

H. KEVIN STEENSMA

September 15, 2018

University of Washington
Foster School of Business
PACCAR Hall
Box 353226
Seattle, Washington 98195
206-543-4897
steensma@u.washington.edu

EDUCATION

- Ph.D. Indiana University Graduate School of Business
Major: Strategic Management and Organizational Theory
Minor: Business Economics
- M.B.A. Washington State University, School of Business
- B. S. Washington State University, cum laude, Chemistry

ACADEMIC POSITIONS

- Fall, 2008 University of Otago, New Zealand, Valentine Scholar
- Fall, 2007 Visiting Professor, Grenoble Ecole de Management, France
- 2006-present Professor of Management, University of Washington,
Foster School of Business
- 2002-2006 Associate Professor of Management
University of Washington, Foster School of Business
- Fall, 2005 Visiting Professor, Indian School of Business, Hyderabad, India
- 2000-2002 Assistant Professor of Management
University of Washington, Foster School of Business
- 1997-2000 Assistant Professor of Management
The Pennsylvania State University
Smeal College of Business

AWARDS AND RECOGNITION

Ranked among the top 100 strategy scholars based on textbook citations, *Academy of Management Learning and Education*, 2018.

Global Executive MBA Excellence in Teaching Award, 2016-17

Professor of the Quarter, TMMBA, 2011, 2012, 2013

Professor of the Quarter, Hybrid MBA, 2018

PhD mentor of the year, 2006, 2012

Ranked among the top 50 scholars in international business broadly defined, 1996-2008, *International Business Review*, 19, pp. 378-387 (Trevino et al., 2010)

Dean's Research Award, 2010

Ranked among the top 75 cited scholars in Management, 2000-2004, *Journal of Management*, 34, pp. 641-720, (Podsakoff et al., 2008)

Outstanding Reviewer, *Academy of Management Review*, 2008

Academy of International Business Best Paper Award, 2004

Dean's International Research Award, 2003

Dean's Entrepreneurship Research Award, 2002

Dean's Junior Faculty Research Award, 2001

Finalist: INFORMS College on Organizations Dissertation Proposal Competition, New Orleans, LA., October, 1995.

Phi Beta Kappa Honorary Society

RESEARCH

Articles

*current or former doctoral student

- 2018 Kim, R.* Steensma, HK., Park, HD., “ Technological links, social ties, incumbent firm opportunistic propensity and the formation of CVC deals” Journal of Management, forthcoming.
- 2017 Kim, R.* Steensma, HK, “Employee mobility, spin-outs, and knowledge spill-in: How incumbent firms can learn from new ventures” Strategic Management Journal, 38(8): 1626-1645.
- 2016 Howard, M.* , Steensma, HK, Lyles, M., Dhanaraj, C. “Learning to collaborate through collaboration: How allying with expert firms influences collaborative innovation in novice firms”, Strategic Management Journal, 37: 2092-2103.
- 2016 Steensma, HK, Chari, M.* Heidl, R.* “A comparative analysis of patent assertion entities in markets for intellectual property rights” Organization Science, 27(1): 2-17.
- 2015 Steensma, HK, Chari, M.* , Heidl, R.* “The quest for expansive property rights and the failure to disclose known relevant prior art”, Strategic Management Journal, 36: 1186-1204.

