

MARTINE R. HAAS

**Dr. Felix Zandman Professor of International Management
& Professor of Management
The Wharton School
University of Pennsylvania**

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Citizenship : U.S./U.K.

1. EDUCATION

- 2002 **Harvard University**
Ph.D., Organizational Behavior (Harvard Business School/ Arts & Sciences)
Committee: Profs. J. Richard Hackman, Morten Hansen, Peter Marsden, Nitin Nohria
- George S. Dively Award for Outstanding Academic Performance in the Harvard Business School Doctoral Programs, 2001 (first year awarded)
- 1999 **Harvard University**
M.A., Sociology
- 1993 **Yale University**
M.A., International Relations
- Award for Academic Excellence in the International Relations MA Program, Yale University, 1993 (first year awarded)
- 1991 **Oxford University**
B.A. (Hons), Human Sciences

2. ACADEMIC FACULTY EMPLOYMENT

- 2007-present **University of Pennsylvania - The Wharton School**
Dr. Felix Zandman Professor of International Management (2024-present)
The Lauder Chair Professor (2019-2024)
Professor of Management (2019-present)
Associate Professor of Management (tenured 2011)
- 2002-2007 **Cornell University – School of Industrial & Labor Relations**
Assistant Professor of Organizational Behavior
Assistant Professor of Sociology (by courtesy)
- Spring 2007 **London Business School**
Visiting Assistant Professor of Strategy & International Management

3. ACADEMIC ADMINISTRATION EXPERIENCE

2019-2024 Anthony L. Davis Director, The Joseph. H. Lauder Institute of Management and International Studies, University of Pennsylvania

- Joint MA-MBA degree program (MA in International Studies & Wharton MBA)
 - Six major programs of concentration (Africa, East Asia-Pacific, Europe, Latin America, South-East Asia & Middle East, Global)
 - Instruction in 11 languages, plus political science, history, culture, etc.
 - International immersions and travel opportunities in 25+ countries per year
- ~150 students from >40 countries
- ~30 full-time faculty and staff; plus part-time/ad-hoc faculty and staff

- University-level appointment, reporting directly to the Provost, working closely with the Dean of the Wharton School and the Dean of Arts & Sciences
- Responsible for:
 - Strategic visioning & planning
 - Board relations; alumni relations; fundraising
 - Faculty management, including hiring, development, renewals, promotions
 - Staff management, including hiring, deployment, development, promotions
 - Overseeing the MA academic curriculum, including:
 - Curriculum restructuring, revamping, and innovation
 - Course sequencing, course content, and instruction quality
 - Program policies including joint credits, grading, attendance, AI
 - Overseeing all supporting functions for the MA program including:
 - Admissions & financial aid
 - Career advising & internship support
 - International immersion programming & travel planning
 - Student advising & support
 - Events & community initiatives
 - Marketing & communications
 - Finances (annual budget ~\$8 million)
- Crisis management including through events related to the Covid-19 pandemic; Black Lives Matter movement; Israel-Gaza conflict and campus ramifications.

4. NON-ACADEMIC EMPLOYMENT

1995-1996 **Oxfam International** (Oxford, U.K.) - Strategy Consultant

1993-1995 **McKinsey & Company** (London, U.K.) - Business Analyst

5. RESEARCH & TEACHING INTERESTS

Remote & hybrid work	Global teams	Strategic management
Collaboration	Global careers	Organizational theory
Teamwork	Knowledge management	Organizational behavior
Innovation	Multinational organizations	Field research methods

6. ACADEMIC ARTICLES

- [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 21st 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): 221-223.
- [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.**, Joshi, H., McGahan, A. M., Tracy, P. 2022. "Introduction to the business of sustainability: An organizing framework for theory, practice and impact." In *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. Edward Elgar: 2-22.
- [21] George, G., **Haas, M. R.**, McGahan, A. M., Schillebeeckx, S., Tracy, P. 2023. "Purpose in the For-Profit Firm: A Review and Framework for Management Research." Journal of Management, 49(6): 1841-1869.
- [22] Capponi, G., Bidwell, M., Fernandez-Mateo, I., and **Haas, M. R.** 2023. “Global Careers and Compensation: From Initial Penalties to a Superglobal Premium.” Academy of Management Discoveries (forthcoming). (*last three authors listed alphabetically*)

7. EDITED VOLUMES

- [23] George, G., **Haas, M. R.**, Joshi, H., McGahan, A. M., Tracy, P. 2022. *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. Edward Elgar.

