

Nandini Rajagopalan

Vice Dean for Faculty & Academic Affairs
Joseph A. DeBell Chair in Business Administration
Professor of Management & Organization
Marshall School of Business
University of Southern California
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EDUCATION

The University of Pittsburgh, Katz Graduate School of Business

Ph.D. in Business Administration, 1989

Concentration: Strategic Planning and Policy (Minor: Management Control Systems)

Dissertation: *Strategic adaptation under uncertainty -
An empirical study of electric utility firms*

Indian Institute of Management, Ahmedabad, India

Master of Business Administration, 1982

Concentration: Finance and Marketing

Bombay University, Bombay, India

Bachelor of Commerce, 1979

Concentration: Accounting and Economics

ACADEMIC EXPERIENCE

July 2017– Present. Vice Dean for Faculty & Academic Affairs,
Joseph A. DeBell Chair in Business Administration, Marshall School of Business,
University of Southern California.

July 2016 – December 2016. Senior Associate Dean for Faculty,
Joseph DeBell Chair in Business Administration, Marshall School of Business,
University of Southern California.

January 2005- Present. Professor, Department of Management and Organization,
Marshall School of Business, University of Southern California.

June 2006- June 2016. Capt. Henry W. Simonsen Chair in Strategic Entrepreneurship &
Director of Research, Greif Center for Entrepreneurial Studies, Marshall School of
Business, University of Southern California.

May 1997- December 2004. Associate Professor, Department of Management and Organization, Marshall School of Business, University of Southern California.

September 1990- April 1997. Assistant Professor, Department of Management and Organization, Marshall School of Business, University of Southern California.

RESEARCH INTERESTS

Strategic leadership – CEOs and corporate boards
Competition in platform-based markets
Corporate diversification
Strategic alliances and innovation
Corporate governance in emerging markets

JOURNAL PUBLICATIONS

Rajagopalan, N. Rigor, Relevance, and Resilience in Management Research. Journal of Management Inquiry, September 2019.

Wang, Yongzhi and N. Rajagopalan. Alliance Capabilities: Review and Research Agenda. Journal of Management, 2015, Vol. 41, pp. 236-260.

Diestre, Luis, N. Rajagopalan & S. Dutta. Constraints in acquiring and utilizing directors' experience: An empirical study of new market entry in the pharmaceutical industry. Strategic Management Journal, 2015, Vol. 36, pp. 339-359.

Diestre, Luis, and N. Rajagopalan. Response to Mason & Drakeman's Commentary on "Fishing for Sharks: Partner Selection in Biopharmaceutical R&D Alliances. Strategic Management Journal, 2014, Vol. 35, pp. 1566-1568.

Diestre, Luis and N. Rajagopalan. Toward an Input-based Perspective on Categorization: Investor Reactions to Chemical Accidents. Academy of Management Journal, 2014, Vol. 57, No. 4, pp. 1130-1153.

Diestre, Luis and N. Rajagopalan. Are all "Sharks" Dangerous? New Biotechnology Ventures and Partner Selection in R&D Alliances. Strategic Management Journal (Lead article), 2012, Vol. 33, No. 10, pp. 1115-1134.

Tian, J., Haleblian, J., and N. Rajagopalan. The Effects of Board Human and Social Capital on Investor Reactions to New CEO Selection. Strategic Management Journal, 2011, Vol. 32, No. 7, pp. 731-747.

Diestre, Luis and N. Rajagopalan. An Environmental Perspective on Diversification: The Effects of Chemical Relatedness and Regulatory Sanctions. Academy of Management Journal, 2011, Vol. 54, No. 1, pp. 97-115.

