

Patrick Reilly

Organizational Behaviour and Human Resources

Sauder School of Business, University of British Columbia

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ACADEMIC APPOINTMENTS

University of British Columbia, Sauder School of Business: 2020-current

Assistant Professor, Organizational Behaviour and Human Resources

Career interruptions: COVID-19 tenure-clock extension, 2020-21; approved medical leave, May 2025-Nov. 2025

University of California, Irvine, Merage School of Business: 2017-2020

Visiting Assistant Professor, Organization and Management

University of California, Los Angeles: 2016-2017

Adjunct Lecturer, Department of Sociology

EDUCATION

PhD in Sociology, University of California, Los Angeles, 2016

MA in Sociology, University of California, Los Angeles, 2011

MA in Humanities, New York University, 2009

BA in American Studies (*summa cum laude*), Emory University, 2006

PUBLICATIONS

Published Articles

Patrick Reilly. 2026. Playing to the audiences: How creative producers manage and reconcile different and copresent valuation standards. *Organization Science* 37(4): 1487-1510.

Spencer Huber Harrison, **Patrick Reilly**, Yanbo Song, and Khwan Kim. 2026. Point Break? The efficacy of creative differences as a protective label for future work. *Academy of Management Journal* 69(3): 504-534.

Kelly Patterson, **Patrick Reilly**, and Kevan Kashkooli. 2025. Must-see TV or Must-keep TV: The nuances of creative performance and team composition in television. *Academy of Management Discoveries* 11(3): 423-447.

Patrick Reilly. 2018. No-laughter among thieves: Authenticity and the enforcement of community norms in stand-up comedy. *American Sociological Review* 83(5): 933-958.
Winner, Outstanding Published Article Award, American Sociological Association Section on Altruism, Morality, and Social Solidarity, 2019

Patrick Reilly. 2017. The layers of a clown: Career development in cultural production industries. *Academy of Management Discoveries* 3(2): 145-164.
Runner-Up, Best Article Award, Academy of Management Discoveries, 2017

Under Review

Pascale Fricke, Natalya Alonso, and **Patrick Reilly**. Revise and Resubmit (1st round). Violated by the work: Explaining idealized professional identity revision and maintenance in the face of identity incongruent work. *Organizational Behavior and Human Decision Processes*.
(Fricke and Alonso were PhD students at UBC Sauder when this project commenced)

Selected Work in Progress

Patrick Reilly and Clayton Childress. Nepotistic advantage in elite labor markets. *Finalizing manuscript*.

Lillian Ellis, **Patrick Reilly**, and Elizabeth Rouse. Idea ownership and the claiming and granting of credit. *Finalizing manuscript*.

Patrick Reilly and Clayton Childress. To whom a star is born: Nepotism in internalized versus externalized labor markets. *Finalizing data analysis*.

Patrick Reilly. Games and their frontiers: The grammar of theorizing and generalization in qualitative work. *Preparing manuscript*.

Other Refereed Works

Patrick Reilly. 2016. How embedded ties split sides: Network and tie formation in contingent work. *Academy of Management Best Paper Proceedings Runner-Up, Louis Pondy Award, Academy of Management OMT Division, 2016*

AWARDS AND HONORS

UBC Sauder CPA Teaching Award for Excellence in Graduate Teaching: 2024

Academy of Management's Management and Organization Cognition Division's Best Symposium Award (with Natalya Alonso and Pascale Fricke): 2021

American Sociological Association's Altruism, Morality, and Social Solidarity Section's Outstanding Published Article Award: 2019

American Sociological Association's Organizations, Occupations, and Work Section's James D. Thompson for Best Student Paper, honorable mention: 2016

Academy of Management OMT Division's Louis Pondy Award, runner-up: 2016

UCLA Faculty Senate's Distinguished Teaching Award: 2015

UCLA Department of Sociology's Peter Kollock Award for Graduate Instruction, 2014

SELECTED INVITED PRESENTATIONS

Patrick Reilly. 2024. Point Break? The process and impact of collaborative breakdowns in creative work. MIT Sloan School of Management, Economic Sociology Group.

Patrick Reilly. 2023. Observations on participation within ethnography. Ethnography Atelier Working Group. (Virtual seminar)

- Patrick Reilly.** 2022. Creating yourself together: Realizing and co-constructing optimal distinctiveness with occupations. Emlyon Business School, Work, Tech, and Organization Seminar. (Virtual seminar)
- Patrick Reilly.** 2021. Creating yourself together: Socializing optimal distinctiveness in occupational contexts. MIT Sloan School of Management, Authenticity Seminar Series. (Virtual seminar)
- Patrick Reilly.** 2020. Creating yourself together: The social process of developing personal creative styles. Boston College Carroll School of Management, Department of Management and Organization Seminar Series. (Virtual seminar)
- Patrick Reilly.** 2019. Multiple exposure: Combined roles and project outcomes in temporary organizations. UCLA Anderson/Department of Sociology, Knowledge and Cognitive Systems Working Group.
- Patrick Reilly.** 2018. No laughter among thieves: Authenticity and the enforcement of community norms in stand-up comedy. INSEAD, Organisational Behaviour Department's Seminar Series.

