

# WARREN BOEKER

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## **Education:**

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| Ph.D. | Graduate School of Business Administration<br>University of California, Berkeley, 1987 |
| B.S.  | Chemical Engineering (cum laude)<br>Rose-Hulman Institute of Technology                |

## **Academic Appointments:**

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| <i>1998- Current</i> | <i>Professor and Olesen/Battelle Chaired Professor<br/>Management and Organization Department<br/>University of Washington</i> |
| <i>2005</i>          | <i>Visiting Professor<br/>Australian Graduate School of Management</i>   |
| <i>1996 to 1998</i>  | <i>Visiting Associate Professor<br/>Strategy and International Management Division<br/>London Business School</i>              |
| <i>1987 to 1996</i>  | <i>Assistant and Associate Professor<br/>Management of Organizations Division<br/>Columbia University</i>                      |

## **Other Appointments:**

### **Current or Past Member of the Editorial Board:**

*Administrative Science Quarterly, Academy of Management Journal,  
Academy of Management Review, Strategic Management Journal,  
Organization Science, Strategic Entrepreneurship Journal, Strategic  
Organization and Journal of Business Venturing.*

## **PUBLICATIONS:**

“The Spawning of Ecosystems: How Cohort Effects Benefit New Ventures,” (with Michael Howard and Joel Andrus), **Academy of Management Journal**, forthcoming.

“Collaboration and informal hierarchy in innovation teams: Product introductions in entrepreneurial ventures,” (with Amrita Lahiri, Emily Pahnke, and Michael Howard), **Strategic Entrepreneurship Journal**, forthcoming.

“The Role of Facial Appearance on CEO Selection after Firm Misconduct” (with David Gomulya, Elaine Wong, and Margaret Ormiston), **Journal of Applied Psychology**, 2017, 102 (4), 617-635.

“Reassessing board member affiliations: CEO replacement following financial misconduct,” (with David Gomulya), **Strategic Management Journal**, 2016, 37 (9), 1898-1918.

“The parent’s legacy: Firm founding and strategic choice” (with Sandip Basu, Mike Howard, and Arvin Sahaym), **Journal of Business Research**, August, 2016, 69 (8).

“Understanding the Structure and Evolution of Organizational Networks in Management Research: Exponential Random Graph Models (with Emily Pahnke, Michael Howard, and Rose Kim), **Strategic Management Journal**, January 2016, 37 (1), 22-44.

“Knowledge Inheritance and the Quality of Knowledge of New Ventures,” (with Sandip Basu, Mike Howard, and Arvin Sahaym), **Journal of Business Venturing**. April 2015, 30 (2), 322-337.

“How Firms Respond to Corporate Misconduct: CEO Successors and External Reactions” (with David Gomulya), **Academy of Management Journal**, December 2014, 57 (6), 1759-1785

“Parent Firm Effects on Founder Turnover: Parent Success, Founder Influence, and Founder Tenure,” (with Brandon Fleming) **Strategic Entrepreneurship Journal**, September, 2010, 4, 252-267.

“Old Technology Meets New Technology: Alliance Formation Between Pharmaceutical and Biotechnology Firms,” (with Frank Rothaermel) **Strategic Management Journal**, January, 2008, 29, 47-77.

“New Venture Evolution and Managerial Capabilities,” (with Robert Wiltbank), **Organization Science**, March-April 2005, 16, 123-133.

“Bringing Managers into Theories of Multimarket Competition: CEOs and the Determinants of Market Entry,” (with John Stephan, Peter Murmann, and Jerry Goodstein) **Organization Science**, July-August 2003, 14, 403-421.

"Entrepreneurial Succession: Factors Influencing the Departure of Founding Managers" (with Rushi Karichalil), **Academy of Management Journal**, August, 2002.

"Getting to Multimarket Competition: How Multimarket Contact Affects Firms' Market Entry Decisions," (with John Stephan), in J.A.C. Baum and H.R. Greve (eds.), **Advances in Strategic Management**, 2001, 18, Oxford, UK: JAI Press.

"Power and Conflicts of Interest in Professional Firms: Evidence from Investment Banking," (with Mathew Hayward), **Administrative Science Quarterly**, 1998, 43, 1-22.

