

## **Jennifer (Jen) Rhymer**

Curriculum Vita (July 2018)

342 Mackenzie Hall

Department of Management and Organization

University of Washington, Foster School of Business, Seattle, WA

email: jrhymer@uw.edu

### **Education:**

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#### **Ph.D. Student**

**Michael G. Foster School of Business, University of Washington**

Technology Entrepreneurship/ Strategic Management

Start 2015 – Anticipated 2020

Dissertation (working title): “The Design of Location Independent Organizations”

Committee: Ben Hallen (Chair), David Sirmon, Suresh Kotha,  
Sarah Elwood

#### **M.S.**

**Michael G. Foster School of Business, University of Washington**

Business Administration

2017

#### **Ph.D.**

**Jacobs School of Engineering, University of California at San Diego**

Structural Engineering

2012

Dissertation: “Force Criterion Prediction of Damage for  
Carbon/Epoxy Composite Panels Impacted by High Velocity Ice”

Committee: Hyonny Kim (Chair), David Benson, Vlado Lubarda,  
Francesco Lanza di Scalea, Vitali Nesterenko

#### **B.S., M.S.**

**Jacobs School of Engineering, University of California at San Diego**

Structural Engineering, Aerospace Structures Emphasis

2007, 2009

University of Sussex: Brighton, England

Visiting student, Department of Engineering and Design

2004 – 2005

### **Research Interests:**

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- Organizational Design
- Entrepreneurial Geography
- Organizational Learning, Information Search, and Knowledge Development
- Social Networks, Virtual Communities, and Entrepreneurial Ecosystems

## Projects in Development:

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- Entrepreneurial Advice Seeking: Using Informal Sources for Knowledge Search and Strategy Formation (with Tim Ott and Robert Hill)
  - Sample of 12 Entrepreneurial Ventures
  - Data collection ongoing
- Interdependence and Coordination: Blockchain Based Organizational Design (with Alex Murray and David Sirmon)
  - Conceptual project
  - Writing in progress
- Bundles of Resources as Recipes for Success: Resource Configurations (with Emily Cox-Pahnke, David Sirmon, and Joanna Campbell)
  - Longitudinal data collection of medical device firms completed
  - QCA analysis completed
  - Preparing for Submission
- Design of Location Independent Organizations (Dissertation)
  - Sample organizations enrolled
  - Data collection ongoing

## Published Conference Proceedings:

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- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. 2018. The Many Paths to Success: Early Resource Configurations and Venture Exit. **Proceedings of the Seventy-eighth Annual Meeting of the Academy of Management.**

## Conference Presentations:

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- Rhymer, J. (2018, December). Scaling the Coordination of Location Independent Organizations. Accepted at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Tel Aviv.
- Ott, T., Hill, R., and Rhymer, J. (2018, September). Entrepreneurial Advice Seeking: Seeking Outside Knowledge for Strategy Formation in Entrepreneurial Settings. Accepted at Strategic Management Society (SMS) 38th Annual Conference, Paris.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Accepted at Academy of Management (AoM) 78th Annual Meeting, Chicago.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018, August). The Many Paths to Success: Early Resource Configurations and Venture Exit. Accepted at Academy of Management (AoM) 78th Annual Meeting, Chicago.
  - ENT Division Best Paper Award

- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2017, September). Bundles of Resources as Recipes for Success: Resource Configurations and the Speed to an IPO. Accepted to Strategic Management Society (SMS) 37th Annual Conference, Houston.
- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2016, September). Bundles of Resources as the Building Blocks of Success: Resource Configurations and New Venture Performance. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
- Murray, A., Rhymer, J., and Boeker, W. (2016, September). Unintended Incongruence or Strategic Decoupling? Narrative and Operational Alignment in Hybrid Organizations. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
  - Best Paper Nomination
- Murray, A., Rhymer, J., and Boeker, W. (2016, May). I'll Believe It When I See It: The Case for Alignment between Impact Investor Projections and Actions. Presented at 2016 Sustainability, Ethics, and Entrepreneurship (SEE) Conference, Denver CO.

