

# MARTINE R. HAAS

The Wharton School  
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Citizenship : U.S./U.K.

## 1. EDUCATION

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- 2002        **Harvard University**  
Ph.D., Organizational Behavior (Harvard Business School/ Arts & Sciences)  
*Committee:* J. Richard Hackman, Morten Hansen, Peter Marsden, Nitin Nohria
- 1999        **Harvard University**  
M.A., Sociology
- 1993        **Yale University**  
M.A., International Relations
- 1991        **Oxford University**  
B.A. (Hons), Human Sciences

## 2. ACADEMIC FACULTY EMPLOYMENT

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- 2007-present    **University of Pennsylvania, The Wharton School**  
The Lauder Chair (2019-present)  
Professor of Management (2019-present)  
Associate Professor of Management (tenured 2011)
- 2002-2007        **Cornell University**  
Assistant Professor of Organizational Behavior, School of Industrial & Labor Relations  
Assistant Professor of Sociology (by courtesy)
- Spring 2007      **London Business School**  
Visiting Assistant Professor of Strategy & International Management

## 3. ACADEMIC ADMINISTRATION EXPERIENCE

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- 2019-present    Anthony L. Davis Director, The Joseph. H. Lauder Institute of Management &  
International Studies, University of Pennsylvania

## NON-ACADEMIC EMPLOYMENT

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- 1995-1996        **Oxfam International** (Oxford, U.K.) - Strategy Consultant
- 1993-1995        **McKinsey & Company** (London, U.K.) - Business Analyst

#### 4. RESEARCH & TEACHING INTERESTS

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Collaboration	Multinational organizations
Team effectiveness	Global teams
Innovation	Global careers
Organizational theory	Strategic management
Organizational behavior	Field research methods

#### 6. ACADEMIC ARTICLES

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- [1] Hansen, M.T. and **Haas, M.R.** 2001. "Competing for Attention in Knowledge Markets: Electronic Document Dissemination in a Management Consulting Company." Administrative Science Quarterly, 46: 1-28 (lead article).
- [2] **Haas, M.R.** and Hansen, M.T. 2005. "When Using Knowledge Can Hurt Performance: An Empirical Test of Competitive Bidding in a Management Consulting Company." Strategic Management Journal, 26: 1-24 (lead article).
  - Earlier abridged version published in the Best Paper Proceedings of the Academy of Management, 2002
- [3] **Haas, M.R.** 2005. "Cosmopolitans and Locals: Status Rivalries, Deference, and Knowledge in International Teams." Research on Managing Groups and Teams (Special Issue on Status & Groups, edited by E.A. Mannix, M.A. Neale, and M.C. Thomas-Hunt), 7: 201-227.
- [4] Orenstein, M.A. and **Haas, M.R.** 2005. "Globalization and the Development of Welfare States in Central and Eastern Europe." In M. Glatzer and D. Rueschemeyer (eds). Globalization and the Development of Welfare States: 130-152. Pittsburgh, PA: University of Pittsburgh Press.
- [5] **Haas, M.R.** 2006. "Acquiring and Applying Knowledge in Transnational Teams: The Roles of Cosmopolitans and Locals." Organization Science, 17: 313-332.
  - Finalist, William H. Newman Award for Best Paper based on a Dissertation Academy of Management, 2005
  - Earlier abridged version published in the Best Paper Proceedings of the Academy of Management, 2005
- [6] **Haas, M.R.** 2006. "Knowledge Gathering, Team Capabilities, and Project Performance in Challenging Work Environments." Management Science, 52: 1170-1184.
  - Winner, William H. Newman Award for Best Paper based on a Dissertation Academy of Management, 2005
- [7] **Haas, M.R.** and Hansen, M.T. 2007. "Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations." Strategic Management Journal, 28: 1133-1153.

