

MICHAEL D. HOWARD

Ivy College of Business
Iowa State University
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ACADEMIC POSITIONS

Ivy College of Business, Iowa State University
2022 ~ Hilsinger-Janson Professor
Department of Management and Entrepreneurship

Mays Business School, Texas A&M University
2019 ~ 2022 Academic Director
McFerrin Center for Entrepreneurship
2018 ~ 2022 Associate Professor with Tenure
2012 ~ 2018 Assistant Professor
Department of Management

EDUCATION

Michael G. Foster School of Business, University of Washington
2012 Ph.D. in Technology Entrepreneurship and Strategic Management, minor in Sociology
2010 Master of Science in Business Administration

University of Illinois at Urbana / Champaign
1997 Master of Business Administration
1993 Bachelor of Science, Aeronautical and Astronautical Engineering

PUBLICATIONS

Josefy, M., Harrison, J., Howard, M.D. 2022. "Elite pipelines: How elite school ties are reflected in interfirm employee migration" *forthcoming, Journal of Management*.
Howard, M.D., Kolb, J., Sy, V. 2021. "Entrepreneurial Identity and Strategic Disclosure: Founder CEOs and New Venture Media Strategy" *Strategic Entrepreneurship Journal*, 15: 3-27.
Howard, M.D. 2021. "Management of Innovation and Knowledge Sharing" in M. Hitt, M. Lyles, & I. Duhaime (Eds.), *Strategic Management: State of the Field and its Future*. Oxford: Oxford University Press.
Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. 2021. "Interpersonal relationships, digital technologies, and innovation in entrepreneurial ventures" *Journal of Business Research*, 125: 495-507.
Withers, M., Howard, M.D., Tihanyi, L. 2020. "You've got a friend: Examining board interlock formation after financial restatements" *Organization Science*. 31: 742-769.

- Lahiri, A., Cox Pahnke, E., Howard, M.D., & Boeker, W. 2019. "Collaboration and informal hierarchy in innovation teams: Product introductions in entrepreneurial ventures" *Strategic Entrepreneurship Journal*, 13: 326-358.
- Howard, M.D., Boeker, W., Andrus J. 2019. "The spawning of ecosystems: How cohort effects benefit new ventures" *Academy of Management Journal*, 62: 1153-1193.
- Park, H.D., Howard, M.D., Gomulya, D. 2018 "The impact of knowledge worker mobility on post-acquisition breakthrough knowledge creation" *Journal of Management Studies*, 55: 86-107.
- Withers, M., Kim, J.Y., Howard, M.D. 2018. "The evolution of the board interlock network following Sarbanes-Oxley" *Social Networks*, 52: 56-67.
- Howard, M.D., Withers, M.C., Tihanyi, L. 2017. "Knowledge dependence and the formation of director interlocks" *Academy of Management Journal*, 60: 1986-2013.
- Howard, M.D., Withers, M.C., Carnes, C., & Hillman, A. 2016. "Friends or strangers? It all depends on context: A replication and extension of Beckman, Haunschild, and Phillips, 2004" *Strategic Management Journal*, 37: 2222-2234.
- Howard, M.D., Steensma, H.K., Lyles, M., & Dhanaraj, C. 2016. "Learning to collaborate through collaboration: How allying with expert firms influences collaborative innovation within novice firms" *Strategic Management Journal*, 37: 2092-2103.
- Kim, J.Y., Howard, M.D., Boeker, W., & Cox Pahnke, E. 2016. "Understanding network formation in strategy research: Exponential random graph models" *Strategic Management Journal*, 37: 22-44.
- Sahaym, A., Howard, M.D., Basu, S., & Boeker, W. 2016. "The parent's legacy: Firm founders and technological choice" *Journal of Business Research*, 69: 2624-2633.
- Basu, S., Sahaym, A., Howard, M.D., & Boeker, W. 2015. "Parent inheritance, founder expertise, and venture strategy: Determinants of new venture knowledge impact" *Journal of Business Venturing*, 30: 322-337.
- Steensma, H.K., Howard, M.D., Lyles, M., & Dhanaraj, C. 2012. "The compensatory relationship between technological relatedness, social interaction, and knowledge flow between firms" *Strategic Entrepreneurship Journal*, 6: 291-306.

