

Elizabeth Anne Marie Hansen

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EDUCATION

Ph.D., Organizational Behavior and Sociology, Harvard University Expected
2016

- Dissertation: *Organizational Responses to the Digital Transformation of American Public Broadcasting*.
- Dissertation Committee: Mike Tushman (*Chair, HBS*); Julie Battilana (*HBS*); Leslie Perlow (*HBS*); Chris Winship (*FAS Sociology*)

A.M., Sociology, Harvard University 2014

- Qualifying Paper: *Identity, Culture and Decision-Making in a Digital Agency*.
- Approved with *Distinction*

B.A., Swarthmore College 2002

- Major: Latin
- Lang Opportunity for Social Change Scholar

ACADEMIC APPOINTMENTS AND FELLOWSHIPS

The Tow Center for Digital Journalism March 2016 -
Columbia University 2017

Senior Research Fellow

- Designing and leading a research project examining the technological and institutional barriers to making podcasts shareable on the social web. Contributing research on cultural differences between technologists and journalists for MacArthur Foundation-funded project on the evolving relationship between news publishers and social platforms. Providing research design advising and writing review for five Tow Fellow research projects in various stages of development addressing topics related to journalism and technology.

The Berkman Klein Center for Internet and Society 2016 - 2017
Harvard University

2016-2017 Fellow

- Berkman Fellowship project will involve conducting preliminary research on the re-emergence of podcasting as an open-format media technology and nascent industry.

RESEARCH PROJECTS

- Organizational Responses to the Digital Transformation of American Public Broadcasting.* February
Ethnographic and case study dissertation research spanning 19 months at multiple sites. 2014 -
Committee: Mike Tushman (*Chair, HBS*); Julie Battilana (*HBS*); Leslie Perlow (*HBS*); Chris Present
Winship (*Sociology*)
- Making Audio Go Social: The Technological and Institutional Barriers of Translating Podcasting to the Social Web.* March 2016 -
Present
Ethnographic, interview, and archival research for the Tow Center for Digital Journalism project on audio journalism.
- Identity, Culture, and Decision-Making in a Digital Agency.* October
Ethnographic research for Qualifying Paper in Sociology spanning 14 months at a digital 2010 -
agency. May 2014
Committee: Jocelyn Viterna (*Sociology*); Leslie Perlow (*HBS*); Robin Ely (*HBS*).
- Redesigning Work through Collective Temporal Resources.* June 2013 -
Present
Collaborators: Leslie Perlow (*HBS*), Melissa Mazmanian (*UC Irvine*).
- The Digitization of Cinema, Motion Picture Distribution and the Transformation of Theatre Ownership: The US vs. Denmark.* 2010 - 2011
Interviews and archival research.
Collaborator: Jesper Strandgaard Pederson (*Copenhagen Business School*).
- Working Time Predictability and "On" Hours in Professional Service Firms.* 2007 - 2010
Collaborators: Leslie Perlow (*HBS*) and Melissa Mazmanian (*UC Irvine*).
Interviews and survey analysis.

ARTICLES UNDER REVIEW AND IN PREPARATION

- Hansen, Elizabeth. "Clock Fights: Digital Innovation in a Broadcast Institution." First paper from dissertation research.
- Hansen, Elizabeth. "Muddling Through: Identity, Culture, and Decision-Making in Managers' Responses to Uncertainty."
Manuscript in preparation for submission to Organization Science
- Perlow, Leslie, Melissa Mazmanian, and Elizabeth Hansen. "Shifting Towards a Collective Temporal Orientation: Enabling a Sustainable Performance Culture."
Revise and Resubmit at Administrative Science Quarterly
- Hansen, Elizabeth. "Bend Without Breaking: The Institutional Adaptation of Public Radio Broadcasting at a Radical Technological Discontinuity." Second paper from dissertation research.
- Hansen, Elizabeth. "David and Goliath Make a Podcast: Platform vs. Incumbent Strategies in the Wake of an Open Innovation." Third paper from dissertation research.

WHITE PAPERS AND OTHER PUBLICATIONS

- Griffith, Graham and Elizabeth Hansen. "Opportunities and Challenges for Science and Health Communication in the Podcast Age." White paper prepared for The Health Science

Communication Conference, University of Michigan Institute for Social Research. June 2016.

Hansen, Elizabeth. "Research Report on the Reader Revenue Strategies of Local, Nonprofit Digital News Publications." White paper prepared for The Institute for Nonprofit News. July 2016.

Jeffrey B. Doyon, Elizabeth A. M. Hansen, Chu-Young Kim, Jeanne S. Chang, David W. Christianson, Ryan D. Madder, Judith G. Voet, Teaster A. Baird, Jr, Carol A. Fierke, and Ahamindra Jain. Linear Free Energy Relationships Implicate Three Modes of Binding for Fluoroaromatic Inhibitors to a Mutant of Carbonic Anhydrase II. *Organic Letters*. **2000**, 2(9), 1189-1192.

