

## CHRISTINE M. BECKMAN

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University of California, Santa Barbara

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### ACADEMIC APPOINTMENTS

2024 – Present	Professor, Technology Management College of Engineering University of California, Santa Barbara
2018 – 2024	The Price Family Chair in Social Innovation Director, Sol Price Center for Social Innovation (2023-24) Professor of Public Policy and Management Sol Price School of Public Policy, University of Southern California Joint, Marshall School of Business and Dept. of Sociology
2013 – 2019	The Robert H. Smith School of Business, University of Maryland Department of Management and Organization Academic Director, Center for Social Value Creation (2015-18); Professor (2015-19; on leave 2018-19) Associate Professor (2013-15)
2012	Visiting Associate Professor London Business School
2008 – 2009	Visiting Associate Professor Haas School of Business, University of California Berkeley
1999 – 2015 Irvine  Sociology	The Paul Merage School of Business, University of California,  Department of Organization and Management, Department of  Associate Professor (2006-15; on leave 2013-15) Assistant Professor (1999-2006)

### EDUCATION

#### ***Stanford University, Graduate School of Business***

Ph.D. in Organizational Behavior

Committee: Pam Haunschild, Jeff Pfeffer, James G. March, Joel Podolny

Dissertation: “Learning from difference: The influence of network partners on organizational learning.”

#### ***Stanford University, Department of Sociology***

M.A. in Sociology

#### ***Stanford University, Department of Psychology***

B.A. in Psychology, with distinction

## RESEARCH INTERESTS

Social Innovation and Inequality; Organizational Learning and Interorganizational Networks; Entrepreneurship; Technology and Work; Organizational Control

## PUBLICATIONS

### **Books**

Beckman, Christine M. (Ed.). (2021). *Carnegie goes to California: Advancing and Celebrating the Work of James G. March*. *Research in the Sociology of Organizations*. Emerald Publishing Limited, Bingley. (Review: [Administrative Science Quarterly](#))

Beckman, Christine M., and Melissa Mazmanian. (2020). *Dreams of the Overworked: Living, Working, and Parenting in a Digital Age*. Stanford University Press. (Reviews: [Stanford Magazine](#), [European Journal of Communication](#), [Administrative Science Quarterly](#), [Organization Studies](#); Selected media coverage: [The New York Times](#), [The Atlantic](#), [WBUR](#))

### **Peer-Reviewed Journals and Research Volumes**

Beckman, Christine, Jovanna Rosen, Jeimee Estrada-Miller, and Gary Painter. (2023). "The social innovation trap: Critical insights into an emerging field." *Academy of Management Annals*, 17 (2): 684-709. AAG (American Association of Geographers) Best Paper Award for Geography and Entrepreneurship.

<https://journals.aom.org/doi/10.5465/annals.2021.0089>

Henriques, Irene, Johanna Mair, and Christine M. Beckman. (2022). "Researching Social Innovation: How the unit of analysis informs the questions we ask." *Rutgers Business Review*, 7 (2): 153-165. <https://rbr.business.rutgers.edu/article/researching-social-innovation-how-unit-analysis-informs-questions-we-ask>

Beckman, Christine M. (2021). "[Alternatives and Complements to Rationality](#)." In Christine M. Beckman (Ed.), *Carnegie goes to California: Advancing and Celebrating the Work of James G. March (Research in the Sociology of Organizations)*. Emerald Publishing Limited, Bingley.

Beckman, Christine M. and Taryn L. Stanko. (2020). "It Takes Three: Relational Boundary Work, Resilience and Commitment Among Navy Couples." *Academy of Management Journal*, 63 (2): 411-439. <https://doi.org/10.5465/amj.2017.0653>

Mazmanian, Melissa A. and Christine M. Beckman. (2018). "'Making' your numbers: Engendering Organizational Control through a Ritual of Quantification." *Organization Science*, 29 (3): 357-379. <https://doi.org/10.1287/orsc.2017.1185>

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>

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 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., 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, Book Chapters, and Other Publications**

Beckman, Christine M. and Hyeun Lee. (2020). "Social Comparison and Learning from Others." In L. Argote and J. Levine (Eds.), *The Oxford Handbook of Group and Organizational Learning*. Oxford University Press, p. 337-351.

