PAUL M. LEONARDI

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RESEARCH INTERESTS

Management of Technology and Innovation
Organizational Knowledge Sharing
Information and Social Networks
Digital Transformation

EDUCATION

2003-2007   Ph.D. in Organizations, Technology, and Entrepreneurship
             Department of Management Science and Engineering
             Stanford University

2001-2003   M.A. in Organizational Communication
             Department of Communication
             University of Colorado at Boulder

1997-2001   B.A. in Communication and B.A. in Spanish Honors, *Summa Cum Laude*
             Department of Communication
             Department of Modern Languages
             Saint Mary's College of California

ACADEMIC EMPLOYMENT

Faculty Appointments

2014-present   Duca Family Professor of Technology Management
                Department of Technology Management
                Department of Communication
                University of California, Santa Barbara

2012-2014   Pentair-Nugent Associate Professor of Management
                Department of Communication Studies
                Department of Industrial Engineering and Management Sciences
                Northwestern University

2007-2012   Allen K. and Johnnie Cordell Breed Assistant Professor of Design
                Department of Communication Studies
                Department of Industrial Engineering and Management Sciences
                Northwestern University

Administrative Appointments

2022-Present   Department Chair, Department of Technology Management
                College of Engineering
                University of California, Santa Barbara

2019-2022   Founder and (after Directorship of MTM) Director, Ph.D. Program in Technology Management
College of Engineering
University of California, Santa Barbara

2014-2019   Founding Director, Master of Technology Management (MTM) Program
College of Engineering
University of California, Santa Barbara

2013-2014   Founding Director, M.S. Program in Leadership for Creative Enterprises
School of Communication
Northwestern University

HONORS AND AWARDS

For Career Achievement

2023   *Fulbright – Kathryn and Craig Hall Distinguished Chair for Entrepreneurship*
U.S. Department of State, Bureau of Educational and Cultural Affairs

2022   *Fellow*
Academy of Management

2021   *Fellow*
International Communication Association

2019   *Fredric M. Jablin Award for Outstanding Contribution to Organizational Communication*
Organizational Communication Division, International Communication Association

2012   *Ascendant Scholar Award*
Western Academy of Management

Young Scholar Award
International Communication Association

2011   *Faculty Early Career Development (CAREER) Award*
National Science Foundation

2010   *Alfred P. Sloan Industry Studies Fellow*
Alfred P. Sloan Foundation

For Articles and Books

2022   *Impact Award* (for article in the journal with highest sustained impact over the last decade)
MIS Quarterly

2021   *Best Published Paper Runner-Up Award*
Organization Communication and Information Systems (OCIS) Division, Academy of Management

Best Conference Paper with a Doctoral Student Co-Author
Organization Communication and Information Systems (OCIS) Division, Academy of Management

2019   *Best Published Paper Award*
Organization and Management Theory (OMT) Division, Academy of Management

Best Published Paper Runner-Up Award
Organization Communication and Information Systems (OCIS) Division, Academy of Management

2018   *Best Paper Award*
Academy of Management Annals

Best Paper Award
Academy of Management Discoveries

2017   *Outstanding Article Award*
Organizational Communication Division, National Communication Association

2016   *Outstanding Edited Book Award*
Organizational Communication Division, National Communication Association

2015   *Outstanding Article Award*
Organizational Communication Division, National Communication Association

Best Paper Award
Information Systems Research

2014   *Best Conference Paper with a Doctoral Student Co-Author*
Strategic Management Society

2013   *Diamond Anniversary Book Award*
National Communication Association

2012   *Best Paper Award*
MIS Quarterly

Top Paper Award
Organizational Communication Division, International Communication Association

2011   *Outstanding Article Award*
Organizational Communication Division, National Communication Association

Best Published Paper Award
Organizational Communication and Information Systems (OCIS) Division, Academy of Management

Best Conference Paper Award
Organizational Communication and Information Systems (OCIS) Division, Academy of Management

2010   *Emerald Management Reviews Citation of Excellence Award*
Emerald Group Publishing

Outstanding Article Award #1
Organizational Communication Division, National Communication Association

Outstanding Article Award #2
Organizational Communication Division, National Communication Association

Best Published Paper Runner-Up Award
Organizational Communication and Information Systems (OCIS) Division, Academy of Management

2009   *Best Publication of 2008*
Association for Information Systems

2008   *Outstanding Published Paper Award*
Communication and Information Technologies Section, American Sociological Association

Best Published Paper Runner-Up Award
Organizational Communication and Information Systems (OCIS) Division, Academy of Management

Gerald R. Miller Outstanding Doctoral Dissertation Award
National Communication Association

Gerardine DeSanctis Dissertation Award
Organizational Communication and Information Systems (OCIS) Division, Academy of Management

Laura Crowell Dissertation Award
Group Communication Division, National Communication Association

W. Charles Redding Dissertation Honorable Mention Award

Organizational Communication Division, International Communication Association

For Teaching/Mentoring

2013   *Galbut Outstanding Faculty Mentor*
Northwestern University (awarded to one faculty member each year for excellence in undergraduate teaching)

2012   *Clarence Ver Steeg Graduate Faculty Award*
Northwestern University (awarded to two faculty each year, campus-wide, for excellence in graduate teaching)

2010   *Faculty Honor Roll*
Northwestern University (3% of faculty, campus wide, are elected by undergraduates for excellence in teaching)

2009   *Searle Center for Teaching Excellence Faculty Fellow*
Northwestern University

PUBLICATIONS

Books

5. Leonardi, P., & Neeley, T. (2022). *The Digital Mindset: What it Really Takes to Thrive in the Age of Data, Algorithms, and AI.* Boston, MA: Harvard Business Review Press.

4. Treem, J. W., & Leonardi, P. M. (Eds.) (2016). *Expertise, Communication, and Organizing.* Oxford: Oxford University Press.

   - *Outstanding Edited Book Award,* Organizational Communication Division, National Communication Association (awarded in 2016).

3. Bailey, D. E., & Leonardi, P. M. (2015). *Technology Choices: Why Occupations Differ in their Embrace of New Technology.* Cambridge, MA: MIT Press.

2. Leonardi, P. M., Nardi, B. A. & Kallinikos, J. (Eds.) (2012). *Materiality and Organizing: Social Interaction in a Technological World.* Oxford: Oxford University Press.

1. Leonardi, P. M. (2012). *Car Crashes Without Cars: Lessons About Simulation Technology and Organizational Change from Automotive Design.* Cambridge, MA: MIT Press.

   - *Diamond Anniversary Book Award,* National Communication Association (awarded in 2013).

Articles in Journals and Serial Publications

70. Beane, M. I., & Leonardi, P. M. (in press). Pace Layering as a Metaphor for Organizing in the Age of Intelligent Technologies: Considering the Future of Work by Theorizing the Future of Organizing. *Journal of Management Studies*

69. Adler, P.S., Adly, A., Armanios, D. E., Battilana, J., Bodrožić, Z., Clegg, S., Davis, G. F., Gartenberg, C., Glynn, M., Gümüsay, A.A., Haveman, H., Leonardi, P. M., Lounsbury, M., McGahan, A., Meyer, R., Phillips, N., & Sheppard-Jones, K. (in press). Authoritarianism, Populism, and the Global Retreat of Democracy. (2023) *Journal of Management Inquiry, 32*(1), 3-20.

