

Curriculum Vitae
RAJSHREE AGARWAL

CONTACT INFORMATION

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EDUCATION

Ph. D. in Economics, 1994, SUNY-Buffalo

M.A. in Economics, 1990, SUNY-Buffalo

M.A. in Economics, 1988, Bombay University, India.

B.A. in Economics and Statistics, 1986, Bombay University, India.

ACADEMIC POSITIONS

Rudolph P. Lamone Chair and Professor in Entrepreneurship and Strategy, 2010- Present, University of Maryland

Academic Director, Dingman Center for Entrepreneurship, University of Maryland, 2012- Present

ADVANCE Professor, 2011-2012, University of Maryland

BioBEL Faculty Affiliate, Institute of Genomic Biology, 2010-Present, University of Illinois

John Georges Professor in Technology Management and Strategy, 2007-2010, University of Illinois

Director, Innovation and Technology Management Initiatives, 2007-2010, University of Illinois

Program Director, Certificate in Entrepreneurship and Management, 2007-2010, University of Illinois

Scholar-in-Residence 2007-2010, Academy of Entrepreneurial Leadership, University of Illinois

BioBEL Faculty, Institute of Genomic Biology 2006-2010, University of Illinois

James F. Towey Faculty Fellow 2005-2007, University of Illinois

Associate Professor in Strategic Management 2003-2007, University of Illinois

Assistant Professor in Strategic Management 2001-2003, University of Illinois

Assistant Professor in Economics 1995-2001, University of Central Florida.

Faculty Fellow 1998-2000, Faculty Center for Teaching and Learning, University of Central Florida.

Post Doctoral Research Fellow 1994-1995, State University of New York at Buffalo.

Instructor, McNair Program for Post Baccalaureate Study 1992-95, State University of New York at Buffalo.

RESEARCH

RESEARCH AWARDS

Graduate Mentor of the Year, University of Maryland, 2013

University Scholar, University of Illinois, 2009

Stephen Schrader Best Paper Award, TIM, Academy of Management, 2005

Academy of Management Journal 2004 Best Paper Award

Galloway Award for Research, 1999, Economics, UCF

Galloway Award for Research, 1998, Economics, UCF

JOURNAL PUBLICATIONS

- [47] Agarwal, Rajshree and Serguey Braguinsky, *Industry Evolution and Entrepreneurship: Steven Klepper's Contributions to Industrial Organization, Strategy, Technological Change and Entrepreneurship*, Strategic Entrepreneurship Journal, (forthcoming)
- [46] Agarwal, Rajshree and Sonali Shah, *Knowledge Sources of Entrepreneurship: Firm Formation by Employees, Users and Academics* Research Policy (forthcoming)
- [44] Ganco, Martin, Rosemarie Ziedonis and Rajshree Agarwal, *More Stars Stay, But the Brightest Ones Still Leave: Job Hopping in the Shadow of Patent Enforcement* Strategic Management Journal forthcoming
- [43] Agarwal, Rajshree, and Atsushi Ohyama *Industry or Academia, Basic or Applied?: Career Choices and Trajectories of Scientists* Management Science 2013, 59(4): 950-970
- [42] Carnahan, Seth Rajshree Agarwal and Benjamin Campbell, forthcoming, *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers* Strategic Management Journal 2012, 33(12):1411-1430
- [41] Agarwal, Rajshree, Jay Anand, Janet Bercovitz, and Rachel Croson *Spillovers across Organizational Architectures: The Role of Prior Formal and Informal Interaction in Post-Acquisition Integration Outcomes* Strategic Management Journal 2012, 33(6): 710-733.
- [40] Qian, Lihong, Rajshree Agarwal and Glenn Hoetker *Configuration of Value Chain Activities: The Effect of Pre-Entry Capabilities, Transactions Hazard and Industry Evolution on the Decision to Internalize*, Organization Science 2012, 23:1330-1349.
- [39] Chen, Pao-Lien, Charlie Williams and Rajshree Agarwal *Growing Pains: The Effect of Pre-entry Experience on Impediments to Growth*, Strategic Management Journal 2012 33:252-276 (**Dingman Best Paper Award, 2011**)
- [38] Campbell, Benjamin, Martin Ganco, April Franco and Rajshree Agarwal *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Strategic Management Journal 2012 33: 65-87 (**Runner up, Best Conference Paper Award, Strategic Management Society Meetings, 2009**)
- [37] Agarwal, Rajshree, David Audretsch and MB Sarkar, *Knowledge Spillovers and Strategic Entrepreneurship*, Strategic Entrepreneurship Journal, 2010, 4(4): 271-283