FUNDING AND AWARDS

The Tow Center for Digital Journalism Research Fellowship	2016
Harvard GSAS Dissertation Completion Fellowship	2015 - 2016
Harvard Business School Doctoral Research Fellowship	2008 - 2015
Scholarship for Tuck School of Business at Dartmouth Summer Bridge Program for Liberal Arts Majors	2003
Eugene M. Lang Opportunity for Social Change Scholarship	1998 - 2002

REFEREED CONFERENCE PRESENTATIONS

Mazmanian, Melissa, Leslie Perlow and Elizabeth Hansen. <i>Collective Temporal Resources in Knowledge Work: Moving Toward a Collective Orientation to Time</i> . Showcase Symposium: Making Time for Time: Extending Theories of Temporality in and Across Organizations. Academy of Management Annual Meeting. August 2016. Anaheim, CA.	2016
Hansen, Elizabeth and Chris W. Anderson (CUNY). "Nosing Around" in an Age of Screenwork: <i>Reflections on Ethnography from Media Sociology and Organizational Sociology</i> . Digital Sociology Mini-Conference at the Eastern Sociological Association Annual Meeting. March 2016. Boston, MA.	2016
Hansen, Elizabeth. <i>Muddling Through: Identity, Culture and Decision-Making in Managers' Response to Uncertainty</i> . OMT Divisional Paper Session at the Academy of Management Annual Meeting. August 2015. Vancouver, BC.	2015
Perlow, Leslie, Melissa Mazmanian and Elizabeth Hansen. <i>Shifting Towards a Collective Temporal Orientation: Enabling a Sustainable Performance Culture</i> . OB Divisional Paper Session at the Academy of Management Annual Meeting. August 2015. Vancouver, BC.	2015
Hansen, Elizabeth. <i>Learning and Innovation in the Digital Transformation of Public Radio</i> . Poster presentation at the Organization Science Winter Conference. February 6, 2015. Salt Lake City, UT.	2015
Hansen, Elizabeth. Larry Hirschhorn and Tom Gilmore. <i>Beyond Risk and Anxiety: New Directions in Psychodynamics and Organization Theory</i> . (organizer and presenter) Paper	2014

symposium at the Academy of Management Annual Meeting. August 2014. Philadelphia, PA.

Hansen, Elizabeth. *Work, Technology, and the Expressive Value of Temporal Resources*. 2014
Presentation in the Work/Culture Mini-Conference on Invisible Work, Eastern Sociological
Association Annual Meeting. February 20, 2014. Baltimore, MD.

Hansen, Elizabeth. *Diving into the Garbage Can: Decision Avoidance Strategies and the
Organizational Production of Social Defenses*. 2014
Poster presentation at the Organization Science
Winter Conference. February 7, 2014. Steamboat Springs, CO.

Hansen, Elizabeth., Melissa Mazmanian and Leslie Perlow. *The Experience of Work, Life, and
Time in the Context of Mobile Accessibility*. 2010
Presentation at the Academy of Management
Symposium: "Individuals Experience of Workplace Flexibility." August 9, 2010. Montreal,
Canada.

INVITED TALKS AND PRESENTATIONS

Hansen, Elizabeth. *Muddling Through: Identity, Culture and Decision-Making in Managers'
Response to Uncertainty*. 2016
Psychodynamics and Organizations Working Group Meeting,
INSEAD. January 2016. Fontainebleau, France.

Hansen, Elizabeth. *Organizational Responses to Digital Transformation in Public Broadcasting*. 2016
HBS OB Unit Brown Bag Presentation. October, 2015. Cambridge, MA.

Hansen, Elizabeth. *Learning and Innovation in the Digital Transformation of Public Radio*. 2015
Presentation to the Meaning, Institutions, and Identity Seminar. Boston College Carroll School
of Management. March 12, 2015. Cambridge, MA.

Hansen, Elizabeth. *Diving into the Garbage Can: Organizational Identity and Social Defenses
Against Decision-Making in a High-Technology Firm*. 2014
Presentation to the Meaning, Institutions,
and Identity Seminar. Boston College Carroll School of Management. March 21, 2014. Boston,
MA.

Hansen, Elizabeth. *Diving into the Garbage Can: Decision Avoidance Strategies and the
Organizational Production of Social Defenses*. 2013
Presentation to the Work, Organizations and
Markets Seminar, Harvard Business School and Harvard Sociology. December 5, 2013.
Cambridge, MA.

Hansen, Elizabeth. *Diving into the Garbage Can: Decision Avoidance Strategies and the
Organizational Production of Social Defenses*. 2013
Presentation to the OB Lab, Harvard Business
School. November 7, 2013. Cambridge, MA.