RESEARCH GRANTS

- Stand-up, stand-out: Gender and creative atypicality. 2024. UBC Sauder Exploratory Grant Program. Principal investigator. \$7,600 CAD
- The gig economy and the changing nature of jobs. 2023. SSHRC Partner Exchange Grant. Co-Investigator (PI: Suzanne Huot). \$23,190 CAD
- The collaborative dynamics of creative decisions: The case of filmmaking. 2021. UBC Sauder Exploratory Grant Program. Principal investigator. \$7,300 CAD

TEACHING

University of British Columbia, Sauder School of Business

- Power and Politics in Organizations, Professional MBA: 2022-current (course creator)
- Negotiations, Undergraduate Commerce: 2021-current (independently designed syllabus)
- Business Development, Professional MBA: 2021, 2022 (independently designed syllabus)
- Qualitative Research Methods, PhD: 2022 (independently designed syllabus)
- Organizational Behaviour, MBA: 2021 (independently designed syllabus)
- Organizational Behaviour, Undergraduate Commerce: 2020

University of California, Irvine, Merage School of Business

- Power and Politics in Organizations, Fully Employed MBA: 2017-2019 (independently designed syllabus)
- Negotiations, Undergraduate: 2019
- Negotiations, Fully Employed MBA: 2019-2020
- Responding to Dynamic Times: Thinking Strategically in Organizations (co-taught with Libby Weber), Fully Employed MBA: 2017-2020
- Executive Leadership, Executive MBA, 2018

UCLA, Department of Sociology

Sociology of Mass Communication, 2017 (independently designed syllabus)

Sociology of Emotions, 2017 (independently designed syllabus)

The Study of Norms, 2017 (independently designed syllabus)

Introductory Sociology, 2016-2017 (independently designed syllabus)

Organizations and Society, 2013-2017 (independently designed syllabus)

Careers in Sociology, 2016 (course creator)

Introduction to Sociological Methods, 2016 (independently designed syllabus)

The Business: Sociology of Careers in the Entertainment Industry, 2014-2015 (course creator)

SELECTED CONFERENCE PRESENTATIONS

Patrick Reilly. 2026. Nepo-baby drivers: The mechanisms of family tie advantages in elite external labor markets. Junior Faculty in Organizational Theory Conference. MIT Sloan School of Management.

Patrick Reilly. 2026. Crowdwork: The management of audiences from the perspective of stand-up comedy. Academy of Management Conference. Philadelphia, PA.

Patrick Reilly. 2025. Nepo-baby drivers: The career benefits, liabilities, and mechanisms of nepotism in Hollywood film. The Mallen Conference. UCLA Anderson.

Patrick Reilly. 2025. The career benefits, liabilities, and mechanisms of nepotism in Hollywood film. The Future of Work-Shop. NYU Stern.

Patrick Reilly. 2024. Egalitarianism or mirages: Careers in creative industries in the age of content. Academy of Management Conference. Chicago, IL.

Patrick Reilly. 2024. Playing to the crowds: How self-branded workers balance different audience types. The Davis Conference on Qualitative Research. University of California, Davis Graduate School of Management.

Kelly Patterson and **Patrick Reilly.** 2023. Unfocused or unemployed: Career histories as screen criteria in the hiring of broadcast television writers. Creative Industries Conference. INSEAD.

Patrick Reilly. 2023. Playing to the crowds: How self-branded workers balance different audience types. Academy of Management Conference. Boston, MA.

Patrick Reilly. 2022. Creating yourself together: Realizing and co-constructing optimal distinctiveness within occupations. Creative Industries Conference. Columbia Business School.

Pascale Frické, Natalya Alonso, and **Patrick Reilly.** 2021. The music between the notes: How employees manage unforeseen work realities Academy of Management Conference.

EDITORIAL SERVICE

Organization Science, editorial board: 2025-current

Academy of Management Discoveries, editorial board: 2026-current

Ad hoc reviewer: *Academy of Management Discoveries, Academy of Management Journal, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Human Relations, Journal of Management, Organization Science, Poetics, Sociological Science, Work and Occupations*

DISCIPLINARY AND UNIVERSITY SERVICE

Service to Discipline

Academy of Management OMT Executive Board, Coordinator of Teaching: 2026-current

Service to the University

UBC Sauder CUS Teaching Award, reviewer, 2026

UBC International MBA Program Exchange, faculty member, 2026

UBC-Strathmore Business School Exchange Program, research mentor: 2024

Sauder OBHR Seminar Series Coordinator: 2022-2023

Sauder OBHR Faculty Hiring Committee: 2021, 2022, 2024

Sauder OBHR PhD Applicant Committee: 2021-2025