

CHARLES W.L.HILL - CV October 2015

PERSONAL

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PRESENT POSITION Hughes M. Blake Professor, Department of Management and Organization, University of Washington.

EDUCATION

1976-1979 B.Sc (Honors)
University of Manchester Institute of Science &
Technology, Great Britain
Subject: Management Sciences

1980-1983 Ph.D.
University of Manchester Institute of Science &
Technology, Great Britain
Subject: Industrial Organization Economics

Dissertation Title: Diversification, Internal Organization, Economic Efficiency,
and Competitive Conduct.

EMPLOYMENT RECORD

1996-2000 Chair, Department of Management and Organization, University of Washington.

1995- Hughes M. Blake Professor, Department of Management and Organization,
University of Washington.

1993- Full Professor (Strategic Management), Department of Management and
Organization, University of Washington.

1990-1993 Associate Professor (Strategic Management), Department of Management and
Organization, University of Washington.

1988-1990 Assistant Professor (Strategic Management), Department of Management and
Organization, University of Washington.

1986-1988 Assistant Professor (Strategic Management), Department of Management,
Michigan State University.

1985-1986 Visiting Assistant Professor (Strategic Management), Department of
Management, Texas A & M University.

- 1983-1985 Lecturer (Industrial Organization/Managerial Economics), Department of Management Sciences, University of Manchester Institute of Science & Technology, Great Britain.
- 1979-1981 Marketing Manager, Thomas Wade & Sons. Leeds, Great Britain.

PUBLICATIONS

Refereed Journal Articles

- 2007 C.W.L.Hill, "Digital Piracy: Causes, Consequences and Strategic Responses", Asian Pacific Journal of Management, 24(1), 9-25.
- 2005 F.T.Rothaermel and Charles W.L.Hill, "Technological Discontinuities and Complementary Assets: A Longitudinal Study of Industry and Firm Performance," Organization Science, 16(1), 52-70.
- 2003 Charles W.L.Hill and F.T.Rothaermel, The performance of incumbent firms in the face of radical technological change. Academy of Management Review, 28(2), 257-277.
- 2002 S.Berman, J. Down, and C.W.L.Hill. Tacit knowledge as a source of competitive advantage in the NBA. Academy of Management Journal, 45(1), 13-32 (lead article).
- 2000 M.W. Peng, C.W.L.Hill, D.L.Y. Wang. Schumpeterian Dynamics versus Williamsonian Considerations: A Test of Export Intermediary Performance. Journal of Management Studies, 37(2), 167-184.
- 1998 D. Deeds and C.W.L.Hill. An Examination of Opportunistic Action Within Research Alliances:Evidence from the Biotechnology Industry. Journal of Business Venturing, Journal of Business Venturing 14(2)pp. 141-163.
- 1998 S. Matusik and C.W.L.Hill. The Utilization of Contingent Work, Knowledge Creation, and Competitive Advantage. Academy of Management Review, 23(4), pages 680-697.
- 1998 M. Shilling and C.W.L.Hill. Managing the New Product Development Process. Academy of Management Executive, 12(3) 67-81.
- 1997 Charles W.L.Hill. Establishing a Standard: Competitive Strategy and Technological Standards in Winner Take All Industries. Academy of Management Executive, 11(2): 7-25.
- 1997 M. Heeley and C.W.L.Hill. Parasitic Product Development: Do Small Firms Exploit Knowledge Spillovers? Frontiers of Entrepreneurship Research, 1996.
- 1996 C.W.L.Hill and D.Deeds. The Importance of Industry Structure for the

