

**ASEEM KAUL**

Carlson School of Management, University of Minnesota  
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<http://carlsonschool.umn.edu/faculty/aseem-kaul>

<https://sites.google.com/site/aseemk/>

**CURRENT POSITION****Carlson School, University of Minnesota*****Strategic Management & Entrepreneurship Department***

Mosaic Company – Jim Prokopanko Professor for Corporate Responsibility	2020-Present
Professor	2022-Present
Associate Professor (with tenure)	2017-2022
Assistant Professor	2009-2017

**EDUCATION****Wharton School at the University of Pennsylvania**

PhD in Management 2009

*Dissertation:* Innovation, Resources and Corporate Transactions:  
The Dynamics of Technology and Corporate Scope

**Indian Institute of Management, Ahmedabad, India**

2001

Post Graduate Diploma in Management (MBA equivalent)

**Sri Ram College of Commerce, University of Delhi, India**

1999

B.A. (Hons.) Economics

**RESEARCH & PUBLICATIONS****Journal Articles**

- Lee, N., and Kaul, A. 'Robbing Peter to pay Paul: The impact of California's cap-and-trade program on toxic emissions' *Management Science* forthcoming
- Kaul, A., Ganco, M., and Raffiee, J. 2024. 'When subjective judgments lead to spinout: Employee entrepreneurship under uncertainty, firm-specificity, and appropriability' *Academy of Management Review* 49(2): 215-248
- Berry, H., and Kaul, A\*. 2024. 'What drives global product integration? An empirical update'. *Journal of International Business Studies*. 55: 252-269
- Mohliver, A.C., Crilly, D., and Kaul, A. 2023. 'Corporate social counterpositioning: How attributes of social issues influence competitive response' *Strategic Management Journal*, 44(5): 1199-1217
- Nary, P., and Kaul, A. 2023. 'Private equity as an intermediary in the market for corporate assets', *Academy of Management Review* 48(4): 719-748
- Berry, H., and Kaul, A\*. 2022. 'Disaggregating multinationality: An empirical examination of aggregation, adaptation, and arbitrage activities by U.S. multinational corporations' *Strategy Science* 7(2): 90-105

