ÖZGECAN KOÇAK

Contact Information

Goizueta Business School
Emory University,
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Academic Employment

Goizueta Business School, Emory University
2017–. Associate Professor of Management.

School of Management, Sabancı University
2011–2017. Associate Professor of Management.
2006–2011. Assistant Professor of Management.

Columbia Business School, Columbia University
2003–2006. Assistant Professor of Management.

Education

Graduate School of Business, Stanford University
2003. Ph.D, Organizational Behavior.
Dissertation: Social Orders of Exchange: Effects and Origins of Social Order in Exchange Markets.

Stanford University
2001. M.A., Sociology.

Boğaziçi University
1998. B.A., Economics.
1998. B.A., Sociology.

Publications: Journal Articles

2022. Koçak, Özgecan, Daniel Levinthal, and Phanish Puranam. The dual challenge of search and coordination for organizational adaptation: How structures of influence matter. *Organization Science.*

2022. Koçak, Özgecan, Sanghyun Park, and Phanish Puranam. Ambiguity can Compensate for Semantic Difference. *Computers in Human Behavior Reports.*

2022. Koçak, Özgecan and Phanish Puranam. Separated by a common language: How the nature of code differences shapes communication success and code convergence. *Management Science.*

2021. Topaler, Başak, Özgecan Koçak, and Behlül Üsdiken. Positioning new identities for appeal: Configurations of optimal distinctiveness amid ancestral identities. *Strategic Organization.*

2020. Koçak, Özgecan and Massimo Warglien. When Three's a Crowd: How relational structure and social history shape organizational codes in triads. *Journal of Organization Design* 9(1): 1-27.

2019. Hsu, Greta, Balázs Kovács, and Özgecan Koçak. Experientially diverse customers and organizational adaptation in changing demand landscapes: A study of US cannabis markets, 2014–2016. *Strategic Management Journal* 40(3): 2214-41.

2018. Koçak, Özgecan and Phanish Puranam. Designing a Culture of Collaboration: When Changing Beliefs Is (Not) Enough. In John Joseph, Oliver Baumann, Richard Burton, Kannan Srikanth (ed.) *Organization Design (Advances in Strategic Management*) 40: 27 – 52.

2018. Hsu, Greta, Özgecan Koçak, and Balázs Kovács. Co-opt or co-exist? A study of medical cannabis dispensaries' identity-based responses to recreational-use legalization in Colorado and Washington. *Organization Science* 29(1): 172-190.

2014. Koçak, Özgecan, Michael T. Hannan,and Greta Hsu. Emergence of Market Orders: Audience Interaction and Vanguard Influence. *Organization Studies* 35:765-790.

2014. Koçak, Özgecan and Özge Can. Determinants of Inter-firm Networks Among Tenants of Science Technology Parks. *Industrial and Corporate Change* 23(2): 467-492.

2013. Koçak, Özgecan and Serden Özcan. How Does Rivals' Presence Affect Firms' Decision to Enter New Markets? Economic and Sociological Explanations *Management Science* 59:2586-2603.

2013. Üsdiken, Behlül, Başak Çizmeci Topaler, and Özgecan Koçak. Yasa, Piyasa ve Örgüt Tiplerinde Çeşitlilik: 1981 sonrasında Türkiye'de Üniversiteler. *Ankara Üniversitesi SBF Dergisi* 68:187-223.

2010. Negro, Giacomo, Özgecan Koçak, and Greta Hsu. Research on Categories in the Sociology of Organizations. *Research in the Sociology of Organizations* 31: 3–35.

2009. Hsu, Greta, Michael T. Hannan, and Özgecan Koçak. Multiple Category Memberships in Markets: A Formal Theory and Two Empirical Tests. *American Sociological Review* 74: 150–169.

2008. Koçak, Özgecan and Glenn Carroll. Growing Church Organizations in Diverse U.S. Communities, 1890-1926. *American Journal of Sociology* 113: 1272–1315.

2007. Baron, James, Michael T. Hannan, Greta Hsu, and Özgecan Koçak. In the Company of Women: Gender Inequality and the Logic of Bureaucracy in Start-up Firms. *Work and Occupations* 34: 35–66.

2006. Hannan, Michael T., James Baron, Greta Hsu, and Özgecan Koçak. Organizational Identities and the Hazard of Change. *Industrial and Corporate Change* 15: 755–784.

Publications: Book chapter

2002. Baron, James, Michael T. Hannan, Greta Hsu, and Özgecan Koçak. Gender and the Organization-Building Process in Young, High-Tech Firms, The New Economic Sociology, edited by M. F. Guillén, R. Collins, P. England, and M. Meyer. New York: Russell Sage Foundation Press.

