

**Jennifer (Jen) Rhymer**  
Curriculum Vita (October 2019)  
342 Mackenzie Hall  
Department of Management and Organization  
University of Washington, Foster School of Business, Seattle, WA  
<http://staff.washington.edu/jrhymer/>  
email: jrhymer@uw.edu

**Education:**

---

**Ph.D. Candidate**

**Michael G. Foster School of Business, University of Washington**  
Technology Entrepreneurship/ Strategic Management 2015 -

Dissertation (working title): "Location Independent Organizations:  
Work without Physical Proximity"

Committee: Benjamin Hallen (Chair), David Sirmon, Warren Boeker,  
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 2004 – 2005  
Visiting student, Department of Engineering and Design

**Research Interests:**

---

- Organizational Design – formal and informal structures, boundaries, and coordination practices
- Informal Networks – used in information search, knowledge transfer, and organizational learning
- Technology – the interaction with organizations and work practices, community innovation
- Entrepreneurial Geography – virtual work, virtual space, and ecosystems

### **Papers Under Review:**

---

- Murray, A., Rhymer, J., and Sirmon, D. (2019). Humans and Technology: Toward a Theory of Conjoined Agency in Organizational Routines. [Revise and Resubmit at AMR]

### **Working Papers:**

---

- Sirmon, D., Cox-Pahnke, E., Rhymer, J., and Campbell, JT. (2019). The Many Paths to Success: How Early Resource Configurations of Young Technology Ventures Affect the Likelihood and Speed to Reach Liquidity Events.

### **Projects in Development:**

---

- Location Independent Organizations: Work without Physical Proximity (Dissertation)  
Paper 1: Coordinating Interdependent Asynchronous Work  
Paper 2: Early Development of the Remote First Logic
  - Qualitative multi-case
  - Data analysis ongoing
- Interdependence and Coordination: Blockchain Based Organizational Design (with Alex Murray and David Sirmon)
  - Qualitative multi-case
  - Data collection ongoing
- Entrepreneurial Advice Seeking: Using Informal Sources for Knowledge Search and Strategy Formation (with Tim Ott and Robert Hill)
  - Qualitative multi-case
  - Data collection ongoing (Collecting 2<sup>nd</sup> of 3 longitudinal waves)
- Entrepreneurship in the E-Commerce Ecosystem: An Exploration of ‘Non-Elite’ But High-Potential Entrepreneurship. (with Ben Hallen)
  - Research design ongoing

### **Published Conference Proceedings:**

---

- Murray, A., Rhymer, J., and Sirmon, D. Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. **Proceedings of the 2019 Conference on Collective Intelligence.**
- Rhymer, J. 2018. Scaling the Coordination of Location Independent Organizations. **Academy of Management Global Proceedings**, Tel Aviv(2018): 189.
- 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:

---

- Murray, A., Rhymer, J., and Sirmon, D. (2019, June). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Presented at 7<sup>th</sup> Annual ACM Collective Intelligence Conference. Pittsburgh, Pennsylvania. [Poster]
- Sirmon, D., Cox-Pahnke, E., Rhymer, J., and Campbell, JT. (2019, May). The Many Paths to Success: How Early Resource Configurations of Young Technology Ventures Affect the Likelihood and Speed to Reach Liquidity Events. Presented at Strategy Science Conference 2019. Salt Lake City, Utah.
- Rhymer, J. (2018, December). Asynchronous Coordination Practices of Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Tel Aviv, Israel.
- Rhymer, J. (2018, December). Cultural Embedding of Individuals in Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Doctoral Consortium Macro Track. Tel Aviv, Israel.
- Ott, T., Hill, R., and Rhymer, J. (2018, September). Entrepreneurial Advice Seeking: Seeking Outside Knowledge for Strategy Formation in Entrepreneurial Settings. Presented 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. Presented at Blockchain Technology & Organizations Research Symposium. University of Connecticut.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented 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. Presented 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. Presented at 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.

### **Invited Presentations:**

---

- Rhymer, J., Murray, A., and Sirmon, D. (2018, September). Smart Technologies and Organizational Coordination: The Threshold of Human and Organizational Discretion. Presented at ETH Zurich.

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

---

- 2018, Best Paper Award, Academy of Management Annual Meeting, Chicago
- 2017, 2018, 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:**

---

- Doctoral Consortium Macro Track, Academy of Management (AoM) Startup to Scale up Conference, (2018, December) Tel Aviv, Israel.
- Doctoral Student Workshop, Strategic Management Society (SMS) 38th Annual Conference, (2018 September) Paris, France.
- Doctoral Student Workshop, 16<sup>th</sup> Annual West Coast Research Symposium (2018, September). Seattle, WA.
- OMT Dissertation Proposal Workshop, Academy of Management (2018, August). Chicago, IL
- 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.
- 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:

---

### University of Washington

- ENTRE 370: Introduction to Entrepreneurship (rating: 4.4 / 5) Fall 2017, 2018

## Teaching Assistantships:

---

### University of Washington

- Entrepreneurship (EMBA 533, Ben Hallen) Spring 2018, 2019
- General Management and Strategy (EMBA 533, Suresh Kotha) Spring 2018
- Essentials of Entrepreneurship (GIX 530, Ben Hallen) Fall 2017, 2018
- Essentials of Strategy (GIX 530, David Sirmon) Fall 2018
- Entrepreneurship (TMMBA 530A, Ben Hallen) Winter 2017, 2018, 2019
- 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

## Media (Selected):

---

- McNichols, J. (2018 September 26). Working from Mexico and other ways to avoid Seattle traffic and rent. *KUOW*. Retrieved from <https://www.kuow.org>

## Service Activities:

---

### University of Washington

- Ad hoc Reviewer
  - AoM Annual Meeting (2017, 2018, 2019)
  - AoM Specialized Conference (2018)
- Foster School Dean Search Committee, Graduate and Professional Student Senate Representative (2018)
- Doctoral Business Student Association (2017 – 2019)
  - 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:

---

#### 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:

---

### **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