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## KELLY PATTERSON

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### WORK EXPERIENCE

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2017-2020 Santa Clara University  
Assistant Professor, Leavey School of Business

2017 University of Pennsylvania  
Visiting Appointment, Wharton School of Business

2012-2017 University of Southern California  
Assistant Professor, Marshall School of Business

2002-2005 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

### EDUCATION

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Ph.D. **Cornell University**, 2012  
Department of Sociology

M.A. **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

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## RESEARCH INTERESTS

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Social status, career patterns, organizational learning and change, entrepreneurship

## TEACHING INTERESTS

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Leadership and organizational change, decision-making and strategic choice, entrepreneurship and careers

## 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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Park, S. & Patterson, K.L. Forthcoming. "To Get Counted and Remain Accountable: Maintenance of Quarterly Earnings Guidance by U.S. Public Companies" Organization Science.

Strang, D., & Patterson, K. 2016. "Diffusion: From Facebook to (Management) Fashion" Chapter to appear in Emerging Trends in the Social and Behavioral Sciences, Robert A. Scott, Marlis Buchmann, and Stephen M. Kosslyn, editors.

Strang, D., & Patterson, K. 2014. "Asymmetries in Experiential and Vicarious Feedback: Lessons from the Hiring and Firing of Baseball Managers." Sociological Science.

Ruef, M., & Patterson, K.L. 2009. "Credit and Classification: The Impact of Industry Boundaries in 19th Century America." Administrative Science Quarterly, 54, 486-520.

Ruef, M., & Patterson, K.L. 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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Pozner, J.E. & Patterson, K.L. "Safety in Numbers: The Effect of Directors' Departure from Misconduct Firms on Subsequent Labor Market Outcomes" (Under review, Journal of Business Ethics)

Patterson, K.L. "External Ties and Learning Through Hiring: The Choice to Hire Outside Television Writers." (Currently in copy-editing for submission to Organization Science)

Patterson, K.L., Carlos, C., and Coles, R. "Extending the Institutional Approach of Entrepreneurship to Explain Opportunity Exploitation."

Patterson, K.L. "The Impact of an Ambiguous Signal: Project-Based Careers and the Penalties for Downtime."

Patterson, K.L. "From the People Who Brought You...": Status Consensus and the Survival of Television Writers 1994-2013."

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Patterson, K.L. "Credit Rating and Expert Censure: Managing Impressions Following Heightened Scrutiny."  
(dissertation chapter)

Patterson, K.L. "Legitimacy and Employment Decisions by Emerging Organizations in the Entertainment Industry."  
(early stage)

## **ADDITIONAL PROJECTS**

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Patterson, K.L. "Career histories of Professionals in Hollywood, 1975-2012 (data analyses)

Patterson, K.L. "Career histories of 19<sup>th</sup> Century Entrepreneurs, 1868-1880" (data analyses)

Patterson, K.L. "Career histories of Professional Baseball Managers, 1900-2008" (data analyses)

## **PRESENTATIONS**

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### **Invited Presentations**

2016 "The Curse of Being Connected: Social Ties, Project-Based Careers, and the Penalties for Downtime."  
Berkeley Haas MORS seminar

2011-12 "Credit Evaluation and Organizational Context: Decision-Making and R.G. Dun and Co."  
University of Pennsylvania, University of Chicago, New York University, and Georgetown University.

2007-08 "Organizations and Local Development: Economic and Demographic Growth among Southern Counties  
during Reconstruction." Princeton University, Yale University (with Martin Ruef)

### **Professional Meetings**

2016 "The Curse of Being Connected: Social Ties, Project-Based Careers, and the Penalties for Downtime."  
Academy of Management, Anaheim, CA.

2015 OMT Paper Symposium: Careers in Context (organizer). Academy of Management, Philadelphia, PA.

2014 "Local Conformity and Compliance: The Abandonment of Quarterly Earnings Guidance by U.S. Public  
Companies, 2002-2011." Academy of Management, Philadelphia, PA.

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.

### **Other Conferences**

2019 "'From the People Who Brought You...': Status Consensus and the Survival of Television Writers 1994-  
2013." Creative Industries Conference, Paris, France..

2018 "Legitimacy and Employment Decisions." Organizations and Employment Conference, Stanford Univ.

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- 2018 “Legitimacy and Employment Decisions.” Asilomar Organizational Learning Conference, Monterey, CA
- 2016 “Path Dependency and The Hiring of Television Screenwriters in Hollywood.” People and Organizations Conference, University of Pennsylvania, Wharton School of Business.
- 2016 “Path Dependency and The Hiring of Television Screenwriters in Hollywood.” Carnegie School of Organizational Learning conference, Monterey, CA.
- 2016 “Executive Job Title Diffusion in the Non-Profit Sector”, Community of Social Innovation (COSI) Conference, Stanford GSB.
- 2015 “The Impact of Status on the Effect of Director Dissociation from Misconduct Firms.” People and Organizations Conference, University of Pennsylvania, Wharton School of Business.
- 2015 “The Hiring of Screenwriters in Hollywood.” Carnegie School of Organizational Learning conference, Monterey, CA.
- 2014 “I meant to do that: Gaps and career histories in Hollywood.” People and Organizations Conference, University of Pennsylvania, Wharton School of Business.
- 2013 “CEOs and Titles in the Nonprofit Sector.” Community of Social Innovation (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 Tircó’s work). Yale SoM Organizational Behavior Summer Camp.

## TEACHING EXPERIENCE

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- 2017-2020 Organizational Change/Behavior (MGMT 3512) – Santa Clara University
- 2017-2020 Leadership (MGMT 3000) – Santa Clara University
- 2012-2017 Leadership and Organizations – University of Southern California
- 2010 Introduction to Organizations – Cornell University

## PROFESSIONAL ACTIVITIES

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Member: Academy of Management, Organization and Management Theory (OMT) Research Committee

Member: American Sociological Association

Editorial Board Member, Strategic Organization

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