

JACK A. NICKERSON

Frahm Family Professor of Organization and Strategy
Olin Business School
Washington University in St. Louis
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Positions

Olin Business School, Washington University in St. Louis

2010- Associate Dean and Director of Brookings Executive Education
2009-2010 Director of Brookings Executive Education
2008-2010 Strategy Group Chair, Olin Business School
2007- Frahm Family Professor of Organization and Strategy
2005-2007 Professor of Organization and Strategy
2003-2005 Tenured Associate Professor of Organization and Strategy
2001-2003 Associate Professor of Organization and Strategy
2001-2002 Marcile and James Reid Chair: In recognition of consistently outstanding teaching contribution at the John M. Olin School of Business
1996-2001 Assistant Professor of Organization and Strategy

Brookings Institution, Washington D.C.

2009- Non-resident Senior Scholar, Governance Studies

Grameen Foundation, Washington D.C.

2010-2011 Senior Visiting Fellow

Corporate Boards

2005- Director, NFORMD.NET, LLC
2009-2012 Director, Clean Tech Bio-fuels, Inc.

Institute for Management Studies

2014- Speaker: Leading Change from the Middle and The Art of Diagnosis

Kedge Business School, Marseille and Boudreaux, France

2013- Visiting Professor

Education

Haas School of Business, University of California at Berkeley

Ph.D. Business and Public Policy, 1997.

Field: Business and Public Policy with a concentration in Strategy.

Thesis: Toward An Economizing Theory of Strategy: The Choice of Strategic Position, Assets, and Organizational Form.

Thesis Committee: Professors Oliver E. Williamson (chair), Trond Petersen, and Daniel McFadden.

Haas School of Business, University of California at Berkeley

M.B.A., May 1990. Concentrations in Strategy and Management of Technology.

College of Engineering, University of California at Berkeley
M.S.M.E., May 1986. Concentration in Control Systems Engineering.

Worcester Polytechnic Institute, Worcester MA
B.S.M.E., May 1984. Concentrations in Mechanical Design and Control Systems Engineering.

Publications

Refereed Journals

- [1] “Dominant Design, Innovation Shocks, and the Follower’s Dilemma” (with Nick Argyres and Lyda Bigelow), Strategic Management Journal (2014).
- [2] “Diversity and Productivity in Production Teams” (with B. Hamilton, H. Owan) in Advances in the Economic Analysis of Participatory and Labor-Managed Firms, Volume 13. (Outstanding Author Contribution Award Winner at the Emerald Literati Network Awards for Excellence, 2013.)
- [3] “Microfoundations of Strategic Problem Formulation” (with Markus Baer and Kurt Dirks) Strategic Management Journal, **34**, 2(2013): 197-214.
- [4] “Sailing Toward Exploration and Exploitation: Achieving Ambidexterity Through Organizational Vacillation,” (with Peter Boumgarden and Todd Zenger) Strategic Management Journal, **33**, 6(2012): 587-610.
- [5] “Exploring the Problem-Finding and Problem-Solving Approach for Designing Organizations,” (with Joseph Mahoney and C. James Yen) Academy of Management Perspectives, **26**, 1(2012): 52-72. (Best paper of the year runner up.)
- [6] “Oliver Williamson and His Impact on the Field of Strategic Management,” Journal of Retailing, **86**, 3(2010): 270-276.
- [7] “Regulator Heterogeneity and Endogenous Efforts to Close the Information Asymmetry Gap: Evidence from FDA Regulation,” (with John Mayo and Jeffrey Macher) Journal of Law & Economics **54**(2011): 25-54.
- [8] “Does Outsourcing Affect the Variability of Product Performance: Evidence from International Courier Services,” (with C.M. Hsieh and Sergio G. Lazzarini) forthcoming in Organization Science, **21**(2010): 892-910.
- [9] “Envy, Comparison Costs, and the Economic Theory of the Firm,” (with Todd Zenger) Strategic Management Journal, **29**, 13(2008): 1429-1450.
- [10] “Interorganizational-trust: the Choice of Make, Buy, or Ally; and the Performance of Interorganizational Relationships in the U.S. Auto Industry,” (with Ranjay Gulati) Organization Science, **19**, 5(2008): 688-708.
- [11] “The ‘problem’ of creating and capturing value,” (with Brian Silverman and Todd Zenger) Strategic Organization, **5**, 3(2007): 211-225.
- [12] “Problem Solving and the Entrepreneurial Theory of the firm,” (with Chih-mao Hsieh and Todd Zenger) Journal of Management Studies, **5**(2007): 211-225.
- [13] “Strategic Management of R&D Pipelines with Co-specialized Investments and Technology Markets,” (with Tat Chan and Hideo Owan) Management Science, **53**, 4(2007): 667-682.
- [14] “The Antecedents and Performance Implications of Cooperative Exchange Norms,” (with Janet Bercovitz and Sandy Jap) Organization Science, **17**, 6(2006): 724-740.
- [15] “Why do firms make and buy? Efficiency, appropriability and competition in the trucking industry.” (with Daifeng He), Strategic Organization, **4**, 1(2006): 43-70.

