PAUL M. LEONARDI

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RESEARCH INTERESTS

Management of Technology and Innovation
Organizational Knowledge Sharing for Collaboration
Information and Social Networks
Product Design

EDUCATION

2003-2007   Ph.D. in Organizations, Technology, and Entrepreneurship
             Center for Work, Technology, and Organization
             Department of Management Science and Engineering
             Stanford University

2001-2003   M.A. in Organizational Communication
             Department of Communication
             University of Colorado at Boulder

1997-2001   B.A. in Communication and Spanish Honors, *Summa Cum Laude*
             Departments of Communication and Modern Languages
             Saint Mary's College of California

ACADEMIC EMPLOYMENT

Faculty Appointments

2012-present   Pentair-Nugent Associate Professor
                Department of Communication Studies
                Department of Industrial Engineering and Management Sciences
                Department of Management and Organizations (by courtesy)
                Northwestern University

2007-2012   Allen K. and Johnnie Cordell Breed Assistant Professor
                Department of Communication Studies
                Department of Industrial Engineering and Management Sciences
                Department of Management and Organizations (by courtesy)
                Northwestern University

HONORS AND AWARDS

For Research

2013   *Diamond Anniversary Book Award*
        National Communication Association

2012	*Ascendant Scholar Award*
	Western Academy of Management
	Young Scholar Award
	International Communication Association
	Best Paper of 2011
	MIS Quarterly
	Top Paper Award
	Organizational Communication Division, International Communication Association

2012 *Ascendant Scholar Award*
      Western Academy of Management
      Young Scholar Award
      International Communication Association
      Best Paper of 2011
      MIS Quarterly
      Top Paper Award
      Organizational Communication Division, International Communication Association

2011 *Faculty Early Career Development (CAREER) Award*
      National Science Foundation
      Article of the Year Award
      Organizational Communication Division, National Communication Association
      Best Published Paper Award
      Organizational Communication and Information Systems Division, Academy of Management
      Best Conference Paper Award
      Organizational Communication and Information Systems Division, Academy of Management
      Visiting International Fellow
      Advanced Institute of Management Research

2010 *Alfred P. Sloan Industry Studies Fellow*
      Alfred P. Sloan Foundation
      Emerald Management Reviews Citation of Excellence Award
      Emerald Group Publishing
      Article of the Year Award #1
      Organizational Communication Division, National Communication Association
      Article of the Year Award #2
      Organizational Communication Division, National Communication Association
      Best Published Paper Runner-Up Award
      Organizational Communication and Information Systems Division, Academy of Management

2009 *Best Publication of 2008*
      Association for Information Systems

2008 *Outstanding Published Paper Award*
      Communication and Information Technologies Section, American Sociological Association
      Best Published Paper Runner-Up Award
      Organizational Communication and Information Systems Division, Academy of Management
      Gerald R. Miller Outstanding Doctoral Dissertation Award
      National Communication Association
      Gerardine DeSanctis Dissertation Award
      Organizational Communication and Information Systems Division, Academy of Management
      Laura Crowell Dissertation Award
      Group Communication Division, National Communication Association
      William H. Newman Award for Best Paper Based on a Dissertation (Finalist)
      Academy of Management
      W. Charles Redding Dissertation Honorable Mention Award
      Organizational Communication Division, International Communication Association

2003 *Top Five Conference Paper Award*
      Human Communication and Technology Division; National Communication Association

2001   *Outstanding Senior Thesis Award*
           Arizona State University Student Research Conference in Communication
           Dante Award for most outstanding graduate in Department of Modern Languages
           Saint Mary's College of California

For Teaching

2013   *Galbut Outstanding Faculty Mentor*
           Northwestern University (awarded to one faculty member each year for excellence in undergraduate teaching)

2012   *Clarence Ver Steeg Graduate Faculty Award*
           Northwestern University (awarded to two faculty each year, campus-wide, for excellence in graduate teaching)

2010   *Faculty Honor Roll*
           Northwestern University (3% of faculty, campus wide, are elected by undergraduates for excellence in teaching)

2009   *Searle Center for Teaching Excellence Faculty Fellow*
           Northwestern University

PUBLICATIONS

Books

3. Bailey, D. E., & Leonardi, P. M. (in press: to be published in 2014). *Technology Choices: Why Occupations Differ in their Embrace of New Technology.* Cambridge, MA: MIT Press.

2. Leonardi, P. M., Nardi, B. A. & Kallinikos, J. (Eds.) (2012). *Materiality and Organizing: Social Interaction in a Technological World*. Oxford: Oxford University Press.

1. Leonardi, P. M. (2012). *Car Crashes Without Cars: Lessons About Simulation Technology and Organizational Change from Automotive Design.* Cambridge, MA: MIT Press.

    • *Diamond Anniversary Book Award,* National Communication Association (awarded in 2013).

Articles in Journals and Serial Publications

31. Leonardi, P. M., Huysman, M., & Steinfield, C. (in press). Enterprise Social Media: Definition, History, and Prospects for the Study of Social Technologies in Organizations. *Journal of Computer-Mediated Communication.*

30. Leonardi, P. M., & Rodriguez-Lluesma, C. (in press). Occupational Stereotypes, Perceived Status Differences, and Intercultural Communication in Global Organizations. *Communication Monographs.*

29. Leonardi, P. M. (2013). When Does Technology Use Enable Network Change in Organizations? A Comparative Study of Feature Use and Shared Affordances. *MIS Quarterly, 37*(3), 749-775.

28. Leonardi, P. M. (2013). Theoretical Foundations for the Study of Sociomateriality. *Information and Organization, 23*(2), 59-76.

27. Bailey, D. E., Leonardi, P. M., & Barley, S. R. (2012). The Lure of the Virtual. *Organization Science, 23*(5), 1485-1504.