"Innovation Adoption by Established Firms: Unresolved Issues," (with Paul Huo), **Journal of High Technology Management Research**, 1998, 9, 115-130.

"Executive Migration and Strategic Change: The Effect of Top Manager Movement on Product Entry," **Administrative Science Quarterly** 1997, 42, 213-236.

"Strategic Change: The Influence of Managerial Characteristics and Organizational Performance," **Academy of Management Journal**, 1997, 40, 152-170.

"Competition in a Multimarket Environment: The Case of Market Exit," (with Jerry Goodstein, John Stephan and Peter Murmann), **Organization Science**, 1997, 8, 126-142.

"Competitive Dynamics, Professional Interests, and Strategic Flexibility," (with Jerry Goodstein and John Stephan) **Strategic Management Journal**, 1996, 17, 577-586.

"The Functions of the Board, Board Structure, and Strategic Adaptation," (with Jerry Goodstein, and Kanak Gautam) **Strategic Management Journal**, March 1994, 15, 241-252.

"Performance and Successor Choice: The Moderating Effects of Governance and Ownership," (with Jerry Goodstein), **Academy of Management Journal**, February 1993, 36, 172-186.

"Power and Managerial Dismissal: Scapegoating at the Top," **Administrative Science Quarterly**, September 1992, 37, 400-421.

"Organizational Performance and Adaptation: Effects of Environment and Performance on Changes in Board Composition," (with Jerry Goodstein), **Academy of Management Journal**, December, 1991. 34, 805-826.

"Organizational Strategy: An Ecological Perspective," **Academy of Management Journal**, September, 1991, 34, 613-635.

"Turbulence at the Top: A New Perspective on Executive Level Dynamics and Strategic Change" (with Jerry Goodstein), **Academy of Management Journal**, June 1991, 34,

306-330.

"The Development and Institution of Subunit Power in Organizations: The Semiconductor Industry 1958-1985," **Administrative Science Quarterly**, September 1989, 34, 388-41.

"Strategic Change: The Effects of Founding and History," **Academy Management Journal**, September 1989, 32, 489-515. Also in the 1988 **Academy of Management Best Papers Proceedings**.

"Organizational Origins: Entrepreneurial and Environmental Imprinting at the Time of Founding" in **Ecological Models of Organizations**, Cambridge, MA: Ballinger, 1988. Also in the 1987 **Academy of Management Proceedings**.

"Modeling Organizational Strategy as an Ecological Process," **Die Unternehmung** (The Enterprise), 1986, 40, 3, 227-243. (with Jean-Paul Thommen).

"The Ecological Analysis of Business Strategy," **California Management Review**, 1984, 26, 3, 73-86. (with John Freeman). Reprinted in **Strategy and Organizations**. G. Carroll and D. Vogel, eds., 1984.

"Are the Expectations of Women Managers Being Met?" **California Management Review**, 1985, 27, 3, 147-158. (with Rebecca Blair and Karlene Roberts).

#### **PAPERS CURRENTLY UNDER REVISION OR REVIEW:**

"How do red and blue boards respond to financial misrepresentation? The political ideology of the board and CEO replacement," (with David Park and David Gomulya) revision under review at **Academy of Management Journal**.

"Red Ties and Blue Ties: Director Political Ideology and the Diffusion of Lone-Insider Boards, (with Abhinav Gupta and Adam Wowak) R&R at **Academy of Management Journal**.

"Power and Visibility: Earnings Manipulation in US Public Firms" (with Brandon Fleming and David Gomulya), under second round review at **Academy of Management Journal**.

#### **Working papers nearing review:**

"Bankers or Brokers? The role of venture capitalists in brokering firm knowledge," (with Emily Pahnke, Michael Howard and Rose Kim)

"The Impact of Status on Imitation and Performance," (with Richard Chan, Tim Pollock, Terry Mitchell, Violina Rindova), being revised for submission to

## **Administrative Science Quarterly.**

### **Research seminars:**

Arizona State University  
Australian Graduate School of Management  
Emory University  
London Business School  
New York University  
Northwestern University  
Rutgers University  
Stanford University  
University of Arizona  
University of California (Berkeley, Irvine, and Los Angeles)  
University of Michigan  
University of Pennsylvania  
University of North Carolina  
University of Southern California  
University of Texas  
University of Wisconsin  
Yale University

### **Professional memberships and miscellaneous activities:**

#### **Academy of Management**

##### ***OMT Division:***

Division Chair 1999-2000.  
Program Chair 1997-1998.  
Member of the Executive Committee and past Representative at Large.  
Faculty participant in the 1993 and 2000 Junior Faculty consortium.

