



HARVARD | BUSINESS | SCHOOL

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Ryan L. Raffaelli

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EDUCATION

- 2013 Ph.D., MS, Management and Organization Studies, Boston College, Chestnut Hill, MA
Dissertation: *Identity & Institutional Change in a Mature Field: The Reemergence of the Swiss Watchmaking Industry, 1970-2008*
Committee: Professor Mary Ann Glynn (chair)
 Professor Michael Tushman
 Professor Mary Tripsas
- 2005 MPP, Business and Government Relations, Harvard University, Cambridge, MA
- 2005 MTS, Business Ethics, Harvard University, Cambridge, MA
- 1999 BS, Management, Georgetown University, Washington, D.C.
- 1998 Strategy & Finance Programme, Oxford University, Oxford, England

HARVARD UNIVERSITY

Appointments

- 5/2021 – present Marvin Bower Associate Professor of Business Administration
2020 – 2021 Associate Professor of Business Administration
2013 – 2020 Assistant Professor of Business Administration
2015 – present Faculty Associate, Harvard Weatherhead Center for International Affairs
2015 – 2017 Richard Hodgson Fellow

Teaching Assignments

- 2018 – present Leadership Execution & Action Planning (LEAP), MBA Elective Curriculum
2017 – present Leading & Building a Culture of Innovation, Executive Education
2016 – present Leading Change & Organizational Renewal, Executive Education
2015 – 2019 High Potentials Leadership Program, Executive Education
2013 – 2015 Leadership & Organizational Behavior (LEAD), MBA Required Curriculum

WORK EXPERIENCE

- 2008–2013 Ph.D. Fellow and Research Assistant, Boston College Carroll School of Management
Chestnut Hill, MA
- 2006–2008, 1999–2002 Manager, Strategy Consulting Practice, Accenture (formerly Andersen Consulting)
Washington, D.C.
- 2004 The White House Office of Management & Budget: Science and Space Programs Branch
Executive Office of the President of the United States, Washington, D.C.
- 2003–2007 Research Associate, General Management Unit, Harvard Business School
Boston, MA

AWARDS AND HONORS

- 2024 Runner-up, Best Entrepreneurship Paper Award, Academy of Management Annual
Conference, OMT Division
- 2024 Best Paper Designation, Academy of Management Annual Conference Proceedings, for
“Organizational Emplacement as a Response to Digital Threat: The Novel Resurgence of
Independent Bookstores.”
- 2024 Runner up, Junior Faculty Wyss Award for Excellence in PhD Student Mentoring, HBS
- 2022 Runner up, Junior Faculty Wyss Award for Excellence in PhD Student Mentoring, HBS
- 2020 Certificate of Achievement, given to Strategic Management Journal (SMJ) articles in the
top 10% of downloads in the year since published, for "Frame Flexibility: The Role of
Cognitive and Emotional Framing in Innovation Adoption by Incumbent Firms.”
- 2019 Winner, Research Methods Paper Prize, Strategic Management Society Conference
- 2019 Finalist, Best Paper Award, Strategic Management Society Conference
- 2019 Winner, Bronze Telly Award in the General Education Category for "The Reinvention of
Kodak” (multimedia case series).
- 2019 Runner-up, Junior Faculty Wyss Award for Excellence in PhD Student Mentoring, HBS
- 2018 Winner, Best Paper in Innovation & Entrepreneurship, Industry Studies Association
- 2015 Winner, Academy of Management Best Symposium Award, OMT Division
- 2015 Outstanding Reviewer Award, OMT Division, Academy of Management
- 2014 Winner, Best Dissertation Award from the Technology and Innovation Management
(TIM) Division of the Academy of Management
- 2014 Winner, INFORMS Best Dissertation Award, Technology, Innovation Management and
Entrepreneurship Section
- 2014 Winner, Grigor McClelland Best Dissertation Award from the European Group for
Organizational Studies (EGOS), the Journal of Management Studies (JMS), and the
Society for the Advancement of Management Studies (SAMS)
- 2014 Winner, Giarratani Rising Star Award for Best Paper, Industry Studies Association
- 2013 Outstanding Reviewer Award, OMT Division, Academy of Management

