

## Andrew A. Hill

Harvard Business School  
Wyss House  
Soldiers Field  
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### EDUCATION

**Harvard Business School**, Boston, MA  
Doctorate in Business Administration, Management, *expected May 2011*.

**University of California**, Berkeley, CA  
Goldman School of Public Policy  
Master's in Public Policy, May 2003.

**Brigham Young University**, Provo, UT  
Bachelor of Arts, Classics, April 2001

### DISSERTATION

“Strategic Human Resources: Intersections of Managerial Fit, Organizational Diversity, and Firm Performance”

Advisors: Professor David Thomas (Co-Chair), Professor Boris Groysberg (Co-Chair), Professor Nitin Nohria, Professor Clayton Christensen

### PUBLICATIONS & WORKING PAPERS

Hill, Andrew. "Hiring for Strength, Hiring for Weakness: Evidence of Internal Strategic Fit from the NFL." *Academy of Management Best Paper Proceedings* (forthcoming).

Groysberg, Boris, Andrew Hill, and Toby Johnson. “Which of these People is Your Future CEO?” *Harvard Business Review* (forthcoming).

Hill, Andrew. “Builders and Caretakers: Matching Firm Capabilities to Managerial Competence, The Case of NFL Coaches.” (Working paper.)

Hill, Andrew, and David Thomas. "Reversing the Queue: Performance, Legitimacy, and Minority Hiring." *Harvard Business School Working Paper*, No. 11-032, September 2010.

Hill, Andrew, and Boris Groysberg. "Soldier, Sailor, Airman, Marine: Strategic Imprints of CEOs with Military Experience.” (Working Paper).

### CASES

Lorsch, Jay W., Andrew Hill, and Kaitlyn Simpson (2007). "OppenheimerFunds and Take-Two Interactive (A)." Harvard Business School Case 408-074.

### PRESENTATIONS

Hill, Andrew (August, 2010) "Hiring for Strength, Hiring for Weakness: Evidence of Internal Strategic Fit from the NFL." Paper presentation to the Academy of Management Annual Meeting, Montreal, QC, Canada.

Hill, Andrew & David Thomas (August, 2010). "Firm Performance, Top Management and Minority Hiring: African-American Coaches in the NFL, 1970-2007." Paper presentation to the Academy of Management Annual Meeting, Montreal, QC, Canada.

## **TEACHING EXPERIENCE**

**Harvard University**, Department of Sociology, Cambridge, MA

*Teaching Fellow*, Introduction to Organizations (Professor Frank Dobbin), Spring 2010

**Harvard Business School**, Boston, MA

*Teaching Fellow*, Finance, MBA Analytics Program, (Professors Jan Hammond, Nabil El-Hage, Fritz Foley, and Thomas Piper), August 2008 & August 2009.

**Brigham Young University**, Humanities Department, Provo, UT

*Lecturer*, Introduction to Classical Civilization, Spring 2001

*Teaching Assistant*, Introduction to Classical Civilization (Professor Eric Huntsman), Fall 1999-Fall 2000

## **PROFESSIONAL EXPERIENCE**

**Saudi National Commercial Bank**, Manama, Bahrain

*Hedge Fund Analyst, Portfolio Manager*, August 2003- August 2006

**University of California, Goldman School of Public Policy**, Berkeley, CA

*Assistant Director*, Executive and International Programs, October 2001 – May 2003

## **FELLOWSHIPS AND AWARDS**

*Wyss Doctoral Fellow*, 2006-2010

## **PROFESSIONAL AFFILIATIONS**

*The Academy of Management*

*The American Sociological Association*

## **REFERENCES** (listed alphabetically)

**Clayton Christensen**, Robert & Jane Cizik Professor of Business Administration, Harvard Business School, Soldiers Field, Boston, MA 02163. Tel: (617) 496-5379. Email: cchristensen@hbs.edu.

**Frank Dobbin**, Professor of Sociology, 530 William James Hall, Harvard University, 33 Kirkland St., Cambridge, MA, 02138. Tel: (On leave, available by email). Email: frank\_dobbin@hbs.edu

**Boris Groysberg**, Thomas S. Murphy Associate Professor of Business Administration, Harvard Business School, Soldiers Field, Boston, MA 02163. Tel: (617) 496-2784. Email: bgroysberg@hbs.edu.

**David Thomas**, H. Naylor Fitzhugh Professor of Business Administration, Harvard Business School, Soldiers Field, Boston, MA 02163. Tel: (617) 495-6327. Email: dthomas@hbs.edu.

## **LANGUAGES**

Spanish: conversationally fluent. French and German: reading knowledge, basic conversation.