##### ***BPS Division:***

Past member of the BPS Teaching Committee.  
Past member of Research Committee  
Faculty participant in the 1992 Doctoral consortium.

##### ***Academy of Management Journal:***

Guest editor of Special Research Forum:  
Managing in the Millennium – published in 2000/2001.

#### **Strategic Management Society**

Member of Research Committee 1999-2001

**External interests:**

Consultant to numerous organizations, some of the larger which include Microsoft, Bristol-Myers Squibb, Daimler-Benz, Novartis, Merck, General Electric, Citigroup, Nortel, Itochu, PriceWaterhouseCoopers, Esso, GKN plc. and IBM, among others.

Faculty participant and leader in numerous executive programs at the University of Washington and dozens of executive programs across other universities including the University of Zurich, Sciences-Po (France), Australian Graduate School of Management, and Hebrew University. Served for over a decade as co-director Columbia University's flagship executive program in business strategy, Strategy Formulation and Implementation.

**Professional Interests:**

Entrepreneurship, management of technology and innovation, strategy formulation and implementation, organization theory.

**Selected papers presented:**

“The Influence of Founder Collaborations on Venture Knowledge Quality,” (with Sandip Basu, Mike Howard and Arvin Sahaym). 2016 Academy of Management National Meetings, Anaheim, CA. *Won ‘Distinguished Paper Award’ by the Academy of Management Meeting Business Policy and Strategy Division (one of top 5 papers from over 800 submitted).*

“Board Actions and Political Ideology: The Case of Financial Restatements,” (with David Park and David Gomulya) presented at the 2015 Academy of Management National Meetings.

“The face of the next leader: The role of facial appearance on CEO selection after firm misconduct,” (with David Gomulya, Elaine Wong and Margaret Ormiston), **Academy of Management meetings**, Vancouver, 2015

“Cooperation and competition among new ventures: The role of genealogical cohorts: (with Michael Howard, and Joel Andrus), **Academy of Management meetings**, Vancouver, 2015.

“Geographical Proximity to Parent Firms and the Knowledge Impact of New Ventures”(with Sandip Basu, Arvin Sayham and Michael Howard), **Academy of Management National Meetings**, Philadelphia, 2014.

Understanding the Structure and Evolution of Organizational Networks: ERGMs (with Emily Pankhe, Michael Howard and Rose Kim), **Academy of Management National Meetings**, Philadelphia, 2014.

Prior Collaboration, Expertise, and Status in new venture innovation (with Emily Pankhe, Michael Howard and Amrita Lahiri), **Academy of Management National Meetings**, Philadelphia, 2014.

“Bankers or Brokers? The role of venture capitalists in brokering firm knowledge,” (with Emily Pahnke, Michael Howard and Rose Kim), **Academy of Management National Meetings**, Orlando Florida, August 2013

“Complementarities and Conflicts in Inventive Teams: The Role of Prior Collaboration, Expertise, and Status in New Venture Commercial Performance,” (with Emily Pahnke, Michael Howard and Rose Kim), **Strategic Management Society National Meetings**, Atlanta, GA, September 2013.

“What Does the Future Hold for Research in Strategic Leadership, Corporate Governance, and Corporate Strategy?” Invited presentation at the **Strategic Management Society National Meetings**, Atlanta, GA, September 2013.

“The oversocialized founder? The impact of founder’s coinventor network on new venture knowledge creation,” (with Amrita Lahiri and Michael Howard), Presented at Academy of Management meetings, Boston, August 2012.

“Knowledge Inheritance and the Quality of Knowledge of New Ventures,” Presented at Emory University, October, 2011.

