

# MARTINE R. HAAS

Lauder Chair Professor & Professor of Management  
Anthony L. Davis Director of the Joseph H. Lauder Institute  
for Management & International Studies

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## 1. EDUCATION

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- 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

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- 2007-present    **University of Pennsylvania - The Wharton School**  
The Lauder Chair Professor (2019-present)  
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

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- 2019-present Anthony L. Davis Director, The Joseph. H. Lauder Institute of Management and International Studies, University of Pennsylvania
- Institute runs joint MA-MBA degree program for ~150 students
  - International immersion programming in >25 countries per year
  - >30 full-time staff & faculty in 10 languages, political science, history, etc
  - Responsibilities include board and alumni relations, fundraising, strategic planning, oversight of all aspects of academic MA curriculum, faculty and staff hiring and deployment, admissions and financial aid, career advising, travel planning, events and community, external relations, and finances

### 4. 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

### 5. RESEARCH & TEACHING INTERESTS

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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

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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): 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

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- [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

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- [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", Spring 2023
- [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", pp18-23, Summer 2022
- [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", pp90-92, Fall 2021; selected for distribution partnership with Microsoft, Spring 2022
  - Reprinted in "HBR's 10 Must Reads for Mid-level Managers", Spring 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>

## 9. EDITORIALS

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- [29] 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
- [30] 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.

- [31] 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

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- [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.

## 11. WORKING PAPERS

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- [34] Han, H., and **Haas, M. R.** “Intra-Firm Work Experiences and Corporate Venturing by Employees.”
- [35] **Haas, M. R.**, Criscuolo, P., Cohen, A., and Klein, K. “Does Competition Pay? How Competitive Relationships Affect Executive Bonuses in a Digital Media Agency.”
- [36] 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
- [37] 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
- [38] 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

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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](#).
- “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 Compensation” 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 (forthcoming), [Knowledge@Wharton](#)
- Additional media coverage and commentary:  
Financial Times, Forbes Magazine  
Greater Boston PBS, New York Times, Wall Street Journal

### 13. INVITED SPEAKER EVENTS

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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

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- 2023-2024 INSEAD (invited)
- 2022-2023 Harvard Business School
- 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



## 15. CONFERENCE PRESENTATIONS

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- 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)
- 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

## 16. 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

## 17. 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, 2021, 2022, 2023) <ul style="list-style-type: none"><li>▪ Required core course for Lauder Institute students</li><li>▪ ~ 75 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>▪ Open: CEO Academy; China GMP, Global CEO, High Potential Leaders Program; Leading in Challenging Times, Women's Executive Leadership Program, The Leadership Edge; Effective Execution of Strategy; Global Strategic Leadership, Executive Development Program; Wharton Japan Women's Leadership Program</li><li>▪ Custom: 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; other custom</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>▪ Academic Director 2016-current</li><li>▪ Summer workshop on research &amp; publishing for international faculty</li><li>▪ ~25-75 participants</li></ul> Shanghai University Faculty Program (2018) <ul style="list-style-type: none"><li>• Academic Co-Director</li><li>• ~35 participants</li></ul>
<u>MOOCs:</u>	Global C-Suite Officer Senior Executive Program (launching Spring 2022) <ul style="list-style-type: none"><li>▪ Three modules on Global Leadership</li><li>▪ Facilitated online course, with corporate partner</li></ul> HR Management and Analytics (launched May 2019, ongoing) <ul style="list-style-type: none"><li>▪ Academic Director</li></ul>

- Facilitated online course, with Emeritus People Analytics: Collaboration (launched Fall 2015, ongoing)
- Wharton Business Analytics Program - Coursera
- currently >130,000 total learners; >28,000 course completers

## ii. Cornell University

<u>Undergraduate:</u>	Intro to Organizational Behavior (F2003, F2004, F2005, F2006) <ul style="list-style-type: none"> <li>▪ Required core course</li> <li>▪ ~300 students in lecture format</li> </ul>
<u>Masters:</u>	Organizational Behavior (S2004, S2006, F2006) <ul style="list-style-type: none"> <li>▪ Required core course</li> <li>▪ ~35 students</li> </ul>
<u>PhD:</u>	Current Research in Organizational Behavior (S2006) <ul style="list-style-type: none"> <li>▪ Elective seminar</li> <li>▪ ~10 students</li> </ul>

## iii. London Business School

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

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### 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

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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-current
Committee on International Travel Risk Assessment	2017-current
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
<u>Wharton</u>	
Academic Freedom & Responsibility Committee (elected)	2023-current
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
<u>Management Department</u>	
Junior Faculty Mentor	2011-current
Junior Faculty Tenure Promotion Committee (Member)	2023-2024
Junior Faculty Third-Year Review Committee	2012-2013
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	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
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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
<u>Other schools</u>	
Senior Faculty Recruiting Committee (Johnson School of Management)	2004-2005
Junior Faculty Recruiting Committee (Policy Analysis & Management)	2003-2004

## 20. PROFESSIONAL SERVICE

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### 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 <u>Organization Science</u>	2016
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### 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



## 21. AWARDS & HONORS

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- 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

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Married, 3 children