

WILLIAM OCASIO

Northwestern University
Kellogg School of Management
Department of Management and Organizations
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Evanston, Illinois 60208
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e-mail: wocasio@kellogg.northwestern.edu

Date of Birth: 12/17/55

Citizenship: U.S.A.

Place of Birth: Mayaguez, Puerto Rico

I. EDUCATION

Stanford University	Ph.D., Organizational Behavior	1992
Harvard University	M.B.A., General Management	1984
M. I. T.	Ph.D. Candidate, Economics	1978
University of Puerto Rico-Mayaguez	B. A., Economics	1976

II. TITLE OF DOCTORAL DISSERTATION

*Organizational Change Under Economic Adversity:
A Theoretical Formulation and Empirical Application to CEO Succession*

III. PRINCIPAL FIELDS OF INTEREST

Organizational attention and decision making, corporate governance,
organizational design, organizational and institutional change.

IV. ACADEMIC APPOINTMENTS

Northwestern University

Kellogg School of Management	
John L. and Helen Kellogg Distinguished Professor of Management and Organizations	2001- present
Assistant Professor of Management and Organizations	1995 - 2001
Professor of Sociology (By Courtesy)	2001- present
Assistant Professor of Sociology (By Courtesy)	1996 - 2001

Massachusetts Institute of Technology

Assistant Professor of Strategy and Organization Studies, Sloan School of Management	1992 - 1995
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V. OTHER EXPERIENCE

Governor's Economic Advisory Council, San Juan, Puerto Rico, Executive Director,	1986 – 1990
Corporation for Technological Transformation, San Juan, Puerto Rico, Member, Board of Directors	1988 - 1990
ICF Incorporated, Washington, DC, Senior Associate	1984 - 1986
University of Puerto Rico, Center for Energy and Environment Research, Director of Planning	1981 - 1982
Scientist II	1979 - 1980

VI. PUBLICATIONS

Articles

Ocasio, W., Loewenstein, J., and Nigam, A. (2015). “**How Streams of Communication Reproduce and Change Institutional Logics: The Role of Categories**” In press, *Academy of Management Review*.

Joseph, J., Ocasio, W., and Hunter-McDonald, M. (2014). “The Structural Elaboration of Board Independence: Executive Power, Institutional Logics, and the Adoption of CEO-only Board Structures in U.S. Corporate Governance.” In press, *Academy of Management Journal*.

Pouthier, V. Steele, C.W., and Ocasio, W. (2013). “From Agents to Principles: Hospitalists Identity and the Emerging Logic of Hospital Medicine.” *Research in the Sociology of Organizations*. 39: 203-251.

Joseph J., and Ocasio, W. (2012) “Architecture, Attention, and Adaptation in the Multibusiness Firm: General Electric From 1951 to 2001,” *Strategic Management Journal*. 33(6): 633-660.

Gavetti, G, Greve,, H.R., Levinthal, D.A., and Ocasio, W. (2012). “The Behavioral Theory of the Firm: Assessment and Prospects,” *Academy of Management Annals*. 6(1): 1-40.

Loewenstein, J., Ocasio, W. and Jones, C. (2012) “Vocabularies and Vocabulary Structure: A New Approach Linking Categories, Practices, and Institutions,” *Academy of Management Annals*. 6(1): 41-86.

Ocasio, W. (2012). “Situated Attention, Loose and Tight Coupling, and The Garbage Can Model.” *Research in the Sociology of Organizations*. (36): 293-318.

- Ocasio, W. (2011). "Attention to Attention," *Organization Science*. 22(5): 1286-1296.
- Nigam, A. and Ocasio, W.. (2010) "Event Attention, Environmental Sensemaking, and Changes in Institutional Logics: An Inductive Analysis of the Effects of Public Attention to Clinton's Health Care Reform Initiative," *Organization Science*. 21(4): 823-841
- Ocasio, W. and Joseph, J. (2008), "Rise and Fall, or Transformation? The Evolution of Strategic Planning at General Electric." *Long Range Planning*, 41 (3): 248-272.
- Gavetti, G., Levinthal, D. and Ocasio, W. (2007). "A Neo-Carnegie Perspective on Strategy and Organizations." *Organization Science*. 18 (3): 523-536
- Britton, M. and Ocasio, W. (2007) "Urbanization and spatial organization: Hospital and orphanage location in Chicago, 1848-1916" *Social Forces*, 85: 1303-1317.
- Ocasio, W. and Thornton, P. H. (2006), "Corporate Hierarchies in Markets: The Effects of Structure And Strategy on Organizational Survival." *Academy of Management Best Papers Proceedings*.
- Ocasio, W. and Joseph, J. (2005). "An Attention Based Theory of Strategy Formulation: Linking Decision Making and Guided Evolution in Strategy Processes," *Advances in Strategic Management*, 22: 39-58.
- Ocasio, W. and Joseph, J. (2005). "Cultural Adaptation and Institutional Change: The Evolution of Vocabularies of Corporate Governance, 1972-2003," *Poetics*, 33: 163-178.
- Joseph, J. and Ocasio, W. (2005). "And Then There Were None: Political Settlements of Insider Board Membership," *Academy of Management Best Paper Proceedings*.
- Hoffman, A.J. and Ocasio, W. (2001). "Not all Events are Attended Equally: Toward a Middle-Range Theory of Industry Attention to External Events" *Organization Science*, Vol. 4: 414-424.
- Barnett, W. P., Mischke, G., and Ocasio, W. (2000). "The evolution of collective strategies among organizations." *Organization Studies*, Vol. 21: 325-354.
- Thornton, P.H. and Ocasio W. (1999). "Institutional Logics and the Historical Contingency of Power in Organizations: Executive Succession in the Higher Education Publishing Industry, 1958 to 1990." *American Journal of Sociology*, Vol. 105: 801-843.