\*Authors contributed equally and are listed alphabetically

- Berry, H., Kaul, A., and Lee, N\*. 2021. 'Follow the smoke: The pollution haven effect in global sourcing' *Strategic Management Journal* 42(13): 2420-2450
- Seo, H., Luo, J., and Kaul, A. 2021. 'Giving a little to many or a lot to a few? The returns to variety in corporate giving', *Strategic Management Journal* 42(9): 1734-1764
- Berry, H., and Kaul, A\*. 2021. 'Corporate renewal across businesses and countries'. *Strategic Management Review* 2(2): 205-233
- Barach, M., Kaul, A., Leung, M. and Lu, S. 2019. 'Strategic redundancy in the use of third-party big data: Evidence from a two-sided labor market', *Strategy Science* 4(4): 298-322
- Chen, M., Kaul, A., and Wu, B\*. 2019. 'Adaptation across multiple landscapes: Relatedness, complexity, and the long run effects of coordination in diversified firms', *Strategic Management Journal*, 40(11): 1791-1821
- Giustiziero, G., Kaul, A., and Wu, B\*. 2019. 'The Dynamics of Learning and Competition in Schumpeterian Environments', *Organization Science*, 30(4): 668-693
- Luo, J., and Kaul, A\*. 2019. 'Private Action in Public Interest: The Comparative Governance of Social Issues', *Strategic Management Journal*, 40(4): 476-502
- Luo, J., Kaul, A., and Seo, H. 2018. 'Winning us with Trifles: Adverse Selection in the use of Philanthropy as Insurance', *Strategic Management Journal*, **39**: 2591-2617
- Kaul, A., and Luo, J. 2018. 'An Economic Case for CSR: The Comparative Efficiency of For-Profit Firms in Meeting Consumer Demand for Social Goods', *Strategic Management Journal*, **39**: 1650-1677
- Kaul, A., Nary, P., and Singh, H. 2018. 'Who does Private Equity Buy? Evidence on the Role of Private Equity from Buyouts of Divested Businesses' *Strategic Management Journal*, **39**: 1268-1298
- Zahra, S.A., Kaul, A., and Bolivar-Ramos, M.T. 2018. 'Why Corporate Science Commercialization Fails: Integrating Diverse Perspectives' *Academy of Management Perspectives* **32**(1): 156-176
- Eggers, J.P., and Kaul, A. 2018 'Motivation and Ability? A Behavioral Perspective on the Pursuit of Radical Invention by Multi-technology Incumbents', *Academy of Management Journal*, **61**(1): 67-93
  - A brief summary of this research was [featured on hbr.org](#)
- Dorobantu, S., Kaul, A., and Zelner B. 2017. 'Non-Market Strategy Research Through the Lens of New Institutional Economics: An Integrative Review and Future Directions' *Strategic Management Journal* **38**: 114-140
- Berry, H., and Kaul, A\*. 2016. 'Replicating the Multinationality-Performance Relationship: Is there an S-curve?' *Strategic Management Journal* **37**: 2275-2290
- Kaul, A. and Wu, B\*. 2016. 'A Capabilities-Based Perspective on Target Selection in Acquisitions' *Strategic Management Journal* **37**: 1220-1239
- Berry, H. and Kaul, A\*. 2015 'Global Sourcing and Foreign Knowledge Seeking', *Management Science*, **61**(5): 1052-1071
- Karim, S. and Kaul, A. 2015 'Structural Recombination and Innovation: Unlocking Intra-Organizational Knowledge Synergy Through Structural Change', *Organization Science*, **26**(2): 439-455
- Kaul, Aseem. 2013. 'Entrepreneurial Action, Unique Assets, and Appropriation Risk: Firms as Means of Appropriating Profit from Capability Creation', *Organization Science*, **24**(6): 1765-1781
  - Included in Virtual Special Issue on [The Organizational Economics of Organizational Capability Development](#), March-April 2021
- Kaul, Aseem. 2012. 'Technology and Corporate Scope: Firm and Rival Innovation as Antecedents of Corporate Transactions', *Strategic Management Journal* **33**: 347-367

- Included in SMS [Virtual Special Issue on Reconfiguration](#), May 2015

### Editorials / other publications

- Methot, J., and Kaul, A. (Editorial) 2024. 'What is next? Moving beyond rejection from AMR by repurposing your "Theory"' *Academy of Management Review* 49(3): 475-486
- Helfat, C., Kaul, A., Ketchen, D., Barney, J.B., Chatain, O., and Singh, H. (Editorial) 2023. 'Renewing the resource-based view: New contexts, new concepts, and new methods.' *Strategic Management Journal* 44(6): 1357-1390
- Kaul, A. 2022. Of fruit flies, toads, and other hopeful monsters: thoughts on Levinthal's Evolutionary Processes and Organizational Adaptation. *Journal of Organization Design*, 11, 91-94.
- Kaul, A. 2021. 'Putting the horse back before the cart: Designing strategic social enterprises' *Journal of Organization Design* 10(3-4): 103-108
- Davis, G.F., Anteby, M., Briscoe, F.S., Jennings P.D., Karim, S., Kaul, A., Lazzarini, S., Ozkazanc-Pan, B., Donnelly, P., Rasche, A., Tsui, A.S., Wright, T.A., Zenger, T.R. 2019. 'Politics, governance, and leadership: What can we learn from the Academy of Management's response to EO 13769?', *Journal of Management Inquiry* 28(3): 283-290

### Conference proceedings

- Odziemkowska, K., Kaul, A., and Luo, J. 2024. 'Failures of reciprocity and the case for stakeholder empowerment' *Academy of Management Best Paper Proceedings* (STR Division)
- Boroomand, F., and Kaul, A. 2022. 'Come together? Cooperativeness, heterogeneity, and the structure of collective action'. *Academy of Management Best Paper Proceedings* (STR Division)
- Chen, M., and Kaul, A. 2022. 'Learning and letting go: Relatedness, complexity, and the advantage of entrepreneurial spinouts' *Academy of Management Best Paper Proceedings* (STR Division)
- Giustiziero, G., Kaul, A., and Martignoni, D. 2022. 'Strategic search: Organizational adaptation with competitive positioning'. *Academy of Management Best Paper Proceedings* (STR Division)
- Seo, H., Luo, J., and Kaul, A. 2018. 'Giving a little to many or a lot to a few? The benefits of variety in corporate philanthropy' *Academy of Management Best Paper Proceedings* (STR Division)
- Kaul, A. and Luo, J. 2015. 'The Economic Case for CSR'. *Academy of Management Best Paper Proceedings* (BPS Division).
- Kaul, Aseem. 2008. 'Investment Capabilities & Governance: The Role of Financial Acquirers'. *Academy of Management Best Paper Proceedings* (BPS Division).
  - Winner of the 2008 Sumantra Ghoshal Research and Practice Award (BPS Division)

