

## CURRICULUM VITAE

ERIC ABRAHAMSON

Graduate School of Business

Columbia University

722 Uris Hall

New York, NY, 10027

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### RESEARCH INTERESTS

Organization and Management Theory; Management of Organizational Change; The creation, spread, use, and rejection of management innovations. The functioning of moderately-disorderly or messy systems.

### PROFESSIONAL EXPERIENCE

2009-Present Hughie E. Mills Professor of Business Management, Columbia University

1998-2009 Tenured Full Professor, Columbia University

1999 Visiting Professor INSEAD, France

1997 Tenured Associate Professor Columbia University

1992-1996 Associate Professor Columbia University

1989-1992 Assistant Professor Columbia University

## EDUCATION

1987-1990 Ph.D. in Management New York University

1983-1987 M.Phil in Management (Beta Gamma Sigma) New York University

1977-1982 B.A. in Sociology, Anthropology and Philosophy (with Honors) Haverford College

## LANGUAGES

French (Native Speaker) and Spanish.

## AWARDS & HONORS

2013 Elected Fellow of the Academy of Management

2008 Symposium "Advocates and Activists for Deductive Theory" has been selected as the winner of the OMT Division Best Symposium Proposal Award for the Academy Management Meeting, 2008.

2008 Symposium "Opposite Day" All-Academy symposium. Academy of Management.

2007. Top 5 books in terms of U.S. sales in the Barnes and Nobles Ranking and top 50 in the Amazon Ranking. 2006 Abrahamson,

E. and Freidman, D. 2007. A perfect Mess: The Hidden Benefits of Disorder, how cluttered closets, jumbled offices, and on-the-fly planning make the world a better place. Little Brown and Co.

This book was translated in fourteen languages. It received coverage in Fast Company, Fortune, the Economist, the Financial Times, the Harvard Business Review, the Sloan Management Review, the Wall Street Journal, many other foreign and US publications, radio stations, and Television stations.

2004 Abrahamson, E. 2004. Change Without Pain. Harvard Business School Press, received numerous awards and citations. Among others, The Book was awarded the top business books of the year ranking by Strategy and Business, and was ranked by them as the best book for 2004 on the topic of Change Management.

2002 Outgoing Program Chair of the for the Organization and Management Theory Division of the Academy of Management

2001 Chair of the for the Organization and Management Theory Division of the Academy of Management

2000 Program Chair Elect of the for the Organization and Management Theory Division of the Academy of Management

1999 Member of the Academy of Management Review editorial board (3-year term)

1999 Member of the Human Relations editorial board

1998 Program Chair Elect for the Organization and Management Theory Division of the Academy of Management

1998-2000 Member of the Administrative Science Quarterly editorial board

1997-1999 Consulting editor for the Academy of Management Review

1997 Best Paper Award, Academy of Management OMT Division

1997 Finalist for the Organizational Behavior Best Paper of the Year award

1996 Finalist for the Award for the Best Article published in the Academy of Management Review in 1996.

1996 Member of the Academy of Management Review editorial board (3-year term)

1995-1996 Representative at Large for the Organization and Management Theory Division of the Academy of Management