W. Richard Scott Award for Best Paper Published in the Last Three Years, American Sociological Association, Section on Organization, Occupations, and Work, August 2000.

Reprinted in R. Greenwood, K. Sahlin, R. Suddaby, and C. Oliver, Ed. (2012), *Institutional Theory in Organization Studies*, Sage Publishers.

Ocasio, W. and Kim, H. (1999). "The Circulation of Corporate Control: Decline of Financial CEOs in Large U.S. Manufacturing Firms, 1981-1992." *Administrative Science Quarterly*, Vol. 44: 532-562.

Ocasio, W. (1999). "Institutionalized action and corporate governance: The reliance on rules of CEO succession." *Administrative Science Quarterly*, Vol. 44: 384-416.

Ocasio, W. (1997). "Towards an attention-based view of the firm." *Strategic Management Journal*, Vol. 18: 187-206.

Reprinted in J. Birkinshaw, Ed. (2004), *Strategic Management*, Cheltenham, UK: Edward Elgar.

Awarded the Dan and Louis Schendel Best Paper Prize, Strategic Management Society, 2011.

Ocasio, W. (1995). "The enactment of economic adversity: A reconciliation of theories of failure-induced change and threat-rigidity." *Research in Organizational Behavior*, Vol.17: 287-331.

Ocasio, W. (1994). "Political dynamics and the circulation of power: CEO succession in U.S. industrial firms, 1960-1990." *Administrative Science Quarterly*, Vol. 39: 285-312.

Books:

Thornton, P.H., Ocasio, W. and Lounsbury, M. (2012) *The Institutional Logics Perspective: A New Approach to Culture, Structure, and Process*. Oxford, UK: Oxford University Press.

Winner, George Terry Best Book Award, Academy of Management (2013)

Book Chapters:

Ocasio, W. and Wohlgezogen, F. (2010). "Attention and Control," In *Control in Organizations: New Directions for Research*. Cambridge: Cambridge University Press. Sitkin, L. Cardinal, and K. Bijlsma-Frankema (Eds.) pp. 191-221.

Thornton, P.H. and Ocasio, W. "Institutional Logics," (2008) In *Handbook of Organizational Institutionalism*. R. Greenwood, C. Oliver and R. Suddaby, Eds. Sage Publishers.

Reprinted in R. Greenwood, K. Sahlin, R. Suddaby, and C. Oliver, Ed. (2012), *Institutional Theory in Organization Studies*, Sage Publishers.

Ocasio, W. "A Neo-Carnegie Perspective in Organizations," (2008) In *New Approaches to Management and Organizations*. Sage Publishers. Pp. 250-251.

Ocasio, W. and Joseph, J. (2006) "Governance Channels and Organizational Design at General Electric: 1950-2001," In *Organization Design: The Dynamics of Adaptation and Change*. Eds.: Burton, R. M.; Eriksen, B.; Haakonsson, D. D., and Snow, C. C. Boston, MA: C.C. Springer Publishers.

Ocasio, W. (2005). "The Opacity of Risk: Language and the Culture of Safety in NASA's Space Shuttle Program," In *Organization at the Limit: Management Lessons from the Columbia Disaster*, M. Farjoun and W.H. Starbuck, Eds. Blackwell Publishers, Oxford, UK.

Ocasio, W. (2005). "Corporate Boards," In *The Blackwell Encyclopedia of Management: Vol. 11: Organizational Behavior*, Nigel Nicholson, Ed. Blackwell Publishing, Oxford, UK.

Ocasio, W. (2005). "Executive Succession," In *The Blackwell Encyclopedia of Management: Vol. 11: Organizational Behavior*, Nigel Nicholson, Ed. Blackwell Publishing, Oxford, UK.

Thornton, P.H. and Ocasio W. (2004), "Attention to Sources of Power." In *Markets from Culture: Institutional Logics and Market Decisions in Higher Education Publishing*, Stanford, CA: Stanford Business Books.