- Zhang, Yan and N. Rajagopalan. CEO Succession Planning: Finally at the Center Stage of the Boardroom. *Business Horizons*, 2010, Vol. 53, No. 5, pp. 455-462.
- Zhang, Yan and N. Rajagopalan. Once an Outsider, Always an Outsider? CEO Origin, Strategic Change, and Firm Performance. *Strategic Management Journal*, 2010, Vol. 31, No. 3, pp. 334-346.
- Rajagopalan, N. and Zhang, Y. Recurring Corporate Governance Failures: A Global Disease? *Business Horizons*, 2009, Vol. 52, pp. 545-552.
- Rajagopalan, N. and Zhang, Y. Corporate Governance Reforms in China and India: Challenges and opportunities. *Business Horizons*, 2008, Vol. 51, pp. 55-64.
- Zhang, Yan and N. Rajagopalan. Grooming for the Top Post and Ending the CEO Succession Crisis. *Organizational Dynamics*, 2006, Vol. 35, No. 1, pp. 96-105.
- Haleblian, J. and N. Rajagopalan. A Cognitive model of CEO dismissal: Understanding the Influence of Board Perceptions, Attributions, and Efficacy Beliefs. *Journal of Management Studies*, 2006, Vol. 43, pp. 1009-1026.
- Haleblian, J., Kim, J., and N. Rajagopalan. The Influence of Acquisition Experience and Performance on Acquisition Behavior: Evidence from the U.S. Commercial Banking Industry. *Academy of Management Journal*, 2006, Vol. 49, pp. 357-370.
- Zhang, Yan and N. Rajagopalan. When the Known Devil is better than an Unknown God: An Empirical Study of the Antecedents and Consequences of Relay CEO Successions. *Academy of Management Journal*, 2004, Vol. 47, pp. 483-500.
- Paper also translated into a Research Brief. (Santora, J.C.) "Passing the Baton: Does CEO Relay Succession Work Best?" *Academy of Management Executive*, 2004, Vol. 18(4), pp. 157-159.
- Zhang, Yan and N. Rajagopalan. Explaining New CEO Origin: Firm versus Industry Antecedents. *Academy of Management Journal*, 2003, Vol. 46, pp. 327-338.
- Datta, D., Rajagopalan, N., and Yan Zhang. New CEO Openness to Change and Strategic Persistence: The Moderating Role of Industry Characteristics. *British Journal of Management*, 2003, Vol. 14, pp. 101-114.
- Zhang, Yan and N. Rajagopalan. Inter-Partner Credible Threat in International Joint Ventures: An Infinitely Repeated Prisoner's Dilemma Model. *Journal of International Business Studies*, 2002, Vol. 33, pp. 457-477.
- Datta, D., Guthrie, J.P. and N. Rajagopalan. Different Industries, Different CEOs? An Empirical Study of CEO Career Specialization. *Human Resource Planning*, 2002, Vol. 25.2, pp. 14-25.

- Datta, D. and N. Rajagopalan. Industry Structure and CEO Characteristics: An Empirical Study of Succession Events. *Strategic Management Journal*, 1998, Vol. 19, pp. 833-852.
- Rajagopalan, N. Strategic Orientations, Incentive Plan Adoptions and Firm Performance: Evidence from Electric Utility Firms. Lead paper, *Strategic Management Journal*, 1997, Vol. 18, pp. 761-785.
- Rajagopalan, N. and G. Spreitzer. Toward a Theory of Strategic Change: A Multi-lens Perspective and Integrative Framework. *Academy of Management Review*, 1997, Vol. 22, pp. 48-79.
- Rajagopalan, N. and D. Datta. CEO Characteristics: Does Industry Matter? *Academy of Management Journal*, 1996, Vol. 39, pp. 197-215.
- Rajagopalan, N. and A. Rasheed. Incremental Models of Policy Formulation and Non-Incremental Changes: Critical Review and Synthesis. *British Journal of Management*, 1995, Vol. 6, pp. 289-302.
- Rajagopalan, N., A. Rasheed and D. Datta. Strategic Decision Processes: Critical Review and Future Directions. *Journal of Management*, 1993, Vol. 19, pp. 349-384.
- Rajagopalan, N., and S. Finkelstein. Effects of Strategic Orientation and Environmental Change on Senior Management Reward Systems. *Strategic Management Journal*, 1992, Vol. 13, pp. 127-142.
- Datta, D., N. Rajagopalan and A. Rasheed. Diversification and Performance: Critical Review and Future Directions. *Journal of Management Studies*, 1991, Vol. 28, pp. 529-558.
- Rajagopalan, N. and J.E. Prescott. Determinants of Top Management Compensation: Explaining the Impact of Economic, Behavioral, and Strategic Constructs and the Moderating Effects of Industry. *Journal of Management*, 1990, Vol. 16, pp. 515-538.

EDITORIAL ESSAYS

- Beckman, Christine, Eisenhardt, K., Kotha, S., Meyer, A. and Rajagopalan, N. The Role of the Entrepreneur in Technology Entrepreneurship. *Strategic Entrepreneurship Journal*, Special Issue on Technology Entrepreneurship, 2012, Vol. 6(3), pp. 203-207.
- Beckman, Christine, Eisenhardt, K., Kotha, S., Meyer, A. and Rajagopalan, N. Technology Entrepreneurship. *Strategic Entrepreneurship Journal*, Special Issue on Technology Entrepreneurship, 2012, Vol. 6 (2), pp. 89-93.
- Rynes, S. L., Hillman, A., Ireland, D. R., Kirkman, B., Law, K., Miller, C.C., Rajagopalan, N. and D. Shapiro. From the Editors: Everything You Have Always Wanted to Know About *AMJ* (But May Have Been Afraid to Ask). *Academy of Management Journal*, 2005, Vol. 48, pp. 732-737.

