

KIMBERLY D. ELSBACH

PROFESSOR OF MANAGEMENT
STEPHEN G. NEWBERRY ENDOWED CHAIR IN LEADERSHIP
GRADUATE SCHOOL OF MANAGEMENT
UNIVERSITY OF CALIFORNIA, DAVIS
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Areas of Expertise

The perception and management of individual and organizational images, identities, and reputations. Situated cognitive processes in organizations, including contextual effects on perception, decision making, problem solving and creativity.

Education

Ph.D. Industrial Engineering and Engineering Management, Stanford University. 1989-93.

M.S. Industrial and Management Engineering, The University of Iowa. 1985-87.

B.S. Industrial and Management Engineering, The University of Iowa. 1981-85.

Academic Positions

Stephen G. Newberry Endowed Chair in Leadership, Graduate School of Management, University of California, Davis, 2010- present.

Professor of Management, Graduate School of Management, University of California, Davis, 2005-present.

International Research Fellow, Oxford University, Centre for Corporate Reputation, 2010- present.

Associate Dean for Instruction, Graduate School of Management, UC Davis, 2013-2016.

NCAA Faculty Athletics Representative, University of California, Davis. 2005-2010.

Co-director, UC Davis, Graduate School of Management, Center for Women and Leadership. 2006-2007.

Director of Executive Education, Graduate School of Management, University of California, Davis. 2003-2008.

Associate Professor of Management, Graduate School of Management, University of California, Davis. 1999-2005.

Assistant Professor of Management, Graduate School of Management, University of California, Davis. 1997-1999.

Assistant Professor of Organizations and Management, Goizueta Business School, Emory University. 1993-97.

Professional Roles

Editor-in-Chief

Academy of Management Annals, 2016- present.

Associate Editor, Series Editor, or Guest Editor

Organizations and Management Book Series, Routledge– Series Editor, 2009-2017.

Qualitative Organizational Research, Series Editor 1999- 2016.

Organization Science, Senior Editor, 2001- 2005.

Academy of Management Journal, Guest-editor Research Forum on Institutionalism, 2008-2010.

Academy of Management Review, Guest Editor, Research Forum on Organizational Theory Building, 1999; Guest-editor, Research Forum on Stigma in Organizations, 2005-2007.

Editorial Board Member,

California Management Review, 2006 - 2012

Administrative Science Quarterly, 1996- 2000.

Organizational Research Methods, 1996 –2000.

Journal of Organizational Behavior, 1998-2000.

Organization Science, 1999-2000.

Academy of Management Journal, 1999-2000.

Professional Association Leadership

Past Division Chair, Organizational Behavior Division, Academy of Mgmt, 2017-18.

Division Chair, Organizational Behavior Division, Academy of Mgmt, 2016-17.

Division Chair-Elect, Organizational Behavior Division, Academy of Mgmt, 2015-16.

Program Chair, Organizational Behavior Division, Academy of Mgmt, 2014-15.

Program Chair Elect, Organizational Behavior Division, Academy of Mgmt, 2013-2014.

Past Division Chair, Org. & Mgmt Theory Division, Academy of Mgmt, 2008-2009.

Division Chair, Org. & Mgmt Theory Division, Academy of Mgmt, 2007-2008.

Division Chair-Elect, Org. & Mgmt Theory Division, Academy of Mgmt, 2006-2007.

Program Chair, Org. and Mgmt.Theory Div., Academy of Management. 2005-2006.

Professional Development Workshop Chair, Org. and Mgmt.Theory Div., Academy of Management. 2004-2005

Representative-at-Large, Org. and Mgmt.Theory Div., Academy of Management. 1998-2001.

Organizer, OMT/OB/ODC doctoral consortium, Academy of Management Meetings, 2000.

Research Partner

Mars Corporation, Project on Creative Collaboration, 2014-2017

Wrigley Corporation, Project on Creative Collaboration, 2014-2017

Sun Microsystems, Project on Nonterritorial Work Arrangements. 1999-2002.

Chair, Academic Program Review, Department of Management and Organizations, Eller College of Management, University of Arizona, 2011.

Academic Honors

Keynote Speaker, International Family Enterprise Research Academy (IFERA) World Annual Research Conference, Windesheim University of Applied Sciences, Zwolle, Netherlands, 2018.

Keynote Speaker, Erasmus Business School Conference on Corporate Reputation, Rotterdam University, Rotterdam, Netherlands, 2016.

Distinguished Speaker, Strategic Management Society's Family Business Extension. Colorado Springs, CO. 2015.

Best Paper Finalist, 1st Management Theory Conference, San Francisco, 2013.

Keynote Speaker, First International Network on Trust (FINT), 6th Biennial Workshop on Trust Within and Between Organizations, Milan, Italy, 2012.

2010 Paper of the Year Award, *Human Relations*, Awarded 2011.

Keynote Speaker, Renmin University, Beijing, China. International Conference on Case Study Research, 2010.

Named Stephen G. Newberry Chair in Leadership, Graduate School of Management, University of California, Davis, 2010, reappointed 2015.