- Earlier abridged version published in the Best Paper Proceedings of the Academy of Management, 2002
- [8] **Haas, M.R.** and Banerjee, M. 2008. “Transnational Teams in Knowledge-Intensive Organizations.” Handbook of 21<sup>st</sup> Century Management, Vol. 2: 34-43. Sage Publications.
- [9] **Haas, M.R.** 2010. “The Double-Edged Swords of Autonomy and External Knowledge: Team Effectiveness in a Multinational Organization.” Academy of Management Journal, 53: 989-1008.
- Finalist, Haynes Prize for the Most Promising Scholar Under 40 Academy of International Business, 2008
  - Earlier abridged version published in the Best Paper Proceedings of the Academy of International Business, 2008
- [10] **Haas, M.R.** and Park, S. 2010. “To Share or Not to Share? Reference Group Norms and Information Withholding among Life Scientists.” Organization Science, 21: 854-872.
- [11] Cummings, J. N. and **Haas, M. R.** 2012. “So Many Teams, So Little Time: Time Allocation Matters in Geographically Dispersed Teams.” Journal of Organizational Behavior (Special Issue on the Changing Ecology of Teams), 33: 316-341.
- Runner-up, Best Paper Award, Journal of Organizational Behavior, 2012
- [12] Edmondson, A.C., **Haas, M. R.**, Macomber, J. & Zuzul, T. 2015. “The Role of Megaprojects and Multiplier Firms in Leading Change for Sustainability.” In R. Henderson, R. Gulati, & M. Tushman (Eds). Leading Sustainable Change: An Organizational Perspective: 273-298. Oxford, UK: Oxford University Press.
- [13] **Haas, M. R.** and Cummings, J. N. 2015. “Barriers to Knowledge Seeking within MNC Teams: Which Matter Most?” Journal of International Business Studies, 46(1): 36-62.
- Winner, Temple/Academy of International Business Best Paper Award Academy of International Business, 2010
  - Finalist, Carolyn Dexter Best International Paper Award Academy of Management, 2008
  - Earlier abridged version published in the Best Paper Proceedings of the Academy of Management, 2008
- [14] **Haas, M. R.** and Ham, W. 2015. “Microfoundations of Knowledge Recombination: Peripheral Knowledge and Breakthrough Innovation in Teams.” Advances in Strategic Management (Special Issue on Cognition & Strategy, edited by W. Ocasio and G. Gavetti), 32: 47-87.

- [15] **Haas, M. R.**, Criscuolo, P., and George, G. 2015. “Which Problems to Solve? Online Knowledge Sharing and Attention Allocation in Organizations.” Academy of Management Journal, 58(3): 680-711.
- Earlier abridged version published in the Best Paper Proceedings of the Academy of Management, 2014
- [16] Mortensen, M. and **Haas, M. R.** 2018. “Rethinking Teams: From Bounded Membership Groups to Dynamic Participation Hubs.” Organization Science, 29(2): 341-355.
- [17] Choudhury, R and **Haas, M. R.** 2018. “Scope versus Speed: Team Diversity, Leader Experience, and Patenting Outcomes for Firms.” Strategic Management Journal, 39: 977-1002.
- [18] Anderson, T. and **Haas, M. R.** 2020. “My Colleague Just Left! How the Mobility of Co-Workers Affects Job Performance.” Advances in Strategic Management (Special Issue on Employee Mobility, edited by G.Cattani, B. Cirillo and D. Tzabbar).
- [19] **Haas, M. R.** and Cummings, J. N. 2020. “Team Innovation Cycles.” In L. Argote & J. Levine (Eds). Handbook of Group and Organizational Learning. Oxford, UK: Oxford University Press.
- [20] George, G., **Haas, M. R.** McGahan, A., Schillebeeckx, S., Tracy, P. "Purpose in the For-Profit Firm: A Review and Framework for Management Research." Journal of Management, forthcoming.

## 7. MANAGERIAL ARTICLES

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- [21] **Haas, M. R.**, Mortensen, M. 2016. “The Secrets of Great Teamwork.” Harvard Business Review, June issue, 70-76.
- [22] Birkinshaw, J., **Haas, M. R.** 2016. “Increase Your Return on Failure.” Harvard Business Review, May issue, 88-93 (cover article).
- [23] Mortensen, M. **Haas, M. R.** 2021. “Making the Hybrid Workplace Fair”. Harvard Business Review (Digital Article), <https://hbr.org/2021/02/making-the-hybrid-workplace-fair>

## 8. EDITORIALS

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- [24] George, G., **Haas, M. R.**, and Pentland, A. 2014. "Big Data and Management." Academy of Management Journal, 57(2): 321-326.
- Citation of Excellence Award from Emerald Publishing Ltd, 2017
- [25] Van Knippenberg, D., Dahlander, L., **Haas, M.R.**, and George, G. 2015. “Information, Attention, and Decision Making.” Academy of Management Journal, 58(3): 649-657.