- 2013 Outstanding Reviewer Award, MOC Division, Academy of Management
- 2012 Finalist, INFORMS/Organization Science Dissertation Competition
- 2012 Finalist, Academy of Management Best Symposium, OMT Division
- 2012 Winner, Donald J. White Teaching Excellence Award, Boston College
- 2012 Nominee, MOC/OMT Doctoral Consortium, Academy of Management
- 2011 Nominee, OMT Pre-dissertation Workshop, Academy of Management
- 1999 Georgetown University Dean's Citation for academic achievement
- 1999 Most Outstanding Graduating Student in Management, Georgetown University
- 1999 Sebes Distinguished Graduate Award, School of Business, Georgetown University
- 1998-1999 Captain, Georgetown University Men's Swimming Team, NCAA Division I
- 1997-1999 Academic All-American, NCAA Division I Swimming

PUBLICATIONS

Journal Articles:

Raffaelli, Ryan, Tiona Zuzul,* Gulati, Ranjay, and Jan Rivkin. "Strategic Renewal and Capability Reprioritization at the Federal Bureau of Investigation: Outcome and Process Frames." *Strategic Management Journal* (conditionally accepted) *equal first authorship

Raffaelli, Ryan. 2024. "The Three Traps That Stymie Reinvention: Organizational Identity, Architecture, and Collaboration Can Be Either Assets or Liabilities To Pursuing Growth In New Sectors." *MIT Sloan Management Review*. 66(1): 46–52. Reprint #66115. (Cover story)

Raffaelli, Ryan, Rich DeJordy, and Rory McDonald. 2022. "How Leaders with Divergent Visions Generate Novel Strategy: Navigating the Paradox of Preservation and Modernization in Swiss Watchmaking." *Academy of Management Journal*. 65(5): 1593-1622.

Raffaelli, Ryan. 2019. "Technology Reemergence: Creating New Markets for Old Technologies in Swiss Mechanical Watchmaking 1970-2008." *Administrative Science Quarterly*. 64(3): 576–618.

Raffaelli, Ryan, Mary Ann Glynn, and Michael Tushman. 2019. "Frame Flexibility: The Role of Cognitive and Emotional Framing in Innovation Adoption by Incumbent Firms." *Strategic Management Journal*. 40(7): 1013–1039.

Raffaelli, Ryan, and Mary Ann Glynn. 2015. "What's So Institutional about Leadership? Leadership Mechanisms of Value Infusion." *Research in the Sociology of Organizations*. 44:283-316.

Raffaelli, Ryan. 2014. "Why the Apple Watch Is a Gift to the Swiss Watch Industry." *Harvard Business Review*. Reprint #H00ZKX.

Raffaelli, Ryan, and Mary Ann Glynn. 2014. "Turnkey or Tailored? Relational Pluralism, Institutional Complexity, and the Organizational Adoption of More or Less Customized Practices." *Academy of Management Journal*. 57(2): 541–562.

Glynn, Mary Ann, and Ryan Raffaelli. 2013. "Logic pluralism, organizational design, and practice adoption: The structural embeddedness of CSR programs." *Research in the Sociology of Organizations*. (39): 175-197.

Glynn, Mary Ann, and Ryan Raffaelli. 2010. "Uncovering Mechanisms of Theory Development in an Academic Field: Lessons from Leadership Research." *Academy of Management Annals*. 4(1): 359-401.

Book Chapters:

*Kanter, Rosabeth Moss, Matthew Bird, Ethan Bernstein, and Ryan Raffaelli. "How Leaders Use Values-based Guidance Systems to Create Dynamic Capabilities." In *Handbook on Dynamic Capabilities*, David Teece and Sohvi Heaton (eds.). Oxford: Oxford University Press. Forthcoming. *equal authorship

Claes, Kim, and Ryan Raffaelli. 2016. "Secondary Markets, Demand Revival, and Firm Performance: Exploratory Analyses in the Vintage Timepiece Auctions Market." In *The Multiple Lives of a Watch*, Kalust Zorik and François H. Courvoisier (eds.). Le Mont-sur-Lausanne: Éditions Loisirs et Pédagogie.

