

# CURRICULUM VITAE

## **Violina P. Rindova**

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McCombs School of Business  
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### **EDUCATION**

Ph.D., 1999	Stern School of Business, New York University
MBA, 1992	Madrid Business School – University of Houston, Madrid, Spain Magna Cum Laude
J.D., 1990	Sophia University, Sophia, Bulgaria with Honors

### **ACADEMIC POSITIONS**

September 2010 - present	Ralph Thomas Professor of Business, Management Department, McCombs School of Business, University of Texas at Austin
August 2009 – August 2010	Professor, Strategy, Management Department, McCombs School of Business, University of Texas at Austin
August 2006 – 2009	Associate Professor, Strategy, Management Department, McCombs School of Business, The University of Texas at Austin
August 2005 – August 2006	Associate Professor, Strategy, Department of Management and Organization, R.H. Smith School of Business, University of Maryland
July 2000 – August 2005	Assistant Professor, R.H. Smith School of Business, University of Maryland
October 1998 – July 2000	Assistant Professor, University of Washington

### **RESEARCH**

#### **Articles in Refereed Journals**

Rindova, V., Dalpiaz, E., & Ravasi, D. (forthcoming). A cultural quest: A study of organizational use of new cultural resources in strategy formation. *Organization Science*.

Rindova, V., Ferrier, W., & Wiltbank, R., 2010. Value from gestalt: How sequences of competitive actions affect the advantage of firms in nascent markets. *Strategic Management Journal*, 31 (13): 1474-1498.

Pfarrer, M., Pollock, T. & Rindova, V. 2010. A tale of two assets: The effects of firm reputation and celebrity on earnings surprises and investors' reactions. *Academy of Management Journal*, 53 (5): 1131-1152.

Rindova, V., Williamson, I., and Petkova, A. 2010. When is reputation an asset? Reflections on theory and methods in two studies of business schools. *Journal of Management*, 36 (3): 610-619

Rindova, V., Barry, D., Ketchen, D. 2009. Entrepreneurship as emancipation. *Academy of Management Review*, 34 (3): 477- 491.

Pollock, T., Rindova, V. & Maggitti, P. 2008. Market watch: Information and availability cascades among the media and investors in the US IPO market. *Academy of Management Journal*, 51(2): 335-358. [Recipient of the *Thought Leadership Award* of the Entrepreneurship Division, Academy of Management Meetings, 2009]

Rindova, V. 2008. Editor's comments: Publishing theory when you are new to the game. *Academy of Management Review*, 33(2): 300-303.

Petkova, A., Rindova, V. & Gupta, A. 2008. How can new ventures build reputation? An exploratory study. *Corporate Reputation Review*, 11:320-334.

Rindova V. & Petkova, A. 2007. When is a new thing a good thing? Technological change, product form design, and perceptions of value for product innovations. *Organization Science*, 18(2): 217-232. [Nominated for The University of Texas at Austin Research Excellence Award for Best Research Paper published in 2007]

Rindova, V., Petkova, A. & Kotha, S. 2007. Standing out: How new firms in emerging markets build reputation. *Strategic Organization*, 5(1): 31-70.

Basdeo, D., Smith, K., Grimm, C., Rindova, V. & Derfus, P. 2006. The impact of market actions on firm reputation. *Strategic Management Journal*, 27(12): 1205-1219.

Rindova, V., Pollock, T. & Hayward, M. 2006. Celebrity firms: The social construction of market popularity. *Academy of Management Review*, 31(1): 50-71.

Rindova, V., Williamson, I., Petkova, A. & Sever, J. 2005. Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation. *Academy of Management Journal*, 48(6): 1033-1049.

