

CURRICULUM VITÆ: HEATHER A. HAVEMAN

(5/2022)

University of California at Berkeley

Department of Sociology and Haas School of Business

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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

ACADEMIC APPOINTMENTS

- 7/2006- Professor, University of California at Berkeley, Department of Sociology and Haas School of Business
- 2021 onward: Associate Faculty Director, Berkeley Institute for Data Science
- Faculty Affiliate: Berkeley Institute for Data Science, Berkeley Population Center; Center for Chinese Studies; Center for Gender, Equity, and Leadership (Haas School); Center for Culture, Organizations, and Politics (Sociology Department); Center for the Study of Law and Society (Law School); Institute for Research on Labor and Employment
- Member: Graduate Group in Sociology and Demography
- Co-director: Designated Emphasis in the Sociology of Organizations and Markets
- 7/1998-6/2007 Professor, Columbia University, Graduate School of Business and (by courtesy) Department of Sociology
- Faculty Fellow: Institute for Social and Economic Research and Policy
- 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 and (by courtesy) Department of Sociology

VISITING POSITIONS

- Winter 2016 École Supérieure des Sciences Économiques et Commerciales (ESSEC)
- Fall 2015- Institut d'Études Politiques de Paris (Sciences Po)
Spring 2016
- 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

RESEARCH INTERESTS

Organizational sociology, economic sociology, social history, entrepreneurship, social movements, gender, careers and social mobility, natural-language processing.

TEACHING

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

Undergraduate. Organizations and institutions, evaluation of evidence, gender at work, entrepreneurship.

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

HONOURS AND AWARDS

2018	Distinguished Visitor, INSEAD (Singapore Campus)
2017	Barrington Moore Book Award, American Sociological Association, Comparative and Historical Sociology Section (<i>Magazines and the Making of America</i>)
2016	Book Award, American Sociological Association, Communication, Information Technologies, and Media Sociology Section (<i>Magazines and the Making of America</i>)
2016	Renowned Guest Researcher, École Supérieure des Sciences Économiques et Commerciales (ESSEC)
2015	Finalist, Carol D. Soc Distinguished Graduate Student Mentoring Award, UC Berkeley
2013	Best Paper Award, Administrative Sciences Association of Canada, Organization Theory Division (for Cohen and Haveman working paper, <i>Going against the grain: The effects of adopting unusual job structures at startup</i>)
2009	Honorable mention, Viviana Zelizer Award, American Sociological Association, Economic Sociology Section (for distinguished scholarship, for Haveman, Rao, and Paruchuri, 2007 <i>ASR</i>)
2008	Invited to participate in the Nobel Symposium on the Foundations of Organization
2005	Elected to the Sociological Research Association
1997-1998	Clifford H. Whitcomb Faculty Fellow, Cornell University
1997	Max Weber Award, American Sociological Association, Organizations, Occupations, and Work Section (best paper published in the last three years, for Haveman and Cohen, 1994 <i>AJS</i>)
1995	Elected to the Macro Organizational Behavior Society
1990	Lou Pondy Award, Academy of Management, Organization and Management Theory Division (best paper from a dissertation, later published as Haveman, 1992 <i>ASQ</i>)
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

- 2022-23 UC Berkeley, Haas School of Business, Berkeley Culture Initiative Research Grant, *Gendered Perceptions of Tech Firms*, \$7,500.
- 2021-22 UC Berkeley, Institute of Industrial Relations (IRLE) Research Grant, *Obstacles to Gender Equality at Work*, \$20,000.
- 2020-21 UC Berkeley, Haas School of Business, Center for Equity, Gender, and Leadership (EGAL) grant, \$5,445.
- 2018-22 National Science Foundation, XSEDE (eXtreme Science and Engineering Discovery Environment) startup and research grants, *Sociology Research Teams using Cloud-Based Computational Text Analysis*.
 SES170018, \$8,368.40 (IU/TACC Jetstream Processing 50,000 SUs, IU/TACC Jetstream Processing 1,300 GB), supplemental grant (Processing 25,000 SUs)
 SES170018 Renewal, \$14,890 (Processing 100,000 SUs, Storage 1,300 GB)
 SES180020, \$74,450 (Processing 500,000 SUs, Storage 3,000 GB)
 SES180020 Renewal, \$74,450 (Processing 500,000 SUs, Storage 3,000 GB)
 SES180020 Renewal, \$15,000 (Processing 750,000 SUs, Storage 3,000 GB)
 SES180020 Renewal, \$136,575 (Processing 600,000 GPU SUs, 500,000 SUs, Storage 3,500 GB), supplemental grant \$2,175 (Processing 100,000 SUs, Storage 3,500 GB)
- 2018-2019 UC Berkeley, Center for Chinese Studies, Faculty Research Grant, \$2,500.
- 2017-2018 UC Berkeley, Center for Chinese Studies, Faculty Research Grant, \$1,000.
- 2016-2017 UC Berkeley, Center for Chinese Studies, Faculty Research Grant, \$1,000.
- 2016-2017 UC Berkeley, IRLE, GSR grant, *The New One Percent? Data Science and Changes in American Corporate Leadership*, \$15,126.
- 2015-2016 UC Berkeley, Center for Chinese Studies, Faculty Research Grant, \$2,500.
- 2015-2016 UC Berkeley, Abigail Reynolds Hodgen Publication Fund in the Social Sciences, \$3,585.
- 2014-2015 UC Berkeley, Center for Chinese Studies, Faculty Research Grant, \$1,000.
- 2013-2014 UC Berkeley, IRLE, GSR grant, *Entrepreneurship in Transition: The Founding of Magazines in America, 1741-1860*, \$14,664.
- 2012-2013 UC Berkeley, Population Center, Pilot Grant, *The Changing Face of the American Law Professor*, \$20,182.
- 2011-2012 UC Berkeley, IRLE, GSR grant, *A Contested Institution: The Editorial Structures of Law Reviews*, \$3,378.
- 2007-2011 National Science Foundation, *Magazines and Community in America, 1741-1860*, SES-0727502, \$150,540.
- 2007-2008 William Marion Ewing Kauffman Foundation (awarded through the Lester Center for Entrepreneurship and Innovation, Haas School of Business, UC Berkeley), Research Grant, *Foundings of American Magazines, 1741 to 1860*, \$25,034.20.