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.

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>

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

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 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.

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

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 Reviews**

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

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.

### **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-NNHo8CC97C), 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 AND AWARDS**

2024	AAG Best Paper Award for Geography and Entrepreneurship (for “Social Innovation Trap”)
2021	Nominee for Best Published Paper, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (for “It Takes Two” with T. Stanko)
2019	Best Published Paper Runner-Up, OCIS Division, Academy of Management (for “Rituals of Quantification” with M. Mazmanian)
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
1991	Course selected as an “Innovative Academic Course,” Stanford University

## **SELECTED MEDIA COVERAGE**

[\*The New York Times\*](#), [\*The Atlantic\*](#), [\*WBUR\*](#), [\*CalMatters\*](#), [\*USC News\*](#)

## **KEYNOTES AND INVITED PRESENTATIONS**

“Democratic Organizing”

- CalO2 Conference, USC, 2024

“The Social Innovation Trap”

- Harvard University, 2022
- Keynote, 19<sup>th</sup> Annual Social Entrepreneurship Conference, USC, 2022

“Mind the gap: Bridging the humanitarian and development fields with cash-based assistance”

- University of Oregon, 2024
- UC Santa Barbara, 2024
- Cornell University, 2023
- Yale University, 2023
- NOVA, Portugal, 2023
- Bocconi, Italy, 2023
- Wharton School of Business, 2023
- New York University, 2023
- London Business School, UK, 2022

- Cambridge University, UK, 2022
- USC, 2022
- Boston College, 2022
- McGill University, 2022
- Boston University, 2021

“Temporal burdening and time cascades: How organizations are served by the temporal commitment of those beyond Ideal Workers”

- Ethnography Atelier, 2022
- HEC Paris, 2021

“Dreams of the Overworked: Living, Working and Parenting in the Digital Age”

- Stanford Research Park, 2021
- Center for Changing Families, USC, 2021
- University of Georgia, 2021
- MIT Sloan School of Management, 2020
- Yale University, 2020
- Emory University, 2020
- University of Toronto, 2020
- University of Wisconsin, 2019

“Researching Social Innovation: How the unit of analysis informs the questions we ask”

- Rutgers Institute for Corporate Social Innovation, Panel, QUASI Seminar, December 2020

“Unpacking Board Diversity: Women Director Experience and Corporate Social Responsibility”

- University of Hong Kong, 2022
- INSEAD, 2020
- Northeastern University, 2019

“It Takes Three: Relational Boundary Work, Resilience and Commitment Among Navy Couples”

- University of Washington, 2018
- Northwestern University (Kellogg School of Management), 2018
- Columbia University, 2018
- Imperial College, 2018
- Boston University, 2017

“A patchwork of identities: Emergence of charter schools as a new organizational form”

- University of Southern California, Sol Price School of Public Policy, 2017
- University of Michigan, Ross School of Business, 2016
- Stanford University, 2012
- University of Alberta, 2011

“‘Making’ your numbers: Engendering Organizational Control through a Ritual of Quantification”

- MIT (Sloan School), 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

“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. (2023). Democratic approaches to Civic Wealth Creation. Academy of Management Meetings. Boston, MA.

Beckman, Christine. (2022). The future of work and DEI. Macro organizational behavior conference. Harvard Business School. (virtual)

Barboza-Wilkes, Cynthia J. and Christine Beckman. (2022). The emotional costs of remote work arrangements. Academy of Management Meetings. Seattle, WA.