- [36] Agarwal, Rajshree, Rachel Croson, and Joseph Mahoney *The Role of Incentives and Communication in Strategic Alliances: An Experimental Investigation*, Strategic Management Journal, 2010 31(4): 413-437
- [35] Franco, April, MB Sarkar, Raj Echambadi and Rajshree Agarwal *Swift and Smart? The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship* Management Science, 2009 55(11): 1842-1860
- [34] Agarwal, Rajshree, Jay Barney, Nicolai Foss and Peter Klein *Heterogenous Resources and the Financial Crisis: Implications of Strategic Management Theory* Strategic Organization 2009, 7(4): 467-484
- [33] Agarwal, Rajshree, Martin Ganco and Rosemarie Ziedonis *Reputations for Toughness in IP Enforcement: Effects on Knowledge Spillovers through Employee Mobility*, Strategic Management Journal, 2009 30(13): 1349-1374
- [32] Agarwal, Rajshree, and Constance Helfat *Strategic Renewal of Organizations*, Organization Science 2009 20: 281-293
- [31] Ganco, Martin, and Rajshree Agarwal, *Performance Differentials between Diversifying Entrants and Entrepreneurial Start-Ups over the Industry Life Cycle: A Complexity Approach* Academy of Management Review 2009 34: 228-252
- [30] Agarwal, Rajshree, David Audretsch and MB Sarkar, *The Process of Creative Construction: Knowledge Spillovers, Entrepreneurship and Economic Growth*, Strategic Entrepreneurship Journal, 2007 1(2): 263–286
- [29] Croson, Rachel, Jaideep Anand, and Rajshree Agarwal *Using experiments in corporate strategy research* European Management Review, 2007 4(3): 173-181
- [28] Bayus, Barry and Rajshree Agarwal, *The Role of Pre-Entry Experience, Entry Timing, and Product Technology Strategies in Explaining Firm Survival*, Management Science, 2007, 53(12): 1887–1902
- [27] Agarwal, Rajshree, and Glenn Hoetker, *A Faustian Bargain? The Growth of Management and its Relationship with Related Disciplines*, Academy of Management Journal, 2007, 50(6): 1304–1322
- [26] Hoetker, Glenn and Rajshree Agarwal, *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Academy of Management Journal, 2007, 50(2): 446-467
- [25] Echambadi, Raj, Benjamin Campbell and Rajshree Agarwal *Encouraging Best Practice in Quantitative Management Research: An Incomplete List of Opportunities*, Journal of Management Studies, 2006, 43(8): 1801-1820
- [24] Bayus, Barry, Wooseong Kang and Rajshree Agarwal *Creating Growth in New Markets: A Simultaneous Model of Firm Entry and Price* Journal of Product and Innovation Management, 2007, 24: 139-155 **JPIM Best Paper Finalist**
- [23] Franco, April MB Sarkar, Rajshree Agarwal and Raj Echambadi *“The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship”* Academy of Management Best Paper Proceedings, 2006
- [22] Agarwal, Rajshree, Raj Echambadi, April Franco, and MB Sarkar, *“Reap Rewards: Maximizing Benefits from Reviewer Comments”* Academy of Management Journal 2006, v 49, no 2, p 191-196