### Papers under review

- Jeong, H, Kaul, A., Luo, J. 'Comparative governance of for-profit provision of public services: Investor-owned firms vs. cooperatives as internet providers' (1<sup>st</sup> R&R received)
- Giustiziero, G., Kaul, A., and Martignoni, D. 'Strategic search: Organizational adaptation with competitive positioning' (1<sup>st</sup> R&R received)
- Kaul, A., Luo, J., and Seo, H. 'To give and give not: The regressive nature of U.S. corporate philanthropy' (1<sup>st</sup> R&R received)
- Kaul, A., Luo, J., and Singh, J. 'From Social Responsibility to Social Impact: A Research Agenda' (1<sup>st</sup> R&R received)

- Odziemkowska, K., Kaul, A., and Luo, J. 'Constraints on reciprocity and the case for stakeholder empowerment' (1<sup>st</sup> R&R received)
- Boroomand, F. and Kaul, A. 'E Pluribus Unum? Achieving collective action with heterogeneous actors' (1<sup>st</sup> R&R received)
- Jeong, H., Kaul, A., and Luo, J. 'The pro-competitive effect of mission-oriented organizations in solving grand challenges: How competition from cooperative ISPs helps bridge the digital divide' (Under 1<sup>st</sup> review)
- Boroomand, F., and Kaul, A. 'Other people's children: How diversity without inclusion impacts community support for public schools' (Under 1<sup>st</sup> review)

### **Working Papers / Work-in-progress**

- 'Neither too close nor too far: Cross-regional intra-firm collaborations as drivers of radical innovation' (with Sohyun Park and Aks Zaheer)
- 'The Problem You Know: An Empirical Examination of Firms' Recombination Strategies' (with J.P. Eggers)
- 'Through the revolving door: Understanding mobility between the public and the private sector' (with Samina Karim and Jeffrey Martin)
- 'Value-based Stakeholder Theory' (with Jiao Luo and Elena Plaksenkova)
- 'Release and catch: Parent firm's acquisitions of entrepreneurial spinouts' (with Liyue Yan and Brian Wu)

### **GRANTS & AWARDS**

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- Outstanding Service Award, Carlson School of Management, 2021
- Excellence in Teaching Award, Carlson School of Management, 2020
- IACMR-RRBM Award for Responsible Research, Finalist, 2019
  - For 'Winning us with trifles'
- Distinguished Paper Award, Strategic Management (STR) Division, Academy of Management, 2018
  - For 'Giving a little to many or a lot to a few?'
- Outstanding Paper, Alliance for Research on Corporate Sustainability Conference, 2018
  - For 'Giving a little to many or a lot to a few?'
- Outstanding Research Award, Carlson School of Management, 2017
- Mary and Jim Lawrence Fellowship, Carlson School of Management, 2017
- Honorable Mention (awarded to top 5 papers) at the Strategic Management Society conference
  - 2017: For 'A General Theory of Employee Entrepreneurship'
  - 2015: For 'Economic Case for CSR'
- Sumantra Ghoshal Research and Practice Award, BPS Division, Academy of Management, 2008
  - For 'Intelligent Investing and Governance: The Role of Financial Acquirers'
- Dean's Fellowship, Wharton School, 2008
- Surrendera Paul Scholarship, Indian Institute of Management Ahmedabad, 2000
- Sanwa Bank Foundation Scholarship, Delhi University, 1998

