

EMILY COX PAHNKE

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ACADEMIC POSITIONS

University of Washington Foster School of Business	Associate Professor with Tenure	2017-
	Arthur W. Buerk Faculty Fellow Dept. of Management and Organization	
	Assistant Professor	2010-2017
	Dept. of Management and Organization	

EDUCATION

Stanford University	Ph.D. in Strategy, Organizations, & Entrepreneurship Dept. of Management Science & Engineering	2010
Stanford University	M.A. in Sociology	2010
Brigham Young University	M.B.A. (Finance Emphasis) Marriott School of Management	2000
Brigham Young University	B.S. in Botany (University Honors)	1998

PUBLICATIONS

Peer Reviewed Journal Articles

* Bermiss, Y., Hallen, B., McDonald, R., and Pahnke, E. C. 2017. Entrepreneurial Beacons: The Yale Endowment, Run-ups, and the Growth of Venture Capital. *Strategic Management Journal* 38(3): 545-565

*all authors contributed equally and are listed alphabetically on publication

Hallen, B., and Pahnke, E. C. 2016. When Do Entrepreneurs Accurately Evaluate Venture Capital Firms' Track Records? A Bounded Rationality Perspective. *Academy of Management Journal* 59(4): 1-26

Pahnke, E. C., Katila, R., and Eisenhardt, K. 2015. Who Takes You To the Dance? How Partners' Institutional Logics Influence Innovation in Young Firms. *Administrative Science Quarterly* 60(4): 596-633

Pahnke, E. C., McDonald, R., Wang D., and Hallen, B. 2015. Exposed: Venture Capital, Competitor Ties and Entrepreneurial Innovation. *Academy of Management Journal* 58(5): 1334-1360

Kim, R., Howard, M., Pahnke, E. C., and Boeker, W. 2015. Understanding Network Formation in Strategy Research: Exponential Random Graph Models. *Strategic Management Journal* 37(1): 22-44

Shah, S. and Pahnke, E. C. 2014. Parting the Ivory Curtain: The Diversity of Entrepreneurial Activity within Universities. *Journal of Technology Transfer* 39(5): 780-792

Published Conference Proceedings

Pahnke, E. C., Campbell, J., Sirmon, D., and Rhymer, J. Entrepreneurial Resource Bundles: A Fuzzy Set Exploration of Venture Outcomes. Academy of Management's Entrepreneurship Division Best Paper Proceedings, 2018 (only the top 10 percent of accepted papers are included).

Borah, A., Kotha, S., Park, U., and Pahnke, E. C. The Role of Social Media in the Market for Initial Public Offerings. Academy of Management's Entrepreneurship Division Best Paper Proceedings, 2015 (only the top 10 percent of accepted papers are included).

Boeker, W., Pahnke E. C., Lahiri, A., and Howard, M. Collaboration and Prominence in Innovation Teams: Product Introductions in Entrepreneurial Ventures. Academy of Management's Organization and Management Theory Division Best Paper Proceedings, 2014 (only the top 10 percent of accepted papers are included).

McDonald, R., Hallen, B., and Pahnke, E. C. Entrepreneurial Beacons as Founding Triggers: The Yale Endowment, Run-ups, and the Growth of Venture Capital. Academy of Management's Organization and Management Theory Division Best Paper Proceedings, 2010 (only the top 10 percent of accepted papers are included).

Works in Progress

Pahnke, E. C., Garg, S., and Howard, M. The Boards of Private Companies: An Empirical Investigation of Their Impact on Innovation. *R&R at Strategic Management Journal*.

Pahnke, E. C., Boeker, W., Lahiri, A., and Howard, M. Collaboration and Prominence in Innovation Teams: Product Introductions in Entrepreneurial Ventures. *R&R at Strategic Entrepreneurship Journal*.

Borah, A., Kotha, S., Park, U., and Pahnke, E. C. The Role of Social Media in the Market for Initial Public Offerings. *Under Review*.

Wang, D., Pahnke, E. C., and McDonald, R. United, We Stand? Venture Capital Syndicates' Joint Co-investment Experience and Entrepreneurial Exits. *Under Review*.

Pahnke, E. C., Boeker, W., Howard, M., and Kim, R. Bankers or Brokers? The Impact of Venture Capitalists on Investment Portfolio Firms.

Pahnke, E. C. Boundedly Rational Entrepreneurs: A Theoretical Framework for Organizational Learning and Decision Making in New Ventures.

Pahnke, E. C., Campbell, J., Sirmon, D., and Rhymer, J. Entrepreneurial Resource Bundles: A Fuzzy Set Exploration of Venture Outcomes.