MANUSCRIPTS UNDER REVISION AND REVIEW

- Garg, S., Pahnke, E., Howard, M.D., & Nahm, P. ***Title Omitted to Preserve Blind Review*** *first revision submitted, Strategic Entrepreneurship Journal*
- Gee, I., Li, J., & Howard, M.D. ***Title Omitted to Preserve Blind Review*** *first revision under preparation, Journal of Business Venturing*
- Howard, M.D., & Lyles, M. ***Title Omitted to Preserve Blind Review*** *first revision under preparation, Journal of Management*
- Call, M., & Howard, M.D. ***Title Omitted to Preserve Blind Review*** *under review, Organization Science*
- Andrus, J., Lee, J., & Howard, M.D. ***Title Omitted to Preserve Blind Review*** *under review, Journal of Management*

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Tang, P.M., Koopman, J., Vough, H., Lee, K., Zhang, J., Howard, M.D., Ng, C.T., & Wu, C.Y. ***Title Omitted to Preserve Blind Review*** *under review, Personnel Psychology*

MANUSCRIPTS IN PREPARATION

Howard, M.D., & Pahnke, E. "Network percolation theory and the temporal dynamics of collective action in corporate social responsibility, *under preparation for submission, Academy of Management Review*

Berger, E.S.C., Brändle, L., & Howard, M.D. "Toward a socially embedded view of disruptive technology emergence" *under preparation for submission, Administrative Science Quarterly*

Pahnke, E., Howard, M.D., Li, T., Brändle, L. "Deference and Asymmetric Alliance Formation Between Ventures" *under preparation for submission, Strategic Management Journal*

Lee, J., Grubbs, H., Andrus, J., Howard, M.D. "Borrowing to build: The role of indirect network ties in building social capital for women inventors" *under preparation for submission, Academy of Management Journal*

Hoempler, E., Howard, M.D. "Information gathering vs. information processing: New venture survival following an exogenous shock" *under preparation for submission, Strategic Management Journal*

Howard, M.D., Nahm, P., Dwivedi, P., & Lyles, M. "How media portrayal of CEO overconfidence impacts technology innovation" *under preparation for submission, Research Policy*

CONFERENCE PROCEEDINGS

Pahnke, E., Zuzul, T., & Howard, M.D. (2022) "Dynamic positioning and accelerating product launches by ventures" *Annual Meeting of the Academy of Management Best Paper Proceedings, STR Division.*

Lee, J., Howard, M.D., & Grubbs, H. (2021) "Beyond immediate relations: Understanding women collaborative networks" *Annual Meeting of the Academy of Management Best Paper Proceedings, TIM Division.*

Berger, E.S.C., Brändle, L., & Howard, M.D. (2021) "Toward a socially embedded view of disruptive technology emergence" *Annual Meeting of the Academy of Management Best Paper Proceedings, TIM Division.*

Josefy, M., Harrison, J., & Howard, M. (2019) "Examining the effects of CEOs elite educational ties and minority status on human capital pipelines" *Annual Meeting of the Academy of Management Best Paper Proceedings, STR Division.*

Howard, M.D. & Sy, V. (2018) "Technology platforms, factions, and adversarial attack: Network dynamics in the smartphone industry" *Annual Meeting of the Academy of Management Best Paper Proceedings, TIM Division.*

Xu, K., Kim, R., Withers, M.C., & Howard, M.D. (2017) "The role of institutional logics in board interlock formation" *Annual Meeting of the Academy of Management Best Paper Proceedings, IM Division.*

Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. (2016) "The influence of founder collaborations on venture knowledge quality" *Annual Meeting of the Academy of Management Best Paper Proceedings, BPS Division.*

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Howard, M.D., Nance, D.B., Gomulya, D.M., Park, H.D. (2014) "Consequences of TMT dynamics: The failure to utilize innovation from technology acquisitions" *Annual Meeting of the Academy of Management Best Paper Proceedings, TIM Division*.

