

# EMILY COX PAHNKE

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## ACADEMIC POSITIONS

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**University of Washington Foster School of Business**  
Dept. of Management and Organization

2017-	<b>Associate Professor with Tenure</b>
2019-	Hughes Professor of Innovation and Entrepreneurship
2017-19	Arthur W. Buerk Faculty Fellow
2010-17	Assistant Professor

## EDUCATION

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<b>Stanford University</b>	<b>Ph.D.</b> in Strategy, Organizations, & Entrepreneurship Dept. of Management Science & Engineering <b>M.A.</b> in Sociology
<b>Brigham Young University</b>	<b>M.B.A.</b> (Finance Emphasis) Marriott School of Management <b>B.S.</b> in Botany (with University Honors)

## PUBLICATIONS

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### Peer Reviewed Journal Articles

Pahnke, E.C., Howard, M., and Zuzul, T., Strategic Positioning and Accelerating Product Launches in the Medical Device Industry. *Conditionally Accepted at **Strategic Management Journal***.

Zuzul, T., Pahnke, E. C., Larson, J., Bourke, P., Caurvina, N., Shah, N. P., Amini, F., Weston, J., Park, Y., Vogelstein, J., White, C. and Priebe, C. E. 2025. Dynamic Silos: Modularity in Intra-organizational Communication Networks During the Covid-19 Pandemic. ***Management Science*** 71(4): 3428-3448.

\*Garg, S., Howard, M. and Pahnke, E. C., 2025. The Boards of Private Companies: An Empirical Investigation of Their Impact on Innovation. ***Journal of Business Venturing*** 40(2): 106431.

\*all authors contributed equally and are listed alphabetically on publication

Pahnke, E. C., Sirmon, D., Rhymer, J., Campbell, J. 2023. Resource interdependence and successful exit: A configurational perspective on young technology firms. *Strategic Entrepreneurship Journal* 17(3):507-34.

Wang, D., Pahnke, E. C., and McDonald, R. 2022. The Past Is Prologue? Venture-Capital Syndicates' Collaborative Experience and Start-Up Exit. *Academy of Management Journal* 65(2), 371-402.

Lahiri, A., Pahnke, E. C., Howard, M. D., & Boeker, W. 2019. Collaboration and informal hierarchy in innovation teams: Product introductions in entrepreneurial ventures. *Strategic Entrepreneurship Journal* 13(3): 326-358

\*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

### **Peer Reviewed Report**

\*National Academies of Sciences, Engineering, and Medicine (2022). [Assessment of the SBIR and STTR Programs at the National Institutes of Health](#). *The National Academies Press*.

\*Published as a consensus report with co-chairs listed first and committee members listed in alphabetical order: Maryann Feldman, Scott Stern, Gavi Begtrup, Emily Cox Pahnke, Joshua Graff Zivin, Amol Joshi, Alicia Löffler, Amalia Miller, Mary Pat Moyer Kyle Myers, Phillip Phan, Bhaven Sampat, Stephanie Shipp, Clay Thorp, Dashun Wang.

### **Published Conference Proceedings**

Volmar, E.C., Pahnke, E., Bingham, C. The Adjacency Trap: Entry into (Dis)Similar Markets Technology Innovation and Management Divisions Best Paper Proceedings, 2023 (top 10 percent of accepted papers are included).

- TIM Division Best Paper Finalist

Wang, E., Zhao-Ding, A., Cattani, G., Cox-Pahnke, E., Krabbe, A., Pontikes, E., Fiss, P., Howard, M., Lo, J., Sharkey, A. Mind Your Category in a Shifting World: New Frontiers in Market Categories and Firm Strategy. Organizational and Management Theory, Strategy and Technology Innovation and Management Divisions Best Paper Proceedings, 2022 (top 10 percent of accepted papers are included).

Ahn, Y., Greve, H., Balachandran, S., Pahnke, E.C., Kim, J. D., Koning, R.M. The Strength of Weak Firms: New Venture Organizing Flexibility. Academy of Management's Entrepreneurship, Organizational and Management Theory, and Strategy Divisions Best Paper Proceedings, 2021 (top 10 percent of accepted papers are included).

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 (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 (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 (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 (top 10 percent of accepted papers are included).

