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PROFESSIONAL EXPERIENCE

- 2006- Present Associate Professor, Organization and Management, UC Irvine, The Paul Merage School of Business.
- 1999- 2006 Assistant Professor, Organization and Strategy, UC Irvine, The Graduate School of Management.

EDUCATION

- 1999 Stanford University, Graduate School of Business
Ph.D. in Organizational Behavior
Committee: Pamela Haunschild, James G. March,
Jeffrey Pfeffer, Joel Podolny
Dissertation: "Learning from difference: The influence of network partners on organizational learning."
- 1991 Stanford University, Department of Sociology
M.A. in Sociology
- 1991 Stanford University, Department of Psychology
B.A. in Psychology, with distinction

RESEARCH GRANTS

- "Collaborative structure and the diffusion of knowledge: Computer-mediated communication in industry/university cooperative research centers." Principal Investigator, NSF EEC-0332051, 2003, \$79,000
- "The impact of internet and computer-mediated communications on organizations." Center for Research on Information Technology and Organizations, UC Irvine, 2003, \$15,000

RESEARCH INTERESTS

- Interorganizational Relationships and Learning
- Emerging Companies and Entrepreneurship
- Social networks and Gender

PUBLICATIONS

Refereed Publications

Beckman, Christine M., and M. Diane Burton. (Conditional Acceptance). "Founding the future: The evolution of teams from founding to IPO." *Organization Science*.

Burton, M. Diane and Christine M. Beckman. (2007). "Leaving a legacy: Position Imprints and Successor Turnover in Young Firms." *American Sociological Review*.

Beckman, Christine, M. Diane Burton, and Charles O'Reilly. (2007). "Early teams: The impact of entrepreneurial team demography on VC financing and going public." *Journal of Business Venturing* 22: 147-173.

Beckman, Christine M. (2006). "The influence of founding team prior company affiliations on firm behavior." *Academy of Management Journal*, 49: 741-758.

Beckman, Christine M. and Damon J. Phillips. (2005). "Interorganizational determinants of promotion: Client leadership and promotion of women attorneys." *American Sociological Review*, 70: 678-701.

Beckman, Christine, Pamela Haunschild, and Damon Phillips. (2004). "Friends or strangers? Firm-specific uncertainty, market uncertainty, and network partner selection." *Organization Science*, 15: 259-275

Burton, M. Diane, Jesper Sørensen, and Christine M. Beckman. (2002). "Coming from good stock: Career histories and new venture formation." In M. Lounsbury and M. Ventresca (eds), *Research in the Sociology of Organizations*, Volume: Social Structure and Organizations Revisited. JAI Press: 229-262.

Beckman, Christine M. and Pamela R. Haunschild. (2002). "Network learning: The effects of partners' heterogeneity of experience on corporate acquisitions." *Administrative Science Quarterly*, 47: 92-124.

Haunschild, Pamela R., and Christine M. Beckman. (1999). "Learning through networks: Effects of partner experience on acquisition premia." *Academy of Management Best Paper Proceedings*.

Haunschild, Pamela R., and Christine M. Beckman. (1998). "When do interlocks matter?: Alternate sources of information and interlock influence." *Administrative Science Quarterly*, 43: 815-844.

Martin, Joanne, Kathleen Knopoff, and Christine Beckman. (1998). "An alternative to bureaucratic impersonality and emotional labor: Bounded emotionality at The Body Shop." *Administrative Science Quarterly*, 43: 429-469.

Other Publications

Book Review

Beckman, Christine M. (2000). Book Review of *Management Learning: Integrating Perspectives in Theory and Practice* by John Burgoyne and Michael Reynolds, eds., *Administrative Science Quarterly*, 45:620.

Book Chapter

Martin, Joanne, Kathy Knopoff, and Christine Beckman. (2000). "Bounded Emotionality at The Body Shop." In S. Fineman (ed), *Emotions in Organizations*, 2nd edition. London: Sage.

WORKING PAPERS

Moliterno, Thomas P. and Christine M. Beckman. "Performance Aspirations and Resource Replacement: Winning, Improving and Making Money in Major League Baseball."

