

MARTINE R. HAAS

The Wharton School
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1. EDUCATION

- 2002 **Harvard University**
Ph.D., Organizational Behavior
Thesis Committee:
J. Richard Hackman (chair), 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 EMPLOYMENT

- 2007-current **University of Pennsylvania – Wharton School**
Associate Professor of Management (tenure awarded 2011)
- 2002-2007 **Cornell University – School of Industrial & Labor Relations**
Assistant Professor of Organizational Behavior & Sociology (by courtesy)
- Spring 2007 **London Business School**
Visiting Assistant Professor of Strategy and International Management

3. NON-ACADEMIC EMPLOYMENT

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

4. RESEARCH & TEACHING INTERESTS

Knowledge sharing, team effectiveness, global teams, collaboration, innovation within firms, careers, field research methods, organizational theory, organizational behavior, micro-foundations of strategy.

5. ARTICLES PUBLISHED IN REFEREED JOURNALS

- [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.** 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.
- [3] **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).
- [4] **Haas, M.R.** 2006. "Knowledge Gathering, Team Capabilities, and Project Performance in Challenging Work Environments." Management Science, 52: 1170-1184.
 - Winner of William H. Newman Award for Best Dissertation-based Paper, Academy of Management
- [5] **Haas, M.R.** 2006. "Acquiring and Applying Knowledge in Transnational Teams: The Roles of Cosmopolitans and Locals." Organization Science, 17: 313-332.
 - Finalist for William H. Newman Award for Best Dissertation-based Paper, Academy of Management
- [6] **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.
- [7] **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 for Haynes Prize for the Most Promising Scholar Under 40, Academy of International Business
- [8] **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.
- [9] 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 for Journal of Organizational Behavior Award for Best Paper of 2012
- [10] **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.

- [11] **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 of Temple/AIB Best Paper Award, Academy of International Business
 - Finalist for Carolyn Dexter Best International Paper Award, Academy of Management
- [12] **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.
- [13] Mortensen, M. and **Haas, M. R.** 2018. “Rethinking Teams: From Bounded Membership Groups to Dynamic Participation Hubs.” Organization Science, 29(2): 341-355. (Authors contributed equally)
- [14] 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. (Authors contributed equally)

6. ARTICLES SUBMITTED TO REFEREED JOURNALS

- [15] 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” *Revise & Resubmit* at Organization Science (submitted August 1, 2018)
- Winner of the EURAM Best Paper Award, European Academy of Management, 2018
- [16] Han, H., and **Haas, M. R.** “Becoming a Corporate Entrepreneur: Individual Specialization, Group Functional Diversity, and Corporate Venturing within Firms.” *Under Review* at Academy of Management Journal (submitted November 6, 2018)

7. WORKING PAPERS

- [17] Anderson, T. and **Haas, M. R.** “My Colleague Just Left! How the Mobility of Co-Workers Affects Job Performance.” Working Paper.

8. OTHER ARTICLES

i. Managerial Articles

- [18] **Haas, M. R.**, Mortensen, M. 2016. “The Secrets of Great Teamwork.” Harvard Business Review, June issue, 70-76.
- [19] Birkinshaw, J., **Haas, M. R.** 2016. “Increase Your Return on Failure.” Harvard Business Review, May issue, 88-93 (cover article).

ii. Editorials

- [20] 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
- [21] 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.
- [22] 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.

iii. Articles in Edited Volumes

- [23] 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.
- [24] **Haas, M.R.** and Banerjee, M. 2008. "Transnational Teams in Knowledge-Intensive Organizations." Handbook of 21st Century Management, Vol. 2: 34-43. Sage Publications.
- [25] 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.
- [26] **Haas, M. R.** and Cummings, J. N. 2017. "Team Innovation Cycles." In L. Argote & J. Levine (Eds). Handbook of Group and Organizational Learning. Oxford, UK: Oxford University Press.

iv. Articles in Proceedings

- [27] Hansen, M.T. and **Haas, M.R.** 2001. "Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations." Academy of Management Best Paper Proceedings 2001.
- [28] **Haas, M.R.** and Hansen, M.T. 2002. "When Social Capital and Intellectual Capital Create Value: An Empirical Test of Competitive Bidding in the Management Consulting Industry." Academy of Management Best Paper Proceedings 2002.
- [29] **Haas, M.R.** 2005. "Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams." Academy of Management Best Paper Proceedings 2005.
- [30] Cummings, J. and **Haas, M. R.** 2008. "Does Nationality Matter in Transnational Teams? Analyzing Barriers to Knowledge Seeking." Academy of Management Best Paper Proceedings 2008.
- [31] **Haas, M. R.**, Criscuolo, P., and George, G. 2014. "Attention Allocation and Online Knowledge Sharing in Organizations." Academy of Management Best Paper Proceedings 2014.

v. Book Reviews

- [32] **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.
- [33] 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.