1994 Best Article Award, Academy of Management Journal.

1993 Member of the Academy of Management Review editorial board (3-year term)

1990 Best Paper Award, Academy of Management OMT Division

1987 Beta Gamma Sigma, National Business Honor Society.

## PUBLICATIONS

79. Piazza, Alessandro and Abrahamson, Eric. 2020. A Review of the Fads and Fashion Literature for the Digital Age. *International Journal of Management Research*
78. Abrahamson, Eric and Piazza, Alessandro. 2019. The Lifecycle of Management Ideas: Innovation, Diffusion, Institutionalization, Dormancy, and Rebirth. *The Oxford Handbook of Management Ideas*.
77. Abrahamson, Eric and Kumar, Shriram. 2017. Sustainable Competitive Disadvantage: Toward a Socio-Economic View of Firm Performance. *Academy of Management Proceedings 2017 (1)*, 12797
75. Abrahamson, E., Chang, S. Choi Y., Katic, I. 2017. Clashing Fashions and Institutions: Mid-Life Uncertainty in Diffusing Organizational Techniques. *Academy of Management Proceedings*
74. Abrahamson, E. Holloway, S., Schwab, A., Starbuck, W. H. 2017. How to Improve on Statistical Significance: Effect Sizes, CIs, Graphs and Baseline Models. *Academy of Management Proceedings*, 1, 13604
76. Abrahamson, E., Berkowitz, H., Dumez, H. 2016. A More Relevant Approach to Relevance in Management Studies: An Essay on Performativity. *Academy of Management Review*. 41, 2, 367-381.  
<https://journals.aom.org/doi/abs/10.5465/amr.2015.0205?journalCode=amr>
73. Abrahamson, E., *Management Ideas and Panaceas*, 2015. Anders Örténblad Ed. *Handbook of Research on Management Ideas and Panaceas: Adaptation and Context*. Sage.
72. Reuben, A. K. and Abrahamson, E. 2013. Strategies of Social Control Actors in the Legal Environment: Selecting Polysemantic Laws. *Academy of Management Annual Meeting Proceedings 11/2013; 2013(1): 13130-13130*.
71. *Innovation Diffusion*. *Encyclopedia of Management Theory 2013*. Eric H. Kessler, editor. Sage Publications.
70. Abrahamson, E. 2011. The Iron Cage: Ugly, Uncool, and Unfashionable. *Organization Studies 32(5): 615*.

69. Schwab, A., E. Abrahamson, et al. 2011. Researchers Should Make Thoughtful Assessments Instead of Null-Hypothesis Significance Tests. *Organization science* 22(4): 1105.
68. Phan, P., Zouh, J. & Abrahamson, E. 2010 Creativity, Innovation, and Entrepreneurship in China. *Management and Organization Review*. 6(2): 172-194
67. Calhoun, M.; Starbuck, W. & Abrahamson, E. 2010. Fads, Fashions and the Fluidity of Knowledge: The Story of Peter Senge's "The Learning Organization. "Blackwell Handbook of Organizational Learning and Management" Mark Easterby-Smith and Lyles, Marjorie. (Eds.) John Wiley & Sons, New York. 225-248.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2950892](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2950892)
53. Abrahamson, E. 2009. Necessary conditions for the study of fads and fashions in science. *Scandinavian Journal of Management*, 25(2): 235-239
66. Abrahamson, E. and Philippe Baumard. 2008. What Lies Behind Organizational Facades and How Organizational Facades Lie: An Untold Story of Organizational Decision Making. In *The Oxford Handbook of Organizational Decision Making*. Gerard P. Hodgkinson and William H. Starbuck (Eds.) Oxford University Press, USA. 438-452.
65. Abrahamson, E. and Weller, J. M. Jusqu'ou Aimer le Désordre ? 2008 *Le Journal de L'Ecole de Paris du Management*. 73: 22-29.
52. Abrahamson, E. 2008. 22 Things I Hate: Mini Rants on Management Research. *Journal of Management Inquiry*, 17(4): 422-425.
51. Abrahamson, E., & Eisenman, M. 2008. Employee-management Techniques: Transient Fads or Trending Fashions? *Administrative Science Quarterly*, 53(4): 719-744.
49. Abrahamson, E. and Freidman, D. 2008. Taydellinen Sekasotku. (Finish Translation)
48. Abrahamson, E. and Freidman, D. 2008. Un Peu de Desordre = Beaucoup de Profit (French)
47. Abrahamson, E. and Freidman, D. 2008. Uma Bgunca Perfeita. (Portuguese).
46. Abrahamson, E. and Freidman, D. 2008. A perfect Mess (2nd Chinese Translation)
45. Abrahamson, E. and Freidman, D. 2008. A perfect Mess (Japanese Translation)