- Rindova, V., Becerra, M. & Contardo, I. 2004. Enacting competitive wars: Actions, language games, and market consequences. *Academy of Management Review*, 29: 670-687.
- Hayward, M., Rindova, V. & Pollock, T. 2004. Believing one's own press: The causes and consequences of Chief Executive Officer celebrity. *Strategic Management Journal*, 25: 637-654.
- Pollock, T. & Rindova, V. 2003. Media legitimation effects in the market for initial public offerings. *Academy of Management Journal*, 46: 631-642.
- Rindova, V. & Kotha, S. 2001. Continuous morphing: Competing through dynamic capabilities, form, and function. *Academy of Management Journal*, 44: 1263-1280.
- Huse, M. & Rindova, V. 2001. Stakeholder expectations of corporate boards. *Journal of Management and Governance*, 5: 153-178.
- Kotha, S., Rindova, V. & Rothaermel, F. 2001. Assets and actions: Firm-specific factors in the internationalization of US Internet firms. *Journal of International Business Studies*, 32: 769-792.
- Kotha, S., Rajgopal, S. & Rindova, V. 2001. Reputation building and performance: An empirical analysis of the Top-50 pure Internet firms. *European Management Journal*, 19: 571-586.
- Rindova, V. & Fombrun, C. 1999. Constructing competitive advantage: The role of firm-constituent interactions. *Strategic Management Journal*, 20: 691-710. [Lead article.]
- Rindova, V. 1999. What corporate boards have to do with strategy: A cognitive perspective. *Journal of Management Studies*, 36: 953-977.
- Kennelly, J., Rindova, V. & Ellerbusch, F. 1999. Crafting effective environmental strategies: A "model of learning" from the chemical and pharmaceutical industries. *Corporate Environmental Strategy*, 6(2): 199-207.
- Fombrun, C. & Rindova, V. 1998. Reputation management in global 1000 firms: A benchmarking study. *Corporate Reputation Review*, 1(3): 205-215.
- Rindova, V. 1997. The image cascade and the dynamics of corporate reputations. *Corporate Reputation Review*, 1(2): 188-194.
- Rindova, V. & Starbuck, W. 1997. Ancient Chinese theories of control. *Journal of Management Inquiry*, 6(2): 144-160. [Winner of "Breaking the Frame" Award.]

### **Published Refereed Conference Proceedings**

Chandler D. & Rindova, V. 2008. Would you like fries with that? Producing and consuming social measures of firm value. *Academy of Management Best Paper Proceedings*.

Pfarrer, M., Pollock, T. & Rindova, V. 2008. Does noblesse oblige? The effects of firm reputation and celebrity on earnings surprises and investors' reactions. *Academy of Management Best Paper Proceedings*.

Rindova, V. 2007. Cultural consumption and value creation in consumer goods technology industries. *Academy of Management Best Paper Proceedings*, pp. 1-6.

Rindova, V. & Kennelly, J. 1995. Transfer of environmental standards in the global chemical and pharmaceutical industries: An organizational learning perspective. Proceedings of the International Association of Business and Society, Sixth Annual Conference, Vienna, Austria.

Fombrun, C. & Rindova, V. 1994. Reputational rankings: Institutionalizing social audits of corporate performance. Proceedings of International Association of Business and Society, Fifth Annual Conference, Hilton Head Island, SC.

Bethel, J. & Rindova, V. 1994. The impact of CEO, top management teams and boards of directors turnover on corporate restructuring. Proceedings of the Second International Federation of Scholarly Associations of Management, Dallas, TX.

### **Work in Progress**

Turner, S. & Rindova, V. A balancing act: How organizations manage pressures for consistency and change in routine functioning. Under third review, *Organization Science*.

Petkova, A., Rindova, V. & Gupta, A. The effects of signaling, sensegiving and media attention on high-technology new ventures' access to venture capital. Revise-and-resubmit, *Organization Science*.

Yeow, A., Rindova, V. , Faraj, S. How new firms use partnering portfolios to pursue growth: Lessons from Yahoo and Google (1995-2008). Under review at *Strategic Entrepreneurship Journal*.

Ravasi, D., Rindova, V., and Stiligiani, I. The stuff of legends: The creation and use of corporate museums. In preparation for submission to *Administrative Science Quarterly*.

Chandler, D. & Rindova, V. The comodification of judgment. Producing and consuming social measures of firm value. Accepted at the Academy of Management Best Paper Proceedings, 2008. In preparation for submission to *Academy of Management Review*.

Bougen, P. & Rindova, V. Catastrophic disorganization. Presented at *Organization Science* Winter Conference, 2008. In preparation for submission to *Organization Science*.

## Chapters in Books

Ravasi, D., Rindova, V., and Stiligiani, I. 2010. Valuing Products as Cultural Symbols: A Conceptual Framework and Empirical Illustration. In (Eds.) The Worth of Goods.