“Firm response to illegitimate acts: Firms’ actions to recover from a loss in reputation” Presented (with David Gomulya) at Strategic Management Meeting, Miami, FL, October, 2011.

“Geographic and technological proximity and the quality of knowledge of new ventures,” (with Sandip Basu, Mike Howard, and Arvin Sahaym), presented at the 2011 Academy of Management National Meetings, San Antonio, TX.

“Power and Visibility: Earnings Manipulation in US Public Firms” (with Brandon Fleming), presented at the 2011 Academy of Management National Meetings, San Antonio, TX.

“Firm response to illegitimate acts: Firms’ actions to recover from a loss in reputation” (with David Gomulya), presented at the 2011 Academy of Management National Meetings, San Antonio, TX.

“Synergies Among Technological Innovation, Entrepreneurship, and Organizational Evolution” Symposium presented at the 2010 Academy of Management National Meetings, Montreal, Canada.

“The Impact of Status on Financial Analyst Predictions, Imitation, and Performance” presented at the 2010 Academy of Management National Meetings, Montreal, Canada.

Knowledge Inheritance and the Quality of Knowledge of New Ventures” presented at the 2010 Academy of Management National Meetings, Montreal, Canada.

Financial Misrepresentation and Managerial Dismissal: The Role of Power and Influence” presented at the 2010 Academy of Management National Meetings, Montreal, Canada.

“The Parent's Legacy: Firm Founders and Technological Choice” presented at the 2009 Academy of Management National Meetings, Chicago, IL..

“Firm response to illegitimate acts: Firms’ actions to recover from a loss in reputation” presented at the 2009 Academy of Management National Meetings, Chicago, IL.

“The Influence of Organizational Origins on Characteristics of New Ventures,” presented at the 2008 Academy of Management National Meetings, Anaheim, CA.

“Questioning Tenure: Does the Academic Career System Disconnect us from Management Practice and Labor Market Reality?” presented at the 2008 Academy of Management National Meetings, Anaheim, CA.

“How CEO's Behaviors and Motivations Impact Their Companies,” presented at the 2007 Academy of Management National Meetings, Philadelphia, PA.

“Managerial Jobs and Managerial Mobility: Linkages to Organizational Structure and Performance,” presented at the 2007 Academy of Management National Meetings, Philadelphia, PA.

“Founders' Influence,” presented at the 2007 Academy of Management National Meetings, Philadelphia, PA.

“Entrepreneurs’ Influence on Founding Strategy: The Role of the Parent Firm,” presented at the 2006 Academy of Management National Meetings, Atlanta, GA.

“Mentoring and Monitoring: Boards of Directors and CEOs in New Ventures,” (with Noam Wasserman) presented at the 2006 Academy of Management



National Meetings, Atlanta, GA.

“Monitoring And Mentoring: Board Evolution In New Ventures,” presented at the 2005 Babson Kauffman Entrepreneurship Research Conference, Babson College, Wellesley, MA,

“Balancing Complementarities and Similarities: Alliance Formation Between Old and New Technology Firms,” paper presented at the 2004 Strategic Management Society International Conference, San Juan, Puerto Rico.

“Conversations on Corporate Leadership and Governance,” presented at the 2003 Academy of Management National Meetings, Seattle, WA.

“New Venture Evolution and Managerial Capabilities,” (with Robert Wiltbank) presented at the 2003 Academy of Management National Meetings, Seattle, WA.

“Alliance Formation Between Incumbents and new Entrants Following Radical Technological Change,” (with Frank Rothaermel) presented at the 2002 Academy of Management National Meetings, Denver, CO.

“Success, Persistence, and Regression Toward the Mean,” (with Pino Audia) presented at the 2002 Academy of Management National Meetings, Denver, CO.

“Additions of New Managers to Startup Firms,” (with Robert Wiltbank) presented at the 2001 Strategic Management Society National Meetings, San Francisco, CA.

“Bringing Managers into Theories of Multimarket Competition: CEOs and the Determinants of Market Entry” (with John Stephan and Jerry Goodstein) presented at the 2001 Academy of Management National Meetings, Washington, D.C.