- [16] "Antecedents and Performance Implications of Contracting for Knowledge Workers: Evidence from Information Technology Services," (with Kyle J. Mayer) Organization Science, **1**, 3(2005): 225-42.
- [17] "Modular governance: Explaining the effect of Information Technology on the boundaries of the firm," (with Sergio Lazarini), Revista de Economia e Administracao, **4**, 2(2004): 149-178.
- [18] "A Knowledge-based Theory of Governance Choice," (with Todd Zenger) Organization Science, **15**, 6 (2004): 617-632.
- [19] "Are Supply and Supplier Plant Inspections Complements or Substitutes? A Strategic and Operational Assessment of Inspection Practices in Biotechnology," (with Kyle Mayer and Hideo Owan), Management Science, **50**, 8 (2004): 1064-1081.
- [20] "Empirical evidence regarding the tension between knowledge sharing and knowledge expropriation in collaborations," (with Bruce Heiman) Managerial and Decision Economics, **25**, (2004): 401-420.
- [21] "Why Firms Want to Organize Efficiently and What Keeps Them from Doing So: Evidence from the For-hire Trucking Industry," (with Brian Silverman) Administrative Science Quarterly, **48**, 3 (2003): 433-65.
- [22] "Correcting for Endogeneity in Strategic Management Research," (with Barton H. Hamilton), Strategic Organization, **1**, 1 (2003): 53-80.
- [23] "Team Incentives and Worker Heterogeneity: An Empirical Analysis of the Impact of Teams on Productivity and Participation," (with Barton H. Hamilton and Hideo Owan), Journal of Political Economy, **111**, 3(2003): 465-497.
- [24] "Why Aren't All Truck Drivers Owner-Operators? Asset Ownership and the Employment Relation in Interstate For-Hire Trucking," (with Brian Silverman), Journal of Economics, Management, and Strategy, **12**, 1(2003): 91-118.
- [25] "Being Efficiently Fickle: A Dynamic Theory of Organizational Choice" (with Todd Zenger), Organization Science, **13**, 5 (2002): 547-566.
- [26] "Towards Reconciling Transaction Cost Economics and The Knowledge-based View of the Firm: The Context of Interfirm Collaborations," (with Bruce Heiman), International Journal of the Economics of Business, **9**, 1 (2002): 97-116.
- [27] "Market Position, Resource Profile, and Governance: Linking Porter and Williamson in the Context of International Courier and Small Package Services in Japan," (with Bart Hamilton and Tetsuo Wada), Strategic Management Journal, **22**, 3 (2001): 251-273.
- [28] "Economizing in a Context of Strategizing: Governance Mode Choice in Cournot Competition," (with Richard Vanden Bergh), Journal of Economic Behavior and Organization, **40**, 1 (1999): 1-15.
- [29] "Dynamically Engineering Bureaucracy," (with Todd Zenger), Journal of Law, Economics, and Organization, **15**, 1 (April 1999): 47-55.
- [30] "Data Reduction Techniques and Hypothesis Testing For Analysis of Benchmarking Data in the Semiconductor Industry," (with Thomas Sloan), International Journal of Production Research, **37**, 8 (1999): 1717-1741.
- [31] "Profitability, Transactional Alignment, and Organizational Mortality in the U.S. Trucking Industry," (with John Freeman and Brian Silverman), Strategic Management Journal, **18** (1997): 31-52.