Beckman, Christine and Melissa Mazmanian. (2022). Temporal burdening and time cascades: How organizations are served by the temporal commitment of those beyond Ideal Workers. Care Work in the Recovery Economy. University of Toronto. (virtual)

Gatzweiler, Marian, Frey-Heger, Corinna, and Beckman, Christine M. (2022). Mind the gap: Bridging the humanitarian and development fields with cash-based assistance. USC-SNU Joint International Conference. (virtual)

Beckman, Christine and Melissa Mazmanian. (2021). Temporal burdening and time cascades: How organizations are served by the temporal commitment of those beyond Ideal Workers. Academy of Management Meetings. (virtual)

Gatzweiler, Marian, Frey-Heger, Corinna, and Beckman, Christine M. (2020). Distributed Experimentation in response to Grand Challenges: Pursuing alternative solutions to global displacement. 17<sup>th</sup> Annual Social Entrepreneurship Conference. University of Indiana (virtual)

Gatzweiler, Marian, Frey-Heger, Corinna, and Beckman, Christine M. (2020). Distributed Experimentation in response to Grand Challenges: Pursuing alternative solutions to global displacement. Social Innovation Summit. University of Southern California (virtual)

Beckman, Christine M. (2020). Social entrepreneurship, social innovation, and global organization Theory. Global Organization Theory Conference. University of South Carolina.

Beckman, Christine M. (2019). Reflections on Jim March. Conference in Honor of James G. March, Carnegie Mellon University.

Lee, Hyeun, Christine Beckman, and Debra Shapiro (2019). Unpacking Board Diversity: Women Director Experience and Corporate Social Responsibility. Academy of Management Meetings, Boston, MA. (also presented at Strategic Management Society Annual Conference, Minneapolis, 2019; Wharton People and Organizations, 2018).

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. (also presented at Work Family Researchers Network Conference, Washington DC, 2016).

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.

Lee, Hyeun, David Kirsch, and Christine Beckman. (2016). Where Do Rivalries Come From? Dyadic And Structural Determinants Of Rivalry. Strategic Management Society Annual Conference, Berlin (Germany).

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. (also presented at American Sociological Association Meetings, Denver, CO, 2012.)

Kacperczyk, Aleksandra, Christine M. Beckman, and Thomas P. Moliterno. (2012). "Internal Social Comparison: Evidence from Mutual Funds." Academy of Management Meetings, Boston, MA. (also presented at Organizational Learning Conference, Asilomar, CA, 2012; Strategic Management Society Annual International Conference, Miami. *Best Conference Paper Nominee and Best Practice Implications Nominee*).

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. (also presented at Strategic Management Society Annual International Conference, Miami, 2011).

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. (also presented at Network Evolution 2.0, INSEAD, Fontainebleu, France, 2010; Strategic Management Society Annual International Conference, Washington DC, 2009).

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.

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. (also presented at Smith Entrepreneurship Research Conference, Smith School of Business, University of Maryland, College Park, 2005).

Beckman, Christine M. (2005). "Facilitators of firm attention: Factors that shape organizational learning from others." Western Academy of Management Meetings, Las Vegas, NV. (also presented at Academy of Management Annual Meetings, Washington DC, 2001; Conference on Institutional Theory, Kellogg School, Northwestern University, 2000).

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.

Haunschild, Pamela and Christine Beckman. (1998). "Learning through networks: Effects of partner experience on acquisition premia," 10<sup>th</sup> Anniversary Scandinavian Consortium for Organizational Research (SCANCOR) Conference, Stanford, CA. (also presented at American Sociological Association Annual Meetings, San Francisco, CA, 1998).

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," 20<sup>th</sup> Annual Stanford Consortium for Organizational Research (SCOR), Asilomar, CA.

## **TEACHING INTERESTS**

Organizational Theory; Organizational Behavior; Social Innovation; Implementing Strategy; Entrepreneurship and Social Entrepreneurship

## **COURSES TAUGHT**

Nonprofit and Public Organizational Behavior (MPA Core)  
Social Innovation (Elective; Masters and Undergraduate)  
Organizational Analysis for Management (MBA OB Core)  
Management of Innovative Organizations (MBA OT Core)  
Designing and Growing Entrepreneurial Organizations (MBA Elective)  
Implementing Strategy (MBA Elective)  
Leading Strategically (MBA Elective)  
Social Entrepreneurship Lab (Undergraduate Elective)  
Organization Theory (Doctoral Course)  
Team Processes and Meso-Organizational Behavior (Doctoral Course)  
Meso-Organizational Theory, Behavioral Foundations (Doctoral Course)  
Qualitative Methods (Doctoral Course)