### **PRESENTATIONS AND CONFERENCES**

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### Panel Presentations

- Limitations of a Stakeholder Perspective SMS Conference Extension (virtual), 2023
- ‘New opportunities in private equity’ Academy of Management PDW, 2023
- ‘Non-profits: Research opportunities’, Academy of Management PDW, 2023
- ‘Why ESG won’t work’, Utah Winter Conference, 2023
- ‘Divestments’, Corporate Strategy Masterclass, December 2022
- ‘Missing Agent Problems’, Academy of Management STR PDW, 2022
- ‘Non-profits: A perspective and research opportunities’, Academy of Management PNP PDW, 2022
- ‘Combining formal models with quantitative analysis’, Academy of Management STR PDW, 2022
- ‘In’s & Out’s of Publishing’ Panel, Academy of Management New Doctoral Student Consortium, 2022
- ‘Editor’s Panel’, Academy of International Business Junior Faculty Consortium, 2022
- ‘Meet the Theory: Resource-Based View’, STR Virtual Session, 2022
- ‘Strategies of Social Impact’, Utah Winter Conference, 2022
- ‘Challenges of Social Impact Measurement’, SMS Conference, 2021
- CCC Virtual Mentoring Session, 2020
- Invited panelist for SRF Doctoral Student Workshop 2020
- ‘Data in International Business Research’, IM Division Webinar, 2020
- ‘From Social Responsibility to Social Impact’, All Academy Theme Symposium, Academy of Management Conference, 2020
- ‘A Corporate Strategy Perspective on Platforms’, STR Division Virtual PDW, 2020
- ‘Future Avenues for Formal Models in Strategy Research’, STR Division Virtual PDW, 2020
- ‘Alternate Organizational Forms’, SMS Pre-Conference Panel, Minneapolis, 2019
- ‘New Directions for Corporate Strategy Research’, SMS Pre-Conference Panel, Minneapolis, 2019
- ‘Entrepreneurship in ‘Out-of-the-Spotlight’ Regions’, SMS Theme Symposium, Minneapolis, 2019
- ‘Future Directions for CSR Research’, Academy of Management (STR Division) PDW, 2019
- ‘Building a Research Pipeline’, Academy of Management (STR Division) Doctoral Consortium, 2018
- ‘Making the Job a Lifelong Passion’, Academy of Management (STR Division) Doctoral Consortium, 2018
- ‘Organizational Restructuring and Innovation’, Organization Design Conference, Philadelphia, 2014
- ‘Finding a Job’, Academy of Management (STR Division) Doctoral Consortium, 2013
- ‘Managing your Dissertation’, Academy of Management (STR Division) Doctoral Consortium, 2013

### Discussant

- Nonmarket Strategy Research Community Doctoral conference, (Online) 2023
- STR Virtual Symposium on Corporate Strategy, 2023
- Wharton Corporate Strategy & Innovation Conference, Wharton School, 2022
- Wharton Nonmarket Strategy Workshop, Wharton School, 2022
- Panelist for INFORMS Organization Science Dissertation Proposal Competition, 2022
- Panelist for Strategy Science Doctoral Workshop, 2022
- Strategy and Business Environment Conference, UT Austin, 2022

- Nonmarket Strategy Research Community Doctoral Conference, (Online) 2021
- Strategy and Business Environment Conference, (Online) 2021
- Strategy, Innovation, & Entrepreneurship Virtual Seminar Series, 2020
- Strategy and Business Environment Conference, (Online) 2020
- Wharton Corporate Strategy & Innovation Conference, Wharton School, 2019
- AOM Conference Symposium on ‘Corporate Actors & Development Outcomes’, 2018
- Strategy and Business Environment Conference, Wharton School, 2018
- Consortium for Research in Strategy Conference, Boston, 2018
- Strategy Research Forum, Paris, 2018
- AOM Conference Symposium on ‘Succession and Synchronicity in Corporate Modes of Reconfiguration: Make, Buy, Ally, and Divest’, Atlanta, 2017
- Consortium for Competitiveness and Cooperation (CCC), New York, 2015
- Atlanta Competitive Advantage Conference, Atlanta, 2014
- Strategy Research Forum, 2014

