MARTINE R. HAAS

The Wharton School
University of Pennsylvania
2000 Steinberg-Dietrich Hall
Philadelphia, PA 19104

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EDUCATION

2002 **Harvard University**
Ph.D., Organizational Behavior

Thesis Committee:
J. Richard Hackman (chair), Morten Hansen, Peter Marsden, Nitin Nohria
- Distinction, Administrative Point of View General Exam
- Distinction, Organizational Behavior General Exam
- Distinction, Sociology General Exam
- George S. Dively Award for Outstanding Academic Performance

1999 **Harvard University**
M.A., Sociology

1993 **Yale University**
M.A., International Relations
- Outstanding Academic Achievement Award

1991 **Oxford University**
B.A. (Hons), Human Sciences

ACADEMIC APPOINTMENTS

University of Pennsylvania – Wharton School
2011-present Associate Professor of Management with Tenure
2007-2011 Associate Professor of Management

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 and International Management

NON-ACADEMIC EMPLOYMENT

1995-1996 **Oxfam International** (Oxford, U.K.)
Strategy Consultant

1993-1995 **McKinsey & Company** (London, U.K.)
Business Analyst

RESEARCH & TEACHING INTERESTS

Global collaboration	Knowledge work	Organizational theory
Global innovation	Team effectiveness	Organizational behavior
Global teams	Information technology	Field research methods

REFEREED ARTICLES

[1] **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.

[2] **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.

[3] **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.

- *Temple/AIB Best Paper Award, Academy of International Business - winner*
- *Carolyn Dexter Best International Paper Award, Academy of Management - finalist*

[4] 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.

- *Journal of Organizational Behavior Award for Best Paper Published in 2012 – runner up*

[5] **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.

- *Haynes Prize for the Most Promising Scholar Under 40, Academy of International Business - finalist*

[6] **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.

[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.

[8] **Haas, M.R.** 2006. "Knowledge Gathering, Team Capabilities, and Project Performance in Challenging Work Environments." Management Science, 52: 1170-1184.

- *William H. Newman Award for Best Dissertation-based Paper, Academy of Management - winner*

[9] **Haas, M.R.** 2006. "Acquiring and Applying Knowledge in Transnational Teams: The Roles of Cosmopolitans and Locals." Organization Science, 17: 313-332.

- *William H. Newman Award for Best Dissertation-based Paper, Academy of Management - finalist*

[10] **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).

[11] **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.

[12] 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).

INVITED EDITORIALS

[13] 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, forthcoming.

[14] 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.

[15] George, G., **Haas, M. R.,** and Pentland, A. 2014. "Big Data and Management." Academy of Management Journal, 57(2): 321-326.

MANAGERIAL ARTICLES

[16] Mortensen, M., **Haas, M.** R. 2016. "Building the Foundations for Success in Today's Teams." Harvard Business Review, forthcoming.

[17] Birkinshaw, J.., **Haas, M.** R. 2016. "Improve Your Return on Failure: A Three Step Plan." Harvard Business Review, forthcoming.

BOOK CHAPTERS

[18] 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.

[19] **Haas, M.R.** and Banerjee, M. 2008. "Transnational Teams in Knowledge-Intensive Organizations." Handbook of 21st Century Management, Vol. 2: 34-43. Sage Publications.

[20] 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.

BEST PAPER PROCEEDINGS

[21] **Haas, M. R**., Criscuolo, P., and George, G. 2014. "Attention Allocation and Online Knowledge Sharing in Organizations." Academy of Management Best Paper Proceedings 2014

[22] Cummings, J. and **Haas, M. R**. 2008. "Does Nationality Matter in Transnational Teams? Analyzing Barriers to Knowledge Seeking." Academy of Management Best Paper Proceedings 2008.

[23] **Haas, M.R**. 2005. "Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams." Academy of Management Best Paper Proceedings 2005.

[24] **Haas, M.R.** and Hansen, M.T. 2002. "When Social Capital and Intellectual Capital Create Value: An Empirical Test of Competitive Bidding in the Management Consulting Industry." Academy of Management Best Paper Proceedings 2002.

[25] Hansen, M.T. and **Haas, M.R.** 2001. "Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations." Academy of Management Best Paper Proceedings 2001.

