DAVID H. HSU

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Citizenship: United States

I. EDUCATIONAL BACKGROUND

Massachusetts Institute of Technology, Sloan School of Management
Doctor of Philosophy (Ph.D.) in Management, September 2001.

Harvard University, Kennedy School
Master in Public Policy, June 1996.

Stanford University
Bachelor of Arts in Economics and Political Science (with honors), June 1992.

II. ACADEMIC EMPLOYMENT

Jeffrey A. Keswin Professor and Richard A. Sapp Professor, The Wharton School, University of Pennsylvania, 2002-present.

- Director, Jerome Fisher M&T Program, 2026-present.
- Entrepreneurship & Innovation Area Coordinator, 2015-present.
- Associate Professor (with tenure) 2009-2015
- Assistant Professor 2002-2008

Post-Doctoral Fellow, Sloan School of Management, MIT, 2001-02.

Research Associate, Harvard Business School, 1996-97.

III. RESEARCH AND PUBLICATIONS

A. Publications

DH. Hsu & T. Bernstein (1997). "Managing the University Technology Licensing Process: Findings from Case Studies," *Journal of the Association of University Technology Managers*, Vol. 9: 1-33.

JS. Gans, DH. Hsu & S. Stern (2002). "When Does Start-up Innovation Spur the Gale of Creative Destruction?" *RAND Journal of Economics*, Vol. 33 (4): 571-586. https://www.jstor.org/stable/3087475

DH. Hsu (2004). "What Do Entrepreneurs Pay for Venture Capital Affiliation?" *Journal of Finance*, Vol. 59 (4), August 2004: 1805-1844. https://doi.org/10.1111/j.1540-6261.2004.00680.x

- Nominated for the 2004 Brattle Prize for best paper in corporate finance published in the *Journal of Finance*.
- Designated as "Highly Cited in Field" by Clarivate/Web of Science (top 1% in the field of Economics).

DH. Hsu (2004). "Venture Capitalists and Cooperative Start-up Commercialization Strategy," *Academy of Management Best Paper Proceedings*.

DH. Hsu & M. Kenney (2005). "Organizing Venture Capital: The Rise and Demise of American Research & Development Corporation, 1946-1973," *Industrial and Corporate Change*, Vol. 14 (4): 579-616. https://doi.org/10.1093/icc/dth064

DH. Hsu (2006). "Venture Capitalists and Cooperative Start-up Commercialization Strategy," *Management Science*, Vol. 52 (2): 204-219. https://doi.org/10.1287/mnsc.1050.0480

- Winner of the 2004 Michael H. Mescon/Coles College of Business Award for best empirical paper in the Entrepreneurship Division of the Academy of Management.

DH. Hsu (2007). "Experienced Entrepreneurial Founders, Organizational Capital, and Venture Capital Funding," *Research Policy*, Vol. 36 (5): 722-741. https://doi.org/10.1016/j.respol.2007.02.022

- Designated as "Highly Cited in Field" by Clarivate/Web of Science (top 1% in the field of Management).

DH. Hsu, EB. Roberts & CE. Eesley (2007). "Entrepreneurs from Technology-Based Universities: Evidence from MIT," *Research Policy*, Vol. 36 (2): 768-788. https://doi.org/10.1016/j.respol.2007.03.001

JS. Gans, DH. Hsu & S. Stern (2008). "The Impact of Uncertain Intellectual Property Rights on the Market for Ideas: Evidence from Patent Grant Delays." *Management Science*, Vol. 54 (5): 982-997. https://doi.org/10.1287/mnsc.1070.0814

- Finalist (runner-up) for the 2013 INFORMS Technology Management best paper award based on papers published in *Management Science* or *Organization Science* five years before.
- Designated as "Highly Cited in Field" by Clarivate/Web of Science (top 1% in the field of Operations Research & Management Science).

DH. Hsu (2008). "Technology-Based Entrepreneurship," in S. Shane, ed., Handbook of Technology and Innovation Management, Wiley, UK.

DH. Hsu & RH. Ziedonis (2008). "Patents as Quality Signals for Entrepreneurial Ventures," *Academy of Management Best Paper Proceedings*.

VA. Aggarwal & DH. Hsu (2009). "Modes of Cooperative R&D Commercialization by Start-ups," *Strategic Management Journal*, 30 (8): 835-864. https://doi.org/10.1002/smj.765

- Selected for Virtual Special Issue of the Strategic Management Society on the topic of Innovation, Intellectual Property and Strategic Management.

DH. Hsu & RH. Ziedonis (2013). "Resources as Dual Sources of Advantage: Implications for Valuing Entrepreneurial-Firm Patents," *Strategic Management Journal*, 34 (7): 761-781 (lead article). https://doi.org/10.1002/smj.2037

- Designated as "Highly Cited in Field" by Clarivate/Web of Science (top 1% in the field of Management).
- Selected for Virtual Special Issue of the Strategic Management Society on the topic of Innovation, Intellectual Property and Strategic Management.

VA. Aggarwal & DH. Hsu (2014). "Entrepreneurial Exits and Innovation," *Management Science*, Vol. 60 (4): 867-887. https://doi.org/10.1287/mnsc.2013.1801

- Finalist for the 2019 INFORMS Technology, Innovation Management & Entrepreneurship best paper award based on INFORMS papers published five years before.

DH. Hsu & K. Lim (2014). "Knowledge Brokering and Organizational Innovation: Founder Imprinting Effects," *Organization Science*, Vol. 25 (4): 1134-1153. https://doi.org/10.1287/orsc.2013.0863

CE. Eesley, DH. Hsu & EB. Roberts (2014). "The Contingent Effects of Top Management Teams on Venture Performance: Aligning Founding Team Composition with Innovation Strategy and Commercialization Environment," *Strategic Management Journal*, 35 (12): 1798-1817. https://doi.org/10.1002/smj.2183

M. Marx, JS. Gans & DH. Hsu (2014). "Dynamic Commercialization Strategies for Disruptive Technologies: Evidence from the Speech Recognition Industry," *Management Science*, 60 (12): 3103-3123. https://doi.org/10.1287/mnsc.2014.2035