68. Faraj, S., & Leonardi, P. M. (2022) Strategy and Strategizing in the Digital Age: Rethinking the Concept of Technology. *Strategic Organization, 20*(4), 771-785.

67. Endacott, C.G., & Leonardi, P. M. (2022) Artificial Intelligence and Impression Management: Consequences of Autonomous Conversational Agents Communicating on One's Behalf. *Human Communication Research, 48*(3), 462-490.

66. Bailey, D. E., Faraj, S., Hinds, P. J., Leonardi, P. M., and von Krogh, G., (2022) We are all Theorists of Technology Now: A Relational View of Emerging Technology and Organizing. *Organization Science, 33*(1), 1-18.

65. Leonardi, P. M., Barley, W. C., & Woo, D. (2022). Why Should I Trust Your Model? How to Successfully Enroll Digital Models for Innovation. *Innovation: Organization & Management, 24*(1), 47-67.

64. Endacott, C., & Leonardi, P. M. (2022). Keep Them Apart or Join Them Together? How Identification Processes Shape Orientations to Network Brokerage. *Communication Research, 49*(1), 61-92.

63. Keppler, S., Smilowitz, K., & Leonardi, P. M. (2021). Contextual Trustworthiness of Organizational Partners: Evidence from Nine School Networks. *Manufacturing and Service Operations Management, 23*(4), 974-988.

62. ter Hoeven, C., Stohl., C., Leonardi, P. M. &, Stohl, M. (2021). Assessing Organizational Information Visibility: Development and Validation of the Information Visibility Scale. *Communication Research, 48*(6), 895-927.

61. Treem, J. W., Barley, W. C., & Leonardi, P. M. (2021). Resourcing Expertise: How Existing Schemas and Ongoing Communication Shape the Meaning of Expert Work in a Global Organization. *Communication Monographs, 88*(2), 237-262.

60. Leonardi, P. M., Woo, D., & Barley, W. C. (2021). On the Making of Crystal Balls: Five Lessons About Simulation Modeling and the Organization of Work. *Information & Organization 31*(1), 100339.

59. Leonardi, P. M. (2021). COVID-19 and the New Technologies of Organizing: Digital Exhaust, Digital Footprints, and Artificial Intelligence in the Wake of Remote Work. *Journal of Management Studies, 51*(1), 247-251.

58. Leonardi, P. M., & Treem, J. W. (2020). Behavioral Visibility: A New Paradigm for Organization Studies in the Age of Digitization, Digitalization, and Datafication. *Organization Studies*, *41*(12), 1601-1625.

   - *Best Published Paper Runner-Up Award,* Organization Communication and Information Systems Division, Academy of Management (awarded in 2021).

57. Stratton, C. Bailey, D. E., & Leonardi, P. M. (2020). Translating National Discourse into Teaching and Learning Outcomes: Portability and Connectivity in Developing Countries' ICT in Education (ICT4E) Initiatives. *New Media & Society, 22*(12), 2083-2107.

56. Pulgar, J., Candia, C., & Leonardi, P. M. (2020). Social Networks and Academic Performance in Physics: How Undergraduate Cooperation Enhances Well-Structured Problem Solving and Inhibits Ill-Structured Problem Elaboration, *Physical Review Physics Education Research, 16*(1), 010137.

   - *Editors Suggestion Article,* (chosen in 2020).

55. Barley, W. C., Treem, J. W., & Leonardi, P. M. (2020). Experts at Coordination: Examining the Performance, Production, and Value of Process Expertise. *Journal of Communication, 70*(1), 60-89.

54. Treem, J. W., Leonardi, P. M., & van den Hooff, B. (2020). Computer-Mediated Communication in the Age of Communication Visibility. *Journal of Computer-Mediated Communication, 25*(1), 44-59.

53. Leonardi, P. M., Bailey, D. E., & Pierce, C.S. (2019). The Co-Evolution of Objects and Boundaries Over Time: Materiality, Affordances, and Boundary Salience. *Information Systems Research, 30*(2), 665-686.

52. Cristea, I. C., & Leonardi, P. M. (2019). Get Noticed And Die Trying: Signals, Sacrifice, and the Production of Face Time in Distributed Work. *Organization Science, 30*(3), 552-572.

51. Bailey, D. E., Dinez, E., Nardi, B. A., Leonardi, P. M., & Sholler, D. (2018). A Critical Approach to Human Helping in Information Systems: Heteromation in the Brazilian Correspondent Banking System. *Information and Organization, 28,* 111-128.

50. Woo, D., & Leonardi, P. M. (2018). Breaking into Collaboration: Communicative Strategies for Gaining Entry When You Are Not Invited. *Journal of Communication, 68*(6), 1127-1154.

49. Leonardi, P. M. (2018). Social Media and the Development of Shared Cognition: The Roles of Network Expansion, Content Integration, and Triggered Recalling. *Organization Science, 29*(4), 547-568.

   - *Best Published Paper Award,* Organization and Management Theory Division, Academy of Management (awarded in 2019).
   - *Best Published Paper Runner-Up Award,* Organization Communication and Information Systems Division, Academy of Management (awarded in 2019).

48. Rhee, L., Leonardi, P. M. (2018). Which Pathway to Good Ideas? An Attention-Based View of Innovation in Social Networks. *Strategic Management Journal, 39*(4), 1188-1215.

47. Neeley, T. B., & Leonardi, P. M. (2018). Enacting Knowledge Strategy Through Social Media: Passable Trust and the Paradox of Non-Work Interactions. *Strategic Management Journal 39*(3), 922-946.

46. Leonardi, P. M., & Bailey, D. E. (2017). Recognizing and Selling Good Ideas: Network Articulation and the Making of an Offshore Innovation Hub. *Academy of Management Discoveries, 3*(2), 116-144.

   - *Best Paper Award*, Academy of Management Discoveries (awarded in 2018)
   - *Outstanding Article Award,* Organizational Communication Division, National Communication Association (awarded in 2017).

45. Leonardi, P. M. & Lewis, L. L. (2017). Teams, Time, Decisions, and Change: Articles in Honor of (and by) David R. Seibold. *Journal of Applied Communication Research, 45*(4), 359-364.

44. Treem, J. W., & Leonardi, P. M. (2017). Recognizing Expertise: Factors Promoting Congruity Between Individuals' Perceptions of Their Own Expertise and the Perceptions of Their Coworkers. *Communication Research, 44*(2), 198-224.

43. Leonardi, P. M. (2017). The Social Media Revolution: Sharing and Learning in the Age of Leaky Knowledge. *Information and Organization, 27*(1), 47-59.

42. Leonardi, P M., & Vaast, E. (2017). Social Media and Their Affordances for Organizing: A Review and Agenda for Future Research. *Academy of Management Annals, 11*(1), 150-188.

   - *Best Paper Award,* Academy of Management Annals (awarded in 2018).

41. Leonardi, P. M. (2017). How to Build High Impact Theories of Organizational Communication: Strategies of Discovery and Reconceptualization. *Management Communication Quarterly, 31*(1), 123-129.

40. Leonardi, P. M., Bailey, D. E., Dinez, E, H., Sholler, D., & Nardi, B. (2016). Multiplex Appropriation in Complex Systems Implementation: The Case of Brazil's Correspondent Banking System. *MIS Quarterly, 40*(2), 461-473.