BOOK REVIEWS

[26] **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.

[27] 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.

WORKING PAPERS

- Zhu, X., Cummings, J. N., & **Haas, M. R**. 2016. "An Integrative conceptualization of Group Expertise: Depth, Interpersonal Breadth, and Intrapersonal Breadth." For L. Argote & J. Levine (Eds). Handbook of Group and Organizational Learning. Oxford, UK: Oxford University Press.

- **Haas, M. R**. and Choudhury, R. 2016 "Collaborate to Innovate? Teams and Patent Generation in a Global R&D Center." Working paper.

- **Haas, M. R**. and Cummings, J. N. "A Variation-Selection-Retention (VSR) Perspective on Problem Solving in Teams." Working paper.

- Mortensen, M. and **Haas, M. R**. "Rethinking Team Boundaries." Working paper.

RESEARCH IN PROGRESS

- Criscuolo, P., and Haas, M. R. "Innovation in a Global Tech Company". Data analysis.
- Han, H., Haas, M. R. and Cummings, J. N. "Structure in an Emerging Market MNC." Data analysis.
- Cohen, A., Haas, M. R., and Klein, K. "Collaboration and Competition among Senior Executives." Data analysis.

RESEARCH PROFILES

- "The Real Reason Your Multinational Team Has Trouble Communicating." September 2015. Knowledge@Wharton, U. of Pennsylvania.
- "How Seemingly Irrelevant Ideas Lead to Breakthrough Innovation." January 2013. Knowledge@Wharton, U. of Pennsylvania. (*Top 10 Most Downloaded Research-based Articles*)
- "Research Roundup: Building Better Teams" July 2012. Knowledge@Wharton, U. of Pennsylvania.
- "Locals, Cosmopolitans, and Other Keys to Creating Successful Global Teams." September 2009. Knowledge@Wharton, U. of Pennsylvania.
- "Does Knowledge Sharing Deliver on its Promises?" November 2007. Knowledge@Wharton, U. of Pennsylvania (*Top 10 Most Downloaded Research-based Articles*)
- "Wanted: Locals and Cosmopolitans for Transnational Teams" 2006. ILR Impact Brief, Cornell U.

RESEARCH GRANTS

- 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
- Fellowship, Hauser Center, Kennedy School of Government, Harvard University 2000-2002
- Fellowship, Doctoral Programs, Harvard Business School, Harvard University 1996-2000

INVITED PRESENTATIONS

2015-2016 Carnegie Mellon University – Tepper School of Business
University of Maryland – Robert H. Smith School of Business
University of Michigan - Ross School of Business
University of Toronto – Rotman School of Management
2014-2015 Dartmouth – Tuck School of Business

	Harvard University – Harvard Business School
	INSEAD – Strategy Department
	University of Virginia – Darden School of Business
2013-2014	Boston University – School of Management
2012-2013	Stanford University – Department of Management Science & Engineering
2010-2011	Copenhagen Business School
	INSEAD – Strategy Department
	Rutgers University – Rutgers Business School
	University of Toronto – Rotman School of Management
2009-2010	Harvard University – Leadership & Groups Seminar
	London Business School – Sumantra Ghoshal Conference
	University of Pennsylvania – Wharton School
2008-2009	London Business School – Sumantra Ghoshal Conference
2006-2007	Duke University – Fuqua School of Business
	Georgetown University – McDonough School of Business
	Harvard University – Harvard Business School
	Northwestern University – Kellogg School of Management
	University of Michigan – Ross School of Business
	University of Pennsylvania – The Wharton School
2005-2006	Massachusetts Institute of Technology – Sloan School of Management
	Purdue University – Krannert School of Management
	University of Virginia – Darden School of Business
2004-2005	Yale University –Yale School of Management
2003-2004	Harvard University – Kennedy School of Government
2001-2002	Columbia University – Graduate School of Business
	Cornell University – School of Industrial and Labor Relations
	Georgetown University – McDonough School of Business
	Harvard University – Harvard Business School
	Harvard University – Kennedy School of Government
	London Business School – Strategy & International Business Department
	Massachusetts Institute of Technology – Sloan School of Management
	New York University – Stern School of Business
	New York University – Wagner School of Public Policy
	Syracuse University – Maxwell School of Citizenship and Public Policy
	University of California at Irvine – Merage School of Business
	University of Chicago – Graduate School of Business
	University of Michigan – Ford School of Public Policy
	University of Pennsylvania – The Wharton School
	University of Southern California – Marshall School of Business

CONFERENCE PRESENTATIONS

2015 "Advances in knowledge management: Examining current challenges in managing knowledge" (BPS/OMT/IM/TIM/ODC Professional Development Workshop – Invited Discussant). Academy of Management Annual Conference, Vancouver, Canada.