26. Barley, W. C., Leonardi, P. M., & Bailey, D. E. (2012). Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries. *Human Communication Research, 38*(3), 280-308.

25. Treem. J. W., & Leonardi, P. M. (2012). Social Media Use in Organizations: Exploring the Affordances of Visibility, Editability, Persistence, and Association. *Communication Yearbook, 36,* 143-189.

24. Leonardi, P. M., & Rodriguez-Lluesma, C. (2012). Sociomateriality as a Lens for Design: Imbrication and the Constitution of Technology and Organization. *Scandinavian Journal of Information Systems, 24* (2), 79-88.

23. Leonardi, P. M., & Treem, J. W. (2012). Knowledge Management Technology as a Stage for Strategic Self-Presentation: Implications for Knowledge Sharing in Organizations. *Information and Organization, 22*(1), 37-59.

22. Leonardi, P. M., Neeley, T. B., & Gerber, E. M. (2012). How Managers Use Multiple Media: Discrepant Events, Power, and Timing in Redundant Communication. *Organization Science, 23*(1), 98-117.

21. Young, L. E., & Leonardi, P. M. (2012). Social Issue Emergence on the Web: A Dual Structurational Model. *Journal of Computer-Mediated Communication, 17*(2)*,* 231-246.

20. Aakhus, M., Ballard, D., Flanagin, A., Kuhn, T., Leonardi, P., Mease, J., & Miller, K. (2011). Communication and Materiality. *Communication Monographs, 78*(4), 557-568.

19. Contractor, N. S., Monge, P. R., & Leonardi, P. M. (2011). Multidimensional Networks and the Dynamics of Sociomateriality: Bringing Technology Inside the Network. *International Journal of Communication, 5,* 682-720.

18. Leonardi, P. M. (2011). Innovation Blindness: Culture, Frames, and Cross-Boundary Problem Construction in the Development of New Technology Concepts. *Organization Science, 22*(2), 347-369.

   - *Article of the Year Award,* Organizational Communication Division, National Communication Association (awarded in 2011).

17. Leonardi, P. M. (2011). When Flexible Routines Meet Flexible Technologies: Affordance, Constraint, and the Imbrication of Human and Material Agencies. *MIS Quarterly, 35*(1), 147-167.

   - *Best Paper of 2011*, MIS Quarterly (awarded in 2012).
   - *Gerardine DeSanctis Dissertation Award,* Organizational Communication and Information Systems Division, Academy of Management. (submitted as paper based on dissertation; awarded in 2008).
   - Finalist for *William H. Newman Award for Best Paper Based on a Dissertation,* Academy of Management (submitted as paper based on dissertation; awarded in 2008).

16. Leonardi, P. M. (2010). Digital Materiality? How Artifacts without Matter, Matter. *First Monday, 15*(6). Available from: http://www.uic.edu/htbin/cgiwrap/bin/ojs/index.php/fm/article/viewArticle/3036/2567

15. Leonardi, P. M., & Barley, S. R. (2010). What's Under Construction Here? Social Action, Materiality, and Power in Constructivist Studies of Technology and Organizing. *Academy of Management Annals, 4,* 1-51.

14. Bailey, D. E., Leonardi, P. M., & Chong, J. (2010). Minding the Gaps: Technology Interdependence and Coordination in Knowledge Work. *Organization Science, 21*(3), 713-730.

   - *Best Published Paper Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2011).

13. Leonardi, P. M. (2010). From Road to Lab to Math: The Co-Evolution of Technological, Regulatory, and Organizational Innovations in Automotive Crash Testing. *Social Studies of Science, 40*(2), 243-274.

12. Leonardi, P. M., Treem, J. W., & Jackson, M. H. (2010). The Connectivity Paradox: Using Technology to Both Decrease and Increase Perceptions of Distance in Distributed Work Arrangements. *Journal of Applied Communication Research, 38*(1), 85-105.

   - Reprinted (shorter version) as: Leonardi, P. M., Treem, J. W., & Jackson, M. H. (2010). "Too Connected? The Paradox of Telework" *Communication Currents,* 5(1). Available from: http://www.communicationcurrents.com/index.asp?bid=15&issue=56&issuepage=205

11. Leonardi, P. M. (2009). Crossing the Implementation Line: The Mutual Constitution of Technology and Organizing Across Development and Use Activities. *Communication Theory, 19*(3), 278-310.

   - *Article of the Year Award #2*, Organizational Communication Division, National Communication Association (co-winner with article #10 below; awarded in 2010).
   - *W. Charles Redding Dissertation Honorable Mention Award*, Organizational Communication Division, International Communication Association (submitted as paper based on dissertation; awarded in 2008).

10. Leonardi, P. M. (2009). Why Do People Reject New Technologies and Stymie Organizational Changes of which They Are in Favor? Exploring Misalignments Between Social Interactions and Materiality. *Human Communication Research, 35*(3), 407-441.

   - *Article of the Year Award #1*, Organizational Communication Division, National Communication Association (co-winner with article #11 above; awarded in 2010).
   - *Best Published Paper Runner-Up Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2010).
   - *Gerald R. Miller Outstanding Doctoral Dissertation Award*, National Communication Association (submitted as paper based on dissertation; awarded in 2008).

9. Leonardi, P. M., Jackson, M. H., & Diwan, A. (2009) The Enactment-Externalization Dialectic: Rationalization and the Persistence of Counterproductive Technology Design Practices in Student Engineering. *Academy of Management Journal, 52*(2)*,* 400-420.

   - *Emerald Management Reviews Citation of Excellent Award,* Emerald Group Publishing (One of top 50 articles in Management selected from 15,000 published in 2009; awarded in 2010).

