

# ERIC J. NEUMAN

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## ACADEMIC APPOINTMENTS

**University of Illinois at Urbana-Champaign, College of Business**

2008 - Present      Assistant Professor, Department of Business Administration

## EDUCATION

**University of Michigan, Stephen M. Ross School of Business**

Ph.D. in Management and Organizations, June 2008

**Dissertation:** Public Policy and Entrepreneurship: The Development of the Competitive Local Telephone Service Industry

**University of Wisconsin-Madison**

M.S. in Computer Science, 1997

**University of Notre Dame**

B.S. in Computer Science, 1996, *summa cum laude*

## RESEARCH INTERESTS

Organization theory, entrepreneurship, networks, public policy, politics, talent management, statistical methods

## PUBLICATIONS

Neuman, E.J., & Mizruchi, M.S. 2010. "Structure and Bias in the Network Autocorrelation Model." *Social Networks*, 32:290-300.

Neuman, E.J., Davis, G.F., & Mizruchi, M.S. 2008. "Industry Consolidation and Network Evolution in U.S. Global Banking, 1986-2004." In J.A.C. Baum and T.J. Rowley (eds.), *Network Strategy: Advances in Strategic Management* 25:213-248. Oxford UK: JAI/Elsevier.

Mizruchi, M.S., & Neuman, E.J. 2008. "The Effect of Density on the Level of Bias in the Network Autocorrelation Model." *Social Networks*, 30:190-200.

Sanchez-Burks, J., Neuman, E.J.\*, Ybarra, O., Kopelman, S., Park, H., & Goh, K. 2008. "Folk Wisdom about the Effects of Relationship Conflict." *Negotiation and Conflict Management Research*, 1:53-76. (\* - shared lead authorship)  
• Featured in *Sloan Management Review*, Winter 2007

Anderson, P.J.J., Blatt, R., Christianson, M.K., Grant, A.M., Marquis, C., Neuman, E.J., Sonenshein, S., & Sutcliffe, K.M. 2006. "Understanding Mechanisms in Organizational Research: Reflections from a Collective Journey." *Journal of Management Inquiry*, 15: 102-113.

Neuman, E.J. 2005. "The impact of the Enron accounting scandal on impressions of managerial control." In K.M. Weaver (Ed.), *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

## WORKS IN PROGRESS

"Institutional capabilities and entrepreneurship: The development of the U.S. competitive local telephone service industry, 1996-2006." *Revising manuscript.*

"The impact of the Enron accounting scandal on impressions of managerial control." *Revising manuscript.*

"The globalization of American banking, 1960-1982." With Gerald F. Davis and Mark S. Mizruchi. *Writing manuscript.*

"Managerial bias in the acquisition of talent." *Analyzing data.*

"Character strengths and virtues in society: A cross-cultural analysis." With Fiona Lee and Christopher Peterson. *Analyzing data.*

"Too many (Kansas City) Chiefs? Bureaucratization and specialization of NFL coaching staffs." With Anne Fleischer. *Collecting data.*

## CONFERENCE PRESENTATIONS

- 2010 **Academy of Management Annual Meeting, Montreal, QC**
- Presented "Institutional Capabilities and Entrepreneurship: The Development of US Competitive Local Telephony"
- 2009 **International Network for Social Network Analysis Annual Conference, Sunbelt XXIX, San Diego, CA**
- Presented "Structure and Bias in the Network Autocorrelation Model" (with Mark Mizruchi)
- 2008 **McGill-Cornell Conference on Institutions and Entrepreneurship, Montreal, QC**
- Presented "Institutional Endowment, Political Regime Change, and Entrepreneurship: The Development of the Competitive Local Telephone Service Industry"
- 2007 **Academy of Management Annual Meeting, Philadelphia, PA**
- Organized symposium "Business and Federalism"
  - Presented "Public Policy and Entrepreneurship: The Development of the Competitive Local Telephone Service Industry"
- 2007 **Advances in Strategic Management Working Conference, Toronto, ON**
- Presented "Networks and Industry Consolidation in U.S. Global Banking, 1986-2004" (with Gerald Davis and Mark Mizruchi)
- 2007 **International Association for Conflict Management Annual Conference, Budapest, Hungary**
- Author of "Folk Wisdom about the Effects of Relationship Conflict" with Jeffrey Sanchez-Burks, Oscar Ybarra, Shirli Kopelman, Hyekyung Park, and Karen Goh
  - Award for Best Empirical Paper

