

# KEITH PENNINGTON

**Address:** 4-353 Carlson School of Management, 321 19<sup>th</sup> Ave, Minneapolis, MN 55455

**Email:** penni159@umn.edu, **Mobile:** +1 734-277-1211

## EDUCATION

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- Sep 2015-Current*    **University of Minnesota, Twin Cities**  
*PhD Candidate, Strategic Management and Entrepreneurship, Carlson School of Management*  
*Advisor: Myles Shaver; Committee: Mary Benner, Evan Rawley, David Knoke*  
*Dissertation title: Hey, maybe you can help me with this: chance encounters, geographic proximity, and innovative collaboration*  
*Proposal Defended: May 26, 2020*
- Dec 2014*            **Purdue University**  
*Global Executive MBA. Partner schools: TIAS School for Business & Society, NL; Tianjin University, China; Central European University (CEU), Hungary; Fundação Getúlio Vargas (FGV), Brazil.*
- Dec 2014*            **Tilburg University, Netherlands**  
*MBA, TIAS School for Business and Society – earned with Purdue MBA*
- May 2006*            **University of Michigan, Ann Arbor**  
*MSE, Biomedical Engineering, Biomechanics concentration*  
*Masters project: the design and development of a microelectrode probe brain surgery device*
- May 2005*            **University of Michigan, Ann Arbor**  
*BSE, Biomedical Engineering, (Cum Laude, Axle-Marin Scholar)*

## RESEARCH

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### Research Interests

Strategy, innovation, and entrepreneurship. Knowledge-seeking through serendipitous search, organic innovation, collaborations. Individual-level analysis and natural experiments, especially in medical industries.

### Research in progress

- “It matters where people live: innovative collaborations and the proximity of inventors’ residences” with Myles Shaver (under review, OS)
- “Varying serendipity between inventors” (part of dissertation, job market paper)
- “The Zika Virus' Gendered Effect on Inventor Collaborations” with Sohyun Park (draft written, further analysis)
- “Estimating the date of inventor mobility and collaboration period: a machine learning approach” (short paper introducing a measure, analysis)
- “Locating R&D in a social desert, oasis, or jungle: unplanned knowledge transfer implications” (data)
- “Co-location, attention, and innovation: evidence from process inspections in medical device firms” with Alex Wilson (writing and analysis)
- “Competition and loyalty in expert agents’ third-party relationships: Why mandated disclosure can become a strategic tool instead of enhancing propriety” with Sunasir Dutta (preparing for submission)

## **Conference presentations**

“Varying serendipity between inventors” also presented under previous title: “Let’s take this meeting by phone: the effect of the flu on innovative collaboration”

- 2019 CCC Doctoral Student Colloquium, Chapel Hill
- 2020 Trans-Atlantic Doctoral Conference (TADC), London (accepted but event cancelled)
- 2020 Virtual Strategy Student Conference (VSSC)
- 2020 SMS Annual Meeting, London (expected)

“It Matters Where People Live: Innovative Collaborations and the Proximity of Inventors’ Residences” (with Myles Shaver)

- 2020 AOM Annual Meeting, Vancouver (expected)
- 2019 SMS Special Conference, Frankfurt
- 2019 Trans-Atlantic Doctoral Conference (TADC), London

“The Zika Virus' Gendered Effect on Inventor Collaborations” (with Sohyun Park)

- 2019 SMS Annual Meeting, Minneapolis
  - *Nominee, Best Conference Paper Prize*
  - *Finalist, Best PhD Paper Prize, Knowledge and Innovation IG*

“Co-location, attention, and innovation: evidence from process inspections in medical device firms” (with Alex Wilson)

- 2019 AOM Annual Meeting, Boston
- Part of symposium "Cognition in Contexts: Emergent Perspectives of Innovation and Adaptation"

“Competition and loyalty in expert agents’ third-party relationships: Why mandated disclosure can become a strategic tool instead of enhancing propriety” (with Sunasir Dutta)

- 2018 AOM Annual Meeting, Chicago
- 2017 Midwest Strategy Meeting, Ames. Presented under name: “Why transparency doesn’t always increase ethical behavior: market-professional relationships in medical industries”
  - *Winner, Best Paper award*

“How, why, and when missions change in mission-driven new ventures”

- 2017 Great Lakes Entrepreneurship Network Event (GLEN IV), Syracuse

## **AWARDS & RECOGNITIONS**

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Finalist, Best PhD Paper Prize, Knowledge and Innovation IG, SMS 2019