8. Leonardi, P. M., & Jackson, M. H. (2009). Technological Grounding: Enrolling Technology as a Discursive Resource to Justify Cultural Change in Organizations. *Science, Technology & Human Values, 34*(3), 393-418.

7. Leonardi, P. M. (2008). Indeterminacy and the Discourse of Inevitability in International Technology Management. *Academy of Management Review, 33*(4)*,* 975-984.

6. Leonardi, P. M., & Barley, S. R. (2008). Materiality and Change: Challenges to Building Better Theory About Technology and Organizing. *Information and Organization, 18*(3), 159-176.

   - *Best Publication of 2008.* Association for Information Systems (awarded in 2009).

5. Leonardi, P. M., & Bailey, D. E. (2008). Transformational Technologies and the Creation of New Work Practices: Making Implicit Knowledge Explicit in Task-based Offshoring. *MIS Quarterly, 32*(2), 411-436.

4. Leonardi, P. M. (2007). Activating the Informational Capabilities of Information Technology for Organizational Change. *Organization Science, 18*(5), 813-831.

   - *Outstanding Published Paper Award,* Communication and Information Technologies Section, American Sociological Association (awarded in 2008)

- *Best Published Paper Runner-Up Award,* Organizational Communication and Information Systems Division, Academy of Management (awarded in 2008).

3. Leonardi, P. M., & Jackson, M. H. (2004). Technological Determinism and Discursive Closure in Organizational Mergers. *Journal of Organizational Change Management, 17*(6), 615-631.

2. Leonardi, P. M. (2003). Problematizing "New Media": Culturally Based Perceptions of Cell Phones, Computers, and the Internet among United States Latinos. *Critical Studies in Media Communication, 20*(2), 160-179.

1. Leonardi, P. M. (2002). Cultural Transference in Perceptions and Uses of Communication Technology: A Qualitative Study. *Qualitative Research Reports in Communication, 3*(3), 56-63.

Articles in Managerially-Oriented Magazines

3. Leonardi, P. M., Bailey, D. E., & Barley, S. R. (2013). The Digital Organization: How Virtuality Impacts the Way Teams Work. *IESE Insight, 18,* 32-39.

2. Leonardi, P. M. (2011). Early Prototypes Can Hurt a Team's Creativity. *Harvard Business Review, 89*(*12*), 28.

1. Neeley, T. B., Leonardi, P. M. (2011). Effective Managers Say the Same Thing Twice (Or More). *Harvard Business Review, 89*(*5*), 38-39.

Book Chapters

11. Leonardi, P. M., Treem, J. W., Barley, W. C., & Miller, V. D. (in press). Attitude Surveys. In V. D. Miller, & M. E. Gordon (Eds.) *Meeting the Challenge of Human Resource Management: A Communication Perspective* (pp. XX-XX). New York: Routledge.

10. Rice, R. E., & Leonardi, P. M. (in press). Information and Communication Technologies in Organizations. In L. L. Putnam, & D. K. Mumby, (Eds.) *The Sage Handbook of Organizational Communication* (pp. XX-XX). Thousand Oaks, CA: Sage.

9. Leonardi, P. M. (in press). The Ethnographic Study of Work in an Age of Digitization. In E. Hargittai & C. Sandvig (Eds.), *Research Confidential: Digital Methods.* (pp. XX-XX). Cambridge, MA: MIT Press.

8. Leonardi, P. M. (2013). The Emergence of Materiality Within Formal Organizations. In P. R. Carlile, D. Nicolini, A. Langley, & H. Tsoukas (Eds.) *How Matter Matters: Objects, Artifacts and Materiality in Organization Studies* (pp. 142-170). Oxford: Oxford University Press.

7. Leonardi, P. M. (2012). Materiality, Sociomateriality, and Socio-Technical Systems: What Do These Terms Mean? How Are They Related? Do We Need Them? In P. M. Leonardi, B. A. Nardi, & J. Kallinikos (Eds.), *Materiality and Organizing: Social Interaction in a Technological World* (pp. 25-48). Oxford: Oxford University Press.

6. Kallinikos, J., Leonardi, P. M., & Nardi, B. (2012). The Challenge of Materiality: Origins, Scope, and Prospects. In P. M. Leonardi, B. A. Nardi, & J. Kallinikos (Eds.), *Materiality and Organizing: Social Interaction in a Technological World* (pp. 3-22). Oxford: Oxford University Press.

5. Leonardi, P. M., & Barley, W. C. (2011). Materiality as Organizational Communication: Technology, Intention, and Delegation in the Production of Meaning. In T. Kuhn (Ed.), *Matters of Communication: Political, Cultural, and Technological Challenges to Communication Theorizing* (pp. 101-122). Cresskill, NJ: Hampton Press.

4. Leonardi, P. M. (2011). Information, Technology and Knowledge Sharing in Global Organizations: Cultural Differences in Perceptions of Where Knowledge Lies. In H.E. Canary & R.D. McPhee (Eds.), *Communication*

and Organizational Knowledge: Contemporary Issues for Theory and Practice (pp. 89-112)*.* New York: Routledge.

3. Leonardi, P. M., Leonardi, M. E., & Hudson, E. (2006). Culture, Organization, and Contradiction in the Social Construction of Technology: Adoption and Use of the Cell Phone Across Three Cultures. In A. P. Kavoori & N. Arceneaux (Eds.), *The Cell Phone Reader: Essays in Social Transformation* (pp. 205-225). New York: Peter Lang Publishers.

2. Leonardi, P. M. (2005). Technology and Work in the Virtual Organization. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (pp. 2753-2756). Philadelphia, PA: Information Science Publishing.

