 of 5)
2006	Western Academy of Management, Ascendant Scholar
2003	Faculty Career Development Award, UC Irvine
2003	CORCLR Research Award, UC Irvine
1995	Fellow, Stanford University, Graduate School of Business
1991	Course selected as an "Innovative Academic Course," Stanford University

INVITED PRESENTATIONS

 "Logics of Identity: Institutional Environments and the Emergence of Charter Schools"
- University of Michigan, Ross School of Business, 2016

 "Budgeting as a ritual of engagement: Creating a system of control"
- MIT, 2016
- University of Massachusetts, Amherst, 2015

 "Misfit and milestones: Structural elaboration and capability reinforcement in the evolution of entrepreneurial top management teams"
- IESE Business School, Madrid Spain, 2014

"Prominent but less productive: The Impact Of Interdisciplinarity On Scientists' Careers"
- NYU, 2016
- INSEAD, France, 2015
- University of Colorado, Boulder, 2015
- IESE Business School, Barcelona Spain, 2014
- Carnegie Mellon University, 2014
- University of California, Irvine, 2013
- McGill University, 2013

 "Founding Logics: Organizational Complexity and the Survival of Charter Schools"
- Stanford University, 2012
- University of Alberta, 2011

"Social Performance Feedback, Risk-Taking and Change: Evidence from the U.S. Mutual Fund Industry"
- University of Chicago, 2014
- The Wharton School, 2013
- Washington University in St. Louis, 2013
- University of Maryland, 2012
- Bocconi University, 2012
- ESSEC, Paris, 2012
- London Business School, 2012
- University of Michigan, 2011
- University of Toronto, 2011
- University of California, Riverside, 2011

"Relational Pluralism in de Novo Organizations: Boards of Directors as Bridges or Barriers?"
- University of Lugano, 2012
- London Business School, 2010

"Who's in First? Social Aspirations and Organizational Change."
- University of British Columbia, 2010
- University of Maryland, 2009
- Carnegie-Mellon University, 2009
- University of California, Berkeley, 2009
- Santa Clara University, 2009
- Stanford University, 2006

"Escape to Reality: Information Technology as a Threat to Organizational Control in a Total Institution."
- UC Irvine, Department of Informatics, 2011
- Massachusetts Institute of Technology (Sloan), 2009
- Stanford University, 2009, 2006
- University of California, Berkeley, 2008

"Founding the future: The evolution of teams from founding to IPO."
- Northwestern University (Kellogg), 2007
- University of California, Berkeley, 2007
- Harvard Business School, 2004
- University of Pennsylvania (Wharton), 2004
- University of California, Los Angeles, 2004

"Leaving a legacy: Position Imprints and Successor Turnover in Young Firms."
- University of Virginia (Darden), 2006
- University of Washington, 2006

"The influence of founding team prior company affiliations on firm behavior."
- Emory University, 2006
- University of California, Los Angeles, 2005

"Through the looking glass: Status and Uncertainty in the Market for U.S. VC, 1996-2000."

- London Business School, 2004

"Early teams: The impact of entrepreneurial team demography on VC financing and going public."
- University of California, Riverside, 2003
- University of Texas, Austin, 2002

"Learning through networks: Effects of partner experience on acquisition premia."
- Stanford University, 2002

CONFERENCE PRESENTATIONS

Beckman, Christine. M and Taryn L. Stanko (2017). "It Takes Two: Relational Boundary Work and Tempered Integrators." Davis Qualitative Research Conference, UC Davis, Davis, CA.

Beckman, Christine. M and Taryn L. Stanko (2016). "It Takes Two: Relational Boundary Work and Tempered Integrators." Work Family Researchers Network Conference, Washington DC.

Beckman, Christine. M and Melissa Mazmanian (2016). "An ethnographic account of family in a world of iPhones and 24/7 work." Work Family Researchers Network Conference, Washington DC.

Beckman, Christine M., Debra Shapiro, Sally Shapiro, Jerry Martin, Alena Marand, Miranda Gavin. (2016). "Sex in the boardroom: Does gender matter?." Academy of Management Meetings, Anaheim, CA.

Jha, Harsh, and Christine M. Beckman. (2016). "A patchwork of identities: Emergence of charter schools as a new organizational form." Academy of Management Meetings, Anaheim, CA.

Mazmanian, Melissa, and Christine M. Beckman. (2015). "Budgeting as a ritual of engagement: Creating a system of control." Academy of Management Meetings, Vancouver, Canada.

Leahey, Erin, Christine M. Beckman, and Taryn Stanko. (2014). "The Impact Of Interdisciplinarity On Scientists' Careers." Academy of Management Meetings, Philadelphia, PA.