Publications: Edited volume	2010. Greta Hsu, Giacomo Negro, and Özgecan Koçak (eds). Categories in Markets: Origins and Evolution. Research in the Sociology of Organizations. Emerald Books.
Publications in Proceedings	2011. Koçak, Özgecan and Serden Özcan. Yeni Şube Aşarken Rakiplere Göre Konum Alma: Türkiye'deki Bankalar, 2002-2010. 19. Ulusal Yönetim ve Organizasyon Kongresi.
	2010. Koçak, Özgecan and Özge Can.Türkiye'deki Teknoparkların Bünyelerindeki Şirketlerin Başarımı. 18. Ulusal Yönetim ve Organizasyon Kongresi.
	2009. Koçak, Özgecan and Özge Can. Türkiye'deki Teknoparkların Üniversiteler ile İlişkileri. 17. Ulusal Yönetim ve Organizasyon Kongresi.
	2008. Koçak, Özgecan and Zeynep Erden Bayazıt. Yeni Örgüt Modellerinin Oluşumunda Kurumsal Mantıkların ve Aktörlerin Belirleyici Rolü: Türkiye'deki Teknoparklar Üzerine Bir Vaka Çalışması. 16. Ulusal Yönetim ve Organizasyon Kongresi 550-553.
	2007. Koçak, Özgecan and Özge Can. Türkiye'nin Teknopark ve Teknoloji Odaklı Kuluçka Merkezlerinin Karşılaştırmalı Bir Çalışması. 15. Ulusal Yönetim ve Organizasyon Kongresi 967-972.
Publications in non-peer-reviewed sources	2009. Koçak, Özgecan and Özge Can. Teknoloji Geliştirme Bölgelerinin Kiracıları Gözünden Bir Değerlendirmesi. Bilgi Çağı February.
	2008. Koçak, Özgecan and Özge Can. Teknoloji Geliştirme Bölgeleri ve Kiracıları. Bilgi Çağı April.
Working papers	Koçak, Özgecan and Başak Topaler. Shared Identity Schema Shape Incumbent Responses to New Entrants. Provisionally accepted at *Strategy Science.*
	Koçak, Özgecan and Phanish Puranam. Decoding Culture: Tools for Behavioral Strategists. R&R at *Strategy Science.*
	Koçak, Özgecan and Phanish Puranam. The Gifts of Babel: Truce, Search and Resonance.
	Koçak, Özgecan, Peter Roberts, and Semee Yoon. Cupping in Context: Establishing Quality-Based Conventions for Pricing Specialty Coffees
	Freeman, Ashlyee and Özgecan Koçak. Designing Organizational Identities for Inclusion. Manuscript for accepted proposal under preparation for *Journal of Organization Design*.
Research in progress	Koçak, Özgecan, Phanish Puranam, and Afşar Yegin. Measurement of and Interventions in Causal and Moral Codes to Resolve Conflict in Organizations.
Conference Presentations and Invited Talks (Since 2015)	One, Two, Three.. Many?! 2022. Experimental Organization Science group Masterclass series.
	Ambiguity Can Compensate for Semantic Difference 2021. NeurIPS. Thirty-fifth Conference on Neural Information Processing Systems.
	Decoding Cultural Conflict in Organizations

2020. *CSOL (Carnegie School of Organizational Learning) Conference*. August.
2021. Berkeley Haas Culture Conference, *University of California Berkeley*. January.
2022. *Southern Denmark University*. February.

Separated by a common language: Code Clashes and Convergence in Organizations
2020. Technology and Innovation Management, *ETH Zurich*. September.
2020. Berkeley Haas Culture Conference, *University of California Berkeley*. January.

Cupping in Context: Establishing Quality-Based Conventions for Pricing Specialty Coffees

2020. *American Sociological Association Annual Conference*, San Francisco. August.

A Meeting of Minds: Micro-foundations of Convergence on Communication Codes
2019. LeBow College of Business, *Drexel University*. October.
2019. *Academy of Management Annual Conference*, Chicago. August.
2018. Gies College of Business, *University of Illinois at Urbana-Champaign*. April.
2018. Mini-conference on The Emergence of Categories and Shared Mental Models. *MIT*, May.
2016. *Organizational Ecology Conference*, Catania, Italy. June.

Conceptual Pacts in Triads
2019. Organizational Ecology Conference, Stanford. August.
2018. MIT Sloan School Economic Sociology Seminar Series. May.
2016. Carnegie School of Organizational Learning Conference, Asilomar. August.

Status by Association: How Membership in Identity Categories Transfers Organizational Status
2016. UNC Kenan-Flagler Business School, Chapel-Hill. October.

Co-opt or co-exist? A study of medical cannabis dispensaries' identity-based responses to recreational-use legalization in Colorado and Washington
2016. Academy of Management, Anaheim. August.