Ocasio, W. (2002). "Organizational Power and Dependence." In J. Baum, Ed., *Companion to Organizations*. Oxford, U.K. Blackwell, pp. 363-385.

Ocasio, W. (2001). "How do organizations think?" In *Organizational Cognition: Computation and Interpretation*, Theresa Lant and Zur Shapira (Editors). Lawrence Erlbaum Associates, Mahwah, NJ: pp. 39-60.

VII. WORKING PAPERS AND UNDER REVIEW

Revise and Resubmits:

Ocasio, W., Mauskopf, M., and Steele, C.W. (2014). "History, Society, and Institutions: The Role of Collective Memory in the Formation of Societal Logics." To be resubmitted, *Academy of Management Review*.

Steele, C.W, Pouthier, V. and Ocasio, W. (2014). "The Generativity of Institutional Logics" To be resubmitted, *Administrative Science Quarterly*.

Shepherd, D.A., McMullen, J.S. and Ocasio, W. (2014). **"Is that an Opportunity? A Managerial Attention Model of Opportunity Beliefs for Strategic Action."** To be resubmitted, *Strategic Management Journal*.

Under First Editorial Review:

Ocasio, W, and Raydonovska, N. (2014). "Strategy and the Constellation of Institutional Logics: Organizational Heterogeneity in Governance, Business Models, Adaptation, and the Creation and Capture of Value." Under first editorial review, *Strategic Organization*.

Working Papers under revision:

Rhee, S.H., and Ocasio, W. "Holistic and Analytic Attention: A New Cognitive Mechanism on Organization Learning and Strategic Adaptation, (2014)

Rhee, S-H. Ocasio, W. and Kim T.H. (2014). "Cognitive Accessibility in Corporate Hierarchies: Performance Feedback in Korean Business Groups."

Raydonovska, N., and Ocasio, W. (2014). "Dilemmas of Consequence: Frame Contestation, Layered Practices and Responses to Complexity in Hospital Emergency Departments."

Mauskopf, M., Ocasio, W. and Zajac, E.J. (2014). "Institutional Dissonance at the New York Philharmonic, 1842-1928: Emergence, Response, and Persistence."

Danisman A. and Ocasio W. (2013). "Globalization vs. Societal Sectors: A Comparative Institutional Analysis of Health Care Financing in OECD Countries."

Joseph, J. and Ocasio, W. (2011). "Goal Activation and Organizational Decision Making: An Inductive Analysis of Technology Commercialization at Motorola."

Research in Progress:

Ocasio, W. Hospital Organizations, The social construction of interdependence: An investigation of the production and management of task interrelations, (With V. Pouthier).

Ocasio, W. "The (non) process of business model innovation: The influence of attentional perspective while handling the challenge," (With Mitchell, M.R.).

Ocasio, W. "Institutional changes in attention structures and hospital-cost inflation." (With Nath, S.)

Unpublished Manuscripts

Steele, C. W. and Ocasio, W. (2012). "The Practical Consequences of Epistemic Configurations: The Epistemic Culture and Jurisdictional Claims of Hospital Medicine."

Ocasio, W. and, Lungeanu, R. (2010) "The Economics of Governance and the Social Anthropology of Capabilities."

Ocasio, W. and Thornton, P. H. (2010), "Markets with Corporate Hierarchies: The Effects of Corporate Architecture on Business Unit Survival."

Kim, H. and Ocasio, W. (2008), "Vocabularies as Toolkits and Cultural Repertoires of CEO Succession."

Rivera, M.T. and Ocasio, W. (2008) "A Penrosian Model of Organizational Growth and Motivated Search: Acquisitions in the Media Sector."

Ocasio, W. and Pozner, J, (2005), "Beyond Dependence: Power and Political

Joseph, J. and Ocasio (2006), "Not all Declarations of Independence are Equal: Governance Routines, Local Search, and CEO-Chair Separations."

Kim, H. and Ocasio, W. (1998) "Investor exit, investor voice: Institutional investors, performance monitoring, and CEO succession."

Ocasio, W. (1999) "The Evolutionary Theory of Structural Inertia and Change: Extensions and Modifications."

Ocasio, W. (2001). "The Social Construction of Hospital-Cost Inflation."

VIII. PRESENTATIONS

Refereed:

"Impermanent power, contested power: The circulation of Chief Executive Officers in U.S. industrial corporations." Presented at the annual meeting of the Academy of Management. Atlanta, GA, August 1993.

"Organizational change under economic adversity: A reconciliation of theories of failure-induced change and threat-rigidity." Presented at the annual meeting of the Academy of Management. Atlanta, GA, August 1993.

"Cooperative strategy in ecological perspective: Evidence from American R&D consortia." (with William P. Barnett and Gary Mischke). Presented at the annual meeting of the Academy of Management, Atlanta, GA, August 1993.