CONFERENCE PRESENTATIONS

Cox Pahnke, E., Howard, M.D., Brandle, L., Li, T. (September, 2022) "In the same boat – Competitive interdependence and tie formation between ventures" *Strategic Management Society Conference*. London, England.

Cox Pahnke, E., Howard, M.D. (August, 2022) "Dynamic positioning and accelerating product launches by new ventures" *Annual Meeting of the Academy of Management*. Seattle, WA.

Lee, J., Grubbs, H., Andrus, J., Howard, M.D. (June, 2022) "Borrowing to build: The role of indirect network ties in building social capital for women inventors" *Babson College Entrepreneurship Research Conference*. Waco, TX.

Lee, J., Howard, M.D., Grubbs, H. (August, 2021) "Beyond immediate relations: Understanding women collaborative networks" *Annual Meeting of the Academy of Management*. Toronto, Canada. *Conference held in virtual format due to Coronavirus*.

Cox Pahnke, E., Li, T., Howard, M.D., Brandle, L. (August, 2021) "Deference and asymmetric alliance formation between ventures" *Annual Meeting of the Academy of Management*. Toronto, Canada. *Conference held in virtual format due to Coronavirus*.

Berger, E.S.C., Brandle, L., Howard, M.D. (August, 2021) "Toward a socially embedded view of disruptive technology emergence" *Annual Meeting of the Academy of Management*. Toronto, Canada. *Conference held in virtual format due to Coronavirus*.

Sy, V., Pahnke, E., Dwivedi, P., Howard, M.D. (June, 2021) "Female inventors and knowledge diffusion" *Babson College Entrepreneurship Research Conference*. Munich, Germany. *Conference held in virtual format due to Coronavirus*.

Vedula, S., Howard, M.D., Nahm, P. (June, 2021) "Regional institutional logics and evolution of regional innovation networks in the renewable energy industry" *Babson College Entrepreneurship Research Conference*. Munich, Germany. *Conference held in virtual format due to Coronavirus*.

Gee, I., Howard, M.D., Cox Pahnke, E. (June, 2020) "Disentangling the influence of serial entrepreneurs" *Babson College Entrepreneurship Research Conference*. Knoxville, TN. *Conference held in virtual format due to Coronavirus*.

Li, T., Howard, M.D., Brandle, L. (March, 2020) "Social status, social exchange, and deference: Asymmetric tie formation between new ventures" *Strategic Management Society Special Conference*. Berkeley, CA. *Conference held in virtual format due to Coronavirus*.

Nahm, P., Howard, M. (October, 2019) "Consequences of CEO narcissism: An interorganizational network structure perspective" *Strategic Management Society Conference*. Minneapolis, MN.

Josefy, M., Harrison, J., & Howard, M.D. (August, 2019) "Examining the effects of CEOs elite educational ties and minority status on human capital pipelines" *Annual Meeting of the Academy of Management*. Boston, MA.

