

Jo-Ellen Pozner

Organizational Behavior Group
Haas School of Business ☞ University of California, Berkeley
545 Student Services Building #1900 ☞ Berkeley, CA 94720
(510) 643-1413 ☞ pozner@haas.berkeley.edu
<http://www.haas.berkeley.edu/faculty/pozner.html>

ACADEMIC POSITIONS HELD

2007 - present Assistant Professor
Haas School of Business, University of California, Berkeley

RESEARCH INTERESTS

Organizational legitimacy; Symbolic management; Impression management; Stigma, status and reputation; Organizational ethics
Social movements; Institutional change
Leadership; Corporate governance
Organizational ecology

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

PEER-REVIEWED PUBLICATIONS

- Michaela DeSoucey, Jo-Ellen Pozner, Corey Fields, Kerry Dobransky, and Gary Alan Fine. 2008. Memory and Sacrifice: An Embodied Theory of Martyrdom. *Cultural Sociology*, Volume 2(1): 97-119.
- 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.

INVITED PUBLICATIONS

- Jo-Ellen Pozner. 2009. The Privacy Advocates. Book review for *Administrative Science Quarterly*.
- Jo-Ellen Pozner. 2008. Stigma and Settling Up: An Integrated Approach to the Consequences of Organizational Misconduct for Organizational Elites. *Journal of Business Ethics*. Volume 80(1): 141-150.
- 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.
- 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: 445-479.
- Paul Hirsch and Jo-Ellen Pozner. 2005. To Avoid Surprises, Acknowledge the Dark Side: Illustrations from Securities Analysts. *Strategic Organization*, Volume 3 (2): 229-238.

WORKING PAPERS

- Jo-Ellen Pozner and Edward Zajac. Explaining Firm Performance: The Symbolic Management of Quarterly Earnings Announcements.
- Jo-Ellen Pozner. Effects of Earnings Restatements on the Market for Directors.
- Henrich Greve, Donald Palmer, and Jo-Ellen Pozner. Organizational Misconduct.
- Jo-Ellen Pozner and Katarina Sikavica. Paradise Sold: Strategic Responses to Institutional Change in the Field of Organic Farming.
- Tina Dacin, Jo-Ellen Pozner, and Michaela DeSoucey. Profits for Prophets: Invisibility in Organizational Life.
- Celia Moore, Colleen Stuart and Jo-Ellen Pozner. Legitimizing Effects of Stigmatizing Actions.
- Ithai Stern and Jo-Ellen Pozner. Organizational Size, Performance and Frequency-Based Imitation: A Test of Competing Hypotheses.
- Jo-Ellen Pozner. Power and Symbolic Management Following Earnings Restatements.

WORK IN PROGRESS

- Paul Hirsch, Jo-Ellen Pozner and Mary Kate Stimmler. Deregulation of Financial Institutions.
- Jo-Ellen Pozner and Emily Block. Institutional Innovation and Multi-Stakeholder Dynamics in the U.S. Television Industry.
- Jo-Ellen Pozner and Fiona Kun Yao. Individual Network Structure after Earnings Restatements.
- William Ocasio and Jo-Ellen Pozner. Beyond Dependence: A Political Capital Perspective on Power in Organizations.

REFEREED PRESENTATIONS

- Stigmatization, Pollution, Signaling and Symbolism: Restatements and the Market for Directors. 2008. *Academy of Management*, Anaheim, CA.
- Profits for Prophets: Invisibility in Organizational Life (with Tina Dacin and Michaela DeSoucey). 2008. *European Group for Organizational Studies*, Amsterdam, the Netherlands.
- Board Power and Perception Management following Earnings Restatements. 2007. *Academy of Management*, Philadelphia, PA.
- Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses (with Ithai Stern). 2007. *Academy of Management*, Philadelphia, PA.
- Profits to Prophets: Feeding Identities at the Fringe (with Tina Dacin and Michaela DeSoucey). 2007. *Academy of Management*, Philadelphia, PA.
- Settling Up, Scapegoating and Stigma: Earnings Restatements and the Symbolic Contest for Corporate Control. 2006. *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). 2006. *Academy of Management*, Atlanta, GA (*Best Symposium Award Winner*).
- Explaining Firm Performance (with Edward Zajac). 2006. *6th Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.
- Explaining Firm Performance (with Edward Zajac). 2005. *Strategic Management Society Meetings*, Orlando, FL. (*Booz Allen Hamilton/SMS PhD Fellowship Winner*).
- Beyond Dependence: A Political Capital Perspective on Power in Organizations (with William Ocasio). 2005. *American Sociological Association Meetings*, Philadelphia, PA.
- Vox Populi: Resource Partitioning and the Birth of Insurgent Low Power Radio Stations (with Henrich Greve and Hayagreeva Rao). 2004. *Academy of Management*, New Orleans, LA.
- Power and Political Capital in Organizations: An Integrative Perspective. (with William Ocasio and James Oldroyd). 2003. *Academy of Management*, Seattle, WA.
- The Contingent Value of Political Capital in Organizations (with William Ocasio and James Oldroyd). 2003. *3rd Annual London Business School Trans-Atlantic Doctoral Conference on Business Research*, London, UK.

INVITED PRESENTATIONS

- Invisibility in Organizational Life. June 2009. Queen's University School of Business.
- Symbol or Signal? March 2009. Joint Colloquium, McIntyre School of Commerce and Darden School of Business, University of Virginia.
- Symbol or Signal? December 2008. Colloquium, Management and Organization Group, Ross School of Business, University of Michigan.
- The Questions OMT Asks: What has been Neglected? Organizational Misconduct. August 2008. *Academy of Management*, Anaheim, CA.

TEACHING

Haas School of Business, University of California, Berkeley

EW MBA 205: Leading People

MBA 205L: Leadership

PHDBA 259S: OBIR Colloquium

Northwestern University

MORS 470: Negotiation Strategies

Conceptual Issues in Management: Leading High-Impact Teams

RESEARCH GRANTS

Institute for Research on Labor and Employment, University of California, Berkeley, Research Support Award, 2008-09; 2009-10.

University of California Committee on Research, Faculty Research Grant, 2008-09.

University of California Committee on Research, Research Assistantship in the Humanities Grant, 2008-09.

University of California Committee on Research, Faculty Research Grant, 2007-08.

University of California Committee on Research, Research Assistantship in the Humanities Grant, 2007-08.

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, 1993-94.

PROFESSIONAL SERVICE

Editorial Review Board Member, *Organization Science*, 2008 - present

Ad Hoc Reviewer

Academy of Management Journal; *Academy of Management Review*; *Administrative Science Quarterly*; *American Journal of Sociology*; *California Management Review*; *Strategic Management Journal*

MEDIA MENTIONS

"Mahindra Satyam's New Owner Tries To Move Beyond Disgraced Founder," by Eric Bellman. July 23, 2009. *Wall Street Journal*.

"Yelp Extortion Allegations Stack Up," by Kathleen Richards. March 18, 2009. *East Bay Express*.

"Yelp and the Business of Extortion 2.0," by Kathleen Richards. February 18, 2009. *East Bay Express*.

"Cal Study: Human social behavior influences corporate witch hunts," by Elizabeth Rauber. July 17, 2008. *San Francisco Business Times*.

KPFA Morning Show (on-air interview), June 23, 2008.

"Help, I'm Surrounded by Jerks," by Stephanie Rosenbloom. Jan. 18, 2007. *New York Times*.

HONORS AND AWARDS

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.

PROFESSIONAL AFFILIATIONS

Academy of Management
American Sociological Association
Strategic Management Society

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.