Named International Research Fellow, Oxford University Centre for Corporate Reputation, February, 2010, reappointed 2016.

Elected member of the Macro Organizational Behavior Society, 2009.

Two papers named to list of 17 most interesting publications in organization and management literature from the past 100 years. *Academy of Management Journal* Editorial Review Board, 2006.

2003 Outstanding Publication in Organizational Behavior Award. Academy of Management, Organizational Behavior Division, Awarded 2004.

2003 *Academy of Management Journal* Best Paper Award, Awarded 2004.

Chancellor's Fellow, University of California, Davis, 2001-2005.

William Novelli Best Paper Award, winner. Innovations in Social Marketing Conf. 1997.

Daniel Jordan Faculty Fellow, Goizueta Business School, Emory University. 1996.

Outstanding Scholar Award, Goizueta Business School, Emory University, 1995, 1996.

Louis R. Pondy Award, for the Best Paper Based on a Dissertation. Organization and Management Theory Division of the Academy of Management, 1993.

Japanese American Citizens League, Union Bank of California Graduate Scholarship. 1992.

Grants

Strengthening Career Flexibility for Medical Faculty: A Generational, Gender, and Sociocultural Intervention, Awarded to UC Davis Health Systems

Role: Team Member

Agency: Alfred P. Sloan Foundation

Type: 2012 Alfred P. Sloan Award for Faculty Career Flexibility in Medical Schools – Recognition for Innovative Practices, 2012-5-36 CFA

Period: 9/01/12=8/31/14

Award Amount: \$25,000

Books (authored and edited)

8. Elsbach, K.D., & Kramer, R.M., (Eds.), 2016. Handbook of Qualitative Organizational Research Methods. Innovative Pathways and Methods. New York: Routledge.
7. Bechky, B.A., & Elsbach, K.D. (Eds.), 2016b. Qualitative Organizational Research, Volume 3: Best Papers from the Davis Conference on Organizational Research, Greenwich, CT: Information Age Publishing.
6. Elsbach, K.D., Kayes, D.C., & Kayes, A., 2016. Contemporary Organizational Behavior: From Ideas to Action. New York: Pearson Education.
5. Elsbach, K.D., & Bechky, B.A. (Eds.), 2009b. Qualitative Organizational Research, Volume 2: Best Papers from the Davis Conference on Organizational Research, Greenwich, CT: Information Age Publishing.
4. Elsbach, K.D., 2006c. Organizational Perception Management. Mahwah: NJ: Lawrence Erlbaum Associates, Inc. * *Solo authored book in Lawrence Erlbaum Associates Organization and Management Series of Scholarly Books*.
3. Elsbach, K.D. (Ed.), 2005b. Qualitative Organizational Research, Volume 1: Best Papers from the Davis Conference on Organizational Research, Greenwich, CT: Information Age Publishing.
2. Wagner III, J.A., Bartunek, J.M., & Elsbach, K.D., (Eds.), 2002. Advances in Qualitative Organizational Research, Volume 4, Oxford, UK: JAI Press.
1. Wagner III, J.A., Bartunek, J.M., & Elsbach, K.D., (Eds.), 2001. Advances in Qualitative Organizational Research, Volume 3, Oxford, UK: JAI Press.

Articles and Chapters (*award winning publications, + journals in *Financial Times* list, 5-year impact factors from Journal Citations Reports, 2018).

70. Elsbach, K.D., & Ghai, I. 2019. Full-Cycle Research in Family Business Contexts: Combining Qualitative Case Studies and Quantitative Methods. In. Alfredo De Massis and Nadine Kammerlander (Eds), Handbook of Qualitative Research Methods for Family Business, Edward Elgar. In Press.
69. Elsbach, K.D. 2019. Giving ideas that won't get rejected: How personal identity relates to idea-taking in creative collaboration. Innovation: Organization & Management (5-year impact factor =1.5), In Press.
68. Elsbach, K.D., & Pieper, T., 2019. How psychological needs motivate family business identification and identifiers: A framework and future research agenda. Journal of Family Business Strategy (5-year impact factor =4.2), 10(3), 100289.

