

CURRICULUM VITAE: HEATHER A. HAVEMAN

(9/2011)

University of California at Berkeley

Department of Sociology
410 Barrows Hall
Berkeley, CA 94720-1980
haveman@berkeley.edu
510-642-3495

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
University of California at Berkeley, Haas School of Business
- 7/1998-6/2007 Professor
Columbia University, Graduate School of Business
Columbia University, Department of Sociology (by courtesy)
- 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
Duke University, Department of Sociology (by courtesy)

VISITING POSITIONS

- 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 theory (organizational ecology, institutionalism, social movements, and demography), economic sociology, social history, entrepreneurship, gender, careers and social mobility.

TEACHING

PhD Organizational theory, 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 in management.

HONOURS AND AWARDS

- | | |
|-----------|---|
| 2011- | Faculty Affiliate, Center for the Study of Law and Society, UC Berkeley |
| 2009 | Honorable mention for the Viviana Zelizer Award from the Economic Sociology Section of the American Sociological Association (for distinguished scholarship, for Haveman, Rao, and Paruchuri, 2007 <i>ASR</i>) |
| 2005 | Elected to the Sociological Research Association |
| 1999-2007 | Faculty Fellow, Institute for Social and Economic Research and Policy, Columbia University |
| 1997-1998 | Clifford H. Whitcomb Faculty Fellow, Cornell University |
| 1997 | Max Weber Award from the Organizations, Occupations, and Work Section of the American Sociological Association (best paper published in the last three years, for Haveman and Cohen, 1994 <i>AJS</i>) |
| 1990 | Lou Pondy Award, from the Organization and Management Theory Division of the Academy of Management (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

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|-----------|--|
| 2007-2011 | <i>Magazines and Community in America, 1741-1860</i> . National Science Foundation Grant, SES-0727502, \$150,540. |
| 2007-2008 | <i>Foundings of American Magazines, 1741 to 1860</i> . William Marion Ewing Kauffman Foundation. (Awarded through the Lester Center for Entrepreneurship and Innovation, Haas School of Business, UC Berkeley.) Research Grant, \$25,034.20. |

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

JOURNAL ARTICLES

- Haveman, Heather A., and Lauren S. Beresford. 2011. If you're so smart, why aren't you the boss? Explaining the persistent vertical gender gap in management. Forthcoming in the *Annals of the American Academy of Political and Social Science*.
- 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. Khairi. 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*. 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 OTHER PUBLICATIONS

- Haveman, Heather A., and Daniel N. Kluttz. 2013. Bureaucracy. Forthcoming in David Teece and Mie Augier, eds., *Palgrave Encyclopedia of Strategic Management*. London: Palgrave Macmillan.
- 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 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. 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.

WORKING PAPERS

David, Robert J., Wesley D. Sine, and Heather A. Haveman. Seizing opportunity: How entrepreneurs legitimated the professional form of management consulting. Under third review, *Organization Science*.

Haveman, Heather A., and Yongxiang Wang. Going (more) public: Ownership reform among Chinese firms. Under review, *Management and Organization Review*.

Haveman, Heather A., and Christopher I. Rider. Place *and* space: The evolving impact of geography and technological advances on organizational founding. Under review, *Administrative Science Quarterly*.

Haveman, Heather A., Jacob Habinek, and Leo A. Goodman. How industry evolution shapes entrepreneurship: Magazine publishing in antebellum America. Under review, *Administrative Science Quarterly*.

Goldstein, Adam, and Heather A. Haveman. Press and pulpit: The growth of religious magazines in antebellum America. Being revised for resubmission to *American Sociological Review*.

Haveman, Heather A., Anand Swaminathan, and Eric B. Johnson. Structure at work: Organizational forms and the division of labor in U.S. wineries.

Lisa E. Cohen, and Heather A. Haveman. Imprinting work: Job structures in new American wineries.

Haveman, Heather A., and Marissa D. King. Hellfire and brimstone: Religious politics in the rise of American magazines.

Haveman, Heather A. The making of civil society: Variety in antebellum American magazines.

Khaire, Mukti V., and Heather A. Haveman. Youth is a trial, old age a triumph: The differential impact of intangible resources on the growth of young and old firms.

PRESENTATIONS

Competitive Conference Presentations

- 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 TIMS-ORSA; Academy of Management (2 papers)
- 1990 Academy of Management
- 1988 Academy of Management (2 papers)

Invited Presentations

- 2011 Emory University; Conference on Risk and Uncertainty in the Economy, Villa Vigoni, Italy; Harvard University; UC Berkeley
- 2010 UC Berkeley; Oxford University; London Business School (both English talks cancelled due to volcano); Boston University
- 2009 Stanford University; University of Arizona; Princeton University Joint Workshop on Economics and Sociology (inaugural speaker); University of Michigan
- 2008 MIT-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, OOW Preconference Workshop for Junior Faculty and Doctoral Students
- 2005 Copenhagen Business School, Conference on Public and Private Models of Management: Sensemaking and Institutions; Stanford University
- 2004 Harvard University; ASA, Economic Sociology Panel on Media, Mergers, and Convergence

- 2003 UCLA; INSEAD; University of Illinois, Urbana-Champaign; Academy of Management, Conflict Management Division Thematic Panel
- 2002 UC Santa Barbara; Cornell University; Organization Science Winter Conference; SSRC, 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
- 2000 UC Irvine
- 1999 Stockholm School of Economics, Prince Bertil Symposium; UC Berkeley; UC Santa Barbara (twice); Stanford University
- 1998 University of Texas Austin; University of Arizona; UCLA
- 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); U.C. Berkeley; University of Arizona (twice); Princeton University
- 1994 MIT; Harvard University; UC Davis; NYU, 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