Nominee, Best Conference Paper Prize, SMS 2019

Carlson PhD Student Teaching Award, 2018

PhD Student Travel Award, Carlson School of Management, 2018-2020

Winner, Best Paper award (\$1000), Midwest Strategy Meeting, 2017

Leader of winning team, Michigan Inspire invention competition, 2005

Inventor of multiple patents

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## **TEACHING - Carlson School of Management, University of Minnesota**

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### **Full Instructor**

The Ethical Environment of Business	MBA 6315 – graduate level, MBA class (online section); 46 students <i>Student Rating of Teaching: 5.35/6</i>
Fundamentals of Management	MGMT 3001 – undergraduate level; 65 students <i>Student Rating of Teaching: 5.61/6</i>

### **Teaching Assistant – some lecturing**

New Business Feasibility and Planning	MGMT 4170W – senior undergraduate level
Managerial Psychology	MGMT 4002 – senior undergraduate level
The Ethical Environment of Business	MBA 6315 – graduate level, MBA class

**Guest Lecturer** – The Individual and Organizational Performance: Groups and Teams; HRIR 3042

### **Teaching Assistant**

Corporate Strategy	MGMT 6085 – graduate level, MBA class
Managerial Economics	MBA 6140 – graduate level, MBA class
Fundamentals of Management	MGMT 3001 – undergraduate level
Business Strategy	MGMT 3004 – undergraduate level
Corporate Responsibility	MGMT 6410 – graduate level, MBA class

## **SERVICE**

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Paper reviewer: AOM Annual Meetings: 2017-2020; SMS Special Conferences: Frankfurt 2019, Berkeley 2020; SMS Annual Meetings: 2019, 2020

Volunteer: AIB Annual Meeting 2018, SMS Annual Meeting 2019

Student Advisory Committee, Strategic Management & Entrepreneurship Department Representative (Carlson School of Management), Jan 2019 - Aug 2020

Organizer (with Aldona Kapacinskaite) of the first Virtual Strategy Student Conference (VSSC), held during the COVID 19 pandemic as response to many cancellations, aimed at senior strategy students. Held May 2020, with 19 presentations from students across the world at top schools, and two panels.

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management: STR, TIM division memberships

Strategic Management Society: Entrepreneurship & Strategy, Knowledge & Innovation interest groups

## **BIOMEDICAL ENGINEERING RESEARCH & PATENTS**

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Leonova, E. V., Pennington, K. E., Krebsbach, P. H. and Kohn, D. H. (2006), “Substrate Mineralization Stimulates Focal Adhesion Contact Redistribution and Cell Motility of Bone Marrow Stromal Cells.” *Journal of Biomedical Materials Research*, 79A: 263–270

US 8,608,747 “Bur guide attachment and method of use” *filed 2011, issued 2013*

US 8,940,046 “Method of implanting a prosthesis device using bone cement in liquid form” *filed 2011, issued 2015*

US 20110276051 A1 – “Tether and apparatus for performing a bone resection and method of use” *filed 2011*

## **PROFESSIONAL EXPERIENCE**

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- 2014-2015      **“SURGICO” (WORKING TITLE) (Pre)Founder**  
Innovative medical industry project w/ VC interest & involvement, dropped in favor of pursuing PhD
- 2013-2015      **YOUNG MOUNTAIN TEA *Founder, Part Owner***  
Company winner of “Wild Gift” business plan competition 2013, for \$10,000. Successful Kickstarter, 2015.  
Company is ongoing with distribution in grocery stores across multiple geographies (I am no longer affiliated)
- 2011-2013      **EQUIPT GLOBAL HEALTH *Founder, Full Owner***  
Medical device consultancy. Clients were social enterprises or nonprofits.
- 2009-2011+      **VOT SOLUTIONS *Principal Engineer, Acting CTO 2010-2011, Engineer 2009-2010***  
***Consultant as needed 2011+***  
Innovative medical implant startup with VC funding. Started as engineer, increased responsibility to CTO level.
- 2006-2008      **BRAINLAB *Support Specialist / Field Engineer***
- 2005 (Summer)      **AUTOLIV DEVELOPMENT AB *Research Intern; Vårgårda, Sweden***
- 2002-2006      **UNIVERSITY OF MICHIGAN, ANN ARBOR *Research Assistant, Biomedical Engineering Labs***  
Neural Engineering, Hard Tissue Engineering, & Biomedical Optics Laser Labs.