- +67. Elsbach, K.D. & Cable, D.M., 2019. Explaining stakeholder identification with moderate-prestige collectives: A study of NASCAR fans. Organization Studies (5-year impact factor = 5.2), 40(9), 1279-1305.
66. Elsbach, K.D., & Stigliani, I., 2019b. The Physical Work Environment and Innovation: How Creative Work Spaces Support and Encourage Design Thinking. In R. Ayoko & N. Ashkanasy (Eds.), Organizational Behavior and the Physical Environment, 13-36. New York: Routledge..
65. Elsbach, K.D., & Stigliani, I., 2019a. New information technology and implicit bias. Academy of Management Perspectives (5-year impact factor = 8.9), 33, 185-206.
64. Bartunek, J.M., Elsbach, K.D., Bell, E., Markides, C., Christianson, M.G., Sutcliffe, K.M., Pratt, M.G., Coyle-Shapiro, J.A.M., Glynn, M.A., Ocasio, W., Burton, M.D., & Ventresca, M.J., 2019. Theorizing about an AOM president's response to crisis and the counter responses it evoked. Journal of Management Inquiry(5-year impact factor = 2.1), 28, 276-282.
- +63. Stigliani, I., & Elsbach, K.D., 2018. Identity co-formation in an emerging industry: Forging organizational distinctiveness and industry coherence through sensemaking and sensegiving. Journal of Management Studies (5-year impact factor = 7.9), 55, 1323-1355.
* **Winner of 2018 Best Publication Award, *Journal of Management Studies*.**
- +62. Elsbach, K.D. & Stigliani, I., 2018. Design thinking and organizational culture: A review and framework for future research. Journal of Management (5-year impact factor = 12.9), 44, 2274-2306.
61. Elsbach, K.D., & Bechky, B.A., 2018. How observers assess women who cry in professional work contexts. Academy of Management Discoveries, 4, 127-154.
60. Elsbach, K. D., & van Knippenberg, D. D., 2018. The *Academy of Management Annals*: Looking back, looking forward. *Academy of Management Annals* (5-year impact factor = 18.6), 12(1), 1-4.
- +59. Elsbach, K.D., & Breitsohl, H., 2016. A dual-mode framework of organizational categorization and momentary perception. Human Relations (5-year impact factor = 4.4), 69, 2011-2039.
58. Elsbach, K.D. & Dukerich, J.M., 2016. Organizational identity and the undesired self: How affirming desired organizational identities compels constituents to be “how they hope never to be.” Michael Pratt, Majken Schultz, Blake Ashforth and Davide Ravasi (Eds.), Oxford Handbook of Organizational Identity, 257-275. Oxford University Press.
57. Pleotis-Howell, L., Elsbach, K.D., & Villablanca, A.C., 2016. The role of compensation criteria to minimize face-time bias and support faculty career flexibility: An approach to enhance career satisfaction in academic pathology. Academic Pathology, 3, 1-9.
56. Bechky, B.A. & Elsbach, K.D. (eds.), 2016a. Boundaries, bodies, and beliefs: Social relations in work, organizations, and fields. In B.A. Bechky and K.D. Elsbach (Eds.), Qualitative Organizational Research, Volume 3: Best Papers from the Davis Conference on Organizational Research, 1-19. Greenwich, CT: Information Age Publishing.

- +55. Elsbach, K.D., Brown-Saracino, B., & Flynn, F. 2015. Collaborating with creative peers. How to honor—and influence—the people in your workplace who identify as artists. Harvard Business Review (5-year impact factor =6.1), 93, 118-121.
54. Elsbach, K.D., & Caldwell-Wenman, A., 2015. The role of antagonism in the identities of professional artistic workers. pp 103-120. In C. E. Shalley, M. A. Hitt, & J. Zhou (Eds.), The Oxford Handbook of Creativity, Innovation, and Entrepreneurship. New York: Oxford University Press.
53. Kramer, R.M., & Elsbach, K.D., 2014. Trust and trustworthiness: Understanding how and why some leaders get it right. In George Goethals, Scott Allison, Roderick Kramer, & David Messick (Eds.), Conceptions of Leadership: Enduring Ideas and Emerging Insights, 127-146. New York: Palgrave-Macmillan.
- +52. Elsbach, K.D., & Flynn, F.J., 2013. Creative collaboration and the self-concept: A study of toy designers. Journal of Management Studies (5-year impact factor = 7.9), 50(4), 515-544.
- +51. Hsu, G., & Elsbach, K.D., 2013. Explaining variation in organizational identity categorization. Organization Science (5-year impact factor = 5.6), 24(4), 996-1013.
50. Elsbach, K.D., & Stigliani, I., 2013. Passive “face time” in the professional workplace. In Vicki Smith and Geoffrey Golson (Eds.), The Sociology of Work, Volume 1, 259-261. Thousand Oaks, CA: Sage.
49. Cable, D., & Elsbach, K.D., 2012. Appearance is everything. Business Strategy Review, 23(4), 56-58.
- +48. Elsbach, K., & Cable, D., 2012. Why showing your face at work matters. MIT Sloan Management Review (5-year impact factor = 3.8), 53(4), 10-12.
47. Elsbach, K.D., Stigliani, I., & Stroud, A., 2012. The Building of Employee Distrust: A Case Study of Hewlett-Packard From 1995-2010. Organizational Dynamics (5-year impact factor = 1.6), 41, 254-263.
46. Elsbach, K.D., 2012. A framework for reputation management over the course of evolving controversies. In Michael L. Barnett and Timothy G. Pollock (Eds.), Oxford Handbook of Corporate Reputation, 466-485. Oxford, UK: Oxford University Press.
45. Elsbach, K.D., & Currall, S.C., 2012. Understanding threats to leader trustworthiness: Why it’s better to be called “incompetent” than “immoral.” In Roderick Kramer and Todd Pittinsky (Eds.), Restoring Trust in Organizations and Leaders: Enduring Challenges and Emerging Answers, 217-239. Oxford, UK: Oxford University Press.
44. Elsbach, K.D., 2011b. Seeing the Forest through the Trees: “Ah-ha’s” from Reading Out-of-Discipline Research. In A. Carlsen, and J.E. Dutton (Eds.), Research Alive. Exploring Generative Moments in Doing Qualitative Research. Copenhagen: Copenhagen Business School Press, 170-172.
43. Elsbach, K.D., 2011a. Resolving conflicts between status and distinctiveness in individual identity: A framework of multiple identity displays. In Jone L. Pearce (Ed.), Status in Management and Organizations, 304-330. Cambridge, UK: Cambridge University Press.