"Social structural constraints on the interpersonal transfer of knowledge" (OMT/OB/BPS Symposium - Invited Discussant). Academy of Management Annual Conference, Vancouver, CA.

2014 "Attention allocation and online knowledge sharing in organizations." (MOC paper session). Academy of Management Annual Conference, Philadelphia, PA.

"The antecedents and outcomes of collaborative and competitive networks" (OB/CM division symposium). Academy of Management Annual Conference, Philadelphia, PA.

. "Microfoundations of Knowledge Recombination: Peripheral Knowledge and Breakthrough Innovation in Teams" Strategic Management Society Special Conference, Copenhagen, Denmark.

"Attention allocation and online knowledge sharing in organizations." Ghoshal Conference, London Business School, UK.

"Collaborate to innovate? Collaborative complexity and co-patenting in a global R&D Center" Strategic Management Society Special Conference, Tel Aviv, Israel.

2013 "An evolutionary perspective on collaborative knowledge work." Organization Science Winter Conference, Steamboat Springs, CO.

2012 "Collaborative complexity in global R&D: Evidence from a multinational corporation." Strategic Management Society, Prague, Czech Republic.

2011 "Boundary spanning for global innovation: Knowledge complementarities and social proximity." Academy of Management Annual Meeting (All-Academy Symposium), San Antonio, Texas.

2010 "Membership intensity and performance in geographically dispersed teams." Academy of Management Annual Meeting (OB symposium session), Montreal, Canada.

"With whom do I share? Knowledge exchange in electronic communities of practice." Academy of Management Annual Meeting (TIM paper session), Montreal, Canada.

"Peripheral knowledge and innovation in teams." Academy of Management Annual Meeting (MOC paper session), Montreal, Canada.

"An evolutionary perspective on collaborative knowledge work in teams." INGroup Conference (session chair), Washington DC.

"All barriers are not equal: Crossing boundaries within teams in an MNC." Academy of International Business Annual Meeting (state-of-the-art session), Rio de Janeiro, Brazil.

2008 "Exploring barriers to knowledge seeking." Academy of Management Annual Meeting (MOC paper session). Anaheim, CA.

"Overcoming differences: The effects of experience on knowledge seeking in transnational teams." Academy of Management Annual Meeting (BPS/TIM symposium). Anaheim, CA.

"Embedded autonomy: Project teams and knowledge work in multinational organizations."Academy of International Business Annual Meeting. Milan, Italy.

2007 "Team capabilities for collaborative knowledge work: An evolutionary perspective." Academy of Management Annual Meeting (showcase symposium). Philadelphia, PA.

"To share or not to share? Reference group norms and information withholding." American Sociological Association Annual Meeting (Organizations Regular Session). New York, NY.

2006 "Learning in scientific communities." Academy of Management Annual Meeting (MOC division). Atlanta, GA.

"Learning in scientific communities." 5th Annual Knowledge and Organizations Conference. Laguna Beach, CA.

2005 "Knowledge work in challenging organizational environments." American Sociological Association Annual Meeting (Organizations Regular Session). Philadelphia, PA.

"Knowledge sharing and team performance in challenging organizational environments." Academy of Management Annual Meeting (MOC division). Honolulu, HI.

"From knowledge gathering to project quality: The role of team autonomy." Academy of Management Annual Meeting (OB division symposium). Honolulu, HI.

"Cosmopolitans and locals: Knowledge gathering and project quality in transnational teams." Academy of Management Annual Meeting (IM division). Honolulu, HI.

2004 "Knowledge sharing and team performance in challenging organizational environments." Academy of Management Annual Meeting (OMT division). New Orleans, LA.

"Bridging and buffering: The politics of knowledge sharing in international teams." Academy of Management Annual Meeting (OB division). New Orleans, LA.