- [32] “Durable Goods and Horizontal Merger Analysis.” Review of Industrial Organization, **10** (1995): 209-220.

Books

- [33] *Leading Change from the Middle: A Practical Guide to Building Extraordinary Capabilities*. J.A. Nickerson, Brookings Press, 2014.
- [34] *Tackling Wicked Government Problems: A Practical Guide for Enterprise Leaders*. J.A. Nickerson and R. Sanders (eds.), Brookings Press, 2013.
- [35] *Leading Change in a Web 2.1 World*. J.A. Nickerson, Brookings Press, 2010.
- [36] *Economic Institutions of Strategy*. J. A. Nickerson and B. S. Silverman (eds.), *Advances in Strategic Management* (Vol. 26), Emerald Group Publishing Limited, 2009.

Refereed Book Chapters

- [37] “Trust and the Economic Theory of the Firm”, with Timothy Gubler and Kurt Dirks (2013), in Rienhard Bachman and Akbar Zaheer (eds.) *Handbook of Advances in Trust*. Edward Elgar, Northampton MA.
- [38] “Diversity and Productivity in Production Teams,” with Barton H. Hamilton and Hideo Owan (2012), in Alex Bryson (ed.) *Advances in the Economic Analysis of Participatory and Labor-Managed Firms (Advances in the Economic Analysis of Participatory & Labor-Managed Firms, Volume 13)*, Emerald Group Publishing Limited, pp. 99-138.
- [39] “Governing Knowledge Creation: A Problem-finding and Problem-solving Perspective,” with Bruce Heiman and Todd Zenger in Knowledge Governance: Processes and Perspectives (2009), Nicolai Foss and Snejina Michailova eds.
- [40] “Transaction Cost Economics” with James Chieh-Chung Yen, forthcoming in Palgrave Dictionary of Strategic Management, David Teece and Mie Augier, eds.
- [41] “Economizing and Strategizing in Business Strategy” with James Chieh-Chung Yen, forthcoming in Elgar Companion on Transaction Cost Economics, Peter Klein and Michael Sykuta, eds.
- [42] “New Institutional Economics, Organization, and Strategy” with Lyda Bigelow, in New Institutional Economics: A Guidebook, Jean-Michael Glachant and Eric Brouseau, eds.
- [43] “Proprietary Information Networks and the Scope of the Firm: The Case of International Courier and Small Package Services in Japan,” (with Tetsuo Wada), in Emerging Competition in Postal and Energy Services (1999), eds. Michael Crew and Paul Kleindorfer, Boston: Kluwer.
- [44] “Economic Performance, Strategic Position and Vulnerability to Ecological Pressures Among U.S. Interstate Motor Carriers.” (with Brian S. Silverman), in Advances in Strategic Management: Disciplinary Roots of Strategic Management Research (1998), ed. Joel A. C. Baum, Volume 15, Greenwich, CT: JIA Press.
- [45] “New frontiers in strategic management of organizational change.” (with Brian S. Silverman), in Advances in Strategic Management: Economic Institutions of Strategy (2009), eds. Jackson Nickerson and Brian Silverman, Volume 26, Emerald Group Publishing Limited.

Contributions

- [46] “Intellectual Capital Management Strategy: The Foundation of Successful New Business Generation,” (with Brian Silverman), Journal of Knowledge Management, **1,4**, (1998): 320-31.

[47] “Strategic Objectives Supported by Licensing,” in Licensing Strategy (1996), R. Parr and P. Sullivan eds., New York: John Wiley & Sons.