Dalpiaz, E., Rindova, V., & Ravasi, D. 2010. Where strategy meets culture: The neglected role of cultural and symbolic resources in strategy research. In Baum, J. & Lampel, J. Advances in Strategic Management. Volume 27.

Ravasi, D. & Rindova, V. 2008. Symbolic value creation. In Barry, D. & Hansen, H. (Eds.) The Sage Handbook of New Approaches to Organization Studies.

Rindova, V., Reger, R. & Dalpiaz, E. 2008. The mind of the strategist and the eye of the beholder: The socio-cognitive perspective in strategy research. In D'Agino, G. (Ed.) Handbook of Strategy. Elsevier.

Rindova, V. 2007. Starbucks: Constructing a multiplex identity in the specialty coffee industry. In Lerpold, L. Ravasi, D., van Rekom, J. & Soenen, G. (Eds.) Organizational Identity. Routledge.

Rindova, V. & Petkova, A. 2005. Entrepreneurial reputations. In Hitt, M. & Ireland, D. (Eds.) Handbook of Entrepreneurship. Blackwell.

Rindova, V. 2004. Examples of social measurement in firm valuation. In Kempf-Leonard, K. (Ed.) Encyclopedia of Social Measurement. Elsevier.

Rindova, V., Wiltbank, R. & Kotha, S. 2001. Action and value: An investigation of the strategies of new ventures on the Internet. In Butler, J. (Ed) E-commerce and Entrepreneurship. Greenwich, CT: Information Age Publishing.

Rindova, V. & Fombrun, C. 2001. The growth of the specialty coffee niche in the U.S. coffee industry. In Bird-Schoonhoven, K. & Romanelli, E. (Eds.) The Entrepreneurship Dynamic. Stanford University Press.

Fombrun, C. & Rindova, V. 2000. The road to transparency: Reputation management at Royal Dutch/Shell. In Schultz, M. & Hatch, M.J. (Eds.) The Expressive Organization. Oxford University Press.

Rindova, V. & Fombrun, C. 1998. The eye of the beholder: The role of corporate reputation in defining organizational identity. In Whetten, D. & Godfrey, P. (Eds.) Identity in Organization: Developing Theory through Conversation. Thousand Oaks, CA: Sage.

Rindova, V. & Schultz, M. 1998. Identity within and without: Lessons from corporate and organizational identity. In Whetten, D. & Godfrey, P. (Eds.) Identity in Organizations: Developing Theory through Conversation. Thousand Oaks, CA: Sage.

Rindova, V. & Starbuck, W. 1997. Distrust in dependence: The ancient challenge of superior-subordinate relations. In Clark, T.A.R. (Ed.) Advancement of Organization Behavior: Essays in Honor of Derek Pugh. Dartmouth.

Stumpf, S. & Rindova, V. 1997. Assessment and evaluation techniques and the motivation to teach. In Bess, J. (Ed.) Teaching Well and Liking It: Motivating Faculty to Teach Effectively. Baltimore: The Johns Hopkins University Press.

## **Presentations of Professional Papers**

### *Invited Talks*

Rindova, V., Dalpiaz, E. & Ravasi, D. A cultural quest: A study of organizational cultural repertoire enrichment, Northwestern University, Kellogg School of Management, Spring 2009.

Rindova, V., Dalpiaz, E. & Ravasi, D. Becoming a cultural producer: A study of the strategic transformation of an Italian manufacturer. University of California at Berkeley, Fall 2008.

Rindova, V., Dalpiaz, E. & Ravasi, D. Becoming a cultural producer: A study of the strategic transformation of an Italian manufacturer. London Business School, Fall 2008.

Rindova, V. Design and value creation. Invited presentation in PDW “Design Management: Definition of a Field”, Academy of Management Annual Meetings, Anaheim, CA, 2008.

Rindova, V. & Chandler, D. Production and consumption of social measures of firm value. Bocconi University, Fall 2007.

Turner, S. & Rindova, V. Co-organizing and re-organizing: Stabilization and adaptation in routine functioning. University of Florida, Fall 2006.

Rindova, V., Petkova, A. & Kotha, S. 2007. Standing out: How new firms in emerging markets build reputation. London Business School, Spring 2006.

Rindova, V. Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation. University of Catania, October 2005.