1. Leonardi, P. M., Jackson, M. H., & Marsh, N. N. (2004). The Strategic Use of "Distance" Among Virtual Team Members: A Multi-Dimensional Communication Model. In S. Godar & S. P. Ferris (Eds.), *Virtual and Collaborative Teams: Process, Technologies, and Practice* (pp. 156-172)*.* Hershey, PA: Idea Group.

Conference Proceedings

6. Leonardi, P. M. (2011). When Does Technology Enable Organizational Change? Convergent Feature Use and Collective Affordances. *Academy of Management Best Paper Proceedings.* [approximately 5% acceptance rate]

5. Barley, W. C., Leonardi, P. M., & Bailey, D. E. (2011). Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries. *Academy of Management Best Paper Proceedings.* [approximately 5% acceptance rate]

4. Treem, J.W., & Leonardi, P.M. (2009). Knowing Who Knows What: Information Technology, Knowledge Visibility, and Organizational Change. *Proceedings of the 42nd Annual Hawaii International Conference on System Sciences (HICSS 2009).* [approximately 45% acceptance rate]

3. Leonardi, P. M. (2008). Organizing Technology: Toward a Theory of Sociomaterial Imbrication. *Academy of Management Best Paper Proceedings.* [approximately 8% acceptance rate]

2. Waite, W. M., Jackson, M. H., Diwan, A., & Leonardi, P. M. (2004). Student Culture Vs. Group Work in Computer Science. *ACM-SIGCSE Bulletin 36*(1)*,* 12-16. [approximately 26% acceptance rate]

1. Leonardi, P. M. (2002). Cultural Variability in Web Interface Design: Communicating U.S. Hispanic Cultural Values on the Internet. In F. Sudweeks & C. Ess (Eds.), *Proceedings of the Third International Conference on Cultural Attitudes Towards Technology and Communication* (pp. 297-315). School of Information Technology: Murdoch University. [approximately 62% acceptance rate]

PRESENTATIONS

Refereed

64. Leonardi, P. M. (2013, November). *Ethnographic Analysis in Mixed Methods.* Paper presented at the National Communication Association Conference, Washington, DC.

63. Leonardi, P. M. (2013, August). *Ambient Awareness and Knowledge Transfer.* Paper presented at the Academy of Management Conference, Orlando, FL.

62. Leonardi, P. M., & Bailey, D. E. (2013, August). *Recognizing and Selling Good Ideas: How Brokers Mediate Knowledge Transfer.* Paper presented at the Academy of Management Conference, Orlando, FL.

61. Sullivan, S., Pierce, C. S., Leonardi, P. M., & Contractor, N. (2013, August). *Explaining idea sharing mechanisms: Linking diversity and network factors to explore creative teams*. Paper presented at the Academy of Management Conference, Orlando, FL.

60. Leonardi, P. M. (2013, July). *Theoretical Foundations for the Study of Sociomateriality*. Paper presented at the European Group for Organization Studies Colloquium, Montreal, Canada.

59. Leonardi, P. M. (2012, November). *Designing Technologies and Organizations Together.* Paper presented at the National Communication Association Conference, Orlando, FL.

58. Leonardi, P. M. (2012, November). *Using Social Media to Improve Accuracy of Cognitive Social Structures.* Paper presented at the National Communication Association Conference, Orlando, FL.

57. Leonardi, P. M. (2012, November). *Social Media as Leaky Pipes for Communication: Overcoming Barriers to Knowledge Sharing in Organizations.* Paper presented at the National Communication Association Conference, Orlando, FL.

56. Leonardi, P. M., & Spruill, C. (2012, August). *Templates as Vehicles for Learning in Multinational Firms.* Paper presented at the Academy of Management Conference, Boston, MA.

55. Sullivan, S., Leonardi, P. M.. & Contractor, N. (2012, August). *Using agent-based modeling to test conflicting effects on technology adoption within organizations.* Paper presented at the Academy of Management Conference, Boston, MA.

54. Leonardi, P. M. (2012, August). *Materiality, Sociomateriality, and Socio-Technical Systems: What Do These Terms Mean? How Are They Related? Do We Need Them?* Paper presented at the Academy of Management Conference, Boston, MA.

53. Clark, A., Barley, W. C., & Leonardi, P. M. (2012, May). *Interaction, Transparency and Practice: Communicative and Material Factors Contributing to Convergence in Technology Use*. Paper presented at the International Communication Association Conference, Phoenix, AZ.

   - *Top Paper Award*, Organizational Communication Division.

52. Spruill, C., & Leonardi, P. M. (2012, May). *Fast Transfer of Complex Knowledge in Global Firms: Learning Principles From Templates*. Paper presented at the International Communication Association Conference, Phoenix, AZ.

51. Rice, R. E., Fuller, R. P. & Leonardi, P. (2012, March). Semantic network analysis as a framework for literature reviews: Internet and organizational ICT research 2000-2009. International Network of Social Network Analysts, Redondo Beach, CA.

50. Treem, J. W., Leonardi, P. M., & Barley, W. C. (2011, November). *The Discursive Construction of Expertise: Implications for Interorganizational Communication.* Paper presented at the National Communication Association Conference, New Orleans, LA.

49. Barley, W. C., Leonardi, P. M., & Treem, J. W. (2011, November). *Information Triage: Evaluating Expertise to Support Distributed Collaboration.* Paper presented at the National Communication Association Conference, New Orleans, LA.

48. Leonardi, P. M. (2011, August). *When Does Technology Enable Organizational Change? Convergent Feature Use and Collective Affordances*. Paper presented at the Academy of Management Conference, San Antonio, TX.

   - *Best Conference Paper Award*, Organizational Communication and Information Systems Division.
   - *Best Paper Proceedings,* Organizational Communication and Information Systems Division.

47 Barley, W. C., Leonardi, P. M., & Bailey, D. E. (2011, August). *Engineering Objects for Collaboration: Strategies of Ambiguity and Clarity at Knowledge Boundaries*. Paper presented at the Academy of Management Conference, San Antonio, TX.

