

JO-ELLEN POZNER
ORGANIZATIONAL BEHAVIOR AND INDUSTRIAL RELATIONS GROUP
HAAS SCHOOL OF BUSINESS
UNIVERSITY OF CALIFORNIA, BERKELEY
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ACADEMIC POSITIONS HELD

2007 - present Assistant Professor, Haas School of Business

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 misconduct; ethics and leadership; symbolic management; corporate governance; stigma, status and reputation; power and political behavior; social movements; organizational legitimacy.

PEER-REVIEWED PUBLICATIONS

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*, Volume 112(3): 802-837.

Michaela DeSoucey, Jo-Ellen Pozner, Kerry Dobransky, Corey Fields, and Gary Alan Fine. Forthcoming. Memory and Sacrifice: An Embodied Theory of Martyrdom. *Cultural Sociology*.

MANUSCRIPTS UNDER PEER-REVIEW

Ithai Stern and Jo-Ellen Pozner. 2006. Organizational Size, Performance and Frequency-Based Imitation: A Test of Competing Hypotheses. Revise and resubmit at *Academy of Management Journal*.

INVITED PUBLICATIONS

- Jo-Ellen Pozner. Forthcoming. Stigma and Settling Up: An Integrated Approach to the Consequences of Organizational Misconduct for Organizational Elites. *Journal of Business Ethics*.
- 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.
- 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, Volume 23*.
- Paul Hirsch and Jo-Ellen Pozner. 2005. To Avoid Surprises, Acknowledge the Dark Side: Illustrations from Securities Analysts. *Strategic Organization, Volume 3 (2)*.

WORK IN PROGRESS

- Jo-Ellen Pozner. 2007. An Exploration of the Social Mechanisms Driving the Consequences of Earnings Restatements For Organizational Elites.
- Tina Dacin, Michaela DeSoucey and Jo-Ellen Pozner. 2007. Profits to Prophets: Feeding Ideologies at the Fringe.
- Jo-Ellen Pozner and Edward Zajac. 2006. Explaining Firm Performance: The Symbolic Management of Quarterly Earnings Announcements.
- William Ocasio and Jo-Ellen Pozner. 2005. Beyond Dependence: A Political Capital Perspective on Power in Organizations.

TEACHING EXPERIENCE

Northwestern University

Instructor:

MORS 470: Negotiation Strategies, 2005-2006 (7.3/10)

Conceptual Issues in Management: Leading High-Impact Teams, 2005-2006 (not rated)

Teaching Assistant:

SEEK 460: Values-Based Leadership, 2006

MORS 430: Leadership in Organizations, 2003-2006

MORS 453: Power in Organizations, 2004-2005

Negotiation Strategies, International Executive MBA Program, 2003-2006

New York University

Teaching Assistant: Managing Organizations, 2000

Johns Hopkins University

Teaching Assistant: International Trade Theory, 1995-1996

REFEREED PRESENTATIONS

- Jo-Ellen Pozner. 2007. Board Power and Perception Management following Earnings Restatements. *Academy of Management*, Philadelphia, PA.
- Ithai Stern and Jo-Ellen Pozner. 2007. Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses. *Academy of Management*, Philadelphia, PA.
- Tina Dacin, Michaela DeSoucey and Jo-Ellen Pozner. 2007. Profits to Prophets: Feeding Identities at the Fringe. *Academy of Management*, Philadelphia, PA.
- Jo-Ellen Pozner. 2006. Settling Up, Scapegoating and Stigma: Earnings Restatements and the Symbolic Contest for Corporate Control. *Academy of Management*, Atlanta, GA.
- Jo-Ellen Pozner and Edward Zajac. 2006. Sense-Giving as Corporate Strategy: Antecedents and Consequences of the Use of Symbolic Language in Corporate Quarterly Earnings Announcements. *Academy of Management*, Atlanta, GA (*Best Symposium Award Winner*).
- Jo-Ellen Pozner and Edward Zajac. 2006. Explaining Firm Performance. *6th Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.
- Jo-Ellen Pozner and Edward Zajac. 2005. Explaining Firm Performance. *Strategic Management Society Meetings*, Orlando, FL. (*Booz Allen Hamilton/SMS PhD Fellowship Winner*).
- William Ocasio and Jo-Ellen Pozner. 2005. Beyond Dependence: A Political Capital Perspective on Power in Organizations. *American Sociological Association Meetings*, Philadelphia, PA.
- Henrich Greve, Jo-Ellen Pozner and Hayagreeva Rao. 2004. Vox Populi: Resource Partitioning and the Birth of Insurgent Low Power Radio Stations. *Academy of Management*, New Orleans, LA. (*Best Symposium Award Winner*).
- William Ocasio, Jo-Ellen Pozner and James Oldroyd. 2003. Power and Political Capital in Organizations: An Integrative Perspective. *Academy of Management*, Seattle, WA.
- William Ocasio, Jo-Ellen Pozner and James Oldroyd. 2003. The Contingent Value of Political Capital in Organizations. *3rd Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.

CONFERENCE CONSORTIA ATTENDED

- OMT/MOC Doctoral Student Consortium, 2006 *Academy of Management*, Atlanta, GA
- Doctoral Student Consortium, 2005 *Strategic Management Society*, Orlando, FL
- OMT Doctoral Dissertation Workshop, 2005 *Academy of Management*, Honolulu, HI
- New Doctoral Student Consortium, 2003 *Academy of Management*, Seattle, WA

RESEARCH GRANTS

- 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, School of Foreign Service, Georgetown University, 1993-1994.

ACADEMIC HONORS AND AWARDS

Best Symposium Award, Organization and Management Theory 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, Organization and Management Theory, 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.

PROFESSIONAL AFFILIATIONS

Academy of Management, Member since 2002

American Sociological Association, Member since 2003

Strategic Management Society, Member since 2005

SERVICE

Ad hoc reviewer: Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, Organization Science, Strategic Management Journal

COMMUNITY SERVICE

Ayers College of Commerce and Industry, Northwestern University
Assistant Master, 2005-2006

SPECIALIZED QUANTITATIVE TRAINING

Inter-University Consortium for Political and Social Research, Ann Arbor, Michigan
Bayesian Logic, Modern Regression Methods, R Programming, Summer 2004

INDUSTRY EXPERIENCE

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

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

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

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