

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.
- Responsible Research in Business and Management Honor Roll.

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

Best Symposium Award Finalist, OMT Division of the Academy of Management (AOM).	2022
Michael Driver Best Symposium Award Finalist, Careers Division of AOM.	2022
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.	2019-2023
Best Environmental and Social Practices Paper Award Finalist, OMT Division of AOM.	2018
Best Paper Proceedings, Academy of Management.	2018
Best Published Paper Award, OCIS Division of AOM.	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 AOM.	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

Stanford University, Graduate School of Business, Organizational Behavior Seminar Series. (Virtual.)	2020
American Sociological Association, Thematic Session,	2020

“Mechanisms & Discourses of Exclusion in Hiring.” (Canceled due to Covid-19.) University of California, Berkeley, Haas School of Business, Culture Conference.	2020
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.
- 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	<i>Administrative Science Quarterly</i> , 2023 - present. <i>American Sociological Review</i> , 2017 - 2020.
Reviewer	<i>Administrative Science Quarterly</i> , <i>American Sociological Review</i> , <i>American Journal of Sociology</i> , <i>European Sociological Review</i> , <i>Human Relations</i> , <i>Information Technology & People</i> , <i>Management Science</i> , <i>Organizational Behavior and Human Decision Processes</i> , <i>Organization Science</i> , <i>Organization Studies</i> , <i>Poetics</i> , <i>Research Policy</i> , <i>Routledge Business and Management</i> , <i>Science Advances</i> , <i>Sociological Quarterly</i> , <i>Sociological Forum</i> , <i>Sociology of Education</i> , <i>Work and Occupations</i> , and the <i>Academy of Management Annual Meeting</i> .
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 Cluster Hire Search Committee, 2022.
Mentor	OMT Doctoral Consortium, Academy of Management. 2022, 2023.
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), Mariella Zavala (2020, Marketing, Placement: Assistant Professor, Gonzaga University), Alexandra Toll (2019, Placement: Lecturer, Cal State Fullerton)

Dissertation Proposal Committee: Matthew Porter (Expected 2023, 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), Chris Lam (2022), Simon Yoon (2022), 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)

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

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