Raffaelli, Ryan, and Mary Ann Glynn. 2015. "Institutional Innovation: Novel, Useful and Legitimate." In *Oxford Handbook of Creativity, Innovation, and Entrepreneurship*, Christina Shalley, Michael Hitt, and Jing Zhou (eds.). Oxford: Oxford University Press.

Glynn, Mary Ann, Christ Lockwood, and Ryan Raffaelli. 2015. "Staying the Same While Changing: Organizational Identity in the Face of Environmental Challenges." In *Leading Sustainable Change*, Rebecca Henderson, Ranjay Gulati and Michael Tushman (eds.). Oxford: Oxford University Press.

Other Practitioner Articles:

Raffaelli, Ryan. 2020. "Reinventing Retail: The Novel Resurgence of Independent Bookstores." *Harvard Business School White Paper*, No. 20-068.

Carapinha, Rene, Peggy Connolly, Philip Mirvis, Christopher Pinney and Ryan Raffaelli. 2009. "State of Corporate Citizenship 2009: Weathering the Storm." *Boston College Center for Corporate Citizenship*.

PAPERS UNDER REVIEW AND WORKING PAPERS

Raffaelli, Ryan and Ryann Noe.* "Organizational Emplacement as a Response to Digital Threat: The Novel Resurgence of Independent Bookstores." (Under 3rd round review at *Administrative Science Quarterly*) *doctoral student

Navis, Chad, Greg Fisher, Ryan Raffaelli, and Mary Ann Glynn. "Discourse and Discord in the Early U.S. Online Grocery Market: How Environmental Shifts Affect Meaning Formation in Nascent Market Categories." (Invited for 1st R&R at *Academy of Management Journal*).

Papers in Preparation:

Raffaelli, Ryan, *Ryann Noe, and *Yusaku Takeda. "Play States: Creating the Conditions for Innovation in Top Management Teams" (drafting initial manuscript) **project started as a current or past doctoral student*

Zuzul, Tiona, *Ryann Noe, and Ryan Raffaelli. "Identity and Industry Evolution" (analysis and theorization stage). **doctoral student*

TEACHING AND COURSE DEVELOPMENT MATERIALS

Technical and Background Notes:

Raffaelli, Ryan, Akshaya Varghese, and Laura Weimer. "Leader Action Orientations" Harvard Business School Technical Note 423-050, November 2022.

Raffaelli, Ryan, and Akshaya Varghese. "How to Write an Action-Planning Memo" Harvard Business School Technical Note 422-033, October 2021.

Raffaelli, Ryan. "Organizational Reinvention." Harvard Business School Technical Note 421-041, October 2020.

Raffaelli, Ryan. "Organizational Behavior Reading: Leading Organizational Change." Harvard Business School Core Curriculum Readings Series 8324 (March 2017) [47 p].

Raffaelli, Ryan. "Organizational Behavior Reading: Leading Organizational Change Teaching Note." Harvard Business School Core Curriculum Readings Series 8325 (March 2017) [10 p].

Raffaelli, Ryan. "Leading and Managing Change (Abridged)." Harvard Business School Background Note 416-021 (October 2015, revised May 2016) [12 p].

Raffaelli, Ryan. "Leading and Managing Change." Harvard Business School Background Note 415-040 (October 2014, revised December 2018) [26 p].

Bernstein, Ethan, Ryan Raffaelli, and Joshua Margolis. "Leader-as-Architect: Alignment." Harvard Business School Background Note 415-039 (October 2014) [6 p].

Cases and Teaching Notes:

Raffaelli, Ryan, Alexandra Feldberg, and Sarah Gulick. "Moleskine Foundation: Can Creativity Change the World?" Harvard Business School Case 423-043, February 2023.

Raffaelli, Ryan, and Sarah Gulick. "Moleskine: Daniela Riccardi Turns the Page." Harvard Business School Case 422-044, December 2021 (Rev. September 2022).