Daily, C., Dalton, D. and N. Rajagopalan. Governance through Ownership: Centuries of Practice, Decades of Research. *Academy of Management Journal*, Special Research Forum on Governance through Ownership, 2003, Vol. 46, pp. 151-159.

PUBLICATIONS IN ANNUAL RESEARCH VOLUMES & CONFERENCE PROCEEDINGS

Haleblian, J., and N. Rajagopalan. Top Managerial Cognitions, Past Performance, and Strategic Change: A Theoretical Framework. *Advances in Strategic Management*, Vol. 22, 2005, pp. 63-92.

Cordeiro, James and N. Rajagopalan. Industry discretion as a determinant of executive compensation: A multilevel analysis. *Best Papers Proceedings, Academy of Management*, 2003.

Rajagopalan, N., D.K. Datta and J. P. Guthrie. CEO Career Specialization: The Influence of Industry Characteristics. *Best Papers Proceedings, Academy of Management*, 2001.

Rajagopalan, N. and G. Spreitzer. Towards a Theory of Strategic Change: A Multi-Lens Perspective and Integrative Framework. *Best Paper Proceedings, Academy of Management*, 1996.

Datta, D. and N. Rajagopalan. Pre-Succession Experience in Newly Selected CEOs: Are Industry Conditions Important? *Proceedings of the Southwest Academy of Management*, 1996.

Datta, D., J. Grant and N. Rajagopalan. Management Incompatibility, Post-Acquisition Autonomy and Performance: An Empirical Study of U.S. Manufacturing Firms. *Advances in Strategic Management*, Vol. 7, 1991, pp. 157-184.

Rajagopalan, N. and S. Finkelstein. Effects of Strategic Group Membership and Environmental Change on Senior Management Reward Systems. *Best Paper Proceedings, Academy of Management*, 1990.

Rajagopalan, N., D. Datta and A. Rasheed. Diversification and Performance: Critical Review and Future Directions. *Proceedings of the Southwest Academy of Management*, 1990.

Rajagopalan, N. and A. Rasheed. Models of Incrementalism in Policy Formulation and Non-Incremental Decisions--Critical Review and Synthesis. *Proceedings of the Eastern Academy of Management*, 1988.

Rajagopalan, N. and A. Rasheed. Problem Structuring and Diagnosis: Critical Review of the Debate between Devil's Advocate and Dialectical Approaches. *Proceedings of the Eastern Academy of Management*, 1988.

Rajagopalan, N. and J.E. Prescott. Top Management Compensation: An Integration of Economic, Behavioral, and Strategic Perspectives. Proceedings of the Eastern Academy of Management, 1987.

BOOK CHAPTERS, REVIEWS & REPRINTS

Rajagopalan, N. and Y. Zhang. Corporate governance in India: Impediments and Prospects. In “*Convergence of Corporate Governance: Promise and Prospects.*” Abdul Rasheed and Toru Yoshikawa (Eds.), Palgrave Publishers, 2012.

Yan Zhang, Rajagopalan, N., and D.K. Datta. Executive characteristics, compensation systems and firm performance: Review and Integrative Framework. In S.J. Zaccaro and R.J. Klimoski (Eds.) “*The Nature of Organizational Leadership*”, Organizational Frontiers Series, Jossey Bass, San Francisco, CA, 2001.

John H. Grant and N. Rajagopalan. Strategic Change: Managing Strategy Making through Planning and Administrative Systems. In Liam Fahey & Robert M. Randall (Eds.) The Portable MBA in Strategy, John Wiley & Sons, Inc., New York, 2nd Edition 2001.

N. Rajagopalan. Book Review of Anne S. Huff “Writing for scholarly publication,” Academy of Management Review, October 1999, Vol. 24, No. 4, pp. 863-865.

Rajagopalan, N., A. Rasheed, D. Datta, and G. Spreitzer. A Multi-Theoretic Model of Strategic Decision-Making Processes: An Assessment and Research Agenda. In V. Papadakis and P. Barwise (Eds.) Strategic Decisions, Kluwer Academic Publishers, London, September, 1997.

Rajagopalan, N., A. Rasheed & D. Datta. Strategic Decision Processes: An Integrative Framework & Future Directions. Reprint In Peter Lorange (Ed.) Strategic Planning Process, The International Library of Management, Dartmouth Publishing Co., Brookfield, VT, June 1994.