"Status dynamics and knowledge sharing in international teams: The roles of cosmopolitans and locals." Academy of Management Annual Meeting (OB division). New Orleans, LA.

2003 "Cosmopolitans and locals: Status rivalries and external knowledge use." 7th Annual Conference on Research on Managing Groups and Teams. Ithaca, NY.

2002 "Acting on what others know: Distributed knowledge and team performance." Academy of Management Annual Meeting (OB division). Denver, CO.

"Are organizational capabilities valuable? An empirical test of the pitfalls of leveraging knowledge." Academy of Management Annual Meeting (BPS division). Denver, CO.

2001 "Autonomy and action: Evidence from an international development agency." Academy of Management Annual Meeting (showcase symposium). Washington, DC.

"Capturing the value of knowledge in winning competitive bids." Academy of Management Annual Meeting (BPS division). Washington, DC.

"Different knowledge, different benefits: A productivity perspective on knowledge sharing." Academy of Management Annual Meeting (MC division). Washington, DC.

2000 "Competing for attention in knowledge markets." Academy of Management Annual Meeting (OMT division). Toronto, Canada.

1999 "Integration in multinational corporations: The case of international manager transfers revisited." Academy of Management Annual Meeting (jointly sponsored symposium). Chicago, IL.

"Building social networks through international manager transfers in multinational corporations." International Sunbelt Social Networks Conference. Charleston, SC.

"Coordination and control through manager transfers in international organizations: A theoretical framework." American Sociological Association Annual Meeting (Organizations Regular Session). Chicago, IL.

1997 "Toward a sociological theory of the international transfer of managers in multinational corporations." Interdisciplinary Students of Organizations Conference. Los Angeles, CA. (Best Paper Award)

TEACHING

The Wharton School

Undergraduate:	Management 101- S2012, S2013, S2014, S2015 (required core course, ~375 students in 3 sections)
MBA:	Global Strategic Management – S2008, S2009, S2010, S2011 (required core course, ~200 students in 3 sections)
PhD:	Research Methods in Management – S2011, S2013 (elective seminar, ~7 students)
Executive MBA:	South Africa: A Gateway to Africa – F2014, F2015, F2016 (1-week intensive in-country course, 73 students)
Exec Ed:	"Leading High-Performing Global Teams" – F2014, S2015, F2015, S2016 "Leadership in Context" - S2014 "Organizational Blueprints" - F2013, S2014 "Collaboration" - F2012 "Leading High-Performing Global Teams" – F2014, S2015, S2016
MOOC:	"People Analytics: Collaboration" (Business Analytics Program) – F2015
International Faculty/ PhD Training	Wharton Global Faculty Development Program - Summer 2011-2016 (workshop for international faculty in research & publishing, ~ 30 participants) • Faculty Director – Summer 2016 Workshop on Publishing in Top Journals for Faculty & PhD Students o Hebrew University of Jerusalem - Spring 2014 o University of Edinburgh Business School, U.K. – Spring 2016

Cornell University

Undergraduate:	Intro to Organizational Behavior – F2003, F2004, F2005, F2006 (required core course, ~300 students in lecture format)
Masters:	Organizational Behavior - S2004, S2006, F2006 (required core course, ~35 students)
PhD:	Current Research in Organizational Behavior – S2006 (elective seminar, ~10 students)

London Business School

Executive MBA:	Understanding General Management – Winter 2007 (3-day intensive required core course, ~70 students)

ADVISING

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

PROFESSIONAL SERVICE

Editorships

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

Editorial Boards:

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

Ad-hoc Reviewer:

Academy of Management Review
American Journal of Sociology
Human Resource Management
Journal of Knowledge Management
Journal of Management
Journal of Management Studies
National Science Foundation
Management Science
Organization Science
Sociological Forum
Strategic Management Journal
Academy of Management Annual Meetings
Academy of International Business Annual Meetings

Other Professional Service:

