

**Danielle E. Bovenberg**

danielle.bovenberg@colorado.edu

**ACADEMIC EMPLOYMENT**

---

**University of Colorado Boulder**, Boulder, CO 2025 – present  
*Assistant Professor*, Strategy and Entrepreneurship

**Yale School of Management**, New Haven, CT 2023 – 2025  
*Postdoctoral Research Associate*, Organizational Behavior

**EDUCATION**

---

**University of California, Santa Barbara**, Santa Barbara, CA 2023  
Ph.D. in Technology Management  
Committee: Stephen Barley, Matthew Beane (co-chairs), Gary Hansen, Mary Tripsas.  
Dissertation: “Craft Knowledge and the Advancement of Science: The Role of Scientific Support Occupations in Shared Research Facilities.”

- **Runner-up**, 2024 Industry Studies Association Dissertation Award
- **Finalist**, 2024 TIM Division Dissertation Award, Academy of Management

**Vrije Universiteit Amsterdam**, Amsterdam, The Netherlands 2015  
MSc. in Culture, Organization and Management. *Cum Laude*.

**Utrecht University**, Utrecht, The Netherlands 2013  
BA in Liberal Arts and Sciences (Economics major, Statistics minor). *Magna Cum Laude*.

**RESEARCH INTERESTS**

---

Innovation, Organization Theory, Work and Occupations, Technology Strategy, Entrepreneurship, Emerging Technologies, Ethnographic Methods

**MANUSCRIPTS UNDER REVIEW**

---

**Bovenberg, D.E.** Sharing Solutions without Spilling Secrets: The Role of Technicians in the Diffusion of Knowledge at Innovation Frontiers. *2<sup>nd</sup> Round Revise and Resubmit at Administrative Science Quarterly*.

- **Winner**, Giarratani Rising Star Award, Industry Studies Association, 2024
- **Finalist**, Louis Pondy Best Dissertation Paper Award, OMT Division of the Academy of Management, 2021

Beane, M., **Bovenberg, D.E.**, & Sholler, D. Solve and Be Seen: How Workers in Deskilled Jobs Build Specialized Skill as New Automation Arrives. *2<sup>nd</sup> Round Revise and Resubmit at ILR Review*.

**RESEARCH IN PROGRESS**

---

**Bovenberg, D.E.** Craft Skill and Recombinant Innovation: Fabricator Occupations as Brokers Between Innovation-driven Fields. *Working paper*.

Beane, M., Sholler, D., & **Bovenberg, D.E.** Absorbing Opportunity: Tensions between the Learning Strategies of New Ventures and Established Firms during Technology Co-Development. *Theory Development*.

**Bovenberg, D.E.** Trade-offs between influence and credit in innovation-driven organizations. *Data Analysis*.

**Bovenberg, D.E.** Old tools, new frontiers: Conceptualizing resourcefulness and its implications for innovation-driven organizations. *Idea development*.

Hedden, L., & **Bovenberg, D.E.** A Theory of Occupational Relating. *Idea development*.

## **OTHER PUBLICATIONS**

---

Rottner, R.M., **Bovenberg, D. E.**, & Leonardi, P.M. (2019). Social Media in Open Strategy: A Five-Flows Model of Strategy Making and Enactment. In D. Seidl, R. Whittington, & G. von Krogh (Eds.), *Cambridge Handbook of Open Strategy* (pp. 186–204). Cambridge, UK: Cambridge University Press.

## **CHAired SYMPOSIA AND WORKSHOPS**

---

2026, August (expected). Co-organizer of Panel Symposium, “Research Technologies and the Organization of Science-Based Innovation.” TIM division of the 86<sup>th</sup> Academy of Management Meeting, Philadelphia, PA.

2026, August (expected). Co-organizer of Professional Development Workshop, “Occupations and Professions as a Lens for Studying Emerging Technologies.” OMT division of the 86<sup>th</sup> Academy of Management Meeting, Philadelphia, PA.

2024, August. Co-organizer of Professional Development Workshop, “Occupations and Professions as a Lens for Studying Pressing Societal Challenges.” OMT division of the 84<sup>th</sup> Academy of Management Meeting, Chicago, IL.

2023, August. Round-table facilitator for the Professional Development Workshop, “Let’s Get to Work: Steve Barley’s Legacy in the Study of Occupations and Professions”. OMT division of the 83<sup>rd</sup> Academy of Management Meeting, Boston, MA.