Beckman, Christine M. and Taryn L. Stanko. "Email as escape to reality: Computer-mediated communication and the nature of total institutions."

ACADEMIC HONORS, AWARDS, FELLOWSHIPS

2006	Western Academy of Management, Ascendant Scholar
2003	Faculty Career Development Award, UC Irvine
2003	CORCLR Research Award, UC Irvine
1996	Research grant, Stanford University, Graduate School of Business, Doctoral Office, with Damon Phillips.
1995	Jaedicke Fellow, Stanford University, Graduate School of Business, for doctoral students "who have, in the judgment of the faculty, achieved the highest levels of scholarly performance"
1991	Developed course on women in business that was selected to be taught as an "Innovative Academic Course," Stanford University

INVITED PRESENTATIONS

"Performance Aspirations and Resource Replacement: Winning, Improving and Making Money in Major League Baseball." (2006). Stanford University.

"Leaving a legacy: Role imprints and successor turnover in young firms." (2005). University of Virginia.

"Email as escape to reality: Computer-mediated communication and the nature of total institutions." (2006). Stanford University.

"The influence of founding team company affiliations on firm behavior." (2006). University of Washington.

"The influence of founding team company affiliations on firm behavior." (2006). Emory University.

"The influence of founding team company affiliations on firm behavior." (2005). UCLA.

"Founding the future: The evolution of teams from founding to IPO." (2004). UCLA.

- “Founding the future: The evolution of teams from founding to IPO.” (2004). Wharton School of Business, University of Pennsylvania.
- “Founding the future: The evolution of teams from founding to IPO.” (2004). Harvard Business School.
- “Founding the future: The evolution of teams from founding to IPO.” (2004). COR Working Paper Series, UC Irvine.
- “Theory building and nested network design: The case of U.S. venture capital, 1996-2000.” (2004). London Business School.
- “Background diversity and change in entrepreneurial teams.” (2003). University of California at Riverside, Anderson School of Management.
- “Early teams: The impact of entrepreneurial team demography on VC financing and going public.” (2002). University of Texas at Austin, McCombs School of Business.
- “Network partner heterogeneity and strategic decision-making.” (2002). Stanford University, School of Engineering.

CONFERENCE PRESENTATIONS

- Beckman, Christine M. and Taryn L. Stanko. (2006). “Email as escape to reality: Computer-mediated communication and the nature of total institutions.” Academy of Management Meetings, Atlanta
- Beckman, Christine M. and M. Diane Burton. (2006). “Founding the future: The evolution of teams from founding to IPO.” Academy of Management Meetings, Atlanta
- Beckman, Christine M. and M. Diane Burton. (2006). “Leaving a legacy: Role imprints and successor turnover in young firms.” Entrepreneurship conference, London Business School.
- Beckman, Christine M. and M. Diane Burton. (2005). “Leaving a legacy: Role imprints and successor turnover in young firms.” Entrepreneurship conference, Smith School of Business, University of Maryland, College Park.
- Beckman, Christine M. (2005). “Facilitators of firm attention: Factors that shape organizational learning from others.” Western Academy of Management Meetings, Las Vegas, NV.
- Beckman, Christine M. and Thomas P. Moliterno. (2004). “Through the looking glass: Status and Uncertainty in the Market for U.S. Venture Capital, 1996-2000.” Academy of Management Meetings, New Orleans.
- Beckman, Christine, M. Diane Burton, M. Diane, and Charles O’Reilly. (2003). “Early teams: The impact of entrepreneurial team demography on VC financing and going public.” BYU-Utah Strategy Conference.