8. MANAGERIAL ARTICLES

- [24] **Haas, M. R.**, Mortensen, M. 2016. “The Secrets of Great Teamwork.” Harvard Business Review, June issue, 70-76.
- Reprinted in *HBR’s 10 Must Reads for Mid-level Managers*, 2023
 - Featured in The HBR Essential Articles Collection, 2023
<https://hbr.org/essential-articles-collection>

- [25] Birkinshaw, J., **Haas, M. R.** 2016. “Increase Your Return on Failure.” Harvard Business Review, May issue, 88-93 (cover article).
- Reprinted in *Best of HBR Special Issue on How to Recover from Failure*, 2022
 - Reprinted in *The HBR Guide to Leading Through Change*, 2024
- [26] 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>
- Reprinted in *Best of HBR Special Issue on The New Rules of Managing Talent*, 2021; selected for distribution partnership with Microsoft, Spring 2022
 - Reprinted in *HBR’s 10 Must Reads for Mid-level Managers*, 2023
- [27] **Haas, M. R.** 2022. “Five Challenges of Hybrid Work and How to Overcome Them.” Harvard Business Review (Digital Article), <https://hbr.org/2022/02/5-challenges-of-hybrid-work-and-how-to-overcome-them>
- [28] **Haas, M. R.** 2022. “Women Face a Double Disadvantage in the Hybrid Workplace.” Harvard Business Review (Digital Article), <https://hbr.org/2022/03/women-face-a-double-disadvantage-in-the-hybrid-workplace>
- [29] **Haas, M. R.**, Fernandez-Mateo, F., Bidwell, M., and Capponi, G. 2023. “Research: Is Moving Internationally for a Job a Smart Move?” Harvard Business Review (Digital Article), <https://hbr.org/2023/12/research-is-moving-internationally-for-a-job-a-smart-move>.

9. EDITORIALS

- [30] 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
- [31] 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.
- [32] 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.

10. BOOK REVIEWS

- [33] **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.

- [34] 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.

11. RESEARCH UNDER REVIEW AND WORKING PAPERS

- [35] Han, H., and **Haas, M. R.** “Intra-Firm Work Experiences and Corporate Venturing by Employees.” *Revise & Resubmit*.
- [36] **Haas, M. R.**, Criscuolo, P., Cohen, A., and Klein, K. “Does Competition Pay? Competing with Colleagues and Executive Bonuses in a Digital Media Agency.” *Under Review*.
- [37] 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
- [38] Criscuolo, P., Capponi, P., **Haas, M.R.**, and 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
- [39] George, G., **Haas, M. R.**, Mack, D. Z., Nai, J., and Tracey, P. “Contesting the Common Good: The Role of Voice and Solidarity in Corporate Governance.”

12. RESEARCH PROFILES & MEDIA COMMENTARY

- “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.
- “View From the Top” Fall/Winter 2018. Wharton Magazine
- “Are You Ready for the Hybrid Workplace?” March 2021, Knowledge@Wharton; re-published April 2021, Penn Today

- “How Science Can Fix Remote Work.” March 2020. Interview with Adam Grant for [WorkLife TED Podcast](#)
- “What the Hybrid Workplace Means for Women.” November 2021. Panel discussion for [Financial Times Women at the Top Americas Summit](#).
- “Martine Haas on Wharton Business Daily: Challenges of Remote & Hybrid Work.” March 2022. Interview with [Wharton Business Daily on Sirius XM Radio](#).
- “Succeeding with Hybrid Work: Focus on the Five Cs”, June 2022. [Knowledge@Wharton Nano Tools for Leaders](#).
- “The Workplace in 2023: Is Hybrid Here to Stay?” December 2022. Interview with [Wharton Business Daily on Sirius XM Radio](#).
- “Why Hybrid Work Will Reign in 2023” January 2023, [Knowledge@Wharton](#).
- “Martine Haas on Wharton Business Daily: Global Careers and How International Moves Impact Pay” July 2023. Interview with [Wharton Business Daily on Sirius XM Radio](#).
- “What are the Pros and Cons of Remote Working?” September, 2023, [Knowledge@Wharton Wharton Ripple Effect Podcast](#)
- “Does Moving to Another Country for Work Lead to Higher Pay?” September 2023, [Knowledge@Wharton](#)
- “Challenges for Women in the Workplace: Remote/Hybrid Work and Working Internationally” March 2024, [Wharton Ripple Effect Podcast](#)
- Additional media coverage and commentary: Financial Times, Forbes Magazine, Greater Boston PBS, New York Times, Wall Street Journal