- [26] George, G., Corbishley, C., Khayesi, J., **Haas, M. R.**, and Tilhanyi, L. 2016. "Bringing Africa In: Promising Directions for Management Research." *Academy of Management Journal*, 59(2): 377-393.

## 9. BOOK REVIEWS

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- [27] **Haas, M.R.** 2003. *Organizational Knowledge in the Making: How Firms Create, Use, and Institutionalize Knowledge*. G. Patriotta. Oxford: Oxford University Press, 2003. *Administrative Science Quarterly*, 4: 690-692.
- [28] Lounsbury, M.D., **Haas, M.R.**, Lee, B., and Zhang, N. 2003. *The Blackwell Companion to Organizations*. J.A.C. Baum, ed. Malden, MA: Blackwell Publishers, 2002. *Administrative Science Quarterly*, 48: 318-322.

## 10. WORKING PAPERS

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- [29] Criscuolo, P., **Haas, M. R.**, Salter, A., and Ter Wal, A. "Performance of Innovation Managers in a Multi-Divisional Firm: The Implications of Transfers Across Divisions."
- Winner, EURAM Best Paper Award, European Academy of Management
- [30] Han, H., and **Haas, M. R.** "Becoming a Corporate Entrepreneur: Individual Specialization, Group Functional Diversity, and Corporate Venturing within Firms."
- [31] Bidwell, M., Capponi, G., Fernandez-Mateo, I., and **Haas, M. R.** "Do Global Careers Pay? Implications of International Moves Within and Between Firms."
- [32] Criscuolo, P., Capponi, P., **Haas, M.R.**, Grohsjean, T. "Irreplaceable? How a Close Collaborator's Departure Affects Inventor Performance Within a Firm"
- Finalist, Strategic Human Capital Division Best Interdisciplinary Paper Award, Strategic Management Society, 2020
- [33] Haas, M. R., Criscuolo, P., Cohen, A., and Klein, K. "Does Competition Pay? How Competitive Relationships Affect Executive Bonuses in a Digital Media Agency."

## 11. RESEARCH PROFILES

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- "Wanted: Locals and Cosmopolitans for Transnational Teams." December 2006. [Cornell ILR Impact Brief](#).
- "Does Knowledge Sharing Deliver on its Promises?" November 2007. [Knowledge@Wharton](#). (*Top 10 Most Downloaded Research-based Articles*)
- "Locals, Cosmopolitans, and Other Keys to Creating Successful Global Teams." September 2009. [Knowledge@Wharton](#).
- "Research Roundup: Building Better Teams." July 2012. [Knowledge@Wharton](#).

- “How Seemingly Irrelevant Ideas Lead to Breakthrough Innovation.” January 2013. [Knowledge@Wharton](#). (*Top 10 Most Downloaded Research-based Articles*)
- “The Real Reason Your Multinational Team Has Trouble Communicating.” September 2015. [Knowledge@Wharton](#).
- “Fail More, Fail Better.” 2016 (2). [London Business School Review](#).
- “Are You Ready for the Hybrid Workplace?” March 2021, [Knowledge@Wharton](#)

## 12. INVITED PRESENTATIONS

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2018-2019	New York University – Stern School of Business
2017-2018	Johns Hopkins University – Carey Business School
2015-2016	Oxford University – Said Business School Carnegie Mellon University – Tepper School of Business University of Maryland – Robert H. Smith School of Business University of Michigan - Ross School of Business University of Toronto – Rotman School of Management
2014-2015	Dartmouth – Tuck School of Business Harvard University – Harvard Business School INSEAD – Strategy Department University of Virginia – Darden School of Business
2013-2014	Boston University – School of Management
2012-2013	Stanford University – Department of Management Science & Engineering
2010-2011	Copenhagen Business School INSEAD – Strategy Department Rutgers University – Rutgers Business School University of Toronto – Rotman School of Management
2009-2010	Harvard University – Leadership & Groups Seminar London Business School – Sumantra Ghoshal Conference University of Pennsylvania – Wharton School
2008-2009	London Business School – Sumantra Ghoshal Conference
2006-2007	Duke University – Fuqua School of Business Georgetown University – McDonough School of Business Harvard University – Harvard Business School Northwestern University – Kellogg School of Management University of Michigan – Ross School of Business University of Pennsylvania – The Wharton School
2005-2006	Massachusetts Institute of Technology – Sloan School of Management Purdue University – Krannert School of Management University of Virginia – Darden School of Business
2004-2005	Yale University – Yale School of Management
2003-2004	Harvard University – Kennedy School of Government
2001-2002	Columbia University – Graduate School of Business Cornell University – School of Industrial and Labor Relations Georgetown University – McDonough School of Business Harvard University – Harvard Business School Harvard University – Kennedy School of Government London Business School – Strategy & International Business Department