- Beckman, Christine, and Thomas Moliterno. (2002). "Firms funds and limited partners: A nested set of networks in the venture capital industry." Academy of Management Annual Meetings, Denver, Colorado.
- Beckman, Christine, M. Diane Burton, and Charles O'Reilly. (2001). "Going public: The impact of founding team demography on IPO success." Academy of Management Annual Meetings, Washington DC.
- Beckman, Christine. (2001). "Facilitators of firm attention: Similarity, class, or time." Academy of Management Annual Meetings, Washington DC.
- Beckman, Christine. (2000). "Facilitators of firm attention: Similarity, class, or time." Conference on Institutional Theory, Kellogg School, Northwestern University.
- Haunschild, Pamela and Christine Beckman. (1998). "Learning through networks: Effects of partner experience on acquisition premia," 10th Anniversary Scandinavian Consortium for Organizational Research (SCANCOR) Conference, Stanford, CA.
- Haunschild, Pamela and Christine Beckman. (1998). "Learning through networks: Effects of partner experience on acquisition premia," American Sociological Association Annual Meetings, San Francisco, CA.
- Sorensen, Jesper, M. Diane Burton, and Christine Beckman. (1998). "Career histories and the formation of new ventures," Academy of Management Annual Meetings, San Diego, CA.
- Beckman, Christine, Pamela Haunschild, and Damon Phillips. (1997). "The effects of uncertainty and centrality on the transformation of interorganizational relationships," Academy of Management Annual Meetings, Boston, MA.
- Haunschild, Pamela and Christine Beckman. (1996). "When do interlocks matter?: Alternate sources of information and interlock influence," Academy of Management Annual Meetings, Cincinnati, OH.
- Martin, Joanne, Kathleen Knopoff, and Christine Beckman. (1996). "An alternative to bureaucratic impersonality and emotional labor: Bounded emotionality at The Body Shop," Academy of Management Annual Meetings, Cincinnati, OH.
- Beckman, Christine and Damon Phillips. (1996). "Only time will tell: Understanding inconsistent theoretical perspectives on interorganizational network structure," 20th Annual Stanford Consortium for Organizational Research (SCOR), Asilomar, CA.

TEACHING INTERESTS

Organizational Theory
 Entrepreneurship and Innovation

COURSES TAUGHT

Organizational Analysis for Management (MBA Core - OB)
 Management of Complex Organizations (MBA Core - OT)
 Theories of Organizations (Doctoral Course)

DOCTORAL STUDENT COMMITTEES

Thomas Moliterno, Graduate School of Management, (placed: University of South Carolina)
Amy Stucht, Department of Education, University of California, Irvine (outside member)

Alaka Rao, The Paul Merage School of Business (current student)
Anitza Ross, The Paul Merage School of Business (current student)
Renee Rottner, The Paul Merage School of Business, Chair (current student)
Taryn Stanko, The Paul Merage School of Business, Chair (current student)
Jennifer Woolley, The Paul Merage School of Business (current student)
Jennifer Chandler, The Paul Merage School of Business (current student)

COMMUNITY AND PROFESSIONAL ACTIVITIES

2006-Present	Editorial Board, <i>Administrative Science Quarterly</i>
2006-Present	Editorial Board, <i>Organization Science</i>
2004-Present	Editorial Board, <i>Academy of Management Review</i>
2006-Present	Editorial Board, <i>Strategic Organization</i>
2004-Present	Representative at Large (Elected Division position), Organization and Management Theory Division, Academy of Management
2003	Invited panelist, Professional development workshop, "Learning approaches to strategy: A better theory of the firm," Academy of Management Annual Meetings, Seattle.
2002	Organizer and Co-chair, Symposia on "Looking beyond individuals: Toward an understanding of structure in network analysis," Academy of Management Annual Meetings, Denver.
2001	Organizer and Chair, Symposia on "Networks and learning: The impact of networks on interfirm knowledge transfer," Academy of Management Annual Meetings, Washington DC.
1999-Present	Ad hoc reviewer: <i>Administrative Science Quarterly</i> , <i>Management Science</i> , <i>Organization Science</i> , <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>Academy of Management Journal</i> , <i>Academy of Management Review</i> , <i>Academy of Management Conference</i> , <i>Western Academy of Management Conference</i>
1999-2002	Commissioner, City of Los Angeles Commission on the Status of Women

SCHOOL SERVICE

2006-Present	Associate Director, Center for Entrepreneurship and Innovation, The Paul Merage School of Business, UC Irvine
2004-Present	Executive Committee, Center for Organizational Research, UC Irvine

November 2006