- 2006-2007 UC Berkeley, IRLE, Data Initiative Grant, *The Evolving Demography of Jobs in the US Wine Industry*, \$5,787; GSR Grant, \$7,676.
- 2005-2006 National Science Foundation, Dissertation Improvement Award, *The Interdependence of Organizational Knowledge and Financing: Papers on Technological Innovation, Learning, and Corporate Restructuring*, SES-0526353 (Geraldine A. Wu PhD Candidate and Heather A. Haveman Advisor/PI), \$7,429.
- 2003-2004 Columbia University, Graduate School of Business, Eugene M. Lang Center for Entrepreneurship, dissertation improvement grant, *The Might Oak Was Once an Acorn: Factors Affecting New Venture Growth* (Mukti V. Khaire PhD Candidate and Heather A. Haveman Advisor/PI), \$5,000.
- 2001 Columbia University, Institute for Social and Economic Research and Policy, seed grant, *The Demography of Jobs in the US Wine Industry*, \$10,000.
- 1999-2000 National Science Foundation, Dissertation Improvement Award (Robert J. David PhD Candidate and Heather A. Haveman Advisor/PI), *The Emergence and Evolution of an Organizational Population: Management Consulting Firms in the United States, 1886-1997*, SES-9906963, \$7,280.
- 1998-2003 National Science Foundation, *The Co-evolution of Organizations and Careers*, SES-0096016, \$125,673.

BOOKS

Haveman, Heather A. 2022. *The Power of Organizations: A New Approach to Organizational Theory*. Princeton, NJ: Princeton University Press, in press.

Haveman, Heather A. 2015. *Magazines and the Making of America: Modernization, Community, and Print Culture, 1741-1860*. Princeton, NJ: Princeton University Press.

Co-winner, 2017 Barrington Moore Book Award, American Sociological Association, Comparative and Historical Sociology Section.

Co-winner, 2016 Book Award, American Sociological Association, Communication, Information Technologies, and Media Sociology Section.

Reviewed in *International Journal of Media and Cultural Politics* ([link](#)), *Administrative Science Quarterly* ([link](#)), *Common-Place* ([link](#)), *American Literary History* ([link](#)), *Journal of Magazine and New Media Research* ([link](#)), *Contemporary Sociology* ([link](#)), *Journal of American Culture* ([link](#)), *Business History Review* ([link](#)), *Society for the History of Authorship, Reading, and Publishing* ([link](#)), *Papers of the Bibliographical Society of America* ([link](#)), *American Journal of Sociology* ([link](#)), *American Periodicals* ([link](#)).

JOURNAL ARTICLES

Haveman, Heather A., David Joseph-Goteiner, and Danyang Li. 2022. Institutional logics: Motivating action and overcoming resistance to change. Forthcoming, *Quarterly Journal of Management*.

Haveman, Heather A., and Nataliya Nedzhvestskaya. 2022. Community, self-help, and enterprise: The coevolution of capitalism and non-profit and for-profit businesses in Britain and Germany. Forthcoming in *Research in the Sociology of Organizations – The Corporation: Rethinking the Iconic Form of Business Organization*, 78: 121-141.