Massachusetts Institute of Technology – Sloan School of Management  
 New York University – Stern School of Business & Wagner School of Public Policy  
 Syracuse University – Maxwell School of Citizenship and Public Policy  
 University of California at Irvine – Merage School of Business  
 University of Chicago – Graduate School of Business  
 University of Michigan – Ford School of Public Policy  
 University of Pennsylvania – The Wharton School  
 University of Southern California – Marshall School of Business

### 13. CONFERENCE PRESENTATIONS

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- 2019 Druid Conference, Copenhagen, Denmark (Keynote Speaker)
- “Building Expertise for Innovation Inside Firms: Collaboration, Careers & Contexts” Academy of Management Annual Conference, Boston, MA.
  - “Individual Specialization, Group Functional Diversity, and Corporate Venturing Within Firms” (TIM Paper Session).
  - “Exploring New Frontiers in Dynamic Teams.” (HR Symposium – invited discussant).
- 2018 Academy of Management Annual Conference, Chicago, IL.
- “Managing innovation in a multi-divisional firm: Mobility across divisions and manager performance.” (TIM Paper Session).
  - “My colleague just left! How the mobility of co-workers affects job performance.” (OMT Paper Session).
  - “Multi-level perspectives on multiple team membership” (OB/HR/ODC Symposium – invited discussant).
- 2017 Strategic Management Society Annual Conference, Houston, TX.
- “Organizing for patenting: Team member diversity, team leader experience, and patent outcomes for firms.”
- Academy of Management Annual Conference, Atlanta, GA.
- “Team innovation cycles.” (MOC Paper Session)
- Ghoshal Conference, London Business School, UK.
- “Microfoundations of patenting in firms: Inventor composition, patent scope, and patenting speed.”
- 2015 Academy of Management Annual Conference, Vancouver, Canada.
- “Advances in knowledge management” (BPS/OMT/IM/TIM/ODC Professional Development Workshop – invited discussant).
  - “Social structural constraints on the interpersonal transfer of knowledge” (OMT/OB/BPS Symposium - invited discussant).
- 2014 Academy of Management Annual Conference, Philadelphia, PA.
- “Attention allocation and online knowledge sharing in organizations.” (MOC paper session).
  - “The antecedents and outcomes of collaborative and competitive networks” (OB/CM division symposium).
- Strategic Management Society Special Conference, Copenhagen, Denmark.
- “Microfoundations of knowledge recombination: Peripheral knowledge and breakthrough innovation in teams”
- Ghoshal Conference, London Business School, UK.