- +42. Suddaby, R., Elsbach, K., Greenwood, R., Meyer, J., & Zilber, T., 2010. Organizations and their institutional environments: Bringing meaning, values, and culture back in. Academy of Management Journal (5-year impact factor = 11.9), 53, 1234-1240.
- +41. Elsbach, K.D. Cable, D.M., & Sherman, J.S., 2010. How passive "face time" affects perceptions of employees: Evidence of spontaneous trait inference. Human Relations (5-year impact factor = 4.4), 63, 735-760.
- * Winner of the 2010 Paper of the Year Award, *Human Relations*. Awarded March, 2011.**
- +40. Elsbach, K.D., 2009. Identity affirmation through "signature style": A study of toy car designers. Human Relations (5-year impact factor = 4.4), 62, 1041-1072.
39. Elsbach, K.D., & Bechky, B.A. (eds.), 2009a. Introduction: Research Context and Attention of the Qualitative Researcher. In K.D. Elsbach and B.A. Bechky (Eds.), Qualitative Organizational Research, Volume 2: Best Papers from the Davis Conference on Organizational Research, 1-19. Greenwich, CT: Information Age Publishing.
- +38. Silverman D., Marsh J., Rickertsen R., Charken R., Elsbach K. D., 2008. Will our customers bail us out? Harvard Business Review (5-year impact factor = 6.1), 86 (5), 37-48.
- +37. Paezthold, R., Dipboye, R., & Elsbach, K.D., 2008. A new look at stigmatization in and of organizations. Academy of Management Review (5-year impact factor = 14.2), 33, 186-193.
36. Elsbach, K.D., & Pratt, M.G., 2008. The physical environment in organizations. In J. Walsh & A. Brief (eds.), Academy of Management Annals (5-year impact factor = 18.6), 1, 181-224. Mahwah, NJ: Lawrence Erlbaum.
- +35. Elsbach, K.D., & Bechky, B.A., 2007. It's more than a desk: Working smarter through leveraged office design. California Management Review (5-year impact factor = 5.3), 49, 80-101.
- * Included in the Economist.com, March 2007, as a "noteworthy article from business journals"**
- +34. Elsbach, K.D., & Hargadon, A.B., 2006. Enhancing creativity through "mind-less" work: A framework of workday design. Organization Science (5-year impact factor = 5.6), 17, 470-483.
33. Elsbach, K.D., 2006b. Perceptual biases and mis-interpretation of artifacts. In A. Rafaeli, and M. Pratt (eds.), Artifacts and Organizations: Beyond Mere Symbolism, 61-81. Mahaweh, NJ: Lawrence Erlbaum.
32. Elsbach, K.D., 2006a. Looking good vs. being good: Pitfalls of maintaining perceptions of strong leadership following organizational scandals. In J. Bartunek, M.A. Hinsdale, and J. Keenan (eds.), Church Ethics and its Organizational Context: Learning from the Sex Abuse Scandal in the Catholic Church, 69-80. Lanham, MD: Rowman & Littlefield.
- +31. Elsbach, K.D., Barr, P.S., & Hargadon, A.B., 2005. Identifying situated cognition in organizations. Organization Science (5-year impact factor = 5.6), 16, 422-433.