44. Abrahamson, E. and Freidman, D. 2008. Bajecny Chaos. (Czech Translation)
43. Abrahamson, E. and Freidman, D. 2008. Popolna Zmesnjava (Slovenian Translation)
42. Abrahamson, E. and Freidman, D. 2008. A perfect Mess (Korean Translation)
41. Abrahamson, E. and Freidman, D. 2007. La Forza Del Disordine (Italian Translation)
40. Abrahamson, E. and Freidman, D. 2007. Das Perfekte Chaos (German Translation)
39. Abrahamson, E. and Freidman, D. 2007. Elogio Del Desoren (Spanish Translation)
38. Abrahamson, E. and Freidman, D. 2007. A Perfect Mess (Japanese Translation)
37. Abrahamson, E. and Freidman, D. 2007. A perfect Mess (Chinese Translation)
36. Abrahamson, E. and Freidman, D. 2007. De Wet De Stimulerende Wanorde (Dutch)
35. Abrahamson, E. and Freidman, D. 2007. Ett Kreativitet Kaos (Swedish Translation)
50. Tsui, A. S., Zhao, S., & Abrahamson, E. 2007. What to Study in China? Choosing and Crafting Important Research Questions. *Management and Organization Review*, 3(2): 171 - 326.
34. Abrahamson, E. and Freidman, D. 2006. A perfect Mess: The Hidden Benefits of Disorder, How cluttered closets, jumbled offices, and on-the-fly planning make the world a better place. Little Brown and Co.
64. Abrahamson, E. 2006. Review of *Global Ideas: How Ideas, Objects, and Practices Travel in the Global Economy*, Barbara Czarniawska and Guje Sevón, eds. Frederiksberg, Denmark: Liber and Copenhagen Business School Press, 2005. *Administrative Science Quarterly*.
63. Abrahamson, E. 2004. *Change Without Pain: How Managers Can Overcome Initiative Overload, Organizational Chaos, and Employee Burnout*. Harvard Business School Press. \* This book won the best book award for change management from *Strategy and Business*.
62. Abrahamson, E. 2004. *Mudança Organizacional*. (Portuguese Translation)
33. Abrahamson, E. 2004 *Resource Recombination: Leveraging the People, Processes, and Technology You Already Have Will Ease The Pain Of Change*. Optimize.

32. Abrahamson, E. 2004a. Avoiding Repetitive Change Syndrome. MIT Sloan Management Review, 45(2): 93-95. <https://sloanreview.mit.edu/article/avoiding-repetitive-change-syndrome/>
31. Abrahamson, E. 2004b. Managing change in a world of excessive change: Counterbalancing creative destruction and creative recombination, Ivey Business Journal, Vol. 68: 1-9: Ivey Business Journal.
30. Abrahamson, E. 2004c. Try This. Sales & Marketing Management, 156(4): 17-17.
29. Abrahamson, E. 2004d. Using Creative Recombination to Manage Change. Employment Relations Today (Wiley), 30(4): 33-41.
28. Abrahamson, E. 2002. Disorganizational Theory and Disorganizational Behavior: Towards and Etiology of Messes. Research in Organizational Behavior, 24: 139-180.
61. Abrahamson, E. 2002. Or Is It a Fad? In The Interaction of Complexity and Management, Edited by Michael R. Lissack Quorum Books. Westport, Conn.
60. Abrahamson, E. and Fairchild, G. 2001. Knowledge Industries and Idea Entrepreneurs. The Entrepreneurship Dynamic in Industry Evolution. Schoonhoven and Romanelli Eds. Stanford University Press, pg. 147-177.
27. Abrahamson, E., & Eisenman, M. 2001. Why management scholars must intervene strategically in the management knowledge market. Human Relations, 54(1): 67-75.
26. Abrahamson, E., & Van Veen, K. 2001. Accounting, Themanummer: managementmodes. Jaargang, 1248(December): 384-394.
25. Abrahamson, E. 2000. Change Without Pain, Harvard Business Review, Vol. 78: 75-79: Harvard Business School Publication Corp. <https://hbr.org/2000/07/change-without-pain>
24. Abrahamson, E., & Fairchild, G. 2000. Knowledge Industries and Idea Entrepreneurs. In E. R. Kay Schoonhoven (Ed.), The Entrepreneurship Dynamic in Industry Evolution.
23. Abrahamson, E. 1999. Management Fashion: Lifecycles, Triggers, and Collective Learning Processes. Administrative Science Quarterly, 44: 708-740.
- \* This article won the Best Paper Award of the Academy of Management Organization and Management Theory Division for 1997.