O. Bengtsson & DH. Hsu (2015). "Ethnic Matching in the U.S. Venture Capital Market," *Journal of Business Venturing*, 30 (2): 338-354. https://doi.org/10.1016/j.jbusvent.2014.09.001

M. Marx & DH. Hsu (2015), "Strategic 'Switchbacks': Dynamic Commercialization Strategies for Technology Entrepreneurs," *Research Policy*, 44 (10): 1815-1826. https://doi.org/10.1016/j.respol.2015.06.016

JT. Fox, C. Yang & DH. Hsu (2018), "Unobserved Heterogeneity in Matching Games," *Journal of Political Economy*, 126 (4): 1339-1373 (lead article). https://doi.org/10.1086/697740

A. Contigiani, DH. Hsu & I. Barankay (2018), "Trade Secrets and Innovation: Evidence from the 'Inevitable Disclosure' Doctrine," *Strategic Management Journal*, 39 (11): 2921-2942. https://doi.org/10.1002/smj.2941

A. Contigiani & DH. Hsu (2019), "How Trade Secrecy Can Hurt Innovation," *Harvard Business Review* (online at *hbr.org*).

VA. Aggarwal, DH. Hsu & A. Wu (2020), "Organizing Knowledge Production Teams Within Firms for Innovation," *Strategy Science*, 5 (1): 1-16 (lead article). https://doi.org/10.1287/stsc.2019.0095

DH. Hsu, P. Hsu, T. Zhou & AA. Ziedonis (2021), "Benchmarking U.S. University Patent Value and Commercialization Efforts: A New Approach," *Research Policy*, 50(1): 104076. https://doi.org/10.1016/j.respol.2020.104076

DH. Hsu, P. Hsu & Q. Zhao (2021), "Rich on Paper? Chinese Firms' Academic Publications, Patents, and Market Value," *Research Policy*, 50(9): 104319. https://doi.org/10.1016/j.respol.2021.104319

M. Marx & DH. Hsu (2022), "Revisiting the Entrepreneurial Commercialization of Science: Evidence from 'Twin' Discoveries," *Management Science*, 68(2): 1330-1352. https://doi.org/10.1287/mnsc.2021.3966

DH. Hsu (2022), "Entrepreneurial Scaling Strategy: Managerial and Policy Implications," in YS. Lee and F. Yan, editors, Drivers of Innovation: Entrepreneurship, Education, and Finance in Asia, Stanford University Shorenstein Asia-Pacific Research Center Series with Brookings Institution Press.

DH. Hsu & J. Kuhn (2023), "Academic Stars and Licensing Experience in University Technology Commercialization," *Strategic Management Journal*, 44(3): 887-905. https://doi.org/10.1002/smj.3458

DH. Hsu (2023), "Founding Teams," in *Oxford Bibliographies in Management*, R. Griffin, editor, New York: Oxford University Press. https://doi.org/10.1093/obo/9780199846740-0218

DH. Hsu & P. Tambe (2025), "Remote Work and Job Applicant Diversity: Evidence from Technology Startups." *Management Science*, 71(1): 595-614. https://doi.org/10.1287/mnsc.2022.03391

DH. Hsu, P. Hsu, K. Zhou & T. Zhou (2025), "Industry-University Collaboration and Commercializing Chinese Corporate Innovation." *Management Science*, 71(6): 5351-5375. https://doi.org/10.1287/mnsc.2022.00788

Q. Chen, DH. Hsu & D. Zvilichovsky (2026), "Inventor Commingling and Innovation in Technology Startup Acquisitions." *Organization Science*, 37(1): 302-322. https://doi.org/10.1287/orsc.2022.16189

U. Ozmel, J. Kwon, & DH. Hsu (2026), "Corporate Venture Capital Knowledge Obsolescence and Portfolio Firm Innovation." *Academy of Management Journal*. https://doi.org/10.5465/amj.2023.1020

B. Papers under review/revision and working papers

V. Subramanian & DH. Hsu, "Acquisitions as a Venture Scaling Strategy: Newly Public Firms and Inventive Outcomes." R&R.

S. Hong, DH. Hsu, & V. Subramanian, "The Evolution of U.S. Entrepreneurial and Innovation Ecosystems in Artificial Intelligence: Geographic 'Pull' Factors." R&R.

ES. Pak, P. Tambe & DH. Hsu, "Startup Jobs in a Polarized Era: How *Dobbs v. Jackson* Shifted the Geography of Remote and In-Person Applications." R&R. *Winner, SMS Annual Conference Responsible Research Paper Prize (Oct. 2025).*

DH. Hsu, L. Hietaniemi & TK. Hsu, "Toward a Strategic Research Agenda on Startup Labor Markets," R&R.

L. Hietaniemi & DH. Hsu, "Employee Ownership and Organizational Design in Startups: Evidence from Wage Constraints."

P. Hamilton, DH. Hsu, P. Tambe & ZB. Wang, "Why Geography Binds Small Startups: Talent Diffusion and the Lifecycle of Regional Advantage."

J. Lee & DH. Hsu, "In the Shadow of Stars: Knowledge Homogenization and the Hidden Costs of Star Collaboration."

H. Xia & DH. Hsu, "Exploring the Demand for External Technologies: The Roles of Appropriability and Absorptive Capacity."

P. Hsu, DK. Lee, P. Tambe & DH. Hsu, "Deep Learning, Text, and Patent Valuation."

C. Projects in process

S. Hasan, DH. Hsu, & P. Tambe, "The Evaluation Bottleneck: AI, Reliability, and the Limits of Scaling Judgment in Innovation Systems."

L. Hietaniemi & DH. Hsu, "When Can Startups Absorb Corporate Talent? Evidence from the Nokia collapse"

P. Hamilton, DH. Hsu, P. Tambe & ZB. Wang, "The Geography of US Technology Startup Labor Supply," in preparation for NBER volume, Place-based Policies and Entrepreneurship.

"From Sponsored Research to Commercialization: When do Firm-University Agreements Generate Licensable Technologies?"

D. Invited Lectures and Conference Presentations

JS. Gans, DH. Hsu and S. Stern, "When Does Start-up Innovation Spur the Gale of Creative Destruction?"