- Determination of Firm Profitability: A Neo-Austrian Perspective. Journal of Management Studies, 33: 429-451.
- 1996 D. Deeds and C.W.L.Hill. Strategic Alliances and the Rate of New Product Development: An Empirical Study of Entrepreneurial Biotechnology Firms. Journal of Business Venturing, 11(1): 41-55.
- 1995 P.Godfrey and C.W.L.Hill. The Problem of Unobservables in Strategic Management Research. Strategic Management Journal, 16: 519-533.
- 1995 P.H.Phan and C.W.L.Hill. Organizational Restructuring and Economic Performance in LBOs: An Ex-Post Study. Academy of Management Journal, 38: 704-739.
- 1995 G. Dess, J-F, Hennart, C.W.L.Hill, & A Gupta. Research Issues in Strategic Management. Journal of Management, 21(3): 357-392.
- 1993 C.W.L.Hill. National Institutional Structures, Transaction Cost Economizing and Competitive Advantage: The Case of Japan. Organization Science, 6: 119-131.
- 1993 W.P.Burgers, C.W.L.Hill, and W.C.Kim. Competitive Alliances in the Global Auto Industry. Strategic Management Journal, 14: 419-432.
- 1993 R.E.Hoskisson, C.W.L.Hill, and H.Kim. The Multidivisional Structure: Organizational Fossil or Source of Value. Journal of Management, 19: 269-298.
- 1993 R.E.Hoskisson, M.A.Hitt, and C.W.L.Hill. Managerial Incentives and Investment in R&D in Large Multiproduct Firms. Organization Science, 3: 325-341.
- 1992 C.W.L.Hill, M.A.Hitt, & R.E.Hoskisson. Cooperative versus competitive structures in related and unrelated firms. Organization Science, 45: 501-521.
- 1992 C.W.L.Hill, B. Agel, P.Kelley, M.A.Hitt, & R.E.Hoskisson. An Empirical Examination of the Causes of Corporate Wrongdoing in the United States. Human Relations, 45: 1055-1076.
- 1992 C.W.L.Hill. Strategies for Exploiting Technological Innovations: When and when not to license. Organization Science, 3: 428-441.
- 1992 C.W.L.Hill and T.Jones. Stakeholder-Agency Theory. Journal of Management Studies, 29: 131-154.
- 1991 C.W.L.Hill & P.Phan. CEO Tenure as a Determinant of CEO Pay. Academy of Management Journal, 34: 707-717.
- 1991 R.E.Hoskisson, M.A.Hitt, & C.W.L.Hill. Managerial Risk Taking in Diversified Firms: An Evolutionary Perspective. Organization Science, 2: 296-314.
- 1991 C.W.L.Hill & G.S.Hansen. A Longitudinal Study of the Causes and Consequences of Diversification in the U.S. Pharmaceutical Industry, 1977-1986. Strategic Management Journal, 12: 187-199.

