

SHARON KOPPMAN

The Paul Merage School of Business
University of California, Irvine
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ACADEMIC POSITIONS

Associate Professor, University of California, Irvine 2022 - present
Paul Merage School of Business, Organization and Management
Department of Sociology

Assistant Professor, University of California, Irvine 2015 - 2022
Paul Merage School of Business, Organization and Management
Department of Sociology

EDUCATION

University of Arizona
Ph.D. in Sociology 2015
M.A. in Sociology 2010

University of California, Santa Barbara
B.A. in Sociology with Distinction 2007

RESEARCH INTERESTS

Occupations ~ Sociology of Culture ~ Hiring, Careers and Work ~ Creative Industries

PEER-REVIEWED PUBLICATIONS

Koppman, Sharon, Beth A. Bechky, and Andrew C. Cohen. 2022. "Overcoming Conflict between Symmetric Occupations: How 'Creatives' and 'Suits' use Gender Ordering in Advertising." *Academy of Management Journal*. Vol. 65 (5), 1623–1651.

- Winner, Best Paper Award 2017, Davis Conference on Qualitative Research.
- Featured in *Academy of Management Insights*. September 1, 2021.

Broschak, Joseph, Emily Block, Sharon Koppman, and Idris Adjerid. 2020. "Will We Ever Meet Again? The Relationship between Inter-Firm Managerial Migration and the Circulation of Client Ties." *Journal of Management Studies*. Vol. 57(6), 1106-1142.

Koppman, Sharon and Erin Leahey. 2019. "Who Moves to the Methodological Edge? Factors that Encourage Scientists to Use Unconventional Methods." *Research Policy*. Vol. 48. (9).

- Featured in the LSE Impact Blog, November 15, 2019.

Leung, Ming D. and Sharon Koppman (*equal authorship*). 2018. "Taking a Pass: How Proportional Prejudice and Decisions Not to Hire Reproduce Gender Segregation." *American Journal of Sociology*. Vol. 124 (3), 762-813.

- Finalist, Best Environmental and Social Practices Paper Award 2018, *Organization and Management Theory (OMT) Division of the Academy of Management*
- Winner, Best Paper Proceedings 2018, *Academy of Management*.
- Featured in *Contexts: Sociology for the Public*. August 4, 2019.
- Op-Ed in *Recruiter Today*. August 10, 2020.

Koppman, Sharon, Elisa Mattarelli, and Amar Gupta. 2016. "Third World 'Sloggers' or Elite Global Professionals? Using Organizational Toolkits to Redefine Work Identity in IT Offshore Outsourcing." *Organization Science*. Vol. 27 (4), 825-845.

- Winner, Best Published Paper Award 2017, *Organizational Communication & Information Systems (OCIS) Division of the Academy of Management*.
- Finalist, Academy-Wide Best International Paper Award 2013, *Academy of Management*.
- Winner, Best International Paper Award 2013, *OCIS Division*.

Koppman, Sharon. 2016. "Different Like Me: Why Cultural Omnivores Get Creative Jobs." *Administrative Science Quarterly*. Vol. 61 (2), 291-331.

- Featured in Chinese-English practitioner magazine *Management Insights*, 2016. Vol. 8, 31-34.
- Highlighted in the ASQ Blog. October 12, 2016.

Koppman, Sharon. 2015. "In the Eye of the Beholder: The Stratification of Taste in a Cultural Industry." *The Sociological Quarterly*. Vol. 56 (4), 665-694.

Koppman, Sharon, Cindy Cain, and Erin Leahey. 2015. "The Joy of Science: Disciplinary Diversity in Emotional Accounts." *Science, Technology, & Human Values*. Vol. 40 (1), 30-70.

Koppman, Sharon. 2014. "Making Art Work: Creative Assessment as Boundary Work." *Poetics*. Vol. 46 (1), 1-21.

- Lead article

Koppman, Sharon and Amar Gupta. 2014. "Navigating the Mutual Knowledge Problem: A Comparative Case Study of Distributed Work." *Information Technology & People*. Vol. 27 (1), 83-105.