9. RESEARCH IN PROGRESS

- **Haas, M. R.**, Criscuolo, P., Cohen, A., and Klein, K. “Does Competition Pay? How Competitive Relationships Affect Executive Bonuses in a Digital Media Agency.” Stage: Writing.
- Capponi, G., Criscuolo, P., and **Haas, M. R.** “Innovation and Co-Inventor Mobility in a Global Technology Company.” Stage: Data analysis.
- Bidwell, M., Fernandez-Mateo, I., and **Haas, M. R.** “Global Careers.” Stage: Data analysis.
- Bresman, H. and **Haas, M. R.** “Developing Global Leaders.” Stage: Early planning.

10. RESEARCH PROFILES

- “Wanted: Locals and Cosmopolitans for ‘Transnational Teams’” 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.

11. INVITED PRESENTATIONS

- 2018-2019 New York University – Stern School of Business (to be given)
- 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
 New York University – 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

12. CONFERENCE PRESENTATIONS

- 2018 “Multi-level perspectives on multiple team membership” (OB/HR/ODC Symposium – Invited Discussant). Academy of Management Annual Conference, Chicago, IL.
 “My colleague just left! How the mobility of co-workers affects job performance.” (OMT Paper Session). Academy of Management Conference, Chicago, IL.
 “Managing Innovation in a Multi-Divisional Firm: Mobility across Divisions and Manager Performance.” (TIM Paper Session). Academy of Management Conference, Chicago, IL.
- 2017 “Organizing for patenting: Team member diversity, team leader experience, and patent outcomes for firms.” Strategic Management Society Annual Conference, Houston, TX
 “Team innovation cycles.” Academy of Management Annual Conference, Atlanta, GA.
 “Microfoundations of patenting in firms: Inventor composition, patent scope, and patenting speed.” Ghoshal Conference, London Business School, UK.
- 2015 “Advances in knowledge management: Examining current challenges in managing knowledge” (BPS/OMT/IM/TIM/ODC Professional Development Workshop – Invited Discussant). Academy of Management Annual Conference, Vancouver, Canada.
 “Social structural constraints on the interpersonal transfer of knowledge” (OMT/OB/BPS Symposium - Invited Discussant). Academy of Management Annual Conference, Vancouver, CA.
- 2014 “Attention allocation and online knowledge sharing in organizations.” (MOC paper session). Academy of Management Annual Conference, Philadelphia, PA.

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

- 2005 “Knowledge work in challenging organizational environments.” American Sociological Association Annual Meeting (Organizations Regular Session). Philadelphia, PA.
- “Knowledge sharing and team performance in challenging organizational environments.” Academy of Management Annual Meeting (MOC division). Honolulu, HI.
- “From knowledge gathering to project quality: The role of team autonomy.” Academy of Management Annual Meeting (OB division symposium). Honolulu, HI.
- “Cosmopolitans and locals: Knowledge gathering and project quality in transnational teams.” Academy of Management Annual Meeting (IM division). Honolulu, HI.
- 2004 “Knowledge sharing and team performance in challenging organizational environments.” Academy of Management Annual Meeting (OMT division). New Orleans, LA.
- “Bridging and buffering: The politics of knowledge sharing in international teams.” Academy of Management Annual Meeting (OB division). New Orleans, LA.
- “Status dynamics and knowledge sharing in international teams: The roles of cosmopolitans and locals.” Academy of Management Annual Meeting (OB division). New Orleans, LA.
- 2003 “Cosmopolitans and locals: Status rivalries and external knowledge use.” 7th Annual Conference on Research on Managing Groups and Teams. Ithaca, NY.
- 2002 “Acting on what others know: Distributed knowledge and team performance.” Academy of Management Annual Meeting (OB division). Denver, CO.
- “Are organizational capabilities valuable? An empirical test of the pitfalls of leveraging knowledge.” Academy of Management Annual Meeting (BPS division). Denver, CO.
- 2001 “Autonomy and action: Evidence from an international development agency.” Academy of Management Annual Meeting (showcase symposium). Washington, DC.
- “Capturing the value of knowledge in winning competitive bids.” Academy of Management Annual Meeting (BPS division). Washington, DC.
- “Different knowledge, different benefits: A productivity perspective on knowledge sharing.” Academy of Management Annual Meeting (MC division). Washington, DC.
- 2000 “Competing for attention in knowledge markets.” Academy of Management Annual Meeting (OMT division). Toronto, Canada.
- 1999 “Integration in multinational corporations: The case of international manager transfers revisited.” Academy of Management Annual Meeting (jointly sponsored symposium). Chicago, IL.
- “Building social networks through international manager transfers in multinational corporations.” International Sunbelt Social Networks Conference. Charleston, SC.
- “Coordination and control through manager transfers in international organizations: A theoretical framework.” American Sociological Association Annual Meeting (Organizations Regular Session). Chicago, IL.
- 1997 “Toward a sociological theory of the international transfer of managers in multinational corporations.” Interdisciplinary Students of Organizations Conference. Los Angeles, CA. (Best Paper Award)