- Harvard Business School Strategy Conference, Boston MA (Oct. 2000)

DH. Hsu, "The Taiwanese Venture Capital Industry"

- MIT/Academia Sinica Conference, workshop on Networked Production and Globalization, Taipei Taiwan (July 2000)

DH. Hsu, "The Role of Venture Capitalists in Developing Commercialization Strategies in Start-up Organizations"

- *Academy of Management* Annual Meeting, Toronto Canada (Aug. 2000)

DH. Hsu, "What Do Entrepreneurs Pay for Venture Capital Affiliation?"
- Duke Univ., Consortium on Cooperation and Competition, Durham NC (April 2001)
- *Academy of Management* Annual Meeting, Washington DC (Aug. 2001)
- NBER Productivity Lunch, Cambridge MA (Oct. 2001)
- Case Western Univ., Management Seminar, Cleveland OH (Oct. 2001)
- Univ. Maryland, Entrepreneurship Seminar, College Park MD (Nov. 2001)
- Boston Univ., Strategy Seminar, Boston MA (Nov. 2001)
- Univ. Pennsylvania, Wharton School, Entrepreneurial Management Seminar, Philadelphia PA (Jan. 2002)
- Columbia Univ., Management Seminar, New York NY (Jan. 2002)
- Carnegie Mellon Univ., Strategy Seminar, Pittsburgh PA (Jan. 2002)
- Univ. Michigan, Strategy Seminar, Ann Arbor MI (Jan. 2002)
- Harvard Business School, Entrepreneurial Management Seminar, Boston MA (Feb. 2002)
- Stanford Univ., Management Science Seminar, Palo Alto CA (Feb. 2002)
- Washington Univ. St. Louis, Strategy Seminar, St. Louis MO (Feb. 2002)
- Univ. Texas, Strategy Seminar, Austin TX (Feb. 2002)
- New York Univ., Management Seminar, New York NY (Feb. 2002)
- INSEAD, Entrepreneurial Management Seminar, Fontainbleau France (Feb. 2002)
- Univ. Toronto, Strategy Seminar, Toronto Canada (Feb. 2002)
- Yale Univ., Entrepreneurship, Venture Capital, and IPO Conference, New Haven CT (April 2002)
- Allied Social Science Alliance Annual Meeting, Washington DC (Jan. 2003)
- Wharton West Conference on Venture Capital, San Francisco CA (May 2004)

DH. Hsu and M. Kenney, "Organizing Venture Capital: The Rise and Demise of American Research & Development, 1946-1973"
- Univ. Maryland, *Research Policy* Conference, College Park MD (Dec. 2001)
- *Academy of Management* Annual Meeting, Denver CO (Aug. 2002)

DH. Hsu, "Experienced Entrepreneurial Founders, Organizational Capital, and Venture Capital Funding"
- *Academy of Management* Annual Meeting, Seattle WA (Aug. 2003)
- Univ. Pennsylvania, Wharton School, Reginald Jones Center Lunch, Philadelphia PA (Oct. 2003)
- Rensselaer Polytechnic Institute Scholars' Retreat, Troy NY (Nov. 2003)
- BYU – Univ. Utah Winter Strategy Conference, Salt Lake City UT (March 2004)

DH. Hsu, "Venture Capitalists and Cooperative Start-up Commercialization Strategy"
- Univ. Pennsylvania, Wharton School, Reginald Jones Center Lunch, Philadelphia PA (April 2004)
- Dartmouth College, Tuck School, Entrepreneurship, Venture Capital, and IPO Conference, Hanover NH (June 2004)
- *Academy of Management* Annual Meeting, New Orleans LA (Aug. 2004)
- Univ. of British Columbia, Strategy and Business Economics Workshop, Vancouver Canada (Nov. 2004)
- Harvard Business School, Entrepreneurship and Innovation Conference, Boston MA (Dec. 2004)

DH. Hsu and K. Lim, "Knowledge Brokering and Organizational Innovation: Founder Imprinting Effects"

- *Academy of Management* Annual Meeting, New Orleans LA (Aug. 2004)
- Univ. Pennsylvania, Wharton School, Reginald Jones Center Lunch, Philadelphia PA (Oct. 2004)
- Univ. Maryland, Management and Organizations Seminar, College Park MD (May 2005)
- Harvard Business School, Entrepreneurial Management Seminar, Boston MA (May 2005)
- UCLA/Oxford Entrepreneurship Conference, Los Angeles CA (June 2005)
- Univ. Washington/Stanford Univ. - West Coast Research Symposium on Technology Entrepreneurship, Seattle WA (Sept. 2005)
- MIT Sloan, Entrepreneurship and Innovation Seminar, Cambridge MA (Nov. 2005)
- Northwestern Univ., Entrepreneurship Seminar, Evanston IL (May 2006)
- Univ. Southern California, Strategy Seminar, Los Angeles CA (Nov. 2006)

DH. Hsu, EB. Roberts and CE. Eesley, "Entrepreneurs from Technology-Based Universities: Evidence from MIT"

- *Academy of Management* Annual Meeting, Honolulu HI (Aug. 2005)
- NBER Entrepreneurship Group Fall Meeting, Cambridge MA (Oct. 2005)

JS. Gans, DH. Hsu and S. Stern, "The Impact of Uncertain Intellectual Property Rights on the Market for Ideas: Evidence from Patent Grant Delays"

- Univ. Pennsylvania, Wharton School, Bowman Brownbag seminar series, Philadelphia PA (March 2006)
- George Mason, George Washington, and Georgetown Joint Seminar on Technology Policy, Washington DC (Sept. 2006)
- London School of Economics, RICAFE2 Conference, London England (Oct. 2006)
- Univ. California-Berkeley, Institutional Analysis Workshop, Berkeley CA (Nov. 2006)
- *Academy of Management* Annual Meeting, Philadelphia PA (Aug. 2007)

VA. Aggarwal and DH. Hsu, "Modes of Cooperative R&D Commercialization by Start-ups"

- London Business School Entrepreneurship Conference, London England (May 2006)
- Schumpeter Society Conference, Sophia-Antipolis France (June 2006)
- *Academy of Management* Annual Meeting, Atlanta GA (Aug. 2006)
- Univ. Washington/Stanford Univ. - West Coast Research Symposium on Technology Entrepreneurship, Seattle WA (Sept. 2006)