### **Working Papers**

Sy, V., Howard, M., Ibeawuchi, Cy., Pahnke, E.C. Network Architectures of Serendipity: How Effectuation, Knowledge Structure, and Percolation Enable Strategic Discovery. *Under Review*

Garg, S. Rhee, C., Pahnke, E.C. From Venture to Public Firm: Extending Eisenhardt's Lens to Entrepreneurial Transitions. *Under Review*

Heshmati, M., Pahnke, E.C. Firms as influencers: Shaping industries through competitive positioning. *Under Review*

Pahnke, E.C. Howard, M. Li, T & Brändle, F. Competitive Interdependence and Tie Formation Between Ventures.

Volmar, E., Pahnke, E.C., Bingham, C. Mission & Money: Unpacking Competition Between Hybrid Organizations in the Nascent MOOC Market.

Pahnke, E.C., Zuzul, T., Larsen, J. Priebe, C., White, C. Inferring Inter-organizational Relationships Using Large Language Models.

Pahnke, E. C and Hoehn-Weiss, M. I've Got a Golden Ticket: Cooperation and Competition in the US Craft Chocolate Industry.

DeSantola, A. and Pahnke, E.C. The Paradox of Social Embeddedness: Changes in Market Heat and Entrepreneurial Failure.

## **HONORS, AWARDS AND GRANTS**

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2024	META Research Grant (\$50K)
2023	Finalist, Best Paper TIM Division
2022	KSG Best Entrepreneurship Research Award (G-Forum, Germany)
2023	MS Entrepreneurship Program Faculty of the Quarter (also won in 2018, 2020, 2021 & 2022)
2021	Aspen Institute Ideas Worth Teaching Award
2021	Foster Purpose Grant
2021	Lex N. Gamble Award for Excellence in Curriculum Innovation and Case Development
2017	Emerging Scholar Award, Technology and Innovation Management Division of the Academy of Management
2017-19	Schulze Distinguished Professorship in Entrepreneurship (\$150K)
2017	National Foundation EAGER Grant for Entrepreneurship Game and Simulation Development (\$200K)
2015	University of Washington Distinguished Teaching Award <ul style="list-style-type: none"><li>▪ University-wide award given for excellence in teaching</li></ul>
2013	Wells Fargo/Dean's Faculty Award for Undergraduate Teaching
2012	Industry Studies Dissertation Best Dissertation Award
2012	Finalist, Technology and Innovation Management Best Dissertation Award
2009	National Science Foundation Doctoral Dissertation Award
2009	Kauffman Dissertation Fellow
2008	Lillie Fund Fellowship, Stanford University
2008	Centennial Teaching Assistant Award, Stanford University
2007	Myron J. Stolaroff Engineering Fellowship, Stanford University
2006	Media X Fellowship, Stanford University
2004-05	Heitz Family Fellowship, Stanford University
1999	Ruth Silver Finance Scholar, Brigham Young University,
1994-98	Presidential (Ezra Taft Benson) Scholarship, Brigham Young University
1994-98	National Merit Scholar, Brigham Young University

## TEACHING & MENTORSHIP

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### Doctoral Thesis Committees:

**University of Washington** Mukund Chari (Strategy)  
Charles Connaughton (Strategy)  
Ji (Rose) Kim (Strategy)  
Claudia Gonzalez (Strategy)  
Junchao (Jason) Li (Organizational Behavior)  
Jae Heung Jeon (Strategy)  
Brit McClellan (Strategy) Dissertation Co-Chair  
Sung Park (Strategy)  
Brian Mogen (BioEngineering)  
Seowon (Joseph) Shin (Strategy)  
Scott Taylor (Strategy)

### Courses Taught:

**University of Washington** **PhD Seminars**  
*ENTRE 590*: Innovation and Organizations  
*ENTRE 581*: Sociological Foundations of Entrepreneurship

#### **MBA Program**

*ENTRE 579*: Grand Challenges for Entrepreneurs  
*ENTRE 510*: Entrepreneurial Strategy

#### **MS Entrepreneurship Program & Global Executive MBA**

*ENTRE 563* Opportunity Recognition and Validation

#### **Undergraduate Program**

*MGMT 305*: Management and Entrepreneurship Essentials  
*ENTRE 372/ Honors 230*: 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

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### Invited Seminar and Conference Presentations

