

CURRICULUM VITAE

September 2023

ANAND SWAMINATHAN

Goizueta Business School
Emory University
1300 Clifton Road, NE
Atlanta, GA 30322
(404) 727-2306
internet: anand.swaminathan@emory.edu

1807 Benodot St
Champaign, IL 61822
(530) 304-3165

EDUCATION

Ph.D., Business Administration, 1993.
University of California at Berkeley.

P.G.D.M., [Post-Graduate Diploma in Management (equivalent to an MBA)]
Marketing and Organizational Behavior, 1984.
Indian Institute of Management, Calcutta, India.

B.Tech., Mechanical Engineering, 1982.
National Institute of Technology, Warangal, India.

APPOINTMENTS

Goizueta Business School, Emory University
Goizueta Professor of Organization and Management, 2007-present
Associate Dean, PhD Program, 2011-2017

Graduate School of Management, University of California at Davis
Professor of Management, 2002-2007
Associate Professor of Management, 2000-2002
Assistant Professor of Management, 1998-2000

University of Michigan Business School
Assistant Professor of Corporate Strategy, 1993-1998
Lecturer in Corporate Strategy, 1991-1993

SERVICE AND PROFESSIONAL ASSOCIATION APPOINTMENTS AND ASSIGNMENTS

Member:

Academy of Management (1989-present).
American Sociological Association (1989-present).
The Institute for Operations Research and the Management Sciences (1991-present).
Strategic Management Society (1991-present).
Academy of International Business (2003-present)

Editorial Board:

Academy of Management Review (2002-2008; 2017-2020; Associate Editor: 2002-2005)
Administrative Science Quarterly (1997-2004)
California Management Review (2006-2008)
Journal of International Business Studies (Departmental Editor: 2002-2006;
Area Editor, 2007-2010)
Journal of Management Scientific Reports (2022-present)
Organization Science (1998-2018)
Strategic Management Journal (2007-present)

RESEARCH GRANTS

NSF grant # HSD-0525263 (with Premkumar Devanbu and Michael Geertz), “Mining Problem-solving Behaviour from Open-Source Repositories,” (\$ 124,975), 2005.

NSF grant # IIS-0613949 (with Premkumar Devanbu, Raissa D’Souza, Vladimir Filkov and Greta Hsu), “SoD-TEAM: Longitudinal Effects of Design in Open Source Projects,” (\$750,000), 2006-2008.

AWARDS AND HONORS

Contributions to DEI and Access Award, Goizueta Business School, Emory University, 2023.

Distinguished Alumnus Award for Professional Excellence, National Institute of Technology, Warangal, India, 2022

Donald R. Keough Award for Excellence, Goizueta Business School, Emory University, 2018.

Best Paper, Davis Conference on Qualitative Research, 2002 (with Glen Dowell and James B. Wade).

Best Business Policy and Strategy Paper Award, Academy of Management, 1998 (with Laurence Capron and Will Mitchell).

Best International Business Paper Award, Academy of Management, 1996 (with Xavier Martin and Will Mitchell).

Sanford R. Robertson Assistant Professorship, University of Michigan Business School, 1996.

Student Award for Ph.D. Teaching Excellence, University of Michigan Business School, 1996.

Regents Fellow, U.C. Berkeley, 1986-87.

Duncan Scholarship, Indian Institute of Management, Calcutta, India, 1982-83 and 1983-84.

University Merit Scholarships, Regional Engineering College (Kakatiya University), Warangal, India, 1978-79, 1979-80, 1980-81, and 1981-82.

ACADEMIC ADMINISTRATIVE ACTIVITIES

Goizueta Business School, Diversity, Equity and Inclusion Council (2020-present)

Emory University, Conflict of Commitment Task Force, (2020-2021)

Goizueta Business School, Emory University, Dean’s Advisory Committee on Research Technology (2019-present)

Emory University, Faculty Council, Policy Committee (2018-present)

Emory University, Class and Labor 2 Report Steering Committee (2017-2019)

Emory University, Research Administration Services, Strategic Advisory Board (2017-2018)
 Emory University, Research Administrative Services Task Force Improvement Study Working Group (2017-2018)
 Emory University, Faculty Council, Title IX Working Group (2016-2017)
 Emory University, Committee on Racial and Social Justice, Faculty Recruitment & Retention Working Group (2016-2017)
 Emory University, GBS Elected Faculty Representative to Faculty Council & University Senate (2015-2018)
 Goizueta Business School, Emory University, Associate Dean, PhD Program (2011-2017)
 Goizueta Business School, Emory University, O&M Area Coordinator (2010-2013)
 Goizueta Business School, Emory University, PhD Committee (2010-2011)
 Goizueta Business School, Emory University, Faculty Personnel Committee (2008-2012)
 Goizueta Business School, Emory University, Committee of Chairs (2007-2015)
 Graduate School of Management, UC-Davis, Faculty Personnel Committee (2005-2007); Chair (2006-2007)
 Graduate School of Management, UC-Davis, Chair, Educational Policy Committee (2000-2001; 2002-2003; 2005-2007)
 Graduate School of Management, UC-Davis, Information Technology Committee (2006-2007)
 Graduate School of Management, UC-Davis, Departmental Representative, (2004-2005)
 Graduate School of Management, UC-Davis, Faculty Chair, (2003-2004)
 Graduate School of Management, UC-Davis, International Business and Public Sector Management Area Advisor (2000-2004)
 Graduate School of Management, UC-Davis, Computer Policy Committee (1999-2000)
 Graduate School of Management, UC-Davis, Web Strategy Committee (1999-2000)
 University of California Pacific Rim Research Program, Executive Committee (1998-2003)
 University of Michigan Business School Research Computing Committee (1993-1998)
 BBA program core course coordinator, Corporate Strategy Department, University of Michigan Business School (1992-1995)