"Failure-induced change and threat-rigidity under economic adversity: The case of insider vs. outsider CEO succession." Behavioral Decision Research in Management. 1994 Conference, Cambridge, MA, May, 1994.

"The rise and fall in subunit power and the decline of the finance conception of control." (With Hyosun Kim). Presented at the annual meeting of the Academy of Management. Dallas, TX, August 1994.

"A sociological theory of hospital-cost inflation." Annual Meeting of the American Sociological Association. Washington, D.C., August 1995.

"Boards as normative arenas: Corporate governance and the routines of CEO selection." Presented at the annual meeting of the Academy of Management, Cincinnati, OH, August 1996.

"The evolutionary theory of structural inertia and change." Presented at the annual meeting of the American Sociological Association, New York, NY., August 1996.

"CEO succession in the U.S. publishing industry: Institutional and political approaches." (With Patricia Thornton). Presented at the annual meeting of the American Sociological Association, New York, NY., August 1996.

“An attention-based view of the firm.” Special issue conference on competition and capabilities. Strategic Management Society, Boston, MA, October 1996.

“An attention-based view of the firm.” Presented at the annual meeting of the Academy of Management, Boston, MA, August 1997.

“Institutional transformation and the routinization of charisma: Executive succession in the higher education publishing industry. 1958-1990.” (With Patricia Thornton). Presented at the annual meeting of the Academy of Management, Boston, MA, August 1997.

“Contested accountability: Population-level enactment of environmental events in the U.S. chemical industry.” (With A. J. Hoffman). Presented at the annual meeting of the Academy of Management, Boston, MA, August 1997.

“How do organizations think?” Presented at the Managerial Cognition Conference, New York, NY, May 1998.

“Organizational attention and strategic adaptation.” Presented at the INFORMS Annual Conference, Tel Aviv, Israel, June, 1998.

“Identity and control: A new paradigm for organization theory?” Presented at the annual meeting of the Society for Socio-Economics, Vienna, Austria, July 1998.

“The cultural embeddedness of power in organizations: Effects on executive succession in the higher education publishing industry, 1958 to 1990.” (With P. Thornton). Presented at the annual meeting of the American Sociological Association, San Francisco, CA, August 1998.

“Corporate Restructuring and the Cultural Framing of Firm Change Activity: Implications for Firm Reputation and Identity.” (With W.T. Proffitt). Presented at the Third International Conference of Corporate Reputation, Identity, and Competitiveness, San Juan, PR. January 1999.

“Managerial Hierarchies and the Risk of Organizational Disbanding of Higher Education Publishing Firms, 1958-1990.” Presented at the annual meeting of the Academy of Management, Chicago, IL, August 1999.

“In search of a theory of adaptation: Attentional processes in organizational systems.” Presented at the annual meeting of the Western Academy of Management, Kona, HI, April 2000.

“Markets with Hierarchies: The ‘Visible Hand’ Effects of Organizational Disbanding in Higher Education Publishing, 1958-1990.” Presented at the annual meeting of the American Sociological Association, Washington, D.C. August 2000.

“Industrial districts or institutional ghettos: Health care and social welfare facility location in Chicago, 1848-1916,” (With Marcus Britton). Presented at the Annual Meeting of the American Sociological Association, Anaheim, CA, August 2001.

“Events, attention, and institutional change” (With Amit Nigam). Presented at the Annual Meeting of the American Sociological Association, Anaheim, CA, August 2001.

Symposium “Beyond the taken for granted: Institutions, Cognition, and Agency in Organizations.” Presented at the Annual Meeting of the Academy of Management, Denver CO, August 2002

“Vocabularies of Organizing,” (With Jeffrey Loewenstein). Presented at the Annual Meeting of the Academy of Management, Denver CO, August 2002

“Power in Organizations: A Political Capital Perspective,” (With Jo- Ellen Pozner and Jim Oldroyd) Presented at the Annual Meeting of the Academy of Management, Seattle WA, August 2003

“Event Attention, Environment Reenactment and Institutional Change: A Study of Health-care Reform” (With Amit Nigam) Presented at the Annual Meeting of the Academy of Management, Seattle WA, August 2003

“An Attention Based Theory of Strategy Formulation: Linking Decision Making and Guided Evolution in Strategy Processes,” Presented at the AiSM Conference on Strategy Processes, Fontainebleau, France, August 2003

“Cultural Adaptation and Institutional Change: The Evolution of Vocabularies of Corporate Governance, 1972-2003,” (With John Joseph) Presented at the Annual Meeting of the American Sociological Association, San Francisco, CA, August 2004

“Strategic Agenda Management at General Electric,” Presented at the Annual Meeting of the European Group on Organization Studies, Berlin, Germany, 2005

“And Then There Were None: Political Settlements of Insider Board Membership,” (With John Joseph) Presented at the Annual Meeting of the Academy of Management, Honolulu, HA, August 2005

