

Paul Ingram
Kravis Professor of Business
Columbia Business School

January 1, 2023

Office Address:

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Graduate School Business
Columbia University
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Academic Appointments

Columbia University, Graduate School of Business Administration

1/07- Kravis Professor of Business
1/04- Professor of Business
1/00 -12/03 Associate Professor of Business with tenure
6/98-12/00 Associate Professor of Business

Carnegie Mellon University, Graduate School of Industrial Administration,

1/98-6/98 Associate Professor of Industrial Administration, Xerox Research Chair
9/94-12/97 Assistant Professor of Industrial Administration

Visiting Appointments

University of Toronto, Rotman School of Management

7/03-6/04 J.R.S. Prichard and Ann Wilson Visiting Professor of Management

Tel Aviv University, Department of Labor Studies

Spring 1999 Visiting Associate Professor

Education

S.C. Johnson Graduate School of Management, Cornell University, Ithaca, NY

8/90-6/94 Ph.D. in Organizational Behavior.
6/93 M.S. (Management)

Brock University, St. Catharines, Ont., Canada

9/86-8/90 BBA (1st Class Honors & Governor General's Medal) in Accounting

Journal Publications

Ingram, Paul. Forthcoming. "Identity multiplicity and the formation of professional network ties." Academy of Management Journal.

Choi, Yoonjin, Paul Ingram and Sang Won Han. Forthcoming. "Cultural Breadth and Embeddedness: The Individual Adoption of Organizational Culture as a Determinant of Creativity." Administrative Science Quarterly.

Banerjee, Mitali, Benjamin Cole and Paul Ingram. Forthcoming. "Distinctive from what? And for whom? Deep learning-based product distinctiveness, social structure, and third-party certifications." Academy of Management Journal.

Kuwabara, Ko, Soo Min Cho, Jiyin Cao and Paul Ingram. Forthcoming. "Lay theories of instrumental relations: Explaining individual differences in dispositional similarity-attraction." Academy of Management Journal.

Ingram, Paul and Jean Oh. 2022. "Mapping the Class Ceiling: The social class disadvantage for attaining management positions." Academy of Management Discoveries. 8: 56-76.

Katic, Ivana and Paul Ingram. 2018. "Income Inequality and Subjective Wellbeing: Towards an Understanding of the Relationship and Its Mechanisms." Business and Society,57: 1010-1044.

Brian S. Silverman and Paul Ingram. 2017. "Asset Ownership and Incentives in Early Shareholder Capitalism: Liverpool Shipping in the 18th Century." Strategic Management Journal, 38:854-875.

Ingram, Paul and Brian S. Silverman. 2016. "The cultural contingency of structure: Evidence from entry to the slave trade in and around the abolition movement." American Journal of Sociology, 122: 755-797.

- Gould Prize from the American Journal of Sociology
- Collective Behavior and Social Movements Best Paper Award from the American Sociological Association

Zou, Xi, Paul Ingram and E. Tory Higgins. 2015. "Social Networks and Life Satisfaction: The Interplay of Network Density and Regulatory Focus." Motivation and Emotion, 39:693-713.

Yue, Lori, Hayagreeva Rao and Paul Ingram. 2013. "Information Spillovers from Protests Against Corporations: A Tale of Walmart and Target." Administrative Science Quarterly, 58: 669-701.

Zou, Xi and Paul Ingram. 2013. Bonds and Boundaries: Network Structure, Organizational Boundaries, and Job Performance. Organizational Behavior and Human Decision Processes: 120: 98-109.

Alcacer, Juan and Paul Ingram. 2013. "Spanning the Institutional Abyss: The Intergovernmental Network and the Governance of Foreign Direct Investment." American Journal of Sociology: 118: 1055-1098.

Yue, Lori, Jiao Luo and Paul Ingram. 2013. The failure of private regulation: Elite control and market crises in the Manhattan banking industry." Administrative Science Quarterly, 58; 37-68.

Ingram, Paul, Brian Silverman and Hayagreeva Rao. 2012. "History in Strategy Research: What, Why and How?" Advances in Strategic Management, 29: 241-273.