OTHER ACADEMIC EMPLOYMENT

University of California at Berkeley

1986-1991 Research assistant

NONACADEMIC EMPLOYMENT

1984-1986 Corporate Marketing & New Business Group
 Indian Oxygen Limited, Calcutta, India

COURSES TAUGHT

University of Michigan

CS 390	Corporate strategy core course (BBA: 1992-1995)
CS 602	Corporate strategy core course (MBA: 1993-1994, 1997)
CS 591	Corporate strategy core course (Daewoo MBA Program: 1997)
CS 742	Strategies for survival in turbulent environments (MBA: 1994)
CS 899	Corporate Strategy seminar in research methods (Ph.D.: 1992)
BA 850	Business School seminar in research methods (Ph.D.: 1994-1997)
CS 621	Strategic change for business survival (MBA: 1995-1998)
CS 899	Corporate Strategy seminar in strategy and organization theory (Ph.D.: 1996, 1998)
CS 899	Corporate Strategy seminar in analysis of categorical and event history data (Ph.D.: 1997)

University of California at Davis

MGT & MGP 201B	Organizational Strategy and Structure (1999-2005)
MGT & MGP 297-1	Management of International Firms (2000-2001; 2005-2007)
MGP 220	Management of Social Networks (2001-2007)
MGT 297-1	International Study Trip (China, 2003)

Emory University

BUS 435	Management of International Firms (BBA: 2008)
BUS 635	Management of International Firms (MBA: 2008)
BUS 701	Survey of Business Research Methods (Ph.D.: 2008-2010, 2014-2017, 2023)
BUS 534P	Management of Social Networks (MBA: 2008-2009)
BUS 735	Seminar in Micro-Strategic Management (Ph.D.: 2009)
BUS 731	Seminar in the Foundations of Organizations & Management (Ph.D.: 2010-2015)
BUS 631M	Designing High Performance Organizations (MBA: 2011-2012, 2014-2020)
BUS 433	Leading and Managing Change (BBA: 2013-2014)
BUS 633	Leading and Managing Change (MBA: 2016-2017)
OAM 680	Human Resource Analytics (MSBA: 2018-present)
BUS 499	People Analytics (BBA: 2022-present)

DOCTORAL THESIS COMMITTEE MEMBERSHIP

Completed doctoral dissertations

Xavier Martin, “Changing buyer-supplier relationships following international expansion in the automobile sector” (co-chair). University of Michigan Business School (Corporate Strategy), final defense May 23, 1996.

Wilbur Chung, “Foreign investment’s impact on the host nation: Industry level competition and productivity change” (committee member). University of Michigan Business School (International Business), final defense June 23, 1997.

Mani Chacko, “Network effects, organizational size and organizational growth” (co-chair). University of Michigan Business School (Corporate Strategy), final defense April 1, 1998.

Arturs Kalnins, “Strategic and expansionary behavior of geographically dispersed firms: The special case of franchising” (committee member). University of Michigan Business School (International Business), final defense August 27, 1998.

Glen Dowell, “The Effect of Experience and Performance on New Market Segment Decisions: Evidence from the U.S. Bicycle Industry” (committee member). University of Michigan Business School (Corporate Strategy), final defense, February 25, 2000.

Bradley Killaly, “Firm Performance, Expansion Experience and Current Expansion Forms: The United States International Telecommunications Service Industry, 1985-1998” (committee member). University of Michigan Business School (International Business and Corporate Strategy), final defense, January 24, 2001.

Parker, Rodney, “Optimal production and inventory policies in capacitated supply chains under various ownership structures” (committee member). University of Michigan Business School (Operations Management), final defense, December 14, 2001.

Tan, David, “Status Ambiguity and Conflict in the Market” (committee member). Goizueta Business School (Organizations & Management), Emory University, final defense, 2009.

- Zhou, Chaohang, “Dynamics of Organizational Viability: New Evidence from China” (committee member). Faculty of Economics and Business, University of Groningen, Netherlands, final defense, 2009.
- Fletcher, Mark, “The nuts and bolts of the UK kit car movement, 1949-2009: An ecological analysis” (committee member). Durham Business School, UK, final defense, June 16, 2011.
- Kasbekar, Chirag, “Essays on the Impact of the Geographic Concentration of Industries on Competition and Knowledge Spillovers” (co-chair). Goizueta Business School (Organizations & Management), Emory University, final defense, August 27, 2013.
- Jung Yeon Lee, “The Impact of Internal Coupling Structure and Environmental Scarcity on Business Group Performance” (chair). Goizueta Business School (Organizations & Management), Emory University, final defense, April 3, 2014.
- Jared Bok, “Religious Organizations Crossing Boundaries: The Centrifugal Expansion of U.S.-based Mission Agencies” (committee member). Emory University (Sociology), final defense, June 15, 2016.
- Hulya Karaman, “Essays on Online Word of Mouth” (co-chair). Goizueta Business School (Marketing), Emory University, final defense, August 22, 2017.
- Gorkem Aksaray, “Three Essays on Entry and Exit Dynamics of Entrepreneurship.” (co-chair). Goizueta Business School (Organizations & Management), Emory University, final defense, March 13, 2018.
- Pranay Jinna, “Essays on Membership and Participation in Online Communities” (co-chair), Goizueta Business School (Information Systems & Operations Management), Emory University, final defense, February 11, 2019.
- John Park, “Role of Religion in Organizational Behavior.” (chair). Goizueta Business School (Organizations & Management), Emory University, final defense, June 18, 2020.