- Habinek, Jacob, and Heather A. Haveman. 2019. Professionals and populists: the making of a free market for medicine in the United States, 1787-1860. *Socio-Economic Review*, 17 (1): 81-108. (<https://doi.org/10.1093/ser/mwy052>) (link to LSE Business Review blog post)
- Haveman, Heather A., and Rachel Wetts. 2019b. Contemporary organizational theory: The demographic, relational, and cultural perspectives. *Sociology Compass*, 13 (3): e12664. (<http://doi.org/10.1111/soc4.12664>)
- Haveman, Heather A., and Rachel Wetts. 2019a. Organizational theory: From classical sociology to the 1970s. *Sociology Compass*, 13 (3): e12627. (<https://doi.org/10.1111/soc4.12627>) (link to orgtheory.net blog post)
- Carlos, W. Chad, Wesley D. Sine, Brandon H. Lee, and Heather A. Haveman. 2018. Gone with the wind: Industry development and the evolution of social movement influence. *Advances in Strategic Management*, 38: 339-365. (DOI:10.1108/S0742-33222018000038018)
- Haveman, Heather A., and Daniel N. Kluttz. 2018. Cultural spillovers: Copyright, conceptions of authors, and commercial practices. *Law & Society Review*, 52 (1): 7-40. (lead article; DOI:10.1111/lasr.12308)
- Haveman, Heather A., and Ogi Radic. 2017. Educational background and stratification in the legal academy: Invasion of the body snatchers...or more of the same? *Journal of Gender, Race, and Justice*, 21 (1): 91-134.
- Haveman, Heather A., Nan Jia, Jing Shi, and Yongxiang Wang. 2017. The dynamics of political embeddedness in China. *Administrative Science Quarterly*, 62 (1): 67-104. (DOI:10.1177/0001839216657311)
- Haveman, Heather A., Anand Swaminathan, and Eric B. Johnson. 2016. Structure at work: Organizational forms and the division of labor in U.S. wineries. *Research in the Sociology of Organizations*, 47: 195-239.
- Haveman, Heather A., and Christopher I. Rider. 2014. The spatial scope of competition and the geographic distribution of entrepreneurship: American magazine foundings and the U.S. post office. *Sociological Science*, 1 (3): 111-127.
- Goldstein, Adam, and Heather A. Haveman. 2013. Pulpit and press: Denominational dynamics and the growth of religious magazines in antebellum America. *American Sociological Review*, 78 (5): 797-827.
- David, Robert J., Wesley D. Sine, and Heather A. Haveman. 2013. Seizing opportunity in emerging fields: How entrepreneurs legitimated the professional form of management consulting. *Organization Science*, 24 (2): 356-377.
- Haveman, Heather A., and Yongxiang Wang. 2013. Going (more) public: Institutional isomorphism and ownership reform among Chinese firms. *Management and Organization Review*, 9 (1): 17-51.
- Haveman, Heather A., Jacob Habinek, and Leo A. Goodman. 2012. How entrepreneurship evolves: The founders of new magazines in America, 1741-1860. *Administrative Science Quarterly*, 57 (4): 585-624.
- Haveman, Heather A., and Lauren S. Beresford. 2012. If you're so smart, why aren't you the boss? Explaining the persistent vertical gender gap in management. *Annals of the American Academy of Political and Social Science*, 639: 114-130.

- Haveman, Heather A., Joseph P. Broschak, and Lisa E. Cohen. 2009. Good times, bad times: The impact of organizational dynamics on the careers of male and female managers. *Research in the Sociology of Work*, 18 (Economic Sociology): 119-148.
- King, Marissa D., and Heather A. Haveman. 2008. Antislavery in America: The press, the pulpit, and the rise of anti-slavery societies. *Administrative Science Quarterly*, 53: 492-528.
- 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.
Reprinted in Ari Ginsberg, ed. 2010. *Strategies for New Venture Development*. Cheltenham, UK: Edward Elgar.
- 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: 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.
Reprinted in Gideon D. Markman and Philip H. Phan, eds. 2011. *Market Entry, Competitive Dynamics, and Entrepreneurship*: 347-394. Baltimore and Cheltenham: Johns Hopkins University Press and Edward Elgar.
- 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.
Reprinted in John C. Wood, ed. 2011. *Rosabeth Moss Kanter*. Abington, UK: Routledge.
- 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. 1995. *Complex Organizations*: 343-370. Aldershot, UK: Dartmouth Publishing Co.
- 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. 1992. *Life-Span Development and Behavior*, 11: 112-144. Hillsdale, NJ: Lawrence Erlbaum Associates.

BOOK CHAPTERS AND ENCYCLOPEDIA ENTRIES

- Haveman, Heather A. 2021. Magazines create nationwide communities, 1741-1860. Forthcoming in Nick Heffernan, ed., *Cambridge History of American Popular Culture*. Cambridge: Cambridge University Press.
- Haveman, Heather A. 2021. The business of literary magazines in nineteenth-century America. In Tim Lanzendörfer, ed., *Routledge Companion to Literary Magazines*. New York and London: Routledge.
- Haveman, Heather A. 2020. Introduction: The early years of the magazine industry. In Steven Lamazow, ed., *Catalogue of the Grolier Club Exhibition "Magazines and the American Experience."* New York: Grolier Club.
- Haveman, Heather A., and Gillian Gualtieri. 2017. Institutional logics. In Ray Aldag, ed., *Oxford Research Encyclopedia of Business and Management*. New York: Oxford University Press. (<http://oxfordre.com/business/view/10.1093/acrefore/9780190224851.001.0001/acrefore-9780190224851-e-137>) (SocArXiv location <https://osf.io/yca2v/>)
- Haveman, Heather A., and Daniel N. Kluttz. 2015. Organizational populations and fields: Ecology and institutionalism. In Robert Scott and Stephen Kosslyn, eds., *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: John Wiley & Sons. (available at <http://onlinelibrary.wiley.com/doi/10.1002/9781118900772.etrds0245/full>)