- [21] Sarkar, MB, Raj Echambadi, Rajshree Agarwal, and Bisakha Sen, *The Effect of the Innovative Environment on the Exit of Entrepreneurial Firms* Strategic Management Journal, 2006 27:519-539
- [20] Hoetker, Glenn and Rajshree Agarwal, *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Academy of Management Best Paper Proceedings, 2005 **Stephan Schrader Best Paper Award, Academy of Management Meetings, 2005**
- [19] Agarwal, Rajshree, Raj Echambadi, April Franco, and MB Sarkar, "Knowledge Transfer through Inheritance: Spin-out Generation, Growth and Survival", 2004, Academy of Management Journal 47(4): 501-522 **AMJ 2004 Best Paper Award**
- [18] Agarwal, Rajshree and Barry Bayus "Creating and Surviving in New Industries" Advances in Strategic Management, 2004, in *Business Strategy over the Industry Life Cycle: Advances in Strategic Management*, 21.
- [17] Kim Sosin, Betty J. Blecha, Rajshree Agarwal, Robin L. Bartlett, and Joseph I. Daniel, *Efficiency in the Use of Technology in Economic Education: Some Preliminary Results* American Economic Review Vol. 94, No. 2, May 2004, 253-258
- [16] Agarwal, Rajshree, MB Sarkar and Raj Echambadi, "The Conditioning Effect of Time on Firm Survival: A Life Cycle Approach" Academy of Management Journal ,2002, v 45 n 8, p 971-994
- [15] Agarwal, Rajshree and Barry Bayus, "The Market Evolution and Take-off of New Product Innovations", Management Science 2002, v 48 n 8, p1024-1041
- [14] Agarwal, Rajshree, Raj Echambadi, April Franco and MB Sarkar "The Role Of Knowledge In Organizational Formation And Performance: Spin-Out Generation And Survival", Academy of Management Best Paper Proceedings, 2002
- [13] Agarwal, Rajshree and Michael Gort, "Products and Firm Life Cycles and Firm Survival", American Economic Review 2002, v 92, n 2, p 184-190.
- [12] Agarwal, Rajshree and Michael Gort, "First Mover Advantage and the Speed of Competitive Entry: 1887-1986" Journal of Law and Economics ,2001, v44,n1, p 161-178
- [11] Agarwal, Rajshree and Julie Elston "Bank-Firm Relationships, Financing and Firm Performance in Germany" Economics Letters 2001, v 72, n2, p 225-232
- [10] Agarwal, Rajshree and David Audretsch "Does Start-up Size Matter? The Impact of Technology and Product Life-cycle on Firm Survival" with David Audretsch, Journal of Industrial Economics 2001, v 49, n1, p 21-44.
- [9] Agarwal, Rajshree and A. Edward Day "Web-based Instruction Using the LBO Model" Journal of Economic Education 2000, v 31, n2, p 207
- [8] Agarwal, Rajshree and David Audretsch "The Two Views of Small Firms in Industry Dynamics: A Reconciliation" Economics Letters, 1999, v 62, p 245-251.
- [7] Gallet, Craig and Rajshree Agarwal, "The Gradual Response of Cigarette Demand to Health Information" with, Bulletin of Economic Research 1999, v 51, n 3, p 259 – 265.
- [6] Agarwal, Rajshree "Small Firm Survival and Technological Activity" in Small Business Economics, November 1998, v11, n 3, p 215-224.
- [5] Agarwal, Rajshree, "Evolutionary Trends of Industry Variables" in International Journal of Industrial Organization, July 1998, v 16, p 511-525.

- [4] Agarwal, Rajshree and A. Edward Day “*The Impact of the Internet on Economic Education*” in Journal of Economic Education, Spring 1998, v 29, n 2, p 99-110.
- [3] Agarwal, Rajshree, “*Survival of Firms over the Product Life Cycle*” in Southern Economic Journal, January 1997, v 63, n 3, p 571-583.
- [2] Agarwal, Rajshree and Michael Gort, “*The Evolution of Markets and Entry, Exit and Survival of Firms*” in Review of Economics and Statistics, August 1996, v78, n 3, p 489-498.
- [1] Agarwal, Rajshree. “*Technological Activity and Survival of Firms*” in Economics Letters, July 1996, v 52, n 1, p 101-108.