2022, August. Co-organizer of the Symposium, “A “Relating” Lens on Occupations and Professions: Collaboration, Coproduction, and Brokerage”, with Rohin Borpujari. OMT division of the 82<sup>nd</sup> Academy of Management Meeting, Seattle, WA.

2021 – 2022, Co-organizer of the ASQ Blog Virtual Research Discussion Series:

*Publishing Micro and Meso Research in ASQ* (December 2022)

*Publishing a Dissertation in a Top-Tier Journal* (May 2022)

*Writing (and Re-Writing) a Draft of a Research Paper* (March 2022)

*First Steps in the Research Journey* (October 2021)

## **CONFERENCE PRESENTATIONS**

---

### **Craft Skill and Recombinant Innovation: Fabricator Occupations as Brokers Between Innovation-driven Fields**

- 2025, September. Presented to the 22<sup>nd</sup> West Coast Research Symposium on Technology Entrepreneurship. University of Washington Foster School of Business, Seattle, WA.
- 2025, March. Presented to the Ethnography Atelier. Virtual Talk.

- 2024, August. Presented in the TIM Dissertation Award Finalist Showcase of the 84<sup>th</sup> Academy of Management Meeting, Chicago, IL.
- 2022, August. Presented to the OMT division of the 82<sup>nd</sup> Academy of Management Meeting, Seattle, WA.

### **Sharing Solutions without Spilling Secrets: The Role of Technicians in the Diffusion of Knowledge at Innovation Frontiers**

- 2024, July. Presented to the International Conference on the Science of Science and Innovation (ICSSI), Washington, D.C.
- 2022, November. Presented to the Organizational Behavior Group at the Yale School of Management, New Haven, CT.
- 2022, November. Presented to the Strategy Area Group at Ivey Business School, University of Western Ontario, Canada.
- 2022, October. Presented to the Department of Management and Organizations, Questrom School of Business, Boston University, Boston, MA.
- 2022, June. Presented at the Industry Association Annual Conference, Philadelphia, PA.
- 2022, June. Presented at the Consortium for Competitiveness and Cooperation, Toronto, ON.
- 2022, May. Presented at the Open Innovation in Science Conference at CERN, Geneva, Switzerland.
- 2022, April. Presented at the Workshop on the Organisation, Economics and Policy of Scientific Research, KU Leuven, Belgium.
- 2021, August. Presented to the OMT division of the 81<sup>st</sup> Academy of Management Meeting.

### **Keeping Scientific Equipment of Different Ages Running in a Nanotechnology Laboratory**

- 2019, October. Presented to the General Maintenance track of Maintainers III: Practice, Policy and Care, Washington, D.C.

### **Causal Claims from Observational Data: An Endogenous Treatment Effects Approach on a Matched Sample** (with Renee Rottner and Bob Eberhart)

- 2019, August Presented to the Research Methods (RM) division of the 79th Academy of Management Meeting, Boston, MA.

## **AWARDS, HONORS AND GRANTS**

---

**CU Boulder Leeds Research Initiative for Global Business and Citizen Well-being**, January 2026.

With Jeffrey York and David Drake. \$20,000.

**Finalist, TIM Division Dissertation Award, Academy of Management**, August 2024.

**Runner-up, Industry Studies Association Dissertation Award**, June 2024.

**Winner, Industry Studies Association Giarratani Rising Star Award**. For “Sharing Solutions without Spilling Secrets: The Role of Technicians in the Diffusion of Knowledge at Innovation Frontiers.” June 2024.

**Winner, Best Poster Award, International Conference on the Science of Science and Innovation**. For “Sharing Solutions without Spilling Secrets: The Role of Technicians in the Diffusion of Knowledge at Innovation Frontiers.” July 2024.

**National Science Foundation**, Research Grant to investigate “The Role of Scientific Support Staff in the Creation and Dissemination of Knowledge Within and Across Core Infrastructural Facilities,” March 2022, \$139,800. PI: Stephen Barley (co-wrote the grant proposal).

**Alfred P. Sloan Foundation**, Research Grant “to support research on the roles played by scientific support staff in core infrastructural facilities,” February 2022, \$163,566. PI: Stephen Barley (co-wrote the grant proposal).