Raffaelli, Ryan, and Kerry Herman. "Kwame Spearman at Tattered Cover: Reinventing Brick-and-Mortar Retail." Harvard Business School Case 422-014, November 2021 (Rev. February 2022).

Ryan Raffaelli. "Backstage at Boston Ballet." Harvard Business School Teaching Note 423-049, November 2022.

Fubini, David, Ryan Raffaelli, Begum Agca Okutgen, and Julia Kelley. "Backstage at Boston Ballet." Harvard Business School Case 420-005, July 2019. (Rev. November 2022).

Raffaelli, Ryan, David Fubini, and Aldo Sesia. "Wendell Weeks at Corning Inc.: Extending a History of Life-Changing Innovations (A)." Harvard Business School Case 319-005 (April 2019. (Rev. June 2020).

Raffaelli, Ryan, and Aldo Sesia. "Wendell Weeks at Corning Inc. (B): Valor Glass and the COVID-19 Pandemic." Harvard Business School Supplement 421-078, March 2021.

Raffaelli, Ryan. "The Reinvention of Kodak (A) Multimedia Case." Harvard Business School Multimedia/Video Case 421-704, September 2020.

Raffaelli, Ryan. "The Reinvention of Kodak (A) Case Supplement." Harvard Business School Multimedia/Video Supplement 421-707, September 2020.

Raffaelli, Ryan. "The Reinvention of Kodak (B) Video Case Supplement." Harvard Business School Multimedia/Video Supplement 421-709, September 2020.

Raffaelli, Ryan. "The Reinvention of Kodak (C) Case Supplement." Harvard Business School Multimedia/Video Case 421-706, September 2020.

Raffaelli, Ryan, and Christine Snively. "The Reinvention of Kodak." Harvard Business School Case 419-012, November 2018. (Revised August 2020.)

Raffaelli, Ryan, and Sarah Livick-Moses. "The Reinvention of Kodak Case Series." Harvard Business School Teaching Plan 421-023, September 2020.

Raffaelli, Ryan. "This Old House of Worship: St. Anthony Shrine (A)." Harvard Business School Multimedia/Video Case 421-701, August 2020.

Raffaelli, Ryan. "This Old House of Worship: St. Anthony Shrine (B)." Harvard Business School Multimedia/Video Case 421-702, August 2020.

Raffaelli, Ryan, and Leticia Garcia. "This Old House of Worship: St. Anthony Shrine (A) and (B)." Harvard Business School Teaching Note 421-010, August 2020.

Raffaelli, Ryan, Raffaella Sadun, and Kathy Qu. "Moleskine (A)." Harvard Business School Case 716-407 (April 2016, revised March 2018) [19 p]

Raffaelli, Ryan, Raffaella Sadun, and Kathy Qu. "Moleskine (B)." Harvard Business School Supplement 716-464 (May 2016, revised November 2018) [10 p].

Raffaelli, Ryan. "Moleskine (A) and (B)." Harvard Business School Teaching Note 419-061 (December 2018) [22 p].

Raffaelli, Ryan, and Christine Snively. "Faber-Castell." Harvard Business School Case 417-010 (December 2016, revised December 2017) [18 p].

Raffaelli, Ryan, and Christine Snively. "Faber-Castell (B)." Harvard Business School Supplement 417-030 (December 2016, revised December 2018) [4 p].

Raffaelli, Ryan. "Faber-Castell (A) and (B)." Harvard Business School Teaching Note 419-060 (December 2018) [22 p].

Raffaelli, Ryan. "Jean-Claude Biver (A): The Reemergence of the Swiss Watch Industry." Harvard Business School Case 415-031 (October 2014, revised December 2018) [15 p].

Raffaelli, Ryan. "Jean-Claude Biver (B): Leading Change at Hublot." Harvard Business School Supplement 415-032 (October 2014, revised March 2016) [10 p].

Raffaelli, Ryan. "Jean-Claude Biver: The Reemergence of the Swiss Watch Industry." Harvard Business School Multimedia/video Supplement 416-703 (April 2016).

Raffaelli, Ryan. "Jean-Claude Biver (A) and (B): The Reemergence of the Swiss Watch Industry." Harvard Business School Teaching Note 418-054 (January 2018) [18 p].

