

Exequiel (Zeke) Hernandez

exequiel@wharton.upenn.edu | zekehernandez.net |

<https://mgmt.wharton.upenn.edu/profile/exequiel/>

2014 Steinberg-Dietrich Hall, Philadelphia, PA 19104

EMPLOYMENT

The Wharton School, University of Pennsylvania

- Max and Bernice Garchik Family Presidential Professor (2025-present)
- Max and Bernice Garchik Family Presidential Associate Professor (2020-2025)
- Max and Bernice Garchik Family Presidential Assistant Professor (2018-2020)
- Assistant Professor of Management (2013-2018)

Olin Business School, Washington University in St. Louis

- Assistant Professor of Strategy (2011-2013)

EDUCATION

University of Minnesota, Carlson School of Management

- PhD in Strategic Management and Organization (2011)

Brigham Young University, Marriott School of Management

- Bachelor of Science in Accounting, *summa cum laude* (2006)
- Masters in Accounting, with distinction (2006)

RESEARCH

* = authors contributed equally, † = authors listed alphabetically, †† = authors listed from least to most senior

PUBLISHED OR FORTHCOMING

Hernandez, E.; Choudhury, P.; Kulchina, E., Wang, D.; Shaver, J.M.; Zellmer-Bruhn, M.; Khanna, T. (2025) "[Why Migration Matters in Organizational Research](#)" *Organization Science*, 36(3): 1021-1046.

Hernandez, E.; Lee, J.; Shaver, J. M. (2025) *† "[Towards an Improved Causal Test of Network Effects: Does Alliance Network Position Enhance Firm Innovation?](#)" *Strategic Management Journal*, 46(4): 863-897.

- Best Proposal Award, Cooperative Strategies Interest Group, Strategic Management Society (2020)
- Best Paper Nominee, Strategic Management Society (2020)

Glennon, B.; Morales, F.; Carnahan, S.; Hernandez, E. *†† “[Does Employing Skilled Immigrants Enhance Competitive Performance? Evidence from European Football Clubs](#)” *Management Science*,

- Best Paper Award, Strategy Science Conference (2022)
- Finalist, Best Paper, Strategic Management Society (2022)
- Finalist, Strategic Human Capital Best Paper, Strategic Management Society (2022)

Feldman, E.; Hernandez, E. (2022) *† “[Synergy in Mergers and Acquisitions: Typology, Lifecycles, and Value](#)” *Academy of Management Review*, 47(4): 549-578. [SSRN link](#)

Balachandran, S.; Hernandez, E. (2021) *† “[Mi Casa Es Tu Casa: Immigrant Entrepreneurs as Pathways to Foreign Venture Capital Investments](#)” *Strategic Management Journal*, 42(11):2047-2083. [SSRN link](#)

Hernandez, E.; Menon, A. (2021) *† “[Corporate Strategy and Network Change](#)” *Academy of Management Review*, 46(1): 80-107. [SSRN link](#)

- Finalist, [Best Article Published in Academy of Management Review during 2021](#)

Hernandez, E.; Kulchina, E. (2019) *† “[Immigrants and Foreign Firm Performance](#)” *Organization Science*, 31(4): 797-820. [SSRN link](#)

- AIB/Temple Best Paper Award, Academy of International Business (2016)

Balachandran, S.; Hernandez, E. (2019) *† “[Do Institutional Reforms Perpetuate or Mitigate the Matthew Effect? Intellectual Property Rights and Access to International Alliances](#)” *Strategy Science*, 4(2): 151-174. [SSRN link](#)

- Nominee, Best Paper, Strategic Management Society (2016)

Li, Y.; Hernandez, E.; Gwon, S. (2019) * “[When Do Ethnic Communities Affect Foreign Location Choice? Dual Entry Strategies of Korean Banks in China](#)” *Academy of Management Journal*, 62(1): 172-195. [SSRN link](#)

- Selected as exemplary “[New State of the Art Global Strategy Research](#)” by the Strategic Management Society (2022)

Hernandez, E.; Shaver, J.M. (2019) *† “[Network Synergy](#)” *Administrative Science Quarterly*, 64(1): 171-202.