- Haveman, Heather A., and Daniel N. Kluttz. 2013. Bureaucracy. In David Teece and Mie Augier, eds., *Palgrave Encyclopedia of Strategic Management*. London: Palgrave Macmillan. (available at https://link.springer.com/referenceworkentry/10.1057/978-1-137-00772-8_534)
- Haveman, Heather A. 2009. The Columbia school and the study of bureaucracies: Why organizations have lives of their own. In Paul S. Adler, ed., *The Oxford Handbook of Sociology and Organization Studies: Classical Foundations*: 585-606. Oxford: Oxford University Press.
- Haveman, Heather A., and Robert J. David. 2008. Organizational ecologists and institutionalists: Friends or foes? In Royston Greenwood, Christine Oliver, Kerstin Sahlin, and Roy Suddaby, eds., *The SAGE Handbook of Organizational Institutionalism*: 571-593. Thousand Oaks, CA: Sage.
- Haveman, Heather A., and Mukti V. Khaire. 2006. Organizational sociology and the analysis of 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 A. 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. 2019. Review of *Under the Cover: The Creation, Production, and Reception of a Novel* by Clayton Childress. *Administrative Science Quarterly*, 63: NP4-NP6. (DOI 10.1177/0001839218813040)
- Haveman, Heather A. 2017. The unanticipated consequences of purposive political action. Review of *American Guides: The Federal Writers' Project and the Casting of American Culture* by Wendy Griswold. *Contemporary Sociology* 46 (5): 526-529.
- Haveman, Heather A. 2016. Review of *Making News: The Political Economy of Journalism in Britain and America from the Glorious Revolution to the Internet Age*, edited by Richard R. John and Jonathan Silberstein-Loeb. *Administrative Science Quarterly*, 61 (3): NP26-NP28.
- Haveman, Heather A. 2015. Review of *Between Slavery and Capitalism: The Legacy of Emancipation in the American South* by Martin Ruef. *Administrative Science Quarterly*, 60 (3): NP37-NP40.
- Haveman, Heather A. 2014. Review of *Shaping Jazz: Cities, Labels, and Global Emergence of an Art Form* by Damon J. Phillips. *Administrative Science Quarterly*, 59 (4): NP57-NP59.
- 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.

OTHER PUBLICATIONS

- Haveman, Heather A., Joseph T. Mahoney, and Elizabeth Mannix. 2021. The evolving science of organizations: Theory (still) matters. *Academy of Management Review*, Introduction to Special Topic Forum on the Role of Theory in Management Research. Forthcoming, October.
- Baum, Joel A.C., and Heather A. Haveman. 2020. From the editors: The future of organizational theory. *Academy of Management Review*, 45 (2): 268-272.
- Haveman, Heather A., Joseph T. Mahoney, and Elizabeth Mannix. 2019. From the editors: The role of theory in management research. *Academy of Management Review*, 44 (2): 241-243. (<https://doi.org/10.5465/amr.2019.0034>)
- Haveman, Heather A., Joseph T. Mahoney, and Elizabeth Mannix. 2018. Call for papers: The role of theory in management research. *Academy of Management Review*, 43 (4): no page numbers.
- Haveman, Heather A. 2018. Magazines and religious diversity in America, 1741-1860. In Karen Barkey and Grace Goudiss, eds., *Religious Diversity in America: An Historical Narrative*. Berkeley, CA: Haas Institute for a Fair and Inclusive Society. (teaching tool)
- Haveman, Heather A. 2016. The internet and the future of academic publishing. orgtheory.net. (<https://orgtheory.wordpress.com/2016/10/26/the-internet-and-the-future-of-academic-publishing/>)
- Haveman, Heather A. 2014. American Sociological Association, Organizations, Occupations, and Work Section blog (Work in Progress) on the future of organizational sociology. (<http://wp.me/p2Obbg-PX>)

WORK IN PROGRESS

- Haveman, Heather A. Organizing the authoritarian state. In preparation for *Journal of Management Inquiry*.
- Haveman, Heather A., and Jasmine Sanders. The balancing act: Norms and practices that hinder work-life balance.
- Haveman, Heather A., and William Rathje. Is this firm blue, purple, or pink? The gendering of employee discourse.
- Haber, Jaren, Heather A. Haveman, and Yoon Sung Hong. A supercomputer reviews the literature on organizations: Combining supervised and unsupervised text-analysis methods. (<https://osf.io/preprints/socarxiv/9367z/>)
- Haber, Jaren, Heather A. Haveman, and Yoon Sung Hong. Applying expert-built dictionaries to automated analysis of complex texts.