22. Rosenkopf, L., & Abrahamson, E. 1999. Modeling Reputational and Informational Influences in Threshold Models of Bandwagon Innovation Diffusion. *Computational and Mathematical Organization Theory*, 5(4): 361-384.

21. Abrahamson, E., & Fairchild, G. 1999. Management Fashion: Lifecycles, Triggers, and Collective Learning Processes. *Administrative Science Quarterly*, 44: 708-740.

20. Abrahamson, E. 1997. The Emergence and Prevalence of Employee Management Rhetorics: The Effects of Long Waves, Labor Unions, and Turnover, 1875 to 1992. *Academy of Management Journal*, 40: 491-533.

\* This article was a finalist for the Organizational Behavior Best Paper of the Year award.

19. Abrahamson, E., & Hambrick, D. C. 1997. Attentional Homogeneity in Industries: The Effect of Discretion. *Journal of Organizational Behavior*, 18: 513-532.

Abrahamson, E., & Rosenkopf, L. 1997. Social network effects on the extent of innovation diffusion: A computer simulation. *Organization Science*, 8: 289-309.

18. Low, M. B., & Abrahamson, E. 1997. Movements, bandwagons, and clones: Industry evolution and the entrepreneurial process. *Journal of Business Venturing*, 12(6): 435.

59. Abrahamson, E. and Fairchild, G. 1997. Management Fashion: Life Cycle, Triggers, and Collective Learning Processes. *Academy of Management: Best Paper Proceedings*

58. Kabanoff, B. and Abrahamson, E. 1996. OB Meets the Information Superhighway *Handbook of Organizational Behavior*. Cooper, C. L., and Jackson, S. E. (Eds.) John Wiley & Sons, Ltd.

57. Abrahamson, E. 1996. Technical and Aesthetic Fashions. 1996 *Travels of Ideas* (B. Czarniawska-Joerges and G. Sevón eds.) DeGruyter.

55. Abrahamson, E. 1996. Management Fashion, Academic Fashion, and Enduring Truths. (commentary). *Academy of Management Review*, 21: 616-618.

17. Abrahamson, E., & Amir, E. 1996 The Association Between the Information Contained in the President's Letter to Shareholders and Accounting Market Variables. *Journal of Business Finance and Accounting*, 23: 1157-1182.

16. Abrahamson, E. 1996a. Management fashion. *Academy of Management Review*, 21: 254 - 285. [https://www.jstor.org/stable/258636?seq=1#metadata\\_info\\_tab\\_contents](https://www.jstor.org/stable/258636?seq=1#metadata_info_tab_contents)



\* This article was a finalist for the Award for the Best Article published in the Academy of Management Review in 1996.

15. Abrahamson, E. 1996b. Technical and Aesthetic Fashions. In G. S. Barbara Czarniawska (Ed.), *Translating Organizational Change*. Berlin: DeGruyter.

14. Abrahamson, E. 1996c. Management fashion, academic fashion, and enduring truths. *Academy of Management. The Academy of Management Review*, 21(3): 616.

13. Hambrick, D. C., & Abrahamson, E. 1995. Assessing Managerial Discretion across Industries: A Multimethod Approach. *The Academy of Management Journal*, 38(5): 1427-1441.

12. Abrahamson, E., & Fombrun, C. J. 1994a. Macrocultures: Determinants and Consequences. *Academy of Management Review*, 19(4): 728-755.

11. Abrahamson, E., & Park, C. 1994. Concealment of Negative Organizational Outcomes: An Agency Theory Perspective. *Academy of Management Journal*, 37(5): 1302-1334.