Faculty participant in the ‘Conversations on Strategy: Session on Corporate Leadership and Governance’ session at the 2001 Academy of Management National Meetings, Washington, D.C. organized by Jim Westphal and Margarethe Wiersema.

“The Effects of Success, CEO Turnover, and Board Composition on Strategic Persistence Following a Radical Environmental Change” (with Pino Audia), presented at the 2000 Academy of Management National Meetings, Toronto, Canada.

“From Entrepreneurial to Professional Firms” presented at the 1999 Academy of Management National Meeting, Chicago, IL.

“Executives, Competencies and Resources” presented at the 1999 Academy of Management National Meeting, Chicago, IL.

"Porous Chinese Walls? Power and Conflicts of Interest in Professional Firms, (with Mathew Hayward) presented at the 1997 Academy of Management National Meeting, Boston, MA.

"Executive Migration and Strategic Change: The Effect of Top Manager Movement on Product Entry," presented at the 1996 Academy of Management National Meeting, Cincinnati, OH.

"Strategic Change: The Influence of Managerial Characteristics on Organizational Performance," presented at the 1995 Academy of Management National Meeting, Vancouver, British Columbia.

"The Nature of Training" (invited presentation) presented at the 1995 Academy of Management National Meeting, Vancouver, British Columbia.

"Managing Firm Entry," presented at London Business School, March 1995.

"Technology Life Cycle and Firm Behavior," presented at the University of California (Irvine) March, 1995

"Organizational and Strategic Approaches to Research in Health Care," presented at the University of Michigan, November, 1994.

"Strategies for Firm Entry in Emerging Technologies," presented at Northwestern University, November, 1994.

"Market Exit and Multimarket Competition," presented at the 1994 Academy of Management National Meeting, Dallas, TX.

"Innovation Adoption by Established Firms: Unresolved Issues," presented at the 1994 Academy of Management National Meeting, Dallas, TX.

"Strategic Change: Competition in a Multimarket Environment," presented at the 1993 Academy of Management National Meeting, Atlanta, GA.

"The Influence of Insiders on Successor Choice," presented at the 1993 Academy of Management National Meeting, Atlanta, GA.

"Professional Interests, Professional Power and Organizational Structure," presented at the 1993 Academy of Management National Meeting, Atlanta, GA.

"Managing Firm Entry in Emerging Technologies," presented at Stanford University, March, 1993.

"Sources of Organizational and Strategic Change," presented at Northwestern

University, November, 1992.

"Organizational Performance and Adaption: The Effects of Environment and Performance on Changes in Board Composition," presented at the 1991 Academy of Management National Meeting, Miami, Florida.

"Characteristics of Chief Executive Successors: Insider/Outsider Differences and Functional Background," presented at the 1990 Academy of Management National Meeting, San Francisco, California.

"Entrepreneurs and Organizations: The Effects of Entrepreneurs Background and Ownership on Organizational Strategy" presented at the 1990 Academy of Management Meeting, San Francisco, California.

"Organization Strategy: An Ecological Perspective" presented at the 1989 Strategic Management Conference, San Francisco, California.

"A New Perspective on Executive Dynamics: The Effects of CEO Succession, Ownership Changes, and Change in the Board of Directors on Organizational Change," (with Jerry Goodstein), presented at the 1989 Academy of Management National Meeting, Washington, D.C.

"Studying Competition: Ecological and Strategic Approaches," presented at the 1989 Academy of Management National Meeting, Washington, D.C.

"The Dynamics of Strategy and Subunit Power, presented at the 1988 Strategic Management Society Conference, Amsterdam, Holland.

"The Persistence of Organizational Strategy," presented at the 1988 Academy of Management National Meeting, Anaheim, CA. Also published in the 1988 Academy of Management Best Papers Proceedings.

"Executive Succession: The Role of Performance and Chief Executive Power," presented at the 1988 Academy of Management National Meeting, Anaheim, CA.

"Organizational Origins: Entrepreneurial and Environmental Imprinting at Founding," presented at the 1987 Academy of Management National Meeting, New Orleans. Also published in the 1987 Academy of Management Best Papers Proceedings.

"Ecological Models of Strategy and Competition in the U.S. Brewing Industry," presented at the 1987 Academy of Management National Meeting, New Orleans.