Hansen, Elizabeth. *The Problem with No Name: Purpose and Meaning at an Institutional
Crossroads*. 2012
Presentation to the Harvard Culture and Social Analysis Workshop. November 26,
2012. Cambridge, MA.

Hansen, Elizabeth. *The Problem with No Name: Organizational Identity in a Multidisciplinary
Firm*. 2011
Presentation to the Work, Organizations and Markets Seminar, Harvard Business School
and Harvard Sociology. April 14, 2011. Cambridge, MA.

Hansen, Elizabeth. *e pluribus unum? Marketing Positioning in an Interdisciplinary Firm*. 2010
Presentation to the Boston Doctoral Workshop on Cultural and Creative Industries. December
9, 2010. Cambridge, MA.

SYMPOSIA AND PROFESSIONAL DEVELOPMENT WORKSHOPS ORGANIZED

- Anteby, Michel, Elizabeth Hansen, and Curtis Chan. *Being There/Being Them: Ethnography, Meaning and Beyond*. (co-organizer) Professional Development Workshop at the Academy of Management Annual Meeting. August 2016. Anaheim, CA. 2016
- Anteby, Michel, Elizabeth Hansen, Curtis Chan and Julia DiBenigno. *Being There/Being Them: The Intersection of Organizational and Occupational Ethnography*. (co-organizer) Professional Development Workshop at the Academy of Management Annual Meeting. August 2015. Vancouver, BC. 2015
- Zuzul, Tiona, Luciana Silvestri and Elizabeth Hansen. *Emotions and Fieldwork*. (co-organizer) Professional Development Workshop at the Academy of Management Annual Meeting. August 2015. Vancouver, BC. 2015
- Hoffer Gittell, Jody, Elizabeth Hansen and Anna Perlmutter. *Creating Relational and Organizational Change: The Past, Present and Future of Intervention Research*. (co-organizer) Panel symposium at the Academy of Management Annual Meeting. August 2014. Philadelphia, PA. 2014
- Anteby, Michel, Elizabeth Hansen, Curtis Chan and Julia DiBenigno. *Entry, Exit and In-Between: The Stages and Temporal Rhythms of Organizational Ethnography*. (co-organizer) Professional Development Workshop at the Academy of Management Annual Meeting. August 2014. Philadelphia, PA. 2014
- Hansen, Elizabeth. and Curtis Chan. *Being There/Being Them: New Directions in Organizational Ethnography*. (co-organizer) Professional Development Workshop at the Academy of Management Annual Meeting. August 2013. Orlando, FL. 2013

OTHER ACADEMIC ACTIVITIES

- OMT Doctoral Consortium** 2015
Participant
- Emerging Scholars Workshop on Evolutionary Perspectives on Strategic Management, The Mack Institute at the Wharton School of Business** 2014
Participant
- Center for the Study of Groups and Social Systems: Leadership, Authority and Organizational Life** 2014
Group Relations Conference 2014
Member
- Ad-hoc Reviewing**
Organization Science, Organization Studies, Academy of Management Annual Meeting

CONFERENCES AND OTHER WORKSHOPS CO-ORGANIZED

Work/Culture Network June Mini-Conference <i>Co-organizer</i>	2014
Boston Doctoral Workshop on Cultural and Creative Industries <i>Co-founder with Jesper Strandgaard (CBS) and Felipe Massa (Loyola Univ.)</i>	2010 - 2012
2011 Inter-Ivy and Sorensen Memorial Sociology Conference <i>Organizing Committee Co-Chair</i>	2010 - 2011
International Society for the Psychoanalytic Study of Organizations (IPSO) <i>New York Regional Meeting planning committee member</i>	2013 - Present

TEACHING EXPERIENCE

Sociology 114: Organizational Failures and Disasters <i>Harvard College, Teaching Fellow</i>	Spring 2013
Sociology 159: Social Entrepreneurship <i>Harvard College, Teaching Fellow</i>	Spring 2011

TEACHING INTERESTS

Innovation and Technological Change; Organization Theory; Organizational Sociology; Organizational Change; Strategic Management; Leadership; Digital Innovation; Media Industry Strategy and Innovation; Qualitative Research Methods.

OTHER PROFESSIONAL EXPERIENCE

Institute for Nonprofit News (INN) <i>Research Consultant</i>	2016
Vector Consulting Group <i>Consultant</i>	2007 - 2008
The Center for Applied Research, Inc. (CFAR) <i>Analyst</i>	2004 - 2007

PROFESSIONAL AND ACADEMIC AFFILIATIONS

Academy of Management, American Sociological Association, Eastern Sociological Society, International Society for the Psychoanalytic Study of Organizations, HBS Craft of Qualitative Inductive Fieldwork Seminar, HBS OB Lab, Boston Community of Field Researchers, TEJS Group, Work/Culture Group