

University of California at Berkeley

Department of Sociology
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Education

- 1990 PhD (Organizational Behavior and Industrial Relations), University of California at Berkeley, Graduate School of Business Administration
- 1985 MBA, University of Toronto, Faculty of Management Studies
- 1982 BA (History), University of Toronto, Innis College

Research Interests

Organizational theory (ecology and institutionalism), economic sociology, historical sociology, entrepreneurship, organizational demography, gender, careers and social mobility.

Teaching Areas

PhD Organizational theory, careers and social mobility, research design.

MBA Leadership, organizational design and change, entrepreneurship, managing innovation, managing growth, women in management.

Undergraduate Organizational theory, research methods, gender at work, entrepreneurship.

Academic Appointments

- 7/2006- Professor
University of California at Berkeley, Department of Sociology
University of California at Berkeley, Haas School of Business
- 7/1998-6/2007 Professor
Columbia University, Graduate School of Business
Columbia University, Department of Sociology (by courtesy)
- 7/1994-6/1999 Associate Professor (with tenure) to Professor
Cornell University, Johnson Graduate School of Management
Member, Cornell University Graduate Field of Sociology

1/1990-6/1994 Assistant Professor to Associate Professor (without tenure)
 Duke University, Fuqua School of Business
 Duke University, Department of Sociology (by courtesy)

Visiting Positions

Spring 2006 University of California at Berkeley, Department of Sociology

Spring 2005 University of California at Berkeley, Department of Sociology and Haas School of Business

Spring 1998 University of Arizona, Department of Sociology

Fall 1997 Northwestern University, Kellogg Graduate School of Management

Honours and Awards

2001 Best Symposium, Academy of Management, Organization & Management Theory Division

1999-2007 Faculty Fellow, Institute for Social and Economic Research and Policy, Columbia University

1997-1998 Clifford H. Whitcomb Faculty Fellow, Cornell University

1997 Max Weber Award from the Organizations, Occupations, and Work Section of the American Sociological Association (best paper published in the last three years, for Haveman and Cohen, 1994 *AJS*)

1990 Lou Pondy Award, from the Organization and Management Theory Division of the Academy of Management (best paper from a dissertation, later published as Haveman, 1992 *ASQ*)

1986-1989 Doctoral Fellowships, Social Sciences and Humanities Research Council of Canada

1985-1986 Sutro Inc. Fellowship, University of California at Berkeley

1984-1985 Mary Jane Felker Scholarship, University of Toronto

Grants

2007-2010 *Magazines and Community in America, 1741-1860*. National Science Foundation Grant, \$150,540. Jointly funded by Sociology and Innovation and Organizational Change. (Final grant approval pending.)

- 2007-08 *Foundings of American Magazines, 1741 to 1860*. William Marion Ewing Kauffman Foundation Grant, \$25,034.20. Grant awarded through the Lester Center for Entrepreneurship and Innovation, Haas School of Business.
- 2007 *The Evolving Demography of Jobs in the US Wine Industry*. Institute of Industrial Relations, UC Berkeley. Data Initiative Grant, \$5,787.
- 2005-2006 *The Interdependence of Organizational Knowledge and Financing: Papers on Technological Innovation, Learning, and Corporate Restructuring*. National Science Foundation Dissertation Improvement Award. Geraldine A. Wu (PhD Candidate) and Heather A. Haveman (Advisor), \$7,429.
- 2003-2004 *The Might Oak Was Once an Acorn: Factors Affecting New Venture Growth*. Eugene M. Lang Center for Entrepreneurship, Columbia University, Graduate School of Business. Dissertation improvement grant. Mukti V. Khaire (PhD Candidate) and Heather A. Haveman (Advisor), \$5,000.
- 2001 *The Demography of Jobs in the US Wine Industry*. Institute for Social and Economic Research and Policy Seed Grant, Columbia University, \$10,000.
- 1999-2000 *The Emergence and Evolution of an Organizational Population: Management Consulting Firms in the United States, 1886-1997*. National Science Foundation Dissertation Improvement Award SES-9906963. Robert J. David (PhD Candidate) and Heather A. Haveman (Advisor), \$7,280.
- 1998-2003 *The Co-evolution of Organizations and Careers*. National Science Foundation Grant SES-0096016, \$125,673.