- *Best Paper Proceedings,* Organizational Communication and Information Systems Division.

46. Leonardi, P. M. & Bailey, D. E. (2011, August) *Knowledge Creation in Global Product Development Networks: Structuring Captive Offshore Centers*. Paper presented at the Academy of Management Conference, San Antonio, TX.

- *Showcase Symposium,* Organizational Behavior Division.

45. Barley, W. C., Clark, A. Leonardi, P. M. (2011, May). *Emerging Technologies-in-Practice: A Communication Framework of Convergence of Technologies-in-Use*. Paper presented at the International Communication Association Conference, Boston, MA.

44. Leonardi, P. M. (2011, May). *Occupational Stereotypes and Intercultural Interaction in Global Organizations*. Paper presented at the International Communication Association Conference, Boston, MA.

43. Leonardi, P. M. (2010, November). *Communication, Technology and Organizing: Explaining Core Concepts* . Paper presented at the National Communication Association Conference, San Francisco, CA.

42. Leonardi, P. M. (2010, November). *Turning Technology into a Resource for Structuring: A Comparative Study of Feature Convergence and Network Change.* Paper presented at the National Communication Association Conference, San Francisco, CA.

41. Leonardi, P. M. (2010, November). *Innovation Blindness: Culture, Frames, and Cross-Boundary Problem Construction in the Development of New Technology Concepts*. Paper presented at the National Communication Association Conference, San Francisco, CA.

40. Barley, W. C., & Leonardi, P. M. (2010, November). *Engineering Objects: The Strategic Production of Boundary Objects.* Paper presented at the National Communication Association Conference, San Francisco, CA.

39. Leonardi, P. M. (2010, August). *When Flexible Routines Meet Flexible Technologies*. Paper presented at the Academy of Management Conference, Montreal, Canada.

38. Barley, W.C., Treem, J.W., Leonardi, P.M., Rozenfeld, R.A., Kelleher, M.D., & Woods, D.M. (2010, Summer) The *Role of Interpersonal and Organizational Trust in Emergency Pediatric Transfers*. Paper presented at:

- National Patient Safety Foundation Annual Congress. Orlando, FL. May 2010
- AcademyHealth Annual Research Meeting. Boston, MA. June 2010
- Child Health Services Research Meeting. Boston, MA. June 2010

37. Leonardi, P. M. (2009, November). *On Owning Phenomena: Organizational Communication Five-Years Out.* Paper presented at the National Communication Association Conference, Chicago, IL.

36. Leonardi, P. M. (2009, November). *The Co-Evolution of Socio-Technical Systems: Organizing as the Imbrication of Human and Material Agencies.* Paper presented at the National Communication Association Conference, Chicago, IL.

35. Contractor, N. S., & Leonardi, P. M. (2009, October). *Using Actor-Network Theory to Understand Multidimensional Networks.* Paper presented at the Society for Social Studies of Science Conference, Washington, DC.

34. Leonardi, P. M. (2009, August). *The Materiality of Intangible Artifacts: Implications for Organizing*. Paper presented at the Academy of Management Conference, Chicago, IL.

    - *Showcase Symposium,* Organizational Communication and Information Systems Division.
    - *Best Symposium,* Organizational Management and Theory Division. (Runner-up).

33. Leonardi, P. M., & Treem, J. W. (2009, May). *Technology, Information Visibility, and the Social Construction of Expertise*. Paper presented at the International Communication Association Conference, Chicago, IL.

32. Leonardi, P. M. (2008, August). *Materiality and Resistance to Organizational Change*. Paper presented at the Academy of Management Conference, Anaheim, CA.

31. Leonardi, P. M. (2008, August). *Indeterminacy and the Discourse of Inevitability in International Technology Management*. Paper presented at the Academy of Management Conference, Anaheim, CA.

    - *Showcase Symposium,* International Management Division.

30. Leonardi, P. M. (2008, August). *Organizing Technology: Toward a Theory of Sociomaterial Imbrication*. Paper presented at the Academy of Management Conference, Anaheim, CA.

    - *Best Paper Proceedings,* Organizational Communication and Information Systems Division.

29. Leonardi, P. M. (2008, May). *Materiality and Interpretation: Rejecting Technology and Resisting Organizational Change*. Paper presented at the International Communication Association Conference, Montreal, Canada.

28. Leonardi, P. M. (2007, November). *International Technology Management: A Social Constructivist Perspective*. Paper presented at the National Communication Association Conference, Chicago, IL.

27. Bailey, D. E., Leonardi, P. M., & Chong, J. (2007, August). *Conceptualizing and Understanding Technology Interdependence in Knowledge Work*. Paper presented at the Academy of Management Conference, Philadelphia, PA.

26. Leonardi, P. M., Beyene, T., & Gerber, E. M. (2007, August). *Redundant Communication: Redundancy as a Strategic Practice in Project Management Work*. Paper presented at the Academy of Management Conference, Philadelphia, PA.

25. Bailey, D. E., Chong, J., & Leonardi, P. M. (2006, November). *Technology Interdependence*. Paper presented at the INFORMS Conference, Pittsburg, PA.

24. Leonardi, P. M., Jackson, M. H. (2006, September). *Cultural Construction of Attitudes toward Teamwork in Student Engineering.* Paper presented at International Network for Engineering Studies Fall Workshop, Blacksburg, VA.

23. Leonardi, P. M. (2006, August). *Appropriating Technology and Adapting Structure: Linking Information Technology Use to Organizational Change.* Paper presented at the Academy of Management Conference, Atlanta, GA.