Moral Certifiers and Idealists in Islamic Banking and Organic Agriculture in Turkey
2016. EGOS, Naples, Italy. July.

Pride and Prejudice: Organizational Identity Categories and Matching in Labor Markets
2016. Academy of Management, Anaheim. August.
2015. Tilburg University, Tilburg, Netherlands. September.
2015. Organizational Ecology Conference, Istanbul, Turkey. July.
2015. INSEAD, Fontainebleau, France. May.

Inflexible and Slow to Learn: What Makes Dumb Leaders Effective?
2015. Workshop on Experimental Organization Science, Frankfurt, Germany. September.

Grants and Awards	2015–2016. TÜBITAK 1001 (Scientific and Technological Research Council of Turkey, Scientific and Technological Research Projects Funding Program).
	2014–2017 Türkiye Bilimler Akademisi, GEBIP (Turkish Academy of Sciences, Program to Reward Successful Young Scientists).
	2007–2009 Marie Curie Reintegration Fellowship (FP6-2004-Mobility-12), awarded by the European Commission Research Directorate General.
	2001–2002 Francis Goldsmith Scholarship at the Graduate School of Business.
	2001–2002 Robert L. and Merily O. Swanson Fellowship.
	2000–2001 C. Gordon Knight Fellowship.
	1998–1999 John A. McCarthy Memorial Fellowship.
	1998–1999 Jaedicke Merit Award, Graduate School of Business, Stanford University.
	1993–1998 Hacı Ömer Sabancı Foundation Scholar.
Service to the Profession	Board member. *Organization Design Community.* Co-organizer for the Idea Development Workshop for junior scholars, Organizing For Good Campaign
	Editorial review board member. *Corporate Reputation Review, Industrial and Corporate Change, Journal of Organization Design, Organization Science*
	Reviewer. *Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Industry and Innovation, Journal for the Scientific Study of Religion, Journal of Management Studies, Management Science, Nonprofit and Voluntary Sector Quarterly, ODTÜ Gelişim Dergisi, Socio-Economic Review, Sociological Perspectives, Strategic Management Journal, Strategic Organization, Strategy Science, Technovation, Yönetim Araştırmaları Dergisi.*
	Member. *Academy of Management, Organization and Management Theory Research Committee*, 2021-2022.
	Co-organizer. *Economic Sociology Conference*, Atlanta, October 2019.
	Local organizer. *Organizational Ecology Conference*, Istanbul, June-July 2015.
	Program committee member. *Organizational Ecology Conference*, July 2011.
	Organizer. *Organizational Ecology Conference*, Istanbul, July 2007.
PhD Thesis Supervised	Özgür Rahşan Çetrez. Organizational Form Evolution: Actors, Legal Formation, and Authenticity. Sabancı University, defended December 2015.
PhD Thesis Committee Memberships	Micki Eisenman, Columbia University Mukti Khaire, Columbia University Özge Can, Sabancı University Başak Çizmeci Topaler, Sabancı University Kıymet Duygu Erdaş, Sabancı University Çağla Bozer Yılmaz, Sabancı University John Park, Emory University

	Halil Sabancı, IESE
	Tao Seok (Brian) Kim, Emory University
	Ananya Chatterjee, Emory University
	Sara Kaplan, Emory University
PhD Thesis External Examiner	Tilburg University
	University of Technology Sydney
Courses Taught	OAM634 Strategic Management, Goizueta Business School (core MBA course)
	OAM531 Leading Organizations and Strategy, Goizueta Business School (core MBA course)
	B6702 Creating Effective Organizations, Columbia Business School (core MBA course)
	MGMT 9713 Advanced Organizational Theory and Strategy, Columbia Business School (elective PhD course)
	MGMT 910 Business Strategy, Sabancı University (core Executive MBA course)
	MRES 601 Research Methods, Sabancı University (core PhD course)
	ORG 627 Special Topics in Organizational Analysis, Sabancı University (elective PhD course)
	ORG 628 Special Topics in Organizational Analysis, Sabancı University (elective PhD course)
	ORG 601 Economics of Organizations, Sabancı University (core PhD course)
	ORG 301 Organizations and Organizing, Sabancı University (core BA course)
	ORG 402 Organizational Design, Sabancı University (elective BA course)
Service to Emory University	Organization & Management Area PhD Coordinator (2020-)
	O&M Hightower Series co-organizer (2019-)
	Faculty Council Diversity, Equity, and Inclusion Committee member (2021)
	CFDE (Center for Faculty Development and Excellence) Advisory Board member (2019-2021)
	Woodruff Fellowship Social Sciences Selection Committee member (2020-2021)