Leahey, Erin, Christine M. Beckman, and Taryn Stanko. (2012). "The Impact Of Interdisciplinarity On Scientists' Careers." American Sociological Association Meetings, Denver, CO.

Kacperczyk, Aleksandra, Christine M. Beckman, and Thomas P. Moliterno. (2012). "Internal Social Comparison: Evidence from Mutual Funds." Academy of Management Meetings, Boston, MA.

Beck, Nikolaus, Thomas P. Moliterno, and Christine Beckman. (2012). "Upward and Downward Social Comparisons: Performance Feedback in the Best and the Worst of Times." Academy of Management Meetings, Boston, MA.

Kacperczyk, Aleksandra, Christine M. Beckman, and Thomas P. Moliterno. (2012). "Internal Social Comparison: Evidence from Mutual Funds." Organizational Learning Conference. Asilomar, CA.

Beck, Nikolaus, Thomas P. Moliterno, and Christine Beckman. (2011). "Upward and Downward Social Comparisons: Performance Feedback in the Best and the Worst of Times." Strategic Management Society Annual International Conference, Miami.

Kacperczyk, Aleksandra, and Christine Beckman. (2011). "Internal Social Performance Comparisons and Contests for Dominance: Evidence from the Mutual Fund Industry." Strategic Management Society Annual International Conference, Miami. *Best Conference Paper Nominee and Best Practice Implications Nominee.*

Ferguson, Amanda J., Lisa E. Cohen, M. Diane Burton, and Christine M. Beckman. (2011). "Organizing Misfit: The Effect of Person-job Misfit on Organizational Opportunity Structures." Academy of Management Meetings, San Antonio, TX.

Gatewood, Brooking and Christine M. Beckman. (2011). "A Logics Lens on Hybridity in Charter Schols." Academy of Management Meetings, San Antonio, TX.

Beckman, Christine M. (2011). "Reconsidering Social Aspirations." Organizational Learning Conference. Asilomar, CA.

Schoonhoven, Claudia B., Christine M. Beckman, and Renee Rottner. (2010). "Bridges or Barriers: Board of Directors and Excessive Influence in Alliance Portfolio Emergence among de Novo Organizations." West Coast Research Symposium, Eugene, Oregon.

Schoonhoven, Claudia B., Christine M. Beckman, and Renee Rottner. (2010). "Bridges or Barriers: Board of Directors and Excessive Influence in Alliance Portfolio Emergence among de Novo Organizations." Network Evolution 2.0, INSEAD, Fontainebleu, France.

Stanko, Taryn L. and Christine M. Beckman. (2009). "Online in the Gulf: Identity Work and Identity Constraints in a Total Institution." UC Davis Qualitative Conference, Davis.

Schoonhoven, Claudia B., Christine M. Beckman, and Renee Rottner. (2009). "Brokers or Bullies: Board of Directors and Excessive Influence in Alliance Portfolio Emergence among de Novo Organizations." Strategic Management Society Annual International Conference, Washington DC.

Haunschild, P., D. Chandler, M. Rhee, and C.M. Beckman. (2009) "Is Good Reputation Always Good? Asymmetric Status Homophily And Interfirm Network Structure." Network Evolution Conference, INSEAD, Fontainebleu, France.

Moliterno, Thomas P. and Christine M. Beckman. (2008). "Who's in First? Social Aspirations and Organizational Change." Academy of Management Meetings, Anaheim, CA.

Beckman, Christine M. and Taryn L. Stanko. (2008). "Online in the Gulf: Information Technology as a Threat to Organizational Control in a Total Institution." American Sociological Association, Boston, MA.

Beckman, Christine M. and Taryn L. Stanko. (2006). "Email as escape to reality: Computer-mediated communication and the nature of total institutions." Academy of Management Meetings, Atlanta, GA.

Beckman, Christine M. and M. Diane Burton. (2006). "Founding the future: The evolution of teams from founding to IPO." Academy of Management Meetings, Atlanta, GA.

Beckman, Christine M. and M. Diane Burton. (2006). "Leaving a legacy: Role imprints and successor turnover in young firms." Entrepreneurship conference, London Business School.

Beckman, Christine M. and M. Diane Burton. (2005). "Leaving a legacy: Role imprints and successor turnover in young firms." Entrepreneurship conference, Smith School of Business, University of Maryland, College Park.

Beckman, Christine M. (2005). "Facilitators of firm attention: Factors that shape organizational learning from others." Western Academy of Management Meetings, Las Vegas, NV.

Beckman, Christine M. and Thomas P. Moliterno. (2004). "Through the looking glass: Status and Uncertainty in the Market for U.S. Venture Capital, 1996-2000." Academy of Management Meetings, New Orleans, LA.