[48] “Licensing in the Chemical Industry: A Case Study,” (with Peter Grindley) in Licensing Strategy (1996), R. Parr and P. Sullivan eds., New York: John Wiley & Sons.

Book Reviews

[49] “Learning by Doing in Markets, Firms, and Countries,” Journal of Economic History, **59**, 3 (1999): 854-855.

Papers in Progress

[50] “A Theory of Entrepreneurship” (with Nathan Furr and Robert Wuebker) preparing to submit to Management Science.

[51] “Comprehensiveness in Wicked Problem Formulation: Models of Cognition in the Design and Selection of Valuable Strategies (with Leif Lundmark).

[52] “Strategic Problem Solving: A Knowledge-based Examination in Medical Device Manufacturing (with Jeffrey Macher).

[53] Comparative Adjustment Costs and Strategic Responses to Shocks (with Nicholas Argyres and Joseph Mahoney).

[54] Book: Leading in Government: A Practical Guide for Building Leadership Competence.

[55] “The Effects of Growth and the Psychology of Envy on the Structure and Strategy of the Firm” (with Li Ma and Jie Jiao) preparing to submit to Strategic Management Journal.

[56] “Is entrepreneurship genetic? The missing roles of the environment and institutions” (with Andrea Fosfuri, Alfonso Gambardella, and Peter Thompson).

Business and Critical Thinking Cases (Authored and co-authored)

OBS 2009-0623 A Landmark Flight

OBS 2010-0220 Renewing Kid’s Meals

OBS 2010-0630 Un Amor

OBS 2010-1230 Gifts for Students

OBS 2011-0118 America’s Greenest City

OBS 2011-0223 Targeting a Response

OBS 2012-1108 Collecting Debts

OBS 2012-0630 Google, a car with more than a view

OBS 2013-0219 Saison de la mort

OBS 2013-0531 A Reckoning of Invoices

OBS 2013-0615 Getting the Lead Out: Johnson Controls Inc. in Shanghai

OBS 2014-0107 Illumina

OBS 2014-0306 Synergizing Software

AACSB 101-1107 Setting the Standard

AACSB 102-0428 Core Communications

AACSB 103-0516 Learning for the Learned

AACSB 104-0516 Hiring interest

AACSB 105-0516 Merged Standards

AACSB 106-0516 Structuring Communications

AACSB 201-0905 Expanding Class

AACSB 202-0904 Inclusive Excellence

AACSB 203-0915 Outreaching Engagement

AACSB 301-1218 Performance Matters

AACSB 302-1218 Critical Criteria

AACSB 303-0123 Advising Advisors
AACSB 304-0123 Troubling Tone
AACSB 305-0123 Project Priority
AACSB 306-0123 Opening Opportunities

Major Projects

Collaborated with the FDA, 42 manufacturing facilities, and Jeffrey Macher of Georgetown University since 2002 to study the management of pharmaceutical manufacturing. Provided to the FDA a risk-based assessment of facility inspection choices and management of the investigator workforce that lead to the FDA changing policy. Also provided a benchmarking report to pharmaceutical manufacturers that identified best practices.

Invited Presentations

University of California Irvine (April 2015)
The Ohio University (March 2015)
ETH Zurich (September 2013)
Copenhagen Business School (May 2013)
Tilburg Business School (May 2013)
Columbia Business School (April 2013)
Strategic Management Society (November 2011) Plenary speaker
University of Illinois (September 2010)
Druid Conference, London, England, Plenary Speaker (June 2010)
ACAC Conference, Atlanta, Georgia, Plenary Speaker (May 2010)
Norwegian Business School (December 2009)
Virginia Tech (Fall 2009)
UCLA (April 2009).
University of Virginia (September 2008).
University of Illinois (May 2008).
Harvard Business School (October 2007), Strategy Conference.
University of Michigan (October 2007).
University Sao Paulo, Brazil (September 2007), Keynote speaker, II Research Workshop on Institutions and Organizations.
Ivey School of Business at the University of Western Ontario (January 2007).
Duke (January 2007).
Purdue (May 2006).
Harvard Business School (April, 2006).
University of Pittsburg (March 2006).
USC Marshall (March 2006).
INSEAD (January, 2006).
University of Washington (May 2005).
Georgia Tech (October 2004).
University of Illinois (May 2004).
Harvard University (April 2004).
University of California at Berkeley (March 2004).
Dartmouth (January 2004).
NYU (October, 2003).
University of Utah (March 2003).
Ohio State University (January 2003).
University of Missouri (November 2002).
University of Southern California (November 2002).
University of California at Berkeley (October 2002), honoring Oliver Williamson.