- 2014 Park, H.*, Steensma, HK “When do venture capitalists become board members in new ventures?” Advances in Strategic Management, 31: 231-251
- 2014 Heidl, R.*, Steensma, HK., Phelps, C. “The influence of tie strength inequality across partner pairs on the dissolution of multipartner alliances,” Organization Science, 25(5): 1351-1371.
- 2014 Yang, H.*, Steensma H.K. “Where to explore? Drawing on the guidance of knowledge spillover recipient firms to expand knowledge boundaries”, Research Policy, 43(9): 1496-1507.
- 2013 Okhuysen, G., Lepak, D., Ashcraft, K., Labianca, G., Smith, V., Steensma, HK., “Theories of work and working today- Introduction to special topic forum”, Academy of Management Review, 38: 491-502.
- 2013 Park, D.*, Steensma, H.K. “The selection and nurturing effects of corporate investors on new venture innovativeness”, Strategic Entrepreneurship Journal, 7(4): 311-330.
 featured as one of the fifteen “seminal articles on Corporate Venturing” for the August 2014 Virtual Special Issue of the Strategic Management Society.
- 2012 Sahaym, A.*, Trevino, L., Steensma, H.K. “The Influence of Managerial Discretion, Innovation and Uncertainty on Export Intensity: A Real Options Perspective.” International Business Review, 21: 1131-1147.
- 2012 Steensma, H.K., Howard, M.*, Lyles, M., Dhanaraj, C. “The compensatory relationship between absorptive capacity, social embeddedness and learning from an alliance.” Strategic Entrepreneurship Journal, 6: 291-306.
- 2012 Park, D.*, Steensma, H.K. “When does corporate venture capital add value for new ventures?” Strategic Management Journal, 33: 1-22.
 featured as one of the fifteen “seminal articles on Corporate Venturing” for the August 2014 Virtual Special Issue of the Strategic Management Society.
- 2010 Reiter, S.*, Steensma, H.K. “FDI policy and human development in developing countries.” World Development, 38: 1678 – 1691.
- 2010 Yan, H.*, Phelps, C., Steensma, H. K. “Learning from what others have learned from you: The positive effects of technological spillovers on originating firms.” Academy of Management Journal, 53: 371-389.
- 2010 Sahaym, A.*, Steensma, H.K., Barden, J. “The influence of R&D investment on the use of corporate venture capital” Journal of Business Venturing, 25: 376-388.
- 2009 Hekman, D.*, Steensma, H.K., & Bigley, G., Hereford “Effects of social identification on the relationship between administrators’ influence and professional employees’ adoption of new work behavior”, Journal of Applied Psychology, 94: 1325-1335.

- 2009 Hekman, D.*, Bigley, G., Steensma, H.K., Hereford “Combined effects of organizational and professional identification on the reciprocity dynamic for professional employees.” Academy of Management Journal, 52: 506-526.
- 2008 Steensma, H.K., Barden, J., Dhanaraj, C., Lyles, M., Tihanyi, L. “The evolution and internalization of international joint ventures.” Journal of International Business Studies, 39: 491-507.
- 2007 Sahaym, A. *, Steensma, H.K., Schilling, M.A. “The influence of information technology on firm boundaries: An industry-level analysis. Organization Science, 18: 865-880.
- 2006 Fairbank, J. F.*, Labianca, G., Steensma, H.K. 2006. “Information processing design choices, strategy, and risk management performance”, Journal of Managment Information Systems, 23: 293-310.
- 2006 Insch, G., Steensma, H.K. “The relationship between firm strategic profile and alliance partners’ characteristics.” Journal of Management Issues, 18: 321-339.
- 2006 Warner, A., Fairbank, J.*, Steensma, H.K. “Managing uncertainty in a formal standards-based industry: A real options perspective on acquisition timing”, Journal of Management, 32: 279-295.
- 2006 Rothaermel, F., Kotha, S., Steensma, H.K. “International market entry by US Internet firms: An empirical analysis of country risk, national culture, and market size”, Journal of Management, 32: 56-82.
- 2005 Steensma, H. K., Tihanyi, L., Lyles, M.A., Dhanaraj, C. “The evolving value of foreign partnerships in transitional economies.” Academy of Management Journal, 48: 213-235.
- 2005 Allred, B.*, Steensma, H.K. “The influence of industry and home country characteristics on firms’ pursuit of innovation”, Management International Review, 45: 383-412.
- 2005 Barden, J., Steensma, H.K., Lyles, M.A. “The Impact of management control structure on conflict in international joint ventures: An organizational justice-based contingency perspective.” Journal of International Business Studies, 36: 156-174.
- 2005 Stevens, J.M., Steensma, H.K., Harrison, D., Cochran, P. L. “Symbolic or substantive document? The Influence of ethics codes on financial executives’ decisions” Strategic Management Journal, 26(2): 181-195.
Summarized in “Does it take an economic village to raise an ethical company,” Academy of Management Executive, 2005, 19 (2): 158-159.
- 2004 Dhanaraj, C., Lyles, M., Steensma, H.K., & Tihanyi, L. “Managing the dynamics of tacit and explicit learning in IJVs: The role of social embeddedness and the impact on performance”, Journal of International Business Studies, 35: 428-442.
- 2002 Marino, L., Strandholm, K., Steensma, H.K., & Weaver, K. “Harnessing complexity: The moderating effect of national culture on the relationship between entrepreneurial