Koppman, Sharon. 2014. "Going for the Gold: The Effect of Competitive Socialization on Managerial Attainment." *Research in the Sociology of Work*. Vol. 25 (1), 221-242.

Khasba, Madian, Sharon Koppman and C. Lee Giles. 2012. "Towards Building and Analyzing a Social Network of Acknowledgements in Scientific and Academic Documents." Pp. 357–364 in *Social Computing, Behavioral-Cultural Modeling, and Prediction*. Edited by S.J. Yang, A. Greenberg and M. Endsley. New York: Springer.

GRANTS AND AWARDS

| | |
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| Junior Faculty Research Award, Paul Merage School of Business. | 2020 |
| Building Capacity in STEM Education Research Grant: "Examining the Class Ceiling in Big Tech." \$673,249. Co-PI with Melissa Mazmanian. National Science Foundation, Division of Graduate Education. | 2019-2022 |
| Best Environmental and Social Practices Paper Award Finalist, OMT Division. | 2018 |
| Best Paper Proceedings, Academy of Management. | 2018 |
| Best Published Paper Award, OCIS Division of the Academy of Management. | 2017 |
| CORCLR Research Grant, Paul Merage School of Business. | 2017 |
| Best Paper Award, Davis Conference on Qualitative Research. | 2017 |
| Junior Faculty Research Award, Paul Merage School of Business. | 2016 |
| Graduate Student Teacher Award, University of Arizona School of Sociology. | 2014 |
| Best International Paper Award Finalist, Academy of Management. | 2013 |
| Best International Paper Award, OCIS Division of the Academy of Management. | 2013 |
| Collaboration & Innovation Grant: "Disciplinary Trading Zones: A Focus on Methodological Imports." \$25,000. Co-PI with Erin Leahey. ConfluenCenter for Creative Inquiry, University of Arizona. | 2013-2014 |
| Travel Award, American Sociological Association. | 2012 |
| Travel Grant, University of Arizona. | 2012, 2014 |
| Doctoral Dissertation Improvement Grant: "Socialization and Creativity in the Advertising Industry." \$7,002. Co-PI with Erin Leahey. National Science Foundation, Sociology Program. | 2011-2013 |
| Comprehensive Exam with Distinction, University of Arizona School of Sociology. | 2011 |
| Summer Grant Development, University of Arizona. | 2010 |
| Graduate Fellowship. \$7,500, University of Arizona. | 2008-2009 |
| Undergraduate Research and Creative Activities Award, UC Santa Barbara. | 2007 |
| Dean's List, UC Santa Barbara. | 2003-2007 |
| Honors Program, UC Santa Barbara. | 2003-2007 |

INVITED SEMINARS AND PRESENTATIONS

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| Stanford University, Graduate School of Business, Organizational Behavior Seminar Series. (Virtual.) | 2020 |
| American Sociological Association, Thematic Session, "Mechanisms & Discourses of Exclusion in Hiring." (Canceled due to Covid-19.) | 2020 |
| University of California, Berkeley, Haas School of Business, | 2020 |

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| Culture Conference. McGill University, Desautels School of Management, Centre for Strategy Studies in Organizations Seminar Series. | 2019 |
| Harvard University, Harvard Business School, Organizational Behavior Seminar Series. | 2018 |
| Georgetown University, McDonough School of Business, Economic Sociology Conference. | 2017 |
| Yale University, School of Management, Junior Faculty Organizational Theory Conference. | 2017 |
| University of California at Davis, Graduate School of Management, Davis Conference on Qualitative Research. | 2017 |
| Massachusetts Institute of Technology, Sloan School of Management, Organization Studies Seminar Series. | 2016 |
| University of Edinburgh, Edinburgh Business School, Creative Industries Conference. | 2016 |

REFEREED CONFERENCE PRESENTATIONS

Koppman, Sharon. “Bringing an Occupational Lens to Organizational Research on Inequality.”

- Academy of Management Annual Meeting. Showcase Symposium. Seattle, WA. 2022.
Finalist for the Careers Division Michael Driver Best Symposium Award; Runner-up for the OMT Division Best Symposium Award.