22. Leonardi, P. M., & Barley, S. R. (2006, June). *Studying Work Practices in Organizations: Theoretical and Empirical Considerations.* Paper Presented at The Second Organization Studies Summer Workshop, Mykonos, Greece.

21. Leonardi, P. M. (2005, November). *Integrating Programs on The Social Construction of Technology Across the Implementation Line.* Paper presented at Conference on Designing Information and Organizations With a Positive Lens, Cleveland, OH.

20. Leonardi, P. M., Jackson, M. H., Waite, W. M., & Diwan, A. (2005, August). *Occupational Work Styles And Organizational Change: A Constitutive Perspective On Engineering Culture.* Paper presented at the Academy of Management Conference, Honolulu, HI.

19. Leonardi, P. M. (2005, August). *Organizational Implications For The Social Construction Of Technology Development.* Paper presented at the Academy of Management Conference, Honolulu, HI.

18. Leonardi, P. M., Jackson, M. H., Waite, W. M., & Diwan, A. (2005, May). *Work, Communication, And The Practice Of Engineering Culture: Occupational Influences On Organizational Change.* Paper presented at the International Communication Association Conference, New York, NY.

17. Leonardi, P. M., Jackson, M. H., Waite, W. M., & Diwan, A. (2004, November). *Engineers And Group Work: Cultural Influences On Evolving Engineering Work Practices.* Paper presented at the National Communication Association Conference, Chicago, IL.

16. Leonardi, P. M. (2004, August). *Achieving Work System Congruity: Joint Optimization As Parallel Structuring Of Work Practices.* Paper presented at the Academy of Management Conference, New Orleans, LA.

15. Waite, W. M., Jackson, M. H., Diwan, A., & Leonardi, P. M. (2004, March). *Student culture vs. group work in Computer Science*. Paper presented at the SIGCSE (Association for Computing Machinery's Special Interest Group in Computer Science Education) Conference, Norfolk, VA.

   • *Best Paper Proceedings,* SIGCSE.

14. Leonardi, P. M. (2004, February). *When The Ethnographer Meets The Engineer: Understanding Behavior On The Playground.* Paper presented at NSF funded workshop for doctoral students in social studies of science and technology, entitled, "Studying Up: The Problems and Prospects of Multi-Sited Ethnography," Berkeley, CA.

13. Leonardi, P. M., Jackson, M. H., & Nelson, N. A. (2003, November). *The Strategic Use Of "Distance" Among Virtual Team Members: A Multi-Dimensional Communication Model.* Paper presented at the National Communication Association Conference, Miami Beach, FL.

12. Leonardi, P. M., & Jackson, M. H. (2003, November). *The Story Of Technological Determinism And Discursive Closure In Organizational Mergers.* Paper presented at the National Communication Association Conference, Miami Beach, FL.

11. Leonardi, P.M., & Jackson, M.H. (2003, October). *The Social Shaping Of Technological Determinism: Accomplishing Determinism Through Discursive Strategies.* Paper presented at the Society for Social Studies of Science Conference, Atlanta, GA.

10. Leonardi, P. M. (2003, May). *From A Behavioral Toward An Interactional Theory Of Charisma In Organizations.* Paper presented at the International Communication Association Conference, San Diego, CA.

9. Jackson, M. H., Leonardi, P. M., & Nelson, N. A. (2003, May). *Technology And The Construction Of Telework Practices: The Case Of Broadband.* Paper presented at the International Communication Association Conference, San Diego, CA.

8. Leonardi, P. M., Maddex, B., & Gilman, A. (2003, February). *A Heuristic For The Field: Answering The question, "What Is Organizational Communication?"* Paper presented at the Western States Communication Association Conference, Salt Lake City, UT.

7. Leonardi, P. M. (2003, January). *"I'm An EngiNerd:" What Software Engineering Students Believe Engineering Culture To Be.* Paper presented at the Rocky Mountain Communication Association Conference, Boulder, CO.

6. Leonardi, P. M., & Jackson, M. H. (2002, November). *Technological Grounding And The Discourse Of Inevitability: Us West Disconnects Qwest.* Paper presented at the National Communication Association Conference, New Orleans, LA.

5. Leonardi, P. M. (2002, November). *Deconstructing "New Media": Cultural Variability In Perceptions And Uses Of New Communication Technologies.* Paper presented at the National Communication Association Conference, New Orleans, LA.

    - *Top Five Conference Paper Award,* Human Communication and Technology Division.

4. Leonardi, P. M., & Jackson, M. H. (2002, November). *Technological Determinism As A Strategy For Change In High-Technology Organizations: The Discourse Of Inevitability.* Paper presented at the Society for Social Studies of Science Conference, Milwaukee, WI.

3. Leonardi, P. M. (2002, July). *Cultural Variability In Web Interface Design: Communicating U.S. Hispanic Cultural Values On The Internet.* Paper presented at the Cultural Attitudes towards Technology and Communication Conference, Montreal, Canada.

    - *Best Paper Proceedings,* Cultural Attitudes towards Technology and Communication.

2. Leonardi, P. M. (2002, February). *"Sí lo tengo, pero no lo uso:" Gender Differences in U.S. Latino Perceptions and Uses of Computers and the Internet.* Paper presented at the Rocky Mountain Communication Association Conference, Denver, CO.

1. Leonardi, P. M. (2001, April). *Reciprocal Adaptation: Cultural Interchange Between Hispanics and the Internet.* Paper presented at the Arizona State University Student Research Conference, Glendale, AZ.

    - *Outstanding Senior Thesis Award,* Best paper presented at Arizona State University Student Research Conference.