### **Paper Presentations**

- ‘Other people’s children’
  - SIOE Conference, Chicago, 2024
  - SMS Special Conference, Washington DC, 2024
  - National University of Singapore Seminar, 2024
  - Academy of Management Conference, Boston, 2023
- ‘From social responsibility to social impact’
  - Consortium for Research in Strategy Conference, Chicago, 2023
- ‘California cap-and-trade program’
  - Stakeholder Conference, Utah, 2023
  - Strategy & Business Environment Conference, 2023
  - Consortium for Research in Strategy Conference, Austin, 2022
  - Wharton Nonmarket Strategy Workshop, Wharton, 2022
- ‘Come together’
  - Wharton Strategy Seminar, 2024
  - Academy of Management Conference, Seattle, 2022
- ‘Learning and letting go’
  - Academy of Management Conference, Seattle, 2022
- ‘Strategic search’
  - Strategy Science Conference, New York, 2022
  - Wharton Technology Conference, [Online], 2022
  - INSEAD Strategy & Entrepreneurship Research Seminar, 2022
  - HEC Paris Research Seminar, 2021
- ‘To Give and Give Not’
  - ESSEC Research Seminar, Singapore, 2024
  - Boston University Strategy Seminar, 2024
  - Rice University Strategy Seminar, 2022
  - University of California, Irvine, Seminar, 2020

- University of South Carolina Seminar, 2020
- Brigham Young University Seminar, 2020
- Strategic Management Society Annual Conference, Minneapolis, 2019
- Academy of Management Annual Meeting, Boston, 2019
- STR Division, Executive Committee Meeting, Philadelphia, 2019
- Organization Science Winter Conference, Pheonix, 2019
- Sorenson Innovation Summit, Salt Lake City, 2019
- Strategy Science conference, Philadelphia, 2018
- SIOE annual conference, New York, 2017
- 'Desert places'
  - Singapore Management University Seminar, 2024
  - Harvard Business School Strategy Seminar
  - Santa Clara University
  - Ohio State University Seminar, 2021
  - North Carolina State University Seminar, 2021
  - Wharton School Seminar, 2021
  - Washington University at St. Louis Seminar, 2021
  - University of Colorado, Boulder Research Seminar, 2020
  - Columbia Business School Research Seminar, 2020
  - SIOE Conference, [Online], 2020
  - INSEAD Strategy Research Seminar, 2020
  - Strategy Science Conference, [Online], 2020
  - Wharton Technology Conference, [Online], 2020
- 'Follow the smoke'
  - Baruch University Seminar, 2020
  - Academy of Management Conference, 2020
  - Academy of International Business Conference, 2020
- 'From Social Responsibility to Social Impact'
  - Freeman Global Policy Seminar, Minneapolis, 2020
- 'Value based stakeholder theory'
  - Strategic Management Society Annual Conference, Minneapolis, 2019
- 'Strategic redundancy and third-party big data'
  - Copenhagen Business School, Copenhagen, 2019
  - Strategy Science conference, Salt Lake City, 2019
  - Wharton Technology and Innovation Conference, Philadelphia, 2019
  - Tulane Strategy Seminar, New Orleans, 2019
- 'Giving a little to many or a lot to a few?'
  - Strategic Management Society Meeting, Paris, 2018
  - Academy of Management Meeting, Chicago, 2018
  - Strategy & Business Environment Conference, Wharton, 2018
- 'Problem You Know'
  - University of West Virginia Research Seminar, 2019
  - SIOE annual conference, Montreal, 2018
  - Consortium for Research in Strategy, Boston, 2018