39. Stohl, C., Stohl, M., & Leonardi, P. M. (2016). Managing Opacity: Information Visibility and the Paradox of Transparency in the Digital Age. *International Journal of Communication, 10,* 123-137.

38. Flyverbom, M., Leonardi, P. M., Stohl, C., & Stohl, M. (2016). The Management of Visibilities in the Digital Age. *International Journal of Communication, 10,* 98-109.

37. Leonardi, P. M. (2015). Ambient Awareness and Knowledge Acquisition: Using Social Media to Learn "Who Knows What" and "Who Knows Whom." *MIS Quarterly, 39*(4), 747-762.

36. Treem, J. W., Dailey, S., Pierce, C., & Leonardi, P. M. (2015). Bringing Technological Frames to Work: How Previous Experience With Social Media Shapes the Technology's Meaning in an Organization. *Journal of Communication, 65*(2), 396-422.

35. Leonardi, P. M. (2015). Materializing Strategy: The Blurry Line Between Strategy Formulation and Strategy Implementation. *British Journal of Management, 26, 17-21.*

34. Leonardi, P. M. (2015). Studying Work Practices in Organizations: Theoretical Considerations and Empirical Guidelines. *Communication Yearbook, 39,* 235-273.

33. Leonardi, P. M., & Meyer, S. R. (2015). Social Media as Social Lubricant: How Ambient Awareness Eases Knowledge Transfer. *American Behavioral Scientist, 59*(1), 10-34.

32. Leonardi, P. M. (2014). Social Media, Knowledge Sharing, and Innovation: Toward a Theory of Communication Visibility. *Information Systems Research, 25*(4), 796-816.

    - *Outstanding Article Award,* Organizational Communication Division, National Communication Association (awarded in 2015).
    - *Best Paper Award*, Information Systems Research (awarded in 2015).

31. Leonardi, P. M., Huysman, M., & Steinfield, C. (2013). Enterprise Social Media: Definition, History, and Prospects for the Study of Social Technologies in Organizations. *Journal of Computer-Mediated Communication, 19*(1), 1-19.

30. Leonardi, P. M., & Rodriguez-Lluesma, C. (2013). Occupational Stereotypes, Perceived Status Differences, and Intercultural Communication in Global Organizations. *Communication Monographs, 80*(4), 478-502.

    - Reprinted (shorter version) as: Leonardi, P. M., & Rodriguez-Lluesma, C. (2013). "Spin Doctors at Work: Intercultural Communication in Global Organizations" *Communication Currents,* 8(6). Available from: http://www.natcom.org/CommCurrentsArticle.aspx?id=4592

29. Leonardi, P. M. (2013). When Does Technology Use Enable Network Change in Organizations? A Comparative Study of Feature Use and Shared Affordances. *MIS Quarterly, 37*(3), 749-775.

28. Leonardi, P. M. (2013). Theoretical Foundations for the Study of Sociomateriality. *Information and Organization, 23*(2), 59-76.

27. Bailey, D. E., Leonardi, P. M., & Barley, S. R. (2012). The Lure of the Virtual. *Organization Science, 23*(5), 1485-1504.

26. Barley, W. C., Leonardi, P. M., & Bailey, D. E. (2012). Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries. *Human Communication Research, 38*(3), 280-308.

25. Treem. J. W., & Leonardi, P. M. (2012). Social Media Use in Organizations: Exploring the Affordances of Visibility, Editability, Persistence, and Association. *Communication Yearbook, 36,* 143-189.

24. Leonardi, P. M., & Rodriguez-Lluesma, C. (2012). Sociomateriality as a Lens for Design: Imbrication and the Constitution of Technology and Organization. *Scandinavian Journal of Information Systems, 24* (2), 79-88.

23. Leonardi, P. M., & Treem, J. W. (2012). Knowledge Management Technology as a Stage for Strategic Self-Presentation: Implications for Knowledge Sharing in Organizations. *Information and Organization, 22*(1), 37-59.

22. Leonardi, P. M., Neeley, T. B., & Gerber, E. M. (2012). How Managers Use Multiple Media: Discrepant Events, Power, and Timing in Redundant Communication. *Organization Science, 23*(1), 98-117.

21. Young, L. E., & Leonardi, P. M. (2012). Social Issue Emergence on the Web: A Dual Structurational Model. *Journal of Computer-Mediated Communication, 17*(2), 231-246.

20. Aakhus, M., Ballard, D., Flanagin, A., Kuhn, T., Leonardi, P., Mease, J., & Miller, K. (2011). Communication and Materiality. *Communication Monographs, 78*(4), 557-568.

19. Contractor, N. S., Monge, P. R., & Leonardi, P. M. (2011). Multidimensional Networks and the Dynamics of Sociomateriality: Bringing Technology Inside the Network. *International Journal of Communication, 5,* 682-720.

18. Leonardi, P. M. (2011). Innovation Blindness: Culture, Frames, and Cross-Boundary Problem Construction in the Development of New Technology Concepts. *Organization Science, 22*(2), 347-369.

   - *Outstanding Article Award,* Organizational Communication Division, National Communication Association (awarded in 2011).

17. Leonardi, P. M. (2011). When Flexible Routines Meet Flexible Technologies: Affordance, Constraint, and the Imbrication of Human and Material Agencies. *MIS Quarterly, 35*(1), 147-167.

   - *Impact Award,* MIS Quarterly (awarded in 2022).
   - *Best Paper*, MIS Quarterly (awarded in 2012).
   - *Gerardine DeSanctis Dissertation Award,* Organizational Communication and Information Systems Division, Academy of Management. (submitted as paper based on dissertation; awarded in 2008).
   - Finalist for *William H. Newman Award for Best Paper Based on a Dissertation,* Academy of Management (submitted as paper based on dissertation; awarded in 2008).

16. Leonardi, P. M. (2010). Digital Materiality? How Artifacts without Matter, Matter. *First Monday, 15*(6). Available from: http://www.uic.edu/htbin/cgiwrap/bin/ojs/index.php/fm/article/viewArticle/3036/2567

15. Leonardi, P. M., & Barley, S. R. (2010). What's Under Construction Here? Social Action, Materiality, and Power in Constructivist Studies of Technology and Organizing. *Academy of Management Annals, 4,* 1-51.

14. Bailey, D. E., Leonardi, P. M., & Chong, J. (2010). Minding the Gaps: Technology Interdependence and Coordination in Knowledge Work. *Organization Science, 21*(3), 713-730.

   - *Best Published Paper Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2011).

13. Leonardi, P. M. (2010). From Road to Lab to Math: The Co-Evolution of Technological, Regulatory, and Organizational Innovations in Automotive Crash Testing. *Social Studies of Science, 40*(2), 243-274.

12. Leonardi, P. M., Treem, J. W., & Jackson, M. H. (2010). The Connectivity Paradox: Using Technology to Both Decrease and Increase Perceptions of Distance in Distributed Work Arrangements. *Journal of Applied Communication Research, 38*(1), 85-105.