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- Berger, E.S.C. & Howard, M.D. (October, 2018) "The diffusion of knowledge dependence through cross-national venture capital investors" *G-Forum Conference on Entrepreneurship, Innovation, and SMEs*. Stuttgart, Germany.
- Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. (October, 2018) "Informal knowledge sources, digital technologies, and innovation in entrepreneurial ventures" *G-Forum Conference on Entrepreneurship, Innovation, and SMEs*. Stuttgart, Germany.
- Howard, M.D., Sy, V. (August, 2018) "Technology platforms, factions, and adversarial attack: Network dynamics in the smartphone industry" *Annual Meeting of the Academy of Management*. Chicago, IL.
- Howard, M.D. (December, 2017) "Network dynamics of knowledge dependence, cooperation and attack: The emergence of the smartphone industry" *SMS Special Conference*. San Jose, Costa Rica.
- Howard, M.D., Li, J., Hitt, M.A., Ireland, R.D., Josefy, M., & Kuban, S. (September, 2017) "Knowledge creation after acquisition: A knowledge structure perspective" *Strategic Management Society Conference*. Houston, TX.
- Howard, M.D., Lyles, M. (September, 2017) "The enacted environment and the failure to address knowledge dependence" *Strategic Management Society Conference*. Houston, TX.
- Xu, K., Withers, M., Kim, J.Y., & Howard, M.D. (August, 2017) "The role of institutional logics in board interlock formation" *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Howard, M.D., Berger, E.S.C. (June, 2017). "The diffusion of knowledge dependence through cross-national venture capital investors. *SMS Special Conference*. Banff, Alberta, Canada.
- Xu, K., Withers, M., Kim, J.Y., & Howard, M.D. (June, 2017) "The role of institutional logics in board interlock formation: Comparing U.S. and Chinese directorate networks" *Sunbelt Conference of the International Network for Social Network Analysis*. Beijing, China.
- Cox-Pahnke, E., Boeker, W., Howard, M.D., & Lahiri, A. (February, 2017) "Collaboration and status in innovation teams: Product introductions in entrepreneurial ventures" *Entrepreneurship and Collaboration Conference, Leeds School of Buiness*. Boulder, CO.
- Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (September, 2016) "Friends in low places: Examining board interlock formation after financial restatements" *Annual Meeting of the Academy of Management*. Anaheim, CA.
- Garg, S., Howard, M.D., Cox Pahnke, E. (August, 2016) "Venture boards: The impact of CVC-directors on venture innovation" *Annual Meeting of the Academy of Management*. Anaheim, CA.
- Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. (August, 2016) "The influence of founder collaborations on venture knowledge quality" *Annual Meeting of the Academy of Management*. Anaheim, CA.
- Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (April, 2016) "Friends in low places: Examining board interlock formation after financial restatements" *Sunbelt Conference of the International Network for Social Network Analysis*. Newport Beach, CA.
- Garg, S., Howard, M.D., Cox Pahnke, E. (September, 2015) "Venture boards: The impact of CVC-directors on venture innovation" *West Coast Research Symposium*. Seattle, WA.
- Josephy, M., Harrison, J., Howard, M.D., (September, 2015) "The effect of elite education ties on organizational networks" *Strategic Management Society Conference*. Denver, CO.