Rindova, V. Strategy process and market process. Invited presentation at the PDW “Conversations on Strategy Process” Business Policy and Strategy Division, Academy of Management Meetings, Honolulu, HI, August 2005.

Rindova, V. Language games. Invited presentation at the PDW “Language in Organizations and Strategy” Business Policy and Strategy, Organization and Management Theory and Managerial

and Organizational Cognition Divisions, Academy of Management Meetings, Honolulu, HI, August 2005.

Rindova, V., Petkova, A. & Kotha, S. 2007. Standing out: How new firms in emerging markets build reputation. INSEAD, Spring 2005.

Rindova, V. Celebrity firms. Lund University, Sweden, September 2004.

Rindova, V. The “cognitive” turn in strategy research. Invited presentation at the PDW “Conversations on Business and Competitive Strategy: Diverse Theoretical Insights,” Business Policy and Strategy Division, Academy of Management Meetings, New Orleans, LA, August 2004.

Rindova, V. & Taylor, S. Routines for change: Relating dynamic capabilities to the macro and micro evolution of a firm’s capabilities. NYU-NSF Conference on Organizational Design, New York, NY, June 2004.

Rindova, V., Pollock, T. & Hayward, M. Celebrity firms: The social construction of market popularity. Bocconi University, Milan, Italy, May 2004.

Rindova, V. Firm celebrity as an intangible asset. Anderson School of Management, University of New Mexico, Albuquerque, NM, April 2004.

Rindova, V. & Taylor, S. Routines for change: Relating dynamic capabilities to the macro and micro evolution of a firm’s capabilities. HCIT Conference “Leading through Innovation Research,” R. H. Smith School of Business, University of Maryland, College Park, MD, January 2004.

Rindova, V. Cultural capital, aesthetic consumption and value creation in consumer goods industries. First Workshop on Symbol-Intensive Organizations. Bocconi University, Milan, Italy, September 2003.

Rindova, V. & Kotha, S. Building reputation stocks through action flows: Lessons from Amazon.com and its competitors. Psychology Department, College of Behavioral and Social Sciences, University of Maryland, College Park, MD, Spring 2002.

Rindova, V. & Pollock, T. Firm celebrity. School of Management, Purdue University, West Lafayette, IN, October 2002.

Rindova, V. Organizational transparency? Lessons from the field of architecture. Sixth Conference on “Reputation, Image and Competitiveness,” Paris, France, May 2001.

Rindova, V. Internet stars: The construction of market popularity in the media. The First University of California-Davis Conference on “Qualitative Research,” Davis, CA, March 2001.

Rindova, V. Corporate communications as modes of engagement. Third Annual Workshop on “Institutions, Conflict and Change,” Northwestern University, Evanston, IL, Fall 2000.

Rindova, V. & Kotha, S. Building reputation stocks through action flows: Lessons from Amazon.com and its competitors. Business School, University of British Columbia, Vancouver, Canada, Spring 2000.

Rindova, V. & Kotha, S. Continuous morphing: Gaining competitive advantage through dynamic differentiation and form. Conference on “New Media Investing,” Columbia University, New York, NY, Winter 1999.

Rindova, V. & Martins, L. We point, you click: The role of information intermediaries on the Internet. Second Annual Workshop on “Institutions, Conflict and Change,” Northwestern University, Evanston, IL, Fall 1999.

Rindova, V. Exploring the role of the media in constructing images of specialty coffee chains. First Annual Workshop on “Institutions, Conflict and Change,” Northwestern University, Evanston, IL, Fall 1998.

Rindova, V. The link between reputation and identity. Third Conference on “Organizational Identity,” Brigham Young University, Provo, UT, Fall 1997.

Rindova, V. The image cascade. First Conference on “Reputation, Image and Competitiveness,” New York University, New York, NY, 1996.

#### Chaired Refereed Conference Sessions

Asking Questions about Branding: An Investigation into Symbolic Value Creation. (Co-chair). Symposium sponsored by Organization Theory, Organizational Development and Change, and Managerial and Organizational Cognition Divisions, Academy of Management Meetings, Anaheim, California, 2008.

High tech *and* high touch: Fashion dynamics in technology markets. (Co-chair). Show-case symposium sponsored by Business Policy and Strategy, Organization Theory, and Technology and Innovation Management Divisions, Academy of Management Meetings, Honolulu, HI, 2005.