   - Reprinted (shorter version) as: Leonardi, P. M., Treem, J. W., & Jackson, M. H. (2010). "Too Connected? The Paradox of Telework" *Communication Currents,* 5(1). Available from: http://www.natcom.org/CommCurrentsArticle.aspx?id=965

11. Leonardi, P. M. (2009). Crossing the Implementation Line: The Mutual Constitution of Technology and Organizing Across Development and Use Activities. *Communication Theory, 19*(3), 278-310.

   - *Outstanding Article Award #2*, Organizational Communication Division, National Communication Association (co-winner with article #10 below; awarded in 2010).
   - *W. Charles Redding Dissertation Honorable Mention Award*, Organizational Communication Division, International Communication Association (submitted as paper based on dissertation; awarded in 2008).

10. Leonardi, P. M. (2009). Why Do People Reject New Technologies and Stymie Organizational Changes of which They Are in Favor? Exploring Misalignments Between Social Interactions and Materiality. *Human Communication Research, 35*(3), 407-441.

   - *Outstanding Article Award #1*, Organizational Communication Division, National Communication Association (co-winner with article #11 above; awarded in 2010).
   - *Best Published Paper Runner-Up Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2010).
   - *Gerald R. Miller Outstanding Doctoral Dissertation Award*, National Communication Association (submitted as paper based on dissertation; awarded in 2008).

9. Leonardi, P. M., Jackson, M. H., & Diwan, A. (2009) The Enactment-Externalization Dialectic: Rationalization and the Persistence of Counterproductive Technology Design Practices in Student Engineering. *Academy of Management Journal, 52*(2), 400-420.

   - *Emerald Management Reviews Citation of Excellence Award,* Emerald Group Publishing (One of top 50 articles in Management selected from 15,000 published in 2009; awarded in 2010).

8. Leonardi, P. M., & Jackson, M. H. (2009). Technological Grounding: Enrolling Technology as a Discursive Resource to Justify Cultural Change in Organizations. *Science, Technology & Human Values, 34*(3), 393-418.

7. Leonardi, P. M. (2008). Indeterminacy and the Discourse of Inevitability in International Technology Management. *Academy of Management Review, 33*(4), 975-984.

6. Leonardi, P. M., & Barley, S. R. (2008). Materiality and Change: Challenges to Building Better Theory About Technology and Organizing. *Information and Organization, 18*(3), 159-176.

   - *Best Publication of 2008.* Association for Information Systems (awarded in 2009).

5. Leonardi, P. M., & Bailey, D. E. (2008). Transformational Technologies and the Creation of New Work Practices: Making Implicit Knowledge Explicit in Task-based Offshoring. *MIS Quarterly, 32*(2), 411-436.

4. Leonardi, P. M. (2007). Activating the Informational Capabilities of Information Technology for Organizational Change. *Organization Science, 18*(5), 813-831.

   - *Outstanding Published Paper Award,* Communication and Information Technologies Section, American Sociological Association (awarded in 2008)
   - *Best Published Paper Runner-Up Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2008).

3. Leonardi, P. M., & Jackson, M. H. (2004). Technological Determinism and Discursive Closure in Organizational Mergers. *Journal of Organizational Change Management, 17*(6), 615-631.

2. Leonardi, P. M. (2003). Problematizing "New Media": Culturally Based Perceptions of Cell Phones, Computers, and the Internet among United States Latinos. *Critical Studies in Media Communication, 20*(2), 160-179.

1. Leonardi, P. M. (2002). Cultural Transference in Perceptions and Uses of Communication Technology: A Qualitative Study. *Qualitative Research Reports in Communication, 3*(3), 56-63.

Articles in Managerially-Oriented Magazines

9. Neeley, T., & Leonardi, P. M. (2022). Developing a Digital Mindset: How to Lead your Organization into the Age of Data, Algorithms, and AI. *Harvard Business Review, 100*(3), 50-55.

8. Leonardi, P. M. (2021). Picking the Right Approach to Digital Collaboration. *MIT Sloan Management Review, 62*(2), 73-80.

7. Leonardi, P. M. (2020). You're Going Digital - Now What? *MIT Sloan Management Review, 61*(2), 28-35.

6. Leonardi, P. M., & Contractor, N. S. (2018). Better People Analytics: Measure Who They Know, Not Just Who They Are. *Harvard Business Review 96*(6)*,* 90-101.

    - Reprinted in (2019) *HBR's 10 Must Reads on Reinventing HR* (pp. 61-78). Boston: Harvard Business School Press.

5. Leonardi, P. M., & Neeley, T. B. (2017). What Managers Need to Know about Social Tools: Avoid the Common Pitfalls so your Organization can Collaborate, Learn, and Innovate. *Harvard Business Review 95*(6)*,* 100-108.

    - Reprinted in (2021) *HBR's 10 Must Reads on Communication* (pp. 85-98). Boston: Harvard Business School Press.

4. Leonardi, P. M. (2014, November). The Unexpected Payoffs of Employee Eavesdropping. *MIT Sloan Management Review*. [Online Edition] Available at: http://sloanreview.mit.edu/article/the-unexpected-payoffs-of-employee-eavesdropping/

3. Leonardi, P. M., Bailey, D. E., & Barley, S. R. (2013). The Digital Organization: How Virtuality Impacts the Way Teams Work. *IESE Insight, 18,* 32-39.

2. Leonardi, P. M. (2011). Early Prototypes Can Hurt a Team's Creativity. *Harvard Business Review, 89*(*12*), 28.

1. Neeley, T. B., & Leonardi, P. M. (2011). Effective Managers Say the Same Thing Twice (Or More). *Harvard Business Review, 89*(*5*), 38-39.

Book Chapters

21. Leonardi, P. M., Treem, J. W., & Pilny, A. (in press). Artificial Intelligence and Organizational Communication. In V. D. Miller & M. S. Poole (Eds.) *Handbook of Organizational Communication.* (pp. XX-XX). Boston: DeGruter.

20. Bailey, D. E, Barley, S. R, & Leonardi, P. M. (2021). Wrestling with Digital Objects and Technologies in Studies of Work. In G. Symon, K. Pritchard, & C. Hine (Eds.). *Research Methods for Digital Work and Organization: Investigating distributed, multi-modal and mobile work.* (pp. 25-47). Oxford: Oxford University Press.

19. Rottner, R., Bovenberg, D., & Leonardi, P. M. (2019). Social Media, Visibility, and Knowledge in Strategy: The 5-Flows Model of Open Strategy. In D. Seidl, R. Whittington, & G. von Krogh (Eds.). *The Cambridge Handbook of Open Strategy* (pp. 186-204). Cambridge: Cambridge University Press.

18. Cristea, I. C., Leonardi, P. M., & Vaast, E. (2019). Social Media and Teamwork: Formation, Processes, and Outcomes. In R. Landers (Ed.) *The Cambridge Handbook of Technology and Employee Behavior* (pp. 480-508). Cambridge: Cambridge University Press.

17. Leonardi, P. M. (2018). Methodological Guidelines for the Study of Materiality and Affordances. In. M. Raza & S. Jain (Eds). *Routledge Companion to Qualitative Research in Organization Studies* (pp. 279-290). New York: Routledge

16. Leonardi, P. M. (2017). The Process of Theorizing in Organizational Communication: On the Importance of Owning Phenomena. In P. Salem & E. Timmerman (Eds.) *Transformative Practices and Research in Organizational Communication* (pp. 80-88). Hershey, PA: IGI-Global.