Parichuri, Srikanth and Paul Ingram. 2012. "Appetite for Destruction: The Impact of the September 11 Attacks on Business Founding." Industrial and Corporate Change, 21: 127-149.

Rao, Hayagreeva, Lori Qingyuan Yue, and Paul Ingram. 2011. Laws of Attraction: Regulatory Arbitrage in the Face of Activism in Right-to-work States. American Sociological Review, 76(3): 365-385.

- Honorable Mention in Law and Society Association's 2012 Article Prize

Ingram, Paul and Magnus T. Torfason. 2010. "Organizing the In-Between: The Population Dynamics of Network Weaving Organizations in the Global Interstate Network." Administrative Science Quarterly, 55: 577-605.

Rao, Hayagreeva, Lori Q. Yue, Paul Ingram. 2010. "Activists, categories, and markets: Racial diversity and protests against WalMart store openings in America." Research in the Sociology of Organizations. 31: 235-253.

Ingram, Paul, Lori Q. Yue, Hayagreeva Rao. 2010. "Trouble in Store: Probes, Protests and Store Openings by Wal-Mart: 1998-2005." American Journal of Sociology. 116: 53-92.

Torfason, Magnus T. and Paul Ingram, P. 2010. "The Rise of Global Democracy: A Network Account." American Sociological Review, 75:355-377.

Erev, Ido, Paul Ingram, Ornit Raz and Dror Shany. 2010. Continuous punishment and the potential of

gentle rule enforcement. Behavioural Processes, 84: 366-371.

Chua, Roy Y.J., Michael W. Morris and Paul Ingram. 2010. "Embeddedness and new idea discussion in professional networks: The mediating role of affect based trust." Journal of Creative Behavior, 44: 85-104.

Ingram, Paul, Jiao Luo and Joseph P. Eshun. 2010. "Institutional rivalry and the entrepreneurial strategy of economic development: Business incubator foundings in three states." Research in the Sociology of Work. 21: 127-155.

Chua, Roy, Michael Morris and Paul Ingram. 2009. "Guanxi versus Networking: Distinctive Configurations of Affect- and Cognition-based Trust in the Networks of Chinese versus American Managers." Journal of International Business Studies, 40: 490-508.

Ingram, Paul and Lori Q. Yue. 2008. "Structure, affect and identity as bases of organizational competition and cooperation." Academy of Management Annals, 2: 275-303.

Ingram, Paul and Xi Zou. 2008. "Business Friendships." Review of Organizational Behavior, 28: 167-184.

Chua, Roy, Paul Ingram and Michael Morris. 2008. "From the head and the heart: Locating cognition- and affect-based trust in managers' professional networks." Academy of Management Journal, 51: 436-452.

Ingram, Paul and Michael Morris. 2007. "Do people mix at mixers? Structure, homophily and the pattern of encounter at a business networking party." Administrative Science Quarterly 52: 558-585.

Ingram, Paul and Arik Lifschitz. 2006. "Kinship in the shadow of the corporation: The interbuilder network in Clyde River shipbuilding, 1711-1990." American Sociological Review, 71: 334-352.

Ingram, Paul, Jeffrey Robinson and Marc L. Busch. 2005. "The Intergovernmental Network of World Trade: IGO Connectedness, Governance and Embeddedness." American Journal of Sociology, 111: 824-858.

Ingram, Paul and Hayagreeva Rao. 2004. "Store wars: The enactment and repeal of anti-chain legislation in the United States." American Journal of Sociology, 110: 446-487.

Simons, Tal and Paul Ingram. 2004. "An Ecology of Ideology: Theory and Evidence from Four Populations." Industrial and Corporate Change, 13: 33-59.

Simons, Tal and Paul Ingram. 2003. "Enemies of the State: Interdependence between institutional forms and the ecology of the kibbutz, 1910-1997." 44: 592-62, Administrative Science Quarterly.

Ingram, Paul and Tal Simons. 2002. "The transfer of experience in groups of organizations: Implications for performance and competition." Management Science, 48: 1517-1533

Ingram, Paul and Peter Roberts. 2000. "Friendships with competitors in the Sydney hotel industry." American Journal of Sociology, 106: 387-423.

Argote, Linda and Paul Ingram. 2000. "Knowledge transfer: the basis of competitive advantage in firms." Organizational Behavior and Human Decision Processes, 82: 150-169.