PRESENTATIONS

Competitive Conference Presentations

- 2022 Society for the Advancement of Socio-Economics, World Economic History Forum, American Sociological Association
- 2021 Wharton People & Organizations Conference (zoom)
- 2020 Society for the Advancement of Socio-Economics (zoom), American Sociological Association (zoom)

- 2017 Administrative Sciences Association of Canada, Academy of Management, American Sociological Association
- 2016 Society for the Advancement of Socio-Economics; American Sociological Association; Kellogg Economic Sociology Conference
- 2015 American Sociological Association (2 papers); INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France (cancelled due to injury)
- 2014 Society for the Advancement of Socio-Economics, American Sociological Association (2 papers), Academy of Management, Social Science History Association
- 2013 Administrative Sciences Association of Canada, American Sociological Association, Social Science History Association
- 2012 Academy of Management, American Sociological Association
- 2011 Administrative Sciences Association of Canada, Academy of Management
- 2010 American Sociological Association, Academy of Management (2 papers)
- 2009 Society for the Advancement of Socio-Economics
- 2008 American Association of Wine Economists
- 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 The Institute for Management Science-Operations Research Society of America; Academy of Management (2 papers)
- 1990 Academy of Management
- 1988 Academy of Management (2 papers)

Invited Presentations

- 2022 University of Michigan (zoom), Drexel University
- 2021 Grolier Club panel on the themes in the exhibition “Magazines and the American Experience” (zoom), University of Toronto (zoom), Rice University (zoom); Academy of Management (zoom)
- 2020 University of South Carolina; University of Southern California; HEC Paris (cancelled due to pandemic); Macro Organizational Behavior Society (zoom; panel on “What has the Trump administration taught us about institutions?”)
- 2019 Yale University; New York University; University of Chicago
- 2018 UC Santa Barbara; INSEAD (Singapore campus); National University of Singapore; University of California, Berkeley (DLab Computational Text Analysis Working Group)

- 2017 Stanford University; Washington State University; Harvard University-Massachusetts Institute of Technology Economic Sociology Seminar; University of Pennsylvania; University of Toronto, Canada; Administrative Sciences Association of Canada (Distinguished Speaker, Organization Theory Division); American Sociological Association (Keynote Panel, Economic Sociology and Organizations, Occupations, and Work mini-conference; ASA panel on intellectual property); University of British Columbia
- 2016 Institute d'Études Politiques (Sciences Po), Paris, France (3 different presentations); École Supérieure des Sciences Économiques et Commerciales (ESSEC), Cergy-Pontoise, France (2 different presentations); University of Uppsala, Sweden; London School of Economics and Political Science; University of California, Berkeley (2 different presentations); Stanford University
- 2015 Conference on the Field of *Guanxi* Studies, Berkeley, CA; Canadian Institute for Advanced Research, Toronto, Ontario, Canada; Northwestern University; European Group for Organizational Studies Annual Colloquium, Athens, Greece (PhD Workshop Keynote Speaker); University of Edinburgh; Institut Européen d'Administration des Affaires (INSEAD), Fontainebleau, France
- 2014 Hong Kong Institute for Monetary Research, Fifth Annual International Conference on the Chinese Economy, Hong Kong; Copenhagen Business School; Economy and Society @ Yale (EASY) Conference; Massachusetts Institute of Technology-Harvard University Economic Sociology Seminar; Duke University; University of North Carolina, Chapel Hill
- 2013 UC Berkeley (Institute for the Study of Societal Issues); Institute d'Études Politiques (Sciences Po), Paris, France (Wrap-Up Speaker, Max Planck-Sciences Po Center on Coping with Instability in Market Societies); Tilburg University, Holland; University of Oxford, England; Lugano Conference on Organizations, Lugano, Switzerland; University of Southern California; Social Science History Association (author-meets-critics panel); UC Berkeley (Center for the Study of Law and Society)
- 2012 American Sociological Association (author-meets-critics session)
- 2011 Emory University; Conference on Risk and Uncertainty in the Economy, Villa Vigoni, Italy; Harvard University; UC Berkeley (Institute for Research on Labor and Employment); ESADE Business School, Barcelona, Spain
- 2010 UC Berkeley (Haas School, Management of Organizations Group); Boston University
- 2009 Stanford University; University of Arizona; Princeton University Joint Workshop on Economics and Sociology (inaugural speaker); University of Michigan
- 2008 Massachusetts Institute of Technology-Harvard University Economic Sociology Seminar; Shanghai University; Peking University; International Association for Chinese Management Research Biennial Conference, Guangzhou, China; Nobel Symposium, Foundations of Organizations, Stockholm, Sweden; UC Berkeley (Institute for Research on Labor and Employment)
- 2007 University of Minnesota; UC Irvine Joint Colloquium of the Sociology Department and the Center for Organization Research (inaugural speaker); University of Chicago Conference on the Emergence of Social Organization
- 2006 Stanford University; Washington University, St. Louis; Keizai Koho Center (Japan Institute for Social and Economic Affairs), Seminar on Management to Create Corporate Value, Toyko, Japan; ASA, Organizations, Occupations, and Work Preconference Workshop for Junior Faculty and Doctoral Students, Montreal Canada
- 2005 Copenhagen Business School, Conference on Public and Private Models of Management: Sensemaking and Institutions; Stanford University