- orientation and strategic alliance portfolio complexity, Entrepreneurship: Theory and practice, 26: 145-160.
- 2002 Schilling, M. & H. K. Steensma. "Disentangling theories on firm boundaries." Organization Science, 13(4): 387-401.
- 2001 Schilling, M., & H.K. Steensma. "The use of modular organizational forms: An industry-level analysis," Academy of Management Journal, 44(6): 1149-1168.
Summarized in "To be modular or not to be? Some answers to the question," Academy of Management Executive, 2002, 16 (2): 166-167.
- 2001 Steensma, H.K., & K. Corley*. "Organizational context as a moderator of theories on firm boundaries for technology sourcing," Academy of Management Journal, 44(2): 271-291.
- 2000 Steensma, H.K., & K. Corley*. On the performance of technology-sourcing partnerships: The interaction between partner interdependence and technology attributes, Academy of Management Journal, 43(6): 1045-1067.
- 2000 Steensma, H.K., L. Marino, K.M. Weaver, & P.H. Dickson. The influence of national culture on the formation of technology alliances by entrepreneurial firms, Academy of Management Journal, 43(5): 951-973.
Reprinted in Strategies for New Venture Development, Ed., Kaufman Management Centre, New York.
- 2000 Steensma, H.K., L. Marino, & M. Weaver. Attitudes toward interfirm cooperation: A cross-cultural comparison of entrepreneurs. Journal of International Business Studies. 31(Fall): 591-609.
- 2000 Steensma, H.K., & M.A. Lyles. Explaining IJV survival in a transitional economy through social exchange and knowledge-based theories, Strategic Management Journal, 21(8): 831-851.
- 1999 Steensma, H.K., & J. Fairbank*. Internalizing external technology: A model of governance mode choice and an empirical assessment, Journal of High Technology Management Research, 10(1): 1-35.
- 1998 Tyler, B.B., & H.K. Steensma. The effects of executives' experience and perceptions on their assessment of technological alliance opportunities," Strategic Management Journal, 19: 939-965.
- 1997 Burke, L., & H.K. Steensma. Toward a model for relating executive career experiences and firm performance, Journal of Managerial Issues, 10: 86-102.
- 1997 Steensma, H.K. Factors that affect mode of IP transfer, les Nouvelles, 32: 77-81.
- 1996 Lyles, M.A., & H.K. Steensma. The privatization of the Malaysian power industry: Tenaga Nasional Bhd's entrance into a new era of competition, Asian Case Research Journal, 1: 53-76.

- 1996 Lyles, M.A., & H.K. Steensma. Competing in emerging economies: Factors of success for firms involved in infrastructure development, Journal of World Business, 31: 64-75.
- 1996 Steensma, H.K. The development of technical core competencies through inter-firm collaboration: An organizational learning perspective, Journal of Engineering and Technology Management, 12: 267-286.
- 1995 Tyler, B.B., & H.K. Steensma. Evaluating technological collaborative opportunities: A cognitive modeling perspective, Strategic Management Journal, 16: 43-70.

Under review and Revisions in progress

Chari*, Steensma, Connaughton* “Serving multiple principals with conflicting interests: How the fusion of incentives and experience influence agent behavior.” Organization Science, 3rd R&R

Kim*, Steensma, Heidl* “The configuration of inventor networks within firms and their capacity to absorb external technologies”, Academy of Management Journal, 1st R&R

Work in progress

Heidl, Steensma, Phelps “Coopetion in multi-partner alliances: When does knowledge flow between strangers in the midst of mutual friends?”

Chari, Steensma, Heidl “The influence of patent trolls on the locus and quality of innovation.”

Chari, Steensma “Ethnic and gender biases in securing intellectual property rights”

Chari, Steensma “Who creates inventions ahead of their time?”