- 1991 G.S.Hansen & C.W.L.Hill. Are Institutional Investors Myopic? : A Time Series Study of Four Technology Driven Industries. Strategic Management Journal, 12: 1-16.
- 1990 C.W.L.Hill. Cooperation, Opportunism, and the Invisible Hand: Implications for Transaction Cost Theory. Academy of Management Review, 15: 500-513.
- 1990 C.W.L.Hill, P. Hwang, and W. Chan Kim. An Eclectic Theory of the Choice of International Entry Mode. Strategic Management Journal, 11: 117-128.
- 1989 C.W.L.Hill and G.S.Hansen. Institutional Holdings and Corporate R&D Intensity in Research Intensive Industries. Academy of Management Proceedings, 17-21.
- 1989 C.W.L.Hill and S.A.Snell. The Effects of Ownership Structure and Control on Corporate Productivity. Academy of Management Journal, 32: 25-46.
- 1988 C.W.L.Hill and S.A.Snell. External Control, Corporate Strategy and Performance in Research Intensive Industries. Strategic Management Journal, 9: 577-590.
- 1988 C.W.L.Hill. Corporate Control Type, Strategy, and Financial Performance. Journal of Management Studies, 25:403-418.
- 1988 C.W.L.Hill. Internal Capital Market Controls and Financial Performance in Multidivisional Firms. The Journal of Industrial Economics, 37: 67-83.
- 1988 C.W.L.Hill and W.C.Kim. Searching for a Dynamic Theory of the Multinational Enterprise: A Transaction Cost Approach. Strategic Management Journal, 9 (special issue on strategy content): 93-104.
- 1988 C.W.L.Hill. Differentiation versus Low Cost or Differentiation and Low Cost: A Contingency Framework. Academy of Management Review, 13: 401-412.
- 1988 C.W.L.Hill, M.A.Hitt, and R.E.Hoskisson. Declining U.S. Competitiveness: Reflections on a Crisis. Academy of Management Executive, 2: 51-60.
- 1988 G.R.Jones and C.W.L.Hill. A Transaction Cost Analysis of Strategy Structure Choice. Strategic Management Journal, 9: 159-172.
- 1987 C.W.L.Hill and R.E.Hoskisson. Strategy and Structure in the Multiproduct Firm. Academy of Management Review, 12: 331-341.
- 1986 C.W.L.Hill and J.F.Pickering. Divisionalization, Decentralization, and Performance of Large United Kingdom Companies. Journal of Management Studies, 23: 59-75.
- 1986 C.W.L.Hill and J.F.Pickering. Conglomerate Mergers, Internal Organization and Competition Policy. International Review of Law and Economics, 6: 59-75.
- 1985 C.W.L.Hill. Internal Organization and Enterprise Performance: Some U.K. Evidence. Managerial and Decision Economics, 6: 210-216.
- 1985 C.W.L.Hill. Diversified Growth and Competition. Applied Economics, 17: 827-847.

- 1985 C.W.L.Hill. Oliver Williamson and the M-Form Firm: A Critical Review. Journal of Economic Issues, 29: 731-751.
- 1984 C.W.L.Hill. Profile of a Conglomerate Acquisition: The Case of BTR and Thomas Tilling. Journal of General Management, 10: 34-50.
- 1983 C.W.L.Hill. Conglomerate Performance over the Economic Cycle. The Journal of Industrial Economics, 32: 197-212.

Books and Book Chapters

- 2017 C.W.L.Hill. and Tomas M. Hult, International Business: Competing in the Global MarketPlace (11th edition, Chicago, McGraw Hill).
- 2017 C.W.L. Hill, M.A. Shilling and G.R. Jones, Strategic Management (12th Edition, Cengage)/
- 2016 C.W.L. Hill and G. Tomas M. Hult, Global Business Today (9th edition, Chicago, McGraw-Hill).
- 2015 C.W.L.Hill, Melissa Shilling & G.R.Jones. Strategic Management: An Integrated Approach (11th edition, Cengage).
- 2014 C.W.L. Hill. Global Business Today. (8th edition, Chicago, McGraw Hill).
- 2013 C.W.L.Hill and G.R.Jone. Strategic Management: An Integrated Approach (10th edition, South Western/Cengage).
- 2013 C.W.L.Hill. International Business: Competing in the Global MarketPlace (9th edition, Chicago, McGraw Hill).
- 2011 C.W.L. Hill. Global Business Today. (7th edition, Chicago, McGraw Hill).
- 2011 C.W.L.Hill. International Business: Competing in the Global MarketPlace (8th edition, Chicago, McGraw Hill).
- 2010 C.W.L.Hill and G.R.Jone. Strategic Management: An Integrated Approach (9th edition, South Western/Cengage).
- 2009 C.W.L.Hill. International Business: Competing in the Global MarketPlace (7th edition, Chicago, McGraw Hill).
- 2009 C.W.L. Hill. Global Business Today. (6th edition, Chicago, McGraw Hill).
- 2008 C.W.L.Hill and G.R.Jone. Strategic Management: An Integrated Approach (8th edition, Boston: Houghton Mifflin).
- 2008 C.W.L.Hill. International Business: Competing in the Global MarketPlace (6th edition, Chicago, McGraw Hill).
- 2007 C W L Hill and S.L. McShane. Principles of Management. (Chicago, McGraw Hill).