- 2004 Harvard University; American Sociological Association, Economic Sociology Panel on Media, Mergers, and Convergence
- 2003 UCLA; INSEAD, Fontainebleau, France; University of Illinois, Urbana-Champaign; Academy of Management, Conflict Management Division Thematic Panel
- 2002 UC Santa Barbara; Cornell University; Organization Science Winter Conference; Social Science Research Council, Conference on Economic Sociology, Bellagio, Italy; 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; Nagymoros Group Conference on Organizational Ecology, Chicago; American Sociological Association
- 2000 UC Irvine
- 1999 Stockholm School of Economics, Prince Bertil Symposium; Nagymoros Group Conference on Organizational Ecology, Trentino, Italy; UC Berkeley; UC Santa Barbara (twice); Stanford University
- 1998 University of Texas Austin; University of Arizona; UCLA; Nagymoros Group Conference on Organizational Ecology, Nagymoros, Hungary
- 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); UC Berkeley; University of Arizona (twice); Princeton University
- 1994 Massachusetts Institute of Technology; Harvard University; UC Davis; New York University, 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

- Sociology of Entrepreneurship (Berkeley sociology), 2014
- Evaluation of Evidence (Berkeley sociology), 2008-
- Organizations and Social Institutions (Berkeley sociology), 2007-
- Gender at Work (Berkeley sociology), 2005
- Managerial Effectiveness (Duke Trinity College), 1990

PhD

- Research Design (Berkeley sociology), 2008-
- Organizations (Berkeley sociology), 2007-
- Research Workshop on Macro OB (Haas), 2005
- Advanced Macro Organizational Studies (Columbia GSB), 2002
- Organizational Theory (Cornell JGSM, Columbia GSB), 2000-2006
- Research Design (Cornell JGSM, Columbia GSB), 1995, 2003
- Independent Study Course: Advanced Organizational Theory (Cornell JGSM), 1995-1997
- Independent Study Course: Meso Organizational Theory (Cornell JGSM), 1996
- Independent Study Course: Organizational Theory (Duke FSB), 1992, 1993

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

Undergraduate Thesis Committees

Zixin Li, interdisciplinary studies (second reader), 2017

Undergraduate Mentor

Kara Anderson, McNair Scholars Program 2020-21

Master's Thesis Committees

Simon Morfit, Berkeley Sociology (second reader, MA 2008)
 Darius Mehri, Berkeley Sociology (third reader, MA 2008)
 Ellis Monk, Berkeley Sociology (third reader, MA 2008)
 Teresa Gonzales, Berkeley Sociology (second reader, MA 2009)
 Nora Broege, Berkeley Sociology (first reader, MA 2010)
 Lauren Beresford, Berkeley Sociology (first reader, MA 2010)
 Adam Goldstein, Berkeley Sociology (second reader, MA 2010)
 Daniel Kluttz, Berkeley Sociology (first reader, MA 2012)
 Fabiana Silva, Berkeley Sociology (second reader, MA 2012)
 Jaren Haber, Berkeley Sociology (first reader, MA 2013)
 Cyrus Dioun, Berkeley Sociology (first reader, MA 2013)
 William Welsh, Berkeley Sociology (second reader, MA 2013)
 Gillian Gualtieri, Berkeley Sociology (second reader, MA 2014)
 Shadrack Small, Berkeley Sociology (second reader, MA 2014)
 Rachel Wetts, Berkeley Sociology (second reader, MA 2014)
 Véronique Irwin, Berkeley Sociology (second reader, MA 2015)
 Ogi Radic, Berkeley Sociology (second reader, MA 2015)
 Sanaz Mobasser, Berkeley Haas (second reader, second-year paper 2015)
 Joe LaBriola, Berkeley Sociology (second reader, MA 2016)
 Naniette Coleman, Berkeley Sociology (first reader, MA 2017)
 Tara Gonsalves, Berkeley Sociology (second reader, MA 2017)
 Jeff Gordon, Berkeley Sociology (first reader, MA 2017)
 David Joseph-Goteiner, Berkeley Sociology (first reader, MA 2020)
 Irem Inal, Berkeley Sociology (third reader, MA 2021)
 Nataliya Nedzhvetskaya, Berkeley Sociology (first reader, MA 2021)
 Jasmine Sanders, Berkeley Sociology (first reader, MA 2021)
 Danyang Li, Berkeley Sociology