#### **Honors & Awards (Selected):**

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- 2018, Best Paper Award, Academy of Management Annual Meeting, Chicago
- 2017, Boeing Fellowship In Business
- 2016, Best Paper Nomination, Strategic Management Society Annual Conference, Berlin
- 2015, 2016, F. Kemper Freeman Jr. Distinguished Leader PhD Fellowship
- 2010, Gordon Fellow, Bernard and Sophia Gordon Engineering Leadership Center
- 2008, 2009, California Space Grant Consortium Fellowship
- 2008, AIAA Foundation William T. Piper, Sr. General Aviation Systems Graduate Award
- 2007, Jacobs School of Engineering Undergraduate Student Leadership Award

#### **Consortia and Workshops:**

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- TIM Doctoral Research Development Workshop, Academy of Management (2017, August). Atlanta, GA
- Doctoral Student Workshop, 15<sup>th</sup> Annual West Coast Research Symposium (2017, September). Edmonton, Canada.
- SoCal QCA Workshop (2017, March). Irvine, CA.
- Doctoral Student Workshop, 14<sup>th</sup> Annual West Coast Research Symposium (2016, September). Seattle, WA.
- New Doctoral Student Consortium, Academy of Management (2016, August). Anaheim, CA.
- 7th Annual Doctoral Consortium in Entrepreneurship Research & 12th Annual Smith Entrepreneurship Research Conference (2016, April). College Park, MD.
- SoCal QCA Workshop (2016, March). Irvine, CA.

## Teaching Positions:

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### University of Washington

- ENTRE 370: Introduction to Entrepreneurship Fall 2017, 2018

## Teaching Assistantships:

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### University of Washington

- Entrepreneurship (EMBA 533, Ben Hallen) Spring 2018
- General Management and Strategy (EMBA 533, Suresh Kotha) Spring 2018
- Essentials of Entrepreneurship (GIX, Ben Hallen) Fall 2017, 2018
- Entrepreneurship (TMMBA 530A, Ben Hallen) Winter 2017, 2018
- Introduction to Entrepreneurship (ENTRE 370, Emily Cox-Pahnke) Fall 2016
- International Management (EMBA 551 G, Kevin Steensma) Winter 2016

### University of California, San Diego

- Aerospace Structural Mechanics II (SE 160B) Fall 2010
- Aerospace Structures Repair, Lecture and Lab (SE 171) Spring 2008
- Numerical, Computational and Graphical Tools (SE 102) Winter 2008
- Structural Mechanics III - Structural Dynamics (SE 101C) Fall 2007

## Service Activities:

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### University of Washington

- Ad hoc Reviewer
  - AoM Annual Meeting (2017, 2018)
  - AoM Specialized Conference (2018)
- Foster School Dean Search Committee, Graduate and Professional Student Senate Representative (2018)
- Doctoral Business Student Association (2017 – Current)
  - Representative, Graduate and Professional Student Senate
  - Representative, Foster School PhD Committee

### Affiliations & Registrations

- Member, Academy of Management (OMT, TIM, STR)
- Member, Strategic Management Society
- Member, American Institute of Aeronautics and Astronautics
- EIT (Engineer in Training) California, October 2006

### University of California, San Diego

- Jacobs School Alumni Council (2010 – 2014)
- Manager, Composite Structures Research Lab (2007 – 2012)
- Chair, Structural Engineering Graduate Student Organization (2008 – 2012)
  - Representative, Graduate Student Association (University)
  - Representative, Student Advocated for Graduate Education (National)
- Founding Member, Jacobs Graduate Student Council (2007 – 2010)

- Project Manager, Triton Engineering Student Council (2005 – 2008)
  - Organizer, Western Regional Conference, National Association of Engineering Student Councils (2007)
- American Institute of Aeronautics and Astronautics (2005-2007)
  - Student chapter chair, Project team leader (Design, Build, Fly)

### Professional Organizations

- American Institute of Aeronautics and Astronautics, San Diego Section (2007 – 2014)
  - Positions held: Section Chair, Region IV Rep., Public Policy, Newsletter Editor

### Engineering Publications, Proceedings, and Presentations:

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#### *Referred Publications*

- Rhymer, J., and Kim, H. (2013). Prediction of Delamination Onset and Critical Force in Carbon/Epoxy Panels Impacted by Ice Spheres. *CMC: Computers, Materials & Continua*, 35(2), 87-117.
- Tippmann, JD., Kim, H and Rhymer, J. (2013). Experimentally validated strain rate dependent material model for spherical ice impact simulation. *International Journal of Impact Engineering*, 57, 43–54.
- Rhymer, J, Kim, H, and Roach, D. (2012). The damage resistance of quasi-isotropic carbon/epoxy composite tape laminates impacted by high velocity ice. *Composites Part A: Applied Science and Manufacturing*, 43(7), 1134-1144.
- Salamone, S., Bartoli, I., Di Leo, P., di Scalea, F. L., Ajovalasit, A., D’Acquisto, L., Rhymer, J., Kim, H. (2010). High-velocity impact location on aircraft panels using macro-fiber composite piezoelectric rosettes. *Journal of Intelligent Material Systems and Structures*, 21(9), 887-896.

