

## DANIEL M. OLSON

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### ACADEMIC POSITIONS

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UNIVERSITY OF WASHINGTON, FOSTER SCHOOL OF BUSINESS, Seattle, WA  
Assistant Professor of Strategic Management and Entrepreneurship, Department of  
Management and Organization (2016 – present)

### EDUCATION

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UNIVERSITY OF MARYLAND, SMITH SCHOOL OF BUSINESS, College Park, MD  
Ph.D., Strategic Management and Entrepreneurship (2018)  
Dissertation: *Employee Mobility, Employee Entrepreneurship, and Employee Value Capture: Labor Market Frictions and the Impact of Social Comparison Costs on Compensation*  
Status: Dissertation defense (May 2016); final dissertation submission (August 2018)  
Committee: Rajshree Agarwal (Co-Chair), David Waguespack (Co-Chair), Christine Beckman, David Sicilia, Evan Starr

HARVARD LAW SCHOOL, Cambridge, MA  
J.D. (2004)

BRIGHAM YOUNG UNIVERSITY, Provo, UT  
B.A., Philosophy (2000)

### RESEARCH

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#### **Publications**

Campbell, B., Kryscynski, D., & **Olson, D.** 2017. Bridging Strategic Human Capital and Employee Entrepreneurship Research: A Labor Market Frictions Approach. *Strategic Entrepreneurship Journal* (10.1002/sej.1264)

Carnahan, S., Kryscynski, D. & **Olson, D.** 2016. When does corporate social responsibility reduce employee turnover? Evidence from attorneys before and after 9/11. *Academy of Management Journal*. 60: 1932-1962 (10.5465/amj.2015.0032)

\* ACAC 2015 Best Paper Award Winner

\* Wharton People Analytics Conference Research Paper Competition Finalist

Agarwal, A., Gambardella, A., & **Olson, D.** 2014. Employee Mobility and Entrepreneurship: A Virtual Special Issue. *Strategic Management Journal* (10.1002/smj.2361)

#### **Working Papers and Research in Progress**

“Repositioning and Relationship Management by Information Intermediaries,” with David Waguespack (second round revise and resubmit, *Strategic Management Journal*)

“Social Comparison and Compensation Spillovers through Multi-location Firms” (preparing for submission to *Strategic Management Journal*)

“Family Constraints and the Appropriation of Returns from Human Capital through Employee Mobility,” with Martin Ganco and Florence Honoré (data analysis)

“Platform Design: The Relationship between Rating Systems and Core Interactions,” with Alex Murray (data collection and analysis)

### ***Awards and Grants***

2016 Kauffman Dissertation Fellowship  
2016 Allen N. Nash Outstanding Doctoral Student Award, Smith School of Business  
2015 Atlanta Competitive Advantage Conference Best Paper Award  
2015 Wharton People Analytics Conference Research Paper Competition Finalist

## **TEACHING**

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### ***Teaching Experience***

UNIVERSITY OF WASHINGTON, FOSTER SCHOOL OF BUSINESS

2016 – Present ENTRE 370 Introduction to Entrepreneurship (undergraduate elective course)  
2019 (upcoming) TMMBA 553 Entrepreneurship (TMMBA core course)  
2017 – 2018 MGMT 430 Strategic Management (undergraduate strategy capstone course)

UNIVERSITY OF MARYLAND, SMITH SCHOOL OF BUSINESS

2013 – 2015 BMGT 495 Business Policies (undergraduate strategy capstone course)

### ***Teaching Assistant***

BRIGHAM YOUNG UNIVERSITY

Logic and History of Philosophy courses, Brigham Young University, Provo, UT (1999 – 2000)

## **PRESENTATIONS AND WORKSHOPS**

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### ***Presentations***

“Repositioning and Relationship Management by Information Intermediaries”

2018 Duke Strategy Conference  
2014 Academy of Management Annual Meeting, Philadelphia  
2014 Druid Society Conference, Copenhagen Business School

“Diffusion of wage increases across geographic locations: The interaction of competition and social comparison within multi-location firms”

2015 Strategic Management Society Meetings, Denver  
2015 CCC Doctoral Colloquium, New York University

“When does corporate social responsibility reduce employee turnover? Evidence from attorneys before and after 9/11”

2015 Academy of Management Annual Meeting, Vancouver  
2015 Atlanta Competitive Advantage Conference, Georgia State University  
2015 Alliance for Research on Corporate Sustainability (ARCS), Northwestern University  
2015 Trans-Atlantic Doctoral Consortium, London Business School  
2013 Academy of Management Annual Meeting, Orlando  
2013 Strategic Management Society Meetings, Atlanta

“Information networks and mobility decisions”