Pahnke, E. C. and Katila, R. Unexpected High-Impact Events, Young-Firm Responses, and Varying Patterns of Resource Reconfiguration

HONORS, AWARDS AND GRANTS

- MS Entrepreneurship Program Faculty of the Quarter 2018
- Emerging Scholar Award, Technology and Innovation Management
Division of the Academy of Management 2017
- Schulze Distinguished Professorship in Entrepreneurship (\$50K/year for 3
years, renewable) 2017
- National Foundation EAGER Grant for Entrepreneurship Game and
Simulation Development (\$200K, renewable) 2017
- University of Washington Distinguished Teaching Award 2015
 - University-wide award given for excellence in teaching
- Wells Fargo/Dean's Faculty Award for Undergraduate Teaching 2013
- Winner, Industry Studies Dissertation Best Dissertation Award 2012
- Finalist, Technology and Innovation Management Best Dissertation Award 2012
- National Science Foundation Doctoral Dissertation Award 2009
- Kauffman Dissertation Fellow 2009
- Lillie Fund Fellowship, Stanford University 2008
- Centennial Teaching Assistant Award, Stanford University 2008
- Myron J. Stolaroff Engineering Fellowship, Stanford University 2007
- Media X Fellowship, Stanford University 2006
- Heitz Family Fellowship, Stanford University 2004-05
- Ruth Silver Finance Scholar, Brigham Young University, 1999
- Presidential (Ezra Taft Benson) Scholarship, Brigham Young University 1994-98
- National Merit Scholar, Brigham Young University 1994-98

TEACHING

Doctoral Thesis Committees:

University of Washington Mukund Chari (Strategy)
Charles Connaughton (Strategy)
Ji (Rose) Kim (Strategy)
Young Seok Kim (Strategy)
Claudia Gonzalez (Strategy)
Junchao (Jason) Li (Organizational Behavior)
Jae Heung Jeon (Strategy)
Brian Mogen (BioEngineering)
Seowon (Joseph) Shin (Strategy)

Courses Taught:**University of Washington PhD Seminars**

ENTRE 590: Innovation and Organizations

ENTRE 581: Sociological Foundations of Entrepreneurship

MBA Program

ENTRE 591: Grand Challenges for Entrepreneurs

ENTRE 510: Entrepreneurial Strategy

Master in Entrepreneurship Program

ENTRE 563 Opportunity Recognition and Validation

Undergraduate Program

ENTRE 372/ Honors 231: Grand Challenges for Entrepreneurs

ENTRE 370: Introduction to Entrepreneurship

Stanford University**Teaching Assistant**

MS&E 276: Entrepreneurial Management and Finance

Professor Tom Byers and Phil Lin

MS&E 272: Entrepreneurial Finance

Michael Dearing and Phil Lin

MS&E 270: Strategy in Technology-based Companies

Professor Riitta Katila

E 180: Organizations: Theory and Management

Professor Kathleen Eisenhardt

E 145: High-Technology Entrepreneurship

Professor Tom Byers and Randy Komisar

PROFESSIONAL ACTIVITIES

Research Presentations

“Collaboration and Prominence in Innovation Teams: Product Introductions in Entrepreneurial Ventures”

- Strategy Department, University of Michigan, 2017
- Management and Organization Department, Cornell, 2017
- Management and Organization Department, Penn State University, 2016
- Management Department, Wharton School, University of Pennsylvania, 2016
- West Coast Research Symposium, University of Washington, 2014
- Academy of Management, Philadelphia, PA, 2014
- Sumantra Ghoshal Conference, London Business School, 2014
- Industry Studies Association Conference, Portland, OR, 2014

“United, We Stand? Venture Capital Syndicates’ Joint Co-investment Experience and Entrepreneurial Exits”

- Management Seminar, Texas A&M University, 2018
- West Coast Research Symposium, University of Washington, 2015
- Academy of Management, Vancouver, BC, 2015
- Management and Organization Seminar, University of Washington, 2015
- Strategy Seminar, Santa Clara University, 2015

“The Liability of Leakage: The Impact of Indirect Competitor Ties on Innovation”

- National University of Singapore, Department of Strategy and Policy, 2014
- Organization Theory and New Venture Creation Conference hosted by Insead, OMT & ASQ, Singapore, 2013
- West Coast Research Symposium, Los Angeles, CA, 2012
- Academy of Management, Boston, MA 2012
- Industry Studies Conference, Pittsburgh, PA, 2012
- Management and Organization Seminar, University of Washington, 2011

“Bankers or Brokers? The Impact of Venture Capitalists on Investment Portfolio Firms”

- West Coast Research Symposium, University of Washington, 2013
- Academy of Management, Orlando, FL 2013
- Organization Theory and New Venture Creation Conference hosted by Insead, OMT & ASQ, Singapore, 2013

“The Institutional Logics of Investors and Innovation in New Firms”

- Alberta Institutions Conference, Banff, 2015
- Organization Theory and New Venture Creation Conference hosted by Insead, OMT & ASQ, Singapore, 2013
- Academy of Management, Boston, MA, 2012
- Industry Studies Conference, Pittsburgh, PA, 2011
- Sumantra Ghoshal Conference, London Business School, 2011
- Smith Entrepreneurship Research Conference, University of Maryland, 2011
- West Coast Research Symposium, University of Oregon, 2010