“The Opacity of Risk: Language and the Culture of Safety in NASA's Space Shuttle Program,” Presented at the Annual Meeting of the Academy of Management, Honolulu, HA, August 2005

“Beyond Dependence: Power and Political Capital in Organizations,” Presented at the Annual Meeting of the American Sociological Association, Washington, DC, August 2005

“The Evolution of Strategic Planning at General Electric,” Scheduled to be Presented at the Conference on the Craft of Strategy, Toulouse, France, May 2006

“And Then There Were None: Insider Coalitions and Power Activation in Board Governance and Decision Making,” (With John Joseph), To be presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2006

“Not all Declarations of Independence are Equal: Governance Routines, Local Search, and CEO-Chair Separations.” (With John Joseph), Presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2006

“Vocabularies as Toolkits and Cultural Repertoires of CEO Succession.” (With Hyosun Kim), Presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2006

“Corporate Hierarchies in Markets: The Effects of Structure And Strategy on Organizational Survival.” (With Patricia Thornton), Presented at the Annual Meeting of the Academy of Management, Atlanta, GA, August 2006

Ocasio, W. (2007) “Governance Channels, Structures, and Capabilities in Multibusiness Organizations: A Historical Case Analysis of General Electric.” (With John Joseph). Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2007.

Rivera, M.T. and Ocasio, W. (2008) “A Penrosian Model of Organizational Growth and Motivated Search: Acquisitions in the Media Sector.” Presented at the Annual Meeting of the Academy of Management, Anaheim, CA, August 2008.

Ocasio, W., Loewenstein, J., and Nigam, A. (2009) “Event Sensemaking, Vocabularies of Organizing, and Cultural Change in Social Systems, First International Conference in Process in Organizational Studies.

Steele, C.W., Ocasio, W., and Pouthier, V. (2011). "From Agents to Principles: Hospitalists Identity and the Emerging Logic of Hospital Medicine." , Presented at the European Conference on Organization Studies, Gothenburg, Sweden, July 2011.

Joseph, J. and Ocasio, W. (2009). "Organizational Goals, Managerial Attention and Resource Allocation: The Situated Selection of New Technologies at Motorola." Presented at the Annual Meeting of the Academy of Management, Chicago, IL, August 2009.

Steele, C.W., Ocasio, W., and Pouthier, V. (2011). "From Agents to Principles: Hospitalists Identity and the Emerging Logic of Hospital Medicine." Presented at the European Group for Organizational Studies, Gotheburg, Sweden, July 2011.

Joseph, J. ,Ocasio, W., and Hunter, M.H. (2011). "Politically-Contested Structural Elaboration in Corporate Governance: The Rise of the CEO-only Insider Structure in U.S. Public Company Boards," Presented at the Annual Meeting of the Academy of Management, San Antonio, TX, August 2011.

Steele, C.W., Ocasio, W., and Pouthier, V. (2011). "From Agents to Principles: Hospitalists Identity and the Emerging Logic of Hospital Medicine." Presented at the Annual Meeting of the Academy of Management, San Antonio, TX, August 2011.

Mauskapf, M. Ocasio, W. and Zajac, E. (2012) "Harmony and Disharmony Within and Between Logics: Evidence from the New York Philharmonic, 1902-28." Presented at ABC Conference on Institutional Logics, Banff, Canada, June 2012.

Christopher, S., Ocasio, W. and Pouthier.V. (2012). "From Agents to Principles: Hospitalists Identity and the Emerging Logic of Hospital Medicine." Presented at ABC Conference on Institutional Logics, Banff, Canada, June 2012.

Danisman A. and Ocasio, W. (2012). "Globalization vs. societal sectors: (2012) A comparative institutional analysis of health care financing in OECD countries," Presented at EGOS Conference, Helsinki, Finland, July 2012.

Ocasio, W. (2012). "Attention and Performance Feedback," Presented at the Business Policy and Strategy Professional Development Workshop, Academy of Management, Boston, MA, August 2012.

Ocasio, W., “Event sensemaking, vocabularies, and institutional logic change” (With Loewenstein, J and Nigam, A.). Presented at the EGOS Conference, Montreal Canada, July 2013.

Ocasio, “Holistic and Analytic Attention: A New Cognitive Mechanism on Organization Learning and Strategic Adaptation, (With Rhee, S.-R) To be presented at the SMS Conference on Micro-foundations of Strategy, Copenhagen, June 2014

Ocasio, W, “The historical contingency of organizational theories: An institutional account,” (With Mauskopf, M. and Steele, C.) To be presented at the EGOS Conference, Rotterdam, Netherlands, July 2014

Ocasio, W. “The (non) process of business model innovation: The influence of attentional perspective while handling the challenge,” (With Mitchell, M.R.). To be presented at the EGOS Conference, Rotterdam, Netherlands, July 2014.