- 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

- Logic of Inquiry (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), 2000-2004
 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

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

Executive Education

Strategy Formulation and Strategy Implementation
 Columbia Senior Executive Program, 2000
 Organizational Design
 Kellogg GSM Executive Master's Program, Koblenz, Germany, 1998
 Cornell JGSM, Hyundai Program, 1996-1997
 Organizational Growth, Power and Politics, Managing Innovation
 Cornell JGSM, various programs, 1995-1997

Master's Thesis Committees

Simon Morfit, Berkeley Sociology (second reader, MA defended 2008)
 Darius Mehri, Berkeley Sociology (third reader, MA defended 2008)
 Ellis Monk, Berkeley Sociology (third reader, MA defended 2008)
 Nora Broege, Berkeley Sociology (first reader)
 Teresa Gonzales, Berkeley Sociology (second reader)
 Lauren Beresford, Berkeley Sociology (first reader)
 Greg Fayard, Berkeley Sociology (first reader)

PhD Committees

Christ Inman, Cornell Hotel School (PhD granted 1995)
 Karen Steinhauser, 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)
 Wesley Sine, Cornell ILR School (PhD granted 2001)
 Robert David, Cornell JGSM (chair, PhD granted 2001)
 Eugenio Marchese, Cornell JGSM (PhD granted 2001)
 Melissa Cardon, Columbia GSB (chair, PhD granted 2001)
 Mary Benner, Columbia GSB (chair, PhD granted 2001)
 Kristin Stucker, Columbia GSB (PhD granted 2001)
 Eric Jackson, Columbia GSB (PhD granted 2002)
 Kristina Szafara, Cornell JGSM (chair, PhD granted 2002)
 Prem Shukla, Cornell JGSM (chair, PhD granted 2002)
 Mukti Khaire, Columbia GSB (sponsor, PhD granted 2005)
 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)
 Geraldine Wu, Columbia GSB (sponsor, PhD granted 2006)
 Umit Ozmel, Columbia GSB (PhD granted 2008)
 Chris Rider, Berkeley Haas (chair, PhD granted 2008)
 Jennifer Kurkoski, Berkeley Haas (PhD granted 2010)
 Atul Techchandani, Berkeley Haas (chair, PhD granted 2010)
 Sarah Quinn, Berkeley Sociology (PhD granted 2010)
 Peter Younkin, Berkeley Sociology (PhD granted 2010)
 Zongshi Chen, Berkeley Sociology (PhD granted 2011)
 Nydia MacGregor, Berkeley Haas (chair)
 Gwendolyn Leachman, Berkeley JSP
 Darius Mehri, Berkeley Sociology
 Denise Dunning, Berkeley Sociology (chair)
 Gordon Shen, Berkeley Public Health
 Matt Sargent, Berkeley History/Organizational Behavior

PROFESSIONAL SERVICE

Service to Academic Associations

Ad-hoc committee on pre-conference workshops, Am. Sociol. Assn, Orgs. Occpns & Work Section, 2008-2010
 Chair, Am. Sociol. Assn Orgs. Occpns & Work Section, 2006-2007
 Organizer, Am. Sociol. Assn Regular Sessions on Organizations, 2006
 Viviana Zelizer Award Committee (best paper), Am. Sociol. Assn Econ. Soc. Section, 2005
 Council Member, Am. Sociol. Assn Orgs. Occpns & Work Section, 2003-2006
 Member, Am. Sociol. Assn Committee on Sections, 2002-2004 (Chair, 2003-2004)
 Co-convenor, European Group for Organizational Studies Subtheme on Quantitative Analysis of Organizational Change, 2002
 Max Weber Award Committee (best book), ASA OOW Section, 1998
 Program Committee, Am. Sociol. Assn Orgs. Occpns & Work Section, 1996, 2003
 Representative-At-Large, Acad. of Mgt Orgs & Mgt Theory Division, 1992-1994

Editorial boards

Academy of Management Review, 1993-1996
 Administrative Science Quarterly, 1994-
 American Journal of Sociology, 1995-1997
 American Sociological Review, 1999-2001, 2006-2008
 Organization Science, 1993-2003
 Strategic Organization, 2002-2005

Ad-hoc reviewer

Academy of Management Journal
 Academy of Management Review
 Academy of Management annual meetings
 American Journal of Sociology
 Gender and Society

Industrial and Corporate Change
 Industrial and Labor Relations Review
 Industrial Relations
 Journal of Management Studies
 INFORMS College of Organization dissertation proposal competition
 Management Science
 National Science Foundation
 Princeton University Press
 Social Forces
 Social Science Research
 Social Sciences and Humanities Research Council of Canada

UNIVERSITY SERVICE

University of California Berkeley

College of Letters and Science Ad-hoc Committee, 2008, 2009 (chair)

University of California Berkeley, Haas School of Business

OBIR Recruiting Committee, 2008-09

Ad-hoc Tenure Committee, 2010

University of California Berkeley, Sociology Department

Fund-Raising Committee, 2008-09, 2009-10

PhD Admissions Committee, 2007-08, 2010-11, 2011-12 (chair)

Tenure Committee, 2008 (chair), 2011

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

Affirmative Action Committee (chair), 1995-1997

Management Division Chair, 1994-95

Management Search Committee, 1995-96, 1996-1997 (chair), 1998-1999

PhD Committee, 1994-1998

Wine Tasting Committee (chair), 1995-1999