Why markets don't stand still and what firms can do about it: Conversations on dynamic capabilities. (Organizer). PDW Business Policy and Strategy Division, Academy of Management Meetings, Honolulu, HI, 2005.

Identity at the interfaces: The dynamic construction of identity in organizational fields. (Co-chair). Symposium sponsored by Business Policy and Strategy and Managerial and Organizational Cognition Divisions, Academy of Management Meetings, Toronto, Canada, 2000.

What matters most about boards: A discussion with researchers and directors. (Co-chair). Symposium sponsored by Business Policy and Strategy and Managerial and Organizational Cognition Divisions, Academy of Management Meetings, San Diego, CA, 1998.

#### Refereed Conference Paper and Poster Presentations

##### ***Presentations at the Academy of Management***

2010, Montreal

- Combining Different Logics in Organizations: A study of institutional change and strategic renewal (with Elena Dalpiaz and Davide Ravasi). Competitive paper.

- Confidentiality and the Process of Knowledge Generation: Approaches to Qualitative Research. Competitive paper (with David Kirsch and Anastasyia Zavyalova)

2008, Anaheim, CA

- Product ideology, value, and meaning in the specialty coffee industry. Paper presented at the Symposium on Cultural Approaches to the Study of Entrepreneurship sponsored by the Entrepreneurship, Organization Theory, and Managerial and Organizational Cognition Divisions.

- A socio-cognitive view of stakeholder theory. Paper presented at the Symposium on Toward a Stakeholder Theory of Strategy. Show-case symposium sponsored by Business Policy and Strategy, Organization Theory, and Social Issues in Management Divisions.

2007, Philadelphia, PA

- Developing a co-organizing model of organizational routines from garbage cans (with Scott Turner). Competitive Paper.

- Cultural capital, aesthetic consumption, and value creation in consumer good industries. Competitive Paper. Selected for publication in *Best Paper Proceedings*.

- Reputation building by new ventures (with Antoaneta Petkova and Anil Gupta). Competitive Paper.

2005, Honolulu, HI

- Technological change, product design, and consumer perceptions of value. Paper presented at the Symposium on High tech *and* high touch: Fashion dynamics in technology markets. Show-case symposium sponsored by Business Policy and Strategy, Organization Theory, and Technology and Innovation Management Divisions.

2004, New Orleans, LA

- Media and investor information cascades in the IPO market (with Tim Pollock). Competitive Paper.

- Creating symbolic value: A cultural perspective on production and exchange (with Davide Ravasi). Competitive Paper.

- When a new thing is a good thing: Cognitive and emotional responses and value-created by product innovations (with Antoaneta Petkova). Competitive Paper.

2003, Seattle, WA

- Being known and being liked: An empirical examination of the reputations of US business schools with corporate recruiters (with Ian Williamson, Antoaneta Petkova and Joy Sever). Competitive Paper.

- Gonna be a star: The social construction of firm celebrity (with Tim Pollock). Competitive Paper.

- The impact of market actions on firm reputation (with Dax Basdeo, Ken Smith, Curt Grimm and Pamela Derfus). Competitive Paper.

2002, Denver, CO

- Of signals, chords, and tunes: An empirical examination of the relationship between strategic actions and market value of Internet firms (1995-1998) (with Walter Ferrier and Robert Wiltbank). Competitive Paper.

2000, Toronto, Canada

- Reputation building and firm performance: An empirical analysis of the top-50 pure Internet firms (with Suresh Kotha). Competitive Paper.

- The identities of morphing organizations: The case of Yahoo and Excite (with Suresh Kotha). Symposium Panel Presentation.
- The road to transparency: The case of Royal Dutch Shell (with Charles Fombrun). Symposium Panel Presentation.

1999, Chicago, IL

- Building corporate reputation on the Internet: The case of Amazon.com (with Suresh Kotha). Competitive Paper.
- The meaning of coffee and the growth of the U.S. specialty coffee industry. Symposium Panel Presentation (showcase symposium sponsored by BPS and OMT).

1998, San Diego, CA

- The knowledgeable board: Cognitive diversity and board effectiveness. Symposium Panel Presentation.
- Learning from crisis: Reputation management at Royal Dutch Shell (with Charles Fombrun). Symposium Panel Presentation.