- “Attention allocation and online knowledge sharing in organizations.”  
Strategic Management Society Special Conference, Tel Aviv, Israel.
  - “Collaborate to innovate? Collaborative complexity & co-patenting in a global R&D Center”
- 2013 Organization Science Winter Conference, Steamboat Springs, CO.
- “An evolutionary perspective on collaborative knowledge work.”
- 2012 Strategic Management Society, Prague, Czech Republic.
- “Collaborative complexity in global R&D: Evidence from a multinational corporation.”
- 2011 Academy of Management Annual Meeting, San Antonio, Texas.
- “Boundary spanning for global innovation: Knowledge complementarities and social proximity.” (All-Academy Symposium),
- 2010 Academy of Management Annual Meeting, Montreal, Canada.
- “Membership intensity and performance in geographically dispersed teams” (OB symposium session)
  - “With whom do I share? Knowledge exchange in electronic communities of practice.” (TIM paper session)
  - “Peripheral knowledge and innovation in teams.” (MOC paper session)
- Academy of International Business Annual Meeting, Rio de Janeiro, Brazil.
- “All barriers are not equal: Crossing boundaries within teams in an MNC.” (state-of-the-art session)
- INGroup Conference, Washington DC.
- “An evolutionary perspective on collaborative knowledge work in teams.”
- 2008 Academy of Management Annual Meeting, Anaheim, CA.
- “Exploring barriers to knowledge seeking.” (MOC paper session).
  - “Overcoming differences: The effects of experience on knowledge seeking in transnational teams.” (BPS/TIM symposium).
- Academy of International Business Annual Meeting. Milan, Italy.
- “Embedded autonomy: Project teams and knowledge work in multinational organizations.”
- 2007 Academy of Management Annual Meeting, Philadelphia, PA.
- “Team capabilities for collaborative knowledge work: An evolutionary perspective.” (showcase symposium)
- American Sociological Association Annual Meeting, New York, NY.
- “To share or not to share? Reference group norms and information withholding.” (Organizations Regular Session)
- 2006 Academy of Management Annual Meeting, Atlanta, GA.
- “Learning in scientific communities.” (MOC division)
- 5<sup>th</sup> Annual Knowledge and Organizations Conference. Laguna Beach, CA.
- “Learning in scientific communities.”
- 2005 Academy of Management Annual Meeting, Honolulu, HI.
- “Knowledge sharing and team performance in challenging organizational environments.” (MOC division)
  - “From knowledge gathering to project quality: The role of team autonomy.” (OB division symposium).
  - “Cosmopolitans and locals: Knowledge gathering and project quality in transnational teams.” (IM division).



- American Sociological Association Annual Meeting, Philadelphia, PA.
- “Knowledge work in challenging organizational environments.” (Organizations Regular Session).
- 2004 Academy of Management Annual Meeting, New Orleans, LA.
- “Knowledge sharing and team performance in challenging organizational environments.” (OMT division)
  - “Bridging and buffering: The politics of knowledge sharing in international teams.” (OB division).
  - “Status dynamics and knowledge sharing in international teams: The roles of cosmopolitans and locals.” (OB division).
- 2003 7<sup>th</sup> Annual Conference on Research on Managing Groups and Teams, Ithaca, NY.
- “Cosmopolitans and locals: Status rivalries and external knowledge use.”
- 2002 Academy of Management Annual Meeting, Denver, CO.
- “Acting on what others know: Distributed knowledge and team performance.” (OB division).
  - “Are organizational capabilities valuable? An empirical test of the pitfalls of leveraging knowledge.” (BPS division).
- 2001 Academy of Management Annual Meeting, Washington, DC.
- “Autonomy and action: Evidence from an international development agency.” (showcase symposium)
  - “Capturing the value of knowledge in winning competitive bids.” (BPS division).
  - “Different knowledge, different benefits: A productivity perspective on knowledge sharing.” (MC division).
- 2000 Academy of Management Annual Meeting, Toronto, Canada.
- “Competing for attention in knowledge markets.” (OMT division).
- 1999 Academy of Management Annual Meeting, Chicago, IL.
- “Integration in multinational corporations: The case of international manager transfers revisited.” (jointly sponsored symposium)
- International Sunbelt Social Networks Conference, Charleston, SC.
- “Building social networks through international manager transfers in multinational corporations.”
- American Sociological Association Annual Meeting, Chicago, IL.
- “Coordination and control through manager transfers in international organizations: A theoretical framework.” (Organizations Regular Session)
- 1997 Interdisciplinary Students of Organizations Conference, Los Angeles, CA.
- “Toward a sociological theory of the international transfer of managers in multinational corporations.”
    - Winner of Best Paper Award

## 14. RESEARCH GRANTS

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Wharton Leadership Center Research Award	2017
Wharton-INSEAD Center for Global Research & Education Award	2016
Global Initiatives Research Award, Wharton	2015
Global Initiatives Research Award, Wharton	2014

Mack Center Research Award, Wharton	2011
Dean's Research Award, Wharton	2010
Center for International Business and Research Travel Grant, Wharton	2010
Center for Leadership and Change Research Award, Wharton	2007
Todd Thomson Research Award, Wharton	2007
School of Industrial & Labor Relations Research Award, Cornell University	2002