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- Howard, M.D., Boeker, W., Andrus, J. (August, 2015) "Cooperation and competition among new ventures: The role of generational cohorts" *Annual Meeting of the Academy of Management*. Vancouver, BC.
- Howard, M.D., Scoresby, R.B. (August, 2015) "Technology and new venture spawning: How incumbent firm knowledge structure influences entrepreneurship" *Annual Meeting of the Academy of Management*. Vancouver, BC.
- Withers, M., Howard, M., Kim, J.Y. (June, 2015) "The origin and evolution of board interlock formation" *Sunbelt Conference of the International Network for Social Network Analysis*. Brighton, UK.
- Howard, M.D., Withers, M., Tihanyi, L. (September, 2014) "Knowledge dependence and the formation of board interlocks" *Strategic Management Society Conference*. Madrid, Spain.
- Park, H.D., Howard, M.D., Gomulya, D. (September, 2014) "When does acquisition lead to breakthrough knowledge creation?" *Strategic Management Society Conference*. Madrid, Spain.
- Boeker, W., Cox Pahnke, E., Howard, M.D., Kim, J.Y. (August 2014) "Understanding the structure and evolution of organizational networks: ERGMs." *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Howard, M.D., Xu, K. (August 2014) "Conflicting identities in new ventures: When academic founders may be a liability" *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Howard, M.D., Nance, D.B., Gomulya, D.M., Park, H.D. (August 2014) "Consequences of TMT dynamics: The failure to utilize innovation from technology acquisitions" *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Boeker, W., Howard, M.D., Lahiri, A., Cox Pahnke, E. (May 2014) "Prior collaboration, expertise, and status in new venture innovation" *Industry Studies Annual Conference*. Portland, OR.
- Gomulya, D., Howard, M.D. (March 2014) "The dynamics of attentional engagement, disengagement, and re-engagement: The effect of pace of VC financing on new venture innovation" *SMS Special Conference*. Tel-Aviv, Israel.
- Boeker, W., Cox Pahnke, E., Howard, M.D., & Lahiri, A. (September 2013) "Who's inventing and how? Human capital strategy and new venture commercial performance" *Strategic Management Society Conference*. Atlanta, GA.
- Howard, M.D., Steensma, H.K., Lyles, M., & Dhanaraj, C. (September 2013) "Learning to collaborate through collaboration: The influence of external alliance learning on internal innovation" *Strategic Management Society Conference*. Atlanta, GA.
- Boeker, W., Cox, E., Howard, M.D., & Kim, R. (August 2013) "Bankers or brokers? Firm knowledge and venture capital portfolio performance" *Annual Meeting of the Academy of Management*. Orlando, FL.
- Lahiri, A., Howard, M.D., & Boeker, W. (August 2012) "The oversocialized founder? The impact of founder's coinventor network on new venture knowledge creation" *Annual Meeting of the Academy of Management*. Boston, MA.
- Howard, M.D., Sahaym, A., & Basu, S. (August, 2011) "Brotherly love or sibling rivalry: Genealogical ventures from common organizational parents" *Annual Meeting of the Academy of Management*. San Antonio, TX

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- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August, 2011) “Geographic and technological proximity and the quality of knowledge of new ventures” *Annual Meeting of the Academy of Management*. San Antonio, TX
- Howard, M.D. (August 2010) “The impact of innovation and reputation on corporate social performance” *Annual Meeting of the Academy of Management*. Montreal, Canada
- Steensma, H.K., Howard, M.D., Lyles, M., & Dhanaraj, C. (August 2010) “The compensatory role of absorptive capacity and social embeddedness in learning from an alliance” *Annual Meeting of the Academy of Management*. Montreal, Canada
- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August 2010) “Knowledge inheritance and the quality of knowledge of new ventures” *Annual Meeting of the Academy of Management*. Montreal, Canada
- Howard, M.D. (August 2009) “Not invented here revisited: The bias against innovations from technology acquisitions” *Annual Meeting of the Academy of Management*. Chicago, IL
- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August 2009) “The parent’s legacy: Firm founders and technological choice” *Annual Meeting of the Academy of Management*. Chicago, IL

HONORS, AWARDS AND GRANTS

- 2022 Karl Schlecht Foundation Best Entrepreneurship Research Award (with E. Cox Pahnke, L. Brandle, & T. Li), G-Forum 25th Annual Interdisciplinary Conference on Entrepreneurship, Innovation, and SMEs: *Interdependence as a path to coopetition: Alliance formation between ventures* (September)
- 2018 Schulze Publication Award (with E. Cox Pahnke, J.Y. Kim, & W. Boeker), Entrepreneur & Innovation Exchange: *Bankers or brokers? For favored firms, VCs invest more than dollars*
- 2018 FGF Norbert Szyperski Technology and Innovation Management Award (with W. Boeker, S. Basu, & A. Sahaym), G-Forum Conference on Entrepreneurship, Innovation, and SMEs: *Informal knowledge sources, digital technologies, and innovation in entrepreneurial ventures* (October)
- 2017 Honorable Mention for Best Paper Award, Strategic Management Society Costa Rica Special Conference: *Network dynamics of knowledge dependence, cooperation and attack: The emergence of the smartphone industry* (December)
- 2017 Center for Governance, Institutions & Organizations Best Paper Award (with K. Xu, J.Y. Kim, & M. Withers), International Management Division, Academy of Management Conference: *The role of institutional logics in board interlock formation* (August)
- 2017 Mays Grand Challenge Grant, (with M. Withers), “Entrepreneurial Resource Dependence,” Mays Business School, Texas A&M University
- 2016 Distinguished Paper Award (with W. Boeker, S. Basu, & A. Sahaym), Business Policy and Strategy Division, Academy of Management Conference: *The influence of founder collaborations on venture knowledge quality* (August)
- 2016 Mays Summer Research Grant, Mays Business School, Texas A&M University