Rajagopalan, N., A. Rasheed and D. Datta. Strategic Decision Processes: An Integrative Framework and Future Directions. In Peter Lorange, Bala Chakravarthy, Johan Roos and Andrew Van de Ven (Eds.) Implementing Strategic Processes: Change, Learning and Co-operation, Basil Blackwell, 1993.

PAPERS UNDER REVIEW/WORKING PAPERS

Wang, Yongzhi, N. Rajagopalan, Brian Wu, and Lori Yue. “Fools rush in? Entry into a platform-based market following acquisitions.”

Wang, Yongzhi, Lori Yue and N. Rajagopalan. “Competing across platforms: Antecedents of platform mobility.”

Wang, Yongzhi, N. Rajagopalan, Xuanli Xie, Jeffrey Reur and Elko Klijn. "Alliance capabilities and corporate governance in international joint ventures."

Park, Sun, Sung Hun Chung, and N. Rajagopalan. "CEO performance over-claim: Consequences for investor expectations and CEO dismissal".

CONFERENCE PAPERS AND PRESENTATIONS (Since 2004)

Wang, Yongzhi, Lori Yue, and Nandini Rajagopalan. "Platform Migration"
2019 Strategic Management Society Annual Conference, Minneapolis, Minnesota.

Wang, Yongzhi, N. Rajagopalan, and Lori Yue. "Competing Across Platforms: Antecedents of App Developers' Mobility." 2018 *Organization Science Winter Conference, Park City, Utah*
2018 *Wharton Technology and Innovation Conference, Philadelphia, Pennsylvania*
2018 *Boston Platform Strategy Symposium, Boston, Massachusetts*
2018 *Academy of Management Annual Meeting, Chicago, Illinois*

Park, Sun, Sung Hun Chung, and N. Rajagopalan. "CEO performance over-claim: Consequences for investor expectations and CEO dismissal". *Strategic Management Society Conference, October 2017.*

Wang, Yongzhi, N. Rajagopalan, and Xuanli Xie. "Alliance capabilities and corporate governance in international joint ventures." *Strategic Management Society Conference, October 2015.*

Park, Sun and N. Rajagopalan. "The romance of leadership and CEO dismissal." *Strategic Management Society Conference, October 2015.*

Rhee, Eunice and N. Rajagopalan. "Hiring an unknown god: Framing the outsider CEO succession." *Academy of Management, August 2015.*

N. Rajagopalan. "More than words? The effects of policy reforms on entrepreneurial firms." Paper Discussant. *Academy of Management, August 2014.*

N. Rajagopalan. "Studying entrepreneurial networks: Theoretical and methodological challenges." Symposium on Entrepreneurial Networks, *Academy of Management, Orlando, 2013.*

Diestre, Luis, N. Rajagopalan and S. Dutta "Are 'Related Interlocks' Useful? New Market Entry in the Pharmaceutical Industry." *Academy of Management, San Antonio, 2011.*

Diestre, Luis and N. Rajagopalan. "The Chemical Spillover Effect: Are Polluters "Intoxicating" Clean Organizations?" *Strategic Management Society, Miami, 2011.*

Diestre, Luis, N. Rajagopalan and S. Dutta. "Does board experience matter? Entry into new therapeutic markets in the biopharmaceutical industry." *Strategic Management Society, Rome, September 2010.*

Diestre, Luis and N. Rajagopalan. "Are all sharks dangerous? An empirical study of R&D alliances between new biotech firms and pharmaceuticals," *7th West Coast Research Symposium on Technology Entrepreneurship*, Seattle, September 2009.

Diestre, Luis and N. Rajagopalan, "An environmental perspective on diversification: The effects of environmental relatedness and sanctions," *Strategic Management Society*, Cologne, Germany, October 2008.

Tian, Jie, Haleblan, John and N. Rajagopalan, "CEO selection performance: Does board experience matter?" *Academy of Management*, Philadelphia, August 2007.

Miller, C. C. and N. Rajagopalan. "Diversity, Consensus, and Firm Performance", Symposium on Managerial and Organizational Cognition, *Academy of Management*, Philadelphia, August 2007.

Haleblan, John and N. Rajagopalan, "How boards influence CEO dismissal: Understanding board perceptions, attributions, and efficacy", *Academy of Management*, New Orleans, August 2004.

Kim, Jay, Finkelstein, S. and N. Rajagopalan, "The role of aspirations in acquisition likelihood", *Academy of Management*, New Orleans, August 2004.

INVITED PRESENTATIONS (Since 2004)

Standing the test of time! Resilience and transformation in management research. *Journal of Management Inquiry Scholar Closing Session*. Western Academy of Management, March 2018.