DH. Hsu and RH. Ziedonis, "Resource as Sources of Dual Advantage: Implications for Valuing Entrepreneurial-Firm Patents" (Formerly titled: "Patents as Quality Signals for Entrepreneurial Ventures")

- Univ. Pennsylvania, Wharton School, Bowman Brownbag Seminar, Philadelphia PA (April 2007)
- London Business School Entrepreneurship Conference, London England (April 2007)
- Univ. Chicago, Organizations and Markets Workshop, Chicago IL (May 2007)
- Stanford Univ., Stanford Technology Venture Partners Workshop, Stanford CA (May 2007)
- UCLA, Strategy and Policy Seminar, Los Angeles CA (May 2007)
- Danish Research Unit on Industrial Research (DRUID) Summer Conference (Plenary Speaker), Copenhagen Business School, Copenhagen Denmark (June 2007)
- Duke Univ., Strategy Seminar, Durham NC (Sept. 2007)
- NBER Entrepreneurship Group Fall Meeting, Cambridge MA (Oct. 2007)
- Univ. Toronto, Strategy Seminar, Toronto ON (Nov. 2007)
- London Business School, Entrepreneurship Seminar, London England (Nov. 2007)
- Cornell Univ., Applied Economics Workshop, Ithaca NY (Nov. 2007)
- New York Univ., Strategy Seminar, New York NY (Nov. 2007)

- *Academy of Management* Annual Meeting, Anaheim CA (Aug. 2008)

O. Bengtsson and DH. Hsu, "Ethnic Matching in the U.S. Venture Capital Market" (Formerly titled: "How do Venture Capital Partners Match with Startup Founders?")
- Univ. North Carolina – Chapel Hill, Chapel Hill NC (Nov. 2008)
- *Academy of Management* Annual Meeting, Chicago IL (Aug. 2009)
- Entrepreneurial Finance and Innovation Conference (*Review of Financial Studies* special issue conference), Boston MA (June 2010)

DH. Hsu and A. Marino, "Organizational Routines Development and New Venture Performance"
- Darden Entrepreneurship and Innovation Conference, Univ. Virginia, Charlottesville VA (April 2010)
- Drexel Univ., Strategy Seminar, Philadelphia PA (May 2010)
- Atlanta Competitive Advantage Conference, Atlanta GA (May 2010)

VA. Aggarwal and DH. Hsu, "Entrepreneurial Exits and Innovation"
- NBER Productivity Lunch, Cambridge MA (Sept. 2010)
- Research Institute of Industrial Economics (IFN) Conference on Entrepreneurship, Firm Growth and Ownership Change, Stockholm Sweden (June 2011)
- Entrepreneurial Finance Conference, Tilburg Univ., Tilburg Netherlands (Nov. 2011)
- UCLA, Entrepreneurship and Innovation Seminar, Los Angeles CA (Dec. 2011)
- Temple Univ. – Fox School Workshop, Philadelphia PA (February 2012)
- Economics of Entrepreneurship and Innovation Conference, Queen's Univ., Kingston ON (June 2012)
- Stanford Institute for Economic Policy Research (SIEPR) Innovation Seminar, Palo Alto CA (Sept. 2012)
- UCSD, Information, Technology & Operations Management Seminar, La Jolla CA (May 2013)

CE. Eesley, DH. Hsu and EB. Roberts, "The Contingent Effects of Top Management Teams on Venture Performance: Aligning Founding Team Composition with Innovation Strategy and Commercialization Environment" (Former title: "Bringing Entrepreneurial Ideas to Life")
- *Academy of Management* Annual Meeting, San Antonio TX (Aug. 2011)

M. Marx, JS. Gans and DH. Hsu, "Dynamic Commercialization Strategies for Disruptive Technologies: Evidence from the Speech Recognition Industry" (Former title: "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry")
- Georgia Tech, Strategy Seminar, Atlanta GA (March 2012)
- Wharton School, University of Pennsylvania, Bowman Seminar, Philadelphia PA (March 2012)
- London Business School, Ghoshal Conference, London UK (May 2012)
- *Academy of Management* Annual Meeting, Boston MA (Aug. 2012)
- Stanford, Management Science Seminar, Palo Alto CA (Nov. 2013)

M. Marx and DH. Hsu, "Strategic 'Switchbacks': Dynamic Commercialization Strategies for Technology Entrepreneurs"
- Univ. Colorado, Front Range Management Research Seminar, Boulder, CO (Feb. 2014)
- BYU - Univ. Utah Strategy Conference, Park City UT (March 2014)

- London Business School, Strategy Seminar, London UK (April 2014)
- Copenhagen Business School, Copenhagen Denmark (April 2014)
- INSEAD, Entrepreneurship Seminar, Fontainebleau France (April 2014)
- Columbia Business School, Management Seminar, New York NY (Dec. 2014)
- Harvard Business School, Technology and Operations Management Seminar, Boston MA (May 2015)

VA. Aggarwal, DH. Hsu and A. Wu, "Organizing Knowledge Production Within Firms for Innovation" (Former title: "R&D Production Team Composition and Firm-level Innovation")

- *Academy of Management* Annual Meeting, Philadelphia PA (Aug. 2014)
- *Strategic Management Society* Annual Meeting, Madrid, Spain (Sept. 2014)
- West Coast Research Symposium on Technology Entrepreneurship, Seattle WA (Sept. 2015)

A. Contigiani, DH. Hsu & I. Barankay, "Trade Secrets and Innovation: Evidence from the 'Inevitable Disclosure' Doctrine"

- Wharton School, Univ. Pennsylvania, Work in Progress Seminar (Dec. 2014)
- Univ. of Hong Kong, Strategy and Economics Seminar, Hong Kong (March 2015)
- National Univ. of Singapore, Management Seminar, Singapore (March 2015)
- Univ. California-Berkeley, Innovation Seminar, Berkeley CA (April 2015)
- Univ. Michigan, Strategy Seminar, Ann Arbor MI (April 2015)
- Univ. Florida, Strategy Seminar, Gainesville FL (Jan. 2016)
- Duke Univ., Strategy Seminar, Durham NC (April 2016)
- Boston Univ., Strategy Seminar, Boston MA (April 2016)
- Univ. Maryland, Management Seminar, College Park MD (May 2016)
- Purdue Univ., Strategic Management Seminar, West Lafayette IN (April 2018)