MEDIA MENTIONS AND APPEARANCES

- 2021 BBC: “Why it’s So Hard to Work with a Creative Genius” (May 11)
- 2020 KAGS TV, NBC Affiliate: “Unemployment Benefits Ends Soon, What Next?” (July 30)
- 2020 KAGS TV, NBC Affiliate: “Small Businesses Have Been Hit Hardest During the Pandemic, How Are They Bouncing Back?” (April 28)

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- 2020 *KAGS TV, NBC Affiliate*: “Tech Start-up Hiring 1000 Employees in the Brazos Valley this Year” (February 20)
- 2018 *AP Financial News*: “Thinking of Partnering? Some Tips for Business Owners” (7 November)
- 2018 *AP Regional State Report – New York*: “Bound to Fail: Poor Choices Can Ruin Business Partnerships” (7 November)
- 2018 *BizEd*: “Acquisition without Attrition” (September/October)
- 2017 *Investor’s Business Daily*: “6 Critical Steps to Picking the Right Business Partner” (2 July)

INVITED PRESENTATIONS

- 2022 Howard, M.D. “Network percolation theory and the temporal dynamics of collective action in corporate social responsibility” University of Wisconsin at Milwaukee (September)
- 2018 INEF round table participant, “Between unicorns and reality: A cross-country perspective” 22nd Annual G-Forum Conference on Entrepreneurship, Innovation and SMEs, Stuttgart, Germany. (October)
- 2016 Withers, M., Howard, M.D., Tihanyi, L., Jones, L. “Friends in low places: Examining board interlock formation after financial restatements” University of Hohenheim. Stuttgart, Germany. (June)
- 2016 Howard, M.D., Boeker, W., Andrus J. “Understanding the boundaries and benefits of coopetition: Resource dependence and organizational siblings” Strategic Management Journal Workshop for the Special Issue on the Interplay of Competition and Cooperation. LUISS Business School. Rome, Italy. (June)
- 2016 Withers, M., Howard, M.D., Tihanyi, L., Jones, L. “Friends in low places: Examining board interlock formation after financial restatements” Rice University. Houston, TX. (January)
- 2015 Howard, M.D., Withers, M., Tihanyi, L. “Knowledge dependence and the formation of board interlocks” University of Texas at Dallas. Dallas, TX. (March)

TEACHING

Doctoral Thesis Committees:

Mays Business School, Texas A&M University: Peter Nahm (Strategy/Entrepreneurship)
(Committee chair)

Valerie Sy (Strategy/Entrepreneurship)
(Committee chair)

Jingyu (Sissi) Li (Strategy)

Richard Scoresby (Strategy)

Courses Taught:

Mays Business School, Texas A&M University:

Doctoral Seminar in Social Network Analysis MGMT 689-600
Section evaluation 5.00/5 (Spring 2022)

Doctoral Seminar in Entrepreneurship MGMT 682
Section evaluation 5.00/5 (Spring 2021)
Section evaluation 4.98/5 (Spring 2019)

Strategic Entrepreneurship MGMT 638 (Graduate course)
Section evaluation 4.88/5 (Spring 2020)
Section evaluation 4.71/5 (Spring 2019)

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Business and Corporate Strategy MGMT 680 (Graduate course)

Section evaluation 4.50/5 (Fall 2021)
Section evaluation 4.67/5 (Fall 2020)
Section evaluation 4.97/5 (Fall 2017)
Section evaluation 4.96/5 (Fall 2017)
Section evaluation 4.62/5 (Fall 2015)
Section evaluation 4.93/5 (Fall 2015)
Section evaluation 4.76/5 (Fall 2014)
Section evaluation 4.73/5 (Fall 2014)
Section evaluation 4.48/5 (Fall 2013)
Section evaluation 4.85/5 (Fall 2013)