- Wharton Technology Conference, 2018
- SME Department Seminar, University of Minnesota, 2018
- University of North Carolina, Chapel Hill, 2018
- ‘Economics of employee CSR’
  - Academy of Management Meeting, Atlanta, 2017
- ‘Adverse selection in the use of philanthropy as insurance’
  - Purdue University, West Lafayette, 2018
  - SMS annual meeting, Houston, 2017
  - Academy of Management Meeting, Atlanta, 2017
  - SIOE annual conference, New York, 2017
  - University of Florida, Gainesville, 2017
- ‘Knowledge-based theory of employee entrepreneurship’
  - Wharton Technology Conference, 2018
  - SMS annual meeting, Houston, 2017
  - SMS special conference, Banff, 2017
- ‘Adaptation on Multiple Landscapes’
  - SME Department Seminar, 2018
  - INFORMS Conference, Nashville, 2016
  - Strategic Management Society Conference, Berlin, 2016
  - Academy of Management Annual Meeting, Anaheim, 2016
  - Cass Business School (Workshop on Scale & Scope), 2016
  - Dartmouth Junior Faculty Summer Camp, Dartmouth, 2015
- ‘Comparative Governance of Market Failure’
  - Strategic Management Society Conference, Berlin, 2016
  - Academy of Management Annual Meeting, Anaheim, 2016
  - Society for Institutional and Organizational Economics Conference, Paris, 2016
  - Alliance for Research on Corporate Sustainability Conference, 2016
- ‘Non-Market Strategy: An Integrative Review’
  - Society for Institutional and Organizational Economics Conference, Paris, 2016
- ‘Antecedents of Global Sourcing’
  - SMS annual conference, Houston, 2017
  - Industry Studies Association Conference, Minneapolis, 2016
- ‘Economic Case for CSR’
  - Strategic Management Society Conference, Denver, 2015
  - Academy of Management Annual Meeting, Vancouver, 2015
  - Atlanta Competitive Advantage Conference, 2015
  - SME Seminar Series, Carlson School, 2015
- ‘Underinvestment and the Role of Private Equity’
  - Bocconi University, 2015
  - Academy of Management Annual Meeting, Vancouver, 2015
  - Mid-West Strategy Meeting, St. Louis, 2015
  - Sumantra Ghoshal Conference, London, 2015
  - SME Seminar Series, Carlson School, 2015
- ‘Behavioral Perspective on Radical Invention’



- London Business School, 2016
- University of Illinois at Urbana-Champaign, 2015
- Boston University, 2015
- University of Southern California, 2015
- Mid-West Strategy Meeting, Madison, 2014
- Atlanta Competitive Advantage Conference, Atlanta, 2014
- Wharton Technology Conference, Wharton School, 2014
- SME Seminar Series, Carlson School, 2013
- ‘Multinationality and Performance’
  - Strategic Management Society Conference, Denver, 2015
  - Academy of Management Annual Meeting, Vancouver, 2015
  - Academy of International Business Conference, Bangalore, 2015
- ‘Global Sourcing and Foreign Knowledge Seeking’
  - Academy of Management Annual Meeting, Philadelphia, 2014
  - Academy of International Business Conference, Vancouver, 2014
  - Strategy Seminar, Olin Business School, Washington University at St. Louis, 2013
  - SME Seminar Series, Carlson School, 2013
- ‘Capabilities-based Perspective on Acquirer Target Selection’
  - Academy of International Business Conference, Vancouver, 2014
  - Academy of Management Annual Meeting (BPS Division), Lake Buena Vista, 2013
  - Atlanta Competitive Advantage Conference, Atlanta, 2013
- ‘Structural Recombination and Innovation’
  - Strategic Management Society Conference, Prague, 2012
  - Academy of Management Annual Meeting (BPS Division), Boston, 2012
  - Atlanta Competitive Advantage Conference, Atlanta, 2012
  - Wharton Technology Conference, Wharton School, 2012
  - SMRC Seminar Series, Carlson School, 2011
- ‘Post-Divestment Innovation’
  - Strategy Seminar, Ross School of Business, University of Michigan, 2012
  - Atlanta Competitive Advantage Conference, Atlanta, 2012
  - Mid-west Strategy Meeting, Fisher College of Business, Columbus, OH, 2012
  - Strategic Management Society Conference, Miami, 2011
  - Academy of Management Annual Meeting (BPS Division), San Antonio, 2011
  - Strategy Research Forum, Longboat Key, 2011
- ‘The Changing Nature of Global Integration’
  - Academy of International Business Annual Conference, Washington DC, 2012
  - Freeman Center for International Economic Policy Workshop, University of Minnesota, 2012
  - Strategic Management Society Conference, Miami, 2011
  - Academy of Management Annual Meeting (BPS Division), San Antonio, 2011
- ‘Foreign knowledge seeking and Country Exit’
  - Strategic Management Society Conference, Prague 2012
  - Academy of Management Annual Meeting (IM Division), Boston, 2012
- ‘CEO Incentives and Country Exit’