Reprinted in Annual Editions: Organizational Behavior, 2002-2003. Volume 3. Fred E. Maidment (ed.). Guilford, CT: McGraw Hill/Dushkin.

Reprinted in William Starbuck (ed.), 2007. Organizational Learning and Knowledge

Management. Cheltenham, UK: Edward Elgar.

Ingram, Paul and Tal Simons. 2000. "State formation, ideological competition, and the ecology of Israeli workers' cooperatives, 1920-1992." Administrative Science Quarterly, 45: 25-53.

Ingram, Paul and Karen Clay. 2000. "The new institutionalism in the social sciences." Annual Review of Sociology, 26: 525-546.

Argote, Linda, Paul Ingram, John Levine and Richard L. Moreland. 2000. "Knowledge transfer in organizations: Learning from the experience of others." 82: 1-8, Organizational Behavior and Human Decision Processes.

Simons, Tal and Paul Ingram. 2000. "The kibbutz for organizational behavior." Research in Organizational Behavior, 22: 383-423.

Baum, Joel A.C. and Paul Ingram. 1998. "Population-level learning in the Manhattan hotel industry, 1898-1980." 44: 996-1016, Management Science.

Reprinted in William Starbuck (ed.), 2007. Organizational Learning and Knowledge Management. Cheltenham, UK: Edward Elgar.

Simons, Tal and Paul Ingram. 1997. "Organization and ideology: Kibbutzim and hired labor, 1951-1965." 42: 784-813, Administrative Science Quarterly.

Ingram, Paul and Joel A.C. Baum. 1997. "Opportunity and Constraint: Organizations= Learning from the Operating and Competitive Experience of Industries." 18 (summer special edition): 75-98, Strategic Management Journal.

Ingram, Paul and Joel A.C. Baum. 1997. "Chain Affiliation and the Failure of Manhattan Hotels, 1898-1980." 42: 68-102, Administrative Science Quarterly.

Ingram, Paul and Crist Inman. 1996. "Institutions, intergroup rivalry, and the evolution of hotel populations around Niagara Falls." 41: 629-658, Administrative Science Quarterly.

Ingram, Paul. 1996. "Organizational form as a mechanism for generating credible commitment: The evolution of naming strategy in the U.S. hospitality industry." 17 (summer special edition): 85-98, Strategic Management Journal.

Ingram, Paul and Tal Simons. 1995. "Institutional and resource dependence determinants of responsiveness to work family issues." 38: 1466-1482, Academy of Management Journal.

Books

Ingram, Paul and Brian Silverman (eds.). 2002. The New Institutionalism in Strategic Management. New York: JAI.

Ingram, Paul. 1996. The Rise of Hotel Chains in the United States, 1896-1980. New York: Garland Press.

Book Chapters

Ingram, Paul, and Bill Duggan. 2016. "Improvisation in Management." In the Oxford Handbook of Critical Improvisational Studies, George E. Lewis and Benjamin Pickut (eds.) pp. 385-395, New York: Oxford University Press.

Yue, Lori Qingyuan and Paul Ingram. 2012. Industry Self-Regulation as a Solution of Reputation

Commons: A Case of the Commercial Bank Clearinghouse. Oxford Handbook of Reputation Commons.

Ingram, Paul. 2007. "Institutionalism." In the Encyclopedia of Sociology. New York: Blackwell.

Ingram, Paul. 2005. "Interorganizational Relations." In Nigel Nicholson, Pino Audia and Madan Pillutla (eds.), Encyclopedic Dictionary of Organizational Behavior. Pp. 185-187. New York: Blackwell.

Ingram, Paul and Brian Silverman. June 2002. "Introduction: The New Institutionalism in Strategy." Advances in Strategic Management, 19: 1-32.

Ingram, Paul. 2002. "Interorganizational Learning." In Joel A.C. Baum (ed.), Companion to Organizations 642-663. New York: Blackwell.

Baum, Joel A.C. and Paul Ingram. 2002 "Interorganizational learning and network organizations: Toward a behavioral theory of the 'interfirm'." In Mie Augier and James G. March (eds.), The Economics of Choice, Change, and Organization. Essays in the memory of Richard M. Cyert. Cheltenham UK: Edward Elgar.