RESEARCH PROGRAM

Theoretical emphasis

Organization Theory, Strategy, International Business

Substantive research topics

Organizational demography and careers
 Networks within and among organizations
 Industry evolution
 Specialist or small firm strategies
 The science of science
 Organizational change and its consequences
 Strategic choice as a diffusion process
 Market entry, technological innovation, and competition

CURRENT RESEARCH ACTIVITY

Career networks and mobility among NFL coaches: 1985-2015 (with Chris Rider and James Wade)
 Co-investment networks in venture capital (with Demetrius Lewis)
 Planned obsolescence in software platforms (with Ramnath K. Chellappa and Jonathan Gomez Martinez)
 The science of science in South Africa (with Cyrill Walters, Jonathan Jansen and Graeme Mehl)
 Religion and the institutional legacy of Prohibition (with John Park)

Wealth loss and entrepreneurial entry (with Gorkem Aksaray and Badrinath Kottimukkalur)
Effects of local regulatory environments on selective product recalls in markets (with Brian Kim)
Diffusion of alternative route teacher certification laws (with Jennifer Nelson)
Job precariousness and economic conditions (with Anne-Kathrin Kronberg and Chris Rider)
Leadership transitions and the survival of social movement organizations (with James Wade and Jung Yeon Lee)

KEY WORK IN PROGRESS

Papers under review

“The predictive validity of the P-rating for young scientists in South Africa.” (With J.D. Jansen, C.A. Walters, A. White, G. Mehl and L. Schoombee)

Working papers

“Market-level consequences of individual-level homophily in tie formation: Evidence from venture capital financing” (with Demetrius Lewis)

“Wealth loss and entrepreneurial entry.” (with Gorkem Aksaray and Badrinath Kottimukkalur)

“Planned obsolescence strategies of desktop OS platforms: An empirical investigation of Microsoft-Apple duopoly through developer versioning.” (with Ramnath K. Chellappa and Jonathan Gomez Martinez)

“Failing fast and asymmetric incentives in venture capital-funded entrepreneurial firms.” (With Demetrius Lewis)

“Why do product strategies differ across countries? Evidence from the worldwide floppy disk drive industry, 1970-1998.” (with James B. Wade).

“Attraction, participation and retention in online communities: An ecological perspective.” (with Pranay Jinna)

“The impact of religion on the founding and rebirth of US breweries, 1890-1941.” (with John Park)

“How effective are organizational diversity initiatives? An illustrative evaluation of the National Football League's Rooney Rule.” (with Christopher I Rider, James B. Wade and Andreas Schwab)

“Economic cycles and job precariousness: Which employees are more vulnerable?” (With Anne-Kathrin Kronberg, and Christopher I. Rider)

“History, interrupted: The effect of restarts on organizational mortality in the United States brewing industry.” (with Glen Dowell, Brad Killaly, and John Park).

“Incremental and radical innovation by U.S. automobile manufacturers, 1885-1981: An ecological perspective.” (with Tai-Young Kim and Albert C.Y Teo).

“Diffusion and agency in the construction of institutional environments: The adoption and repeal of state prohibition regulations in the United States 1850-1918” (with James B. Wade).

“Networks in organizational populations: The impact of extra-network organizations on firm performance.” (with Glenn Hoetker and Will Mitchell).

“Local attractiveness or strategic idiosyncracies? Cardiology practice acquisitions in the Atlanta MSA.” (with Gorkem Aksaray).

PUBLICATIONS

Refereed papers

- “Racial disparity in leadership: Evidence of valiative bias in the promotions of National Football League coaches” (with Christopher I Rider, James B. Wade and Andreas Schwab), *American Journal of Sociology*, 129: 227-275. 2023.
- “Looking the part: Racial stereotypicality in appearance predicts diverging leadership outcomes for black and white professionals.”(with Melissa J. Williams, James B. Wade, Tosen Nwadei, C. Keith Harrison and Scott Bukstein), *Personality and Social Psychology Bulletin*, Forthcoming, 2023.
- “Industry Clusters and Organizational Prototypes: Evidence from the Franconian Brewing Industry.” (With Nikolaus Beck, James B. Wade, and Filippo C. Wezel). *Journal of Management*, 45: 2978-3008, 2019.
- “Structure at work: The division of labor in U.S. wineries, 1940-1989.” (with Heather A. Haveman and Eric B. Johnson). *Research in the Sociology of Organizations*, 47: 195-239, 2016.
- “Resource partitioning and the organizational dynamics of ‘fringe banking’ ” (with Giacomo Negro, and Fabiana Visentin). *American Sociological Review*, 79: 680–704, 2014.
- “The diffusion of foreign divestment from Burma.” (with Sarah Soule and Lazlo Tihanyi). *Strategic Management Journal*, 35: 1032–1052, 2014.
- “Balancing the skill sets of founders: Implications for the quality of organizational outputs.” (with Giacomo Negro and Peter W. Roberts). *Strategic Organization*, 11: 35-55, 2013.
- “International subsidiary management and environmental constraints: The case for indigenization.” (with Laszlo Tihanyi and Sarah Soule). *Advances in International Management*, 25: 373-397, 2012.
- “They just fade away: Mortality in the U.S. venture capital industry.” (with Chris Rider). *Industrial and Corporate Change*, 21: 151-185, 2012.
- “Evaluative schemas and the mediating role of critics.” (with Greta Hsu and Peter W. Roberts). *Organization Science*, 23: 83-97, 2012.
- “Crossing a Categorical Boundary: The Implications of Switching from Non-Kosher Wine Production in the Israeli Wine Market.” (With Peter Roberts and Tal Simons). *Research in the Sociology of Organizations*, 31: 153-173, 2010.
- “Open Borders? Immigration in Open Source Projects.” (With Christian Bird, Alex Gourley, Prem Devanbu and Greta Hsu), *MSR 2007: Proceedings of the Fourth international Workshop on Mining Software Repositories* (May 20 - 26, 2007). International Conference on Software Engineering. IEEE Computer Society, Washington, DC, 6. DOI= <http://dx.doi.org/10.1109/MSR.2007.23>

