

ASEEM KAUL

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

Associate Professor (with tenure)	2017-Present
Assistant Professor	2009-2017

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

PhD in Management	2009
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Dissertation: Innovation, Resources and Corporate Transactions:
The Dynamics of Technology and Corporate Scope

Indian Institute of Management, Ahmedabad, India

Post Graduate Diploma in Management (MBA equivalent)	2001
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Sri Ram College of Commerce, University of Delhi, India

B.A. (Hons.) Economics	1999
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RESEARCH & PUBLICATIONS**Journal Articles**

- Chen, M., Kaul, A., and Wu, B*. 'Adaptation across multiple landscapes: Relatedness, complexity, and the long run effects of coordination in diversified firms', *Strategic Management Journal*, forthcoming.
- Giustiziero, G., Kaul, A., and Wu, B*. 'The Dynamics of Learning and Competition in Schumpeterian Environments', *Organization Science*, forthcoming. Available at: <https://doi.org/10.1287/orsc.2018.1264>
- Luo, J., and Kaul, A*. '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

*Authors contributed equally and are listed alphabetically

- 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
- 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

Conference Proceedings

- 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

- Seo, H., Luo, J., and Kaul, A. 'Giving a Little to Many or a Lot to a Few? The Benefits of Variety in Corporate Philanthropy'
- Barach, M., Kaul, A., Leung, M. and Lu, S. 'Strategic redundancy in the use of third-party big data: Evidence from a two-sided labor matching platform'
- Mohliver, A.C., Crilly, D., and Kaul, A. 'In Dubious Battle: Issue Salience, Polarization, and Corporate Social Counterpositioning'
- Berry, H., and Kaul, A. 'Corporate renewal through resource exploitation and augmentation: Evidence from US multinationals, 1999-2014'

Working Papers / Work-in-progress

- 'To Give and Give Not: Corporate Philanthropy, Government Aid, and Political Polarization' (with Jiao Luo)

- ‘The Problem You Know: An Empirical Examination of Firms’ Recombination Strategies’ (with J.P. Eggers)
- ‘A General Theory of Employee Entrepreneurship: A Knowledge-Based View’ (with Martin Ganco and Joe Raffiee)
- ‘The Best of Both Modes: Using Transaction Portfolios to Capture Resource Complementarities’ (with Paul Nary)
- ‘Antecedents of Global Sourcing: Property Rights, Contracting Institutions, and Foreign Knowledge-Seeking’ (with Heather Berry and Rosa Kim)
- ‘Value-based Stakeholder Governance’ (with Jiao Luo)
- ‘Where There’s Smoke: Global sourcing and the pollution haven hypothesis’ (with Heather Berry and Narae Lee)
- ‘The Economics of Employee CSR: Profit Potential and Social Impact’ (with Jiao Luo)

GRANTS & AWARDS

- 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

Paper Presentations

- ‘Value based stakeholder theory’
 - Strategic Management Society Annual Conference, Minneapolis, 2019 (scheduled)
- ‘Strategic redundancy and third-party big data’
 - Copenhagen Business School, Copenhagen, 2019 (scheduled)
 - Strategy Science conference, Salt Lake City, 2019
 - Wharton Technology and Innovation Conference, Philadelphia, 2019
 - Tulane Strategy Seminar, New Orleans, 2019
- ‘To Give and Give Not’
 - Strategic Management Society Annual Conference, Minneapolis, 2019 (scheduled)
 - Academy of Management Annual Meeting, Boston, 2019 (scheduled)

- STR Division, Executive Committee Meeting, Philadelphia, 2019
- Organization Science Winter Conference, Phoenix, 2019
- Sorenson Innovation Summit, Salt Lake City, 2019
- Strategy Science conference, Philadelphia, 2018
- SIOE annual conference, New York, 2017
- ‘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’
 - 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

Carlson School

- MGMT 8401: Strategy (PhD Seminar), 2018, 2020
- MGMT 8404: Nonmarket Strategy (PhD Seminar), 2017, 2019
- MGMT 6085: Corporate Strategy, 2014-17
- MBA 6300: Strategic Management, 2009-2018 (PTMBA), 2019 (FTMBA)

- PhD advising:
 - Ribuga Kang (2016; placement: Chinese U. of Hong Kong)
 - Paul Nary (2019; placement: Wharton School)
 - Rosa Kim (current)
 - Haram Seo (current)

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

Professional

- Strategic Management Society
 - 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

Editorial & Review

- Associate Editor, *Strategic Management Journal*, 2017-
 - Guest editor for special issue on 'New Directions for the Resource-Based View', 2020-
- Associate Editor, *Journal of Organization Design*, 2018-
- Editorial Board
 - *Academy of Management Review* (*Outstanding Reviewer Award*, 2018)
 - *Organization Science* (*Outstanding Reviewer Award*, 2017-18)
 - *Strategy Science*
 - *Strategic Organization*
- Ad-hoc Reviewer
 - *Management Science*, *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Discoveries* (*Outstanding Reviewer Award*, 2017), *Journal of International Business Studies*
- 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, 2019-2020

- Member, Social Concerns Committee, 2017-21

Carlson School

- Chair, Recruiting Committee, SME Department, 2017-18
- Member, PhD Committee, SME Department, 2017-
- 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

Akanksha Foundation (Bombay, India) 2003-2004

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.

McKinsey and Company (India) 2001-2003

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

Writer

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