Ingram, Paul and Joel A.C. Baum. 2001. "Interorganizational learning and the dynamics of chain relationships." Advances in Strategic Management. 18: 109-140.

Ingram, Paul and Peter Roberts. 1999. "Intraorganizational evolution in the U.S. pharmaceutical industry." In Joel Baum and Bill McElvey (eds.), Variations in Organization Science, 155-168.

Ingram, Paul. 1998. "Changing the rules: Interests, organizations and institutional change in the U.S. hospitality industry." In Mary Brinton and Victor Nee (eds.), The new institutionalism in sociology, 258-276. New York: Russell Sage Foundation.

Nee, Victor and Paul Ingram. 1998. "Embeddedness and beyond: Institutions, exchange and social structure." In Mary Brinton and Victor Nee (eds.), The new institutionalism in sociology, 19-45. New York: Russell Sage Foundation.

Reprinted in: New Developments in Economic Sociology. 2005. Richard Swedberg (ed.). London: Edward Elgar.

Ingram, Paul. 1998. "Entrepreneurial capacity and the growth of chain organizations." Advances in Strategic Management, 15: 19-35.

Editorships of Special Issues of Journals

Argote, Linda, Paul Ingram, John Levine and Dick Moreland. 2000. Special issue of Organizational Behavior and Human Decision Processes on the Psychological Underpinnings of Knowledge Transfer. vol. 82, no. 1.

Proceedings Publications and Other Publications

Ingram, Paul. 2022. "What Does Your Company Really Stand For?" Harvard Business Review, (cover story) November-December. Pages 40-47.

Ingram, Paul. 2021. "The forgotten dimension of diversity." Harvard Business Review, January-February. Pages 58-67.

Choi, Yoonjin, Sheena Iyengar and Paul Ingram. 2017. The Authenticity Challenge: How a Values-affirmation exercise Can Engender Authentic Leadership. Academy of Management Best Paper Proceedings, 17318; doi:10.5465/AMBPP.2017.

Ingram, Paul. 2009. "Review of 'Logics of Organizational Theory: Audiences, Codes and Ecologies' by Michael Hannan, Glenn Carroll and Laslo Polos. American Journal of Sociology. 115: 567-569.

Yue, Lori Qingyuan, Jiao Luo, and Paul Ingram. 2009. The strength of a weak institution: clearing house, Federal Reserve, and the survival of commercial banks in Manhattan. Academy of Management Best Paper Proceedings, Academy of Management Meeting, Chicago.

Ingram, Paul. 2003. "Review of 'Toward a Comparative Institutional Analysis,' by Masahiko Aoki." Contemporary Sociology, 32: 314-315.

Ingram, Paul L. and Crist Inman. 1994. "The pragmatics of cooperation: Rivalry, ribaldry and recourse at Niagara Falls," in D.P. Moore (ed.) Academy of Management Best Paper Proceedings, Academy of Management: Dallas, TX.

Ingram, Paul. Review of Utopia in Zion: The Israeli Experience with Worker Cooperatives by Raymond Russell. Administrative Science Quarterly, 42: 829-830.

Ingram, Paul and Tal Simons. 1999. "The exchange of experience in a moral economy: Thick ties and vicarious learning in kibbutz agriculture." Academy of Management Best Paper Proceedings.