- “Modularity and the Impact of Buyer-supplier Relationships on the Survival of Suppliers.” (with Glenn Hoetker and Will Mitchell, *Management Science*, 53: 178-191, 2007.
- “Entry Timing, Exploration and Firm Survival in the Early U.S. Bicycle Industry.” (with Glen Dowell). *Strategic Management Journal*, 27: 1159-1182, 2006.
- “Mining Email Social Networks.” (With Christian Bird, Alex Gourley, Prem Devanbu and Michael Gertz), *MSR 2006: Proceedings of the 2006 international workshop on Mining software repositories*, 2006: 137-143. New York, NY: ACM Press
- “Mining Email Social Networks in Posgres.” (With Christian Bird, Alex Gourley, Prem Devanbu and Michael Gertz), *MSR 2006: Proceedings of the 2006 international workshop on Mining software repositories*, 2006: 185-186. New York, NY: ACM Press.
- “Framing Interorganizational Network Change: A Network Inertia Perspective.” (with Tai-Young Kim and Hongseok Oh). *Academy of Management Review*, 31: 704-720, 2006.
- “Turnover Events, Vicarious Information and the Reduced Likelihood of Outlet-level Exit among Small Multi-unit Organizations.” (with Arturs Kalnins and Will Mitchell). *Organization Science*, 17: 118-131, 2006.
- “Organizational Processes of Resource Partitioning.” (With Glenn R. Carroll and Stanislav Dobrev), *Research in Organizational Behavior*, 24: 1-40, 2002.
- “Pretty Pictures and Ugly Scenes: Political and Technological Maneuvers in High Definition Television” (with Glen Dowell and James B. Wade). In Paul Ingram and Brian Silverman (Eds.), *Advances in Strategic Management*, 18: 97-133, 2002.
- “Theorie der Ressourcenteilung in der Organisationsökologie” (with Glenn R. Carroll and Stanislav Dobrev). *Kölner Zeitschrift für Soziologie und Sozialpsychologie*, 42: 381-413, 2002.
- “Resource-Partitioning and the Evolution of Specialist Organizations: The Role of Location and Identity in the U.S. Wine Industry.” *Academy of Management Journal*, 44: 1169-1185, 2001.
- “Post-acquisition Resource Redeployment and Asset Divestiture: An Evolutionary View” (with Laurence Capron and Will Mitchell). *Strategic Management Journal*, 22: 817-844, 2001.
- “Why the Microbrewery Movement? Organizational Dynamics of Resource Partitioning in the American Brewing Industry after Prohibition” (with Glenn R. Carroll). *American Journal of Sociology*, 106: 715-762, 2000.
- “Racing and Back-peddalling into the Future: New Product Introduction and Organizational Mortality in the US Bicycle Industry, 1880-1918” (with Glen Dowell). *Organization Studies*, 21: 405-431, 2000.
- “Social Movement Theory and the Evolution of New Organizational Forms” (with James B. Wade). *Academy of Management Best Paper Proceedings* 1999.

- "Normative and Resource Flow Consequences of Local Regulations in the American Brewing Industry, 1845-1918" (with James B. Wade and Michael S. Saxon). *Administrative Science Quarterly*, 43: 905-935, 1998.
- "Organizational Evolution in an Interorganizational Environment: Vertical, Competitor, and Community-level Influences on Supplier Expansion to Foreign Markets." (with Xavier Martin and Will Mitchell). *Administrative Science Quarterly*, 43: 566-601, 1998.
- "Entry into New Market Segments in Mature Industries: Endogenous and Exogenous Segmentation in the U.S. Brewing Industry." *Strategic Management Journal*, 19: 389-404, 1998.
- "Asset Divestiture after Business Acquisitions: Failure or Reconfiguration?" (with Laurence Capron and Will Mitchell). *Academy of Management Best Paper Proceedings 1998*.
- "The Underemphasized Role of Established Firms as the Sources of Major Innovations." (with David Methé and Will Mitchell). *Industrial and Corporate Change*, 5: 1181-1203, Telecommunications Policy Issue, 1996.
- "Environmental Conditions at Founding and Organizational Mortality: A Trial-by-Fire Model." *Academy of Management Journal*, 39: 1350-1377, 1996.
- "Interorganizational Evolution: Pairwise, Population, and Community Effects on Corporate International Expansion" (with Xavier Martin and Will Mitchell). In J. Bernard Keys and Lloyd N. Dosier (Eds.), *Academy of Management Best Paper Proceedings 1996*: 234-238.
- "The Proliferation of Specialist Organizations in the American Wine Industry: 1941-1990." *Administrative Science Quarterly*, 40: 653-680, 1995.
- "Recreating and Extending Japanese Automobile Buyer-Supplier Links in North America." (with Xavier Martin and Will Mitchell). *Strategic Management Journal* 16: 589-619, 1995.
- "Recreating and Extending Buyer-Supplier Links Following International Expansion". (with Xavier Martin and Will Mitchell). In Paul Shrivastava, Ann Huff, and Jane Dutton, (Eds.), *Advances in Strategic Management*, Volume 10B: 47-72, Greenwich, CT: JAI Press Inc, 1994.
- "Brewery und Brauerei: The Organizational Ecology of Brewing." (with Glenn R. Carroll, Peter Preisendörfer, and Gabriele Wiedenmayer). *Organization Studies* 14 (2): 155-188, 1993.
- "The Organizational Ecology of Strategic Groups in the Brewing Industry from 1975 to 1990." (with Glenn R. Carroll). *Industrial and Corporate Change* 1: 65-97, 1992. See also "On Theory, Breweries, and Strategic Groups (A Reply to Tremblay)." (with Glenn R. Carroll). *Industrial and Corporate Change* 2: 99-106, 1993.
- "Density-Dependent Organizational Evolution in the American Brewing Industry from 1633-1988." (with Glenn R. Carroll). *Acta Sociologica* 34: 155-175, 1991.
- "Cosmetic, Speculative, and Adaptive Organizational Change in the Wine Industry: A Longitudinal Study." (with Jacques Delacroix). *Administrative Science Quarterly* 36: 631-661, 1991.