30. Elsbach, K.D. (ed.), 2005a. Introduction: Weird Ideas from Qualitative Research. In K.D. Elsbach (Ed.) Qualitative Organizational Research, Volume 1: Best Papers from the Davis Conference on Organizational Research, 1-13. Greenwich, CT: Information Age Publishing.
29. Elsbach, K.D., 2004b. Interpreting workplace identities: The role of office decor. Journal of Organizational Behavior (5-year impact factor = 6.5), 25, 99-128.
28. Elsbach, K.D. 2004a. Managing images of trustworthiness in organizations. In Roderick M. Kramer and Karen Cook, (Eds.), Trust and Distrust in Organizations: Dilemmas and Approaches, 275-292. New York: The Russell Sage Foundation.
- +27. Elsbach, K.D. 2003c. Relating physical environment to self-categorizations: A study of identity threat and affirmation in a non-territorial office space. Administrative Science Quarterly (5-year impact factor = 10.4), 48, 622-654.
- +26. Elsbach, K.D., & Kramer, R.M. 2003. Assessing creativity in Hollywood pitch meetings: Evidence for a dual process model of creativity judgments. Academy of Management Journal (5-year impact factor = 11.9), 46, 283-301.
- * **Winner of the Outstanding Publication in Organizational Behavior Award, 2003**
- * **Winner of the *Academy of Management Journal* Best Paper Award, 2003.**
- * **Named a most interesting paper of the past 100 years, *Academy of Management Journal*, 2006.**
- * **Reprinted in Chinese, in Selected Collection of Award Winning Papers in Academy of Management Journal, Peking University Press, 2006.**
- +25. Elsbach, K.D. 2003b. How to Pitch a Brilliant Idea. Harvard Business Review (5-year impact factor = 6.1), 81, 117-123.
24. Elsbach, K.D., 2003a. Organizational perception management. In, R.M. Kramer & B.M. Staw (eds.), Research in Organizational Behavior (5-year impact factor = 5.4), 25, 297-332.
23. Bhattacharya, C.B., & Elsbach, K.D. 2002. Us and them: The roles of organizational identification and disidentification in social marketing initiatives. Journal of Public Policy & Marketing (5-year impact factor = 2.8), 21, 26-36.
22. Elsbach, K.D. 2002. Intraorganizational Institutions. In A.C. Joel Baum (Ed.) Companion to Organizations, 37-57. Oxford, UK: Blackwell Publishers.
21. Barber, B., Elsbach, K., & O'Dean, T. 2002. Investing advice from television commercials, AARP, Public Policy Institute.
- +20. Elsbach, K.D. & Bhattacharya, C.B. 2001. Defining who you are by what you're not: Organizational disidentification and the National Rifle Association. Organization Science (5-year impact factor = 5.6), 12, 393-413.
19. Elsbach, K.D. 2001. Coping with hybrid organizational identities: Evidence from California Legislative Staff. In John Wagner (ed.), Advances in Qualitative Organizational Research, Volume 3. 59-90. Oxford, UK: Elsevier Science Ltd.

18. Jost, J. T., & Elsbach, K.D. 2001. How Status and Power Differences Erode Personal and Social Identities at Work: A System Justification Critique of Organizational Applications of Social Identity Theory. In M.A. Hogg & D.J. Terry (Eds.), Social Identity Processes in Organizational Contexts, 181-196. Philadelphia, PA: Psychology Press/Taylor & Francis.
17. Elsbach, K.D., 2001. The architecture of legitimacy: Constructing accounts of organizational controversies. In John T. Jost, and Brenda Major (Eds.), The Psychology of Legitimacy, 391-415. Cambridge, UK: Cambridge University Press.
- +16. Elsbach, K.D., & Eloffson, G. 2000. How the “packaging” of decision explanations affects perceptions of trustworthiness. Academy of Management Journal (5-year impact factor = 11.9), 43, 80-89.
15. Fine, G.A., & Elsbach, K.D. 2000. Ethnography and Experiment in social psychological theory-building: Tactics for integrating qualitative field data with quantitative lab data. Journal of Experimental Social Psychology (5-year impact factor = 3.7), 36, 51-76.
- +14. Elsbach, K.D., Sutton, R.I., & Whetten, D.A. 1999. Perspectives on developing management theory circa 1999: Moving from shrill monologues to (relatively) tame dialogues. Academy of Management Review (5-year impact factor = 14.2), 24, 627-633.
13. Elsbach, K.D. 1999. An expanded model of organizational identification. In B.M. Staw, and R.I. Sutton (Eds.), Research in Organizational Behavior (5-year impact factor = 5.4), 21, 163-200.
- +12. Elsbach, K.D., & Barr, P.S. 1999. The effects of mood on individual's use of structured decision protocols. Organization Science (5-year impact factor = 5.6), 10, 181-198.
11. Elsbach, K.D. 1999. Six stories of researcher experience in organizational studies: Personal and professional insights. In Susan Diemert Moch, and Marie F. Gates (Eds.), The Researcher Experience in Qualitative Research, 54-74. Thousand Oaks, CA: Sage.
10. Elsbach, K.D., & Kramer, R.M. 1998. Assessing others' creativity: A study of impression formation in the Hollywood “pitch.”, Academy of Management Best Papers Proceedings.
9. Elsbach, K.D. 1998. Rewards for professionals: A social identity perspective. In R.Dorf (Ed.) Handbook of Technology Management, 7.59-7.64. Boca Raton, FL: CRC Press.
8. Elsbach, K.D. 1998. The process of social identification: With what do we identify? In D. Whetten, and P.C. Godfrey (Eds.), Identity in Organizations, 232-237. Thousand Oaks, CA: Sage.
- +7. Elsbach, K.D., Sutton, R.I., & Principe, K.E. 1998. Averting expected controversies through anticipatory impression management: A study of hospital billing. Organization Science (5-year impact factor = 5.6), 9, 68-86.
- * (Citation of Excellence, with Highest Quality Rating. ANBAR Electronic Intelligence.)**
- +6. Elsbach, K.D., & Kramer, R.M. 1996. Members' responses to organizational identity threats: Encountering and countering the *Business Week* rankings. Administrative Science Quarterly (5-year impact factor = 10.4), 41, 442-476.
- * (Citation of Excellence, with Highest Quality Rating. ANBAR Electronic Intelligence. Reprinted in: Organizational Identity: A Reader. Edited by Mary Jo Hatch and Majken Schultz, Oxford: Oxford University Press, 2004.**