Publishing and having an impact. Doctoral Workshop, *West Coast Research Symposium on Technology Entrepreneurship*, September 2015.

Building a research pipeline beyond your dissertation. *Technology & Innovation Management Division*, Junior Faculty Consortium, Academy of Management, August 2015.

Publishing your research in top-tier journals. Doctoral Consortium, *Western Academy of Management*, March 2015.

Revising and resubmitting your work to a top-tier journal. *Business Policy and Strategy Division*, *Academy of Management Doctoral Consortium*, August 2014.

Making your job a lifelong passion. *Business Policy and Strategy Division*, *Academy of Management Doctoral Consortium*, August 2014.

Corporate social responsibility in a global world: An institutional perspective. Faculty Panelist, Professional Development Workshop, *Academy of Management*, August 2014.

Constraints in acquiring and utilizing directors' experience: An empirical study of new market entry in the pharmaceutical industry. *Stanford Institute for Economic Policy and Research Seminar Series*, Stanford University, May 2014.

Revising and resubmitting your work to a top-tier journal. *Western Academy of Management Doctoral and Junior Faculty Consortium*, March 2014.

Building a research stream from your dissertation. *SMS Special Conference on Emerging Markets*, Mohali, India, December 2013.

Revising and resubmitting your work to a top-tier journal. *SMS Special Conference on Emerging Markets*, Mohali, India, December 2013.

Constraints in acquiring and utilizing directors' experience: An empirical study of new market entry in the pharmaceutical industry. *INSEAD*, Singapore, December 2013.

Revising for publication in AMJ: How to respond to reviewer concerns and strengthen your work. Doctoral Workshop, *Stanford Management Science and Engineering Group*, September 2013.

Input-level Spillovers: Investor Reactions to Chemical Accidents. *Merage School of Business*, University of California, Irvine, CA, December 2012.

Doing Business in China: A Polymathic Approach. *USC Harman Academy for Polymathic Studies*, USC, Los Angeles, CA, October 2012.

Corporate governance in India and China: Research Opportunities and Challenges. *Academy of Management, Professional Development Workshop on Corporate Sustainability in Emerging Economies*, August 2012, Boston, MA.

Corporate Governance in Emerging Economies: Problems and Prospects. *MBA ReCharge Panel*, Marshall School of Business, USC, Los Angeles, CA, April 2012.

Managing your career: A strategic perspective. *USC Women in Management*, April 2011.

Strategic leadership: Challenges and Opportunities. *Marshall IBEAR Program*, April 2011.

Are all sharks dangerous? An empirical study of R&D alliances between new biotech firms and pharmaceuticals. *Arizona State University*, Carey School of Business, April 2011.

Are all sharks dangerous? An empirical study of R&D alliances between new biotech firms and pharmaceuticals. *Texas Christian University*, Neeley School of Business, March 2011.

Big thoughts, big bucks: Probing business as a polymathic art form. *USC Academy for Polymathic Study*, Los Angeles, March 2011.

Developing a research pipeline and publishing in academic journals. Editors' Panel Presentation, Doctoral Consortium, *8th West Coast Research Symposium on Technology Entrepreneurship*, Eugene, September 2010.

Are all sharks dangerous? An empirical study of R&D alliances between new biotech firms and pharmaceuticals. *Indian School of Business Strategy Seminar Series*, Hyderabad, India, July 2010.

Are all sharks dangerous? An empirical study of R&D alliances between new biotech firms and pharmaceuticals. *University of Michigan Strategy Seminar Series*, April 2010.

Completing a top-notch doctoral dissertation. Editors' Panel Presentation, Doctoral Consortium, *7th West Coast Research Symposium on Technology Entrepreneurship*, Seattle, September 2009.

Corporate governance in India: Challenges & Opportunities. *Management Scholars and India: An Open Dialogue (Professional Development Workshop)*, Academy of Management, Chicago, August 2009.

Preparing a teaching portfolio. *Mid-career workshop*, Business Policy & Strategy Division, Academy of Management, Chicago, August 2009.

An environmental perspective on diversification: The effects of environmental relatedness and sanctions. *Indian Institute of Management, Bangalore, India*, July 2009.

Strategic leadership: Challenges & Opportunities. *IBEAR*, Marshall School of Business, University of Southern California, June 2009.

Strategic leadership: Challenges & Opportunities. *Leadership and Organization Club*, Marshall School of Business, University of Southern California, February 2009.

An environmental perspective on diversification: The effects of environmental relatedness and sanctions. *Jones Graduate School of Business Seminar Series*, Rice University, February 2009.

Publishing in *AMJ*. Editors' Panel Presentation, New faculty and Doctoral consortium, *Business Policy & Strategy Division, Academy of Management*, Philadelphia, August 2008.