## **DOCTORAL STUDENT COMMITTEES**

### Current

Nisa Gurbuz, Chair

### Past

*University of Southern California*

Christina Paddock, Chair 2024 (Professional DPPD)

Hilary Olson, 2023

Cynthia Barboza-Wilkes, 2022

Kate Kennedy, School of Education (outside member)

Eupha Jeanne Daramola, School of Education (outside member)

Brigid Cotter, Department of Sociology (outside member)

Elizabeth Aviv, Department of Psychology (outside member)

Maya Cratsley, Marshall School of Business (outside member)

Jacob Alonso, School of Education (outside member)

Megan Goulding (Professional DPPD)

Brittany Danielle Williams (Professional DPPD)

Alina Ha, Qualifying Exam

Esther Gonzalez, Qualifying Exam

Jochelle Greaves Siew, Qualifying Exam

Jeimee Estrada-Miller, Qualifying Exam

*University of Maryland*

Hyeun Lee, Chair (placed: Post-Doc, University of Toronto)

Yuan Shi (placed: Cornell University)

Justin Frake, Co-Chair (placed: University of Michigan)

Siddharth Sharma, Co-Chair (placed: Indian School of Business)

Daniel Olson (placed: University of Washington)  
Miranda Gavin, Criminology (outside member)  
Jaclyn D. Smith, Criminology (outside member)  
Sung Namkung, Temple University (outside member)

*University of California, Irvine*

Harsh Jha, Chair (placed: Newcastle University)  
Kenji Klein, Co-Chair (placed: St. Mary's College; tenured at CSU Long Beach)  
Laura Huang (placed: Wharton School of Business; tenured Northeastern University)  
Renee Rottner, Chair (placed: New York University)  
Taryn Stanko, Chair (placed: University of Oregon, tenured at Cal Poly San Luis Obispo)  
Jennifer Chandler, Marketing (placed: University of Hawaii, tenured at CSU Fullerton)  
Thomas Moliterno (placed: University of South Carolina, tenured at UMass Amherst)  
Mark Washburn (placed: CSU Long Beach, tenured)  
Jennifer Woolley (placed: Santa Clara University, tenured)  
Leah Reich, Sociology Department (outside member)  
Natalie Baker, School of Social Ecology (outside member)  
Amy Stucht, 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

**MENTORSHIP**

2024	Panelist for Equitable Opportunity Conference, University of Michigan
2004-2024	Mentor for junior faculty, doctoral and dissertation consortium for OMT division at Academy of Management (one nearly every year during this time frame)
2023	Visiting Scholar, University of Adelaide, Australia (presentations on publishing and 1:1 mentorship)
2023	Mentor and Panelist, Fostering Inclusion Conference, University of Washington
2022	Presentation, WU Female Scholar Program
2022	Mentor, ASQ/Cornell Paper Development Workshop on DEI, NYC
2021	Panel Discussion, "Negotiating the Work-Life Interface as a Scholar," Strategic Management Society
2021	Book Presentation and Discussion, 13 <sup>th</sup> Annual Faculty Women's Symposium, University of Iowa
2020	Mentor for junior faculty, STR division and OMT division of AOM (online)

- 2016 – 2018 Facilitator, ADVANCE Program, “Keeping our Faculties,” UMD (for junior faculty women)
- 2013 Mentor, Structure and Structuring of Work within and across Organizations Workshop, Montreal, Canada
- 2012 Mentor, ASQ/OMT Conference on Organization Theory and New Venture Creation, INSEAD, Singapore