5. Elsbach, K.D., & Glynn, M A. 1996. Believing your own PR: Embedding identification in strategic reputation. In Joel C. Baum and Jane E. Dutton (Eds) Advances in Strategic Management, Volume 13, 65-90. Greenwich, CT: JAI Press.
- +4. Elsbach, K.D. 1994. Managing organizational legitimacy in the California cattle industry: The construction and effectiveness of verbal accounts. Administrative Science Quarterly (5-year impact factor =10.4), 39, 57-88.
- * **Named one of the most interesting papers of the past 100 years, *Academy of Management Journal*, 2006.**
3. Elsbach, K. D. 1993. Managing organizational legitimacy in the California cattle industry: What makes verbal accounts effective?, in D.P. Moore (Ed.) Academy of Management Best Papers Proceedings, pp. 212-216, Madison, WI: Omnipress.
- * **Winner of the Louis Pondy Award for Best Paper from a Dissertation, Academy of Management.**
- +2. Elsbach, K. D., & Sutton, R. I. 1992. Acquiring organizational legitimacy through illegitimate actions: A marriage of institutional and impression management theories. Academy of Management Journal (5-year impact factor = 11.9), 35, 699-738.
1. Elsbach, K. D., & Simon, J. R. 1992. The effects of training stimuli and feedback on the categorization of welding defects: A test of classification models. International Journal of Human Factors in Manufacturing, 2(2), 139-153.

Work in Progress

- +Elsbach, K.D., & Stigliani, I. 2019c. The problem of “new technology bias”: What managers need to know about our unconscious perceptions of new technology. Under second review at Harvard Business Review.

Refereed Conference Papers

- Elsbach, K.D., & Pieper, T., 2019. How psychological needs motivate family business identification and identifiers. Paper to be presented at the Annual Meetings of the Academy of Management, Boston, MA.
- ***Finalist: Best Symposium Award, Managerial and Organizational Cognition Division, Academy of Management.**
- Elsbach, K.D., 2016. The role of antagonism in the identity work of professional artistic workers. Paper presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Stigliani, I., & Elsbach, K.D., 2016. Label meaning and identity formation in an emerging industry: A study of service design. Paper presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Elsbach, K.D., & Bechky, B.A., 2015. Perceiving criers at work: A framework of behavioral scripts in stressful situations at work. Paper presented at the Annual Meetings of the Academy of Management, Vancouver, CANADA

- Elsbach, K.D., Stigliani, I., & Brown-Saracino, B., 2015. Idea-giving and idea-taking: A study of routines in creative collaborations. Paper presented at the European Group on Organization Studies Colloquium, Athens, GREECE.
- Elsbach, K.D., & Cable, D., 2014. Beyond Needs for Self-Esteem Enhancement: Exploring Alternative Motives for Collective Identification. Paper presented at the Annual Meetings of the Academy of Management, Philadelphia, PA.
- Elsbach, K.D., & Dukerich, J.M. 2014. Organizational identity and the undesired self. Paper presented at the Annual Meetings of the Academy of Management, Philadelphia, PA.
- Elsbach, K.D., & Breitsohl, H., 2013. Explaining paradoxes of organizational categorization: A dual-process framework. Paper presented at the 1st Management Theory Conference, San Francisco.
- Elsbach, K.D., & Breitsohl, H., 2013. Explaining paradoxes of organizational categorization: A dual-process framework. Paper presented at the Annual Meetings of the Academy of Management, Lake Buena Vista, FL.
- Elsbach, K.D., & Breitsohl, H., 2013. Explaining paradoxes of organizational categorization: A dual-process framework. Paper presented at the European Group on Organization Studies Colloquium, Montreal, CANADA.
- Stigliani, I., & Elsbach, K.D., 2013. How category labels affect organizational identity formation in emerging disciplines. Paper presented at the European Group on Organization Studies Colloquium, Montreal, CANADA
- Stigliani, I., & Elsbach, K.D., 2012. How category labels affect organizational identity formation in emerging disciplines. Paper presented at the Annual Meetings of the Academy of Management, Boston, MA.
- Elsbach, K.D., Bechky, B.A., & Schaub, A., 2011. Perceptions of criers at work: A framework of behavioral scripts in context. Paper presented at the Annual Meetings of the Academy of Management, San Antonio, TX.
- Elsbach, K.D., 2009. Resolving conflicts between status and distinctiveness in individual identity: A framework of multiple identity displays. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.
- Elsbach, K.D., 2009. Office Design Elements That Matter: Examining Partitions, Personalization, and Plants. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.
- Elsbach, K.D., 2009. Who to be today? Resolving conflicts among status and distinctiveness. Paper presented at the Annual Meetings of the Society of Industrial and Organizational Psychology, New Orleans, LA.