15. Leonardi, P. M. (2017). Out of the Poole and into the Ocean: Understanding Processes of Organizational Change Through the Work of Marshall Scott Poole. In D.B. Szabla, W.A. Pasmore, M.A. Barnes, & A.N. Gipson (Eds.) *Palgrave Change Thinkers Handbook* (pp. 1051-1067). London: Palgrave.

14. Leonardi, P. M., Bailey, D. E., & Cristea, I. C. (2017). Innovation. In C. R. Scott & L. Lewis (Eds.) *International Encyclopedia of Organizational Communication* (pp. 1264-1278). Hoboken, NJ: Wiley

13. Leonardi, P. M. (2017). Materiality as an Organizing Process: Toward a Process Metaphysics for Material Artifacts. In A. Langley & H. Tsoukas (Eds.), *Sage Handbook of Process Organization Studies* (pp. 529-543). Thousand Oaks, CA: Sage

12. Treem, J. W., & Leonardi, P. M. (2016). What is Expertise? Who is an Expert? Some Definitive Answers. In. J. W. Treem & P. M. Leonardi (Eds.), *Expertise, Communication, and Organizing* (pp. 1-24). Oxford: Oxford University Press.

11. Leonardi, P. M. (2015). The Ethnographic Study of Work in the Age of Digitization. In E. Hargittai & C. Sandvig (Eds.), *Research Confidential: Digital Methods* (pp. 103-138). Cambridge, MA: MIT Press.

10. Leonardi, P. M., Treem, J. W., Barley, W. C., & Miller, V. D. (2014). Attitude Surveys. In V. D. Miller, & M. E. Gordon (Eds.) *Meeting the Challenge of Human Resource Management: A Communication Perspective* (pp. 155-166). New York: Routledge.

9. Rice, R. E., & Leonardi, P. M. (2013). Information and Communication Technologies in Organizations. In L. L. Putnam, & D. K. Mumby, (Eds.) *The Sage Handbook of Organizational Communication* (pp. 425-448). Thousand Oaks, CA: Sage.

8. Leonardi, P. M. (2013). The Emergence of Materiality Within Formal Organizations. In P. R. Carlile, D. Nicolini, A. Langley, & H. Tsoukas (Eds.) *How Matter Matters: Objects, Artifacts and Materiality in Organization Studies* (pp. 142-170). Oxford: Oxford University Press.

7. Leonardi, P. M. (2012). Materiality, Sociomateriality, and Socio-Technical Systems: What Do These Terms Mean? How Are They Different? Do We Need Them? In P. M. Leonardi, B. A. Nardi, & J. Kallinikos (Eds.), *Materiality and Organizing: Social Interaction in a Technological World* (pp. 25-48). Oxford: Oxford University Press.

6. Kallinikos, J., Leonardi, P. M., & Nardi, B. (2012). The Challenge of Materiality: Origins, Scope, and Prospects. In P. M. Leonardi, B. A. Nardi, & J. Kallinikos (Eds.), *Materiality and Organizing: Social Interaction in a Technological World* (pp. 3-22). Oxford: Oxford University Press.

5. Leonardi, P. M., & Barley, W. C. (2011). Materiality as Organizational Communication: Technology, Intention, and Delegation in the Production of Meaning. In T. Kuhn (Ed.), *Matters of Communication: Political, Cultural, and Technological Challenges to Communication Theorizing* (pp. 101-122). Cresskill, NJ: Hampton Press.

4. Leonardi, P. M. (2011). Information, Technology and Knowledge Sharing in Global Organizations: Cultural Differences in Perceptions of Where Knowledge Lies. In H.E. Canary & R.D. McPhee (Eds.), *Communication and Organizational Knowledge: Contemporary Issues for Theory and Practice* (pp. 89-112). New York: Routledge.

3. Leonardi, P. M., Leonardi, M. E., & Hudson, E. (2006). Culture, Organization, and Contradiction in the Social Construction of Technology: Adoption and Use of the Cell Phone Across Three Cultures. In A. P. Kavoori & N. Arceneaux (Eds.), *The Cell Phone Reader: Essays in Social Transformation* (pp. 205-225). New York: Peter Lang Publishers.

2. Leonardi, P. M. (2005). Technology and Work in the Virtual Organization. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (pp. 2753-2756). Philadelphia, PA: Information Science Publishing.

1. Leonardi, P. M., Jackson, M. H., & Marsh, N. N. (2004). The Strategic Use of "Distance" Among Virtual Team Members: A Multi-Dimensional Communication Model. In S. Godar & S. P. Ferris (Eds.), *Virtual and Collaborative Teams: Process, Technologies, and Practice* (pp. 156-172). Hershey, PA: Idea Group.

Conference Proceedings

10. Ng, J., Leonardi, P. M., & Contractor, N. S. (2017) "Teaming at the Limit: Enhancing Team Effectiveness with Enterprise Social Media Affordances." *Academy of Management Best Paper Proceedings.* [approximately 6% acceptance rate]

9. Stratton, C., Sholler, D., Bailey, D. E. Leonardi, P. M., & Rodriguez-Lluesma, C. (2016) Competing Institutional Logics in ICT4D Education Projects: A South American Study. *Proceedings of the Eighth International Conference on Information and Communication Technologies and Development (ICTD2016).* [approximately 19% acceptance rate]

8. Meyer, S. R., Pierce, C. S., Kuo Y., Leonardi, P. M., Nardi, B. A., & Bailey, D. E. (2015). Offshoring Digital Work, But Not Physical Output: Examining Differential Access to Task Objects and Coordination in Globally Distributed Automotive Engineering and Graphic Design Work. *Proceedings of the 48th Annual Hawaii International Conference on System Sciences (HICSS 2015).* [approximately 45% acceptance rate]

7. Rhee, S-H., & Leonardi, P. M. (2014). Networks, Attention, and Good Ideas: Taking Advantage of Social Structure. *Academy of Management Best Paper Proceedings.* [approximately 6% acceptance rate]

6. Leonardi, P. M. (2011). When Does Technology Enable Organizational Change? Convergent Feature Use and Collective Affordances. *Academy of Management Best Paper Proceedings.* [approximately 5% acceptance rate]

5. Barley, W. C., Leonardi, P. M., & Bailey, D. E. (2011). Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries. *Academy of Management Best Paper Proceedings.* [approximately 5% acceptance rate]

4. Treem, J.W., & Leonardi, P.M. (2009). Knowing Who Knows What: Information Technology, Knowledge Visibility, and Organizational Change. *Proceedings of the 42nd Annual Hawaii International Conference on System Sciences (HICSS 2009).* [approximately 45% acceptance rate]

3. Leonardi, P. M. (2008). Organizing Technology: Toward a Theory of Sociomaterial Imbrication. *Academy of Management Best Paper Proceedings.* [approximately 8% acceptance rate]

2. Waite, W. M., Jackson, M. H., Diwan, A., & Leonardi, P. M. (2004). Student Culture Vs. Group Work in Computer Science. *ACM-SIGCSE Bulletin 36*(1), 12-16. [approximately 26% acceptance rate]

1. Leonardi, P. M. (2002). Cultural Variability in Web Interface Design: Communicating U.S. Hispanic Cultural Values on the Internet. In F. Sudweeks & C. Ess (Eds.), *Proceedings of the Third International Conference on*

