

Madeline King Kneeland

Cornell University, SC Johnson College of Business
School of Hotel Administration
Statler Hall Room 565C, Ithaca, NY 14853
(617) 733-9135 | kneeland@cornell.edu

ACADEMIC POSITIONS

Cornell University, SC Johnson College of Business, School of Hotel Administration

Assistant Professor of Management and Organizations, July 2019 –

EDUCATION

New York University, Stern School of Business, New York, NY

Ph.D., 2019, Management & Organizations

Dissertation: “Network Churn: A theoretical and empirical consideration of a dynamic process on performance”

Committee: Melissa Schilling (chair), Adam M. Kleinbaum, Gino Cattani, and Rob Seamans

Tuck School of Business at Dartmouth, Hanover, NH

Visiting Doctoral Fellow, 2017

Williams College, Williamstown, MA

B.A., 2011, Double Major: Psychology (with Honors) and Art History

PUBLICATIONS

Kneeland, M. K., Schilling, M. A. & Aharonson, B. S. (2020). Exploring Uncharted Territory: Knowledge Search Processes in the Origination of Outlier Innovation. *Organization Science*, (3), 535-557.

Milliken, F. J., **Kneeland, M. K.**, & Flynn, E. (2020). Implications of the COVID-19 Pandemic for Gender Equity Issues at Work. *Journal of Management Studies*.

Schipani, C., Dworkin, T., Milliken, F. J., & **Kneeland, M. K.** (2018). Assessing the Progress of Women in Corporate America: The More Things Change, the More They Stay the Same. *American Business Law Journal*.

Crosby, J. R., **King, M. J.**, Savitsky, K. K. (2014). The minority spotlight effect. *Social Psychological and Personality Science*, 5, 743-750.

WORKS IN PROGRESS

Kneeland, M. K. Agency and the Dynamics of Network Churn

This paper examines the direct effect of network churn, the aggregate change of added and dropped ties, on individual performance. I argue to understand the link between network churn and performance, we must consider agency in who initiates the network change. I theorize and test the performance implications of these different dynamic changes (rate and variance of change) and the role of agency (who initiates the change) within individuals’ networks in the context of a large, U.S. based law firm. I establish that, beyond network structure, network dynamics play a powerful role in predicting professional success—although only after disentangling who initiates the change decisions.

Kneeland, M. K. & Kleinbaum, A. M. “On Agency and its Limits: The Asymmetric Effects of Offsites on Tie Formation”

In this paper we look at how organizational offsite retreats facilitate intra-organizational network changes, both in how individuals change their own networks and the role others play in shaping their networks. We find asymmetries in the ways in which the offsite partner meetings affect network tie formation for attendees, highlighting a limitation of agentic networking behavior and the complementary role of increased visibility for attracting tie formation.

Schilling, M.A. & **Kneeland, M. K.** Unusual Networks & Unusual Patents

This paper examines how collaborative networks can be a catalyst for technologically distant innovations. We focus on the direct and indirect exposure to distant sources of knowledge afforded to inventors within organizations participating in unusual alliances. Specifically, we ask: are organizations in unusual alliances more likely to create unusual or technologically distant patents?

Milliken, F. J. & **Kneeland, M. K.** Navigating a Hurdles Race: An Integrative and Dynamic Perspective on the Persistence of Gender Inequities in Organizations.

This paper takes an integrative and dynamic perspective on the myriad causes of the glass ceiling. We argue that in combination these factors alter not only the very nature of work for managerial and professional women but also how men and women experience organizational life. We theorize that these factors (both well-known and lesser discussed) have interacting and reinforcing effects at multiple career stages, including organizational entry, career success, promotion, and organizational exit.

- *Best Papers Proceedings, Academy of Management 2019*

AWARDS & GRANTS

Ted Teng Impactful Teaching Award 2020, Cornell University, School of Hotel Administration

The Harold W. MacDowell Award 2019, New York University

- Awarded to the Ph.D. graduate who best exemplifies qualities of and dedication to scholarship.

Runner-up, Best Conference Paper at Wharton Innovation Doctoral Symposium (WINDS) 2018

Dale Zand Doctoral Student Award 2018, New York University

- For an outstanding dissertation proposal.

SRF Dissertation Scholar 2017, *Strategic Management Society*

- Research grant to support dissertation work (\$9,150)

NYU Ph.D. Dean’s Fellowship 2018-2019 (\$29,000)

Winner, Best Presentation Award at East Coast Doctoral Conference (2018)

Finalist, Best Paper Award at SMS Annual Conference (2017)

Above and Beyond the Call of Duty (ABCD) Reviewing Award, AOM OMT (2016)

Williams College Dean’s List: Spring 2008, Fall 2008, Fall 2009 – Spring 2011

CONFERENCE PRESENTATIONS

Kneeland, M. K. & Kleinbaum, A. M. “On Agency and its Limits: The Asymmetric Effects of Offsites on Tie Formation”

- People & Organizations Conference 2019 at Wharton

Schilling, M. A & **Kneeland, M. K.** Unusual Alliances and Unusual Patents.

- SMS Annual Conference 2018 in Paris, France.

Kneeland, M. K. Agency and the Dynamics of Network Churn

- Network Evolution Conference 2018 at INSEAD
- Wharton Innovation Doctoral Symposium 2018
- AOM Annual Meeting 2018 in Chicago, IL
- Consortium on Competitiveness and Cooperation (CCC) 2018 at UC Berkeley
- East Coast Doctoral Conference 2018 at NYU

Kneeland, M. K., Schilling, M. A. & Aharonson, B. S. Exploring Uncharted Territory: Knowledge Search Processes in the Origination of Outlier Patents.

- SMS Annual Conference 2017 in Houston, TX
- AOM Annual Meeting 2017 in Atlanta, GA
- East Coast Doctoral Conference 2017 at Columbia University
- Organization Science Winter Conference 2016 in Park City, UT

TEACHING

Cornell University, School of Hotel Administration

- 2021: Strategic Management (HADM 4410): 4.72/5
- 2020: Strategic Management (HADM 4410): 4.73/5
 - Winner of the Ted Teng Impactful Teaching Award

New York University, Stern School of Business

- 2018: Management & Organizations (MGMT.UB 1): 4.70/5

Teaching Fellow

- Tech and the City: Digital Entrepreneurship in NYC, NYU Stern MBA (2018, 2019)
- Entrepreneurship NYU Stern Tech MBA (2018)
- Leadership in Organizations, NYU Stern, (2016, 2017)

PROFESSIONAL SERVICE

- Editorial Review Board: *Organization Science* (2021-)
- Ad hoc reviewing: Academy of Management: OMT, TIM

New York University

- Doctoral Student Activities Committee (2015 – 2018)
- Organizer of PhD Brown Bag Series (2015 – 2016)

Administrative Science Quarterly Blog Co-organizer & Contributor (2015 – 2018)

ADDITIONAL RESEARCH EXPERIENCE

Project Manager, Goodman Research Group, Cambridge, MA

Educational Research & Program Evaluation, *March 2014 – June 2014*

- **Research Assistant**, *July 2011 – March 2014*

Honors Thesis, Williams College, Social Psychology

The Minority Spotlight Effect: My thesis examined the interaction among social referencing, solo status and the spotlight effect in minority students when discussing salient racial issues.

Research Assistant, Williams College, Dr. Jennifer Randall Crosby

Spring 2009

PERSONAL

Citizenship: USA; Professional Membership: AOM, SMS

Williams College Varsity Basketball (2007-2011)

- Captain (2010-2011); 2011 Purple & Gold Leadership and Character Award