DH. Hsu, "Entrepreneurial Scaling Strategy: Managerial and Policy Considerations"

- *Strategic Management Society* special conference, Banff, Canada (June 2017)
- Stanford, Social Science and Technology Seminar, Palo Alto CA (Oct. 2017)
- Univ. Wisconsin, Management Seminar, Madison WI (Oct. 2017)
- Stanford-Tsinghua Asia-Pacific Innovation Conference, Beijing China (Sept. 2018)

DH. Hsu, P. Hsu, T. Zhou and AA. Ziedonis (2018), "Benchmarking U.S. University Patent Value and Commercialization Efforts: A New Approach"

- SFS Cavalcade North America, Pittsburgh PA (May 2019)
- American Economics Association Annual Meeting, San Diego CA (Jan. 2020)

M. Marx and DH. Hsu, "The Entrepreneurial Commercialization of Science: Evidence from 'Twin' Discoveries"

- Wharton Technology & Innovation Conference, Philadelphia PA (April 2019)
- Global Entrepreneurship & Innovation Research Conference, Washington DC (April 2019)
- Strategy Science Conference, Park City UT (April 2019)
- Crete Workshop on Innovation & Creativity, Crete GR (July 2019)
- Academy of Management Annual Meeting, Boston MA (August 2019)
- West Coast Research Symposium, Stanford CA (Sept. 2019)

Q. Chen, DH. Hsu, and D. Zvilichovsky, "Inventor Commingling and Innovation in Technology Startup Mergers & Acquisitions"

- Work in Progress seminar, Wharton School, Univ. Pennsylvania (Feb. 2020)
- MIT TIES (Virtual) Seminar (May 2020)

DH. Hsu and P. Tambe, "How Does Offering Remote Work Affect the Diversity of the Labor Pool? Evidence from Technology Startups"
- Wharton People & Organizations Conference (Sept. 2020)
- Univ. Southern California (virtual, Oct. 2020)
- INSEAD (virtual, Nov. 2020)
- Univ. California-Berkeley (virtual, Dec. 2020)
- Univ. Colorado-Boulder (virtual, Feb. 2021)
- Tulane (virtual, March 2021)
- Asian Innovation and Entrepreneurship Association (virtual, June 2021)

DH. Hsu, E. Pak & P. Tambe, "Technology Hiring in Startups: Signals from (De)Centralized Finance"
- Univ. California-Berkeley (virtual, May 2022)
- Pompeu Fabra Univ. (virtual, Sept. 2022)

S. Hong, DH. Hsu, & V. Subramanian, "The Evolution of U.S. Entrepreneurial and Innovation Ecosystems in Artificial Intelligence: Geographic 'Pull' Factors"
- Asian Innovation and Entrepreneurship Association (AIEA) - NBER Conference, Taipei, Taiwan (Aug. 2023)
- West Coast Research Symposium, Seattle WA (Sept. 2023)
- Wharton Work in Progress Seminar (February 2024)
- Harvard Business School, Technology and Operations Management Seminar, Boston MA (March 2024)
- Carnegie Mellon, Tepper School Entrepreneurship Seminar, Pittsburgh PA (May 2024)
- Crete Workshop on Innovation & Creativity, Crete GR (July 2024)

BJ. Mallory & DH. Hsu, "Thick versus Thin U.S. Startup Labor Markets: Implications for Compensation and Applicant Pool Composition"
- Wharton Work in Progress Seminar (February 2024)
- Harvard Business School, Technology and Operations Management Seminar, Boston MA (March 2024)
- Carnegie Mellon, Tepper School Entrepreneurship Seminar, Pittsburgh PA (May 2024)

L. Hietaniemi & DH. Hsu, "Employee Ownership and Organizational Design in Startups: Evidence from Wage Constraints" (former title: "Retention and Incentive Effects of Startup Equity: Evidence from Finland")
- Fordham Univ., New York, NY (Nov. 2024)
- European School of Management and Technology (ESMT), Berlin (June 2025)
- Univ. Southern California, Management Seminar, Los Angeles, CA (Oct. 2025)
- Harvard Business School, Entrepreneurial Management Seminar, Boston MA (Oct. 2025)
- Yale, Entrepreneurship & Innovation Seminar, New Haven, CT (Nov. 2025)
- NYU Abu Dhabi (Nov. 2025)
- Indian School of Business, Hyderabad, India (Dec. 2025)
- HKU – Shenzhen Workshop, Shenzhen, China (May 2026)

S. Hasan, DH. Hsu, & P. Tambe, "Organizing Artificial Expertise: Designing LLM Teams for Innovation Evaluation"
- Temple Univ., Philadelphia, PA (Feb. 2025)
- Univ. Texas, San Antonio, TX (March 2025)
- Management, Analytics, and Data (MAD) Conference at Columbia Univ. (May 2025)

P. Hamilton, DH. Hsu, P. Tambe & ZB. Wang, "Why Geography Binds Small Startups: Talent Diffusion and the Lifecycle of Regional Advantage"

- Southern University of Science and Technology (SUSTech), Shenzhen, China (May 2026)
- Global Entrepreneurship & Innovation Research Conference, Cambridge Univ., Cambridge UK (June 2026)

E. Invited Discussions & Keynotes

Management Science Conference on University Entrepreneurship and Technology Transfer, Atlanta GA (Dec. 2000)

Kennedy School of Government, Harvard Univ., "Between Invention and Innovation: Mapping the Funding for Early-Stage Technology Based Innovation" workshop, Cambridge MA (May 2001)

Wharton Conference on Market Strategy and the Business Environment, Philadelphia PA (March 2004)

Georgia Tech Roundtable for Engineering Entrepreneurship Research, Atlanta GA (Dec. 2004)

American Economics Association Annual Meeting, Washington DC (Jan. 2005)

Penn Economic History Forum, Univ. Pennsylvania, Philadelphia PA (Jan. 2005)

Western Finance Association Annual Meeting, Portland OR (June 2005)

"Joint Knowledge Creation and Sharing" paper session, *Academy of Management* Annual Meeting, Honolulu HI (Aug. 2005)

Georgia Tech Roundtable for Engineering Entrepreneurship Research, Atlanta GA (Dec. 2006)