## 15. TEACHING

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### i. The Wharton School

<u>Undergraduate:</u>	Management 101 (S2012, S2013, S2014, S2015, S2017, S2018, S2019, S2021) <ul style="list-style-type: none"> <li>▪ Required core course</li> <li>▪ ~400 students in 3 sections</li> </ul>
;	Wharton 101 - single session, co-taught (F2017, F2018, F2019) <ul style="list-style-type: none"> <li>▪ Required Freshman orientation class</li> <li>▪ ~600 students in 3 sections</li> </ul>
<u>MBA:</u>	Leadership & Intercultural Learning (Summer 2020) <ul style="list-style-type: none"> <li>▪ Required core course for Lauder Institute students</li> <li>▪ ~ 80 students</li> </ul> Global Strategic Management (S2008, S2009, S2010, S2011) <ul style="list-style-type: none"> <li>▪ Required core course</li> <li>▪ ~200 students in 3 sections</li> </ul>
<u>PhD:</u>	Research Methods in Management (S2011, S2013) <ul style="list-style-type: none"> <li>▪ Required core course</li> <li>▪ ~10 students</li> </ul>
<u>Executive MBA:</u>	South Africa: A Gateway to Africa (annually F2014-F2018) <ul style="list-style-type: none"> <li>▪ 1-week intensive in-country course</li> <li>▪ ~50-70 students</li> </ul>
<u>Executive Education:</u>	Assorted programs (F2012-current) <ul style="list-style-type: none"> <li>▪ Leading in Challenging Times, Women's Executive Leadership Program, The Leadership Edge; Effective Execution of Strategy; Global Strategic Leadership, Wharton-Penn Law Certificate in Management Program; High Potential Leaders Program; Executive Development Program; Microsoft Senior Leader Field Speaker Series, CEO Academy; Shanghai University Program (Academic Co-Director); other customized programs</li> <li>▪ ~ 30-50 participants per session</li> </ul>
<u>Faculty Education:</u>	Wharton Global Faculty Development Program (annually since 2011, ongoing) <ul style="list-style-type: none"> <li>▪ Summer workshop on research &amp; publishing for international faculty</li> <li>▪ Academic Director 2016-2020</li> <li>▪ ~25-75 participants</li> </ul>

- MOOCs:
- People Analytics: Collaboration (launched Fall 2015, ongoing)
    - Wharton Business Analytics Program - Coursera
    - currently ~100,000 total learners; >20,000 course completers
  - HR Management and Analytics (launched May 2019, ongoing)
    - Academic Director
    - Facilitated online course, with Emeritus

## ii. Cornell University

- Undergraduate:
- Intro to Organizational Behavior (F2003, F2004, F2005, F2006)
    - Required core course
    - ~300 students in lecture format

- Masters:
- Organizational Behavior (S2004, S2006, F2006)
    - Required core course
    - ~35 students

- PhD:
- Current Research in Organizational Behavior (S2006)
    - Elective seminar
    - ~10 students

## iii. London Business School

- Executive MBA:
- Understanding General Management (Winter 2007)
    - 3-day intensive required core course
    - ~70 students

## 16. ADVISING

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### PhD advising:

- Rachel Pacheco (Wharton) - PhD dissertation committee member (current)
- Tracy Anderson (Wharton) - PhD dissertation committee member; placement: Bocconi
- Wendy Ham (Wharton) - PhD dissertation committee member; placement: non-academic
- Shefali Patil (Wharton) - PhD second year paper committee member; placement: UT Austin
- Amandine Ody (London Business School) - PhD thesis invited outside examiner; placement: Yale
- Heidi Gardner (London Business School) - PhD thesis invited outside examiner; placement: Harvard
- Chad Proell (Cornell) - PhD thesis committee member; placement: Wisconsin-Madison

### Masters/undergraduate advising:

- Chris Drake (Wharton) - Master's thesis committee member
- Bryan Seethor (Wharton) - Undergraduate independent study adviser
- Mduduzi Mbuya (Cornell) - Master's thesis committee member
- Kristin O'Connor (Cornell) - Undergraduate research adviser
- Laure de Vulpillieres (Harvard) - Undergraduate honors thesis advisor

## 17. UNIVERSITY SERVICE

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### i. University of Pennsylvania

#### University

Director of the Lauder Institute of Management & International Studies	2019-current
SAS Global Inquiries Working Group	2019-2020
Committee on International Travel Risk Assessment	2019-2020
Committee on International Travel Risk Assessment	2018-2019
Penn Prize Committee for Excellence in Teaching by Graduate Students	2018-2019
Lauder Institute Reginald H. Jones Thesis Prize Committee (Judge)	2017-2018
Committee on International Travel Risk Assessment	2017-2018
Online Learning Initiative Faculty Advisory Committee	2016-2017
Lauder Institute Graduate Group	2007-present

