

# KELLY PATTERSON

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## EDUCATION

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- Ph.D.            **Cornell University**, 2012  
Department of Sociology
- M.S.            **Cornell University**, 2006  
School of Industrial and Labor Relations
- M.B.A.         **The Ohio State University**, 2000
- B.A.            **The Citadel**, 1992  
Majors: Business Administration, Modern Languages

## TEACHING INTERESTS

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Leadership and organizational change, decision-making and choice, entrepreneurship and innovation

## AWARDS AND HONORS

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- 2009-10        **Alfred D. Chandler, Jr., Travel Fellowship Award, Harvard Business School**  
Awarded for archival research in business and institutional economic history.
- 2008            **Kauffman Dissertation Fellowship in Entrepreneurship**  
One of sixteen national recipients.

## PUBLICATIONS

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(with David Strang) 2014. "Asymmetries in Experiential and Vicarious Feedback: Lessons from the Hiring and Firing of Baseball Managers." *Sociological Science*.

(with Martin Ruef) 2009. "Credit and Classification: The Impact of Industry Boundaries in 19th Century America." *Administrative Science Quarterly*, 54, 486-520.

(with Martin Ruef) 2009. "Organizations and Local Development: Economic and Demographic Growth among Southern Counties during Reconstruction." Social Forces, 87, 1743-1776.

## **WORKING PAPERS**

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"I Meant to Do That: Gaps and Career Histories in Hollywood."

"Legitimacy Threat and 3<sup>rd</sup>-Party Expert Response to Failure."

(with Wes Sine and Chad Carlos) "Identity Constraints: The Diffusion of Commercialized Science in Higher Education."

(with Sun Park) "Local Conformity and Compliance: The Abandonment of Quarterly Earnings Guidance by U.S. Public Companies, 2002-2011."

## **ADDITIONAL PROJECTS**

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Dynamic career patterns in professional baseball

Partnership and genealogical structure in 19<sup>th</sup> Century New Orleans

CEO Selection in the Nonprofit Sector

## **PRESENTATIONS**

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### **Professional Meetings**

2009 "Aspirations, Ambiguity, and Abandonment: The Firing of Baseball Managers." Academy of Management, Chicago, IL.

2008 "From Deviant to Normative: The Emergence of Commercialized Science in US Higher Education." Academy of Management, Anaheim, CA.

2007 "Practice Adoption in Higher Education: The Management of Competing Audiences." American Sociological Association, New York, NY.

### **Invited Presentations**

2011 "Credit Evaluation and Organizational Context: Decision-Making and R.G. Dun and Co." University of Pennsylvania, Wharton School of Business

2008 "Organizations and Local Development: Economic and Demographic Growth among Southern Counties during Reconstruction." Princeton University, Department of Sociology (with Martin Ruef)

2007 "Organizations and Local Development: Economic and Demographic Growth among Southern Counties during Reconstruction." Yale University, School of Management (with Martin Ruef)

### **Other Conferences**

2014 "CEO Selection in the Nonprofit Sector." COSI Conference, Toronto.

2008 "Credit Evaluation and Organizational Context: Decision-Making and the Growth of R.G. Dun and Co." HBS History of Capitalism Graduate Student Conference.

- 2007 “Credit Evaluation and Evaluation Bias in 19<sup>th</sup> Century Louisiana.” (poster) University of Maryland Entrepreneurship Conference.
- 2007 “Identity and the Explanation of Action.” Authors: Ezra Zuckerman and Catherine Turco (presenter for Zuckerman and Turco’s work). Yale SoM Organizational Behavior Summer Camp.
- 2006 “Behind the Microscope: Audience-Based Shifts in the Bases of Organizational Identity.” Brown University Inter-Ivy Sociology Symposium.

## **TEACHING EXPERIENCE**

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- 2012-14 Leadership and Organizations – University of Southern California
- 2010 Introduction to Organizations – Cornell University

## **WORK EXPERIENCE**

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- 2002-2004 Inner Circle Logistics (Startup Firm), St. Louis, MO  
Consulting and Project Manager
- 2000-2001 Accenture, Cleveland, OH  
Consulting and Project Manager, Strategic Services Unit
- 1999 International Business Machines, San Jose, CA  
Project Intern, Systems Storage Division
- 1996-1998 United States Marine Corps, Quantico, VA  
Staff Officer and Instructor, Marine Officer Candidate’s School
- 1992-1996 United States Marine Corps, Camp Pendleton, CA  
Field Artillery Officer, 5<sup>th</sup> Battalion, 11<sup>th</sup> Marines

## **PROFESSIONAL ACTIVITIES**

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Member: Academy of Management, American Sociological Association

Ad hoc Reviewer: American Journal of Sociology, Administrative Science Quarterly, Organization Science, Management Science, Social Forces