Beckman, Christine, M. Diane Burton, M. Diane, and Charles O'Reilly. (2003). "Early teams: The impact of entrepreneurial team demography on VC financing and going public." BYU-Utah Strategy Conference.

Beckman, Christine, and Thomas Moliterno. (2002). "Firms funds and limited partners: A nested set of networks in the venture capital industry." Academy of Management Annual Meetings, Denver, CO.

Beckman, Christine, M. Diane Burton, and Charles O'Reilly. (2001). "Going public: The impact of founding team demography on IPO success." Academy of Management Annual Meetings, Washington DC.

Beckman, Christine. (2001). "Facilitators of firm attention: Similarity, class, or time." Academy of Management Annual Meetings, Washington DC.

Beckman, Christine. (2000). "Facilitators of firm attention: Similarity, class, or time." Conference on Institutional Theory, Kellogg School, Northwestern University.

Haunschild, Pamela and Christine Beckman. (1998). "Learning through networks: Effects of partner experience on acquisition premia," 10th Anniversary Scandinavian Consortium for Organizational Research (SCANCOR) Conference, Stanford, CA.

Haunschild, Pamela and Christine Beckman. (1998). "Learning through networks: Effects of partner experience on acquisition premia," American Sociological Association Annual Meetings, San Francisco, CA.

Sorensen, Jesper, M. Diane Burton, and Christine Beckman. (1998). "Career histories and the formation of new ventures," Academy of Management Annual Meetings, San Diego, CA.

Beckman, Christine, Pamela Haunschild, and Damon Phillips. (1997). "The effects of uncertainty and centrality on the transformation of interorganizational relationships," Academy of Management Annual Meetings, Boston, MA.

Haunschild, Pamela and Christine Beckman. (1996). "When do interlocks matter?: Alternate sources of information and interlock influence," Academy of Management Annual Meetings, Cincinnati, OH.

Martin, Joanne, Kathleen Knopoff, and Christine Beckman. (1996). "An alternative to bureaucratic impersonality and emotional labor: Bounded emotionality at The Body Shop," Academy of Management Annual Meetings, Cincinnati, OH.

Beckman, Christine and Damon Phillips. (1996). "Only time will tell: Understanding inconsistent theoretical perspectives on interorganizational network structure," 20th Annual Stanford Consortium for Organizational Research (SCOR), Asilomar, CA.

TEACHING INTERESTS

Organizational Theory
Organizational Behavior
Managing Innovation
Entrepreneurship and Social Entrepreneurship

COURSES TAUGHT

Organizational Analysis for Management (MBA OB Core)
Management of Innovative Organizations (MBA OT Core)
Designing and Growing Entrepreneurial Organizations (MBA Elective)
Implementing Strategy: Organizing for Action (MBA Elective)
Social Entrepreneurship Lab (Undergraduate Elective)
Organization Theory (Doctoral Course)
Meso-Organizational Theory, Behavioral Foundations (Doctoral Course)
Qualitative Methods (Doctoral Course)

DOCTORAL STUDENT COMMITTEES
<u>Current</u>
Justin Frake, Co-Chair (UMD)
Harsh Jha, Chair (UCI; placed: Newcastle University)

<u>Past</u>
Siddharth Sharma, Co-Chair (UMD; placed: Indian School of Business)
Jaclyn D. Smith, Criminology (Dean's representative)
Sung Namkung, Temple University (outside member)
Daniel Olson (placed: University of Washington)
Kenji Klein, Co-Chair (placed: St. Mary's College)
Laura Huang (placed: Wharton School of Business)
Renee Rottner, Chair (placed: New York University)
Leah Reich, Sociology Department (outside member)
Natalie Baker, School of Social Ecology (placed: Virginia Commonwealth University)
Taryn Stanko, Chair (placed: University of Oregon)
Jennifer Chandler, Marketing (placed: University of Hawaii)
Thomas Moliterno (placed: University of South Carolina, tenured at UMass Amherst)
Mark Washburn (placed: CSU Long Beach)
Jennifer Woolley (placed: Santa Clara University, tenured)
Amy Stuht, Department of Education (outside member)
Chitvan Trivendi, School of Social Ecology (outside member)
Adam Sheppard, Department of Education (outside member)
Julia Haines, Informatics (outside member)
Alaka Rao, candidacy committee
Anitza Ross, candidacy committee
Qiumei (Jane) Xu, candidacy committee
Kim McCarthy, candidacy committee