Book chapters

- 2018 Dhanaraj, C., Lyles, M., Steensma, H.K. “The evolution fo Alliance capability in large organizations: The case of alliance management,” in Frontiers of Strategic Alliance Research: Negotiating, Structuring, and Governing Partnerships, Contractor, F., Reuer, J., (Eds.), Cambridge University Press.
- 2005 Lyles, M. A., Dhanaraj, C., Steensma, H.K. 2005. “Critical issues in learning processes”, In Innovating Strategy Processes, Floyd, S., Roos, J., Jacobs, C., Kellermanns, F. (Eds.), Blackwell Publishing Ltd.: 75-80
- 2002 Lyles, M. A., Szabo, K., Kocsis, E., Barden, J., Dhanaraj, C., Steensma, K., & Tihanyi, L. “A longitudinal study of organizational learning, unlearning, and innovation among IJVs in a transitional economy”, Strategy Process: Shaping the Contours of the Field.

Chakravarthy, B., Muller-Stewens, G., Lorange, P., and Lechner, C. (Eds.), Oxford: Blackwell Publishing: 191-207.

Refereed proceedings

- 2013 Steensma, H.K., Yang, H. The Influence of State Ownership on Innovation in Market Competition. Academy of Management Annual Meeting, Orlando, 2013. *Best Paper Proceedings of the Academy of Management*, Orlando.
- 2007 Sahaym, A., Steensma, H.K. “The role of industry context and managerial discretion on internal and external venturing.” *Best Paper Proceedings of the Academy of Management*, Philadelphia
- 2004 Steensma, H. K., Barden, J., Lyles, M.A., & Dhanaraj, C. “The influence of power, learning, and conflict on the internalization of international joint ventures.” *Best Paper Proceedings of the Academy of Management*, New Orleans
- 2003 Steensma, H. K., Tihanyi, L., Lyles, M.A., & Dhanaraj, C. “The evolving value of foreign partnerships in transitional economies.” *Best Paper Proceedings of the Academy of Management*, Seattle.

Editing and Board Membership:

Associate Editor, *Academy of Management Journal*, 2016-2019

Special Issue Editor, Theories of Work, *Academy of Management Review*, 2013

Board membership:

Strategic Management Journal, 2008-present

Academy of Management Journal, 2010-present

Academy of Management Review, 2004-2008

Ad hoc reviewing:

Administrative Science Quarterly

Organization Science

Management Science

Journal of International Business Studies

Journal of Business Venturing

Strategic Entrepreneurship Journal

Papers presented at Professional Meetings

(stopped recording as of 2013)

- 2012 Bigley, Steensma, Heckman. “Social context effects on employee organizational identification.” Academy of Management, Boston

- 2012 Chari, Steensma, Heidl. "Patent traders or trolls: Innovation accelerators or inhibitors?", Academy of Management, Boston
- 2012 Steensma, Chari, Heidl. "The assessment of invention novelty and the failure of inventors to reveal relevant prior art." Academy of Management, Boston
- 2011 Park, Steensma. "The influence of corporate investors on the innovativeness of new ventures", Academy of Management, San Antonio
- 2011 Heidl, Steensma, Phelps. "Knowledge transfer within multipartner alliances: The downside of cohesive and powerful partners" Atlanta Competitive Advantage Conference, Atlanta
- 2010 Heidl, Steensma, Phelps. "Learning within multipartner alliances" West Coast Research Conference, Eugene, Oregon
- 2010 Steensma, H.K., Howard, M., Lyles, M., Dhanaraj, C. "The compensatory relationship between absorptive capacity, social embeddedness and learning from an alliance." Academy of Management, Montreal
- 2010 Heidl, R., Steensma, H.K., Phelps, C. "Learning within multipartner alliances: The influence of coalitions, competition, and power." Academy of Management, Montreal.
- 2010 Park, H., Steensma, H.K. "The influence of multiple agency conflicts on the strategic outcomes of new ventures." Academy of Management, Montreal
- 2009 Park, H., Steensma, H.K. "When does corporate venture capital add value for new ventures." Academy of Management, Chicago.
- 2007 Yan, H., Steensma, H.K., Phelps, C. "Learning from what others have learned from you: The positive effects of technological spillovers on originating firms." INFORMS, Seattle.
- 2007 Lyles, M., Li, D., Steensma, H.K., Dhanaraj, C. "How Do Shared Perceptions Of Procedural Justice And Fairness Affect Learning In Alliances?" Strategic Management Society, San Diego.
- 2007 Sahaym, A., Steensma, H.K. "The role of industry context and managerial discretion on internal and external venturing." Academy of Management, Philadelphia.
- 2007 Li, D., Lyles, M., Steensma, H.K., Dhanaraj, C. "How do shared perceptions of Procedural Justice and Fairness Affect Learning in Alliances?" Academy of International Business, Indianapolis.
- 2006 Hekman, D., Steensma, H.K., Bigley, G. "Effects of Social Identity Conflict on Ambivalence Regarding and Adoption of New Role Behavior." Academy of Management, Atlanta.
- 2006 Sahaym, A., Steensma, H. K., Schilling, M. A. "The Influence of Information Technology on Firm Boundaries: An Industry Level Analysis." Academy of Management, Atlanta.
- 2006 Yang, H., Steensma, H. K., Phelps, C. "Learning from What Others Have Learned from You: The Benefits of Spillovers for Originators." Academy of Management, Atlanta.
- 2005 Hekman, D., Steensma, H. K., Bigley, G. "Professional employee performance: Motivational effects of social exchange, self-verification, and psychological group memberships." Empirical. Academy of Management, Hawaii.
- 2005 Hekman, D., Steensma, H.K. "How you act affects how you think and feel: The behavioral antecedents of organizational identification." Academy of Management, Hawaii.