Ocasio, W. The rationing of health care: An institutional logics and pluralism perspective (With Raydonovska, N.) To be presented at the EGOS Conference, Rotterdam, Netherlands, July 2014.

Invited:

1992: Stanford University, Department of Sociology

Massachusetts Institute of Technology, Sloan Strategy and International Management Workshop

1993: Asilomar Conference on Organizations

Massachusetts Institute of Technology, Organization Studies Seminar

1994: Conference on the Social Construction of Industries, Chicago, IL, Sponsored by University of Illinois at Urbana-Champaign

Asilomar Conference on Organizations

Massachusetts Institute of Technology, Sloan Strategy and International Management Workshop

Massachusetts Institute of Technology, Organization Studies Seminar

1995: Northwestern University, Department of Organizational Behavior

Cornell University, Johnson Graduate School of Management

University of Illinois at Urbana-Champaign, School of Commerce

- 1996: Northwestern University, Department of Sociology
- 1997: Northwestern University, Department of Organization Behavior,
Workshop on Organizations, Industries, and Change
- University of Chicago, Social Organization Workshop, Graduate School
of Business and Department of Sociology
- University of Pennsylvania, The Wharton School, Strategy Seminar
- University of Pennsylvania, The Wharton School, Organizational
Learning Workshop
- Northwestern University, Department of Organization Behavior,
Workshop on Organizations, Industries, and Change
- 1998: CCCOR-Kellogg Workshop on Strategic Adaptation, Northwestern
University
- 1999: Northwestern University, Department of Organization Behavior,
Workshop on Organizations, Industries, and Change
- C.COR Workshop on Interorganizational Relationships, University of
Texas- Austin, June 1999
- Duke University, Fuqua Graduate School of Business
- First International Conference of the Iberoamerican Academy of
Management, Madrid, Spain
- 2000: Arizona State University, Department of Management
- Southern Methodist University, Department of Organizational
Behavior and Business Policy
- Duke University, Fuqua Graduate School of Business
- Harvard-MIT Seminar on Economic Sociology
- 2001: Emory University, Department of Organization and Management
- London Business School, Department of Organizational Behavior
- 2002: Organizations Seminar, Joint, Industrial Relations School and
Johnson Graduate School of Management, Cornell University
- Harvard-Wharton Conference on Cognition and Capabilities
- 2003: Queens University, Graduate School of Management
- 2004: Strategy and Organizations Workshop, Northwestern University

2005: Organization Science Winter Conference
University of Illinois, Urbana-Champaign
Odense Conference on Organization Design
Fondazione IRI, Italy
University of Alberta

2006: Organization Science Winter Conference
The Wharton School, University of Pennsylvania
University of Western Ontario
Conference in Honor of the Behavioral Theory of the Firm, Carnegie Mellon University
INSEAD, Fontainebleau
ICOS, University of Michigan

2007 University of Chicago
Druid Summer Conference
Rotterdam Business School
IberoAmerican Academy of Management

2008: Druid Special Conference on Strategy and Organizations
Harvard Business School, Strategy Group

2009: Organization Science Winter Conference
Organization Science Special Topics Conference
International Conference on Process in Organization Studies

2010: University of Rotterdam

2011: Special Conference on the Garbage Can Model of Decision Making, Stanford, CA.

2012: Organization Science Winter Conference

2013: Organizational Learning Conference
NBER Organizational Economics Conference
Harvard Business School, Organizational Behavior Group

University of North Carolina, Chapel Hill, Strategy Group

Dartmouth College, Tuck School, Organizations Group

HBS Conference on Sustainability

HBS Conference on the Relevance of Institutional Theory

Tilburg University

2014: Organizational Science Winter Conference

Bocconi University

NYU Conference on Behavioral Strategy

Strategic Management Society Symposia on Power and Strategy
Processes

IX. COMMITTEES AND SERVICE

Northwestern University:

University Level Committees

Kellogg Representative, General Faculty Committee (GFC) of the
Senate, 2008-2010.

Member of the Budget and Policy Committee of the GFC, 2008-2010.

Kellogg School of Management Committees:

Member, Kellogg Personnel Committee, 2005-2007, 2014-present

Team Leader, Diversity and Inclusion Faculty Group, 2014

Member, Ad-hoc Personnel Committee, 2002, 2003, 2005, 2008, 2012,
2013

Kaplan Chair Recruiting Committee, 2002-2004

Olin Chair Recruiting Committee, 2001-2004

Chair, Diversity Committee, 2003-2005

Member, Diversity Committee, 2001-2003

Member, Faculty Research Computing Committee, 2001-2002

Department of Management and Organizations (formerly Organization Behavior) Committees:

Member, PhD. Admissions Committee, 2010-2014

Member Faculty Recruiting Committee, 1998-1999, 2001-2002. 2013-2014

Chair, Ad-hoc Personnel Committees, 2002, 2003, 2005, 2008, 2012

Ad-hoc Personnel Committee Member, 2002, 2010, 2012, 2013

Member, Finance Committee, 2008-2009

Chair, Faculty Recruiting Committee, 2007-2008

Organizer, Macro Organizations Workshop, 2007-2008

Ph.D. Admissions Committee, 1998-2001, 2005-2006, 2006-2007

Coordinator, Speaker Series, 1996-1998, 2002-2005

Coordinator, Grading of Ph.D. students' preliminary examination, 1999-2000, 2002-2003. .