Kanter, Rosabeth M., Ryan Raffaelli, and Jonathan Cohen. "Sesame Workshop: Bringing Big Bird Back to Health (Abridged)." Harvard Business School Case 317-094 (January 2017, revised April 2017) [24 p].

Kanter, Rosabeth M., Ryan Raffaelli, and Jonathan Cohen. "Jeffrey Dunn and Sesame Workshop: Bringing Big Bird Back to Health." Harvard Business School Case 317-086 (January 2017, Revised May 2020) [27 p].

Kanter, Rosabeth Moss, Ryan Raffaelli, Ai-Ling Jamila Malone, and Jonathan Cohen. "Sesame Workshop: Bringing Big Bird Back to Health (Abridged)." Harvard Business School Teaching Note 317-118, April 2017.

Narayandas, Das, Joshua Margolis, and Ryan Raffaelli. "Ron Johnson: A Career in Retail." Harvard Business School Case 515-098 (June 2015, revised September 2017) [21 p].

Ryan Raffaelli, Das Narayandas, and Joshua D. Margolis. "Ron Johnson: A Career in Retail." Harvard Business School Multimedia/video Supplement 417-704 (December 2016).

Raffaelli, Ryan. "Ron Johnson: A Career in Retail." Harvard Business School Teaching Note 419-010 (July 2018) [22 p].

Groysberg, Boris, and Ryan Raffaelli. "Toby Johnson: Leading After School." Harvard Business School Multimedia/video Supplement 416-701 (January 2016).

Kanter, Rosabeth M., Pamela Yatsko, and Ryan Raffaelli. "CEMEX (A): Building the Global Framework (1985-2004)." Harvard Business School Case 308-022 (July 2007, revised September 2009) [23 p].

Kanter, Rosabeth M., Pamela Yatsko, and Ryan Raffaelli. "CEMEX (B): Cementing Relationships (2004-2007)." Harvard Business School Supplement 308-023 (July 2007, rev. September 2009) [24 p].

Kanter, Rosabeth M., Pamela Yatsko, and Ryan Raffaelli. "CEMEX's Foundations for Sustainability." Harvard Business School Case 308-024 (July 2007, rev. September 2009) [16 p].

Kanter, Rosabeth M., Lance P. Pierce, and Ryan Raffaelli. "ABN AMRO Bank N.V.: Global Change Agents." Harvard Business School Case 307-050 (April 2007) [24 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Publicis Groupe: Leading Creative Acquisitions TN)." Harvard Business School Teaching Note 506-066 (May 2006, revised February 2009) [13 p].

Kanter, Rosabeth M., Ryan Raffaelli, and Michelle Heskett. "Medical Innovation Beyond MedStar: Mobilizing for National Impact." Harvard Business School Case 306-096 (April 2006) [16 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Banco Real: Banking on Sustainability (TN)." Harvard Business School Teaching Note 306-067 (February 2006, revised November 2008) [13 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Innovation at Timberland: Thinking Outside the Shoe Box." Harvard Business School Case 306-064 (January 2006, revised February 2015) [23 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Publicis Groupe: Leading Creative Acquisitions." Harvard Business School Case 506-010 (November 2005, revised February 2009) [24 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Shinhan Financial Group (A) (TN)." Harvard Business School Teaching Note 306-024 (November 2005, revised February 2008) [13 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Shinhan Financial Group (A)." Harvard Business School Case 305-075 (February 2005, revised March 2008) [26 p].

Kanter, Rosabeth M., Douglas Raymond, and Ryan Raffaelli. "The Making of Verizon." Harvard Business School Case 303-131 (February 2004) [28 p].

Kanter, Rosabeth M., and Ryan Raffaelli. "Union City Schools: Sustaining the Turnaround." Harvard Business School Case 303-137 (June 2003, revised July 2003) [21 p].

PRESENTATIONS

"The Novel Resurgence of Independent Booksellers."