- Glueck Best Paper Award, Strategic Management (STR) Division, Academy of Management (2017)

Balachandran, S.; Hernandez, E. (2018) *† [“Networks and Innovation: Accounting for Structural and Institutional Sources of Recombination in Brokerage Triads”](#), *Organization Science*, 29(1): 80-99.

Hernandez, E.; Menon, A. (2018) *† [“Acquisitions, Node Collapse, and Network Revolution”](#) *Management Science*, 64(4): 1652-1671.

- Runner-Up, Best Paper, Strategic Management Society (2015)

Hernandez, E.; Sanders, W.G.; Tuschke, A. (2015) *† [“Network Defense: Pruning, Grafting, and Closing to Prevent Leakage of Strategic Knowledge to Rivals”](#), *Academy of Management Journal*, 58(4): 1233-1260.

- Runner-Up, Louis Pondy Award, OMT Division, Academy of Management (2009).

Hernandez, E. (2014) [“Finding a Home Away From Home: Effects of Immigrants on Firms’ Foreign Location Choice and Performance”](#), *Administrative Science Quarterly*, 59(1): 73-108.

- Administrative Science Quarterly Editor’s Choice Collection (2014): exemplary article in the “Networks and Knowledge” category
- Finalist, Outstanding Dissertation Award, Strategic Management (STR) Division, Academy of Management (2012)
- Best PhD Student Paper, Best Practical Implications Paper, and finalist for Best Paper, Strategic Management Society (2009)

Tuschke, A.; Sanders, W.G.; Hernandez, E. (2014) * [“Whose Experience Matters in the Boardroom? The Effects of Experiential and Vicarious Learning on Emerging Market Entry”](#), *Strategic Management Journal*, 35(3): 398-418.

Vasudeva, G.; Zaheer, A.; Hernandez, E. (2013) * [“The Embeddedness of Networks: Institutions, Structural Holes, and Innovativeness in the Fuel Cell Industry”](#), *Organization Science*, 24(3): 645-663.

Zaheer, A.; Hernandez, E. (2011) * [“The Geographic Scope of the MNC and its Alliance Portfolio: Resolving the Paradox of Distance”](#), *Global Strategy Journal*, 1(1-2): 109-126.

Zaheer, A.; Hernandez, E.; Banerjee, S. (2010) [“Prior Alliances with Targets and Acquisition Performance in Knowledge-Intensive Industries”](#) *Organization Science*, 21(5): 1072-1091.

SUBMITTED

Odziemkowska, K.; Hernandez, E.; Feldman, E. *†† “Stakeholder Synergies in Mergers and Acquisitions”

- 2nd Revision Requested, *Strategic Management Journal*
- Funded by Wharton Political Risk Lab

Bahar, D.; Carlson, N.; Hernandez, E. *+ “The Impact of Immigrant Talent on Global Product Strategy”

- Under review, *Management Science*
- Funded by Wharton Global Initiatives

Kulchina, E.; Kim, J.; Hernandez, E. * “Immigrants and the Assignment of Expatriate Managers: Evidence from South Korean Multinational Companies”

- Revision Requested, *Organization Science*
- Funded by Wharton Global Initiatives and the Wharton Dean’s Research Fund

Friedmann, J.; Glennon, B.; Hernandez, E.; "Substituting Talent with Transactions: Acquisitions as Responses to Immigration Restrictions"

- Under review, *Management Science*
- Best Paper Nominee, Strategic Management Society (2025)

WORKING PAPERS

Morales, F.; Glennon, B.; Carnahan, S.; Hernandez, E. *++ “The Unique Blend: Immigrant Talent Combinations and their Impact on Organizational Performance”

- Best Paper Nominee, Strategic Management Society (2024)

Friedmann, J.; Hernandez, E.; Feldman, E. “Putting Strategy Back into Corporate Strategy: Sequences of Alliances, Acquisitions, and Divestitures”

Morales, F.; Carnahan, S.; Hernandez, E. “[Consistently Mediocre: Modular Collaboration and Organizational Performance](#)”