Journal Articles

- Haveman, Heather A., Hayagreeva Rao, and Srikanth Paruchuri. 2007. The winds of change: The Progressive movement and the bureaucratization of thrift. *American Sociological Review*, 72: 114-142.
- Haveman, Heather A., and Hayagreeva Rao. 2006. Hybrid forms and the evolution of thrifts. *American Behavioral Scientist*, 49: 974-986.
- Sine, Wesley D., Heather A. Haveman, and Pamela S. Tolbert. 2005. Risky business? Entrepreneurship in the new independent-power sector. *Administrative Science Quarterly*, 50: 200-232.
- Haveman, Heather A., and Mukti V. Khaire. 2004. Survival beyond succession? The contingent impact of founder succession on organizational failure. *Journal of Business Venturing*, 19 (May): 437-463.
- Haveman, Heather A. 2004. Antebellum literary culture and the evolution of American magazines. *Poetics*, 32: 5-28.

- Haveman, Heather A., Michael V. Russo, and Alan D. Meyer. 2001. Organizational environments in flux: The impact of punctuational regulatory change on organizational domains, CEO succession, and performance. *Organization Science*, 12: 253-273.
- Haveman, Heather A., and Lynn Nonnemaker. 2000. Competition in multiple geographic markets: The impact on growth and market entry. *Administrative Science Quarterly*, 44: 233-267.
- Haveman, Heather A. 2000. The future of organizational sociology: Forging ties between paradigms. *Contemporary Sociology*, 29: 476-486. (Special issue on Sociology in the 21st Century)
- Cohen, Lisa E., Joseph P. Broschak, and Heather A. Haveman. 1998. And then there were more? The effect of organizational sex composition on the hiring and promotion of managers. *American Sociological Review*, 63: 711-727.
- Baum, Joel A.C., and Heather A. Haveman. 1997. Love thy neighbor? Differentiation and spatial agglomeration in the Manhattan hotel industry. *Administrative Science Quarterly*, 42: 304-338.
- Haveman, Heather A., and Hayagreeva Rao. 1997. Structuring a theory of moral sentiments: Institutional and organizational coevolution in the early thrift industry. *American Journal of Sociology*, 102: 1606-1651.
- Haveman, Heather A. 1995. The demographic metabolism of organizations: Industry dynamics, turnover, and tenure distributions. *Administrative Science Quarterly*, 40: 586-618.
- Haveman, Heather A., and Lisa E. Cohen. 1994. The ecological dynamics of careers: The impact of organizational founding, dissolution, and merger on job mobility. *American Journal of Sociology*, 100: 104-152.
- Haveman, Heather A. 1993. Follow the leader: Mimetic isomorphism and entry into new markets. *Administrative Science Quarterly*, 38: 593-627.
- Haveman, Heather A. 1993. Ghosts of managers past: Managerial succession and organizational mortality. *Academy of Management Journal*, 36: 864-881.
- Gresov, Christopher, Heather A. Haveman, and Terence A. Oliva. 1993. Organizational design, inertia, and the dynamics of competitive response. *Organization Science*, 4: 181-208.
- Haveman, Heather A. 1993. Organizational size and change: Diversification in the savings and loan industry after deregulation. *Administrative Science Quarterly*, 38: 20-50.
- Haveman, Heather A. 1992. Between a rock and a hard place: Organizational change and performance under conditions of fundamental environmental transformation. *Administrative Science Quarterly*, 37: 48-75.
- Reprinted in Richard H. Hall, ed., *Complex Organizations*: 343-370. Aldershot, UK: Dartmouth Publishing Co., 1995.

Carroll, Glenn R., Heather A. Haveman, and Anand Swaminathan. 1990. Karrieren in Organisationen: Eine ökologische Perspektive. *Kölner Zeitschrift für Soziologie und Sozialpsychologie*, 31: 146-178.

A revised version of this paper was published in English as: Careers in organizations: An ecological perspective in David Featherman, Richard Lerner, and Marion Perlmutter, eds., *Life-Span Development and Behavior*, 11: 112-144. Hillsdale, NJ: Lawrence Erlbaum Associates, 1992.