13. TEACHING

i. The Wharton School

- Undergraduate: Management 101 (S2012, S2013, S2014, S2015, S2017, S2018)
▪ required core course, ~350 students in 3 sections
- Undergraduate: Wharton 101 - single session, co-taught (F2017, F2018)
▪ required Freshman orientation class, ~600 students in 3 sections
- MBA: Global Strategic Management (S2008, S2009, S2010, S2011)
▪ required core course, ~200 students in 3 sections
- PhD: Research Methods in Management (S2011, S2013)
▪ required core course, ~10 students
- Executive MBA: South Africa: A Gateway to Africa (every year: F2014-2018)
▪ 1-week intensive in-country course, ~50-70 students
- Executive Education: Assorted programs (F2012-current)
▪ The Leadership Edge; Effective Execution of Strategy; High Potential Leaders Program; Wharton Penn Law Program; CEO Academy; Executive Development Program; Shanghai University Program (faculty co-director); other customized programs; ~ 30-50 participants per session
- Faculty Education: Wharton Global Faculty Development Program (every year: 2011-2018)
▪ Summer workshop on research & publishing for international faculty; faculty director 2016 & 2017; ~ 20-30 participants
- MOOC: People Analytics: Collaboration (Wharton Business Analytics Program - Coursera)
▪ Launched F2015; currently > 60,000 total learners; >10,000 completers

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

14. ADVISING

- Tracy Anderson – PhD dissertation committee member Wharton School
- Wendy Ham – PhD dissertation committee member Wharton School
- Shefali Patil – PhD second year paper committee member Wharton School
- Chris Drake – Master’s thesis committee member Wharton School
- Amandine Ody – PhD thesis invited outside examiner London Business School
- Heidi Gardner – PhD thesis invited outside examiner London Business School
- Chad Proell – PhD thesis committee member Cornell University
- Mduduzi Mbuya – Master’s thesis committee member Cornell University
- Kristin O’Connor – Undergraduate research adviser Cornell University
- Laure de Vulpierres – Undergraduate honors thesis advisor Harvard University

15. PROFESSIONAL SERVICE

i. Editorships

Associate Editor, Academy of Management Journal July 2013-July 2016
Associate Editor, Journal of Organization Design July 2012-July 2013

ii. Editorial Review Boards

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

iii. Ad-hoc Reviewing

Academy of Management Journal Management Science
Administrative Science Quarterly Organization Science
American Journal of Sociology Organization Studies
Human Resource Management Sociological Forum
Journal of Knowledge Management Strategic Management Journal
Journal of Management

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

iv. Editor Search Committee

For new Editor-in-Chief of Organization Science 2016

v. Executive Committee

OMT Executive Committee - Representative-at-Large (elected) 2011-2014

vi. Prize/Award Committees

Academy of Management's Newman Best Paper Award (reviewer) 2018
Strategic Management Society Best Paper Prize (reviewer) 2018
OMT Best Published Paper Award Committee 2016
OMT Best Published Paper Award Committee 2015
OB Award Committee for Best International Paper 2014
INFORMS/Organization Science Dissertation Competition 2010

vii. Conference Workshops

IM Junior Faculty Consortium (invited) 2019
SM Junior Faculty Consortium 2018
BPS Junior Faculty Paper Development Workshop 2015
IM Doctoral Consortium 2014
SMS Tel Aviv Doctoral Workshop 2014
OMT Teaching Roundtables 2014
OMT Junior Faculty Consortium (organizer) 2013
OMT Junior Faculty Consortium 2012
ASQ-OMT-HEC Conference on Coordination in Organizations 2011

viii. Invited Solo Workshops on "Publishing in Top Journals" for Faculty & PhD Students

Oxford University, Said Business School, UK S2016
University of Edinburgh Business School, UK S2016
Hebrew University of Jerusalem, Israel S2014

16. UNIVERSITY SERVICE

i. University of Pennsylvania

- Lauder Institute Graduate Group 2007-present
- MGMT Department Junior Faculty Mentor 2011-present