PhD Committees

Christ Inman, Cornell Hotel School (PhD granted 1995)
 Karen Steinhauer, 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)
Robert David, Cornell JGSM (chair, PhD granted 2001)
Eugenio Marchese, Cornell JGSM (PhD granted 2001)
Wesley Sine, Cornell ILR School (PhD granted 2001)
Mary Benner, Columbia GSB (chair, PhD granted 2001)
Melissa Cardon, Columbia GSB (chair, PhD granted 2001)
Kristin Stucker, Columbia GSB (PhD granted 2001)
Eric Jackson, Columbia GSB (PhD granted 2002)
Prem Shukla, Cornell JGSM (chair, PhD granted 2002)
Kristina Szafara, Cornell JGSM (chair, PhD granted 2002)
Mukti Khaire, Columbia GSB (sponsor, PhD granted 2005)
Geraldine Wu, Columbia GSB (sponsor, PhD granted 2006)
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)
Umit Ozmel, Columbia GSB (PhD granted 2008)
Chris Rider, Berkeley Haas (chair, PhD granted 2008)
Atul Techchandani, Berkeley Haas (chair, PhD granted 2010)
Jennifer Kurkoski, Berkeley Haas (PhD granted 2010)
Sarah Quinn, Berkeley Sociology (PhD granted 2010)
Peter Younkin, Berkeley Sociology (PhD granted 2010)
Zongshi Chen, Berkeley Sociology (PhD granted 2011)
Denise Dunning, Berkeley Sociology (chair, PhD granted 2012)
Nydia MacGregor, Berkeley Haas (chair, PhD granted 2012)
Matt Sargent, Berkeley History/Organizational Behavior (PhD granted 2013)
Sean McClellan, Berkeley Public Health (PhD granted 2013)
Lauren Beresford, Berkeley Sociology (chair, PhD granted 2014)
Adam Goldstein, Berkeley Sociology (PhD granted 2014)
Gwendolyn Leachman, Berkeley Jurisprudence & Social Policy (PhD granted 2014)
Gordon Chit-Nga Shen, Berkeley Public Health (PhD granted 2014)
Darius Mehri, Berkeley Sociology (PhD granted 2015)
Michael Schultz, Berkeley Sociology (co-chair, PhD granted 2015)
Shoonchul Shin, Berkeley Sociology (chair, PhD granted 2016)
Fabiana Silva, Berkeley Sociology (chair, PhD granted 2017)
Daniel Kluttz, Berkeley Sociology (co-chair, PhD granted 2017)
Sherry Zaks, Berkeley Political Science (PhD granted 2017)
Cyrus Dioun, Berkeley Sociology (chair, PhD granted 2018)
Gillian Gualtieri, Berkeley Sociology (co-chair, PhD granted 2018)
Sanaz Mobasseri, Berkeley Haas (PhD granted 2018)
Rachel Wetts, Berkeley Sociology (chair, PhD granted 2019)
Danielle Fleming, Berkeley Education (PhD granted 2019)
Jaren Haber, Berkeley Sociology (chair, PhD granted 2020)
Alan Kluegel, Berkeley Jurisprudence & Social Policy (PhD granted 2020)
Brendan Mackie, Berkeley History (PhD granted 2021)
Tim Marple, Political Science (PhD granted 2022)
Ogi Radic, Berkeley Sociology (co-chair)

Casey Homan, Berkeley Sociology
 Josh Choper, Berkeley Sociology
 Feroze Munshi, Berkeley Education
 Aaron Smyth, Berkeley Jurisprudence & Social Policy

Post-Doctoral Fellows Supervised

Isabell Stamm (PhD Sociology, Freie Universität Berlin; post-doc 2014-15)
 Anne Philibert (PhD Sociology, Geneva University; post-doc 2022-23)

PROFESSIONAL SERVICE

Public Service

Grolier Club (NYC), Consultant to the Organizing Committee for the exhibition “Magazines and the American Experience,” 2019-2020

Service to Government

National Science Foundation, Advisory Panel to review the CAREER Program, 2012

Service to Academic Associations

Academy of Management, Organization & Management Theory Division: Representative-at-large, 1992-1994, Mentor for Junior Faculty Workshop, 2019

American Sociological Association (ASA): Committee on Sections, 2002-2004 (chair 2003-2004); Organizer, Regular Sessions on Organizations, 2006

ASA Communications, Information Technologies, and Media Sociology Section: Book Award Committee, 2017

ASA Comparative and Historical Sociology Section: Barrington Moore Book Award Committee, 2014 (chair)

ASA Economic Sociology Section: Viviana Zelizer Award Committee (best paper), 2005; Kauffman Foundation Best Student Paper Award Committee, 2021

ASA Occupations, and Work Section: Program Committee, 1996, 2003 (chair), 2015; Max Weber Award Committee (best book published in the last three years), 1998; Council Member, 2003-2006; Chair, 2006-2007; Ad-hoc Committee on Pre-conference Workshops, 2008-2010; Nominations Committee, 2012 (chair)

European Group for Organizational Studies: Co-convenor, Subtheme on Quantitative Analysis of Organizational Change, 2002

Society for the Advancement of Socio-Economics (SASE): Annual Meeting Organizing Committee, 2016, 2022; Executive Council, 2017-2023; *Socio-Economic Review* Best Paper Committee, 2018-2019 (chair); Subcommittee on Finance, 2019-20; Nomination Committee for *SER* editor, 2020-2021.