"Differentiation Within an Organizational Population: Additional Evidence from the Wine Industry." (with Jacques Delacroix). *Academy of Management Journal* 34: 679-692, 1991.

"Does the Pattern of Density Dependence in Organizational Mortality Rates Vary Across Levels of Analysis? Evidence from the German Brewing Industry." (with Gabriele Wiedenmayer). *Social Science Research* 20: 45-73, 1991.

"Karrieren in Organisationen: Eine ökologische Perspektive." (with Glenn R. Carroll and Heather A. Haveman). *Kölner Zeitschrift für Soziologie und Sozialpsychologie* 31: 146-178, 1990.

"Density Dependence Versus Population Dynamics: An Ecological Study of Failings in the California Wine Industry." (with Jacques Delacroix and Michael E. Solt). *American Sociological Review* 54: 245-262, 1989.

Chapters in Books and Edited Volumes

"Institutional Environment" (with James B. Wade). In: Augier M., Teece D. (eds) *The Palgrave Encyclopedia of Strategic Management*. Palgrave Macmillan, London, 2016.
https://doi.org/10.1057/978-1-349-94848-2_608-1

"Modeling international expansion." (with Xavier Martin and Laszlo Tihanyi). In David J. Ketchen Jr., and Donald D. Bergh (eds.), *Research Methodology in Strategy and Management*, 4: 101-117, 2007.

"Theoretical Research Programs in International Business." In Gabriel R. G. Benito and Henrich Greve (eds.), *Progress in International Business Research*, 1: 27-33, 2007.

"Social Movement Theory and the Evolution of New Organizational Forms." (with James B. Wade). In Claudia B. Schoonhoven and Elaine Romanelli (eds.), *The Entrepreneurship Dynamic: Origins of Entrepreneurship and the Evolution of Industries*, Stanford University Press, 286-313, 2001.

"Recreating and Extending Japanese Automobile Buyer-Supplier Links in North America." (with Xavier Martin and Will Mitchell). In Bernard Yeung and Joanne Oxley (ed.), *Structural Change, Industrial Location and Competitiveness*. Cheltenham, UK: Edward Elgar, 1998.

"Underemphasized Role of Diversifying Entrants and Industry Incumbents as the Sources of Major Innovations." (with David Methé and Will Mitchell). In Howard Thomas, Don O' Neal, and Raul Alvarado (eds.), *Strategic Discovery: Competing in New Arenas* (Papers from the 15th International Conference of the Strategic Management Society, held in Mexico City, October 15-18, 1995). New York: John Wiley & Sons: 99-116, 1997.

"Beer Brewers." (with Glenn R. Carroll). In Glenn R. Carroll and Michael T. Hannan, (Eds.), *Organizations in Industry: Strategy, Structure, and Selection*. New York: Oxford University Press, 223-243, 1995.

"Careers in Organizations: An Ecological Perspective." (with Glenn R. Carroll and Heather A. Haveman). In David L. Featherman, Richard M. Lerner, and Marion Perlmutter (Eds.), *Life-Span Development and Behavior*, Volume 11. Hillsdale, NJ: Lawrence Erlbaum Associates, 111-144, 1992.

Book reviews

Book Review – The Red Queen Among Organizations (by William P. Barnett, Princeton University Press, Princeton, NJ, 2008). *Administrative Science Quarterly*, 54: 689-691.

Book Review -- Evolutionary Dynamics of Organizations (edited by Joel A. C. Baum and Jitendra V. Singh, Oxford University Press, New York, 1994). *Administrative Science Quarterly*, 41: 543-550, 1996.

Book Review (with Xavier Martin and Will Mitchell) -- Beyond Mass Production: The Japanese System and its Transfer to the U.S. (by Martin Kenney and Richard Florida, Oxford University Press, New York, 1993). *Academy of Management Review*, 19: 600-604, 1994.

CONFERENCE PRESENTATIONS

“Failing fast and asymmetric performance outcomes for venture capital investors and entrepreneurs.” Presented at the 16th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, September 22-23, 2023. To be presented at the 43rd Annual Meeting of the Strategic Management Society, September 30-October 3, 2023, Toronto.

Market-level consequences of individual-level homophily in tie formation: Evidence from venture capital financing.” (With Demetrius Lewis). Presented at the 117th ASA Annual Meeting, August 5-10, 2022, Los Angeles.

“Planned obsolescence strategies of desktop OS platforms: An empirical investigation of Microsoft-Apple duopoly through developer versioning” (with Ramnath K. Chellappa and Jonathan Gomez Martinez). Presented at the 32nd Workshop on Information Systems and Economics, December 16-17, 2021, Austin, Texas.