\* This article won the Award for the Best Article published in the Academy of Management Journal in 1995.

10. Abrahamson, E., & Fombrun, C. J. 1994b. Macrocultures: Determinants and Consequences. *The Academy of Management Review*, 19(4): 728-755.

54. Abrahamson, E. 1994. The Diffusion of Strategic Management Frameworks: So What? and So Now What? (Commentary) *Advances in Strategic Management*, 12B: 147-151.

9. Abrahamson, E., & Rosenkopf, L. 1993a. Institutional and Competitive Bandwagons: Using Mathematical Modeling as a Tool to Explore Innovation Diffusion. *Academy of Management Review*, 18(3): 487-517.

8. Abrahamson, E., & Rosenkopf, L. 1993b. Institutional and competitive bandwagons. *Academy of Management Review*, 18: 487-517.

\*This article won the Best Paper Award of the Academy of Management Organization and Management Theory Division for 1990.

7. Abrahamson, E., & Fombrun, C. J. 1992. Forging the Iron Cage: Interorganizational Networks and the Production of Macro-Culture, *Journal of Management Studies*, Vol. 29: 175-194: Blackwell Publishing Limited.
  6. Abrahamson, E. 1991. Managerial Fads and Fashions: The Diffusion and Rejection of Innovations. *Academy of Management Review*, 16: 586-612.
  5. Ginsberg, A., & Abrahamson, E. 1991. Champions of Change and Strategic Shifts: The Role of Internal and External Change Advocates, *Journal of Management Studies*, Vol. 28: 173-190: Blackwell Publishing Limited.  
[https://www.jstor.org/stable/258919?seq=1#metadata\\_info\\_tab\\_contents](https://www.jstor.org/stable/258919?seq=1#metadata_info_tab_contents)
  4. Abrahamson, E. and Rosenkopf, L. 1990. When Do Bandwagon Diffusions Roll? How Far Do They Go? And When Do They Roll Backwards? *Academy of Management: Best Paper Proceedings*, 50: 155.
- \* This article won the Best Paper Award of the Academy of Management Organization and Management Theory Division for 1990.
3. Abrahamson, E. 1990. Fads and fashions in administrative technologies. Graduate School of Business Administration, New York University.
  2. Dutton, J. E., Walton, E. J., & Abrahamson, E. 1989. Important Dimensions of Strategic Issues: Separating the Wheat From the Chaff, *Journal of Management Studies*, Vol. 26: 379-396: Blackwell Publishing Limited.
  1. Abrahamson, E. 1986. Organizational Fashion: The Evolution of Technological, Structural, and Strategic Norms. Paper presented at the Academy of Management Meeting, Chicago.

## CASES COURSES AND CD ROMS

2009 Ed Heffernan at ADS - Columbia CaseWorks

2009 Jean Spire at Teleswitches Std.- Columbia CaseWorks

2009 A Perfect Mess by Eric Abrahamson - Iphone Application

2008 Building Power and Exerting Influence: The Case of Christen Peters - Columbia CaseWorks

2007 Audio Book: Abrahamson, E. and Freidman, D. A perfect Mess: The Hidden Benefits of Disorder, How cluttered closets, jumbled offices, and on-the-fly planning make the world a better place. Little Brown and Co.

2007 Cliff Baxter and The Culture of Enron Case -- case

2002 Michael Beer , Nitin Nohria , Jeanie Daniel Duck , Eric Abrahamson , John P. Kotter. Managing Change (CD-ROM). Harvard Business School Press.

2000 Managing Teams for Better Performance. Unext. Com - Cardean University.

2005 Change Without Pain. Unext. Com - Cardean University.

2005 Motivating Employee Performance. Unext. Com - Cardean University.

2005 Leading and Managing in Organizations. Unext. Com - Cardean University.

## PROFESSIONAL PRESENTATIONS

This list does not reflect the order of co-authorship.