2015 Strategic Management Society Meetings, Denver

“Firm size effect or performance effect? The impact of employee and firm performance on the relationship between firm size and employee entrepreneurship”

2014 Academy of Management Annual Meeting, Philadelphia

“Comparative network effects on entrepreneurial entry”

2012 Dingman Center Entrepreneurship Research Lunch, University of Maryland

“Toward an attention-based view of employee entrepreneurship”

2011 Mason Entrepreneurship Research Conference, George Mason University

### ***Invited Workshops and Consortia***

2015 Trans-Atlantic Doctoral Consortium, London Business School

2015 CCC Doctoral Colloquium, New York University

2014 ACAC Research Development Workshop, Georgia State University

2014 SERC Doctoral Consortium, University of Maryland, College Park

2013 NBER Entrepreneurship Research Boot Camp, Cambridge, MA

2013 Mack Center Emerging Scholars Workshop, University of Pennsylvania Wharton School

2013 SERC Doctoral Consortium, University of Maryland, College Park

## **ACADEMIC SERVICE AND AFFILIATIONS**

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### ***Service***

#### UNIVERSITY OF WASHINGTON

- 2018 – Present: Faculty Advisor, Student Presentation Seminar Series
- 2016 – Present: Member, WCRS Doctoral Consortium Organizing Committee
- 2017 – 2018: Member, Symposia Organizing Committee
- 2017 – 2018: Member, Entrepreneurship Curriculum Refresh Committee
- 2016 – 2017: Member, Doctoral Student Admissions Committee
- 2016 – 2017: Member, Faculty Recruiting Committee

#### UNIVERSITY OF MARYLAND, COLLEGE PARK

- 2013 – 2016: PhD Oversight Committee, Doctoral Student Representative
- 2014 – 2015: Student-Faculty Liaison, Strategic Management Doctoral Program

#### ACADEMY OF MANAGEMENT

- 2012 – Present: Reviewer for BPS division, OMT division, and ENT division
- 2014: Co-organized “Entrepreneurial Entry and New Venture Creation: Determinants and Constraints” symposium for AOM annual meeting with J. Chen and M. Roach
- 2013: Co-organized “Succeeding in Employee Entrepreneurship: Learning, Selection, and Management” symposium for AOM annual meeting with J. Chen
- 2011 – 2012: Assisted Rajshree Agarwal, BPS division program chair, in organizing annual meeting program (2012) and PDW program (2011) for BPS division

#### CONSORTIUM ON COMPETITIVENESS AND COOPERATION (CCC)

- 2017 – Present: Assistant Secretary, CCC Executive Committee
- 2015: Prepared successful application for 501(c)(3) public charity status
- 2014: Drafted charter documents and formed the Consortium on Competitiveness and Cooperation, Inc., as a Maryland non-profit corporation

#### AD-HOC REVIEWER

- *Strategic Management Journal*
- *Organization Science*
- *Strategic Entrepreneurship Journal*

### **Membership**

- Academy of Management
- Strategic Management Society

### **Editorial Experience**

*HARVARD INTERNATIONAL LAW JOURNAL* (Harvard Law School)

- 2002: Articles Editor
- 2001 – 2002: Line Editor

*APORIA: STUDENT JOURNAL OF PHILOSOPHY* (Brigham Young University)  
1999 – 2000: Associate Editor

*EPOCHÉ: A JOURNAL FOR THE HISTORY OF PHILOSOPHY* (Brigham Young University)  
1999 – 2000: Assistant Editor

## **PROFESSIONAL EXPERIENCE AND CERTIFICATIONS**

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EXHALENT TECHNOLOGIES, INC., Salt Lake City, UT (2018 – Present)  
Chief Executive Officer: Manage strategy and assist with fundraising for start-up medical diagnostics platform company

DORSEY & WHITNEY LLP, Salt Lake City, UT (2005, 2007 – 2010)  
Senior associate in corporate group: Advised clients on transactions including mergers and acquisitions, venture capital financings and other securities offerings, and equity fund formation

MORRISON & FOERSTER LLP, New York City, NY (2005 – 2007)  
Associate in capital markets group: Represented clients in public and private securities offerings including initial public offerings, follow-on offerings, PIPEs, and 144A offerings

JENKENS & GILCHRIST, PC, Austin, TX (2004 – 2005)  
Associate in business department: Represented clients in corporate and securities matters including SEC reporting and compliance, mergers and acquisitions, and corporate governance

### **State Bar Admissions**

Texas State Bar: Admitted 2004 (*inactive*)  
New York State Bar: Admitted 2007 (*active*)  
Utah State Bar: Admitted 2008 (*active*)

## REFERENCES

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RAJSHREE AGARWAL  
Chaired Professor in Strategy and Entrepreneurship  
University of Maryland  
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