

Jo-Ellen Pozner
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ACADEMIC APPOINTMENT

2016 – present Assistant Professor, Department of Management
 Leavey School of Business, Santa Clara University

2007 – 2016 Assistant Professor, Management and Organizations Group
 Haas School of Business, University of California, Berkeley
 (*On leave: July – December 2010; January – August 2013*)

EDUCATION

Northwestern University, Evanston, Illinois

PhD in Management and Organizations, Kellogg School of Management, 2007

Advisors: Edward J. Zajac, Hayagreeva Rao

New York University, New York, New York

MBA in Management and Finance, Leonard N. Stern School of Business, 2001

Johns Hopkins University, Washington, D.C.

MA in Eastern European Studies and International Economics, Nitze School of Advanced International Studies, 1997

Georgetown University, Washington, D.C.

BSFS in International Economics, 1994

RESEARCH INTERESTS

Organizational ethics; organizational misconduct; stigma, status and reputation
Corporate governance
Social movements; Institutional change
Organizational legitimacy; symbolic management; impression management

PUBLICATIONS

Jo-Ellen Pozner and Jared D. Harris. 2016. Who Bears the Brunt? A Review and Research Agenda for the Consequences of Organizational Wrongdoing for Individuals. In D. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.), *Organizational Wrongdoing*. Cambridge, UK: Cambridge University Press.

- Paul M. Hirsch, Jo-Ellen Pozner and Mary Katherine Stimmer. 2016. Shattering Glass-Steagall: The Power of Financial Industries to Overcome Restraints. In I. Ertürk and D. Gabor (Editors). *The Routledge Companion To Banking Regulation And Reform*. London: Routledge.
- Jo-Ellen Pozner and Katarina Sikavica. 2013. Paradise Sold: Resource Partitioning, Identity and Strategy in the Organic Farming Industry. In Special Issue on Social Movements, Civil Society and Corporations. *Organization Studies*. *Organization Studies*, 34 (5-6): 623-651.
- Jo-Ellen Pozner. 2012. Departure Status: The Effect of Dissolving Ties with a Misconduct Firm on Director Labor Market Outcomes. *Best Paper Proceedings*, Academy of Management.
- Jo-Ellen Pozner, Mary Kate Stimmler and Paul M. Hirsch. 2010. Terminal Isomorphism and the Self-Destructive Potential of Success: Lessons from Subprime Mortgage Origination and Securitization. In *Markets on Trial: The Economic Sociology of the U.S. Financial Crisis*. Lounsbury, M. & Hirsch, P.M. (Editors). *Research in the Sociology of Organizations*, 30A: 183-215.
- Henrich Greve, Donald Palmer, and Jo-Ellen Pozner. 2010. Organizations Gone Wild: The Causes, Processes, and Consequences of Organizational Misconduct. *The Academy of Management Annals*, 4(1): 53-107.
- Jo-Ellen Pozner. 2009. The Privacy Advocates (Book Review). *Administrative Science Quarterly*, 54(2): 334-337.
- Jo-Ellen Pozner. 2008. Stigma and Settling Up: An Integrated Approach to the Consequences of Organizational Misconduct for Organizational Elites. *Journal of Business Ethics*, 80(1): 141-150.
- Michaela DeSoucey, Jo-Ellen Pozner, Corey Fields, Kerry Dobransky, and Gary Alan Fine. 2008. Memory and Sacrifice: An Embodied Theory of Martyrdom. *Cultural Sociology*, 2(1): 97-119.
- Leigh Thompson and Jo-Ellen Pozner. 2007. Organizational Behavior. In *Social psychology: A handbook of basic principles (2nd ed.)* Higgins, E. T., & Kruglanski, A. W. (Editors). New York: Guilford Press: 913-939.
- Henrich Greve, Jo-Ellen Pozner and Hayagreeva Rao. 2006. Vox Populi: Resource Partitioning, Organizational Proliferation and the Cultural Impact of the Insurgent Micro-Radio Movement. *American Journal of Sociology*, 112(3): 802-837.
- Henrich Greve, Jo-Ellen Pozner and Hayagreeva Rao. 2010. Vox Veritatis: Reply to Brinson. *American Journal of Sociology*, 116(2): 656-662.
- Jo-Ellen Pozner and Hayagreeva Rao. 2006. Fighting a Common Foe: Enmity, Identity and Cooperative Strategy. In *Ecology and Strategy*. Baum, Joel A.C., Dobrev Stanislav D., & van Witteloostuijn, Arjen (Editors). *Advances in Strategic Management*, 23: 445-479.
- Paul Hirsch and Jo-Ellen Pozner. 2005. To Avoid Surprises, Acknowledge the Dark Side: Illustrations from Securities Analysts. *Strategic Organization*, 3 (2): 229-238.

MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS

- Jo-Ellen Pozner and Kelly Patterson. Status Spillovers and Director Labor Market Outcomes Following Misconduct. (Finalist, Best Paper Award, Western Academy of Management Conference, 2016.)
- Jo-Ellen Pozner, Aharon Cohen Mohliver, and Celia Moore. Paying Attention to Misconduct: How Firm Misconduct is Interpreted Differently in the Post-Sarbanes-Oxley Era. (Finalist, Best Empirical Paper on Environmental and Social Practice Award, OMT Division, Academy

of Management, 2015; Finalist, Best Paper Award, Sustainability, Ethics and Entrepreneurship Conference, 2016.)

Jo-Ellen Pozner, Emily Block, and Karen Patterson. Creative Positioning: Niche Width, Niche Overlap, and Innovation in Television Programming, 1980-2009.

Jo-Ellen Pozner, Ivana Naumovska, and Edward Zajac. High Performance Language: The Symbolic Management of Quarterly Earnings.

Jo-Ellen Pozner, Cameron Verhaal, Katarina Sikavica, Michaela DeSoucey, and Emily Block. Bottle Revolution: Constructing Producer and Consumer Identity in the Craft Beer Industry.

Elliot Sherman, Jo-Ellen Pozner and Barry Staw. Individuals' Reputation Repair in the Wake of Scandal.

Celia Moore, Aharon Cohen Mohliver, Colleen Stuart and Jo-Ellen Pozner. Recidivism in Organizational Misconduct.

Jo-Ellen Pozner and David Gomulya. Attributions and Stigma in Insider and Outsider Turnover Following Misconduct.

REFEREED PRESENTATIONS

- 2016 Status spillover and director labor market outcomes following organizational misconduct, *Academy of Management*, Anaheim, CA
--- *Western Academy of Management*, Portland, OR
Media Darlings and Media Demons: The Effect of Media Reputation on Firms' Post-Scandal Recovery, *Academy of Management*, Anaheim, CA
Repeat Offenders: Why the consequences of firm misconduct abate across incidents, *Sustainability, Ethics and Entrepreneurship Conference*, Denver, CO
- 2015 Individuals' Reputation Repair in the Wake of Scandal. *Academy of Management*, Vancouver, BC.
Authenticity and Identity in the Craft Beer Industry. *European Group for Organizational Studies*, Athens, Greece.
--- *Academy of Management*, Vancouver, BC.
Paying Attention to Misconduct: Explaining Why Corporate Responses to Earnings Restatements Changed After Sarbanes-Oxley. *Academy of Management*, Vancouver, BC.
- 2014 Bottle Revolution: Constructing Producer and Consumer Identity in the Craft Beer Industry. *European Group for Organizational Studies*, Rotterdam, Netherlands.
--- *INFORMS*, San Francisco, California.
The Impact of Regulation on Reactions to Firm Misconduct. *Academy of Management*, Philadelphia, PA.
When Do Language Wrappers Matter? Market Reactions to Language Use in Earnings Announcements. *Academy of Management*, Philadelphia, PA.
The Impact of Organizational Field Position on Recombinant Innovation. *American Sociological Association Meetings*, San Francisco, CA.
- 2013 Institutional Innovation and Multi-Stakeholder Dynamics in the U.S. Television Industry. *INFORMS*. Minneapolis, MN.

- 2012 Departure Status: The Effect of Dissolving Ties with a Misconduct Firm on Director Labor Market Outcomes. *Academy of Management*, Boston, MA.
Creative Positioning: Field Influences on Creative Propensities in Television, 1944-2008. *Western Academy of Management*, San Diego, CA.
- 2011 Creative Positioning: Field Influences on Creative Propensities in Television, 1944-2008. 2011. *Academy of Management*, San Antonio, TX.
Organizational Misconduct: Who Cheats More and How Do They Respond When Discovered? *Academy of Management*, San Antonio, TX (Presenter and symposium organizer).
- 2009 Paradise Sold: Resource Partitioning, Identity and Strategy in the Organic Farming Industry. *Academy of Management*, Chicago, IL.
- 2008 Stigmatization, Pollution, Signaling and Symbolism: Restatements and the Market for Directors. *Academy of Management*, Anaheim, CA.
Profits for Prophets: Invisibility in Organizational Life (with Tina Dacin and Michaela DeSoucey). *European Group for Organizational Studies*, Amsterdam, the Netherlands.
- 2007 Board Power and Perception Management following Earnings Restatements. *Academy of Management*, Philadelphia, PA.
Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses. *Academy of Management*, Philadelphia, PA.
Profits to Prophets: Feeding Identities at the Fringe (with Tina Dacin and Michaela DeSoucey). *Academy of Management*, Philadelphia, PA.
- 2006 Settling Up, Scapegoating and Stigma: Earnings Restatements and the Symbolic Contest for Corporate Control. *Academy of Management*, Atlanta, GA.
Sense-Giving as Corporate Strategy: Antecedents and Consequences of the Use of Symbolic Language in Corporate Quarterly Earnings Announcements (with Edward Zajac). *Academy of Management*, Atlanta, GA (Best Symposium Award Winner).
Explaining Firm Performance. *6th Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.
- 2005 Explaining Firm Performance. *Strategic Management Society Meetings*, Orlando, FL. (Booz Allen Hamilton/SMS PhD Fellowship Winner).
Beyond Dependence: A Political Capital Perspective on Power in Organizations. *American Sociological Association Meetings*, Philadelphia, PA.
- 2004 Vox Populi: Resource Partitioning and the Birth of Insurgent Low Power Radio Stations. *Academy of Management*, New Orleans, LA.
- 2003 Power and Political Capital in Organizations: An Integrative Perspective. *Academy of Management*, Seattle, WA.
The Contingent Value of Political Capital in Organizations. *3rd Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.