- Elsbach, K.D., 2009. The science and practice of CSR: What I-O psychologists can contribute. Presentation at the Annual Meetings of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Hsu, G., & Elsbach, K.D., 2008. Explaining variation in organizational identity categorization: A study of multiple business school constituent groups. Paper presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Elsbach, K.D., 2007. Social Responsibility Campaigns as Identity Threat: The Case of British Petroleum. Paper presented at the Annual Meetings of the Academy of Management, Philadelphia, PA.
- Elsbach, K.D., 2005. "Mis-interpretation" of physical identity markers: Relating physical artifacts to perceptual biases. Paper presented at the Annual Meetings of the Academy of Management, Honolulu, HI.
- Elsbach, K.D., & Cable, D.M., 2004. Face Time and Performance Appraisal: Practical and Symbolic Implications of Being Seen at Work. Paper presented at the Annual Meetings of the Academy of Management, New Orleans, LA.
- Elsbach, K.D., 2003. Maintaining Exclusive Status As Identity Management: The Case Of The Augusta National Golf Club. Paper presented at the Annual Meetings of the Academy of Management, Seattle, WA.
- Elsbach, K.D., & Hargadon, A.B., 2002. Enhancing creativity through "mind-less" work: An expanded model of managerial job enrichment. Paper presented at the Annual Meetings of the Academy of Management, Denver, CO.
- Elsbach, K.D. 2001. In Search of Mindless Work. Paper presented at the Annual Meetings of the Academy of Management, Washington, D.C.
- Elsbach, K.D. 2001. Affirming professional identity through "portable" markers: A study of employee adaptation to a non-territorial workspace. Paper presented at the Meetings of the European Group on Organization's Studies (EGOS), Lyon, France.
- Elsbach, K.D. 2000. Affirming social identity through physical and behavioral markers: A study of employee adaptation to a non-territorial workspace. Paper presented at the Annual Meetings of the Academy of Management, Toronto, Ontario, CANADA.
- Elsbach, K.D., McLean-Parks, J., & Thomas-Hunt, M. 1999. Displayers' and Observers' Perceptions of Physical Identity Markers: Evidence from Corporate Employees. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.
- Elsbach, K.D., & Kramer, R.M. 1998. Assessing others' creativity: A study of impression formation in the Hollywood "pitch." Paper presented at the Annual Meetings of the Academy of Management, San Diego, CA.
- * Best Papers Proceedings
- Elsbach, K.D. 1998. How the invisible self-identify: Organizational Reputation as Social Identity. Paper presented at the Annual Meetings of the Academy of Management, San Diego, CA.

- Elsbach, K.D. 1998. Organizational Disidentification. Paper presented at the 14th EGOS Colloquium, Maastricht, The Netherlands.
- Elsbach, K.D., & Bhattacharya, C.B., 1997. Organizational Disidentification. Paper presented at the Annual Meetings of the Academy of Management, Boston, MA.
- Elsbach, K.D. 1997. Research on Organizational Identification: Mapping the Frontier. Paper presented at the Academy of Management, Boston, MA.
- Glynn, M.A., & Elsbach, K.D. 1997. Keepers of the Flame, Lords of the (Olympic) Rings: Building Strategic Legitimacy through Olympic Sponsorship. Paper presented at the Annual Meetings of the Academy of Management, Boston, MA.
- Bhattacharya, C.B., & Elsbach, K.D. 1997. The Individual and the Organization: Understanding the Roles of Identification and Disidentification in Social Marketing. Paper presented at the Innovations in Social Marketing Conference.
- * William Novelli Best Paper Award. 1997 Innovations in Social Marketing Conference.
- Elsbach, K.D., & Barr, P.S. 1996. The effects of mood on individual's use of structured decision processes. Paper presented at the annual meetings of the Academy of Management, Cincinnati, OH.
- Elsbach, K.D., & Principe, K. 1995. Fending Off Expected Challenges to Hospital Bills: A Model of Anticipatory Organizational Impression Management. Paper presented at the annual meetings of the Academy of Management, Vancouver, British Columbia.
- Elsbach, K.D., & Kramer, R.M. 1994. The Construction and Management of Organizational Identity: A Study of Business School Responses to the *Business Week* Rankings. Paper presented at the annual meetings of the Academy of Management, Dallas, TX.
- Elsbach, K. D. 1993. Managing Organizational Legitimacy in the California Cattle Industry: What Makes Verbal Accounts Effective? Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.
- * Louis R. Pondy Award for Best Paper from a Dissertation, OMT Div., Academy of Mgt.
- Elsbach, K. D. 1992. Managing Impressions of Organizational Legitimacy: How Organizational Characteristics Facilitate Verbal Accounts of Controversial Means and Ends. Paper presented at the annual meetings of the Academy of Management, Las Vegas, NV.
- Elsbach, K. D. 1991. The influence of emotion on comprehensiveness in decision making. Paper presented at the annual meetings of the Academy of Management, Miami, FL.
- Elsbach, K. D., & Sutton, R. I. 1991. The role of illegitimate actions in enhancing the legitimacy of two social movement organizations: A marriage of institutional and impression management theory. Paper presented at the annual meetings of the Academy of Management, Miami, FL.