Organizing Collaborative Innovation. Discussant, *Fifth West Coast Research Symposium on Technology Entrepreneurship*, Seattle, September 2007.

Publishing in *AMJ*. Editors' Panel Presentation, New faculty consortium, *Business Policy & Strategy Division, Academy of Management*, Philadelphia, August 2007.

Meet the Academy Editors. *Academy of Management*, Atlanta, August 2006.

Publishing in *AMJ*. Editors' Panel Presentation, Doctoral student consortium, *Business Policy & Strategy Division, Academy of Management*, August 2006.

Publishing Research in the *Academy of Management Journal*. *Institute de Empresa*, Madrid, Spain, July 2006.

CEO tenure, strategic change and firm performance. University of Texas at Arlington, Arlington, Texas, May 2006.

Executive Leadership: Moving Cross-Discipline Conversation Forward. *BYU-INSEAD Executive Leadership Conference: What makes executive teams click*, Salt Lake City, Utah, March 2006.

Publishing Entrepreneurship Research in the *Academy of Management Journal*. *West Coast Symposium on Technology Entrepreneurship*, Seattle, September 2005.

Meet the Academy Editors. *Academy of Management*, Honolulu, August 2005.

Publishing in the *Academy of Management Journal*. Professional Development Workshop for Doctoral Students, *Academy of Management*, Honolulu, August 2005.

The journey toward tenure. *New Faculty Consortium*. Business Policy & Strategy Division, *Academy of Management*, New Orleans, August 2004.

Commentary and critique - two management papers on corporate governance. *Conference on Corporate Governance*, McCombs School of Business and AIM Center, University of Texas at Austin, April 2004.

Observations on effective teaching through the case method. *Doctoral Student Workshop*, Marshall School of Business, March 2004.

Dragon by the tail? A strategic overview of China. *EMBA Alumni Event*, Marshall School of Business, University of Southern California, March 2004.

Assessing and improving your teaching effectiveness. *Center for Excellence in Teaching*, University of Southern California, March 2004.

SELECTED AWARDS AND HONORS

Fellow, Strategic Management Society, July 2018-.

Journal of Management Inquiry Scholar, Western Academy of Management, March 2018.

Provost's Mentoring Award. University of Southern California, April 2017.

Outstanding Editorial Review Board Member. Strategic Management Journal, October 2015.

Certificate of Recognition (for outstanding contribution to the AIB Annual Conference), Academy of International Business, June 2015.

2013 Top Gun Award for Excellence in Research, Teaching and Service, Dept. of Management and Organization, Marshall School of Business, May 2014.

Outstanding Reviewer Award. Academy of Management Journal, August 2012; August 2010; August 2009.

Par for the Course (Best Professor) Award, San Diego EMBA Program, May 2012.

The Evan C. Thompson Faculty Mentoring and Leadership Award, Marshall School of Business, May 2012. May 2006.

Faculty Initiate, The Honor Society of Phi Kappa Phi, University of Southern California, April 2012.

Cecil and Ida Green Honors Professor 2010-2011. Texas Christian University, Office of the Provost and Vice Chancellor for Academic Affairs, August 2010.

Mellon Award for Faculty-to-Faculty Mentoring, University of Southern California, April 2010.

2009 Top Gun Award for Excellence in Research, Teaching and Service, Dept. of Management and Organization, Marshall School of Business, May 2010.

2008 Excellence in Teaching Award, Dept. of Management and Organization, Marshall School of Business, April 2009.

Award for Exceptional Service and Dedication (Associate Editor AMJ 2005-2007), Academy of Management, August 2007.

2005 Excellence in Service Award, Dept. of Management and Organization, Marshall School of Business, April 2006.

Best Professor in the Executive MBA Program, Student Survey, Marshall School of Business (2002, 2004)

2003 Excellence in Teaching Award, Dept. of Management and Organization, Marshall School of Business, April 2004.

Distinguished Faculty Fellow, Center for Excellence in Teaching, University of Southern California, September 2006-.

Faculty Fellow, Center for Excellence in Teaching, University of Southern California, August 2003- August 2006.

Golden Apple Teaching Award, Best MBA Elective (Global Strategy), Marshall School of Business, May 2001.

Ascendant Scholar Award, Western Academy of Management, 1996. This annual award is given to three/ four junior faculty selected for their outstanding early career contributions to the field of management.

SELECTED MEDIA MENTIONS

Wall Street Journal, Business Week, Financial Times, USA Today, Daily Mail (London), The Economist, The Times of India, The Economic Times of India.