INVITED PRESENTATIONS

- 2015 University of California, Irvine, Paul Merage School of Business, Strategy
Boston College, Carroll School of Business, Management and Organization

- University of Arizona, Eller College of Management, Management and Organization
 Santa Clara University, Leavey School of Business, Management
 Junior Organizational Theory Conference, Toronto, ON
 Pacific Coast Bankers' Bank, San Francisco, CA
 Parks, Recreation, and Neighborhood Services Department, City of San Jose, CA
 Granville Homes, Berkeley, CA
 Cisco, Santa Clara, CA
 Lawrence Livermore National Labs, Livermore, CA
 Avaya, Berkeley, CA (online)
- 2014 University of Maryland, Robert H. Smith School of Business, Management and Organization
 Univ. of Southern California, Marshall School of Business, Management and Organization
 Carnegie Mellon University, Tepper School of Business, Organizational Behavior
 University of Wisconsin-Madison, Wisconsin School of Business, Management and HR
 University of Alberta, Alberta Business School, Strategic Management and Organization
 Junior Organizational Theory Conference, UC Berkeley, Haas School of Business
 Doctoral Student Consortium, Western Academy of Management, Napa, California
- 2012 Washington University in St. Louis, Olin Business School, Strategy
 University of Illinois at Urbana-Champaign, College of Business, Management
 University of Notre Dame, Mendoza College of Business, Management
 Santa Clara University, Leavey School of Business Management
 INFORMS Annual Meeting, Minneapolis, MN
- 2011 Grants for the Arts, San Francisco, CA
- 2010 Markets on Trial Conference, Kellogg School of Management, Northwestern University
- 2009 Queen's University, School of Business, Strategy and Organization
 University of Virginia, McIntyre School of Commerce/Darden School of Business
- 2008 University of Michigan, Ross School of Business, Management and Organizations
 University of California, Berkeley, Sociology
 Panelist, "The Questions OMT Asks: What has been Neglected?" Academy of Management Meetings, Anaheim, CA.
- 2007 University of California, Berkeley, Haas School of Business, Management and Organizations
 Columbia University, Columbia Business School, Management
 Massachusetts Institute of Technology, Sloan School of Management, Organization Studies
 University of Notre Dame, Mendoza College of Business, Management
 London Business School, Strategy and Entrepreneurship and Organizational Behaviour
 INSEAD, Strategy
 University of Texas, Austin, McCombs School of Business, Management
- 2006 Cornell University, ILR, Organizational Behavior
 University of Chicago, Booth School of Business, Organizations and Strategy

Penn State University, Smeal College of Business, Management

CONFERENCE AND SESSION ORGANIZATION

A Multi-Disciplinary Conference on Fraud and Misconduct

October 2013, Berkeley, CA

New and Returning Member Networking and Research Forum, OMT Division

2015 Academy of Management Meetings, Vancouver, BC

2016 Academy of Management Meetings, Anaheim, CA

Working on the Dark Side: A Paper Development Workshop for New Research in Organizational Misconduct

2012 Academy of Management Meetings, Boston, MA

2009 Academy of Management Meetings, Chicago, IL

TEACHING

Haas School of Business, University of California, Berkeley

MBA and Evening-Weekend MBA Programs

MBA292T: Topics in Socially Responsible Business/Corporate Governance (2015-16)

MBA207: Ethics and Responsible Business (2016)

EW/MBA 205: Leading People (2009-2012, 2015)

MBA 205L: Leadership (2007-2009)

Undergraduate Program

UGBA 105: Leading People (2016)

PhD Program

PHDBA 259B: Macro-Organizational Behavior (2014-16)