- 2004 Steensma, H. K., Barden, J., Lyles, M.A., & Dhanaraj, C. "The influence of power, learning, and conflict on the internalization of international joint ventures." Academy of Management, New Orleans.
- 2004 Dhanaraj, C., Lyles, M., Steensma, H.K., & Tihanyi, L. "Managing the dynamics of tacit and explicit learning in IJVs", Academy of International Business, Stockholm, 2004. *Winner of the best paper award of the conference.*
- 2004 Allred, B., & Steensma, H.K. "Innovation in global and multidomestic industries: The influence of industry structure and national setting." Academy of Management, New Orleans.
- 2004 Hekman, D., Steensma, H.K., & Bigley, G. "The effects of professional and organizational identification on employee change initiatives." Academy of Management, New Orleans.
- 2003 Steensma, H. K., Tihanyi, L., Lyles, M.A., & Dhanaraj, C. "The evolving value of foreign partnerships in transitional economies." Academy of Management, Seattle, WA., August, 2003. *Nominated for Doug Nigh Award*
- 2002 Steensma, H.K., Tihanyi, L., & Lyles, M. "The evolving value of foreign partnerships in transitional economies," International Conference on Management of Innovation and Technology, Hangzhou City, P.R. China.
- 2002 Barden, J., Steensma, H.K., & Lyles, M. "The impact of control structure on partner conflict in IJVs: A justice-based contingency perspective," National Academy of Management, Denver, CO.
- 2002 Marino, L., Strandholm, K., & Steensma, H.K. "SME complexity absorption in the global marketplace: The moderating effect of national culture on the relationship between entrepreneurial orientation and strategic alliance portfolio complexity", USASBE National Conference, Reno, Nevada.
- 2001 Lyles, M., Steensma, H.K., Tihanyi, L., Dhanaraj, C., Barden, J., Szabo, K., Kocsis, E. "A longitudinal study of organizational learning, unlearning, and innovation among private firms in a transitional economy," Strategic Management Society, San Francisco.
- 2000 Insch, G., & Steensma, H. K. "Firm strategic profile and host vs home government relationship," Academy of International Business, Phoenix.
- 2000 Balkunki, P., Kilduff, M., Tsai, W., & Steensma, H. K. "The social miser effect: Compositional effects of social capital on group performance," International Sunbelt Social Network Conference, Vancouver.
- 1999 Steensma, H. K., & Liberti, T. L. "The influence of occupational experience on the comprehensiveness of strategic decision making," National Academy of Management, Chicago, IL.
- 1999 Lane, P. J., & Steensma, H. K. "Scientific knowledge and technology sourcing: Rethinking 'make or buy' trade-offs," National Academy of Management, Chicago, IL.
- 1999 Marino, L., Strandholm, K., Steensma, H. K., & Hultman, C. "Strategic alliance portfolio flexibility and firm satisfaction with alliance use: The moderating effects of technological uncertainty and firm size," Eastern Academy of Management, Prague.
- 1998 Steensma, H.K., L. Marino, K.M. Weaver, & P.H. Dickson. "National culture as a boundary condition for transaction cost and resource dependence explanations of technical alliance formation," Strategic Management Society International Conference, Orlando, FL.