Chair, Core Course Committee, 2001-2002.

Member, Space Committee, 2001-2002.

CCOR Representative, 1998- 2001.

Joint Ph.D. Program Committee, Organization Behavior and Sociology, 1995-2000.

Co-organizer, Workshop on Organizations, Institutions, and Change, 1995-1999.

Macro-recruiting Committee, 1995- 1998.

Co-organizer, CCOR- Kellogg Workshop on Strategic Adaptation, June 1998.

Massachusetts Institute of Technology:

Ph.D. Coordinator, Strategy and International Management Group, 1994- 1995.

Steering Committee, Strategic Analysis, Consulting, and Management Track, 1993- 1995.

Co-coordinator, Strategy and International Management Research Seminar, 1993- 1995.

Strategic Management Core Course Committee, 1992- 1995.

Planning Committee for Organizational Processes Core Course, 1992.

X. PROFESSIONAL LEADERSHIP

Senior Editor, *Organization Science*, 2006-present.

European Group for Organization Studies, Co-organizer, Track on Rationality and Institutional Logics, Athens, Greece, July 2015

Faculty Representative, Junior Faculty Consortium, Organization and Management Theory Division, Academy of Management, 2006, 2015

Faculty Representative, Doctoral Dissertation Consortium, Organizational and Management Theory Division, Academy of Management, 2005, 2013, 2014

European Group for Organization Studies, Co-organizer, Track on Advancing the Institutional Logics Perspective, Montreal, Canada, July 2013

Faculty Representative, Doctoral Students Consortia, Business Policy and Strategy Division, Academy of Management, August 2012, Boston, MA.

European Group for Organization Studies, Co-organizer, Track on Institutional Logics, Gothenburg, Sweden, 2011

Five Year Leadership Position, Academy of Management, Organization and Management Theory Division, 2005-2010.

Program Development Workshop Chair, 2005-2006

Program Chair, 2006-2007

Division Chair Elect, 2007-2008

Division Chair, 2008-2009

Past Division Chair, 2009-2010

Faculty Representative, Doctoral Students Consortium, Organizational and Management Theory Division, Academy of Management, 1997, 2005, 2009

Member Editorial Board, *Strategic Organization*, 2001-2009.

Representative-at-large, Organization and Management Theory Division, Academy of Management, 2001-2004.

Member Editorial Board, *Administrative Science Quarterly*, 1997-2004.

Member, Editorial Board, *Organization Science*, 2003-2006.

Member Editorial Board, *Journal of Management Research*, 2001-present.

Representative, Department of Organization Behavior, Northwestern University, Consortia Centers for Organization Research, 1998- 2001.

Referee, *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Review*, *American Journal of Sociology*, *American Sociological Review*, *Information Systems Research*, *Journal of Management Studies*, *Management Science*, *Organization Science*, *Organization Studies*, *Sloan Management Review*, *Strategic Management Journal*, Academy of Management Meetings (Organization and Management Theory Division, Business Policy and Strategy Divisions).

Session Chair and Discussant, Organization and Management Theory Division, Academy of Management.

Session Chair, American Sociological Association, Section on Organizations, Occupations, and Work

XI. HONORS, GRANTS AND AWARDS

George Terry Best Book Award, Academy of Management Best Book Award, 2013

Keynote Speaker, Midwestern Strategic Management Meeting, 2013

Dan and Louis Schendel Best Paper Prize, Strategic Management Society, 2011

Keynote Speaker, Fifth Iberoamerican Academy of Management, Santo Domingo, Dominican Republic, 2007.

Best Paper Proceedings, Academy of Management, Organization and Management Theory Division, 2006

Best Paper Proceedings, Academy of Management, Organization and Management Theory Division, 2005

Searle Fund Policy Grant, 2004-2005

Who's Who in America, 2002.

Trailblazer Award, The Ph.D. Project. Management Doctoral Students Association, August 2002.

W. Richard Scott Award for Best Paper Published in the Last Three Years, American Sociological Association, Section on Organizations, Occupations, and Work, Washington, D.C, 2000.

Keynote Speaker, First International Conference of the Iberoamerican Academy of Management, Madrid, Spain. 1999. Selected for Research Contributions as a Hispanic Scholar.

Nominated for Fellowship, Center for Advanced Studies in the Behavioral and Social Sciences, Palo Alto, CA. 1995.

Research Grant, *Social Structure of Hospital-Cost Inflation*, MIT Pharmaceutical Industry Program, 1994- 1995.