Cultural Attitudes Towards Technology and Communication (pp. 297-315). School of Information Technology: Murdoch University. [approximately 62% acceptance rate]

PRESENTATIONS

Invited Distinguished, Endowed, and Keynote Lectures

2022   Villanova Business School / Journal of Management Studies Conference on the Future of Work

2021   13th ACM Web Science Conference

2020   Organizational Communication and Information Systems (OCIS) Division, Academy of Management

2019   Organizing in the Era of Digital Technology Conference, Monte Verita, Switzerland
        Organizational Communication Division Pre-Conference, NCA

2018   Kent State University (School of Communication Studies) – L. Leroy Cowperthwaite Lecture

2017   NSF Workshop on Professionalization in Cyberinfrastructure

2016   Organizational Communication: Traditions and Transformations Conference, Austin TX

2015   WORK Conference, Turku Finland

2014   University of Colorado at Boulder (Department of Communication) - Josephine Jones Lecture

2013   McGill University (Desautels Faculty of Management) - Distinguished Lecture

2012   Georgia State University (Robinson College of Business) - Distinguished Lecture

Invited Colloquium Lectures

2023   University of Virginia (Darden School of Business)
        Concordia Molson School

2022   University of Southern California (Marshall School of Business)
        Erasmus University (Rotterdam School of Management)

2021   University of Toronto (Rotman School of Management)
        University of Georgia (Terry College of Business)
        Fudan University (School of Journalism)

2020   Harvard University (Harvard Business School)
        Pepperdine University (Graziadio Business School)
        Northwestern University (Northwestern Institute for Complex Systems)
        Case Western Reserve University (Weatherhead School of Management)

2019   Copenhagen Business School (Department of Management, Society, and Communication)
        Aarhus University (School of Business and Social Sciences)
        Aarhus University (Interdisciplinary Center for Organizational Architecture)
        University of Modena and Reggio Emilia (Department of Engineering Science and Method)
        University of Modena and Reggio Emilia (Department of Communication Sciences)

2018 Boston University (Questrom School of Business)
     University of California, Los Angeles (HARRT, Anderson School of Management)
     University of California, Irvine, (Merage School of Business)

2017 Stanford University (Department of Management Science and Engineering)
     University of Southern California (Annenberg School for Communication)
     University of Minnesota (Carlson School of Management)
     University of California, San Diego (Design Lab)
     ETH Zurich (Department of Management, Technology, and Economics)
     Vrije Universiteit Amsterdam (Faculty of Economics and Business Administration)

2016 California Polytechnic University, San Luis Obispo (Department of Communication)
     Vrije Universiteit Amsterdam (Faculty of Economics and Business Administration)

2015 Harvard University (Harvard Business School)
     Université Paris-Dauphine (Department of Management)
     Arizona State University (Hugh Downs School of Human Communication)
     University of California, Santa Barbara (Center for Information Technology, and Society)

2014 Massachusetts Institute of Technology (Sloan School of Management)
     University of California, Los Angeles (Anderson School of Management)
     University of California, Santa Barbara (Department of Communication)

2013 University of Southern California (Annenberg School for Communication)
     University of California, Santa Barbara (Technology Management Department)
     New York University (Stern School of Business)
     Northwestern University (Kellogg School of Management)
     University of Illinois, Chicago (School of Business)
     Université Paris-Dauphine (Department of Management)

2012 Temple University (Fox School of Business)
     Illinois Institute of Technology (Institute of Design)

2011 University of Chicago (Booth School of Business)
     Massachusetts Institute of Technology (Sloan School of Management)
     Rutgers University (School of Communication and Information)
     Purdue University (Brian Lamb School of Communication)
     University of California, Santa Barbara (Department of Communication)
     University of Colorado at Boulder (Department of Communication)
     London School of Economics (Department of Management)
     Lancaster University (Management School)
     University of Reading (School of Construction Management and Engineering)
     University of Central Florida (College of Business Administration)

2010 Michigan State University (Broad College of Business)
     Carnegie Mellon University (Human-Computer Interaction Institute)
     Northwestern University (Northwestern Institute on Complex Systems)
     University of Southern California (Annenberg School for Communication)
     University of Navarra (IESE Business School)

2009 University of Southern California (Annenberg School for Communication)
     University of Pennsylvania (Wharton School of Management)
     Texas A&M (Look College of Engineering)
     Northwestern University (Law School)

2008 New York University (Stern School of Business)

University of Illinois at Urbana Champaign (Department of Communication)
Temple University (Fox School of Business)
Northwestern University (Kellogg School of Management)

2007   Harvard University (Harvard Business School)
Northwestern University (School of Communication)
Northwestern University (McCormick School of Engineering)

2006   University of Michigan (Ross School of Business)

Refereed Conference Presentations

Over 120 refereed presentations at conferences including: Academy of Management (AOM), International Communication Association (ICA), National Communication Association (NCA), Society for Social Studies of Science (4S), and Strategic Management Society (SMS). Complete list available upon request.

RESEARCH FUNDING

External

2022-2025   *Big Data on the Dairy Farm: Relational Transformations across Agricultural Occupations and Organizations with the Rise of Digital Technologies.* (PI) with Diane Bailey (PI) and Pamela Hinds (PI). Funding Source: National Science Foundation (IIS-2211942). Award Amount: $1,199,473.

2020-2023   *Leveraging Organizational Networks for Successful Digital Transformation,* (PI). Funding Source: National Science Foundation (SES-2051896). Award Amount: $331,783.

2019-2022   *Outsourcing Attention Management to Human and Artificial Agents in Organizations,* (PI). Funding Source: National Science Foundation (SES-1922266). Award Amount: $347,645.

2019-2020   *Workshop: Human Technology Partnerships and the Changing Nature of Work,* (Co-PI), with Noshir Contractor (PI). Funding National Science Foundation (SES-1940668). Award Amount: $49,999.

2014-2020   *Achieving Development Goals with Information Technology*, (Co-PI), with Diane Bailey (PI). Funding Source: National Science Foundation (CHS-1412969). Award Amount: $1,500,000.

2013-2016   *Improving the Effectiveness of Organizational Knowledge Transfer Through Social Media Use* (PI). Funding Source: National Science Foundation (SES-1331492). Award Amount: $309,170.

2013-2016   *Primary School Organizations as Open Systems: Strategic External Relationship Development to Promote Student Engagement in STEM Topics,* (PI), with Karen Smilowitz (Co-PI) and James Spillane (Co-PI). Funding Source: National Science Foundation (DRL-1344266). Award Amount: $707,299.

2013-2015   *Teams Emerging from the Crowd: Virtual Team Structure as a Predictor of Idea Goodness in Online Innovation Communities* (PI). Funding Source: National Science Foundation (ACI-1322103). Award Amount: $230,251.

2013-2014   *Knowledge Networks for Scaling Up Impact* (Co-PI) with Noshir Contractor (PI), Michelle Shumate, (Co-PI), and Leslie DeChurch (Co-PI). Funding Source: Bill & Melinda Gates Foundation (OPP1084322). Award Amount: $997,539.