Invited

2013   University of Southern California (Annenberg School for Communication)
        New York University (Stern School of Business)
        University of Illinois Chicago (School of Business)
        McGill University (Desautels Faculty of Management – Distinguished Speaker Series)
        Université Paris-Dauphine (Department of Management)
        Illinois Institute of Technology (Institute of Design)

2012   Georgia State University (Robinson College of Business – Distinguished Speaker Series)
        Temple University (Fox School of Business)

2011   University of Chicago (Booth School of Business)
        Massachusetts Institute of Technology (Sloan School of Management)
        Rutgers University (School of Communication and Information)
        Purdue University (Brian Lamb School of Communication)
        University of California, Santa Barbara (Department of Communication)
        University of Colorado at Boulder (Department of Communication)
        London School of Economics (Department of Management)
        Lancaster University (Management School)
        University of Reading (School of Construction Management and Engineering)
        University of Central Florida (College of Business Administration)

2010   Michigan State University (Broad College of Business)
        Carnegie Mellon University (Human-Computer Interaction Institute)
        Northwestern University (Northwestern Institute on Complex Systems)

University of Southern California (Annenberg School for Communication)
University of Navarra (IESE Business School)

2009   University of Southern California (Annenberg School for Communication)
University of Pennsylvania (Wharton School of Management)
Texas A&M (Look College of Engineering)
Northwestern University (Law School)

2008   New York University (Stern School of Business)
University of Illinois at Urbana Champaign (Department of Communication)
Temple University (Fox School of Business)
Northwestern University (Kellogg School of Management)

2007   Harvard University (Harvard Business School)
Northwestern University (School of Communication)
Northwestern University (McCormick School of Engineering)

2006   University of Michigan (Ross School of Business)
General Motors (R&D Labs)

2005   General Motors (Advanced Vehicle Design Center)

RESEARCH FUNDING

External

2013-2016   *Improving the Effectiveness of Organizational Knowledge Transfer Through Social Media Use* (PI). Funding Source: National Science Foundation (SES-1331492). Award Amount $309,170.

2013-2016   *Primary School Organizations as Open Systems: Strategic External Relationship Development to Promote Student Engagement in STEM Topics,* (PI), with Karen Smilowitz (Co-PI) and James Spillane (Co-PI). Funding Source: National Science Foundation (DRL-1344266). Award Amount $707,299.

2013-2015   *Teams Emerging from the Crowd: Virtual Team Structure as a Predictor of Idea Goodness in Online Innovation Communities* (PI). Funding Source: National Science Foundation (ACI-1322103). Award Amount $230,251.

2013-2014   *Workshop: Organizational Communication and Information Systems Doctoral Consortium.* (PI). Funding Source: National Science Foundation (IIS-1342548). Award Amount $20,000.

2011-2016   *The Role of Advanced Simulation Technologies in Innovation Processes*, (PI, CAREER Award). Funding Source: National Science Foundation (SES-1057148). Award Amount: $425,000.

2011-2014   *Information Technology, Remote Socialization, and the Development of Occupational Identity*, (PI), with Diane Bailey (Co-PI) and Bonnie Nardi (Co-PI). Funding Source: National Science Foundation (IIS-1111246). Award Amount: $1,400,000.

2010-2011   *Technological Change in the Global Auto Industry* (PI). Funding Source: Alfred P. Sloan Foundation. Award Amount: $45,000.

2009-2010   *Global Innovation and the Changing Nature of Domestic Engineering Work*, (PI), with Diane Bailey (Co-PI). Funding Source: National Science Foundation (SBE-0939859). Award Amount: $200,000.

2009-2010   *Simulation Technologies and Engineering Work in Global Product Development* (PI). Funding Source: General Motors Corporation. Award Amount: $50,000.

2008-2011   *Clinical Information Network for Safe Pediatric Emergency Transfers*, (Co-I), with Donna Woods (PI), Jane Holl (Co-I), and Abel Kho (Co-I). Funding Source: Agency for Healthcare Research and Quality (HS017912-01). Award Amount: $899,957.

2007-2008   *Standard Work Processes and Knowledge Sharing in Global Product Development* (PI). Funding Source: General Motors Corporation. Award Amount: $80,000.

2005-2006   *Development and Implementation of Process Automator Tools in Computer-Aided Engineering* (PI). Funding Source: General Motors Corporation. Award Amount: $30,000.

2002-2003   *Communication Technology Use in Cross-Cultural Settings* (PI). Funding Source: American Institute for Polish Culture. Award Amount: $1,000.

Internal

2010-2011   *Offshoring Creative Work: Challenges of Design and Communication* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $65,000.

2009-2010   *Transformational Technologies and the Distribution of Knowledge in Global Engineering Work Part II* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $51,000.

2009-2010   *Using Technologies to Support Collaboration and Interpersonal Communication in Distributed Work Arrangements* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $44,000.

2007-2008   *Transformational Technologies and the Distribution of Knowledge in Global Engineering Work Part I* (PI). Funding Source: Robert and Kaye Hiatt Grant, Northwestern University. Award Amount: $53,000.

2006-2007   *Use of Mobile Technologies and Alternative Form Factor Devices in International Worksharing Arrangements* (PI). Funding Source: Media X Institute, Stanford University. Award Amount: $1,500.