Mauskapf, Michael, Noah Askin, Sharon Koppman and Brian Uzzi. “Is There a Gender Gap in the Novelty of Creative Products? Evidence from the Global Music Industry, 1955–2000.”

- Western Academy of Management. Symposium on “Subverting our Assumptions about Creativity and Success.” Waikoloa Village, HI. 2020. (Canceled due to Covid-19.)
- Academy of Management Annual Meeting, Symposium on “Conceptualizing and Measuring Outcomes in Creative Industries Research.” Boston, MA. 2019.
- European Group for Organizational Studies. Tallinn, Estonia. 2018.
- Academy of Management Annual Meeting, OMT Divisional Session. Chicago, IL. 2018.

Leung, Ming D., Sharon Koppman and Richard Lu. “The Dilemma of Mobility: The Differential Effects of Women’s and Men’s Atypical Career Paths in a High-Tech Firm.”

- American Sociological Association Annual Meeting. Gender and Work Regular Session. NY, NY. 2019.

Leung, Ming and Sharon Koppman. “Taking a Pass: How Proportional Prejudice and the Decision to Not Hire Reproduce Gender Segregation.”

- Academy of Management Annual Meeting, OMT Divisional Session. Chicago, IL. 2018.
- American Sociological Association Annual Meeting. Organizations, Occupations and Work (OOW) Section Session. Montréal, Canada. 2017.
- Wharton People and Organizations Conference. Philadelphia, PA. 2017.

Koppman, Sharon. “The Gender of Genius: How Occupational Ideals Shape Intra-Industry Gender Segregation.”

- Social Science History Association Annual Meeting. Montréal, Canada. 2017.
- American Sociological Association Annual Meeting. Gender and Work Regular Session. Montréal, Canada. 2017.
- European Group for Organizational Studies. Naples, Italy. 2016.
- Academy of Management Annual Meeting, Gender and Diversity in Organizations (GDO) Divisional Session. Philadelphia, PA. 2014.

Koppman, Sharon and Erin Leahey. “Risk and Reputation: How Professional Classification Signals Drive the Diffusion of New Methods.”

- American Sociological Association Annual Meeting. History of Sociology Regular Session. Seattle, WA. 2016.
- Academy of Management Annual Meeting, OMT Divisional Session. Anaheim, CA. 2016.

Koppman, Sharon. “Entering the Creative Class: The Role of High-Status Culture.”

- American Sociological Association Annual Meeting, Cultural Capital Regular Session. San Francisco, CA. 2014.
- School of Sociology Brownbag Series. University of Arizona. Tucson, AZ. 2014.

Joseph Broschak, Emily Block, and Sharon Koppman. “Which Came First? Human Capital and Human Process Advantage and the Circulation of Market Ties.”

- Academy of Management Annual Meeting, Business Policy and Strategy (BPS) Divisional Session. Philadelphia, PA. 2014.

Koppman, Sharon, Elisa Mattarelli, and Amar Gupta. “Constructing the Global: The Interpretive Work of Offshore Professionals in Intercultural Collaborations.”

- Academy of Management Annual Meeting, OCIS Divisional Session. Orlando, Florida. 2013.

Koppman, Sharon, Cindy Cain, and Erin Leahey. “The Joy of Science: Diversity in Emotional Expression.”

- American Sociological Association Annual Meeting, Science, Knowledge, and Technology Roundtable. New York, NY. 2013.

Koppman, Sharon. “This is Where the Magic Happens! A Study of Creative Practice.”

- American Sociological Association Annual Meeting, OOW Section Session. Denver, CO. 2012.
- Academy of Management Annual Meeting, OMT Divisional Session. Boston, MA. 2012.

Khasba, Madian, Sharon Koppman and C. Lee Giles. “Towards Building and Analyzing a Social Network of Acknowledgements in Scientific and Academic Documents.”

- Social Computing, Behavioral-Cultural Modeling, & Prediction. College Park, MD. 2012.