University of Southern California, Marshall School of Business (November 2024)

West Coast Research Symposium on Technology Entrepreneurship, University of Oregon, Eugene, OR (September 2024)

Academy of Management Meetings, Chicago (August 2024)

George Washington University (November 2023)

Institutions and Entrepreneurship Conference, McGill University (June 2023)

Industry Emergence Conference, University of Oxford (September 2022)

University of California Davis "Qualitative Research Conference," Davis, CA (March 2022)

University of South Carolina (October 2020)

Academy of Management Meetings, "Situated Institutions: Exploring Place and Space in Institutional Dynamics," Chicago, IL (August 2020)

American Booksellers Association, Winter Institute, Keynote Address (January 2020)

Harvard Economic Sociology Seminar Series (2019)

Cornell University, Ithaca, New York (October 2018)

Junior Organizational Theory Conference, Yale School of Mgmt, New Haven, CT (September 2017)

Kenan Institute Frontiers in Entrepreneurship Research Conference, University of North Carolina, Chapel Hill, NC (February 2017)

Academy of Management Meetings, Vancouver, Canada (August 2015)
Industry Studies Association, Kansas City, MO (May 2015)

“Technology Reemergence: Creating New Markets for Old Technologies in Swiss Mechanical Watchmaking 1970-2008.”

History in Management and Organization Research Seminar (HiMOS), Keynote address, University of Jyväskylä (October 2020)

Administrative Science Quarterly Symposium on Improving Evidence Presentation (ASQ Editor’s featured “exemplar” papers), Academy of Management Meetings, Boston, MA (August 2019)

Massachusetts Institute of Technology (Ph.D. seminar), Cambridge, MA (May 2018)

IESE Barcelona, Barcelona, Spain (March 2016)

West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA (September 2016)

Symposium on “What Does Imprinting Mean? New Perspectives on Imprint Formation and Persistence Processes.” Academy of Management Meetings, Vancouver, Canada (August 2015)

European Group for Organizational Studies (EGOS), Rotterdam, The Netherlands (July 2014)

Industry Studies Association Annual Conference, Portland, OR (May 2014)

McGill University, Montreal, Quebec (November 2013)

Cornell University, Ithaca, NY (December 2013)

Harvard Business School, Boston, MA (December 2013)

INSEAD, Fontainebleau, France (November 2013)

Academy of Management Meetings, Orlando, FL (August 2013)

INFORMS Organization Science Dissertation Proposal Competition, Phoenix, AZ (October 2013)

Copenhagen Business School, Frederiksberg, Denmark (April 2012)

ABC Conference: Organizing Institutions, Harvard University, Dover, MA (October 2011)

Academy of Management Meetings, San Antonio, TX (August 2011)

Cultural and Creative Industries Working Group, Harvard University, Cambridge, MA (March 2011)

“How Leaders with Divergent Visions Generate Novel Strategy: Navigating the Paradox of Preservation and Modernization in Swiss Watchmaking.”

Academy of Management Meetings, Seattle, WA (August 2022)

Cass Business School (virtual), London UK (June 2021)

West Coast Research Symposium, Stanford University, Stanford, CA (September 2019)

Academy of Management Meetings, Chicago, IL (August 2018)

Alberta Institutions Conference, Edmonton, Alberta Canada (June 2018)

Industry Studies Conference, Seattle, Washington (June 2018)

Massachusetts Institute of Technology, Cambridge, MA (December 2015)

Stanford University, Stanford, California (January 2015)

Leveraging a Crisis for Transformation: Outcome and Process Frames at the Federal Bureau of Investigation After 9/11

Academy of Management Meetings, Seattle, WA (August 2022)

University of Alberta, Organizational Theory Conference, Edmonton, Canada (June 2022)

University of Michigan, Ross School of Business (November 2019)

Strategic Management Society Annual Conference, Minneapolis, MN (October 2019)

Academy of Management Meetings, Anaheim, CA (August 2016)

Harvard Business School, Boston, MA (May 2016)

Failure to Deliver: Stakeholder Contestation, Category Fragility, and the Disintegration of the Nascent U.S. Online Grocery Market, 1999-2001

Babson College Entrepreneurship Research Conference, COVID-19 virtual (June 2020)

Academy of Management Meetings, Chicago, IL (August 2018)
New Frontiers in Managerial & Organizational Cognition, Dublin, Ireland (September 2012)
Academy of Management Meetings, Boston, MA (August 2012)
West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA (September 2011)

"Turnkey or Tailored? Relational Pluralism, Institutional Complexity, and the Organizational Adoption of More or Less Customized Practices."

