

Madeline King Kneeland

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EDUCATION

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

Ph.D., 2019 (projected), Management & Organizations

M.Phil., 2018, Management & Organizations

Tuck School of Business at Dartmouth, Hanover, NH

Visiting Doctoral Fellow, Summer 2017

Williams College, Williamstown, MA

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

PUBLICATIONS & PRESENTATIONS

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 (Job Market Paper)

- Network Evolution Conference 2018 at INSEAD, *upcoming*
- *Runner-up*, Best Conference Paper at Wharton Innovation Doctoral Symposium 2018
- 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.

- *R&R (2nd Round) at Organization Science*
- *Finalist*, Best Paper Award: 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

King, M. J. & Gardner, H. K. (2016). Foundations of leadership in law firms: Partners' collaborative networks and evidence of a gender gap. *Academy of Management in Anaheim, CA.*

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

PROJECTS IN PROGRESS

Dissertation

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

Committee: Melissa A. Schilling (chair), Adam M. Kleinbaum, Gino Cattani & Robert Seamans

The overarching purpose of my dissertation research is to refine and to expand the concept of network churn as a dynamic process that unfolds over time and to measure empirically the network changes underpinning the performance of individuals within an organizational context. My dissertation consists of three parts: a theoretical essay on the previously undefined elements of network churn (Chapter 1), an empirical study of the performance implications of churn as an agentic and directed behavior (Chapter 2, Job Market Paper), and an empirical study looking at the interdependencies between network churn and network structure (Chapter 3). Both empirical

studies are conducted in a U.S. based corporate law firm using billable hour record and are paired with iterative interviews with partners within the focal firm.

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

My job market 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 find support for my hypothesis that churn initiated by the focal individual and churn that is imposed upon the individual are differentially productive, particularly at high levels of churn. 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.

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?

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

This research examines the cognitive search processes inventors use to originate patents that are technological outliers (that is non-adjacent to previously granted patents) as defined by technological coordinates of subclass indicators. We propose and find evidence for three main strategies of knowledge creation that are more likely to result in discoveries that are distant from existing inventions: *Deduction*, *long search paths*, and *synthetic recombination*. *R&R (2nd Round) at Organization Science*.

Milliken, F. J. & **Kneeland, M. K.** Beyond the Usual Suspects: An Integrative and Dynamic Perspective on the Causes of the Glass Ceiling

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.

AWARDS & GRANTS

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

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
Sept. 2010 – June 2011

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
Feb. - May 2009

TEACHING EXPERIENCE

Management & Organizations – Instructor

NYU Stern Undergraduate Core Course, *Summer 2018*

Faculty Evaluation: 4.7/5 [32 Students]

Entrepreneurship – Teaching Fellow

NYU Stern Tech MBA, Dr. Arun Sundararajan, Dr. Rob Seamans, Dr. JP Eggers
Summer 2018

Tech and the City: Digital Entrepreneurship in NYC - Teaching Fellow

NYU Stern MBA, Dr. Arun Sundararajan & Dr. Albert Wenger (Union Square Ventures)

Jan.—May 2018

- Experiential learning class placed students in mid-stage, venture-backed NYC startups

Leadership in Organizations - Teaching Fellow, NYU Stern, Dr. Frances J. Milliken

Sept. – Dec. 2016; Jan. – May 2017

Social Psychology - Teaching Assistant, Williams College, Dr. Kenneth K. Savitsky

Sept. – Dec. 2009

ACTIVITIES

OMT Doctoral Consortium, AOM Annual Meeting, Chicago, IL (2018)

Kauffman Doctoral Consortium, University of Maryland Smith School of Business (2018)

CCC Doctoral Conference, UC Berkeley Haas School of Business (2018)

SMS Doctoral Workshop, Houston, TX (2017)

Medici Summer School, Bologna Business School, Bologna, Italy (2015)

Williams College Varsity Basketball (2007-2011)

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

Social Network Analysis, International Center for Research on Social Networks in Business

June 2013

Certificate for a weeklong training at University of Kentucky run by the LINKS Center for Social Network Analysis, including theoretical and practical introductions to UCINET and NetDraw.

PROFESSIONAL SERVICE

New York University

- Doctoral Student Activities Committee (2015 – present)
- Organizer of PhD Brown Bag Series (2015 – 2016)
- Reviewer of doctoral applications (2015 – 2017)

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

Reviewer: Academy of Management: OMT, TIM; Organization Science (ad hoc)

PERSONAL

- Citizenship: USA; Professional Membership: AOM, SMS