Book Chapters

Haveman, Heather A. 2008. Lives of their own: The Columbia school and the study of organizations. Forthcoming in Paul S. Adler, ed., *Oxford Handbook of Sociological Theory and Organizational Studies*. Oxford: Oxford University Press.

Haveman, Heather A., and Robert J. David. 2008. Organizational ecologists and institutionalists: Friends or foes? Forthcoming in *Handbook of Organizational Institutionalism*, edited by Royston Greenwood, Christine Oliver, Roy Suddaby, and Kerstin Sahlin-Andersson. Thousand Oaks, CA: Sage.

Haveman, Heather A., and Hayagreeva Rao. Hybrid forms and institutional change in the early California thrift industry. Forthcoming in Walter W. Powell and Daniel L. Jones, eds., *How Institutions Change*. Chicago: University of Chicago Press.

Haveman, Heather A., and Mukti V. Khaire. 2006. Organizations and work. In Marek Korczynski, Randy Hodson, and Paul Edwards, eds., *Social Theory at Work*: 272-298. Oxford: Oxford University Press.

Haveman, Heather A., and Lisa Keister. 2004. Competition, mutualism, and organizational outcomes: The effects of domain overlap and non-overlap on economic performance, growth, and survival. In Frank R. Dobbin, ed., *The Sociology of the Economy*: 255-291. New York: Russell Sage.

Haveman, Heather A. 1994. The ecological dynamics of organizational change: Density and mass dependence in rates of entry into new markets. In Joel A.C. Baum and Jitendra V. Singh, eds., *The Evolutionary Dynamics of Organizations*: 152-166. New York: Oxford University Press.

Book Reviews

Haveman, Heather A. 2001. Review of *Nonprofit Organizations in an Age of Uncertainty: A Study of Organizational Change* by Joseph Galaskiewicz and Wolfgang Bielefeld. *Administrative Science Quarterly*, 46: 366-369.

Haveman, Heather A. 1995. Review of *Structural Contexts of Opportunities* by Peter M. Blau. *American Journal of Sociology*, 101: 222-224.

Working Papers

David, Robert J., Wesley D. Sine, and Heather A. Haveman. Seizing opportunity: How institutional entrepreneurs legitimate new kinds of organizations in emerging industries. Being revised for resubmission to *Organization Science*.

King, Marissa D., and Heather A. Haveman. Antislavery in America: The press, the pulpit, and the rise of anti-slavery societies. Being revised for resubmission to *Administrative Science Quarterly*.

Haveman, Heather A., Anand Swaminathan, and Eric B. Johnson. Structure at work: The division of labor in U.S. wineries. Under review, *American Sociological Review*.

Haveman, Heather A., Yongxiang Wang, and Charles Calomiris. Going (more) public: Explaining isomorphism among Chinese firms.

Calomiris, Charles, Raymond Fisman, Heather A. Haveman, and YongXiang Wang. 2007. Contract institutions, private-property institutions and proxy voting by mutual fund managers: Evidence from contract renegotiation in Chinese public firms.

Haveman, Heather A., Joseph P. Broschak, and Lisa E. Cohen. Good times, bad times: The impact of organizational dynamics on the careers of male and female managers.

Haveman, Heather A., and Marissa D. King. Hellfire and brimstone: Religious politics in the rise of American magazines.

Haveman, Heather A. The making of civil society: Variety in antebellum American magazines.

Khaire, Mukti V., and Heather A. Haveman. Youth is a trial, old age a triumph: The differential impact of intangible resources on the growth of young and old firms.