HBS Conference on Organizations, Society, and Innovation (COSI), Boston, MA (August 2012)
Academy of Management Meetings, Boston, MA (August 2012)
ABC Conference: Organizing Institutions, University of Alberta, Banff, Canada (June 2012)

"What's So Institutional about Leadership? Leadership Mechanisms of Value Infusion."

Academy of Management Meetings, San Antonio, TX (August 2011)
ABC Conference: Organizing Institutions, Copenhagen Business School, Copenhagen, Denmark (June 2010)

"Institutional Innovation: Novel, Useful and Legitimate."

Academy of Management Meetings, Vancouver, Canada (August, 2015)
The Inaugural Paul R. Lawrence Conference, Harvard Business School, Boston, MA (June 2013)

"Fields of Gold: Mining the Origins, Definitions, and Assumptions Attending Institutional Fields."

Academy of Management Meetings, symposium organizer, Boston, MA (August 2012)

"Towards a General Theory of the Institutional Field."

Academy of Management Meetings, Boston, MA (August 2012)
ABC Conference: Organizing Institutions - Creating, Enacting and Reacting to Institutional Logics, University of Alberta, Canada (June 2012)

"The Role of Organizational Theory and Practice in Poverty Alleviation"

Academy of Management Meetings, symposium organizer, Montreal, QC (August 2010)

"Letting Your Employees Walk the Talk: Corporate Social Responsibility & Employee Engagement."

Academy of Management Meetings, symposium organizer and presenter, Chicago, IL (August 2009)

Academy of Management Professional Develop Workshop (PDW) Sessions

"TIM Doctoral Research Development Workshop." Presenter (August 2024)
"Qualitative Research with Archival Data." Presenter (August, 2022)
"Using Multiple Methods in Dissertation Research." Presenter (August, 2022)
"Presenting in the Rough: Mastering the Job Talk." Presenter (August 2021)
"Presenting in the Rough: Storytelling to Enhance Your Presentations." Presenter (August 2020)
"Language, Meaning, and Organizing: Linguistic Theories and Methods of Organizing." Facilitator (August 2020)
"Measuring Meaning at the Collective Level." Facilitator (August 2016)
"How to Write Your First Academic Paper." Facilitator (August 2015)
"TIM Doctoral Research Development Workshop." Organizer (August 2014)

Other Selected Conferences

"Paul Lawrence Conference in Honor of Michael Tushman," Harvard Business School, Organizer and Presenter (June 2024)
"Innovation and Change Conference," INSEAD, Presenter (May 2024)

“Industry Emergence Conference,” University of Oxford, Presenter (September 2022).
 “Market Emergence Conference,” University of North Carolina Chapel Hill and Academy of Management TIM Division, discussant (August 2021).
 “Top Management Teams,” Strategy Science Conference, Discussant, (April 2021, virtual)
 “New Perspectives on Industry and Ecosystem Emergence,” Academy of Management Strategy Division Virtual Symposium, Discussant (January 2021)