	<i>“Strategic Positioning and Accelerating Product Launches in the Medical Device Industry”</i>
2025	Strategy Department, University of Michigan Organization Theory and Entrepreneurship Department, Carnegie Mellon University
2023	Entrepreneurship and Innovation Policy Seminar West Coast Research Symposium, Seattle Academy of Management, Boston INQUIRE Conference, Chicago
2025	<i>Generative AI: Innovation and Competitive Strategies</i> Professional Development Workshop; Invited Presenter, Academy of Management Copenhagen
2023	<i>“STR Virtual Symposium: Innovations in Strategy Teaching”</i> Invited Presenter
2022	<i>“Mind Your Category in a Shifting World: New Frontiers in Market Categories and Firm Strategy”</i> Symposium, Invited Presenter, Academy of Management, Seattle
2022	<i>“Lean Startups and Innovation Strategy: Building a Research Agenda”</i> Professional Development Workshop; Invited Presenter, Academy of Management, Seattle
2022	<i>“The Big Three of Entrepreneurial Financing: Crowdfunding, Angel Investment, and Venture Capital”</i> Invited Presenter, Academy of Management, Seattle
2022	<i>“Dynamic Silos: Increased Modularity in Intra-organizational Communication Networks during the Covid-19 Pandemic”</i> Strategic Management Society, London
2022	<i>“Human Capital in a Changing Workplace”</i> Panel Discussion; Invited Presenter, Strategic Management Society, London
2022	<i>“Competitive Interdependence and Tie Formation Between Ventures”</i>
2022	Strategy and Entrepreneurship Department, University of North Carolina
2022	Strategic Management Society Annual Meetings, London
2021	Strategic Management Department, North Carolina State University
2021	Management and Organization, University of Southern California

- 2021 *Invention to Impact Wireside Chat*, National Science Foundation
- “Social Status and Deference: Asymmetric Alliance Formation for New Ventures”*
- 2021 Strategy Department, University of California Irvine
- 2021 Technical University of Munich
- “Collaboration and Prominence in Innovation Teams: Product Introductions in Entrepreneurial Ventures”*
- 2017 Strategy Department, University of Michigan  
Management and Organization Department, Cornell,  
Management and Organization Department, Penn State University,
- 2016 Management Department, Wharton School, University of Pennsylvania,
- 2014 West Coast Research Symposium, University of Washington,  
Academy of Management, Philadelphia, PA  
Sumantra Ghoshal Conference, London Business School
- 2014 Industry Studies Association Conference, Portland, OR
- “United, We Stand? Venture Capital Syndicates’ Joint Co-investment Experience and Entrepreneurial Exits”*
- 2018 Management Seminar, Texas A&M University
- 2015 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
- “The Liability of Leakage: The Impact of Indirect Competitor Ties on Innovation”*
- 2014 National University of Singapore, Department of Strategy and Policy,
- 2013 Organization Theory and New Venture Creation Conference hosted by Insead,  
OMT & ASQ, Singapore,
- 2012 West Coast Research Symposium, Los Angeles, CA  
Academy of Management, Boston, MA 2012  
Industry Studies Conference, Pittsburgh, PA, 2012
- “Bankers or Brokers? The Impact of Venture Capitalists on Investment Portfolio Firms”*
- 2013 West Coast Research Symposium, University of Washington,  
Academy of Management, Orlando, FL  
Organization Theory and New Venture Creation Conference hosted by Insead,  
OMT & ASQ, Singapore
- “The Institutional Logics of Investors and Innovation in New Firms”*
- 2015 Alberta Institutions Conference, Banff

- 2013 Organization Theory and New Venture Creation Conference hosted by Insead, OMT & ASQ, Singapore
- 2012 Academy of Management, Boston, MA
- 2011 Industry Studies Conference, Pittsburgh, PA  
Sumantra Ghoshal Conference, London Business School  
Smith Entrepreneurship Research Conference, University of Maryland
- 2010 West Coast Research Symposium, University of Oregon
- “Entrepreneurial Origins and Start-up Innovation”*
- 2013 Industry Studies Conference, Kansas City, MO
- “Funding Innovation in Young Firms: The Case of Minimally Invasive Surgical Devices”*
- 2014 Academy of Management, Boston, MA, 2012 (TIM Best Dissertation Award Finalist Presentations)
- 2010 New York University, Stern School of Business  
University of Southern California, Marshall School of Business,  
University of Washington, Foster School of Business
- 2009 University of California at Fullerton, Management Department,
- “Existing Knowledge as a Source of Value: An Evolutionary Framework”*
- 2018 West Coast Research Symposium, Seattle, WA
- 2010 BYU-University of Utah Winter Strategy Conference, Midway, UT
- 2008 Academy of Management, Anaheim, CA
- “Funding Innovation in New Firms*
- 2009 Economic Sociology and Organizations Seminar, Stanford
- 2008 Colloquium on Competitiveness and Cooperation, Pittsburgh, PA,