PHDBA 259S: MORS Colloquium (2007, 2015)

Haas-Berkeley Center for Executive Education

Influence Style (2016)

Corporate Governance (2014)

Women and Leadership (2014)

Leading Change through Organizational Culture (2013-16)

Leadership and Leadership Style (2012-16)

Leading for Innovation (2015-16)

Vision, Values, Goals and Incentives (2015)

Haas Center for Teaching Excellence

Communicating for Teaching Effectiveness (2013)

Turning Around Teaching Experience (2012)

Kellogg School of Management, Northwestern University

MBA and Evening-Weekend MBA Programs

MORS 470: Negotiation Strategies (2006)

Conceptual Issues in Management: Leading High-Impact Teams (2005-2007)

GRADUATE STUDENT SUPERVISION

Dissertation Committee Chair/Co-Chair

Fiona Kun Yao, University of Illinois, Urbana-Champaign, 2013

Mary Katherine Stimmler, Google, 2013

Dissertation Committee Member

Emily Choi, University of Texas at Dallas, 2012

Nydia MacGregor, Santa Clara University, 2011

Atul Teckchandani, California State University, Fullerton, 2010

Visiting scholars

Wojtek Kulczycki, Technische Universität München, 2015-16

Sarah Tischer, University of Hamburg, 2015

Simone Errico, University of Roma3, 2011

RESEARCH GRANTS

Institute for Research on Labor and Employment, University of California, Berkeley, Research Support Award, 2008-14.

Coleman Center for Risk Management Openlink Research Grant, 2009-2010.

University of California Committee on Research, Faculty Research Grant, 2007-09.

University of California Committee on Research, Research Assistantship Grant, 2007-09.

Clogg Scholarship Award (Sociology), ASA Sociology Methods Section and the Inter-University Consortium for Political and Social Research, June 2004.

Pew Fellowship for the Study of International Diplomacy, Georgetown University, 1993-94.

PROFESSIONAL AFFILIATIONS

Academy of Management

American Sociological Association

European Group for Organizational Studies

INFORMS

Strategic Management Society

PROFESSIONAL SERVICE

Editorial Review Board Member

Administrative Science Quarterly, 2016-present

Organization Science, 2008 – present

Representative at Large (elected), Organization and Management Theory Division, Academy of Management, 2016-present

Chair, Research Committee Member, Organization and Management Theory Division, Academy of Management, 2015-2016

Reviewer, 2010-present

Ad Hoc Reviewer

Academy of Management Journal, Academy of Management Review, American Journal of Sociology, American Sociological Review, California Management Review, Journal of Business Ethics, Management Science, Organization Studies, Socio-Economic Review, Sociological Forum, Strategic Management Journal

Review Committee Member, Crawford Dissertation Fellowship, Haas School of Business, 2014

SOCINFO Program Committee Member, 2014

INFORMS/Organization Science Best Dissertation Proposal Competition Judge, 2013

HONORS AND AWARDS

Best Reviewer Award, *Organization Science*, 2015-16

Finalist, Best Paper Prize, OMT Division, Academy of Management, 2012.

Nominee, Best Conference Paper for Practice Implications, Strategic Management Society, 2008.

Best Symposium Award, OMT Division, Academy of Management, 2007.

Finalist, Excellence in Ethics: Dissertation Proposal Competition, Institute for Ethical Business Worldwide, University of Notre Dame, 2006.

Booz Allen Hamilton/SMS PhD Fellow, Strategic Management Society, 2005.

Best reviewer, OMT Division, Academy of Management, 2003.

Joseph Kolodny Prize for Excellence in Management Studies, New York University, 2001.

Alumnae Club Key Pin Award, New York University, 2001.

Texaco/New York University Stern MBA Program Scholarship, 2000-2001.

New York University President's Service Award, 2001.

Stern School of Business Service Award, 2001.

Member, Beta Gamma Sigma Honor Society.

Michael Krupensky Award for Russian Studies, Georgetown University, 1994.

COMMENTS IN THE MEDIA

Print media, including:

CNBC

CNET

BBC

Bloomberg Business

Boston Globe

Contra Costa Times

Daily Californian

Daily Journal

Forbes

Institute for Business & Social Impact Blog

New York Times

San Francisco Chronicle

Wall Street Journal

Broadcast media, including:

BBC Radio

Bloomberg TV

KNTV, Bay Area NBC Affiliate

KTVU, Bay Area Fox Affiliate

National Public Radio

INDUSTRY EXPERIENCE

Roland Berger Strategy Consulting, New York, New York. 2001-2002.

MarchFirst Management Consulting, New York, New York. 2000.

Financial Services Volunteer Corps, Moscow, Russia. 1997-1999.

United States Agency for International Development, Washington, DC. 1994-1995.