“Planned obsolescence strategies of desktop OS platforms: An empirical investigation of Microsoft-Apple duopoly through developer versioning” (with Ramnath K. Chellappa and Jonathan Gomez Martinez). Presented at the Conference on Information Systems and Technology, October 23-24, 2021, Newport Beach, California.

”Market-level consequences of individual-level homophily in tie formation: Evidence from venture capital financing.” (With Demetrius Lewis). Presented at the 81st Annual Meeting of the Academy of Management, July 29-August 4, 2021 (Virtual). Presented at the 41st Annual Meeting of the Strategic Management Society, September 18-21, 2021, Toronto (Virtual).

”Failing fast and asymmetric incentives in venture capital-funded entrepreneurial firms.” (With Demetrius Lewis). Presented at the 81st Annual Meeting of the Academy of Management, July 29-August 4, 2021 (Virtual).

“Wealth loss and entrepreneurial entry.” (with Gorkem Aksaray and Badrinath Kottimukalur). Presented at the 2020 Nagymaros Conference, Berlin, Germany, June 22-23, 2020 (Virtual).

“Planned obsolescence: An empirical investigation of software versioning strategies.” (with Ramnath K. Chellappa and Jonathan Gomez Martinez) Presented at the 16th Symposium on Statistical Challenges in e-Commerce Research (SCECR), Madrid, Spain, June 18-20, 2020 (Virtual). Presented at the Workshop on Information Systems and Economics (WISE) 2020, Hyderabad, India, December 16-19, 2020 (Virtual).

- “Racial stereotypicality in appearance and leadership attainment: Opposing effects for White and Black football coaches.” (with Melissa J. Williams, James B. Wade, Tosen Nwadei, C. Keith Harrison, and Scott Bukstein). Presented at the 80th Annual Meeting of the Academy of Management, Vancouver, August 7-11, 2020 (Virtual).
- “How effective are organizational diversity initiatives? An illustrative evaluation of the National Football League’s Rooney Rule.” Presented at the 36th EGOS Colloquium, Hamburg, Germany, July 2-4, 2020 (Virtual).
- “Failing Fast: How Micro-level Decisions Affect Macro-level Network Structure and Outcomes.” (with Demetrius Lewis) Presented at the 35th EGOS Colloquium, Edinburgh, United Kingdom, July 1-6, 2019.
- “Loss aversion and entrepreneurial entry.” (with Gorkem Aksaray and Badrinath Kottimukalur). Presented at the 38th Annual Conference of the Strategic Management Society, Paris, September 22-25, 2018.
- “The Impact of Religion on the Founding and Rebirth of US Breweries, 1890-2010.” (With John Park). Presented at the 78th Annual Meeting of the Academy of Management, Chicago, August 10-14, 2018.
- “Staying in the Game: Explaining differential returns to experience and qualifications among National Football League coaches, 1985-2014.” (With James B. Wade, Josiah Drewry, Chris Rider). Presented at the 34th EGOS Colloquium, Tallinn, Estonia, July 5-7, 2018.
- “Network Reselection and Familiarity as an Adverse Feedback Loop.” (With Demetrius Lewis). Presented at the *2018 Nagymaros Conference*, Oxford, UK, June 25-27, 2018.
- “Effects of Local Regulatory Environments on Selective Product Recalls in Markets: Evidence from Vehicle Recalls by Global Automakers.” (With Brian Kim). Presented at the *Frontiers in International Business Conference*, Columbia, SC, Feb 1-3, 2018.
- “Trial by Fire: Racial Disparity in Outside Opportunities for National Football League Coaches, 1985-2014.” (With Josiah Drewry, Christopher Rider, James B. Wade.” Presented at the 10th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, October 13-14, 2017.
- “Religious Denominations and the Institutional Legacy of Prohibition: Evidence from the US Brewing Industry.” (With John Park). Presented at the ASA Preconference, *Fellow Travelers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work*, August 11, 2017, Montreal.
- “Evolving network ties and careers.” (With Christopher Rider, James B. Wade, and Andreas Schwab). Presented at the 9th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, October 9-10, 2016, at the INSEAD Conference on Network Evolution 5.0, October 29-30, 2016, and at the 77th Annual Meeting of the Academy of Management, Atlanta, August 4-8, 2017.
- “Incremental and radical innovation by U.S. automobile manufacturers, 1885-1981: An ecological perspective.” (with Tai-Young Kim and Albert C.Y. Teo). *Strategy Science* conference on *Evolutionary Perspectives in Strategy*, Stanford, January 29-30, 2016.
- “Racial disparity in promotion rates of NFL coaches.” (With Christopher Rider, James B. Wade, and Andreas Schwab). Presented at the 75th Annual Meeting of the Academy of Management, Vancouver, August 7-11, 2015. Presented at the 8th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, October 16-17, 2015.