TEACHING EXPERIENCE

Marshall Office of Corporate Programs: Management Development and Custom Programs (Non-Degree)

Designed and taught several days/modules on strategy formulation and implementation, leadership and strategic change for Los Angeles and Orange County management development programs. Executive teaching experience in customized programs includes designing and delivering programs for Kaiser Permanente, District Medical Group, Cedars Sinai Memorial Hospital, WellPoint, Sierra Health Foundation, Aristocrat Technologies, California Bankers Association, C B Richard Ellis, Nevada Power Company, Lockheed Martin Skunkworks, TRW, Masters in Medical Management Program; Japanese Entrepreneurship Program.

Courses taught in Marshall Degree Programs

- (1) Strategic Issues for a Global Business- 2nd year Marshall MBA Elective Course
- (2) Globalization: Environmental Analysis for Competitive Advantage
 - Marshall Executive MBA (EMBA) Program, Los Angeles, U.S.A.
 - Marshall Executive MBA (EMBA) Program, San Diego, U.S.A.
 - Marshall Global Executive MBA (GEMBA) Program – Shanghai, China
- (3) Doctoral Seminar in Strategic Management
- (4) Strategy Formulation for Competitive Advantage, MBA required course
- (5) Managerial Decision Making & Strategic Planning, undergraduate capstone course

PROFESSIONAL SERVICE (SINCE 2004)

Member, *External Visiting Committee*, Management Science & Engineering Department, Stanford University, December 2017.

Conference Program Track Co-Chair, *Academy of International Business Annual Conference*, June 2015.

Conference Co-Organizer, *Annual West Coast Research Symposium on Technology Entrepreneurship*, 2006-2016.

Faculty Panelist, Doctoral Consortium, *Annual West Coast Research Symposium on Technology Entrepreneurship*, 2006-2016.

Guest Editor (with Professors C. Beckman, K. Eisenhardt, S. Kotha, & A. Meyer). *Strategic Entrepreneurship Journal*. Special Issue on Technology Entrepreneurship. November 2010- June 2012.

Member, Advisory Board, *Academy of Management Journal*, April 2008- June 2010.

Associate Editor, *Academy of Management Journal*, 2004-2007.

Member, *National Science Foundation Evaluation Panel*, Innovation and Organization Change Division, January 2006-April 2006.

Co-Editor (with Professors C. Daily and D. Dalton), *Academy of Management Journal's* Special Research Forum on Corporate Governance through Ownership, April 2003.

Member, Editorial Review Board - *Academy of Management Journal*, 1997-2004; 2007-2013.

Member, Editorial Review Board - *Strategic Management Journal*, 2000-2017.

Member, Editorial Review Board – *California Management Review*, 2009-2017.

Member, Editorial Review Board - *Business Horizons*, April 2004-August 2010.

Member, Editorial Review Board - *Journal of World Business*, May 2004-April 2008.

UNIVERSITY SERVICE (SINCE 2004)

Member, Selection Committee, *Provost's Mentoring Award*, University of Southern California, December 2017; December 2018.

Member, *Provost Committee on Tenure Extensions and Appeals*, University of Southern California, 2017-2018; 2018-19; 2019-20.

Member, *University Committee on Appointments, Promotions, and Tenure*, August 2015-May 2016.

Chair, *Peer Evaluation Group for Promotion to Associate Professor with Tenure*, Professor Lori Yue, Dept of Management and Organization, Marshall School of Business, June 2015-December 2015.

Member, *Peer Evaluation Group for Promotion to Associate Professor with Tenure*, Professor Kenneth Ahern, Department of Finance and Business Economics, Marshall School of Business, August 2015-December 2015.

Chair, *Peer Evaluation Group for External Appointment of Professor with Tenure*, Professor Violina Rindova, Department of Management and Organization, Marshall School of Business, July 2015-December 2015.

Member, *USC Valedictorian/Salutatorian (Faculty) Selection Panel*, Commencement 2015.

Member, *Committee on Academic Policies and Procedures*, University of Southern California, September 2014-April 2015.

Chair, *Peer Evaluation Group for Promotion to Full Professor*, Associate Professor Kyle Mayer, Dept. of Management and Organization, Marshall School of Business, July 2014-November 2014.

Chair, *Peer Evaluation Group for Fourth-Year Review*, Assistant Professor Lori Yue, Dept. of Management and Organization, Marshall School of Business, October 2013-March 2014.

Member, *Peer Evaluation Group for Fourth-Year Review*, Assistant Professor Nan Jia, Dept. of Management and Organization, Marshall School of Business, October 2013-March 2014.

Founding Member, *Advisory Board*, USC Harmon Academy for Polymathic Studies, April 2012-April 2017.