Univ. Amsterdam conference on "Innovation and Early-Stage Ideas," discussion leader on "Movement of Ideas and Movement of People," Amsterdam Netherlands (Dec. 2006)

International Motor Vehicle Program – Automotive Mini-conference at Wharton, Philadelphia PA (June 2007)

Danish Research Unit on Industrial Dynamics (DRUID) conference, "Entrepreneurship" session, Copenhagen Business School, Copenhagen Denmark (June 2007)

"Use of Patent Data in Management Research," Professional Development Workshop, *Academy of Management* Annual Meeting, Philadelphia PA (Aug. 2007)

"Entrepreneurship Research" Professional Development Workshop, *Academy of Management* Annual Meeting, Philadelphia PA (Aug. 2007)

West Coast Research Symposium on Technology Entrepreneurship, "Strategies for Entrepreneurial Fundraising" session, Seattle WA (Sept. 2007)

NBER / *Journal of Economics and Management Strategy* Entrepreneurial Strategy and Structure Conference, Jackson Hole WY (Sept. 2007)

"Markets for Technology" in European Institute for Advanced Studies in Management workshop on Co-opetition at Universidad Carlos III de Madrid (Feb. 2008)

Economics of Entrepreneurship and Innovation Conference, Queen's Univ., Kingston ON (June 2008)

Entrepreneurship Workshop, Univ. Michigan, Ann Arbor MI (July 2008)

"Financing Strategies for New Ventures" paper session, *Academy of Management* Annual Meeting, Anaheim CA (Aug. 2008)

"Entrepreneurship and Venture Capital" paper session, Wharton Technology Conference, Philadelphia PA (April 2009)

Entrepreneurship Conference, Univ. Maryland, College Park MD (April 2010)

Entrepreneurial Finance and Innovation Conference (*Review of Financial Studies* special issue conference), Boston MA (June 2010)

NBER Summer Institute, Entrepreneurship Program, Boston MA (July 2010)

"Technology Entrepreneurship" session, MIT Sloan Technological Innovation, Entrepreneurship and Strategic Management Group 50th Anniversary Research Conference, Boston MA (April 2011)

Darden Entrepreneurship and Innovation Research Conference, Univ. Virginia, Charlottesville VA (May 2011)

Research Institute of Industrial Economics (IFN) Conference on Entrepreneurship, Firm Growth and Ownership Change, Stockholm Sweden (June 2011)

Wharton Technology Conference, Philadelphia PA (April 2012)

Patents, Entrepreneurship and Innovation / *Journal of Industrial Economics* Conference, Washington DC (May 2012)

"Crowdsourcing Innovation" session, INSEAD Innovation Research Conference, Fontainebleau, France (May 2012)

Entrepreneurial Finance and Innovation Conference (parallel submission to *Review of Financial Studies* conference), Boston MA (June 2012)

NBER Entrepreneurship Working Group Winter Meeting, Cambridge MA (Dec. 2012)

Wharton Technology Conference, Philadelphia PA (April 2013)

Kauffman Foundation conference on crowdfunding (keynote speaker), Boulder CO (July 2013)

NBER Economics of Intellectual Property Summer Institute Meeting, Cambridge MA (July 2013)

"Entrepreneurial Technology Commercialization Strategies: Past and Future Research," INFORMS Technology Management Section Best Paper Winner Presentation, 2013 INFORMS Annual Meeting, Minneapolis MN (Oct. 2013)

NBER Conference on the Changing Financing Market for Entrepreneurship and Innovation, Half Moon Bay CA (Nov. 2013)

"New Venture Development" paper session, Wharton Technology and Innovation Conference, Philadelphia PA (April 2014)

Academy of Management Annual Meeting sessions on "Origins and Outcomes of Entrepreneurs' Network Ties" and on "Entrepreneurship Policy and Strategy," Philadelphia PA (Aug. 2014)

Georgia Tech Roundtable for Engineering Entrepreneurship Research, Atlanta GA (Nov. 2014)

"Intellectual Property Statistics for Decision Makers" EPO/OECD conference, Vienna, Austria (Nov. 2015)

University of Virginia Darden / Cambridge University Judge Entrepreneurship & Innovation Research Conference, Washington DC (May 2016)

Workshop on the Frontiers of Entrepreneurial Strategy, Wharton School, Univ. Pennsylvania Workshop, Philadelphia PA (March 2017)

Economics of Entrepreneurship and Innovation Conference, Queen's Univ., Kingston ON (June 2017)

"Lean Startups and Innovation Strategy" Professional Development Workshop, *Academy of Management* Annual Meeting, Atlanta GA (Aug. 2017)

USPTO Conference, Alexandria VA (Sept. 2017)

"From Strategy to Scale," *The Economist* Reinventing Leadership Conference, New York NY (Oct. 2017)

Keynote speaker, EU-SPRI Early Career Researcher Conference on "Fostering Innovative Entrepreneurship" Politecnico di Milano, Milan Italy (Nov. 2017)

Keynote speaker, Kenan Institute Frontiers of Entrepreneurship Conference, West Palm Beach, FL (Jan. 2018)

Keynote speaker, Darden-Cambridge Judge-HKU Entrepreneurship and Innovation Research Conference, Hong Kong (May 2018)

"Commercializing Academic Research," Penn Center for Innovation – Penn Health Tech Presentation, Philadelphia PA (Nov. 2018)

Discussant, Global Entrepreneurship & Innovation Research Conference, Washington DC (April 2019)

Discussant, Wharton Technology and Innovation Conference, Philadelphia PA (April 2019)

Discussant, Crete Workshop on Innovation & Creativity, Crete GR (July 2019)

Academy of Management Annual Meeting, Boston MA (August 2019)

West Coast Research Symposium, Stanford CA (Sept. 2019)

American Economics Association Annual Meeting, San Diego CA (Jan. 2020)

Academy of Management Annual Meeting, virtual (August 2021)

Academy of Management session on "Nonmarket Strategy for Startups" (virtual, Aug. 2020)

EPFL Virtual Innovation Seminar (April 2021)

Wharton Scale School – Investing in Scale (virtual, April 2021)

KAIST Innovation & Entrepreneurship Research Boot Camp (virtual, Oct. 2021)