University of California at Berkeley (December, 2001).
Georgetown University (November, 2001).
Cornell University (April, 2001).
University of Toronto (February, 2001).
University of Illinois, Urbana-Champaign (September 2000).
Odense University (November 1999).
DRUID Conference (June, 1998).
University of Maastricht (June, 1998).
University of Toronto (February, 1997).
Universitat Pompeu Fabra (October, 1997).

Conference Presentations

Academy of Management Meetings, Vancouver CA (August 2015)
Academy of Management Meetings, Orlando FL (August 2013)
Strategic Management Society Meetings, Rome (October, 2010)
ISNIE Conference, Sterling Scotland (June 2010)
Strategic Management Society Meetings, Washington, DC (October, 2009)
Academy of Management Meetings, Chicago, IL (August, 2009).
Strategic Management Society Meetings, Washington, DC (October, 2009).
ISNIE Reykjavik, Iceland (June, 2007).
ISNIE Boulder, Colorado (September, 2006).
ISNIE, Barcelona, Spain (September, 2005).
BYU-U of U Strategy Conference, Park City, UT (March 2005).
Academy of Management Meetings, New Orleans, LA (August, 2004).
Organization Science Winter Conference, Steamboat Springs, CO (February, 2004).
Southern Economic Association Meetings, Denver, CO (November, 2004).
Organization Winter Conference, Steamboat Springs, CO (February, 2004).
Academy of Management Meetings, Seattle, WA (August, 2003).
Western Economic Association Meetings, Denver, CO (July, 2003).
International Society of New Institutional Economics, Boston, MA (September, 2002).
Academy of Management Meetings, Denver, CO (August, 2002).
Strategy Research Forum, Soloman Islands, MD (May, 2002).
Informs Meetings, San Antonio, TX (November, 2000).
Academy of Management Meetings, Toronto, ON (August, 2000).
Western Economic Association Meetings, Vancouver, B.C (June, 2000).
Strategy Research Forum, Cohasset, MA (May, 2000).
Informs Meetings, Philadelphia, PA (November, 1999).
International Society of the New Institutional Economics, Washington D.C. (Sept., 1999).
Academy of Management Meetings, Chicago, IL (August, 1999).
Western Economics Association, San Diego, CA (July, 1999).
Strategy Research Forum, Gloucester, MA (May, 1999).
International Society of New Institutional Economics, Paris, France (September, 1998).
Western Economic Association Meetings, Lake Tahoe, CA (July, 1998).
Academy of Management Meetings, Boston, MA (August, 1997).
Administrative Sciences Association of Canada (June, 1997).
Strategic Management Society Meetings, Barcelona, Spain (October, 1997).
Southern Economics Association Annual Meetings, Washington, D.C.(November, 1996).
Strategic Management Journal Conference on Markets and Organization (October, 1996).

Research Interests

Business strategy, organization choice and performance, corporate survival, new institutional economics, intellectual capital management, management of innovation and technology.

Research Grants

CRES/BCTIM/Georgetown University collection of grants for \$100,000 pharmaceutical study.
Center for Research in Health Care Policy grant for \$7,500.
Center for Research in Economics and Strategy grant for \$12,500 to study management of pharmaceutical manufacturing.
Boeing Center for Technology, Information, and Manufacturing grant for \$25,000 to study management of pharmaceutical manufacturing.
Faculty Challenge Research Program in Health Sector Management Grant from Duke University, for \$44,345, with Janet Bercovitz and Jim Emshoff.