2015 Clashing Fashions and Institutions: Mid-Life Uncertainty in Diffusing Organizational Techniques. Eric Abrahamson, Sungyong Chang, Yoonjin Choi, Ivan Katic, Academy of Management.

2015 Experiments in Institutional Theory and Strategy Research. Academy of Management.

2015 On the Beginning of a New Beginning: Connecting with a Collective Mind in Form Emergence. Academy of Management

How to Improve on Statistical Significance: Effect Sizes, CIs, Graphs and Baseline Models Eric Abrahamson, William H. Starbuck, Andreas Schwab. Academy of

Management. 2014 The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans. Eric Abrahamson, William H. Starbuck, Andreas Schwab. Academy of Management.

2013 The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans. Eric Abrahamson, William H. Starbuck, Andreas Schwab. Academy of Management.

2012 The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans. Academy of Management.

2011 The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans. Academy of Management.

2008 Organized by Willow Sheremata (York University). Abrahamson, E. Symposium "Advocates and Activists for Deductive Theory" has been selected as the winner of the OMT Division Best Symposium Proposal Award for the Academy Management Meeting, 2008.

2008 Abrahamson, E. Symposium "Opposite Day" All-Academy symposium. Academy of Management

2008 Abrahamson, E. and Michigan, R. Relations of Mass-Media Communication about Management Techniques and Organizational Reports of their Adoption. To be OMT division of the Academy Management Meeting.

2007 Abrahamson, E. What honest research might look like? Paper presented during the symposium on Rejecting the Null Hypothesis, Academy of Management National Meeting, Miami.

2005 Abrahamson, E. Torturing Data Until It Speaks: Significance Testing and the File Drawer Problem in Organizational Research. Paper presented during the symposium on Rejecting the Null Hypothesis, Academy of Management National Meeting, Miami.

2003 Abrahamson, E. Not Repeating Old Diffusionist History. Paper

resented during the symposium on Network Markets And Bandwagons: Economic And Sociological Approaches To Understanding Increasing Returns, Organizational and Management Theory Division, Academy Of Management National Meeting, Chicago.

2003 Abrahamson, E. Critical Management Fashion Theory. Symposium paper presented at the Academy Of Management National Meeting, Chicago.

2001 Abrahamson, E. and Eisenman, M. The Evolution Of Technical Business Knowledge. Paper presented at the Organization Management and Theory Division, Academy of Management National Meeting, Washington.

2001 Abrahamson, E. and Eisenman, M. Fashion Trends as Evolutionary Processes: The Employee Management Knowledge Niche (1971 to 2000). Paper presented at the

Organization Management and Theory Division, Academy of Management National Meeting, Washington.

1999 Abrahamson, E. and Fairchild, G. Knowledge Industries and Idea Entrepreneurs.

1998 Abrahamson, E. and Fairchild, G. Management Fashion: Life Cycle, Triggers, and Collective Learning Processes. Paper presented at the Organization Management and Theory Division, Academy of Management National Meeting, Boston.

1997 Abrahamson, E. and Fairchild, G. The Path Interdependence of Management Fashions. Symposium presentation in the Organization Management and Theory Division, Academy of Management National Meeting, Boston.

1997 Abrahamson, E. Management Theory: From what? and For Whom? Symposium presentation at Organization Management and Theory Division, Academy of Management National Meeting, Boston.

1996 Abrahamson, E. and Katrishen, F. Explaining International Strategy Decisions From Contrasting Diffusion Perspectives. Paper presented at the International Business Division, Academy of Management National Meeting, Cincinnati.

1995 Abrahamson, E. The Emergence and Prevalence of Employee-Management Rhetorics: Long-Run and Short-Run Determinants, 1913 to 1992. Paper presented at the Organization Management and Theory Division, Academy of Management National Meeting, Vancouver.

1995 Abrahamson, E. and Hambrick, D. Attentional and Strategic Homogeneity in Industries: the Opposing Effects of Discretion Paper presented at the Organization and Management Theory Division, Academy of Management National Meeting, Vancouver.