- 1998 Steensma, H.K., & M.A. Lyles. "Explaining IJV survival in a transitional economy through social exchange and knowledge-based theories," National Academy of Management, San Diego.
- 1998 Corley, K., & H.K. Steensma. "External Technology Sourcing and the Choice of Governance Mode: Firm Characteristics as Moderators of the "Theories" of the Firm," National Academy of Management, San Diego.
- 1997 Lyles, M.A., & H.K. Steensma. "The influence of foreign parent support, internal capabilities, and strategic decision-making on joint venture survival," Strategic Management Society International Conference, Barcelona.
- 1997 Steensma, H.K. "Internalizing external technology: A test of the contingency of performance on modal choice," National Academy of Management, Boston.
- 1996 Steensma, H.K. "Internalizing external technology: An empirical test of procurement method choice," National Academy of Management, Cincinnati, OH
- 1995 Steensma, H.K. "Strategic options in technology procurement: A theoretical integration and empirical test," INFORMS College on Organizations Dissertation Proposal Competition, New Orleans.
- 1995 Lyles, M.A., & H.K. Steensma. "Competing in emerging economies: An examination of the infrastructure development sector in Southeast Asia," Strategic Management Society International Conference, Mexico City.
- 1994 Steensma, H.K., & K. Strandholm. "The dynamics of trust, information processing, and control within cooperative relationships: A game theoretic perspective," Organization Studies Doctoral Conference, Seattle.
- 1994 Tyler, B.B., & H.K. Steensma. "Executive influences on the evaluation of technological collaborative opportunities," Strategic Management Society International Conference, Paris.
- 1994 Tyler, B.B., & H.K. Steensma. "Evaluating technological collaborative opportunities: A cognitive modeling perspective," Strategic Management Journal Summer Issue Conference, Chapel Hill, NC
- 1994 Tyler, B.B., & H.K. Steensma. "The development of technological competencies through joint venturing: A cognitive modeling perspective," National Academy of Management, Dallas, TX.
- 1994 Steensma, H.K. "The development of technical core competencies through inter-firm collaboration and organizational learning," Eastern Academy of Management, Albany, NY.

Invited seminars at some point along the way

Univ. of Massachusetts-Amherst

Univ. of California-Irvine

Notre Dame University, Mendoza College of Business

University of Michigan, Ross School of Business

University of Texas, Austin, McCombs School of Business

New York University- Stern

Colorado University, Boulder- Leeds

Rice University- Jones School of Management

University of Kentucky
Rotterdam School of Management, Erasmus
Grenoble Ecole de Management
Washington State University
University of Otago (New Zealand)

GRANTS AND FELLOWSHIPS

2001-05	Support from NSF Grants 0080152 & 0322240
2004	CFO Forum grant
2002-07	CIBER summer research grant
2005-present	Evert McCabe Fellow
2001-2004	Helen Moore Gerhardt Faculty Fellowship
2000-01	Bundersen Technology Grant
1998-99	Smeal College of Business Research Grant
1995-96	Licensing Executives Society Research Fellowship
1995-96	Indiana University Graduate School Grant-in-Aid
1995-96	Graduate School of Business Research Grant
1994	Indiana University Department of Management Research Fellowship

TEACHING RESPONSIBILITIES

Global Strategy, Executive MBA, 2000 - Present
Global Strategy, Technology Management MBA, 2002 – Present
International Management, Full Time and Evening MBA, 2002 – Present
Strategic Management, Evening MBA, 2000 – 2004
PhD Seminar, Research Methods, 2002 - Present

Executive Programs

Boeing
Esterline
POSCO
Hyundai
SK
KAIST
Global Strategy and Leadership (Open enrollment)
Yonsei
Peking Univ.