- 2007 C.W.L. Hill. Global Business Today. (5th edition, Chicago, McGraw Hill).
- 2006 C.W.L.Hill. International Business: Competing in the Global MarketPlace (6th edition, Chicago, McGraw Hill).
- 2006 C.W.L.Hill and G.R.Jone. Strategic Management: An Integrated Approach (7th edition, Boston: Houghton Mifflin).
- 2005 C.W.L.Hill. International Business: Competing in the Global MarketPlace (5th edition, Chicago, McGraw Hill).
- 2004 C.W.L. Hill. and G.R.Jones. Strategic Management: An Integrated Approach. (6th edition). Boston: Houghton-Mifflin.
- 2003 C.W.L.Hill. International Business: Competing in the Global MarketPlace (4th edition, Chicago, McGraw Hill).
- 2001 C.W.L. Hill. and G.R.Jones. Strategic Management: An Integrated Approach. (5th edition). Boston: Houghton-Mifflin.
- 2001 C.W.L.Hill. Global Business Today. Chicago: Irwin-McGraw..
- 2000 C.W.L.Hill. Dominant logic and the iron cage. In: Economics meets Sociology in Strategic Management. J.A.C.Baum and F. Dobbin. Advances in Strategic Management, 17, 187-191, 2000. JAI Press, Inc.
- 2000 C.W.L.Hill. International Business: Competing in the Global Market Place (3rd edition). Chicago: McGraw Hill.
- 1998 C.W.L. Hill. and G.R.Jones. Strategic Management: An Integrated Approach. (4th edition). Boston: Houghton-Mifflin.
- 1998 C.W.L.Hill. Global Business Today. Chicago: Irwin-McGraw..
- 1997 C.W.L.Hill. International Business: Competing in the Global Market Place (2nd edition). Chicago: Irwin.
- 1996 P.Godfrey and C.W.L.Hill. Grounding Strategic Paradigms: Logical Positivism, Realism, and the Resource Based View of the Firm. In: S. Haugland and J.Falkenberg. Rethinking the Boundaries of Strategy. Copenhagen: Copenhagen Business School Press, pp 79-102.
- 1993 C.W.L.Hill and G.R.Jones. Strategic Management: An Integrated Approach (3rd edition). Boston: Houghton-Mifflin.
- 1994 C.W.L.Hill. The Role of Corporate Headquarters in the Multidivisional Firm. In R. Rumelt, D.J.Teece, D.Schendel (eds) Fundamental Issues in Strategy Research. Cambridge, Mass: Harvard Business School Press, pp. 297-321.
- 1994 C.W.L.Hill. International Business. Homewood, Ill: Irwin.
- 1994 C.W.L.Hill, M.B.Heeley, & J.Sakson. Profiting from Technological Product Innovations. in M.W.Lawless & L. Gomez-Mejia (eds) Advances in Global High Technology Management. Greenwich, Conn: JAI Press, Vol 3, pp 79-95.

- 1991 C.W.L.Hill and G.R.Jones. Strategic Management: An Integrated Approach (2nd edition). Boston: Houghton-Mifflin.
- 1989 C.W.L.Hill and G.R.Jones. Strategic Management: An Integrated Approach (1st edition). Boston: Houghton-Mifflin.
- 1984 C.W.L.Hill. Organizational Structure and the Development of the Firm. in The Economic Management of the Firm, J.F.Pickering and T.A.J.Cockerill (eds), Oxford: Philip Allen.