PROFESSIONAL SERVICE

- Editorial Board *American Sociological Review*, 2017 - 2020.
- Reviewer *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *European Sociological Review*, *Human Relations*, *Information Technology & People*, *Management Science*, *Organizational Behavior and Human Decision Processes*, *Organization Science*, *Organization Studies*, *Poetics*, *Research Policy*, *Routledge Business and Management*, *Sociological Quarterly*, *Sociological Forum*, *Sociology of Education*, *Work and Occupations*, and the *Academy of Management Annual Meeting*.
- Referee Science of Science & Innovation Policy, National Science Foundation.
Dissertation Proposal Competition, INFORMS/Organization Science, 2020.
- Discussant Sociology of Knowledge & Ideas Session, ASA Annual Meeting 2014.
Taste & Cultural Reception in Popular Culture, ASA Annual Meeting 2016.
- Co-Planner California Organization and Organizing (CalO2) Workshop, 2018.
- Co-Chair Poetic Justice Initiative Search Committee, 2022
- Member Managerial and Organizational Cognition Best Paper Committee, Academy of Management, 2021.
OMT Research Committee, Academy of Management, 2015 - 2019.
Poetic Justice Initiative Steering Committee, 2022 - present
Council on Teaching, Learning, and Student Experience, 2022 - present
Center for Organizational Research (COR) Executive Committee, University of California, Irvine, 2021 - present.
Master's Program Committee, Merage School of Business, 2018 - present.
Joint Master's Degree Committee, Merage School of Business, 2018 - present.
Digital Strategy Steering Committee, Merage School of Business, 2016 - 2017.
Ph.D. Committee, Merage School of Business, 2015 - 2017.
Faculty Search Committee, Merage School of Business, 2015, 2016, 2018, 2019, 2021.

COURSES

University of California, Irvine

- Organizational Leadership for Managers (Fully employed MBA Core, traditional and hybrid)
- Thinking Strategically in the Digital Age (Full-time MBA Core)
- Executive Leadership (Executive MBA Elective)
- Foundational Theories of Organizations (PhD Core)

University of Arizona

- Introduction to Sociology (Undergraduate Core)
- Social Research Methods (Undergraduate Core)

Sociology of Popular Culture (Undergraduate Elective)
Culture and Society (Undergraduate Elective)

DOCTORAL STUDENTS

Dissertation Committee: Phoebe Chua (2022, Informatics, Placement: Google), Minh Cao (2022, Placement: Associate Lecturer, RMIT University Vietnam), Mariella Zavala (2020, Marketing, Placement: Assistant Professor, Gonzaga University), Alexandra Toll (2019, Placement: Lecturer, Cal State Fullerton)

Dissertation Proposal Committee: Matthew Porter (Expected 2022, Anthropology), Phoebe Chua (2021, Informatics), Florencio Portocarrero (2021), Carrie Wang (2020), Minh Cao (2019), Heejin Kim (2019), Alexandra Toll (2018), Mariella Zavala (2018, Marketing)

Field/Comprehensive Exam Committee: Matthew Porter (Expected 2022, Anthropology), Jimin Lee (2020), Florencio Portocarrero (2020), Phoebe Chua (2019, Informatics), Minh Cao (2018), Heejin Kim (2018), Lily Zhu (2018), Carrie Wang (2018), Alex Ruiz (2016); John Morton (2016), Jenny Miles (2015), Alexandra Toll (2015)

Field Paper Committee: Taryn Williams (2022), James Rodriguez (2022), Chris Lam (Chair, 2021), Simon Yoon (2021), Minh Cao (2017), Alex Ruiz (2015), John Morton (2015)

Second-Year Paper Reader: Shahin Davoudpour (2018, Sociology)

Phase I Academic Advisor: Chris Lam (2020-2022)

Visiting Doctoral Student Sponsor: Sandra Portocarrero (2019-2020, Sociology, Columbia University)

PROFESSIONAL MEMBERSHIPS

Academy of Management ~ American Sociological Association

OTHER PROFESSIONAL EXPERIENCE

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| Analyst, Allen Analytics LLC, Tucson, AZ | 2011 |
| Analyst, Third Set Media, San Francisco, CA | 2009 |
| Publication Assistant, PLOS ONE, San Francisco, CA | 2007 |