#### Wharton

Global Advisory Committee	2019-2020
Global Advisory Committee	2018-2019
Quinquennial Review Committee for Marketing Department	2017-2018
Committee on Global Initiatives	2015-2016
Undergraduate Curriculum Review Committee	2015-2016
Undergraduate Curriculum Review Committee	2014-2015
Quinquennial Review Committee for Management Department	2013-2014
MBA/Undergraduate Curriculum Committee	2012-2013
Quinquennial Review Committee for Zell-Lurie Real Estate Center	2011-2012
People Analytics Conference (Research Competition Judge)	2016, 2018, 2019

#### Management Department

Junior Faculty Mentor	2011-present
Junior Faculty Tenure Promotion Committee (Member)	2019-2020
Junior Faculty Tenure Promotion Committee (Chair)	2018-2019
Seminar Committee (Chair)	2018-2019
Multinational Management Recruiting Committee	2018-2019
Seminar Committee (Chair)	2017-2018
Undergraduate Curriculum Committee	2016-2017
Seminar Committee (Chair)	2016-2017
Organization Theory Workshop (Founder & Organizer)	2015-2016
Teaching Assistant Review Committee	2014-2015
Entrepreneurship Faculty Recruiting Committee	2014-2015
Organization Theory Workshop Founder & Organizer	2014-2015
Seminar Committee	2013-2014
Organization Theory Workshop Founder & Organizer	2013-2014
Organizational Behavior Faculty Recruiting Committee	2012-2013
Junior Faculty Third-Year Review Committee	2012-2013
Distinguished Scholar–Faculty Development Workshop Coordinator	2012-2013
Organization Theory Workshop Founder & Organizer	2012-2013
Distinguished Scholar–Faculty Development Workshop Coordinator	2011-2012

Seminar Series Committee	2011-2012
Organizational Behavior Faculty Recruiting Committee	2011-2012
Strategy Faculty Recruiting Committee	2010-2011
Department Chair Search Committee (elected)	2009-2010
Seminar Committee	2008-2009
Faculty Survey Committee	2008-2009
Multinational Management Faculty Recruiting Committee	2008-2009

**ii. Cornell University**

School of Industrial & Labor Relations

Undergraduate Program Committee	2006-2007
Junior Faculty Recruiting Committee	2005-2006
Undergraduate Program Committee	2005-2006
Junior Faculty Recruiting Committee	2004-2005
Undergraduate Program Committee	2004-2005
Faculty Seminar Series Committee	2004-2005
Junior Faculty Recruiting Committee	2003-2004
Faculty Seminar Series Committee	2003-2004

Other schools

Senior Faculty Recruiting Committee (Johnson School of Management)	2004-2005
Junior Faculty Recruiting Committee (Policy Analysis & Management)	2003-2004

**18. PROFESSIONAL SERVICE**

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**i. Editorships**

Associate Editor, <u>Organization Science</u> , Special Issue on “Emerging Technologies & Organizing”	Jan 2020-
Associate Editor, <u>Academy of Management Journal</u>	July 2013-July 2016
Associate Editor, <u>Journal of Organization Design</u>	July 2012-July 2013

**ii. Editorial Review Boards**

<u>Academy of Management Review</u>	2017 - current
<u>Administrative Science Quarterly</u> ,	2007 - 2013
<u>Organization Science</u>	2007 - 2013
<u>Academy of Management Journal</u>	2009 - 2013
<u>Journal of International Business Studies</u>	2010 - 2013

**iii. Ad-hoc Journal Reviewing**

<u>Academy of Management Journal</u>
<u>Academy of Management Review</u>
<u>Administrative Science Quarterly</u>
<u>American Journal of Sociology</u>
<u>Human Resource Management</u>
<u>Journal of Knowledge Management</u>
<u>Management Science</u>

Organization Science  
Organization Studies  
Sociological Forum  
Strategic Management Journal  
Journal of Management

**iv. Ad-hoc Additional Reviewing**

Academy of Management Annual Meetings  
 Academy of International Business Annual Meetings  
 Strategic Management Society Annual Meetings  
 National Science Foundation