EDITORIAL BOARD RESPONSIBILITIES

1. Consulting Editor, Academy of Management Review, 1993-1996
2. Member of Editorial Review Board, Academy of Management Journal, July 1989-1993
3. Member of Editorial Review Board, Strategic Management Journal, January 1990-
4. Member of Editorial review Board, Organization Science, January 1992-
5. Member of Editorial Review Board, Journal of Management 1986-1991.
6. Member of Editorial Review Board, Journal of Management Issues 1988-
7. Member of Editorial Review Board, Journal of High Technology Management Research 1988-

Ad Hoc Reviewing

Ad hoc reviewer for Academy of Management Review, Applied Economics, Administrative Science Quarterly, Managerial and Decision Economics, Journal of International Business Studies, Journal of Industrial Economics, Journal of Management Studies, Management Science.

PROFESSIONAL SERVICE

1. Member of the Executive Committee of the Business Policy Division of the Academy of Management 1991-1993
2. Member of the Research Committee of the Business Policy Division of the Academy of Management 1990-1992
3. Coordinator, Business Policy Doctoral Consortium, Academy of Management, 1992 and 1993.

RESEARCH AND TEACHING AWARDS

- 1985 - James Maxwell Alexandra Scholar in Residence, School of Business, Queens University, Kingston, Canada. (June-August, 1985).
- 1990 - Burlington Northern Foundation Faculty Achievement Award, School of Business, University of Washington.
- 1992 - Ascendant Scholar Award, Western Academy of Management.
- 1993 - MBA Outstanding Teaching Award, Fall Quarter.
- 1994 - Executive MBA Excellence in Teaching Award.
- 1995 - Executive MBA Excellence in Teaching Award.
- 1996 - Executive MBA Excellence in Teaching Award.
- 1996 - The Management Program, Excellence in Teaching Award.
- 1997 - Executive MBA Excellence in Teaching Award.
- 1997 - MBA Outstanding Teacher Award, Spring Quarter.
- 1997 - Wells Fargo Faculty Award for Teaching Excellence, School of Business.
- 1998 - Executive MBA Excellence in Teaching Award.
- 2002 - Entrepreneurship Research Award, School of Business.
- 2002 – MBA Outstanding Teacher Award, Fall Quarter
- 2003 - Technology Management MBA Outstanding Teaching Award.
- 2004 – Technology Management MBA Outstanding Teaching Award.
- 2004 - The Management Program, Excellence in Teaching Award.
- 2005 - Technology Management MBA Outstanding Teaching Award.
- 2005 - Executive MBA Excellence in Teaching Award
- 2006 - Technology Management MBA Outstanding Teaching Award
- 2007 – Technology Management MBA Outstanding Teaching Award
- 2007 – Executive MBA Excellence in Teaching Award
- 2007 – MBA Core Professor of the Quarter
- 2008 - Technology Management MBA Outstanding Teaching Award
- 2008 – Charles Summer Outstanding Teaching Award

2012 – MBA Core Professor Teaching Award
 2014 - Executiver MBA Excellence in Teaching Award
 2016 – Executive MBA Excellence in Teaching Award
 2016 – Charles Summer Outstanding Teaching Award
 2017 – Executive MBA Excellence in Teaching Award

COURSES TAUGHT

Executive: Executive MBA Strategic Management.
 Executive MBA Competitive Analysis/Microeconomic of Strategy.
 Various Short Courses on Strategic Management.

Graduate: Business Policy/Strategic Management (Ph.D. and MBA)
 Microeconomics Foundations of Strategy (MBA)
 Strategic Management of Technology and Innovation (MBA)
 International Business (MBA)
 Business Research Methods (Ph.D.)
 Industrial Organization Economics (M.Sc)
 Business Administration Research Methods (Ph.D)
 Competitive Analysis (Executive MBA)
 Entrepreneurial Strategy (MBA)

Undergraduate: Business Policy/Strategic Management
 Industrial Organization Economics
 Managerial Economics
 Micro Economics

PRIVATE CLIENTS

Consulting and in house executive education at various organizations including ATL, AT&T Wireless, BF Goodrich, Boeing, Group Health Cooperative, Hexcel, Microsoft, Philips Medical Systems, Seattle City Light, Tacoma City Light, Thomson Financial Services, WRQ, Wizards of the Coast.