BOOKS

Hernandez, E. (2024) [The Truth About Immigration: Why Successful Societies Welcome Newcomers](#). New York: St. Martin’s Press (307 pages)

- [Best Current Events & Public Affairs Book of 2024](#), Porchlight Business Book Awards
- Kirkus Starred Review
- #1 New Release, Immigration & Emigration Studies, Amazon
- Extensive Media Coverage

EARLY STAGE PROJECTS

Public Sentiment Towards Immigrants and Firm Hiring Choices: Evidence from Dutch Microdata (with Mathijs De Vaan, Sameer Srivastava, and Elaink Pak)

Non-Compete Agreements and Skilled Immigrant Worker Hiring (with Ronnie Lee)

Does Exposure to Immigrants During Childhood Increase Entrepreneurship Among Natives? (with Britta Glennon, Benjamin Pugsley, and Kirk Doran)

Birthplace Diversity and Organizational Performance: Evidence from the Music Industry (with Drew Carton)

The Demand Side Effects of Immigration: How Do Ethnic Foods Become Mainstream? (with Joe Price)

Customer Perceptions of Foods in Ethnic vs. Mainstream Supermarket Aisles (with Bryce Pyrah)

INVITED PAPERS

Hernandez, E.; Guillen, M.F. (2018) "[What's Theoretically Novel About Emerging Market Multinationals?](#)" *Journal of International Business Studies*, 49(1): 24-33.

REPORTS AND TEACHING MATERIALS

Zuzul, T.; Roche, M.; Hernandez, E. (2023) "The Globalization of Manchester City Football Group" (Harvard Business School Case N9-723-391)

Hernandez, E.; Mou, E.; Chen, K. (2022) "Mission Impossible? Impossible Foods and the Globalization of Plant-Based Meat" (Teaching Case)

Hernandez, E.; Trinh, P. (2021) "The Global Streaming Video on Demand Industry" (Teaching Case)

Hernandez, E. (2018) "[The Missing Pieces of the Economic Debate Over Immigration Reform](#)", *Penn Wharton Public Policy Initiative Issue Brief*, 6(7):1-6.

Hernandez, E.; Foster, J. (2016) "Uber Growth: The Globalization of a Startup" (Teaching case)

Hernandez, E.; Foster, J. (2016) "Uber's Challenges in Foreign Markets (A)" (Teaching case)

Hernandez, E.; Foster, J. (2016) "Uber's Challenges in Foreign Markets (B)" (Teaching case)

AWARDS

RESEARCH (in reverse chronological order)

Nominee, Best Paper, Strategic Management Society (2024)

Best Paper, Strategy Science Conference (2022)

Finalist, Best Paper Award, Strategic Human Capital, Strategic Management Society (2022)

Finalist, [Best Article Published in *Academy of Management Review* during 2021](#)

Finalist, Best Paper, Strategic Management Society (2020)

Best Research Proposal, Cooperative Strategies Interest Group, Strategic Management Society (2020)

Nominee, Best Paper, Strategic Management Society (2020)

[Emerging Scholar](#), Strategic Management Society (2018)

[Emerging Scholar](#), Strategic Management Division (STR), Academy of Management (2017)

[Emerging Scholar](#), International Management Division (IM), Academy of Management (2016)

[Glueck Best Paper Award](#), Strategic Management (STR) Division, Academy of Management (2017)

Nominee, Best Paper, Strategic Management Society (2016)

[AIB/Temple Best Paper Award](#), Academy of International Business (2016)

[Runner-Up, Best Paper](#), Strategic Management Society (2015)

[Administrative Science Quarterly Editor's Choice Collection](#) (2014): exemplary article in the "Networks and Knowledge" category

[Finalist, Outstanding Dissertation Award](#), Strategic Management (STR) Division, Academy of Management (2012)

[Best PhD Student Paper](#), Best Practical Implications Paper, and finalist for Best Paper, Strategic Management Society (2009)

Runner-Up, Louis Pondy Award, OMT Division, Academy of Management (2009)