Service

Omnibus Committee (2014-2015)
WUSTL Athletic Director hiring committee (2014)
WUSTL Provost hiring committee (2013)
New building committee, (2008-9)
Communications and Assessment Task Force Subcommittee, Chair (2006).
Dean's search committee (2004-2005).
Steering committee member, Undergraduate Council (2003-2006).
Senior faculty committee on corporate relations, Chair (2003-2005).
WCRC subcommittee of MBA curriculum committee, Chair (2004-2005).
Customer relationship management committee, Chair (2003).
Fall Convocation 2004 faculty speaker.

Various business school and university committees including: university-wide Undergraduate Council, coordinator for junior Strategy Recruiting, MBA committee, senior strategy recruiting committee, undergraduate dorm floor advisor, running several simulation exercises for prospective student recruiting, graduation marshal, tenure review committees, and faculty representative for undergraduate admissions high school counselors weekend.

Washington University's Technology Transfer Patent Advisory Committee (TPAC) 2005- 2006.

Center for New Institutional Social Science, Washington University, Executive Committee Member 1998-2009.

One of three organizers for the Strategy Research Forum conference, 2002 and 2003.

Academy of Management: Co-organizer of the Mid-career Consortium 2003-2004, Co-organizer of Ph.D. consortium, presenter in many consortia and professional development workshops.

Editorial boards

Academy of Management Discoveries
Institutional and Corporate Change
Organization Science
Strategic Management Journal
Strategic Organization

Reviewer-at-large for:

Academy of Management Review
Academy of Management Journal
American Economics Review

Administrative Science Quarterly
California Management Review
Journal of Economics Behavior and Organization
Journal of International Business Studies
Journal of Institutional Economics
Journal of Labor and Economic
Journal of Law Economics and Organization
Journal of Management Studies
Journal of Marketing Research
Journal of Pharmaceutical Innovation
Human Resource Management
International Journal of the Economics of Business
International Society of the New Institutional Economics
Management Science
Managerial and Decision Economics
Organization
Organizational Research Methods
Organization Science
Review of Economics and Statistics
Scandinavian Journal of Management
Strategic Management Journal

Ph.D. Committee Membership

Leif Lundmark
Chih-mao Hsieh
Sergio Lazzarini
Alexandra Mislin
James Yen

Teaching Interests

Business Strategy, Critical Thinking, Flexibility and Decisiveness, Organization Theory, and Management of Innovation and Technology, Strategic Thinking, Visioning and Leading Change,

Teaching Experience

EMBA Courses
Strategic Management of Innovation
Strategic Management in Health Care
Innovation Theme

MBA/PMBA Courses
Corporate Strategy
Critical Thinking for Leaders
Global Tycoon
Introduction to Management and Strategy
Strategic Management of Life Science

Brookings Executive Education/Masters of Science in Leadership
Building Networks and Partnerships
Daring to Lead
Decisiveness and Flexibility
Problem Solving through Critical Thinking

Strategic Thinking
Vision and Leading Change

Ph.D. Courses

Knowledge and Management
Strategic Management of Innovation and Technology

Undergraduate Courses

Introduction to Management
Competitive Strategy

Teaching Awards

Reid Teaching Award: Executive MBA (Fudan) Professor of the Year, 2010.
Reid Teaching Award: Executive MBA (Fudan) Professor of the Year, 2009.
Reid Teaching Award: Professional MBA Professor of the Year, 2008.
Reid Teaching Award: Executive MBA (Fudan) Professor of the Year, 2006.
Reid Teaching Award: Executive MBA (Fudan) Professor of the Year, 2005.
Reid Teaching Award: Undergraduate required courses Professor of the Year, 2004.
State of Missouri Governor's Award for Excellence in Teaching, 2003.
Reid Teaching Award: Undergraduate required courses Professor of the Year, 2003.
Reid Teaching Award: Undergraduate required courses Professor of the Year, 2002.
Reid Teaching Award: Undergraduate required courses Professor of the Year, 2001.
Reid Teaching Award: Executive MBA (HSM III) Professor of the Year, 2001.
Reid Teaching Award: Executive MBA (HSM II) Professor of the Year, 2000.
Marcile and James Reid Chair: In recognition of consistently outstanding teaching contribution
at the John M. Olin School of Business, 2001.
UBSC Teaching Award, 1999-2000.
UBSC Teaching Award, 1998-1999.
Student Union Professor of the Year (Business), 1998-1999.