**v. Editor Search Committee**

For new Editor-in-Chief of Organization Science 2016

**vi. Executive Committee**

Academy of Management OMT Executive Committee  
 ■ Representative-at-Large (elected to a three-year term) 2011-2014

**vii. Prize/Award Committees**

Academy of Management OMT Best Published Paper Award Committee 2019  
 Strategic Management Society Best Paper Prize 2018  
 Academy of Management Newman Best Dissertation Paper Award 2018  
 Academy of Management OMT Best Published Paper Award Committee 2016  
 Academy of Management OMT Best Published Paper Award Committee 2015  
 Academy of Management OB Best International Paper Award Committee 2014  
 INFORMS/Organization Science Dissertation Competition 2010

**viii. Conference Workshops**

Academy of Management STR Junior Faculty Paper Development Workshop 2020  
 Academy of Management OMT Junior Faculty Consortium 2020  
 Academy of Management IM Junior Faculty Consortium 2019  
 Academy of Management OMT Junior Faculty Consortium 2019  
 Academy of Management OMT Doctoral Consortium 2019  
 Academy of Management SM Junior Faculty Consortium 2018  
 Academy of Management BPS Junior Faculty Paper Development Workshop 2015  
 Academy of Management IM Doctoral Consortium 2014  
 Strategic Management Society Tel Aviv Doctoral Workshop 2014  
 Academy of Management OMT Teaching Roundtables 2014  
 Academy of Management OMT Junior Faculty Consortium (organizer) 2013  
 Academy of Management OMT Junior Faculty Consortium 2012  
 ASQ-OMT-HEC Conference on Coordination in Organizations 2011

**ix. Invited solo workshops on “Publishing in Top Journals” for Faculty & PhD Students**

Oxford University, Said Business School, U.K. S2016  
 University of Edinburgh Business School, U.K. S2016  
 Hebrew University of Jerusalem, Israel S2014

## 19. AWARDS & HONORS

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### i. Teaching Awards

- Wharton Teaching Contributions Award, Spring 2019
- Wharton Teaching Excellence Award, Spring 2018
- Penn Undergraduate Community Certificate of Excellence for Outstanding Contributions as a Professor, Greek Week, Spring 2012
- Wharton MBA Core Teaching Award (Goes Above & Beyond the Call of Duty), Spring 2011

### ii. Research Awards

- Finalist, Strategic Human Capital Division Best Interdisciplinary Paper Award, Strategic Management Society, 2020
- Winner, European Academy of Management Best Paper Award, 2018
- Runner up, Journal of Organizational Behavior Award for Best Paper in 2012
- Winner, Temple/Academy of International Business Best Paper Award, 2010
- Finalist, Carolyn Dexter Best International Paper Award, Academy of Management, 2008
- Finalist, Haynes Prize for the Most Promising Scholar Under 40, Academy of International Business, 2008
- Finalist, Cummings Scholar Award for Early/Mid-Career Achievement in Organizational Behavior, Academy of Management, 2006
- Winner, William H. Newman Award for Best Paper based on a Dissertation, Academy of Management, 2005

### iii. Reviewing Awards

- Best Reviewer Award, Organization Science, 2012, 2013, 2014
- Best Reviewer Award, Academy of International Business, 2010

### iv. Academic Awards

- Winner, George S. Dively Award for Outstanding Academic Performance Harvard Business School, 2001 (across all HBS doctoral programs, first year awarded)
  - Distinction, Administrative Point of View General Exam
  - Distinction, Organizational Behavior General Exam
  - Distinction, Sociology General Exam
- Winner, Inaugural International Relations Award for Academic Excellence Yale University, 1993 (International Relations Program, first year awarded)

### v. Academic Fellowships

- Hauser Center Fellowship, Kennedy School of Government, Harvard University, 2000-2002
- P.E.O. International Peace Scholarship for study at Yale University, 1991-1993

### vi. Other Activities

- Keynote Speaker at DRUID Conference on Innovation, 2019
- Wharton Faculty Fellow, 2018
- World Bank External Reviewer for Inaugural *Knowledge for Development Report*, 2011

- Harvard Young Faculty Leaders Forum on the Future of Education, 2002-2005
- London School of Economics - Summer Program, 1991
- Hebrew University of Jerusalem – Summer Program, 1988
- Student President, New College, Oxford University, 1990

## **20. PERSONAL INFORMATION**

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Married, 3 children