

# Madeline King Kneeland

Babson College  
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## ACADEMIC POSITIONS

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### Babson College

*Assistant Professor of Management, 2022 -*

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

*Assistant Professor of Management and Organizations, 2019 – 2022*

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## EDUCATION

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### 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

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## PUBLICATIONS

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**Kneeland, M. K.** & Kleinbaum, A. M. (2024). Rewiring the Organization: Corporate Offsites and Network Tie Formation. *Strategic Management Journal*.

**Kneeland, M. K.**, Gardner, H. K., & Kleinbaum, A. M. (2024). Why Offsites Work — and How to Get the Most Out of Them. *Harvard Business Review (Digital)*.

**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.

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## WORKS IN PROGRESS

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**Kneeland, M. K.** Dynamic Network Churn and Performance.

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.

**Milliken, F. J. & Kneeland, M. K.** Detecting Gender Inequities in Organizations: A Sense-Making Perspective.

This paper focuses on understanding the reasons why it may be difficult for managers to detect issues of gender inequity. We bring together both the micro (individual-level) and macro (contextual) factors that may affect the likelihood that women will speak up about gender equity issues as well as the individual and contextual factors that may act as barriers to effective action by top management once the issues are detected. This meso-theory of gender inequity detection and interpretation seeks to contribute to our understanding of the organizational dynamics that perpetuate gender inequity.

**Kneeland, M. K.**, Milliken, F. J., & Flynn, E. A Longitudinal Study of the Shift to Remote Work on Task and Personal Networks

In this paper we explore how the shift to remote work due to the covid-19 pandemic differentially affected the task and support networks of men and women within organization. We use longitudinal survey data to examine how these effects persist across time and their effects on distal outcomes, including organizational commitment and intentions to turnover.

**Schilling, M.A. & Kneeland, M. K.** Alliance Activity, Network Structure, and Unusual Innovations

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?

**Passarelli, A. & Kneeland, M. K.** Network Growth and Self-efficacy among Female Entrepreneurs.

This early-stage project examines how the networks of female entrepreneurs grow as they work to commercialize their innovations. Status: data collection.

**Pennington, K. & Kneeland, M. K.** Patent Lawyers in Patent Strategy.

This early-stage project examines the often over-looked role of patent attorneys in shaping the nature of what gets patented and how.

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## AWARDS & GRANTS

**NIH NIDA: Administrative Research Supplement for Babson Life Sciences Entrepreneurial Product Development Immersion for New Technologies and Solutions (Babson L-SPRINT) Program.** Grant period: 4/2024 – 3/2025. (\$107,895)

**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.

**AOM Annual Meeting Best Paper Award 2019** for “Navigating a Hurdles Race: An Integrative & Dynamic Perspective on the Causes of the Glass Ceiling”

**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

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## MEDIA COVERAGE OF RESEARCH

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“Who Benefits from Corporate Offsites.” *Harvard Business Review (Magazine)*. Issue: January - February 2025: p.23.

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## CONFERENCE PRESENTATIONS

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

- Network Evolution Conference 2021 at INSEAD (virtual)
- Northwestern Institute on Complex Systems (NICO), 2020 (virtual)
- People & Organizations Conference 2019 at Wharton

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

- AOM Annual Meeting 2024, Chicago, IL
- 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

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Babson College

- 2024: Strategic Problem Solving (STR 3000): 13.7/15
- 2023: Strategic Problem Solving (STR 3000): 13.5/15
- 2022: Strategic Problem Solving (STR 3000): 46.85/50

Cornell University, School of Hotel Administration

- 2022:
  - Strategic Management (HADM 4410): 4.82/5
  - Advanced Topics in Strategy: Social Networks (HADM 4432): 5/5
- 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)

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## PROFESSIONAL SERVICE

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- Editorial Review Board: *Organization Science* (2021-)
- Ad hoc reviewing: *Administrative Science Quarterly*, *Strategic Management Journal*, *Management Science*, *Academy of Management Review*, *R&D Management*, *Journal of Management Studies*, *Industrial and Corporate Change*,
- SRF Dissertation Grants (SMS), Academy of Management: OMT, TIM

**Babson College**

- Honors Council (2024 - )
- Faculty advisor: Hospitality Management Club
- Honors Thesis Advisor

**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)

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## ADDITIONAL RESEARCH EXPERIENCE

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**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*

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## PERSONAL

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Citizenship: USA; Professional Membership: AOM, SMS

**Williams College Varsity Basketball** (2007-2011)

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