SERVICE

Membership on Dissertation Committees (placement/current):

Chair

Pantipa Tachawachira (Hawaii Pacific/Stanford, Research scientist)
Ivy Yang (Hong Kong Polytech)
Arvin Sahaym (Washington State Univ.)
David Hekman (Milwaukee / Univ. of Colorado-Boulder)
Brian Tan (NTU-Singapore)
Dennis Park (Missouri / Univ. of Texas-Dallas)
Ralph Heidl (Michigan State Univ./ Univ. of Oregon)
Rose Kim (Univ. of Kentucky)
Mukund Chari (Univ. of Colorado-Boulder)
Anna Fung (in progress)
Charles Connaughton (in progress)

Member

Brent Allred
Rajashri Srinivasan
Anu Wadha
Sandy Reiter
Rushi Karichalil
Sandip Basu
Geoff Desa
Tara Ceranic
Richard Chan
Brandon Fleming
Dustin Bluhm
Mike Howard
Dong Liu
David Gomulya
Greg Fisher
Conor Hendersen
Karen Wang
Amrita Lahiri
U. David Park

Service to Department, School, and field:

Strategy doctoral consortium, 2018
Mentor, Gates Foundation MBA projects, 2015-2018
Mentor, MBA project, MSR, 2017 (aut)
Mentor, MBA project, REI, 2017 (spr)
Hybrid MBA Steering Committee, 2016-17
Chair, Masters Program Committee, 2015-17
Promotion and Tenure Committee, 2007, 2009-2012, 2015-2018
Head of recruiting strategy position, Department of Management, 2004-05, 2006-07, 2010-11, 2014-15, 2016-17.

BPS Junior Faculty Workshop, 2015
 Foster School Professorship Committee, 2004, 2015 (Chair), 2017
 Foster School Awards Committee, 2004, 2013, 2016, 2017 (Chair)
 Research Committee, Chair, 2013, 2014
 Best paper award selection committee, *Academy of Management Journal*, 2011
 Director Search Committee, UW-Bothell Business, 2009
 Marketing Chair Search Committee, 2009
 International Association of Chinese Management Research (IACMR) research committee, 2009-
 Freshman scholarship committee, Pinkerton, Saxburg, & Paulsell scholarships, 2006, 2008, 2009
 INFORMS Dissertation Proposal Competition Judge, 2007
 Global Social Entrepreneurship Competition Preliminary Round Judge, 2007
 Dissertation consortium mentor, Academy of Management, BPS, 2007
 Junior faculty consortium mentor, Academy of Management, BPS, 2006
 MBA Case Competition Judge, 2006, 2008
 IKEA Case Competition Judge, 2006
 Academy of Management - Business Policy and Strategy Research Committee, 2001-2004
 BPS Dissertation Award Committee, 2004
 Strategic Management Society/McKinsey Best Paper Award Selection Committee, 2002, 2003
 Technology and Innovation Mgmt Best Dissertation Award, 2003
 Committee for selection of course management system, 2004
 Global Business Challenge franchising viability committee, 2003-2004
 Facilitator- CTE speaker series, 2003-2004
 Selection committee for CTE Director, 2003-2004
 Department of Mgt. and Org. PhD program coordinator, 2002 - 2005
 Global Business Center Faculty Steering Committee, 2002-2003
 UW Global Business Challenge Case Competition Planning Committee, Faculty liaison, 2001-
 2002, 2002-2003, 2003-2004
 Computer Policy Committee, 2002-2003
 Recruiting committee, Department of Management and Organization, 2000-2005
 Annual Back to Business Weekend, Alumni lecture, 2001, 2008
 Curriculum review and candidate selection, PhD Program, Department of M and O, 2001
 Curriculum review, MBA Program, Department of Management and Organization, 2001
 Faculty judge, UW Global Business Challenge, 2001
 Recruiting Committee, Department of Management and Organization, 1999
 Liaison for Department of Management and Organization Alumni Advisory Board, 1997-2000
 Workshop participant. Measuring and tracking E-business Strategies. Sponsored by *The E-
 commerce Research Center, Penn State University*. Atlanta, 1999
 Technology Committee, Department of Management and Organization, 1998-99
 Panel discussant for the Penn State Society of International Development, Nike's labor policies
 for developing countries, 1997
 Student advisor for the Department of Management and Organization, 1997-2000