Curriculum Awards

MBA Roundtable Innovator Award for *Critical Thinking@Olin*, key contributor and received
award for Olin.

Executive education, consulting, speaking engagements

AACSB
AB-InBev
A.G. Edwards
Ameren Corporation
Ascension Health
Asper School of Business, University of Manitoba
Brookings Executive Education
Bournemouth University Business School
Bunge
Bureau of Alcohol, Tobacco, Firearms and Explosive
CHAN Healthcare Auditors
Colliers Turley Martin and Tucker
David Eccles School of Business, University of Utah
Department of Veterans Affairs
Edward Jones
Emerson
Essex Industries
Euromed MBA

Federal Reserve Bank of St. Louis
Food and Drug Administration
Fundacao Dom Cabral
Georgia State University, J. Mack Robinson School of Business
Government Executive Annual EIG Conference
Hamline University School of Business
Haskane School of Business, University of Calgary
HOK
IBM
Intel
Kedge Business School
KLA/Tencor
Levi Strauss
MAPI
Merck
Metal Service Center Institute
National Corn Growers Association
National Institutes of Health
National Aeronautics and Space Administration
Nestle-Purina
Ohio University, College of Business
Olin Partners Program (open enrollment)
Olin Thought Leadership Program
Pulitzer Foundation for the Arts
Raytheon
RGA
Sigma Aldrich
Smurfit Stone Container Corporation
Southland Tube
TALX
TherRx/KV Pharmaceuticals
Tyco Health Care/Mallinckrodt Pharmaceuticals.
UniGroup
United States Federal Reserve Bank of St. Louis
University of Southern California, Marshall School of Business
U.S. Bank
U.S. Coast Guard
Wells Fargo Advisors

Other Teaching Experience

Visitor, ETH, Zurich, Switzerland (September 2013).
Guest Lecturer, Copenhagen Business School (November, 1999).
Olin Practicum Advisor, Charter Communications (Spring 1999).
Olin Practicum Advisor, Gateway Energy Systems (Spring 1998).

Honors and Awards

Best Paper Runner-up Academy of Management Perspectives, 2013.
Outstanding Author Contribution Award Winner at the Emerald Literati Network Awards for Excellence, 2013.
Olin Award Recognizing Research that Transforms Business, 2009.
Olin Award Recognizing Research that Transforms Business, 2008.
Founder's Day Distinguished Faculty Award, 2007.

Best Paper Award, Second International Business and Economy Conference, 2003.
AOM Best Papers Proceedings, 2002.
BPS Division of the Academy of Management, Outstanding Reviewer Award, 2000.
Nominated for 3rd annual McKinsey/SMS Best Conference Paper Prize, SMS 2000.
Finalist, 1998 Free Press Award for Outstanding Dissertation Research in BPS.
Best Paper in TIM, ASAC 1998.
Honorable Mention Paper in Organization Theory, ASAC 1998.
Best Paper in Organization Theory, ASAC 1997.
Honorable Mention Paper in Policy, ASAC 1997.
Hayase Award, 1995.
Lynde and Harry Bradley Foundation Fellowship, 1994-1995.
John M. Olin Foundation Fellowship, 1994-1995.
LES Fellowship, 1995.
University of California at Berkeley University Fellowship, 1991-1992.
Tau Beta Pi Fellowship, 1984.
American Society of Metals Scholastic Achievement Award, 1985.
Salisbury Award, Worcester Polytechnic Institute, 1984.
Two Towers Award, Worcester Polytechnic Institute, 1983.
Elected to Tau Beta Pi, 1983.
Elected to Pi Tau Sigma, 1983.