Presentations

Competitive Conference Presentations

- 2007 Academy of Management (2 papers), American Sociological Association
- 2006 American Sociological Association
- 2005 American Sociological Association
- 2004 Academy of Management
- 2003 Organization Science Winter Conference, Society for the Advancement of Socio-Economics (2 papers); Academy of Management; American Sociological Association (2 papers)
- 2002 Society for the Advancement of Socio-Economics; Academy of Management; American Sociological Association
- 2001 Academy of Management
- 1999 Academy of Management (2 papers); American Sociological Association
- 1998 Academy of Management; American Sociological Association (2 papers)
- 1996 Academy of Management (2 papers); American Sociological Association

- 1995 Academy of Management (3 papers); American Sociological Association (2 papers); Stanford Center for Organizations Research (Asilomar conference)
- 1994 Western Academy of Management; Strategic Management Society; Academy of Management (3 papers)
- 1993 Academy of Management; American Sociological Association
- 1992 TIMS-ORSA; Academy of Management (2 papers)
- 1990 Academy of Management
- 1988 Academy of Management (2 papers)

Invited Presentations

- 2007 University of Minnesota, UC Irvine
- 2006 Stanford University; Washington University, St. Louis; ASA (OOW Preconference Workshop for Junior Faculty and Doctoral Students)
- 2005 Copenhagen Business School Conference on Public and Private Models of Management: Sensemaking and Institutions; Stanford University
- 2004 Harvard University; ASA (Economic Sociology Panel on Media, Mergers, and Convergence)
- 2003 UCLA; INSEAD; University of Illinois, Urbana-Champaign; Academy of Management (Conflict Management Division Thematic Panel)
- 2002 UC Santa Barbara; Cornell University; Organization Science Winter Conference; SSRC Bellagio Conference on Economic Sociology; University of British Columbia and Simon Fraser University joint colloquium; University of Maryland Evolutionary Approaches to Entrepreneurship Conference; Harvard University
- 2001 Georgetown University; Carnegie-Mellon University; Princeton University Economic Sociology Conference
- 2000 UC Irvine
- 1999 Stockholm School of Economics Prince Bertil Symposium; UC Berkeley; UC Santa Barbara (twice); Stanford University
- 1998 University of Texas Austin; University of Arizona; UCLA
- 1997 University of Illinois, Urbana-Champaign; University of Illinois, Chicago; Northwestern University (twice); University of Utah
- 1996 Northwestern University; University of Arizona Conference on Institutional Analysis; University of Michigan; University of Alberta
- 1995 Carnegie-Mellon University; University of Chicago (twice); U.C. Berkeley; University of Arizona (twice); Princeton University
- 1994 MIT; Harvard University; UC Davis; NYU Conference on the Evolutionary Dynamics of Organizations
- 1993 Georgetown University; University of Oregon; University of Arizona; Duke University
- 1992 Stanford University; University of Illinois, Urbana-Champaign; Northwestern University; University of British Columbia
- 1991 University of Oregon

Teaching

Undergraduate

- Gender at Work (Berkeley sociology), 2005
- Managerial Effectiveness (Duke Trinity College), 1990

MBA

Leading and Managing Organizations (Columbia GSB, EMBA core), 2004-2006
 Women in Management (Columbia GSB, elective), 2004
 Creating Effective Organizations (Columbia GSB, core), 2000-2002
 Managing Innovation (Cornell JGSM, EMBA elective), 2001
 Leading and Managing Organizations (Columbia GSB, core), 2000
 Management and Organizations (Cornell JGSM, core), 1995-1998
 Managing Technology and Innovation (Duke FSB and Cornell JGSM elective) 1991-1998
 Entrepreneurship and New Venture Management (Duke FSB elective), 1991-1994
 Integrated Learning Experience: TQM/Management of Diversity (Duke FSB core), 1992-1993

Executive Education

Strategy Formulation and Strategy Implementation (facilitator)
 Columbia Senior Executive Program, 2000
 Organizational Design
 Kellogg GSM Executive Master's Program, Koblenz, Germany, 1998
 Cornell JGSM, Hyundai Program, 1996-1997
 Organizational Growth
 Cornell JGSM, Hyundai Program, 1996-1997
 Power and Politics
 Cornell JGSM, Hyundai Program, 1996-1997
 Managing Innovation
 Cornell JGSM, various programs, 1995-1997

PhD

Research Workshop on Macro OB (Berkeley), 2005
 Advanced Macro Organizational Studies, 2002
 Introduction to Organizational Theory, 2000-2004
 Research Design, 1995, 2003
 Independent Study Course: Advanced Organizational Theory, 1995-1997
 Independent Study Course: Meso Organizational Theory, 1996