Workshop on Entrepreneurial Finance & Innovation (virtual, Nov. 2021)

Strategy, Innovation & Entrepreneurship workshop (virtual, Jan. 2022)

Academy of Management sessions on Organizational Scaling, IP and Corporate R&D Disclosure; and on Methodological Frontiers in Organizations and Strategy Research, Seattle WA (Aug. 2022)

Wharton Innovation Doctoral Symposium (WINDS) Keynote Speaker (March 2023)

Discussant, Wharton Technology and Innovation Conference, Philadelphia PA (April 2023)

Asian Innovation and Entrepreneurship Association (AIEA) - NBER Conference, Taipei, Taiwan (Aug. 2023)

Wharton Innovation Doctoral Symposium (WINDS), keynote speaker (March 2024)

Price Center for Entrepreneurship and Innovation Technology Commercialization Conference, UCLA, keynote speaker (June 2024)

Discussant, Crete Workshop on Innovation & Creativity, Crete GR (July 2024)

Academy of Management sessions on Accelerating Tech Entrepreneurship; Strategic Patenting; and Trade Secrecy, Chicago IL (Aug. 2024)

Discussant, Georgia Tech Roundtable for Engineering Entrepreneurship Research (REER), Atlanta GA (Nov. 2024)

Presenter, Global Entrepreneurship Network Research Summit, Indianapolis IN (June 2025)

Discussant, Industry Studies Association Annual Conference, Cambridge MA (June 2025)

Discussant, Global Entrepreneurship & Innovation Research Conference, Taipei, Taiwan (June 2025)

Discussant, Academy of Management sessions on patents; strategy in the biopharmaceutical industries; and technology commercialization, Copenhagen Denmark (July 2025)

KAIST Innovation & Entrepreneurship Research Boot Camp (virtual, Sept. 2025)

Discussant, Utah Winter Strategy Conference, Ivins, UT (March 2026)

Discussant, Global Entrepreneurship & Innovation Research Conference, Cambridge University, Cambridge, UK (June 2026)

Discussant, Conference on Field Experiments in Strategy (CFXS), Duke University – Washington, DC (July 2026)

Discussant, Academy of Management sessions on AI and Markets for Technology, Philadelphia PA (July 2026)

F. Editorial Activities

Department Editor

- *Management Science*, Entrepreneurship & Innovation department, 2011-14

Associate Editor

- *Strategic Management Journal*, 2017-2020
- *Management Science*, Entrepreneurship & Innovation department, 2006-10
- *Management Science*, Organizations & Social Networks department, 2006-08

Editorial Boards

- *Journal of Business Venturing*, 2016-2018
- *Strategic Management Journal*, 2013-2017; 2020-present

Ad hoc Referee

Academy of Management Annual Meetings; *Academy of Management Journal*; *Academy of Management Review*; *Administrative Science Quarterly*; *Advances in Strategic Management*; *American Economic Review*; *California Management Review*; Cambridge University Press; *Economic Journal*; *Economics Letters*; *European Management Review*; *Journal of Business Venturing*; *Journal of Economic Behavior and Organization*; *Journal of Economics and Management Strategy*; *Journal of Finance*; *Journal of Financial Economics*; *Journal of Financial Intermediation*; *Journal of International Business Studies*; *Journal of Law & Economics*; Journal of *Law, Economics, and Organization*; *Management Science*; MIT Press; National Science Foundation; *Nature*; *Organization Science*; Oxford University Press; *RAND Journal of Economics*; *Research Policy*; *Review of Economics and Statistics*; *Review of Industrial Organization*; *Social Forces*; *Strategic Entrepreneurship Journal*; *Strategic Management Journal*; *Strategy Science*; Wharton Business School Press; Yale University Press.

G. Research Interests

Entrepreneurial innovation and management

IV. TEACHING ACCOMPLISHMENTS

A. Course Created/Developed and Taught

MGMT 235/2370, Management of Technology (UG M&T), 2016; 2026-.
MGMT 3880/8880, Venture Acceleration Lab (UG/MBA), 2022-2025.
MGMT 6120, Managing the Emerging Enterprise (flexible core MBA), 2013-2023.
MGMT 731, Technology Strategy (MBA), 2004-08.
MGMT 801, Entrepreneurship (MBA/WEMBA), 2003-2018.
MGMT 893, Global Modular Course on Innovation/Entrepreneurship, 2013-2021.
MGMT 939, Entrepreneurial Innovation (PhD), 2014-present (episodic).
Entrepreneurial Acceleration Program (Wharton Online).

B. Teaching Interests

Managing technological innovation; entrepreneurial management and strategy

V. PROFESSIONAL ACTIVITIES

A. University-Related Activities

1. Committee membership

   Member, Mack Chair in Management of Technology search committee, Management Department, Wharton School, Univ. Pennsylvania, 2003

   Member or Chair, Faculty Search Committees, Entrepreneurial Management Group & Strategic Management Group, Management Department, Wharton School, Univ. Pennsylvania, 2003-present

   Member, Undergraduate Curriculum Committee, Management Department, Wharton School, Univ. Pennsylvania, 2007-08

   Member, MBA and Undergraduate Curriculum Committee, Wharton School, Univ. Pennsylvania, 2008-09

   Chair, Academic Seminar Restructuring Committee, Management Department, Wharton School, Univ. Pennsylvania, 2008-09

   Member, Ad Hoc Personnel Committees, Management Department, Wharton School, Univ. Pennsylvania, 2010-present

   Member, Doctoral Committee, Management Department, Wharton School, Univ. Pennsylvania, 2010-15

   Member, MBA Executive Committee, Wharton School, Univ. Pennsylvania, 2010-11; 2014-15

   Member, Penn Fulbright Committee, Univ. Pennsylvania, 2013-14

   Member, Penn Faculty Innovation Council Committee, Univ. Pennsylvania, 2013-14

   Member, Penn University Council Committee on Academic and Related Affairs, Univ. Pennsylvania, 2014-15

   Member, Analytics Initiative Committee, Wharton School, Univ. Pennsylvania, 2015-16

   M&T Program Steering Committee, Univ. Pennsylvania, 2017-2026

   Penn Wharton Venture Lab Steering Committee, Univ. Pennsylvania, 2020-present.