Awards and Honors

5/22	Commitment to Excellence Award EMBA 2022 Class (elected by graduating students)
1/21	Commitment to Excellence Award, Global EMBA 2021 Class (elected by graduating students)
5/18	Commitment to Excellence Award, EMBA 2018 Class (elected by graduating students)
8/17	Gould Prize from the American Journal of Sociology
8/17	Collective Behavior and Social Movements Best Paper Award from the American Sociological Association
8/17	Organizational and Management Theory Best Paper Award from the Academy of Management
5/17	Commitment to Excellence Award, EMBA 2017 Class (elected by graduating students)
12/12	Feigenbaum Best Paper Award, Israeli Strategy Conference
9/12	Chosen by graduating EMBA students to deliver "Last Lecture" of their program
5/12	Commitment to Excellence Award, GEMBA Asia Summer 2012 Class (elected by graduating students)
9/11	Commitment to Excellence Award, EMBA Fall 2011 Class (elected by graduating students)
9/11	Chosen by graduating EMBA students to deliver "Last Lecture" of their program
5/11	Commitment to Excellence Award, EMBA Global Asia, 2011 Class (elected by graduating students)
5/11	Graduation Speaker of the 2011 EMBA Global Asia Class (elected by graduating students)
10/10	Graduation Speaker of Fall 2010 EMBA Class (elected by graduating students)
4/10	Graduation Speaker of Spring 2010 EMBA Class (elected by graduating students)
9/07	Dean's Award for Core Course Teaching
1/07	Kravis Chair of Business, Columbia University
11/04	Distinguished Graduate Award, Taro School of Business, Brock University
7/03-6/04	Prichard Chair, University of Toronto
7/99-1/01	David W. Zalaznick Chair, Columbia Business School
9/97	Xerox Research Chair, Graduate School of Industrial Administration
5/91-6/94	Social Science and Humanities Research Council of Canada Doctoral Fellowship.
5/91	Governor General's Academic Medal, Brock University & Government of Canada.

Professional Service

Associate Editor, Academy of Management Discoveries, 2017-2020

Faculty Director of the Columbia Advanced Management Program, 2006-present

Senior Editor for Organization Science, 1/04 – 6/05

Consulting Editor for American Journal of Sociology, 1/2002 – 12/2003

Associate Editor for Management Science (Organization performance, strategy and design area), 11/97 – 6/04.

Editorial board of Administrative Science Quarterly, 12/97 – 12/2012

Editorial board of Strategic Organization, 9/01 – 12/08

Chairman, INFORMS College of Organization Science, 2001-2002.

Representative at Large, Organization and Management Theory Division of Academy of Management, 2000-2003.

Fellow of the Institute for Social and Economic Theory and Research, Columbia University

Reviewer for Sociological Forum, American Sociological Review, Strategic Management Journal, Academy of Management Journal, Academy of Management Review, Organizational Science, Research in the Sociology of Organizations, Industrial Relations Journal, National Science Foundation, Qualitative Sociology, Social Forces, Social Sciences and Humanities Research Council of Canada, Bi-National Science Foundation, International Organization, Journal of Conflict Resolution, American Journal of Sociology, Organization Science, Management Science, Administrative Science Quarterly, Sociological Perspectives, Academy of Management Discoveries

Outside Activities

2023 to date: Veterinary Company (CA), Memorial Sloan Kettering

2022: Independent School (CA), Liberal Arts College (CA), Non-profit group (CA), Brooklyn Legal Services Company, NS1, Engineering Company (NS1), Memorial Sloan Kettering, NY Presbyterian Hospital, Global Fashion House (CA), Women's Development Organization (CA), Global Law Firm (CA), Media Company (CA), Tech Company (CA), Investment Manager (CA), Susman Godfrey LLC, Northwell, Veterinary Company (CA)

2021: Memorial Sloan Kettering, NY Presbyterian Hospital, Northwell Hospital System, Lottery Company (CA), Center for Curatorial Leadership, Credit Suisse, Non-profit group (CA), Women's Development Organization (CA), Columbia University Ophthalmology Department, Engineering Company (CA), Liberal Arts College (CA), Independent School (CA), Museum (CA), Healthcare Consultancy (CA)

2020: Memorial Sloan Kettering, NY Presbyterian Hospital, Global Insurance Company (confidentiality agreement, hereafter CA), Health Insurance Company (CA), Lottery Company (CA), Center for Curatorial Leadership, Credit Suisse, Metro Group, Non-profit group (CA), Non-profit group with youth focus (CA)

2019: Memorial Sloan Kettering, NY Presbyterian Hospital, Corporate Law Firm (confidentiality agreement, hereafter CA), Global Insurance Company (CA), Center for Curatorial Leadership, Museum of Modern Art, Atlas Field Services, Metro Group, Credit Suisse

2018: Memorial Sloan Kettering, Corporate Law Firm (confidentiality agreement, hereafter CA), American Institution for Conservation, Museum of Modern Art, IBM, NY Presbyterian Hospital, Kering