Editorial Boards

2017-2020 Associate Editor, Academy of Management Review

1993-1996 Academy of Management Review

1993-2003 Organization Science

1994-2018 Administrative Science Quarterly

1995-1997 American Journal of Sociology, Consulting Editor

1999-2001 American Sociological Review

2002-2005 Strategic Organization

2006-2008 American Sociological Review

2013- Sociological Science, Consulting Editor

2014- Oxford Research Encyclopedia of Business and Management, Advisory Board
 2014-2017 Social Forces
 2015- Socius

Ad-hoc Reviewer

Academy of Management Journal
 Academy of Management annual meetings
 American Journal of Cultural Sociology
 American Journal of Sociology
 American Periodicals
 American Sociological Review
 Asian Development Review
 Binational (Israel and the U.S.) Science Foundation
 Columbia University Press
 Gender and Society
 Industrial and Corporate Change
 Industrial and Labor Relations Review
 Industrial Relations
 INFORMS College of Organization dissertation proposal competition
 Law and Society Review
 Journal for the Scientific Study of Religion
 Journal of Management Studies
 Management and Organization Review
 Management Science
 National Science Foundation
 Organization Science
 Princeton University Press
 Research in the Sociology of Organizations
 Social Science Research
 Social Sciences and Humanities Research Council of Canada
 Socio-Economic Review
 Sociological Forum
 Sociological Theory
 Stanford University Press
 Work and Occupations

UNIVERSITY SERVICE

University of California Berkeley

Ad-hoc Tenure Committee, 2008, 2009 (chair), 2010, 2014 (chair), 2019, 2020 (chair)
 Search Committee, senior position for the Institute for a Fair and Inclusive Society, Religious Diversity, 2013-14
 Committee on Graduate Fellowships, 2013-14
 Dean Review Committee, 2017
 Division of Data Science, Committee on Undergraduate Degree Programs, 2017-18
 Division of Data Science, Committee on Minors, 2018-19
 Faculty Senate, Graduate Council, 2019-20, 2021-22
 Division of Data Science and Information, Faculty Working Group, 2019
 Designated Emphasis in the Sociology of Organizations and Markets, Co-Chair, 2020-

Campus Public Health Campaign, Faculty Focus Group, 2020-
 Faculty Senate, Graduate Council, Advisory Committee for Graduate Student and Postdoctoral
 Scholar Professional Development, 2020-21
 Division of Social Science, Co-Chair, Faculty Working Group on a Computational Social Science
 Master's Program, 2020-21
 Division of Computing, Data Science, and Society, Data Science Commons Outreach Working Group,
 2021-

University of California Berkeley, Berkeley Institute for Data Science

Associate Faculty Director, 2021-
 Faculty Advisory Board, 2013-2018
 Executive Committee, 2017-2019; Faculty Council 2019-
 Interview Committee, Chief Research Officer, 2017
 Interview Committee, Communications and Program Manager, 2017
 Junior Fellows Selection Committee, 2018 (chair)
 TextXD (text across domains) Conference, Faculty Chair of the Organizing Committee, 2018-
 Data Science Studies Researcher Selection Committee, 2019

University of California Berkeley, Department of Sociology

PhD Admissions Committee, 2007-08, 2010-11, 2011-12 (chair), 2021-22
 Ad-hoc Tenure Committee, 2008 (chair), 2010, 2017
 Ad-hoc Mid-career Review Committee, 2009
 Fund-Raising Committee, 2008-09, 2009-10
 Job Market Workshop, 2012-13, 2016-17
 Personnel Committee, 2013-14, 2017-18
 Ad-hoc External Hire Committee (full professor), 2014 (chair)
 Committee on Academic Progress, 2014-15, 2020-21
 Equity Advisor, 2014-15
 Co-organizer, Conference on Fields, Logics, Frames, and Cognition, 2017
 Associate Chair and Director of Graduate Studies, 2018-2020

University of California Berkeley, Haas School of Business

OBIR Recruiting Committee, 2008-09
 Ad-hoc Tenure Committee, 2010, 2017
 Ad-hoc Committee for New Assistant Professor Hire, 2021
 Ad-hoc Promotion to Full Committee, 2021
 Ad-hoc Promotion to Step VI Committee, 2021

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

Management Division Chair, 1994-95
 PhD Committee, 1994-1998
 Affirmative Action Committee (chair), 1995-1997
 Management Search Committee, 1995-96, 1996-1997 (chair), 1998-1999

Wine Tasting Committee (chair), 1995-1999

NERD NETWORK

Erdős Number = 4

Heather A. Haveman → Leo A. Goodman → Harold W. Kuhn → Alan J. Hoffman → Paul Erdős