   Mack Center for Innovation Management Core Team, Univ. Pennsylvania, 2020-present.

   Wharton School, Curriculum Committee (CIRC), 2022-23.

   President's Innovation Prize Selection Committee, University of Pennsylvania, 2025-26.

2. Advising

Doctoral Thesis Committee Advisor or Co-Advisor

- V. Aggarwal, Management Department, Wharton School (2009). Initial placement: INSEAD (Fontainbleau, France).
- A. Wu, Business Economics & Public Policy Department, Wharton School (2016). Initial placement: Harvard Business School.
- K. Myers, Health Care Management Department, Wharton School (2017). Initial placement: Harvard Business School.
- A. Contigiani, Management Department, Wharton School (2019). Initial placement: Ohio State Univ.
- Q. Chen, Business Economics & Public Policy Department, Wharton School (2023). Initial placement: Univ. Texas – Dallas.
- V. Subramanian, Management Department, Wharton School (2026). Initial placement: ESSEC Paris.
- J. Kim, Management Department, Wharton School (2026). Initial placement: Northeastern Univ.
- N. Ugwuanyi, Management Department, Wharton School, in-progress.

Doctoral Thesis Committee Membership

- P. Banerjee, Management Department, Wharton School (2005). Initial placement: University of Illinois-Urbana Champaign.
- E. Alvarez-garrido, Management Department, Wharton School (2010). Initial placement: Georgia State University.
- P. Wibbens, Management Department, Wharton School (2018). Initial placement: INSEAD, Fontainbleau France
- B. Mallory, Management Department, Wharton School, in-progress.
- S. Vijayakumar, Management Department, Wharton School, in-progress.
- Z. Wang, Operations, Information & Decisions Department, Wharton School, in-progress.

3. Other university activities

Organizer, Wharton Management of Technology Research Seminar Series, 2003-06

Co-organizer, Wharton Technology Research Mini-conference, 2005-08

Reviewer, Wharton doctoral student second year paper presentations, occasional

Advisory Board, Pan-Asian American Community House, Univ. Pennsylvania, 2005-08

MBA Pre-term course faculty, 2003-11

Executive Masters in Technology Management (EMTM) program, occasional course instructor, 2004-14.

Associate Faculty Director, Weiss Tech House, Univ. Pennsylvania, 2008-2019.

Academic Director, Wharton Global Initiatives - Guanghua Business School, EMBA program, Aug. 2011.

Co-founder, Penn Y-Prize competition (yprize.upenn.edu), from 2012 (ongoing).

Wharton entrepreneurship & innovation academic area coordinator, 2015-present.

Wharton Management Department Diversity Advisor for Faculty Hiring, 2021-22.

B. Non-University Related Academic Activities

Participant, U.S. Senate Committee on Small Business forum, "Encouraging and Expanding Entrepreneurship: Examining the Federal Role," March 2001

Doctoral Student Consortium Faculty Leader, Technology and Innovation Management (TIM) division of the Academy of Management, Atlanta GA, 2006

Doctoral Student Workshop Faculty, IRI Summer School on "Individual and Corporate Entrepreneurship in High-Tech Industries," Volterra Italy, June 2006

Representative-at-Large (elected) to the Executive Committee in the Technology and Innovation Management (TIM) division of the Academy of Management, 2007-09

Participant, U.S. National Academy of Sciences' Science, Technology and Economic Policy (STEP) Board meeting on "Investor Exits: Implications for Innovation and Entrepreneurship in the United States Economy," Washington DC, Aug. 2007

Reviewer, *Organization Science* doctoral dissertation proposal competition, Fall 2007

Doctoral Student Workshop Faculty, West Coast Research Symposium on Technology Entrepreneurship, Seattle WA, Sept. 2007

Program Committee, Regional Comparative Advantage and Knowledge-Based Entrepreneurship (RICAFE2) conference funded by the European Commission, Riga Latvia, Oct. 2007

Program Committee, Harvard Business School Entrepreneurship Research Conference, Boston MA, Dec. 2007

Representative-at-Large (elected) to the Executive Committee in the Entrepreneurship & Strategy Interest Group of the Strategic Management Society, 2008-10

Organizer, Strategic Management Society session on "Key Issues in Entrepreneurial Strategy Research," Washington DC, Oct. 2009

Member, Strategy Research Foundation of the Strategic Management Society (SMS) Grants Committee (appointed), 2010-13

Participant, White House Office of Science & Technology Policy forum, "Evaluating the Small Business Innovation Research (SBIR) Program," Washington DC, May 2013

Committee member, National Academy of Sciences Committee – Assessing the Small Business Innovation Research (SBIR) Program at the U.S. Department of Energy, Washington DC, 2018-19

Committee member, Department of Industrial Systems Engineering and Management Visiting Committee, National University of Singapore, March 2019.

Member, Best Paper Award Selection Committee, Technology, Innovation Management & Entrepreneurship section, INFORMS, May 2019.

Committee member, School of Entrepreneurship & Management Visiting Committee, ShanghaiTech, Jan. 2020.

External reviewer, American University in Cairo, Management Department Undergraduate degree programs, Nov. 2022.

Committee member, Visiting Committee of the Business Strategy & Policy Department, National University of Singapore, Dec. 2023.

Finalist, Compass Award (Research Champion category), Global Entrepreneur Network, Indianapolis, IN, June 2025.

C. Professional Affiliations and Memberships

Academy of Management; American Economics Association; Strategic Management Society; Strategy Research Initiative

VI. GRANTS, HONORS AND AWARDS

Outstanding master's thesis on commercializing university technologies, Harvard Univ., Kennedy School of Government, 1996

MIT Sloan School Fellowships: David & Lindsay Morgenthaler Fellowship; CS Holding Doctoral Fellowship; and Wilson Fellowship, 1997-2001

Edward B. and Shirley R. Shils Term Assistant Professor of Management, The Wharton School, Univ. of Pennsylvania, 2002-08

Mack Institute for Innovation Management at Wharton, research grants: 2002-present

Alfred P. Sloan Industry Studies Fellowship ($45,000), 2008-09

Management Science Meritorious Service Award, 2010

Wharton MBA Teaching Excellence Award, 2020-21; 2021-22