EDITED BOOKS AND INVITED BOOK CHAPTERS

Agarwal, R. and S. Sonka (2010), “*Different strokes for different folks: University programs that enable diverse career choices of young scientists,*” in Libecap, G and M. Thursby (eds) Advances in the Study of Entrepreneurship, Innovation, and Economic Growth volume on “Spanning Boundaries and Disciplines: University Technology Commercialization in the Idea Age” Emerald Publishing, 2010

Rajshree Agarwal and Mary Tripsas *Technology and Industry Evolution*, in Handbook of Technology Management (ed. Scott Shane) MA: Blackwell Publishing

Agarwal, R., Anand, J. & Croson, R. (2006) Are there benefits from engaging in an alliance with a firm prior to its acquisition? in Strategic Alliances: Governance and Contracts (eds: Africa Arino and Jeffrey Reuer) NY: Palgrave Macmillan Press

Alvarez, Sharon, Rajshree Agarwal, and Olav Sorenson (editors), Handbook of Entrepreneurship Research: Disciplinary Perspectives International Handbook Series on Entrepreneurship, 2005, New York: Springer Publications

WORKING PAPERS

What Do I Take With Me?: The Mediating Effect of Spin-out Team Size and Tenure on the Founder-Firm Performance Relationship with Ben Campbell, Martin Ganco and April Franco

Executive Experience and Firm Performance: The Origins of Rookie Top Management Team Members and the Effect of Firm Performance with Charles Williams and Pao-Lien Chen

Knowledge Sources of Entrepreneurship: Firm Formation by Employees, Users and Academics with Sonali Shah

A Two-sided Matching Approach for Partner Selection and Assessing Complementarities in Inter-firm Alliances with Denisa Mindruta and Mahka Moeen

Physician Heal Thyself: Competency Traps, Expertise and Decision Making After Information Shocks, with Ritu Agarwal, Anand Gopal and Brad Greenwood

Do Birds of a Feather Flock Together? Impact of Firm Evolution on Employee Age Dispersion with Ben Campbell, Seth Carnahan, and April Franco, **Winner, Best Paper Award, DRUID 2011**

Non Golden Handcuffs? Immigration Status and Mobility of Scientists and Engineers with Shweta Gaonkar and Martin Ganco

Incubation of an Industry and Heterogeneous Modes of Value Capture: Evidence from Agricultural Biotechnology with Mahka Moeen

WORK IN PROGRESS

The Effects of Local and Non Local Knowledge Transfer on Spinout Performance with Martin Ganco and Pao Lien Chen

Selection, Spillovers or Spats? Determinants of Spinout Generation with April Franco and Sonali Shah

Ties that bind? The Effect of Buyer Supplier Relationships on Entry into New Technological Regimes with Glenn Hoetker and Pao-Lien Chen