TEACHING

Undergraduate

Organizational Behavior and Innovation
Communication, Technology, and Society
Global Teams

Doctoral

Technology Use in Organizations
Teams, Networks, and Innovation

MBA, Master of Engineering Management, and Master of Science in Communication

Managing Information for Innovation
Management of Technology
Organizing for Innovation

Executive Education

Managing Global Teams
Managing Knowledge in Networks
Generating and Selling Good Ideas
Leading Innovation and Change
Information Technology and Organizational Transformation
Social Media Strategy

GRADUATE ADVISING

Doctoral Dissertation Adviser To:

Jeffrey Treem (Ph.D., Media, Technology and Society; Northwestern University, 2012)

- First Position: Assistant Professor, Department of Communication Studies, University of Texas at Austin

- Awards for Dissertation: *Outstanding Dissertation Award,* School of Communication; Northwestern University (2012); Runner-Up, *Art Stinchcombe Dissertation Prize in Organization Studies*, Northwestern University (2011); Finalist, *INFORMS/Organization Science Dissertation Proposal Competition*, Institute for Operations Research and the Management Sciences (2011)

William Barley (Media, Technology and Society, Expected Completion: 2014)
Lindsay Young (Media, Technology and Society, Expected Completion: 2014 – Co-adviser with Noshir Contractor)
Casey Pierce (Media, Technology and Society, Expected Completion: 2015)
Samantha Meyer (Industrial Engineering and Management Sciences, Expected Completion: 2016)

Doctoral Dissertation Committee Member for:

Alan Clark (Program in Media, Technology and Society, Northwestern University)
Aditi Raghavan (Program in Media, Technology and Society, Northwestern University)
Sophia Sullivan (Department of Industrial Engineering and Management Sciences, Northwestern University)
Stephanie Dailey (Department of Communication Studies, University of Texas at Austin)
Elizabeth Lenaghan (Ph.D. in Media, Technology and Society, Northwestern University, 2012)

PROFESSIONAL ACTIVITIES

Editorial Positions

MIS Quarterly, Associate Editor (2013-continuing)
Journal of Computer-Mediated Communication, Special Issue Co-Editor (2013)
MIS Quarterly, Special Issue Associate Editor (2011, 2012).

Editorial Review Board Member

Information and Organization (2011-continuing)
Communication Monographs (2010-continuing)
Organization Science (2009-continuing)

Reviewer for Journals, Academic Presses, and Foundations

Academy of Management Journal, Academy of Management Review, Communication Monographs, Communication Theory, Critical Studies in Media Communication, Encyclopedia of Information Science and Technology*, Engineering Studies, Human Communication Research, Human Relations, Information and Organization,*

Information Systems Research, Journal of the Association for Information Systems, Journal of Computer-Mediated Communication, MIS Quarterly, National Science Foundation, *Organization Science, Organization Studies,* Oxford University Press*,* Research Council of Norway, Routledge Press*,* Temple University Press*,* University of Chicago Press

Elected Positions in Professional Associations

Division Chair, Academy of Management, OCIS Division (duties beginning in 2013 and finishing in 2018)
Representative-at-large, OCIS Division, Academy of Management (2010-2013)
Early Career Development Committee, Sloan Industry Studies Association (2010-2012)

Service to Professional Associations

Young Scholar Award Committee, International Communication Association (2013)
Paper of The Year Award Committee, Org. Comm. Division, National Communication Association (2012)
Dordick Dissertation Award Committee, CAT Division, International Communication Association (2012)
Outstanding Dissertation Award Committee, Sloan Industry Studies Association (2012)
e-Communication Committee member, National Communication Association (2010)
Faculty Co-Organizer, Organizational Communication Mini-Conference (2009)
Paper Reviewer, International Communication Association - Org. Comm. Division (2008-continuing)
Paper Reviewer, Academy of Management - OMT and OCIS Divisions (2004 – continuing)
Paper Reviewer, Cultural Attitudes towards Technology and Communication (2004)
Program Committee, Cultural Attitudes towards Technology and Communication (2003-2004)
Graduate Student Coordinator, Rocky Mountain Communication Association Conference (2003)

Featured Speaker at Professional Meetings

Faculty Speaker, AOM OCIS Division Doctoral Consortium (2013)
Faculty Speaker, EGOS Strategy as Practice Sub-Theme (2013)
Faculty Speaker, AOM Process PDW (2011)
Faculty Speaker, AOM Ethnographic Methods PDW (2011)
Keynote Speaker, Festschrift for Daniel Robey at International Conference on Information Systems (2010)
Keynote Speaker, America's Health Insurance Plan (AHIP) Communication Conference (2010)
Faculty Speaker for ICA Organizational Communication Doctoral Consortium (2009)
Faculty Speaker, Organizational Communication Mini-Conference (2008)

Service to Other Universities

External Advisory Committee for Technology Management Master's Degree Program, UC Santa Barbara (2012)

SERVICE TO NORTHWESTERN

University

Keynote Speaker, Northwestern Staff Best Practices Forum (2013)
Keynote Speaker, Shirley Ryan Board of Trustees Learning for Life Lecture (2012)
Keynote Speaker, Northwestern Alumni Association of Silicon Valley, CA (2011)
Search Committee member for Dean of NU-Q (2010)
University Strategic Plan Globalization Workgroup (2010)
University Testing and Evaluation for IT Change Program (2010)
Keynote Speaker, Alumnae of Northwestern Continuing Education Series (2010)
Co-founder Social Interaction and Organizing at Northwestern (SION) Group (2008-continuing)

School of Communication

School of Communication "Signature Course" Faculty Development Committee (2012)
Leadership in Creative Industries Master's Degree Advisory Committee (2009-2010)
Professorial Faculty at Northwestern University in Qatar during inaugural year (2008-2009)

Department of Communication Studies

Master of Science in Communication (MSC) Advisory Committee (2007-2009)
Graduate Admissions Committee; Program in Media, Technology and Society (2007-2008; 2010-2011)
Faculty Recruiting Committee (2007-2008; 2010-2011, 2011-2012. 2012-2013)

McCormick School of Engineering

Segal Design Institute Faculty Research Committee (2012-continuing)
Organizing Committee; NSF workshop on Driving Innovation Through Design (2010).

Department of Industrial Engineering and Management Sciences

Senior Design Projects advisor (2010-continuing)
Graduate Advisory Committee (2010-2011)
Undergraduate Advisory Committee (2007-2010, 2011-continuing)