2018-2019

Wharton Global Advisory Committee
University Committee on International Travel Risk Assessment
MGMT Department Seminar Committee (Chair)
MGMT Department Multinational Management Recruiting Committee

2017-2018

University Committee on International Travel Risk Assessment)
Lauder Institute Reginald H. Jones Thesis Prize Committee (Judge)

Wharton Quinquennial Review Committee for Marketing Department
MGMT Department Seminar Committee (Chair)
People Analytics Conference Best Research Paper Award Committee (Judge)

2016-2017

University Online Learning Initiative Faculty Advisory Committee
MGMT Department Undergraduate Curriculum Committee
MGMT Department Seminar Committee (Chair)
People Analytics Conference (Panel Facilitator)

2015-2016

Wharton Undergraduate Curriculum Review Committee
Wharton Global Advisory Committee
MGMT Department Organization Theory Workshop (Founder & Organizer)
People Analytics Conference (Research Competition Judge)

2014-2015

Wharton Undergraduate Curriculum Review Committee
MGMT Department Teaching Assistant Review Committee
MGMT Department Entrepreneurship Faculty Recruiting Committee
MGMT Department Organization Theory Workshop Founder & Organizer

2013-2014

Wharton Quinquennial Review Committee for Management Department
MGMT Department Seminar Committee
MGMT Department Organization Theory Workshop Founder & Organizer

2012-2013

Wharton MBA/Undergraduate Curriculum Committee
MGMT Department Organizational Behavior Faculty Recruiting Committee
MGMT Department Junior Faculty Third-Year Review Committee
MGMT Department Distinguished Scholar–Faculty Development Workshop Coordinator
MGMT Department Organization Theory Workshop Founder & Organizer

2011-2012

Wharton Quinquennial Review Committee for Zell-Lurie Real Estate Center
MGMT Department Distinguished Scholar–Faculty Development Workshop Coordinator
MGMT Department Seminar Series Committee
MGMT Department Organizational Behavior Faculty Recruiting Committee

2010-2011

MGMT Department Strategy Faculty Recruiting Committee

2009-2010

MGMT Department Chair Search Committee (elected)

2008-2009

MGMT Department Faculty Survey Follow-Up Committee

MGMT Department Seminar Committee
MGMT Department Multinational Management Faculty Recruiting Committee

ii. Cornell University

2006-2007

Undergraduate Program Committee (School of Industrial & Labor Relations)

2005-2006

Junior Faculty Recruiting Committee (School of Industrial & Labor Relations)
Undergraduate Program Committee (School of Industrial & Labor Relations)

2004-2005

Senior Faculty Recruiting Committee (Johnson School of Management)
Junior Faculty Recruiting Committee (School of Industrial & Labor Relations)
Undergraduate Program Committee (School of Industrial & Labor Relations)
Faculty Seminar Series (School of Industrial & Labor Relations)

2003-2004

Junior Faculty Recruiting Committee (Dept of Policy Analysis & Management)
Junior Faculty Recruiting Committee (School of Industrial & Labor Relations)
Faculty Seminar Series (School of Industrial & Labor Relations)

17. 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

18. AWARDS & HONORS

i. Teaching Awards

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

ii. Research Awards

- European Academy of Management Best Paper Award, 2018 (winner)
- Journal of Organizational Behavior Award for Best Paper in 2012 (runner up)
- Temple/Academy of International Business Best Paper Award (winner), 2010
- Academy of Management Carolyn Dexter Best International Paper Award (finalist), 2008
- Academy of International Business Haynes Prize for the Most Promising Scholar Under 40 (winner), 2008
- Academy of Management Cummings Scholar Award for Early/Mid-Career Achievement in Organizational Behavior (finalist), 2006
- Academy of Management William H. Newman Award for Best Paper based on a Dissertation (winner), 2005
- Academy of Management William H. Newman Award for Best Paper based on a Dissertation (finalist), 2005

iii. Reviewing Awards

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

iv. Other Honors & Distinctions

- Wharton Faculty Fellow, 2018
- World Bank Invited External Reviewer for Inaugural *Knowledge for Development Report*, 2011
- Harvard University Young Faculty Leaders Forum on the Future of Education, 2002-2005
- Harvard University George S. Dively Award for Outstanding Academic Performance, 2002
Distinction, Administrative Point of View General Exam
Distinction, Organizational Behavior General Exam
Distinction, Sociology General Exam
- Harvard University Kennedy School of Government Hauser Center Fellowship, 2000-2002
- Yale University Inaugural International Relations Award for Academic Excellence, 1993
- P.E.O. International Peace Scholarship, 1991-1993
- Student President, New College, Oxford University, 1990

19. PERSONAL INFORMATION

Citizenship: U.S./U.K.

Married, 3 children