- OMT Executive Committee (elected Representative-at-large), 2011-2014
  - OMT Teaching Roundtables, 2014 (mentor)
  - OMT Junior Faculty Consortium, 2013 (organizer)
- OMT Best Paper Award Committee (member), 2015, 2016
- BPS Junior Faculty Paper Development Workshop (mentor), 2015
- IM Doctoral Consortium, 2014 (mentor)
- SMS Tel Aviv Doctoral Workshop, 2014 (mentor)
- OB Award Committee for Best Paper with International Implications (member), 2014
- ASQ-OMT-HEC Conference on Coordination in Organizations (mentor), 2011
- INFORMS/Organization Science Dissertation Competition (judge), 2010

UNIVERSITY SERVICE

Wharton School

- Global Advisory Committee, Wharton School 2015-
- Undergraduate Curriculum Review Committee, Wharton School 2014-
- Teaching Assistant Review Committee, Management Department 2014-2015
- Faculty Recruiting Committee (Entrepreneurship Group) 2014-2015
- Quinquennial Review Committee, Management Department 2013-2014
- Seminar Series Committee, Management Department 2013-2014
- Organization Theory Workshop Organizer 2012-2014
- MBA/Undergraduate Curriculum Committee, Wharton School 2012-2013
- Faculty Recruiting Committee (Organizational Behavior Group) 2012-2013
- Junior faculty mentor 2011-2014
- Junior Faculty Third-Year Review Committee 2012-2013
- Quinquennial Review Committee, Zell-Lurie Real Estate Center 2011-2012
- Distinguished Scholar–Faculty Development Workshop Coordinator 2011-2013
- Seminar Series Committee, Management Department 2011-2012
- Faculty Recruiting Committee (Organizational Behavior Group) 2011-2012
- Faculty Recruiting Committee (Strategy Group) 2010-2011
- Department Chair Search Committee, Management Department 2009-2010
- Faculty Survey Follow-Up Committee, Management Department 2008-2009
- Seminar Series Committee 2008-2009
- Faculty Recruiting Committee (Multinational Management Group) 2008-2009

Cornell University

- Undergraduate Program Committee (School of Industrial & Labor Relations) 2004-2007
- Junior Faculty Recruiting Committee (School of Industrial & Labor Relations) 2003-2006
- Faculty Seminar Series (School of Industrial & Labor Relations) 2003-2005
- Senior Faculty Recruiting Committee (Johnson School of Management) 2004-2005
- Junior Faculty Recruiting Committee (Dept of Policy Analysis & Management) 2003-2004

UNIVERSITY & PROFESSIONAL AFFILIATIONS

- Affiliated faculty, Lauder Institute, University of Pennsylvania 2007- present
- Affiliated faculty, Center for Study of Economy & Society, Cornell University 2002-2007
- Member: Academy of International Business; Academy of Management; American Sociological Association; INFORMS

AWARDS & HONORS

Teaching Awards

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

Research Awards

- *JOB Award for Best Paper Published in 2012 – runner up*
  Journal of Organizational Behavior, 2013.
- *Temple/AIB Best Paper Award - winner*
  Academy of International Business, 2010 (cross-division award)
- *Carolyn Dexter Best International Paper Award - finalist*
  Academy of Management, 2008 (cross-division award)
- *Haynes Prize for the Most Promising Scholar Under 40 - finalist*
  Academy of International Business, 2008 (cross-division award)
- *Cummings Scholar Award for Early/Mid-Career Achievement - finalist*
  Academy of Management, 2006 (Organizational Behavior division award)
- *William H. Newman Award for Best Paper based on a Dissertation - winner*
  Academy of Management, 2005 (cross-division award)
- *William H. Newman Award for Best Paper based on a Dissertation - finalist*
  Academy of Management, 2005 (cross-division award)

Reviewing Awards

- Extraordinary Service to the Editorial Review Board, Organization Science, 2014
- Extraordinary Service to the Editorial Review Board, Organization Science, 2013
- Extraordinary Service to the Editorial Review Board, Organization Science, 2012
- Best Reviewer Award, Academy of International Business, 2010

Other Honors

- Invited External Reviewer & Panelist for the World Bank's inaugural *Knowledge for Development Report*, World Bank Group, Washington DC, 2011
- Invited Member, Young Faculty Leaders Forum on the Future of Education
  Kennedy School of Government, Harvard University, 2002-2005
- Student President, New College, Oxford University, 1990

PERSONAL INFORMATION

Citizenship: U.S./U.K.

Married, 3 children