#### **University of Washington Service**

- 2023- Advisory Committee on Intellectual Property, Policy, and Practice (ACIP3)
- 2021- EarthLab Faculty Steering Committee
- 2021-25 PhD Program Co-Coordinator
- 2020- West Coast Research Symposium Conference Organizer
- 2023 UW Teaching Fellow
- 2020-23 BORA Award Committee
- 2021 Faculty Excellence Award Committee
- 2018-21 Foster Building Committee
- 2018-19 College of Engineering Dean Search Committee
- 2016-20 University Honors Program Council
- 2017 Strategy Hiring Committee Chair
- 2017-19 PhD Program Committee
- 2016 Buerk Center Director Search Committee,
- 2016-17 Undergraduate Program Committee
- 2016 Undergraduate Program Scholarship Reviewer



2015-18	Advisory Board Member, CoMotion (Center for Commercialization
2015-17	Master of Science in Entrepreneurship Committee Member
2015-16	Management and Organizations Seminar Organizer
2012-14	Management and Organizations Seminar Organizer
2016	Strategy Hiring Committee Member (also in 2012 & 2014)
2013	Organizational Behavior Hiring Committee
2012	Undergraduate Entrepreneurship Curriculum Committee
2012	MBA Entrepreneurship Curriculum Committee

### **Editorial Boards**

2016	Academy of Management Journal Editorial Board
2018	Administrative Quarterly Editorial Board
2019	Organization Science Editorial Board

**Ad Hoc Reviewer:** Strategic Management Journal, Strategic Entrepreneurship Journal, Research Policy.

### **National and International Professional Service**

2020-22	NIH SBIR/STTR Review Committee Member, <i>National Academies of Sciences, Engineering and Medicine</i>
2023	Best Dissertation Award Committee, Industry Studies Association
2021-23	Gomery Best Paper Award Committee, Industry Studies Association
2020-22	Research Committee Member, Technology and Innovation Management Division, Academy of Management
2018-20	Representative at Large (Elected Position), Strategy Division, Academy of Management
2018	Program Co-Chair, Industry Studies Association
2016-18	Representative at Large (Elected Position), Technology and Innovation Management Division, Academy of Management
2016-18	Research Committee Member, Business Policy and Strategy Division, Academy of Management
2012-18	Co-Organizer, West Coast Research Symposium Doctoral Consortium
2015-17	Representative at Large (Elected Position), Strategic Management Society, Entrepreneurship & Strategy Interest Group
2016	Committee Member, Technology Innovation and Management Division Best Paper Award, Academy of Management
2013-15	Early Career Development Committee, Industry Studies Association,
2013-18	Co-Organizer, Innovations in Entrepreneurial Finance Research, Professional Development Workshop, Academy of Management, BPS, ENT, OMT & TIM Divisions
2015	Strategy Process Track Chair, Business Policy and Strategy Division, Academy of Management,
2005	Co-Organizer, Next Strategy Discipline, Professional Development Workshop, AOM BPS Division,

**Stanford University Service**

2008-10 Outdoor Art Panel

2005-07 Stanford Technology Ventures Program Speaker Series Organizer

**Professional Memberships**

Academy of Management, STR, TIM, OMT, & ENT Divisions

Industry Studies Association

Strategic Management Society

**Consortia Attended**

2023 *Discussant* Cultural Entrepreneurship PDW AOM OMT Boston, MA  
*Panelist*, AOM ENT Junior Faculty Consortium AOM ENT Boston, MA  
*Presenter* AOM OMT Junior Faculty Consortium Boston, MA  
2017 *Presenter* AOM TIM Division Doctoral Student Consortium Atlanta, GA  
2016 *Presenter* AOM TIM Division Doctoral Student Consortium Anaheim, CA  
2013 AOM OMT Junior Faculty Consortium Orlando, FL  
2011 AOM TIM Junior Faculty Consortium San Antonio, TX  
2009 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  
2008 AOM BPS Division Doctoral Student Consortium Anaheim, CA  
2007 AOM TIM Division Doctoral Student Consortium Philadelphia, PA  
2007 West Coast Research Symposium Doctoral Student Consortium Seattle, WA  
2006 AOM ENT Division Doctoral Student Consortium Atlanta, GA  
AOM OMT Division Dissertation Workshop Atlanta, GA,

**INDUSTRY EXPERIENCE**

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2002-2004 Gap Inc. San Francisco, CA  
*Distribution Planner*

2000-2002 Agilent Technologies. Santa Clara, CA  
*Senior Financial Analyst Semiconductor Products Group*