University of Minnesota Graduate School Fellowship and Carlson School of Management Graduate Fellowship (2009-11)

TEACHING (in reverse chronological order)

Wharton Teaching Excellence Award (every year since 2017)

[Favorite Professors of the Executive MBA Class of 2020](#), Poets & Quants

[Best 40 Under 40 Business Professor](#), Poets & Quants (2019)

[Favorite Professors of the MBA Class of 2019](#), Poets & Quants

Core Curriculum Award, "Goes Above and Beyond the Call of Duty," MBA Program, Wharton (2018)

Teaching Commitment and Curricular Innovation Award, MBA Program, Wharton (2017)

Finalist, Outstanding Faculty Member, nominated by Freshman Classes of 2011 and 2012, Washington University in St. Louis (University wide award)

Excellence in Teaching Award, Carlson School of Management, University of Minnesota (2009)

OTHER

Edwin S. Hinckley Scholar, Brigham Young University

Bicentennial Scholar, Brigham Young University

PROFESSIONAL SERVICE

EDITORIAL SERVICE

Associate Editor, *Strategic Management Journal* (2023-Present)

Guest Editor, Special Issue on Migration and Organizations, *Organization Science* (forthcoming in 2024)

Editorial Boards

- *Administrative Science Quarterly*, 2014-2023
- *Strategic Management Journal*, 2016-2022
- *Organization Science*, 2018-2021
- *Academy of Management Review*, 2017-2020

Ad-hoc Reviewer: *Management Science*, *Academy of Management Journal*, *Strategic Organization*, *Strategy Science*, *Journal of International Business Studies*, *Global Strategy Journal*, *Strategic Entrepreneurship Journal*

Conference Reviewer: *Academy of Management Meeting* (Best Reviewer Award, STR and IM Divisions, multiple years), *Academy of International Business Meeting* (Best Reviewer Award, multiple years), *Strategic Management Society Conference* (multiple years)

ORGANIZATIONAL SERVICE

Doctoral Coordinator, Management Department, Wharton (2023-Present)

Advisory Board, Winter Strategy Conference (2025-Present)

Co-Director, Wharton Political Risk & Identity Lab (2022-2025)

Co-Founder and Organizer, Migration & Organizations Conference (2018-Present)

Executive Committee, Strategic Management (STR) Division, Academy of Management (2022-2024)

Recruiting Committee, Management Department, The Wharton School (2014, 2019, 2021, 2022, 2023, 2024)

Academic Freedom Committee, The Wharton School (2021-2022, 2023-2024)

Research Committee, Strategic Management (STR) Division, Academy of Management (2019-2020)

Faculty IT Steering Committee, The Wharton School (2018-2020)

Department Chair Selection Committee, Management Department, The Wharton School (2016, 2019)

Doctoral Program Committee, Management Department, The Wharton School (2016-2017, 2019-2020)

Seminar Committee, Management Department, The Wharton School (2014-2016, 2017-2018)

Seminar Series Organizer, Strategy Area, Washington University in St. Louis (2012-2013)

TEACHING

COURSES TAUGHT

Managing the Enterprise: Global Strategy (MGMT 6120/30, Core MBA class), Wharton (2013-present)

Advanced Global Strategy (MGMT 8710, Elective MBA class), Wharton (2019-present)

Foundations of Multinational Management (MGMT 9550, PhD Seminar), Wharton (2022-present)

Managing in Turbulent Environments: The Case of Argentina (MGMT 8950, Elective WEMBA class), Wharton (2017-present)

Economic Transformation Through Entrepreneurship and Innovation: The Case of Chile (MGMT 8950, Elective WEMBA class), Wharton (2022)

Network Theory and Applications (MGMT 9350, PhD Seminar), Wharton (2020)

Senior Capstone Project, Huntsman Program (MGMT 409, Undergraduate), Wharton (2020, 2021)

Media & Entertainment Industry Exploration (WH297, Elective Undergraduate class), Wharton (2019-2021)

Introduction to Management (MGMT 100), Washington University in St. Louis (2011-2013)

Business Policy: Strategy Formulation and Implementation, University of Minnesota (2009)