#### *Conference Proceedings*

- Rhymer, J., Kim, H. (2012). “Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice” Proceedings of 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, AIAA2102-1376. Honolulu, Hawaii.
- Bartoli, I., Salamone, S., Lanza di Scalea, F., Rhymer, J., & Kim, H. (2011). Impact force identification in aerospace panels by an inverse ultrasonic guided wave problem. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841F-79841F-11.
- Salamone, S., Bartoli, I., Rhymer, J., Lanza di Scalea, F., & Kim, H. (2011). Validation of the piezoelectric rosette technique for locating impacts in complex aerospace panels. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841E-79841E-11.
- Rhymer, J., Kim, H. (2010). “High Velocity Ice Impact Damage Resistance Comparison of Unidirectional and Woven Carbon/Epoxy Composite Panels” Proceedings of the American Society for Composites: Twenty-Fifth Technical Conference, Dayton, OH.

- Salamone, S., Bartoli, I., Lanza di Scalea, F., Rhymer, J., & Kim, H. ((2010). “Impact Force Identification on Aerospace Panels” Proceedings from ASME 2010 International Mechanical Engineering Congress.
- Bartoli, I., Salamone, S., Mezzanotte, M., Lanza di Scalea, F., Kim, H., & Rhymer, J. (2010). Impact force identification on isotropic and composite panels. *Health Monitoring of Structural and Biological Systems 2010*, 7650(1), 765007-765007-12.

#### *Other Publications*

- Rhymer, J, and Kim, H. (2012) Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. *Dynamic Effects in Composites 1*, Ed. Dahsin Liu. 123-137.
- Bartoli, I., Salamone, S., Di Leo, P., Mezzanotte, M., Lanza Di Scalea, F., Kim, H., Rhymer, J., Phillips, R., Ajovalasit, A., & D'Acquisto, L. (2009). Impact Force Identification and Location on Isotropic and Composite Panels. In *Structural Health Monitoring 2009* (Vol. 2, pp. 1902-1909). Fu-Kuo Chang.
- J. Rhymer, D. Innamorato, H. Kim, G, Benzoni “SRMD 2009/02 [and SRMD 2009/01, SRMD 2008/12, SRMD 2008/11, SRMD 2008/10, SRMD 2008/09],” *Messier Dowty B787 Landing Gear Brace Static Test Report*. (Proprietary).  
Served as UC San Diego Project Manager for experimental testing and FAA certification of aircraft landing gear braces (2007-2009).

#### *Presentations*

- Rhymer J., Kim, H. (2012). Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice. Presented at 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, Honolulu HI.
- Rhymer J., Kim, H. (2011). Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. Presented at the American Society for Composites: Twenty-Sixth Technical Conference, Dayton OH.
- Rhymer J., Kim, H. (2011) “Damage Prediction and Scaling of Ice Impact Forces onto Composite Structures.” (Poster) Jacobs School Research Expo.
- J Rhymer J., Kim, H. (2010) “Scaling of Contact Forces Generated by Ice Impacts onto Composite Structures and the Identification of Failure Threshold Energies.” (Poster) Jacobs School Research Expo.
- Rhymer. J. (2009) “Impact Force Scaling,” Presented at 47<sup>th</sup> AIAA Aerospace Sciences Meeting, Orlando, FL.

## Professional, Consulting, and Personal Experience:

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### **Enspired.co**

**June 2014 – September 2015**

Personal experience of investigating the entrepreneurial community and potential new ventures

- Traveled in US and internationally exploring coworking spaces and entrepreneur communities
- Advised on the development of creative projects including a vegan travel book, a vegan product platform, and 3D printed products for the visually impaired
- Explored potential venture of online educational tools aimed at entrepreneurial makers and engineers

### **Noble Environmental Technologies, Director of R&D**

**October 2012 – May 2014**

Early stage clean technology company, material manufacturer, design services (ecorglobal.com)

- IP strategy, patents filed, responses managed, international trademarks
- Managed Cradle to Cradle innovation award application and certification
- Product development and costing, manufacturing facility optimization
- Manage partnerships with universities and research institutions
- High performance material testing, development, and certifications

### **The Aerospace Corporation, Intern/ Member of Technical Staff**

**July-September, 2007-2011**

Federally funded research and development center that provides support for space missions

- Development of a rocket motorcase model for finite element analysis
- FEA on dynamic systems for data correlation and failure analysis
- Development of subroutine for ABAQUS analysis of composite degradation
- Internal research on honeycomb material and effective sandwich panel properties

### **Personal:**

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- Have called Concord, Sacramento, and San Diego, CA home
- Enjoy muay thai, jiu jitsu, cooking, and traveling