13. INVITED SPEAKER EVENTS

2024	Berkeley Haas Culture Connect Conference (Featured speaker)
2023	Wharton Global Forum in Singapore (Masterclass speaker, panel chair)
2022	London Business School Sumantra Ghoshal Conference (After-dinner debator)
2019	Druid Conference on Innovation, Copenhagen, Denmark (Keynote speaker)

14. INVITED RESEARCH PRESENTATIONS

2023-2024	London Business School – Sumantra Ghoshal Conference INSEAD – OB Department
2022-2023	Harvard Business School – OB Department
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

15. CONFERENCE PRESENTATIONS

2024 Ghoshal Conference, London Business School, UK.

- “The implications of intra-firm mobility for R&D managers’ risk-aversion and job effectiveness”
- 2019 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)
- 5th 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 7th 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

16. RESEARCH GRANTS

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

17. TEACHING

i. The Wharton School

<u>Undergraduate:</u>	Management 101 (S2012 – S2019, plus S2021 virtual) <ul style="list-style-type: none">▪ Required core course▪ ~400 students in 3 sections
:	Wharton 101 - single session, co-taught (F2017 - F2019) <ul style="list-style-type: none">▪ Required Freshman orientation class▪ ~600 students in 3 sections
<u>MBA:</u>	Leadership & Intercultural Learning (Summer 2020 - 2024) <ul style="list-style-type: none">▪ Required core course for Lauder Institute students▪ ~ 75 students Global Strategic Management (S2008, S2009, S2010, S2011) <ul style="list-style-type: none">▪ Required core course▪ ~200 students in 3 sections
<u>PhD:</u>	Research Methods in Management (S2011, S2013) <ul style="list-style-type: none">▪ Required core course▪ ~10 students
<u>Executive MBA:</u>	South Africa: A Gateway to Africa (annually F2014 - F2018) <ul style="list-style-type: none">▪ 1-week intensive in-country course▪ ~50-70 students
<u>Executive Education:</u>	Assorted programs (F2012-current) <ul style="list-style-type: none">▪ Open: CEO Academy; Global Strategic Leadership Program, China GMP, Global CEO, High Potential Leaders Program; Leading in Challenging Times, The Leadership Edge; Effective Execution of Strategy; Executive Development Program; Women’s Executive Leadership Program, Wharton Japan Women’s Leadership Program▪ Custom: Vanguard; Apple Sales Leadership Development Program; Microsoft Senior Leader Field Speaker Series; American Bankers Association Stonier Program, First Republic Bank, OECD Emerging Leaders Program, Wharton-Penn Law Certificate in Management Program; Bayer Pharmaceuticals Invited Speaker; Yuwell-China, Security Industry Institute, other custom▪ ~ 30-50 participants per session
<u>Faculty Education:</u>	Wharton Global Faculty Development Program (annually since 2011, ongoing) <ul style="list-style-type: none">▪ Academic Director 2016-current▪ Summer workshop on research & publishing for international faculty▪ ~25-75 participants Shanghai University Faculty Program (2018) <ul style="list-style-type: none">• Academic Co-Director• ~35 participants
<u>MOOCs:</u>	Global C-Suite Officer Senior Exec Program (launched Spring 2022, ongoing) <ul style="list-style-type: none">▪ Three modules on Global Leadership▪ Facilitated online course, with corporate partner HR Management and Analytics (launched May 2019, ongoing)