GRANTS

Kauffman Foundation Grant, 2013, \$36,500

National Science Foundation, 2012, \$860,000

Kauffman Foundation Grant, 2011, \$38,500

Kauffman Foundation Grant, 2010, \$20,000

National Science Foundation, 2010, \$366,244

SDBC Grant, USDA, 2008, \$40,000

SDBC Grant, USDA, 2007, \$40,000

Kauffman Foundation Grant, 2007, \$20,000

CSREES Program, USDA, 2007, \$399,001

Kauffman Foundation Grant, 2006, \$20,000

Kauffman Foundation Grant, 2005, \$665,511

SDBC Grant, USDA, 2005, \$200,000

Kauffman Foundation Grant, 2005, \$20,000

SDBC Grant, USDA, 2004, \$200,000

Campus Research Board Grant, 2003, UIUC, \$10,225

College of Business Summer Grant, 2003, \$9,112

CIBER Grant, 2003, UIUC, \$3,000

Campus Research Board Grant, 2002, UIUC, \$10,795

Campus Research Board Grant, 2002, UIUC, \$8,975

CCBA Summer Grant, 2002, UIUC, \$1,612

Mellon Foundation Grant, 2001, \$375,000

Marketing Science Institute, 2000, \$10,100

CBA Summer In-House Research Award, 2000, UCF, \$13,588

CBA Summer In-House Research Grant 1999, UCF, \$6,566

Office of Sponsored Research Grant, 1999, UCF, \$7,500

CBA Summer In-House Research Grant 1998, UCF, \$5,705

CBA Summer In-House Research Grant 1997, UCF, \$5,555

CBA Summer In-House Research Grant 1996, UCF, \$5,222

Post-Doctoral Fellow, UB Foundation, 1994-95, \$10,000

Mark Diamond Research Fund, 1992, State University of New York at Buffalo, \$800.00

SEMINAR AND CONFERENCE PRESENTATIONS

- [98] *What Do I Take With Me?: The Mediating Effect of Spin-out Team Size and Tenure on the Founder-Firm Performance Relationship* with Ben Campbell, Martin Ganco and April Franco, CRIOS Conference, Bocconi University, Dec 5-6, 2013
- [97] *Incubation of an Industry and Heterogeneous Modes of Value Capture: Evidence from Agricultural Biotechnology* with Mahka Moeen, Bocconi University Dec 4, 2013
- [96] *What Do I Take With Me?: The Mediating Effect of Spin-out Team Size and Tenure on the Founder-Firm Performance Relationship* with Ben Campbell, Martin Ganco and April Franco, New York University, October 2013
- [95] *Physician Heal Thyself: Competency Traps, Expertise and Decision Making After Information Shocks*, with Ritu Agarwal, Anand Gopal and Brad Greenwood, Academy of Management Meetings, August 2013
- [94] *Knowledge Sources of Entrepreneurship: Firm Formation by Employees, Users and Academics* with Sonali Shah, Academy of Management Meetings, August 2013
- [93] *Job hopping in the Shadow of IP Enforcement* with Martin Ganco and Rosemarie Ziedonis, Academy of Management Meetings, August 2012
- [92] *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers* **Best Paper Proceedings**, Academy of Management Meetings, August 2011
- [91] *What Do I Take With Me?: The Effect of Complementary Assets on Source and Spinout Firm Performance* **Best Paper Proceedings**, Academy of Management Meetings, August 2011
- [90] *Executive Experience and Firm Performance: The Origins of Rookie Top Management Team Members and the Effect of Firm Performance*, Academy of Management Meetings, August 2011
- [89] *Non Golden Handcuffs? Immigration Status and Mobility of Scientists and Engineers* Academy of Management Meetings, August 2011
- [88] *Do Birds of a Feather Flock Together? Impact of Firm Evolution on Employee Age Dispersion*, **Winner, Most Innovative Paper Award, DRUID 2011**
- [87] *Patent Data and Flows of Knowledge across Levels of Analysis*, USPTO-UMD conference, December 2010
- [86] *Strategic Renewal, Innovation and Entrepreneurship*, Mid Atlantic Strategy Colloquium, University of Maryland, November, 2010
- [85] *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers*, U.S. Census Research Data Centers Conference, November 2010