1995 Abrahamson, E. and Low, M. Organizational Foundings and Industry Evolution: Different Configurations for Different Stages.

1994 Abrahamson, E. Strategic and Attentional Homogeneity. Paper presented at the Social Construction of Industries Conference. Chicago, IL.

1994 Abrahamson, E. and Hegeman, R. Strategic Conformity: An Institutional Theory Explanation. Paper presented at the Organization and Management Theory Division, Academy of Management National Meeting, Dallas.

1994 Abrahamson, E. Semi-Automated Content Analysis: A Panacea for Analyzing Large Numbers of Annual Reports to Shareholders. Symposium presentation at the

Managerial and Organizational Cognition, and the Research Methods Divisions, Academy of Management National Meeting, Dallas.

1993 Abrahamson, E. Management Fashion. Paper presented at the Swedish School of Economics and Business Administration. Helsinki, Finland

1993 Abrahamson, E. Management Fashion. Paper presented at the EGOS. Paris, France.

1993 Abrahamson, E. and Rosenkopf, L. Simulating the Bandwagon Diffusion of Innovations Through Inter-Organizational Networks. Paper presented at the Organization and Management Theory Division, Academy of Management National Meeting, Atlanta.

1993 Abrahamson, E., Murray, L. and Tushman, M. Movements, Bandwagons and Ventures: A Preliminary Empirical Test. Paper presented at the Entrepreneurship Division, Academy of Management National Meeting, Atlanta.

1992 Abrahamson, E. What is the Scope of Deterministic Theories of Organizations?: A Theory of Random Variation in Organizational Phenomena. Paper presented at the Academy of Management Review Theory Development Workshop, Academy of Management National Meeting, Las Vegas.

1992 Abrahamson, E. Low, M. Movements, Bandwagons and Ventures: Density Dependence and the Entrepreneurial Process. Paper presented at the Entrepreneurship Division, Academy of Management Meeting, Las Vegas.

1992 Abrahamson, E. and Park, C. When Do Managers Describe their Organizations and Environments in Negative Terms? The Effect of the SEC, Boards of Directors and Ownership Configurations. Paper presented at the Communication Division, Academy of Management National Meeting, Las Vegas.

1991 Abrahamson, E. Trickle-Down and Trickle-Up Diffusion Processes: Simulating the Impact of Reputation on Two-Stage Diffusion Models. Paper presented at Organization and Management Theory Division, Academy of Management National Meeting, Miami

1991 Abrahamson, E. and Rosenkopf, L. Institutional and Competitive Bandwagons: Using Mathematical Modeling as a Tool to Explore Innovation Diffusion. Paper presented at the Academy of Management Review Theory Development Workshop, Academy of Management National Meeting, Miami.

1990 Abrahamson, E. and Rosenkopf, L. When Do Bandwagon Diffusions Roll? How Far Do They Go? and When Do They Roll Backwards?: A Computer Simulation. Paper

presented at the Organization and Management Theory Division, Academy of Management National Meeting, San Francisco.

1990 Abrahamson, E. Symbolic Manipulation or Institutional Conformity?: Investigating the Language of Firms Declining Towards Bankruptcy. Paper presented at the Meetings of the International Sociological Association, Madrid, Spain.

1988 Abrahamson, E. Organizational Communication During Financial Crises: Institutional Conformity or Symbolic Manipulation. Paper presented at the Management Communication Division, Academy of Management National Meeting, Anaheim.

1986 Abrahamson, E. Organizational Fashion: The Evolution of Technological, Structural, and Strategic Norms Paper presented at the Organization and Management Theory Division, Academy of Management, National Meeting, Chicago.

1986 Abrahamson, E. and Ginsberg, A. Legitimizing Strategic Change: The Influence of Executive Succession and External Consultants Paper presented at the Business Policy and Planning Division, Academy of Management, National Meeting, Chicago.

## OUTSIDE ACTIVITIES

Columbia Business School requires its faculty members to disclose any activities, over the last five years, which might present a real or apparent conflict of interest. Here is the list of my outside activities. None.