Master's Thesis Committees

Geraldine Cruz, Cornell Sociology (chair)

PhD Committees

Christ Inman, Cornell Hotel School (PhD granted 1995)
 Karen Steinhauser, Duke Sociology (PhD granted 1996)
 Erich Studer-Ellis, Duke Sociology (PhD granted 1996)
 Karen Lynn Nonnemaker, Duke Sociology (PhD granted 1997)
 Lisa Keister, Cornell Sociology (PhD granted 1997)
 Joseph Broschak, U.T. Austin Business School (PhD granted 1999)
 Wesley Sine, Cornell ILR School (PhD granted 2001)
 Robert David, Cornell JGSM (chair, PhD granted 2001)
 Eugenio Marchese, Cornell JGSM (PhD granted 2001)
 Melissa Cardon, Columbia GSB (chair, PhD granted 2001)
 Mary Benner, Columbia GSB (chair, PhD granted 2001)
 Kristin Stucker, Columbia GSB (PhD granted 2001)
 Eric Jackson, Columbia GSB (PhD granted 2002)

Kristina Szafara, Cornell JGSM (chair, PhD granted 2002)
 Prem Shukla, Cornell JGSM (chair, PhD granted 2002)
 Mukti Khaire, Columbia GSB (sponsor, PhD granted 2005)
 Micki Eisenman, Columbia GSB (chair, PhD granted 2006)
 Eric Lifschitz, Columbia GSB (chair, PhD granted 2006)
 Josipa Roksa, NYU Sociology (external reader, PhD granted 2006)
 Geraldine Wu, Columbia GSB (sponsor, Ph.D granted 2006)
 Umit Ozmel, Columbia GSB
 Nydia Macgregor, Berkeley Haas
 Sarah Quinn, Berkeley Sociology

Professional Memberships and Service

Memberships

American Sociological Association (ASA), Organizations, Occupations, & Work (OOW) and
 Economic Sociology Sections
 Academy of Management (AoM), Organization & Management Theory (OMT) and Business
 Policy & Strategy Divisions
 European Group for Organizational Studies (EGOS)
 Society for the Advancement of Socio-Economics (SASE)

Professional service

Chair, ASA OOW Section, 2006-2007
 Organizer, ASA Regular Sessions on Organizations, 2006
 Viviana Zelizer Award Committee (best paper), ASA Economic Sociology Section, 2005
 Council Member, ASA OOW Section, 2003-2006
 Member, ASA Committee on Sections, 2002-2004 (Chair, 2003-2004)
 Co-convenor, EGOS Subtheme on Quantitative Analysis of Organizational Change, 2002
 Max Weber Award Committee (best book), ASA OOW Section, 1998
 Program Committee, ASA OOW Section, 1996, 2003
 Representative-At-Large, AoM OMT Division, 1992-1994

Editorial boards

Academy of Management Review, 1993-1996
 Administrative Science Quarterly, 1994-
 American Journal of Sociology, 1995-1997
 American Sociological Review, 1999-2001, 2006-2008
 Organization Science, 1993-2003
 Strategic Organization, 2002-2005

Ad-hoc reviewer

Academy of Management Journal
 Academy of Management Review
 Academy of Management annual meetings
 American Journal of Sociology
 Gender and Society
 Industrial and Corporate Change
 Industrial and Labor Relations Review

Industrial Relations
Journal of Management Studies
INFORMS College of Organization dissertation proposal competition
Management Science
National Science Foundation
Princeton University Press
Social Forces
Social Science Research
Social Sciences and Humanities Research Council of Canada

University Service

Columbia University, Graduate School of Business

Management Division Doctoral Program Co-ordinator (“Czarina”), 1999-2003

Cornell University

S.C. Johnson Graduate School of Management Dean Search Committee, 1996-1997
Industrial and Labor Relations School Tenure Committee, 1998-1999

Cornell University, S.C. Johnson Graduate School of Management

PhD Committee, 1994-1998
Affirmative Action Committee (chair), 1995-1997
Wine Tasting Committee (chair), 1995-1999
Organizational Behavior Search Committee, 1995-96, 1996-1997 (chair), 1998-1999