MASTER STUDENT COMMITTEES

Hy Loc, Information and Computer Science

UNDERGRADUATE HONORS THESIS
Margo McEntee, Business, 2012

COMMUNITY AND PROFESSIONAL ACTIVITIES

2014-Present	Associate Editor, *Administrative Science Quarterly*
2015-Present	Advisory Board for NSF Grant on STEM Entrepreneurship
2016	Discussant, National Academy of Sciences Conference Innovation Policy Forum
2013-2015	Editorial Board, *Academy of Management Journal*
2015	INFORMS Dissertation Proposal Competition Judge, Philadelphia, PA
2015	Best Published Paper Award Selection Committee, Organization and Management Theory Division, Academy of Management
2014, 2015	Discussant, Smith Entrepreneurship Research Conference
2006-2014	Editorial Board, *Organization Science*
2009-2014	Program Chair & Division Chair (Elected position), Organization and Management Theory Division, Academy of Management
2013	George R. Terry Book Award Selection Committee, Academy of Management
2013	Mentor, Structure and Structuring of Work within and across Organizations Workshop, Montreal, Canada
2013	Speaker, Work, Technology and Family Life, Worldly Women of Irvine
2012	Mentor, ASQ/OMT Conference on Organization Theory and New Venture Creation, INSEAD, Singapore
2012	Committee for Renewal of Organization Science Editor-in-Chief
2012	Special Issue Co-Editor, *Strategic Entrepreneurship Journal*, Technology Entrepreneurship
2006-2014	Editorial Board, *Administrative Science Quarterly*
2006-2013	Editorial Board, *Strategic Organization*
2010	Discussant, Changing Jobs: Exploring the Organization of New Work and Workers, Academy of Management Meetings, Montreal, Canada
2009	Invited panelist, OMT Junior Faculty Consortium, Academy of Management
2009	Judge, INFORMS Dissertation Proposal Competition, San Diego
2008	Invited panelist, "The future of organizational theory," SCANCOR 20th Anniversary conference, Stanford.
2008	Distinguished Speaker, Professional development workshop, "Future Directions in Entrepreneurship," Academy of Management Annual Meetings, Anaheim.
2008	Best Paper Selection Committee, *Academy of Management Review*
2008	Best Paper Selection Committee, Organization and Management Theory division, Academy of Management
2007	Invited panelist, OMT Junior Faculty Consortium, Academy of Management
2004-2007	Editorial Board, *Academy of Management Review*
2004	Invited panelist, OMT Junior Faculty Consortium, Academy of Management
2004-2007	Representative at Large (Elected Division position), Organization and Management Theory Division, Academy of Management
2003	Invited panelist, Professional development workshop, "Learning approaches to strategy: A better theory of the firm," Academy of Management Annual Meetings, Seattle.
2002	Organizer and Co-chair, Symposia on "Looking beyond individuals: Toward an understanding of structure in network analysis," Academy of Management Annual Meetings, Denver.

2001	Organizer and Chair, Symposia on "Networks and learning: The impact of networks on interfirm knowledge transfer," Academy of Management Annual Meetings, Washington DC.
1999-Present	Ad hoc reviewer: *Management Science, American Journal of Sociology, American Sociological Review, Academy of Management Journal, Academy of Management Review, Academy of Management Conference, Western Academy of Management Conference*
1999-2002	Commissioner, City of Los Angeles Commission on the Status of Women

SCHOOL SERVICE
University of Maryland

2017 – present	Advisory Board, Center for the Study of Business Ethics, Regulation, and Crime
2016 – present	Diversity Officer
2016 - present	Strategy & Entrepreneurship PhD Coordinator
2016 - present	PhD Oversight Committee
2016 - present	PhD Faculty Committee
2014 – present	Academic Director, Center for Social Value Creation
2016	M&O PhD Review Committee
2015-17	Mentoring Program (mentor for 2 Associate Professors), Smith
2015-16	ADVANCE Professor, Smith
2015-16	CDSS Seminar, Co-organizer
2016	Chair, Post-Tenure Review Committee
2014-15	CRC Committee (2)
2014-15	Chair, Management and Organization search committee
2013-14	CAPPS Faculty Representative
2013-14	ARC Committee

University of California, Irvine

2011-2013	Faculty Director, The Don Beall Center for Innovation and Entrepreneurship
2011-2012	HCEMBA/EMBA Steering Committee
2006-2011	Faculty Co-Director, The Don Beall Center for Innovation and Entrepreneurship
2009- 2011	Area Coordinator, Organization and Management
2009- 2011	Curriculum Innovation Committee
2006-2008	Personnel Committee
2005-2006	Master's Program Committee

UNIVERSITY SERVICE

2016 - present	Facilitator, ADVANCE UMD "Keeping our Faculties" Program
2011- 2013	Co-Director, Center for Organizational Research, UC Irvine
2004-2011	Executive Committee, Center for Organizational Research, UC Irvine
2009 – 2011	Committee on Undergraduate Admissions and Relations with Schools (CUARS)
2006-2008	Committee on Committees

April 2017