- “Race and racial stereotypicality as predictors of career outcomes: Evidence from coaching careers in NCAA football.” (with Melissa Williams and James B. Wade). Presented at the 7th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, October 10-11, 2014.
- “A diffusion study of alternate route teacher certification laws by state.” (with Jennifer L. Nelson). Presented at the 2014 Sociology of Education Conference, February 21-23, 2014, Asilomar Conference Center, Pacific Grove, California.
- “Job precariousness and economic conditions: Which employees are most vulnerable?” (With Anne-Kathrin Kronberg and Christopher Rider). Presented at the 6th Annual People and Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, October 4-5, 2013. Presented at the 30th EGOS Colloquium, Rotterdam, Netherlands, July 3-5, 2014. Presented at the 110th Annual Meeting of the American Sociological Association, Chicago, August 22-25, 2015.
- “Market partitioning and the organizational dynamics of ‘fringe banking’ in the United States, 1994-2008.” (with Giacomo Negro, and Fabiana Visentin). Presented at the 72nd Annual Meeting of the Academy of Management, Boston, August 3-7, 2012.
- “External shock, coupling structure, and performance: A longitudinal study of Korean business groups (1998-2007).” (With Jung Yeon Lee). Presented at the 71st Annual Meeting of the Academy of Management, San Antonio, August 12-16, 2011.
- “Changes in Record Company Affiliations and the Market Performance of Music Artists.” (with Giacomo Negro). Presented at the 26th Colloquium of the European Group for Organizational Studies, Lisbon, Portugal, July 1-3, 2010.
- “Employment affiliation networks and career mobility among NFL coaching staff 1985 -2008.” (with James B. Wade and Andreas Schwab). Presented at the 70th Annual Meeting of the Academy of Management, Montreal, August 6-10 and at the 26th Colloquium of the European Group for Organizational Studies, Lisbon, Portugal, July 1-3, 2010.
- “Founders' role purity and the aesthetics-commerce tradeoff: Owning or cooking in Toronto restaurants.” (with Peter W. Roberts and Giacomo Negro). Presented at the 2nd Annual Conference of the American Association of Wine Economists, Portland, August 14-16, 2008.
- “The diffusion of firm divestment from Burma, 1996-2002.” (With Sarah Soule and Laszlo Tihanyi). Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, August 3-8, 2007.
- “Structure at work: The division of labor in U.S. wineries, 1940-1989.” (With Heather A. Haveman and Eric B. Johnson). Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, August 3-8, 2007. Presented at the 107th Annual Meeting of the American Sociological Association, August 11-14, 2007. Presented at the 2nd Annual Conference of the American Association of Wine Economists, Portland, August 14-16, 2008.
- “The indigenization of international subsidiary management.” (with Laszlo Tihanyi and Sarah Soule). Presented at the 66th Annual Meeting of the Academy of Management, Atlanta, August 11-16, 2006.
- “Product strategy and industrial leadership: Firm and country effects in the worldwide floppy disk drive industry.” (with David McKendrick and James B. Wade). Presented at the 22nd Colloquium of the European Group for Organizational Studies, Bergen, Norway, July 6-8, 2006. Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, August 3-8, 2007.

- “Research programs in international business.” Keynote panel presentation at the 31st Annual Conference of the European International Business Academy, Oslo, Norway, December 10-13, 2005.
- “Social movement organizational outcomes.” (with Sarah Soule and Laszlo Tihanyi). Presented at the 65th Annual Meeting of the Academy of Management, Honolulu, August 5-10, 2005 (Best OMT Division Symposium Award).
- “Networks in organizational populations: The impact of extra-network organizations on firm performance.” (with Glenn Hoetker and Will Mitchell). Presented at the 64th Annual Meeting of the Academy of Management, New Orleans, August 6-11, 2004.
- “Organizational performance and career mobility.” (with James B. Wade and Andreas Schwab). Presented at the 20th Colloquium of the European Group for Organizational Studies, Ljubljana, Slovenia, July 1-3, 2004.
- “Diffusion and Agency in the Construction of Institutional Environments: The Adoption and Repeal of State Prohibition Regulations in the United States 1850-1918” (with James B. Wade). Presented at the 19th Colloquium of the European Group for Organizational Studies, Copenhagen, Denmark, July 3-5, 2003. Presented at the 64th Annual Meeting of the Academy of Management, New Orleans, August 6-11, 2004 (Best OMT Division Symposium Award), APROS 11 conference, Melbourne, Australia, December 4-7, 2005.
- “Ecological Views on Technological Change.” (with Glen Dowell). Presented at the 9th Annual Organization Science Winter Conference, Steamboat Springs, Colorado, February, 2003.
- “Internal Organizational Change and the Disbanding Rates of Minnesota Women’s Christian Temperance Unions 1878-1938” (with James B. Wade). Presented at the 18th Colloquium of the European Group for Organizational Studies, Barcelona, Spain, July 4-6, 2002.
- “Exploration and Firm Survival in the Early U.S. Bicycle Industry.” (with Glen Dowell). Presented at the 18th Colloquium of the European Group for Organizational Studies, Barcelona, Spain, July 4-6, 2002.
- “Pretty Pictures and Ugly Scenes: Political and Technological Maneuvers in High Definition Television” (with Glen Dowell and James B. Wade). Presented at the 2nd Davis Conference on Qualitative Research, March 29-31, 2002; and the Michigan conference on Social Movements and Organization Theory, May 10-11, 2002.
- “Organizational Processes of Resource Partitioning.” (with Glenn R. Carroll and Stanislav Dobrev). Presented at the 8th Annual Organization Science Winter Conference, Steamboat Springs, Colorado, February, 2002.
- “Network Characteristics and Business Survival: The Case of U.S. Automobile Component Suppliers.” (with Glenn Hoetker and Will Mitchell). Presented at the 60th Annual Meeting of the Academy of Management, Toronto, Canada, August 4-9, 2000.
- “Proximity, Vicarious Learning, and the Location of New Outlets in the Texas Drug Store Market, 1990-1998.” (with Arturs T. Kalnins). Presented at the 60th Annual Meeting of the Academy of Management, Toronto, Canada, August 4-9, 2000.
- “Exploration, Exploitation, and Firm Survival in the Early U.S. Bicycle Industry.” (with Glen Dowell). Presented at the 59th Annual Meeting of the Academy of Management, Chicago, Illinois, August 6-11, 1999; and at the 19th Annual International Strategic Management Society Conference, Berlin, Germany, October 3-6, 1999.