1997, Boston, MA

- Collaborative theorizing: The case of organizational identity theory. Symposium Panel Presentation.

1996, Cincinnati, OH

- Making coffee or meaning? A study of The Starbucks Coffee Company's communications. Competitive Paper.
- When rivals go to war: The case of Coca Cola Company versus PepsiCo (with Manuel Becerra). Competitive Paper.

1995, Vancouver, Canada

- On the face of it: Reputation and corporate self-presentations. Symposium Panel Presentation.
- Constructions of greening (with Bill Starbuck). Symposium Panel Presentation.

1994, Dallas, TX

- What corporate boards have to do with strategy: A decision-making perspective. Competitive Paper.
- Theory X, Y, Z BC. Symposium Panel Presentation.

### ***Presentations at the Strategic Management Society***

2010, Rome, Italy

- Combining Different Logics in Organizations: A study of institutional change and strategic renewal (with Elena Dalpiaz and Davide Ravasi).

2007, San Diego, CA

- The mind of the strategist and the eye of the beholder: The socio-cognitive perspective in strategy research (with Rhonda Reger). Competitive Paper.

2003, Baltimore, MD

- Routines for change: Relating dynamic capabilities to the macro and micro evolution of a firm's capabilities (with Susan Taylor). Competitive Paper.

2001, San Francisco, CA

- Value management: Creating, co-producing, and appropriating value (with Charles Hill). Competitive Paper.
- Using attraction theory to understand market relationships (with Rhonda Reger). Competitive Paper.

2000, Vancouver, Canada

- Action and value (with Suresh Kotha and Robert Wiltbank). Competitive Paper.

***Organization Science Winter Conference***

2008, Snow Creek, CA

- Catastrophic disorganization (with Philip Bougen)

***Atlanta Conference on Competitive Advantage***

2008, Atlanta, GA

- Does noblesse oblige? The effects of firm reputation and celebrity on earnings surprises and investors' reactions.

2004, Atlanta, GA

- The impact of market actions on firm reputation (with Dax Basdeo, Ken Smith, Curt Grimm and Pamela Derfus).

***Babson-Kauffman Conference in Entrepreneurship***

2000, Babson, MA

- The buzz and the pitch: The role of information flows in the IPO market (with Tim Pollock).

***International Association of Business and Society***

1995, Sixth Annual Conference, Vienna, Austria

- Transfer of environmental standards in the global chemical and pharmaceutical industries: An organizational learning perspective (with Jim Kennelly). Competitive Paper.

1994, Fifth Annual Conference, Hilton Head Island, SC

- Reputational rankings: Institutionalizing social audits of corporate performance (with Charles Fombrun). Competitive Paper.

***EGOS***

-2009, Barcelona

Ravasi, D., Rindova, V., & Stigliani, I. From history to heritage: Corporate museums and organizational institutionalization. Paper also presented at the Business History Society Conference, June 2009, Milan

***Reputation Institute Conference***

- 2009, Amsterdam

Pfarrer, M., Pollock, T. & Rindova, V. The effects of intangible assets on earnings surprises and investors' responses. Paper presented at the 13<sup>th</sup> Conference of the Reputation Institute.

**Conferences Organized**

First and Second Annual Entrepreneurship Conference, University of Maryland. (with Anil Gupta), 2004 and 2005.

First and Second International Workshops on Symbol-Intensive Organizations (with Davide Ravasi, Nelson Philips, and Pablo de Holan, 2002 and 2007, Bocconi University. The Second Workshop was sponsored by a Grant of the European Science Foundation.

First International Conference on Reputation, Image and Competitiveness (with Charles Fombrun), 1997, New York University.

### **Contracts and Grants**

The Two Faces of Deviance: A Study of Innovation and Deviance at Enron. Research Excellence Grant, McCombs School of Business, The University of Texas at Austin. Spring 2009.

Product Form Design: An Exploratory Study of the Practices of Leading Italian Firms. CIBER Center, McCombs School of Business, The University of Texas at Austin. Spring 2007.

Second International Workshop on Symbol-Intensive Organizations. European Science Foundation. 2007. Co-organizers Davide Ravasi, Nelson Philips and Pablo de Holan.

Strategic Choices and Investor Valuations of New Firms in Emerging Industries. *The Distinguished Entrepreneurship Research Award*, R. Smith School of Business, University of Maryland. 2006. Co-investigators Frank Rothaermel and Dax Basdeo.