## COMMUNITY AND PROFESSIONAL ACTIVITIES

- 2021- Present Editor in Chief, *Administrative Science Quarterly*
- 2023 External Visiting Committee, Stanford Department of Management Science and Engineering
- 2023 Discussant, Open Social Innovation, Academy of Management, Boston, MA.
- 2022 Panelist, Parenting Today: Navigating Stress, Health and Social Upheaval, Los Angeles Times Festival of Books
- 2022 Moderator, Social Innovation Summit: Education & Inequality, CSI, USC
- 2021 Panelist, A woman’s place is in the economic recovery. Bedrosian Center. USC.
- 2014-2020 Associate Editor, *Administrative Science Quarterly*
- 2020 Speaker, COVID and working families. Price Talk. USC
- 2020 Panelist, Productivity During COVID: Issues for Working Families. Extended Price Talks. USC
- 2020 Organizer, USC Social Innovation Conference
- 2019 Panelist, Symposium on Philanthropy and Social Impact, USC
- 2019 Facilitator, Social Innovation Summit, USC
- 2019 Discussant, Economic Sociology Conference, Emory University
- 2019 Panelist, Conference on Organizational Learning, Asilomar
- 2017 Co-organizer, Economic Sociology Conference, hosted by Georgetown and University of Maryland
- 2016 Discussant, National Academy of Sciences Conference Innovation Policy Forum
- 2015-2017 Advisory Board for NSF Grant on STEM Entrepreneurship
- 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
- 2014-2019 Discussant, Smith Entrepreneurship Research Conference (not every year; but multiple years)
- 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 Speaker, Work, Technology and Family Life, Worldly Women of Irvine
- 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	INFORMS Dissertation Proposal Competition Judge, San Diego
2008	Invited panelist, "The future of organizational theory," SCANCOR 20 <sup>th</sup> Anniversary conference, Stanford.
2008	Distinguished Speaker, Professional development workshop, "Future Directions in Entrepreneurship," Academy of Management Annual Meetings, Anaheim.
2008	Best Paper Selection Committee, <i>Academy of Management Review</i>
2008	Best Paper Selection Committee, Organization and Management Theory division, Academy of Management
2004-2007	Editorial Board, <i>Academy of Management Review</i>
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.
1999-2020	Ad hoc reviewer: <i>Management Science</i> , <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>Academy of Management Journal</i> , <i>Academy of Management Review</i> , <i>Academy of Management Conference</i> , <i>Western Academy of Management Conference</i>
1999-2002	Commissioner, City of Los Angeles Commission on the Status of Women

## UNIVERSITY SERVICE

### *University of Southern California*

2023-24	Faculty Council Chair, Search Committee for Dept Chair of Public Policy and Management
2023	Co-Chair, Faculty Affairs Committee, University-level, USC
2019 – 2023	Discussant, Innovation Labs, USC Price in Sacramento
2021 – 2023	Academic Personnel and Tenure Committee
2021 – 2022	Price representative to Academic Senate
2020 – 2022	Faculty Council (Chair, 2021-22)
2022	Review Committee for Opportunity Hire
2021	Review Committee for Crawford Professorship
2021	Review Committee for Presidential Scholar
2019	Department Tenure Review Committee
2019	Search Committee for Department of Governance
2018 – 2021	Research Committee

### *University of Maryland (selected)*

2017 – 2018	Advisory Board, Center for the Study of Business Ethics, Regulation, & Crime
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2017 – 2018      Advisory Board, Consortium on Race, Gender and Ethnicity (CRGE),  
UMD  
2016 – 2018      Diversity Officer, Smith School  
2016 – 2018      PhD Coordinator, Smith School, Strategy & Entrepreneurship Area  
2016 – 2018      PhD Oversight Committee, Smith School  
2014 – 2018      Academic Director, Center for Social Value Creation, Smith School

*University of California, Irvine (selected)*

2011- 2013      Co-Director, Center for Organizational Research, UC Irvine  
2011-2013      Faculty Director, The Don Beall Center for Innovation and  
Entrepreneurship  
2006-2011      Faculty Co-Director, The Don Beall Center for Innovation and  
Entrepreneurship  
2004-2011      Executive Committee, Center for Organizational Research, UC Irvine

September 2024