Research Grant, *Responses to Economic Adversity in the U.S. Auto Industry*, MIT International Motor Vehicles Program, 1993-1994.

Best Paper Finalist, 1993. Academy of Management Meeting, Organization and Management Theory Division.

Dissertation Research Grant, Stanford Graduate School of Business, 1992.

Robert K. Jaedicke Scholar, Stanford Graduate School of Business, 1991-1992.

Honors in Field Examination, Stanford Graduate School of Business, 1991.

Merit Scholarship, Stanford Graduate School of Business, 1990-1991.

Selected by Governor to represent Puerto Rico in the Forum for Global Leaders for the South, sponsored by the Bell South Corporation, 1989.

Exxon Educational Foundation Fellowship, Harvard Graduate School of Business Administration, 1982-1984.

Research Grant, *Impacts of Electric Utility Rates and Fuel Subsidies on the Low-Income Puerto Rican Population*. U.S. Department of Energy, Economic Impacts of Office of Minority Economic Impact, 1981-1982.

Science Communications Grant, *Wind and Renewable Energy Alternatives in Culebra*, National Science Foundation, Science for Citizens Program, 1981-1982.

National Science Foundation Graduate Fellowship in Economics, 1976-1979.

Phi Kappa Phi Graduate Fellow, 1976-1977.

Class Valedictorian, University of Puerto Rico, Mayaguez, 1976.

XII. MEMBERSHIPS

Academy of Management. (Business Policy and Strategy Division, Organization and Management Theory Division, Managerial Cognition Divisions).

Strategic Management Society.

European Group for Organization Studies

American Sociological Association. (Organization, Occupations, and Work and Economic Sociology Divisions).

XIII. SUBJECTS TAUGHT

Northwestern University:

D25-1 Behavior in Organizational Systems (Ph.D. Seminar), 1996-1999, 2001-2002, 2006, 2008-2012

D30/430 Strategies for Leading & Managing Organizations (Core Course), Winter 1996-2001

D40 Advanced Strategies for Managing Organizations (Core Course), 1996.

D53/453 Power in Organizations: Sources, Strategies, and Skills, 1998, 2001-2014

520 Ph.D. Seminar on Management Theory, 2006

520 Ph.D. Seminar on Institutional Logics, 2013

INTL 473	GIM Japan Class, 2002-2003
NU	Leadership Program 2008-2014
EMP	Managing Organizational Change 2002-2008
EDP	Leading Organizational Change, Power and Politics, 2002-2014
IONL	Power and Politics, Organizational Change, 2006-2009
SASIN	Management of Organizational Change, 2010-2013

Massachusetts Institute of Technology:

15.930	Strategic Management (Core Course), Fall 1992, 1993, 1994.
15.967	Ph.D. Seminar on Management: Internal Organization, Strategy, and Management- Spring 1993, Fall 1994.
15.314	Power and Culture in Organizations (New Master's selective), Spring 1994.

XIV. WORK WITH PH.D. STUDENTS

Dissertation Committees:

Seung-Hyun Rhee. Ph.D. expected, 2016 (Chair)
Christopher Steele Ph.D. expected, 2015 (Chair)
Wooseok Jung, Ph.D. expected, 2015
Vanessa Pouthier, Ph.D. 2014 (Chair)
Kate Heinze, Ph.D., 2010
Luciana Ferreira, Ph.D., 2010 (Rotterdam School of Management)
John Joseph, Ph.D., 2009 (Chair)
Erik Guerrero, Ph.D. 2009, (University of Chicago, SSA)
Amit Nigam, Ph.D. 2007 (Chair)
Ming Piao, Ph.D., 2007
Marcus Britton, Ph.D., 2005
Lihua Wang, Ph.D., 2004
Tracy Dumas, Ph.D., 2003
Dania Dialdin, Ph.D. 2001
Michael Jensen, Ph.D, 2001
Xiali Yin, Ph.D., 2000
Hyosun Kim Ph.D., 2000 (MIT Sloan School of Management)
Chee-Leong Chong, Ph.D., 1995 (MIT Sloan School of Management)
Andrew Hoffman, Ph.D. 1995 (MIT Sloan School of Management)

Candidacy Paper Committees:

Michael Mauskapf, Ph.D. Candidate (Co-chair)
Seung-Hyun Rhee. Ph.D. expected, 2016 (Chair)
Christopher Steele Ph.D. expected, 2015 (Chair)
Vanessa Pouthier, Ph.D. 2014
Mark Rivera, Ph.D. 2010 (Chair)
John Joseph, Ph.D., 2009 (Chair)
Amit Nigam, Ph.D. 2007 (Chair)
Marcus Britton, Ph.D., 2005 (Chair)
Michael Jensen, Ph.D, 2001
W. Trexler Profitt, Ph.D., 2001 (Chair)

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Saheli Nath
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