- Academy of Management Annual Meeting (BPS Division), Montreal, 2010
- Academy of International Business Annual Conference, Rio de Janeiro, 2010
- SMRC Seminar Series, Carlson School, 2010
- ‘Transaction Costs, Scarce Resources, and the Appropriation of Schumpeterian Rent’, Academy of Management Annual Meeting (BPS Division), Montreal, 2010
- ‘Firm and Rival R&D as Antecedents of Corporate Transactions’,
  - Academy of Management Annual Meeting (BPS Division), Chicago, 2009
  - Carlson School, Strategic Management & Organization Department, 2009
  - Boston University, Strategy and Innovation Department, 2009
  - NYU Stern School, Management & Organizations Department, 2009
  - OSU Fisher College, Management & HR Department 2008
- ‘Resources, Exploration and Exploitation: The Dynamics of Innovation and Corporate Scope’, Academy of Management Annual Meeting (BPS Division), Chicago, 2009.
- ‘Decision to Divest: Stock Market Sentiment and the Limits to Managerial Entrenchment’ Academy of Management Annual Meeting (BPS Division), Anaheim 2008
- ‘Intelligent Investing & Governance: The Role of Financial Acquirers’, Academy of Management Annual Meeting (BPS Division), Anaheim 2008
- ‘Innovation & Scope: R&D as an Antecedent of Corporate Transactions’, Transatlantic Doctoral Conference, London Business School, London 2008
- ‘Value Creation & Valuation: The Role of Private Equity in the Market for Divested Assets’, Academy of Management Annual Meeting (BPS Division), Philadelphia 2007
- ‘Bait & Switch: The Evolution of Governance & Performance in Family Businesses’, Academy of Management Annual Meeting (ENT Division), Atlanta 2006.

## TEACHING EXPERIENCE

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### Carlson School

- MGMT 8401: Strategy I (PhD Seminar), 2018, 2020, 2021, 2022, 2024
- MGMT 8101: Theory Building (PhD Seminar), 2023-
- MGMT 8403: Strategy II (PhD Seminar), 2023, 2025
- MGMT 8404: Nonmarket Strategy (PhD Seminar), 2017, 2019
- MGMT 6085: Corporate Strategy, 2014-17, 2020, 2021, 2022-24 (FTMBA)
- MBA 6300: Strategic Management, 2009-2018 (PTMBA), 2019 (FTMBA)
- MGMT 4032: Corporate Strategy, 2020-2024
- MGMT 4035: Mergers & Acquisitions Strategy, 2020, 2022
- PhD advising:
  - Ribuga Kang (2016; placement: Chinese U. of Hong Kong)
  - Paul Nary (2019; placement: Wharton School)
  - Rosa Kim (2021; placement: Oklahoma State University)
  - Haram Seo (2021; placement: Texas A&M University)
  - Hyoju Jeong (2022; placement: Tulane University)
  - Narae Lee (2022; placement: Singapore Management University)
  - Sohyun Park (2023; placement: Stevens Institute)

- Farzam Boroomand (current)
- Yeon Jin Kim (current)
- PhD Committee member for: Darcy Fudge Kamal (Carlson, 2012), Carlos Inoue (Toronto, 2021), Ei Sandi Nwe (Purdue, 2023), Shirley Tang (WUSTL, 2023), Pyung (Joe) Nahm (Carlson, 2024), Madhulika Kaul (HEC Paris, 2024), Marc Legrand (HEC Paris), Puneet Sachdeva (UT Austin), Octavio Barros (INSPIRE)
- Undergraduate Honors ‘Super Supervisor’: 2019-2022
- Session instructor, Nonmarket Strategy Research Community Virtual Doctoral Seminar, 2021-

### Wharton School

- Teaching Assistant, MGMT 871 and MGMT 205, ‘Multinational Strategy’, 2006-2008
- Teaching Assistant, MGMT 223 ‘Business Policy’, 2005-2007
- Teaching Assistant, MGMT 101 ‘Introduction to Management’, 2006-2007