PHD STUDENT TRAINING

Primary Advisor

- [Sarath Balachandran](#), Wharton, Placement: London Business School
- [Aparajita Agarwal](#), Wharton, Placement: INSEAD

Committee Member

- [Luis Ballesteros](#), Wharton, Placement: George Washington University
- [Kate Odziemkowska](#), Wharton, Placement: Rice University
- [Tracy Anderson](#), Wharton, Placement: Bocconi
- [Rachel Pacheco](#), Wharton, Placement: Georgetown University
- [Jason Lee](#), Wharton, Placement: Hong Kong Baptist University

INVITED PRESENTATIONS

- University of South Carolina, International Business (November 2025)
- George Washington University, International Business (April 2025)
- Georgetown University, Strategy, Economics, Ethics, and Public Policy Department (February 2025)
- Drexel University, Management Department (February 2025)
- University of Surrey, Strategy and International Business (February 2024)
- University of Pittsburgh, Organizations & Entrepreneurship (February 2024)
- Northwestern University, Management & Organizations (January 2024)
- University of Illinois, Organizational Behavior Group (February 2023)
- University of Georgia, Management Department (October 2022)
- Insper (October 2022)
- EM Lyon, STORM (March 2022)
- Harvard Business School, Strategy Unit (March 2022)
- Ohio State University, International Business & Strategy (February 2022)
- HEC Montreal, International Business Department (February 2022)
- University of Connecticut, Management Department (February 2021)
- Alliance Manchester Business School (February 2021)
- Lehigh University, Management Department (December 2020)
- Seoul National University, Strategy & International Business (September 2020)
- University of Utah, Strategy Department (Feb 2020)
- STR Division Plenary Session, Academy of Management (August 2019)
- HEC Lausanne, Department of Strategy (May 2019)
- Klion Forum (keynote speaker), Columbia University (April 2019)
- University of Maryland, Strategy Seminar (March 2019)
- The Wharton School, Legal Studies & Business Ethics Department (January 2019)

- University of Colorado, Strategy, Entrepreneurship, & Operations (November 2018)
- Bocconi University, Strategy Department (May 2018)
- George Washington University, International Business Department (February 2018)
- Baruch College, International Business Group (Fall 2017)
- Columbia Business School, Management Department (April 2017)
- Harvard Business School, Organizational Behavior Unit (October 2016)
- University of Michigan, ICOS Seminar (January 2016)
- INFORMS Strategy Science Conference, Philadelphia, PA (November 2015)
- SUNY Buffalo, Strategy Department (October 2015)
- London Business School, Strategy and Entrepreneurship Department (September 2015)
- Tilburg University, Strategy Department (June 2015)
- BI Norwegian Business School, Strategy Department (June 2015)
- Strategy Symposium on Emerging Markets, Rice University (April 2015)
- Workshop on Innovation in a Global Economy, Harvard Business School (March 2015)
- Duke Strategy Conference (October 2014)
- INSEAD, Strategy Seminar (September 2014)
- Winter Strategy Conference, University of Utah-BYU (February 2014)
- University of Munich, Center for Advanced Management Studies (October 2013)
- Purdue, Strategy Department (September 2012)
- University of Munich, Center for Advanced Management Studies (June 2012)
- The Wharton School, Management Department (January 2011)
- Georgetown University, Strategy, Economics, Ethics, and Public Policy Department (January 2011)
- University of Toronto, Strategy Department (January, 2011)
- University of North Carolina-Chapel Hill, Strategy Department (December 2010)
- University of Michigan, Strategy Department (December 2010)
- University of Maryland, Management Department (December 2010)
- University of Utah, Management Department (December 2010)
- University of Texas-Austin, Management Department (December 2010)
- Dartmouth, Strategy Department (December 2010)
- Duke University, Strategy Department (December 2010)
- Washington University in St. Louis, Strategy Area (November 2010)

OTHER INFORMATION

Advisory Boards

- [HeartIQ](#) (2025-Present)
- [Felix](#) (2020 - Present)
- Refugee Integration Insights (2020 - 2022)