2013-2015   *Workshop: Organizational Communication and Information Systems Doctoral Consortium*. (PI). Funding Source: National Science Foundation (IIS-1342548). Award Amount: $20,000.

2011-2016   *The Role of Advanced Simulation Technologies in Innovation Processes*, (PI, CAREER Award). Funding Source: National Science Foundation (SES-1057148). Award Amount: $425,000.

2011-2014   *Information Technology, Remote Socialization, and the Development of Occupational Identity*, (PI), with Diane Bailey (Co-PI) and Bonnie Nardi (Co-PI). Funding Source: National Science Foundation (IIS-1111246). Award Amount: $1,400,000.

2010-2011   *Technological Change in the Global Auto Industry* (PI). Funding Source: Alfred P. Sloan Foundation. Award Amount: $45,000.

2009-2010   *Global Innovation and the Changing Nature of Domestic Engineering Work*, (PI), with Diane Bailey (Co-PI). Funding Source: National Science Foundation (SBE-0939859). Award Amount: $200,000.

2009-2010   *Simulation Technologies and Engineering Work in Global Product Development* (PI). Funding Source: General Motors Corporation. Award Amount: $50,000.

2008-2011   *Clinical Information Network for Safe Pediatric Emergency Transfers*, (Co-I), with Donna Woods (PI), Jane Holl (Co-I), and Abel Kho (Co-I). Funding Source: Agency for Healthcare Research and Quality (HS017912-01). Award Amount: $899,957.

2007-2008   *Standard Work Processes and Knowledge Sharing in Global Product Development* (PI). Funding Source: General Motors Corporation. Award Amount: $80,000.

2005-2006   *Development and Implementation of Process Automator Tools in Computer-Aided Engineering* (PI). Funding Source: General Motors Corporation. Award Amount: $30,000.

2002-2003   *Communication Technology Use in Cross-Cultural Settings* (PI). Funding Source: American Institute for Polish Culture. Award Amount: $1,000.

Internal

2010-2011   *Offshoring Creative Work: Challenges of Design and Communication* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $65,000.

2009-2010   *Transformational Technologies and the Distribution of Knowledge in Global Engineering Work Part II* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $51,000.

2009-2010   *Using Technologies to Support Collaboration and Interpersonal Communication in Distributed Work Arrangements* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $44,000.

2007-2008   *Transformational Technologies and the Distribution of Knowledge in Global Engineering Work Part I* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $53,000.

2006-2007   *Use of Mobile Technologies and Alternative Form Factor Devices in International Worksharing Arrangements* (PI). Funding Source: Media X Institute, Stanford University. Award Amount: $1,500.

TEACHING

Undergraduate

Organizational Behavior and Innovation
Communication, Technology, and Society
Global Teams

Doctoral

Technology and Organizing
Networks and Innovation
Organizational Ethnography
Pro-seminar in Technology Management

MBA, Master of Technology Management, and Master of Science in Communication

Digital Transformation
Product and Market Validation
Managing Information for Innovation
Management of Technology
Organizing for Innovation

Executive Education

Market Validation
Leading without Authority
Managing Global Teams
Managing Knowledge in Networks
Generating and Selling Good Ideas
Leading Innovation and Change
Strategy Implementation
Social Media Strategy
The Future of Work
Networks and Innovation

GRADUATE ADVISING

Doctoral Dissertation Adviser To:

Jeffrey Treem (Ph.D., Media, Technology and Society; Northwestern University, 2012)

- First Position: Assistant Professor, Department of Communication Studies; University of Texas at Austin

- Awards for Dissertation: *Outstanding Dissertation Award,* School of Communication; Northwestern University (2012); Runner-Up, *Art Stinchcombe Dissertation Prize in Organization Studies*, Northwestern University (2011); Finalist, *INFORMS/Organization Science Dissertation Proposal Competition*, Institute for Operations Research and the Management Sciences (2011)

William Barley (Ph.D., Media, Technology and Society; Northwestern University, 2014)

- First Position: Assistant Professor, Department of Communication; University of Illinois at Urbana-Champaign

- Awards for Dissertation: *Art Stinchcombe Dissertation Prize in Organization Studies*, Northwestern University (2013); *W. Charles Redding Dissertation Award*, Organizational Communication Division, International Communication Association (2015).

Lindsay Young (Ph.D., Media, Technology and Society, Northwestern University, 2014 – Co-adviser with Noshir Contractor)

- First Position: Assistant Professor, Annenberg School for Communication and Journalism; University of Southern California

Samantha Meyer Keppler (Ph.D., Industrial Engineering and Management Sciences, Northwestern University: 2015)

- First Position: Assistant Professor, Ross School of Business; University of Michigan

- Award for Dissertation: Finalist, *Industry Studies Dissertation Award,* Industry Studies Association (2016)

Casey Pierce (Ph.D., Media, Technology and Society; Northwestern University: 2015)

- First Position: Assistant Professor, School of Information; University of Michigan

- Awards for Dissertation: *W. Charles Redding Dissertation Award*, Organizational Communication Division, International Communication Association (2016); *Gerardine DeSanctis Dissertation Award,* Organizational Communication and Information Systems Division, Academy of Management (2016); Runner-up, *Herbert S. Dordick Dissertation Award,* Communication and Technology Division, International Communication Association (2016)

Dajung (DJ) Woo (Ph.D., Communication, UC Santa Barbara, 2017 – Co-adviser with Karen Myers)

- First Position: Assistant Professor, School of Communication; University of Tennessee

- Awards for Dissertation: *Gerald R. Miller Outstanding Doctoral Dissertation Award,* National Communication Association (2018); *Winifred and Louis Lancaster Dissertation Award,* UC Santa Barbara (2018)*; Gerardine DeSanctis Dissertation Award,* Organizational Communication and Information Systems Division, Academy of Management (2018).

Camille Endacott (Ph.D., Communication, UC Santa Barbara, 2021 – Co-adviser with Karen Myers)

- First Position: Assistant Professor, Department of Communication Studies; University of North Carolina, Charlotte

- Awards for Dissertation: *W. Charles Redding Dissertation Award*, Organizational Communication Division, International Communication Association (2022); *Gerardine DeSanctis Dissertation Award,* Communication, Digital Technology and Organization, Academy of Management (2022)

Virginia Leavell (Ph.D., Technology Management, UC Santa Barbara, 2022)

- First Position: Assistant Professor, Judge School of Management; Cambridge University

Doctoral Dissertation Committee Member for:

Javier Pulgar (Gervitz School of Education, UCSB, 2019)
Kartikeya Bajpai (Kellogg School of Management, Northwestern University, 2019)
Jessica Perkins (Bren School of Environmental Science and Management, UCSB, 2018)
Scott Banghart (Department of Communication, UCSB, 2017)
Nicholas Burk (Department of Communication, University of Colorado, Boulder, 2017)
Heewon Kim (Department of Communication, Rutgers University, 2016)
Seung-Hyun (Luke) Rhee (Kellogg School of Management, Northwestern University, 2016)
Sophia Sullivan (Ph.D., Department of Industrial Engineering, Northwestern University, 2014)
Stephanie Dailey (Ph.D., Department of Communication Studies, University of Texas at Austin, 2014)
Elizabeth Lenaghan (Ph.D., Program in Media, Technology and Society, Northwestern University, 2012)