Member, *General Education Review Committee*, University of Southern California, 2011-2012.

Member, *Greif Center Director Search Committee*, Marshall School of Business, March 2012-May 2012.

Chair, *Personnel Committee*, Marshall School of Business, September 2012-August 2014.

Member, *Personnel Committee*, Marshall School of Business, September 2010- August 2012.

Member, *PhD. Committee*, Dept. of Management and Organization, Marshall School of Business, September 2010-May 2016.

Chair, *MOR Department Chair Evaluation Committee*, Marshall School of Business, January 2011-April 2011.

Co-Chair, *Strategic Planning Subcommittee - Global Connections*. Office of the Provost, University of Southern California, December 2010-April 2011.

Member, *Provost Search Advisory Committee*, University of Southern California, April 2010-October 2010.

Executive Board Member, *Academic Senate*, University of Southern California, April 2009-August 2010.

Chair, *Annual Performance Review Committee*, Department of Management & Organization, Marshall School of Business, February 2010.

Member, *Peer Evaluation Group for Tenure and Promotion*, Assistant Professor Kristin Diehl, Dept. of Marketing, Marshall School of Business, September-December 2009.

Chair, *Peer Evaluation Group for Tenure and Promotion*, Assistant Professor Peer C. Fiss, Dept of Management and Organization, Marshall School of Business, February 2010-April 2010.

Member, *Peer Evaluation Group for Tenure and Promotion*, External Hire, Dept. of Marketing, Marshall School of Business, April-May 2010.

Member/Co-chair, *Strategy Recruiting Committee*, Dept. of Management and Organization, Marshall School of Business, 2007-2014.

Member, *Provost's Working Group - Strategic Planning Process*, University of Southern California, October 2008-November 2009.

Member, *Annual Performance Review Committee*, Department of Management & Organization, Marshall School of Business, February 2009.

Member, *Peer Evaluation Group for Tenure and Promotion*, Assistant Professor Kristin Diehl, Dept. of Marketing, Marshall School of Business, August-September 2009.

Member, *Peer Evaluation Group for Promotion to Clinical Associate*, Clinical Assistant Professor Helena Yli-Renko, Greif Center, Marshall School of Business, November 2009.

Member, *Provost's Strategic Planning Implementation Evaluation Committee*, University of Southern California, April 2007- April 2008.

Member, *Provost's Advisory Committee*, Marshall School of Business Dean Search, University of Southern California, August 2006 - March 2007.

Chair, *Peer Evaluation Group for Fourth-Year Review*, Assistant Professor Mark T. Kennedy, Dept. of Management and Organization, Marshall School of Business, October 2006-March 2007.

Member, *Peer Evaluation Group for Fourth-Year Review*, Assistant Professor Tatiana Sandino, Dept. of Marketing, Marshall School of Business, January 2008.

Member, *Peer Evaluation Group for Fourth-Year Review*, Assistant Professor Kristin Diehl, Dept. of Marketing, Marshall School of Business, January 2007.

Chair, *Peer Evaluation Group (External Hire)*, August 2006- November 2006.

Chair, *Peer Evaluation Group for Promotion with Tenure*, Assistant Professor Kyle Mayer, Dept. of Management and Organization, Marshall School of Business, August 2005-January 2006.

Chair, *Peer Evaluation Group for Promotion with Tenure*, Assistant Professor Arturs Kalnins, Dept. of Management and Organization, Marshall School of Business, August 2004-January 2005.

Member, *Provost Faculty Advisory Committee*, Center for Learning, University of Southern California, November 2004- June 2005.

Distinguished Faculty Fellow, *Center for Excellence in Teaching*, University of Southern California, August 2006-.

Faculty Fellow, *Center for Excellence in Teaching*, University of Southern California, August 2003-August 2006.

Member, *Provost's Advisory Committee*, Marshall School of Business Dean Search, University of Southern California, September 2003-April 2004.

DOCTORAL STUDENTS

Doctoral Dissertation Committees (Department of Management & Organization-Marshall School of Business)

Chair: Yongzhi Wang; Lin Chai, Luis Diestre, Jie Tian, Yan Zhang, Sally Baack

Co-Chair: Heejin Woo, John Haleblian, Yong-Min Kim

Member: Adele Xing, Jake Grandy, Jane Wu, Libby Weber, Sahangsoon Kim, Rui Wu, Eunice Rhee, Laura Erskine, Dongwon Lee, Yongliang Han, Carter Lloyds, Ofer Meilich, Suzanne DeJanasz, Emmeline DePillis, Daniel George

Outside Member: Rossier School of Education and Annenberg School for Communication and Journalism