Strategic Choices and Investor Valuations of New Firms in Emerging Industries. General Research Board Award, University of Maryland. 2006. Co-investigators Frank Rothaermel and Dax Basdeo.

Evolving Dynamic Capabilities in Times of Dramatic Change. National Science Foundation, Innovation and Organizational Change Program, SEGR. 2002-2004. Co-investigator Susan Taylor.

Does Practice Make Perfect? HCIT, R. Smith School of Business, University of Maryland. 2002-2003. Co-investigators Anil Gupta and Antoaneta Petkova.

Internationalization Strategies of Internet Firms. CIBER, University of Washington. 1999. Co-investigator Suresh Kotha.

Information Mediators in the Market for Initial Public Offerings: The Role of the Media and Financial Analysts in IPO Valuation. Ewing Marion Kauffman Foundation. 1999. Co-investigator Tim Pollock.

Entrepreneurial Action and Niche Creation. Center for Entrepreneurial Studies, Stern School of Business, NYU. 1996.

### **Research Awards**

Ralph B. Thomas Professorship in Business, University of Texas, 2010-present.

Humanities Institute Fellow, University of Texas, 2009-2010.

Thought Leadership Award, Entrepreneurship Division, Academy of Management, 2009.

Research Excellence Award, McCombs School of Business, 2008-2009.

Nominee for The University of Texas at Austin Co-operative Society Research Excellence Award for Best Research Paper published in 2007.

Nominee for the Research Excellence Award, McCombs School of Business, 2007-2008.

IC<sup>2</sup> Fellow, University of Texas at Austin, 2009-2010; 2010-2011.

Dean's Fellow, McCombs School of Business, Spring 2008

Ambassador Edward Clark Centennial Endowed Fellow in Business, The University of Texas at Austin, 2006-present.

Gerhardt-Moore Faculty Fellow in Entrepreneurship, University of Washington, 1999-2000.

Boeing Endowment for Research Excellence Fellow, University of Washington, 1999, 2000.

“Breaking the Frame Award” *Journal of Management Inquiry*, 1997. Ancient Chinese theories of control (with William Starbuck).

Joseph Taggart Fellowship for Academic Excellence and Promising Doctoral Student Research, Stern School of Business, 1995-1996.

Outstanding Paper Distinction, Western Academy of Management, San Diego, 1995.  
Constructing competitive advantage and competitive terrain (with Charles Fombrun).

### **Editorial Boards and Reviewing Activities**

Guest Editor, *Academy of Management Review*, Special Topic Forum: Dreaming, discovering, creating: The visions and costs of entrepreneuring (2006-2008)

Associate Editor, *Academy of Management Review* (2005-2008)

Editorial Board, *Administrative Science Quarterly* (2009-present)

Editorial Board, *Strategic Management Journal* (2009-present)

Editorial Board, *Strategic Organization* (2006-present)

Editorial Board of *Organization Studies* (2004-2009)

Editorial Board of *Academy of Management Journal* (2004-2007)  
Editorial Board of *Organization Science* (2003-2005)  
Editorial Board of *Corporate Reputation Review* (2002-present)  
Editorial Board of *Journal of Management* (2000)

## **TEACHING**

### **Courses Taught**

MAN 393.2, Contemporary Issues in Strategic Management. Ph.D. seminar. A survey course introducing students to the field of strategic management. Spring 2007, 2008, 2009, 2010.

MAN 337. Strategic change and innovation. Full-semester undergraduate elective course. Spring 2010, 2011.

BA 388, Strategic Management, Full-semester MBA core course overview of strategic management. Spring 2009 (two sections, total: 134 students)

TEMBA BA 388T, Strategic Management, The University of Texas at Austin. Full-semester MBA core course overview of strategic management. Spring 2007 (one section). Approximate enrollment: 80 students/section.

BMGT 880, Seminar on Cognitive and Institutional Approaches to Strategy, University of Maryland. Ph.D. seminar. Fall 2002 (Enrollment: 16 students), Fall 2004 (Enrollment: eight students).

BMGT 690, Strategic Management, University of Maryland. Half-semester MBA core overview course on strategic management. Fall 2001 (two sections), Spring 2002 (two sections), Fall 2002 (two sections), Fall 2003 (three sections), Fall 2004 (two sections). Approximate enrollment: 50 students/section.