Conferences/Workshops Organized

2018. Generating Pay Equity: Realizing the Benefits of the California Fair Pay Law Understanding and implementing The California Fair Pay Act. Co-organizer.
- 2001-2019. The Davis Conference on Qualitative Research. Founder and co-organizer.

2011-13. The Davis Qualitative Methods Workshop. Co-organizer.

Recent Academic Speaking Events

University of Texas, Austin, McCombs School of Business, Invited Speaker, 2019.

George Mason University, School of Business, Invited Speaker, 2019.

Stanford University, Design Thinking Conference, Invited Speaker, 2018.

Boston College, Carroll School of Management, Invited Speaker, 2018.

Oxford University, Center for Corporate Reputation, Reputation Symposium. Invited Speaker, 2018.

Windesheim University of Applied Sciences, International Family Enterprise Research Academy (IFERA) World Annual Research Conference, Zwolle, Netherlands. Invited Speaker, 2018

Arizona State University, W. P. Carey School of Business, Macro Meets Micro Conference. Invited Speaker, 2018.

Boston University, Questrom School of Management, Invited Speaker, 2017.

University of Pennsylvania, Wharton School of Management, Invited Speaker, 2017.

Arizona State University, Carey School of Business, Invited Speaker, 2017.

University of Virginia, McIntire School of Commerce, Invited Speaker, 2017.

Cass Business School, London, UK. Invited Speaker, 2016.

University of California, Santa Barbara, Technology Management Program, Invited Speaker, 2016.

University of California, Irvine, Paul Merage School of Business. Invited Speaker, 2015.

Oxford University, Center for Corporate Reputation. Reputation Symposium. Invited Speaker, 2015.

University of Birmingham Business School, Birmingham, England. Invited Speaker, 2015.

Harvard University Field Research Conference. Invited Speaker, 2015.

University of California Davis, Institute for Social Science Launch Conference. Invited Speaker, 2015.

MIT, Sloan School of Management Seminar Series. Invited Speaker, 2014.

University of Massachusetts, Amherst, Eisenberg School of Management. Invited Speaker, 2014.

Oxford University, Center for Corporate Reputation. Reputation Symposium, Speaker, 2014.

INSEAD, Fontainebleau, France. Invited Speaker, 2014.

Boston College, Identity Conference, Invited Speaker, 2014.

Saïd Business School, Oxford University, Invited Speaker, 2014.

University College London, Department of Management Science and Innovation, Invited Speaker, 2014.

MBA Courses Taught

Organizational Behavior - core MBA course, core online MBA course, Graduate School of Management, University of California, Davis

Business Policy and Strategy, Graduate School of Management, University of Calif., Davis.

Negotiations, Graduate School of Management, University of California, Davis.

Organizational Culture and the Olympic Games, Goizueta Business School, Emory University.

Intro to Organizations and Management, Goizueta Business School, Emory University.

Executive Education

Director of Executive Education, Graduate School of Management, UC Davis, 2003-2008

Recent Executive Teaching:

- HM Clause, Courses on Creative Collaboration through Design Thinking, and Situational Leadership, Davis, CA, 2019.
- Workshop on Design Thinking, Solano County Chamber of Commerce, 2018.
- UC Davis, Grad. School of Mgmt, Wine Executive Prgm., 2001-2019.
- Workshops on *Creative Collaboration* to R&D managers at MARS Corporation in both Davis, CA and Miami, FL., 2017
- Workshop on Idea-giving and Idea-taking, People Innovation Lab, Google, San Jose, CA. 2016.
- Workshop on Selling Ideas, Wrigley Corporation, Capability Week, Chicago, IL, 2014, 2015, 2016.
- Workshop on Situational Leadership, UC Davis Department of Emergency Medicine, 2012.
- Workshop for University Communications, UC Davis. 2012. Building Reputations for Organizational Trustworthiness.
- Webinar on challenges of remote working and hoteling work arrangements. New Ways of Working, Silicon Valley, CA. 2012.
- Workshop on Building Trust, Moss-Adams Executive Program, UC Davis, 2011
- Workshop on Selling Ideas, Executive Education Program for Genentech, UC Davis, 2011
- Workshop on Selling Ideas, Animal Care Conference, Sacramento, CA, 2011
- Workshop on *Building and Repairing Trust*, UC Davis Extension, Davis, CA, 2011
- Association of Women in Science, Davis Chapter. Workshop on *Gender Differences in Communication*, Davis, CA., 2010

- Vision Service Plan, Corporate Development Group, Workshop on *Selling Ideas to Those in Power*, Rancho Cordova, CA, 2009.
- Office of Administration, UC Davis, Workshop on *Leadership Pitfalls*, 2009
- Gensler Architecture and Design, Southwest Advance, Keynote Address on *Creativity and Collaboration*, Palm Springs, CA. 2008.
- UCD Health Systems, Mentored Clinical Research Training Program, Workshop on *Selling Ideas*, Sacramento, CA. 2007, 2008