PROFESSIONAL ACTIVITIES

2016 – present Editorial Board Member, *Administrative Science Quarterly*
 2015 – present Ad hoc Reviewer: *Organization Science*
 2018 – present Ad hoc Reviewer: *Academy of Management Journal*
 2014 – present Ad hoc Reviewer: *Management Science*
 2016 – present Ad hoc Reviewer: *Organization Studies*
 2014 – present Ad hoc Reviewer: *Journal of Management Studies*
 2014 – present Ad hoc Reviewer: *Strategic Organization*
 2018 – present Ad hoc Reviewer: *Innovation: Organization & Management*
 2020 – present Ad hoc Reviewer: *Strategic Management Journal*
 2020 – present Ad hoc Reviewer: *Entrepreneurship Theory and Practice*
 2020 – present Harvard University Standing Subcommittee for Ph.D. in Organizational Behavior
 2014 – present Organizational Behavior Unit Recruiting Committee, Harvard Business School
 2014 – 2020 INFORMS *Organization Science* Dissertation Proposal Reviewer
 2017 Faculty mentor, *Organization Studies* Paper Development Workshop, Harvard Univ.
 2016 Member, AOM Annual Meeting All-Academy Program Team
 2015 – present Co-organizer, Boston Field Researcher’s Conference, Harvard Business School
 2015 Organizer, Inaugural AOM TIM Doctoral Research Development Workshop
 2015 Member, AOM TIM Best Dissertation Award Committee
 2015 Member, Best Dissertation Evaluation Committee, Industry Studies Association
 2015 Co-organizer, Professional Development Workshop, Industry Studies Association
 2014 – 2016 Member, Early Career Development Committee, Industry Studies Association
 2013 – 2014 Co-organizer, Organizational Behavior Unit Speaker Series, Harvard Business School
 2012 Coordinating Team, Boston Field Researcher’s Conference, Boston College
 2011 Coordinating Team, ABC Institutions Conference, Boston College and Harvard
 2009 - 2012 Organizer, AOM Presentation Practice Sessions, Boston College

SELECTED MEDIA COVERAGE

Research on Technology Reemergence

- “At Van Cleef & Arpels, Going Into ‘Unknown Territories,’” *The New York Times*. October 19, 2023
- “4 Moments That Changed the Watch World,” *The New York Times*. October 12, 2020
- “It’s Not Technology That Will Take the Swiss Watch Down.” *US News & Report*. June 1, 2018
- “Kodak’s Old-School Response to Disruption.” *The New Yorker*. January 27, 2016
- “Can the Swiss Watchmaker Survive the Digital Age?” *The New York Times*. June 3, 2015
- “A War for Wrist Real Estate” *CNBC: Squawk Alley*. March 10, 2015
- “Apple Watch Could ‘Win the Wrist Back.’” *USA Today*. March 8, 2015
- “Tech Meets Fashion.” *NPR Innovation Hub*. February 5, 2015
- “The Biggest Music Comeback of 2014: Vinyl Records.” *The Wall Street Journal*. Dec. 11, 2014
- “How Will Apple’s ‘Smart Watch’ Affect the Industry?” *The New York Times*. November 5, 2014
- “Second Wind.” *The Economist*. June 12, 2014

Research on the Resurgence of Independent Bookstores and Competing in the Digital Age

- “Three Decades In, Amazon Is Still Working to Perfect Its Original Bookstore Business,” *CNBC*, January 27, 2024
- “How To Differentiate Brick & Mortar From Online Competitors,” *Fast Company*, June 28, 2023
- “Where Did All These Bookstores Come From?,” *The Boston Globe*. February 27, 2023
- “France Sets Minimum Book Delivery Fee in Effort to Protect Independent Stores from Amazon.” *The Washington Post*, October 26, 2021
- “Inside Historic Black Bookstores’ Fight for Survival Against Covid-19,” *USA Today*. May 11, 2020
- “Indie Bookstores Are Making A Comeback,” *NPR OnPoint*. February 18, 2020
- “How Indie Bookstores Beat Amazon: Lessons Here for Every Retailer,” *Forbes*. February 12, 2020
- “Bookstores Find Growth as ‘Anchors of Authenticity.’” *The New York Times*. June 24, 2019
- “How One Independent Bookstore Succeeds in the Amazon Age.” *Wall Street Journal*. Apr 28, 2019
- “As Barnes & Noble Struggles, Founder Takes Heat.” *The New York Times*. August 12, 2018
- “Once-endangered Bookstores Are Booming Again.” *CBS Evening News*. April 23, 2018
- “Too Small To Fail: Independent Bookstores.” *NPR Planet Money*. March 22nd, 2018
- “How Independent Bookstores Have Thrived in Spite of Amazon.com.” *Harvard Business School Working Knowledge*, November 20, 2017 (video abstract): <https://t.co/9VImFeLLV7>