BMGT 690, Strategic Management, University of Maryland. Full-semester MBA core overview course on strategic management. Fall 2000 (two sections). Approximate enrollment: 50 students/section.

BPOL 471. Entrepreneurship, University of Washington. Full-quarter undergraduate core course offering an introduction to entrepreneurship. Winter 1999 (one section), Spring 1999 (one section), Fall 1999 (one section), Winter 2000 (one section). Approximate enrollment: 45 students/section.

BPOL 530. Entrepreneurship, University of Washington. Full-quarter MBA core course offering an introduction to entrepreneurship. Winter 1999 (one section), Spring 1999 (one section), Fall 1999 (one section), Winter 2000 (one section). Approximate enrollment: 45 students/section.

### **Teaching Awards**

Finalist, Krowe-Mason Teaching Award, Robert H. Smith School of Business, University of Maryland, Fall 2003.

## **Doctoral Student Advising**

### *Dissertation Committee Chair*

Ye Dai, 2009-present. University of Texas-Austin.

Elena Dalpiaz, 2007-present. Bocconi University, Milano, Italy. Co-chaired with Davide Ravasi. Placed at Imperial College.

Michael Pfarrer, 2005-2007. University of Maryland. Placed at University of Georgia.

Antoaneta Petkova, 2004-2006. University of Maryland. Co-Chaired with Anil Gupta. Recipient of Best Dissertation Award, Entrepreneurship Division, Academy of Management, 2007. At San Francisco State University.

### *Dissertation Committee Member*

Cindi Baldi, 2010-present. The University of Texas at Austin.

Anastasya Zavyalova, 2010-present. University of Maryland.

David Chandler, 2008-present. The University of Texas at Austin.

Michael Bednar, 2006-2008. The University of Texas at Austin.

Michael Luchs, 2006-2008. The University of Texas at Austin.

Holy Slay, 2004-2006. University of Maryland.

Carmelita Troy, 2003-2004. University of Maryland.

## **SERVICE**

### **Academic and Professional**

Panelist, SMS Extension on knowledge and capabilities, Milan, 2010.

Panelist, Business Policy and Strategy Division Mid-Career Workshop, 2008.

Reviewer for *Organization Science/INFROMS* dissertation proposal competition, 2008-2010.

Panelist, Business Policy and Strategy Division Junior Faculty Consortium, 2007.

Panelist, Technology and Innovation Management Division Doctoral Student Consortium, 2005.

Member, Academy of Management, Organization Management and Theory Division, Executive Committee, 2002-2005.

Lead Organizer, OMT/ODC/MOC Doctoral Student Consortium, 2004.

Panelist, OB/OMT/ODC/MOC Doctoral Student Consortium, 2003.

Member, Academy of Management, Business Policy and Strategy Division, Research Committee, 2000-2003.

Panelist, Business Policy and Strategy Division Junior Faculty Consortium, 2002.

### **Administrative and Committee Service**

Member, Management Department Executive Committee, 2008-present (two two-year terms)

Member, Health Care Symposium Steering Committee, 2010-present

Chair, Management Department Publications Committee, 2010.

Chair, third-year review committee for Assistant Professor Francisco Polidoro, 2010.

Chair, promotion subcommittee for Assistant Professor Melissa Graebner's promotion to associate professor with tenure, 2008-2009.

Member, promotion subcommittee for Assistant Professor Mary Benner's promotion to associate professor with tenure, 2009-2010.

Member, promotion subcommittee for Assistant Professor Caroline Bartel's promotion to associate professor with tenure, 2007-2008; 2008-2009.

Chair, Management Department Recruiting Committee, 2007-2008.

Member, McCombs School of Business Research Evaluation Committee, 2007-2010.

Member, McCombs School of Business Tenure and Promotion Committee, 2010-present.

Member, R.H. Smith School of Business Salary Review Committee, 2006.

Coordinator, strategy Ph.D. comprehensive exams, 2002, 2003, 2004, 2005 and 2006.

Coordinator, strategy course in the MBA core, 2001, 2004, 2005 and 2006.

Member, Strategy Recruiting Committee, 2000, 2001, 2003, 2004 and 2005.