- 2005 **Academy of Management Annual Meeting, Honolulu, HI**
- Presented "The impact of the Enron Accounting scandal on impressions of managerial control"
- 2005 **American Sociological Association Annual Meeting, Philadelphia, PA**
- Author of "Does Network Structure Affect the Size of the Network Effect? The Role of Density in the Network Autocorrelation Model" with Mark Mizruchi and Chris Marquis
- 2004 **American Psychological Association Annual Meeting, Honolulu, HI**
- Presented "Beliefs about conflict: A cross-cultural look at group-related decisions" (with Jeffrey Sanchez-Burks)
  - Presented "Dying for data: A cross-cultural study of values in obituaries" (with Fiona Lee and Brianna Barker)
- 2003 **Academy of Management Annual Meeting, Seattle, WA**
- Presented "Beliefs about conflict: Cultural and gender comparisons" (with Jeffrey Sanchez-Burks)
  - Author of "Taking one for the team: Performance, rewards, and team dynamics" with Arran Caza

## TEACHING

### University of Illinois, College of Business

BADM 312, Organizational Design and Environment (required undergraduate course)

- Instructor Evaluation
  - Fall 2008: 4.9/5.0 & 4.6/5.0
  - Spring 2010: 4.8/5.0 & 4.8/5.0
- Named to List of Teachers Ranked as Excellent by their Students

BADM 590 MSN, Organizations and Social Networks (MBA elective)

- Instructor Evaluation
  - Spring 2009: 4.5/5.0
  - Spring 2010: 4.8/5.0

### University of Michigan, Ross School of Business

MO 300, Behavioral Theory in Management (required course for first-year BBA students)

- Instructor Evaluation
  - Winter 2005: 4.98/5.00
- Recipient of Gerald and Lillian Dykstra Fellowship for Teaching Excellence, 2005-06

## PROFESSIONAL SERVICE

**Reviewer** for Academy of Management Annual Meetings: Organization & Management Theory and Entrepreneurship divisions

**Ad hoc reviewer** for *Administrative Science Quarterly*, *American Journal of Sociology*, *Organization Science*, *Strategic Management Journal*, *Journal of Applied Behavioral Science*

**Ph.D. Admissions Committee**, University of Illinois Organizational Behavior Group, 2010-2011

**Proseminar Coordinator**, University of Illinois Organizational Behavior Group, 2008-2010

**Doctoral Grants Committee**, University of Michigan Ross School of Business, 2006-2008

**Ph.D. Admissions Committee**, University of Michigan Management & Organizations, 2003

**Webmaster and database administrator**, OMT division submission process, 2004

**Webmaster**, Center for Positive Organizational Scholarship, 2003-05

## **HONORS AND AWARDS**

- 2008, 2010 Named to List of Teachers Ranked as Excellent by their Students, University of Illinois
- 2007-08 Predoctoral Fellowship, Rackham Graduate School, University of Michigan
- 2007 Best Empirical Paper, International Association for Conflict Management Conference
- 2006-07 Kauffman Foundation Dissertation Fellowship
- 2005-06 Dykstra Fellowship for Teaching Excellence, Ross School of Business
- 2004-05 Van Weelden Fellowship, Rackham Graduate School, University of Michigan
- 2004-05 Leabo Memorial Award for Academic Excellence, Ross School of Business
- 2004 Ross School of Business research grant (\$1200)
- 2004 Positive Psychology Microgrant (\$2000)
- 1996 Valedictorian, College of Engineering, University of Notre Dame

## **PROFESSIONAL MEMBERSHIPS**

- Academy of Management
- American Sociological Association
- International Network for Social Network Analysis

## **WORK EXPERIENCE**

**University of Wisconsin-Madison, Department of Anatomy, Madison, WI**  
Programmer Analyst, 2000-2002

**Stratagem Consulting Group, Madison, WI**  
Software Engineering Consultant, 1998-2000

**Southwest Research Institute, San Antonio, TX**  
Research Analyst, 1998