Strategic Management MGMT 466H (Honors undergraduate capstone course)

Section evaluation 5.00/5 (Fall 2021)
Section evaluation 4.50/5 (Fall 2020)
Section evaluation 4.75/5 (Fall 2019)
Section evaluation 4.18/5 (Fall 2018)
Section evaluation 4.69/5 (Fall 2017)
Section evaluation 5.00/5 (Fall 2016)
Section evaluation 4.80/5 (Fall 2015)
Section evaluation 4.94/5 (Fall 2014)
Section evaluation 4.77/5 (Fall 2013)

Strategic Management MGMT 466 (Undergraduate capstone course)

Section evaluation 4.62/5 (Fall 2021)
Section evaluation 4.84/5 (Spring 2020)
Section evaluation 4.97/5 (Fall 2016)
Section evaluation 4.95/5 (Fall 2016)
Section evaluation 4.50/5 (Fall 2012)
Section evaluation 4.61/5 (Fall 2012)
Section evaluation 4.73/5 (Fall 2012)

University of Washington, Foster School of Business:

2010 ~ 2011 Instructor, Strategic Management (Undergraduate capstone course)
2008 ~ 2010 Teaching Assistant for Dr. Charles Hill, Management Strategy (MBA and EMBA)
2008 Teaching Assistant for Dr. Mina Yoo, Introduction to Entrepreneurship (Undergraduate)

Embry Riddle Aeronautical University, Portland, OR:

2006 Instructor, International Business (Undergraduate elective)
2006 Instructor, Macroeconomics (Undergraduate required course)
2005 Instructor, Microeconomics (Undergraduate required course)

SERVICE & PROFESSIONAL AFFILIATIONS

2020 ~ Director, MS in Entrepreneurial Leadership Program
2020 ~ Member, Mays Business School Graduate Curriculum Committee
2019 ~ Editorial Board Member, Academy of Management Journal
2018 ~ Chair of the Mays Business School Entrepreneurship Curriculum Committee
2019 ~ 2020 Representative at Large, Strategic Management Society Research Community
2018 ~ 2019 Member of the Management Department faculty hiring committee
2018 ~ 2020 Member of the Doctoral Programs Committee
2017 ~ 2018 Management Department Guest Speaker Colloquium Coordinator

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2017	Chair of the Management Department Strategic Planning Committee
2017	Member of the Center for New Ventures and Entrepreneurship Naming Gift Task Force
2015 ~ 2018	Co-chair of the MGMT 466 Coordination Committee
2015 ~ 2016	Member of the Management Department faculty hiring committee
2015 ~	Volunteered as a Management Department representative for Aggieland Saturday
2015 ~ 2018	Volunteered to assist Doctoral Programs Committee in Ph.D. applicant process
2015 ~	Volunteered as panel member for Ph.D. student orientation
2018 ~	Ad hoc reviewer, Strategic Management Journal
2018 ~	Ad hoc reviewer, Journal of Business Venturing
2016 ~ 2019	Ad hoc reviewer, Academy of Management Journal
2012 ~	Ad hoc reviewer, Journal of Management Studies
2019 ~	Ad hoc reviewer, Social Networks
2013 ~	Member of the Strategic Management Society
2009 ~ 2015	Reviewer, Annual Meeting of the Academy of Management: TIM and ENT Divisions
2007 ~	Member of the Academy of Management

INDUSTRY EXPERIENCE

1997 ~ 2004	Intel Corporation, Hillsboro, OR Senior Finance Manager, Desktop Products Group (2002-2004) Finance Manager, Technology and Manufacturing Group (1999-2002) Senior Finance Analyst, Desktop Products Group (1997-1999)
1994 ~ 1995	Chiyoda International Corporation, Normal, IL Project Engineer