

## COLIN BIRKHEAD

12/2023

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Atkinson Graduate School of Management  
900 State Street  
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<b>APPOINTMENTS</b>	<b>Atkinson Graduate School of Management</b> <b>Willamette University</b> Assistant Professor of Management	2022 –
<b>EDUCATION</b>	<b>Duke University</b> PhD, Sociology Dissertation Committee: Martin Ruef (chair), Lisa Keister, Craig Rawlings, Jen’nan Read Certificate of College Teaching  MA, Sociology	2022     2019
	<b>Colorado State University College of Business</b> MA, Management (MMP)	2011
	<b>University of Colorado</b> BA, International Affairs	2008
<b>RESEARCH INTERESTS</b>	Organization theory; entrepreneurship; economic sociology; corporate governance; employee ownership; corporate short-termism; financialization	
<b>ACCEPTED</b>	Birkhead, Colin. “Keeping them honest? Broad-based employee ownership and earnings management”, <i>Corporate Governance: An International Review</i>	Forthcoming
	Aldrich, Howard, Colin Birkhead, and Martin Ruef. “Evolutionary Perspectives on Entrepreneurship”, <i>Handbook of Sociology of Innovation and Entrepreneurship</i>	Forthcoming
	Hand, Mark and Colin Birkhead. “Bricolage and beyond: Bringing modern entrepreneurship theories to bear on policy entrepreneurship”, <i>European Policy Analysis</i>	Forthcoming
	Ruef, Martin, Colin Birkhead, and Howard Aldrich. “What Can Outliers Teach Us About Entrepreneurial Success?”, <i>Journal of Small Business and Enterprise Development</i>	2023
<b>REVISE AND RESUBMIT</b>	Birkhead, Colin and Mark Hand. “Follow Which Leader? Mimetic Gravity in Mature Fields”  Ruef, Martin and Colin Birkhead. “Abductive Theory Development from Organizational Anomalies”	
<b>UNDER REVIEW</b>	Ruef, Martin and Colin Birkhead. “Learning from Outliers and Anomalies”	
<b>WORKS IN PROGRESS</b>	Birkhead, Colin, Noah Gibson, and Mark Hand. “Using Community Social Capital to Explain the Employee-Ownership Performance Gap”	

<b>RESEARCH FELLOWSHIPS AND ASSISTANTSHIPS</b>	Louis O. Kelso Fellowship, Rutgers School of Management and Labor Relations	2020
	Research Assistant for the Academic Resource Center, Duke University	
	Research Assistant for Martin Ruef and Howard Aldrich	2019
	Research Assistant for Lisa Keister	
	Summer Research Fellowship, Duke Graduate School	2018
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<b>TEACHING</b>	New Ventures	
	Introduction to Management	
	Organizations – Design, Management, and Change	
	Sociology of Entrepreneurship	
	Introduction to Sociology	
	Organizations and Management	
<b>TEACHING AWARDS</b>	Excellence in Teaching by a Graduate Student, Duke Sociology; for guest lectures on Institutional and International Contexts of Innovation, the Resource Dependence Perspective, and Organizational Ecology	2020 – 2021
	Excellence in Teaching by a Graduate Student, Duke Sociology, for Instructor of Organizations and Management	2018 – 2019
<b>GUEST LECTURE TOPICS</b>	Institutional and International Contexts of Innovation, Resource Dependence Perspective, Organizational Ecology	2020 – 2021
	Internal Labor Markets, Spatial Agglomeration and Regional Advantages, Startups and Value Propositions, Diffusion of Innovations, Entrepreneurial Networks and Social Capital	2019 – 2020
	Entrepreneurial Communities, Entrepreneurial Motivations and Resource Provisions	2018 – 2019
<b>TEACHING ASSISTANTSHIPS</b>	Markets and Marketing	2021
	Strategy Implementation, 2nd Year MBA Course at Fuqua School of Business	2020
	Entrepreneurship and Innovation	
	Organizations and Management	
	Markets and Marketing	
	Entrepreneurship and Innovation	2019
	Organizations and Management	
	Introduction to Sociology	
	Organizations and Management	2018
	Organizations and Management	2017
<b>EXPERIENTIAL INSTRUCTION</b>	Project Manager, Bass Connections Collaborate Expeditions	2020
	Project Manager, Data+ Program for the Informative Initiative at Duke	2018
<b>PRESENTATIONS</b>	“Keeping them honest? Broad-based employee ownership and earnings management”, Annual Meeting of the Academy of Management	2023
	“Follow Which Leader? Mimetic Gravity in Mature Fields”, Louis O. Kelso Annual Workshop	2023
	“What Can Outliers Teach Us About Entrepreneurial Success?”, Annual Meeting of the Academy of Management	2021
	“Keeping Them Honest: Reducing Information Asymmetries and Earnings Management Through Employee Ownership”, Annual Meeting of the American Sociological Association	

"Employee Ownership and Earnings Management", Louis O. Kelso midyear Workshop	
"Corporate Financialization and Executive Interlocks", Annual Meeting of the Academy of Management	2020
"Is employee ownership good for the managerial class, too? Assessing the effect of employee ownership on corporate short-termism", International Association of the Economics of Participation & Beyster Symposium	
"Corporate Financialization and Executive Interlocks", Annual Meeting of the American Sociological Association	
"Captive Financialization and Firm Employment", Annual Meeting of the American Sociological Association	2019
"Measuring Gentrification in Durham", Jensen Speaker Series, Duke Sociology	2018
"Strategies for Novel Products: The Kombucha Conundrum", Beverage Business Institute, Colorado State University	2011

## SERVICE

Curriculum Committee	2023 –
Assurance of Learning Committee	2022 –
Diversity in Hiring Lead, Anti-Racism Committee	2020 – 2022
Organizational Sociology Workshop Coordinator	2018 – 2022
Graduate Student Forum Faculty Committee	2019 – 2020
Graduate Student Forum Chair	2017 – 2018
Graduate and Professional Student Council Representative	2016 – 2017
Ad Hoc reviewer: <i>Academy of Management Perspectives</i> <i>British Journal of Industrial Relations</i> <i>Annals of Public and Cooperative Economics</i> <i>Journal of Management and Organizations</i> <i>Journal of Small Business and Enterprise Development</i> <i>Scandinavian Journal of Management</i>	

## INDUSTRY EXPERIENCE

Financial Analyst, Avalara, Seattle, WA	2014 – 2016
Financial Analyst, PACCAR, Bellevue, WA	2013 – 2014
Loan Review Officer, FirstBank of Colorado, Lakewood, CO	2009 – 2013

## REFERENCES

Martin Ruef  
Jack and Pamela Egan Distinguished Professor of Entrepreneurship  
Duke Sociology

John De Figueiredo  
Russell M. Robinson II Professor of Law, Strategy, and Economics  
Fuqua School of Business

Craig Rawlings  
Associate Professor  
Duke Sociology