### PROFESSIONAL ACTIVITY & SERVICE

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#### Professional

- Strategic Management Society
  - Director-at-Large, 2021-23, 2024-26
  - Co-organizer, PhD Chat Series, 2021, 2023
  - Chair, Entrepreneurship and Strategy Interest Group, 2020
  - Co-Chair, Hangzhou Special Conference, 2020 [cancelled due to pandemic]
  - Program Chair, Entrepreneurship and Strategy Interest Group, 2019
  - Track Chair, Frankfurt Special Conference, 2019
  - Associate Program Chair, Entrepreneurship and Strategy Interest Group, 2018
  - Rep-at-large, Cooperative Strategy Interest Group, 2018-19
  - Rep-at-large, Entrepreneurship and Strategy Interest Group, 2016-17
- Academy of Management
  - Member, Executive Committee, STR division, 2018-2020
  - Co-chair, Doctoral Consortium, BPS / STR Division, 2017 & 18
  - Co-organizer, Junior Faculty Paper Development Workshop, BPS division, 2014 & 15
  - Member, Research Committee, BPS Division, 2012-2014
- Consortium for Competitiveness & Cooperation (CCC)
  - Member, Board of Directors, 2022-
  - Conference co-organizer, Toronto, 2022
  - Conference co-organizer, Minneapolis, 2021
- Dartmouth Junior Faculty Research Summer Camp
  - Conference Co-organizer, 2019, 2023-
- Organizational Design Community
  - Annual Virtual Conference co-organizer, 2023
- Society for Institutional & Organizational Economics (SIOE)
  - Program Committee, SIOE Conference, 2020, 2021
- Strategy & Business Environment Conference
  - Program Committee, 2021-

### Editorial & Review

- Associate Editor, *Academy of Management Review*, 2023-
- Associate Editor, *Strategic Management Journal*, 2017-2022
  - Guest editor for special issue on ‘New Directions for the Resource-Based View’, 2020-22
- Associate Editor, *Journal of Organization Design*, 2018-2023
- Editorial Board
  - *Academy of Management Review* (Outstanding Reviewer Award, 2018, 2019, 2020)
  - *Administrative Science Quarterly*
  - *Organization Science* (Outstanding Reviewer Award, 2017-18; 2020-21)
  - *Strategy Science*
  - *Journal of Management Scientific Reports*
- Ad-hoc Reviewer
  - *Management Science*, *Academy of Management Journal*, *Academy of Management Discoveries* (Outstanding Reviewer Award, 2017), *Journal of International Business Studies*, *Research Policy*
- Conference reviewer for
  - Academy of Management Meeting (STR and TIM division)
  - Academy of International Business Meeting 2010-2012
  - Strategic Management Society Conference

### University of Minnesota

- Chair, Social Concerns Committee, 2019-2021; 2023-
- Member, Social Concerns Committee, 2017-21

### Carlson School

- PhD Coordinator, SME Department, 2019-
- Member, Sustainability Certificate Committee, 2023
- Member, Entrepreneurship Minor Committee, 2021-2023
- Faculty Consultative Committee (2<sup>nd</sup> Alternate), 2020-21
- Chair, New Certificate Committee, SME Department, 2019-20
- Chair, Recruiting Committee, SME Department, 2017-18
- Member, PhD Committee, SME Department, 2017-19
- Coordinator, Department Seminar Series, 2010-11, 2013-16
- Member, Faculty Search Committee, SME Department, 2009-10, 2011-12, 2013-14, 2015-16, 2016-17

### INDUSTRY EXPERIENCE

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<b>Akanksha Foundation</b> (Bombay, India)	2003-2004
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*Project Advisor*

Helped develop long-term plans, strategy and structure for this education-based non-profit that works with less privileged children in Bombay; was involved in establishing new public-private partnership model.

<b>McKinsey and Company</b> (India)	2001-2003
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*Associate*

Worked primarily with McKinsey's Corporate Finance & Strategy (CF&S) Practice, advising clients on cross-border M&A and strategies for corporate growth.

**PERSONAL INFORMATION**

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**Writer**

- Author of *études*, a collection of short fiction (Franquebar Press, 2009)
- Work published in a number of literary journals, for a complete listing, see: [Literary Publication List](#)