- Academic Director
 - Facilitated online course, with Emeritus
- People Analytics: Collaboration (launched Fall 2015, ongoing)
- Wharton Business Analytics Program - Coursera
 - currently >130,000 total learners; >30,000 course completers

ii. Cornell University

<u>Undergraduate:</u>	Intro to Organizational Behavior (F2003 - F2006) <ul style="list-style-type: none"> ▪ Required core course ▪ ~300 students in lecture format
<u>Masters:</u>	Organizational Behavior (S2004, S2006, F2006) <ul style="list-style-type: none"> ▪ Required core course ▪ ~35 students
<u>PhD:</u>	Current Research in Organizational Behavior (S2006) <ul style="list-style-type: none"> ▪ Elective seminar ▪ ~10 students

iii. London Business School

<u>Executive MBA:</u>	Understanding General Management (Winter 2007) <ul style="list-style-type: none"> ▪ 3-day intensive required core course ▪ ~70 students
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18. ADVISING

PhD advising:

- Rachel Pacheco (Wharton) - PhD dissertation committee member; placement: UPenn GSE
- 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

19. UNIVERSITY SERVICE

i. University of Pennsylvania

University

Presidential Commission on Countering Hate and Building Community	2023-2024
SAS Global Inquiries Working Group	2019-2020
Committee on International Travel Risk Assessment	2017-2024
Online Learning Initiative Faculty Advisory Committee	2016-2020
Penn Prize Committee for Excellence in Teaching by Graduate Students	2018-2019
Lauder Institute Reginald H. Jones Thesis Prize Committee (Judge)	2017-2018
Lauder Institute Graduate Group	2007-current

Wharton

Academic Freedom & Responsibility Committee (elected)	2023-2024
Global Advisory Committee	2018-current
Wharton Faculty Fellow	2018
Committee on Global Initiatives	2015-2016
Undergraduate Curriculum Review Committee	2014-2016
MBA/Undergraduate Curriculum Committee	2012-2013
Quinquennial Review Committee for Marketing Department	2017-2018
Quinquennial Review Committee for Management Department	2013-2014
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-current
Junior Faculty Third-Year Review Committee (Member)	2023-2024
Junior Faculty Tenure Promotion Committee (Member)	2019-2020
Junior Faculty Tenure Promotion Committee (Chair)	2018-2019
Seminar Committee (Chair)	2016-2019
Multinational Management Recruiting Committee	2018-2019
Management Undergraduate Curriculum Committee	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 (Member)	2013-2014
Organization Theory Workshop Founder & Organizer	2013-2014
Organizational Behavior Faculty Recruiting Committee	2012-2013
Junior Faculty Third-Year Review Committee (Member)	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 Committee (Member)	2011-2012
Organizational Behavior Faculty Recruiting Committee	2011-2012
Strategy Faculty Recruiting Committee	2010-2011
Department Chair Search Committee (elected)	2009-2010
Seminar Committee (Member)	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

20. PROFESSIONAL SERVICE

i. Editorships

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>Management Science</u>
<u>Academy of Management Review</u>	<u>Organization Science</u>
<u>Administrative Science Quarterly</u>	<u>Organization Studies</u>
<u>American Journal of Sociology</u>	<u>Sociological Forum</u>
<u>Human Resource Management</u>	<u>Strategic Management Journal</u>
<u>Journal of Knowledge Management</u>	<u>Journal of Management</u>

- 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 |
| Administrative Science Quarterly Best Paper Award Committee | 2012 |
| 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 |

21. AWARDS & HONORS

- i. **Teaching Awards**
 - Wharton Teaching Excellence Award, Spring 2021
 - Wharton Award for Contributions to Excellence in Teaching, 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 (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, 2014, 2013, 2012
 - Best Reviewer Award, Academy of International Business, 2010
- iv. **Academic Fellowships & Distinctions**
 - Kennedy School of Government Hauser Center Fellowship, Harvard University, 2000-2002
 - Harvard University PhD Program, 1998
 - Distinction, Administrative Point of View General Exam
 - Distinction, Organizational Behavior General Exam
 - Distinction, Sociology General Exam
 - P.E.O. International Peace Scholarship for study at Yale University, 1991-1993
- v. **Other Activities**
 - 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

22. PERSONAL INFORMATION

Married, 3 children