PROFESSIONAL ACTIVITIES

Editorial Positions

Journal of Information Technology, Senior Editor (2021-present)
Information and Organization, Senior Editor (2020-present)
Organization Science, Special Issue Co-Editor (2020-2021)
Journal of Applied Communication Research, Special Issue Co-Editor (2017)
International Journal of Communication, Special Issue Co-Editor (2016)
MIS Quarterly, Associate Editor (2013-2015)
Journal of Computer-Mediated Communication, Special Issue Co-Editor (2013)
Information Systems Research, Special Issue Associate Editor (2013, 2014)
MIS Quarterly, Special Issue Associate Editor (2011, 2012, 2014)

Current Editorial Review Board Member

Academy of Management Discoveries (2020-continuing)
Management Communication Quarterly (2016-continuing)
Information and Organization (2011-continuing)

Past Editorial Review Board Member

Organization Science (2009-2019)
Journal of Applied Communication Research (2014-2019)
Communication Monographs (2011-2014)
International Journal of Organizational Design and Engineering (2010-2013)

Reviewer for Journals, Academic Presses, and Foundations

Academy of Management Annals, Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Communication Monographs, Communication Research, Communication Theory, Cornell University Press, *Critical Studies in Media Communication,* Encyclopedia of Information Science and Technology, *Engineering Studies, Human Communication Research, Human Relations, Information and Organization, Information Systems Research, International Communication Association Annals, International Journal of Organizational Design and Engineering, Journal of Applied Communication Research, Journal of the Association for Information Systems, Journal of Communication, Journal of Computer-Mediated Communication, Journal of Management Studies,* MIT Press, *MIS Quarterly, New Media & Society,* National Science Foundation, *Organization Science, Organization Studies,* Oxford University Press, Red Line Editorial Press, Research Council of Norway, *Research in the Sociology of Work,* Routledge Press, Stanford University Press, Swedish National Science Foundation, Temple University Press, University of Chicago Press

Elected Positions in Professional Associations

Division Chair, Organizational Communication Division, NCA (duties beginning in 2015 and finishing in 2019)
Division Chair, OCIS Division, Academy of Management (duties beginning in 2013 and finishing in 2017)
Representative-at-large, OCIS Division, Academy of Management (2010-2013)
Early Career Development Committee, Sloan Industry Studies Association (2010-2012)

Service to Professional Associations

Nominating Committee Chair, Org. Comm Division, National Communication Association (2020)
George R. Terry Book Award Committee (Chair), Academy of Management (2020)
Fredric Jablin Award Committee member, Org. Comm Division, International Communication Association (2020)
George R. Terry Book Award Committee member, Academy of Management (2019)
Article of the Year Award Committee member, *Management Communication Quarterly* (2018)
Legislative Assembly Member, National Communication Association (2018-2020)
Convener, Standing Working Group #16, European Group for Organization Studies (2016)
Advisory Board, Consortium for the Science of Sociotechnical Systems (CSST) Summer Institute (2016)
Outstanding Service Committee member, Org. Comm Division, National Communication Association (2015)
Best Published Paper Award Committee (Chair), OCIS Division, Academy of Management (2015)

Outstanding Service Award Committee member, Org Comm. Division, International Communication Association (2015)
Associate Editor, Collaboration Across Boundaries Conference (2014)
Convener, Sub-Theme #54, European Group for Organization Studies (2013)
Young Scholar Award Committee member, International Communication Association (2013)
Paper of The Year Award Committee member, Org. Comm. Division, National Communication Association (2012)
Dordick Dissertation Award Committee member, CAT Division, International Communication Association (2012)
Outstanding Dissertation Award Committee member, Sloan Industry Studies Association (2012)
e-Communication Committee member, National Communication Association (2010)
Faculty Co-Organizer, Organizational Communication Mini-Conference (2009)
Paper Reviewer, European Group for Organization Studies (various working groups; 2011-continuing)
Paper Reviewer, International Communication Association - Org. Comm. Division (2008-continuing)
Paper Reviewer, Academy of Management - OMT and OCIS Divisions (2004 – continuing)
Paper Reviewer, Cultural Attitudes towards Technology and Communication (2004)
Program Committee, Cultural Attitudes towards Technology and Communication (2003-2004)
Graduate Student Coordinator, Rocky Mountain Communication Association Conference (2003)

SERVICE TO UCSB

UC System

Reviewer, Ph.D. Program Proposal Review, Coordinating Committee on Graduate Affairs (2018)

University

Member, Search Committee for College of Engineering Dean
Member, Academic Senate Council on Faculty Welfare, Academic Freedom, and Awards (2021-present)
Member, Search Committee for Dean of College of Engineering (2022)
Chair, Academic Senate Committee on Rules, Jurisdiction, and Elections (2019-2020)
Chair, Director of Center for Information, Technology and Society Bertelsen Presidential Chair Search (2016-2017)
Member, Academic Senate Committee on Rules, Jurisdiction, and Elections (2017-2019)
Associate Director, Center for Information, Technology, and Society (2015-2017)
External member for Faculty Recruiting Committee in Department of Communication (2014-2015)

College of Engineering

Member, Dean's Executive Council
Faculty mentor and speaker, PRIME internship program (2015-2021)
Dean's Council speaker, (2015, 2017)

Technology Management Program

Department Chair, Department of Technology Management (2022-present)
Director, Ph.D. Program in Technology Management (2019-2022)
Graduate Advisor, Technology Management (2019-2022)
Founding Director, Master of Technology Management Program (2014-2019)
Lead Author and Organizer, Approved New Ph.D. Program in Technology Management (2015-2016)
Chair, Faculty Recruiting Committee (2014-2015, 2017-2018, 2018-2019, 2019-2020, 2022-2023)

SERVICE TO NORTHWESTERN

University

Keynote Speaker, Northwestern Staff Best Practices Forum (2013)
Keynote Speaker, Shirley Ryan Board of Trustees Learning for Life Lecture (2012)
Keynote Speaker, Northwestern Alumni Association of Silicon Valley, CA (2011)
Search Committee member for Dean of NU-Q (2010)
University Strategic Plan Globalization Workgroup (2010)
University Testing and Evaluation for IT Change Program (2010)
Keynote Speaker, Alumnae of Northwestern Continuing Education Series (2010)
Co-founder Social Interaction and Organizing at Northwestern (SION) Group (2008-2014)

School of Communication

School of Communication "Signature Course" Faculty Development Committee (2012)
Leadership in Creative Industries Master's Degree Advisory Committee (2009-2010)
Professorial Faculty at Northwestern University in Qatar during inaugural year (2008-2009)

Department of Communication Studies

Chair's Advisory Committee (2013-2014)
Master of Science in Communication (MSC) Advisory Committee (2007-2009)
Graduate Admissions Committee; Program in Media, Technology and Society (2007-2008; 2010-2011)
Faculty Recruiting Committee (2007-2008; 2010-2011, 2011-2012. 2012-2013)

McCormick School of Engineering

Segal Design Institute Faculty Research Committee (2012-2014)
Organizing Committee; NSF workshop on Driving Innovation Through Design (2010).

Department of Industrial Engineering and Management Sciences

Senior Design Projects advisor (2010-2014)
Graduate Advisory Committee (2010-2011)
Undergraduate Advisory Committee (2007-2010, 2011-2014)