“Entrepreneurial Origins and Start-up Innovation”

- Industry Studies Conference, Kansas City, MO, 2013

“Funding Innovation in Young Firms: The Case of Minimally Invasive Surgical Devices”

- Academy of Management, Boston, MA, 2012 (TIM Best Dissertation Award Finalist Presentations)
- New York University, Stern School of Business, 2010
- University of Southern California, Marshall School of Business, 2010
- University of Washington, Foster School of Business, 2010
- University of California at Fullerton, Management Department, 2009

“Existing Knowledge as a Source of Value: An Evolutionary Framework”

- West Coast Research Symposium, Seattle, WA 2018
- BYU-University of Utah Winter Strategy Conference, Midway, Utah, 2010
- Academy of Management, Anaheim, CA, 2008

“Funding Innovation in New Firms

- Economic Sociology and Organizations Seminar, Stanford 2009
- Colloquium on Competitiveness and Cooperation, Pittsburgh, PA, 2008

Professional Service

Representative at Large (Elected Position), Strategy Division, Academy of Management, 2018-2020

Program Co-Chair, Industry Studies Association 2018

Academy of Management Journal Editorial Board, 2016-

Representative at Large (Elected Position), Technology and Innovation Management Division, Academy of Management, 2016-2018

Research Committee Member, Business Policy and Strategy Division, Academy of Management, 2016-2018

Representative at Large (Elected Position), Strategic Management Society, Entrepreneurship & Strategy Interest Group, 2015-2017

Committee Member, Technology Innovation and Management Division Best Paper Award 2016, Academy of Management

Early Career Development Committee, Industry Studies Association, 2013-2015

Co-Organizer, West Coast Research Symposium Doctoral Consortium, 2012, 2013, 2014, 2015, 2016, 2017, 2018

Co-Organizer, Innovations in Entrepreneurial Finance Research, Professional Development Workshop, Academy of Management, BPS, ENT, OMT & TIM Divisions, 2013, 2014, 2015, 2016, 2017, 2018

Strategy Process Track Chair, Business Policy and Strategy Division, Academy of Management, 2015

Co-Organizer, Next Strategy Discipline, Professional Development Workshop, AOM BPS Division, 2005

Ad Hoc Reviewer, Academy of Management Journal, Administrative Science Quarterly, Organization Science, Strategic Entrepreneurship Journal, Academy of Management Annual Meetings (ENT, OMT, TIM Divisions)

University of Washington Service

Strategy Hiring Committee Chair, 2017

PhD Program Committee 2017-

Buerk Center Director Search Committee, 2016

University Honors Program Council 2016-Present

Undergraduate Program Committee (Foster School), 2016-2017

Undergraduate Program Scholarship Reviewer (Foster School), 2016

Advisory Board Member, CoMotion (Center for Commercialization), University of Washington, 2015-2018

Master of Science in Entrepreneurship Committee Member, 2015-

Management and Organizations Seminar Organizer, 2012-2014, 2015-2016

Strategy Hiring Committee Member, 2012, 2014, 2016

Organizational Behavior Hiring Committee, 2013

Undergraduate Entrepreneurship Curriculum Committee, 2012

MBA Entrepreneurship Curriculum Committee, 2012

Stanford University Service

Outdoor Art Panel, 2008-2010

Stanford Technology Ventures Program Speaker Series Organizer, 2005-2007

Membership

Academy of Management, BPS (STR), TIM, OMT, & ENT Divisions

Industry Studies Association

Strategic Management Society

Consortia Attended

Presenter AOM TIM Division Doctoral Student Consortium (Atlanta, GA, 2017)

Presenter AOM TIM Division Doctoral Student Consortium (Anaheim, CA, 2016)

AOM OMT Junior Faculty Consortium (Orlando, FL, 2013)

AOM TIM Junior Faculty Consortium (San Antonio, TX, 2011)

AOM TIM Division Doctoral Student Consortium (Chicago, IL, 2009)

West Coast Research Symposium Doctoral Student Consortium (Stanford, CA, 2008)

Colloquium on Competitiveness and Competition (Pittsburgh, PA, 2008)

AOM BPS Division Doctoral Student Consortium (Anaheim, CA, 2008)

AOM TIM Division Doctoral Student Consortium (Philadelphia, PA, 2007)

West Coast Research Symposium Doctoral Student Consortium (Seattle, WA, 2007)

AOM ENT Division Doctoral Student Consortium (Atlanta, GA, 2006)

AOM OMT Division Dissertation Workshop (Atlanta, GA, 2006)

INDUSTRY EXPERIENCE

Gap Inc. San Francisco, CA

2002-2004

Distribution Planner

Agilent Technologies. Santa Clara, CA

2000-2002

Senior Financial Analyst—Semiconductor Products Group