- "The Impact of Buyer Status and Supplier Autonomy on Supplier Survival in Stable and Dynamic Networks." (with Glenn Hoetker and Will Mitchell). Presented at the 59th Annual Meeting of the Academy of Management, Chicago, Illinois, August 6-11, 1999; and at the 19th Annual International Strategic Management Society Conference, Berlin, Germany, October 3-6, 1999.
- "Social Movement Theory and the Evolution of New Organizational Forms." (with James B. Wade). Presented at the 59th Annual Meeting of the Academy of Management, Chicago, Illinois, August 6-11, 1999.
- "Why the Microbrewery Movement? Organizational Dynamics of Resource Partitioning in the American Brewing Industry after Prohibition" (with Glenn R. Carroll). Presented at the 14th Colloquium of the European Group for Organizational Studies, Maastricht, The Netherlands, July 9-11, 1998.
- "Product Line Changes and Firm Survival in the U.S. Bicycle Industry, 1890-1918" (with Glen Dowell). Presented at the 14th Colloquium of the European Group for Organizational Studies, Maastricht, The Netherlands, July 9-11, 1998; and at the 58th Annual Meeting of the Academy of Management, San Diego, California, August 9-12, 1998.
- "Semi-endogenous Recombination: Asset Divestiture after Post-acquisition Resource Redeployment" (with Laurence Capron and Will Mitchell). Presented at the 14th Colloquium of the European Group for Organizational Studies, Maastricht, The Netherlands, July 9-11, 1998; at the 58th Annual Meeting of the Academy of Management, San Diego, California, August 9-12, 1998; and at the 18th Annual International Strategic Management Society Conference, Orlando, Florida, November 1-4, 1998.
- "Resource-Partitioning and the Evolution of Specialist Organizations in the American Wine Industry." Presented at the 2nd Annual Stanford Strategic Management Conference, Stanford, California, February 20-21, 1998.
- "Organizational Experience, External Shocks and Failure in the U.S. Brewing Industry: 1633-1995" (with Brad Killaly). Presented at the 57th Annual Meeting of the Academy of Management, Boston, Massachusetts, August 10-13, 1997.
- "Interorganizational Evolution: The Effect of Buyer, Competitor, and Community Expansion on Supplier Expansion to Foreign Markets" (with Xavier Martin and Will Mitchell). Presented at the 56th Annual Meeting of the Academy of Management, Cincinnati, Ohio, August 11-14, 1996.
- "The Unanticipated Effects of Environmental Legislation on the Commercial Banking Industry" (with Glen Dowell). Presented at ASAC 96, the Annual Conference of the Administrative Sciences Association of Canada, Montreal, Canada, May, 1996.
- "The Underemphasized Role of Established Firms as the Sources of Major Innovations." (with Will Mitchell and David Methe). Presented at the 15th Annual International Conference of the Strategic Management Society, Mexico City, October, 1995; at the CEMS Graduate Conference, University of St. Gallen, Switzerland, February 1996; at the 2nd Annual Conference of the Consortium for Research on Telecommunications Policy, Northwestern University, Evanston, Illinois, May, 1996; and at INFORMS, Atlanta, November 1996.
- "The Unanticipated Consequences of Local Regulations in the American Brewing Industry, 1845-1918." (with James B. Wade and Michael S. Saxon). Presented at the 55th Annual Meeting of the Academy of Management, Vancouver, Canada, August, 1995.
- "Networks, Founding Conditions and Imprinting Processes: Examining the Process of Organizational Foundings." (with Nancy Rothbard and Daniel Denison). Presented at the 54th Annual Meeting of the Academy of Management, Dallas, Texas, August, 1994.

- "Factors Influencing When Component Suppliers Will Establish Foreign Manufacturing Facilities: Firm-Specific, Pairwise, and Network Effects on Expansion to Canada and the U.S.A. by Japanese Automobile Component Manufacturers." (with Xavier Martin and Will Mitchell). Presented at the 54th Annual Meeting of the Academy of Management, Dallas, Texas, August, 1994.
- "Rebuilding Toothpick Houses: Recreating and Extending Buyer-Supplier Links after Setting up Foreign Manufacturing Facilities." (with Xavier Martin and Will Mitchell). Presented at the 13th Annual International Conference of the Strategic Management Society, Chicago, Illinois, September, 1993.
- "Resource-Partitioning and Strategic Groups in the American Wine Industry." Presented at the 53rd Annual Meeting of the Academy of Management, Atlanta, Georgia, August, 1993.
- "The Emergence of New Organizational Forms in Mature Industries." Presented at the 51st Annual Meeting of the Academy of Management, Miami, Florida, August, 1991.
- "The Organizational Ecology of Strategic Groups in the Brewing Industry from 1975 to 1988." (with Glenn R. Carroll). Presented at the 49th Annual Meeting of the Academy of Management, Washington, D.C., August, 1989.
- "Density Dependence among American Breweries With an Extension to Strategic Groups." (with Glenn R. Carroll). Presented at the Nova Conference on Strategic Management, University of Alberta, Edmonton, October, 1988.
- "Selection and Differentiation in an Organizational Population: The Case of the Wine Industry." (with Jacques Delacroix). Presented at the 48th Annual Meeting of the Academy of Management, Anaheim, California, August, 1988.
- "Organizational Dynamics and Density Dependence in the California Wine Industry 1940-85: A Research Note." (with Jacques Delacroix). Presented at the Stanford University Conference on Organizations at Asilomar, May, 1987.