**Coronavirus Aid, Relief, and Economic Security (CARES) Act Minority Serving Institution (MSI) Summer Research Grant**. UC Santa Barbara. September 2021, \$7,000.

**Finalist, Louis Pondy Best Dissertation Paper Award, OMT Division of the Academy of Management**. For “Safe Crossings: How laboratory staff circulates knowledge amid scientific secrecy.” August 2021.

**Best Paper Proceedings, OMT division of the Academy of Management**. For “Safe Crossings: How laboratory staff circulates knowledge amid scientific secrecy.” August 2021.

**Chancellor’s Fellowship**, UC Santa Barbara. Full tuition and fellowship support for 3 years of doctoral training at UCSB. 2017, 2019, and 2021.

**Wilhelmina Drucker Student Talent Award**, Vrije Universiteit Amsterdam. September 2016, €6,800.

**Johannes van der Zouwen Master’s thesis award in the Social Sciences**, Vrije Universiteit Amsterdam. June 2016, €1,000.

## **INVITED TALKS**

---

2025, March. “Craft Skill and Recombinant Innovation: Fabricator Occupations as Brokers Between Innovation-driven Fields.” Virtual talk at The Ethnography Atelier.

2024, October. “Preparing a Professional Development Workshop for the AOM Annual Meeting.” Virtual Session organized for doctoral students in the MOC division of the Academy of Management.

2024, March. “The Scientific Support Workforce as a Source of Technological Versatility in National Innovation Ecosystems.” On the occasion of the visit to the United States of the Dutch Minister of Education, Culture and Science. Museum of Fine Arts, Boston, MA.

## **SERVICE**

---

2026            **Scientific Committee**. *Strategy Science* Annual Conference.

2025            **Judge**. *Organization Science* Dissertation Proposal Award

2025            **Judge**. TIM AOM Best Dissertation Award

2021 – 2023   **Board Member**. Administrative Science Quarterly Student Blog

2019 – 2021   **Contributor**. Administrative Science Quarterly Student Blog

2017 – on      **Reviewer**. Academy of Management Conference, OMT and TIM divisions

## **CONSORTIA PARTICIPATION**

---

April 2024     Stanford Department of Management Science and Engineering, Workshop for “Rising Stars” in Management Science and Engineering. Palo Alto, CA.

August 2022   OMT Division Doctoral Consortium, Academy of Management Meeting

June 2022      Consortium on Competitiveness and Cooperation (CCC) Conference for Doctoral Student Research. Toronto, ON

August 2021   TIM Division Doctoral Consortium, Academy of Management Meeting

June 2020      12<sup>th</sup> Medici Summer School. Cambridge, MA

## **TEACHING**

---

### **University of Colorado Boulder, Leeds School of Business**

Instructor:

Strategic and Entrepreneurial Thinking (Fall 2025, Undergraduate)

### **Yale School of Management**

Co-instructor:

Seminar session on Ethnographic Methods for Ph.D. students in Organizations and Management

### **UC Santa Barbara, Technology Management**

Teaching Assistant:

Strategy for Technology-Based Companies  
Organization Design and Innovation  
Building Strategic Partnerships

### **VU Amsterdam, Department of Organization Sciences**

Lead Instructor:

Organizational Discourse and Narrative Analysis

Junior Lecturer:

Organization Theory  
Qualitative Research Methods  
Pre-Master's Thesis Writing Community

### **Summer Institute for Intercultural Communication (SIIC)**

Teaching Assistant:

Intercultural Conflict and Communication

## **REFERENCES**

---

### **Stephen Barley**

Distinguished Professor of Technology  
Management, Emeritus  
University of California, Santa Barbara  
[sbarley@ucsb.edu](mailto:sbarley@ucsb.edu)

### **Mary Tripsas**

Professor of Technology Management  
University of California, Santa Barbara  
[mtripsas@ucsb.edu](mailto:mtripsas@ucsb.edu)

### **Julia DiBenigno**

Professor of Organizational Behavior  
Yale School of Management  
[julia.dibenigno@yale.edu](mailto:julia.dibenigno@yale.edu)

### **Matthew Beane**

Assistant Professor of Technology Management  
University of California, Santa Barbara  
[mattbeane@ucsb.edu](mailto:mattbeane@ucsb.edu)