- [84] *Spillovers across Organizational Architectures: The Role of Prior Formal and Informal Interaction in Post-Acquisition Integration Outcomes* , Harvard University, October 2010
- [83] *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers*, Atlanta Fed--Kauffman Foundation Economic Recovery and Entrepreneurship Conference, October 2010
- [82] *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers*, Strategic Management Society, September 2010
- [81] *Non Golden Handcuffs? Immigration Status and Mobility of Scientists and Engineers* with Shweta Gaonkar and Martin Ganco, Academy of Management Meetings, August 2010
- [80] *The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers*, Academy of Management Meetings, August 2010
- [79] *Ties that bind? The Effect of Buyer Supplier Relationships on Entry into New Technological Regimes* with Glenn Hoetker and Pao-Lien Chen, Academy of Management Meetings, August 2010
- [78] *Selection, Adaptation and Dynamic Capabilities: A Synthesis* John Freeman Memorial Conference, Berkeley, CA March 2010
- [77] *Are Entrepreneurship and Innovation the Domain of Small and New Firms, Really?* BYU-Utah Strategy Conference, Salt Lake City, UT February 2010
- [76] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* University of Maryland, December 2009
- [75] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Washington University at St. Louis, October 2009
- [74] *Executive Experience and Firm Performance: The Origins of Rookie Top Management Team Members and the Effect of Firm Performance* Strategic Management Society Meetings, Washington DC, October 2009
- [73] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Strategic Management Society Meetings, Washington DC, October 2009 **Runner Up, Conference Best Paper Award**
- [72] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Innovation, Organizations and Society Conference, Chicago Booth School of Business, October 2009
- [71] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Academy of Management Meetings, Chicago, August 2009
- [70] *Executive Experience and Firm Performance: The Origins of Rookie Top Management Team Members and the Effect of Firm Performance* Academy of Management Meetings, Chicago, August 2009
- [69] *Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship and Effects on Source Firm Performance* Academy of Management Meetings, Chicago, August 2009
- [68] *Pre-Entry Capabilities, Value Chain Activity and Governance Choice over the Industry Life Cycle* Academy of Management Meetings, Chicago, August 2009

- [67] *The Impact of Reputations for IP Toughness on Employee Mobility* West Coast Research Symposium, Stanford University, 2008
- [68] *Entry Timing and the Survival of Startup and Incumbent Firms in New Industries* Academy of Management Meetings, Anaheim, August 2008
- [67] *The Impact of Reputations for IP Toughness on Employee Mobility* Academy of Management Meetings, Anaheim, August 2008
- [66] *Flexibility and Change: Growing Within and Across Technological Regimes in an Evolving Industry* Academy of Management Meetings, Anaheim, August 2008
- [65] *The Process of Creative Construction: Knowledge Spillovers, Entrepreneurship and Economic Growth* DRUID 25th Celebration Conference, Copenhagen, June 2008
- [64] *Managerially Relevant Research is Difficult, or is it?* Sumantra Ghoshal Conference, London, May 2008
- [63] “Swift and Smart: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship” Sumantra Ghoshal Conference, London, May 2008
- [62] *Reputations for Toughness in IP Enforcement: Effects on Knowledge Spillovers through Employee Mobility* Wharton Technology Conference, Philadelphia, April, 2008
- [61] *Reputations for Toughness in IP Enforcement: Effects on Knowledge Spillovers through Employee Mobility* Duke Strategy Conference, Raleigh-Durham, April, 2008
- [60] *The Process of Creative Construction: Knowledge Spillovers, Entrepreneurship and Economic Growth* Max Planck—Indian Institute of Science 2nd Annual Conference Bangalore, October 2007
- [59] *Performance Differentials between Diversifying Entrants and Entrepreneurial Start-Ups over the Industry Life Cycle: A Complexity Approach* Strategic Management Society Meetings, San Diego, October 2007
- [58] *Flexibility and Change: Growing Within and Across Technological Regimes in an Evolving Industry* with Pao-Lien Chen and F. Charles Williams Strategic Management Society Meetings, San Diego, October 2007
- [57] *Performance Differentials between Diversifying Entrants and Entrepreneurial Start-Ups over the Industry Life Cycle: A Complexity Approach* Academy of Management Meetings, Philadelphia, August 2007
- [56] *Reputations for Toughness in IP Enforcement: Effects on Knowledge Spillovers through Employee Mobility* Academy of Management Meetings, Philadelphia, August 2007
- [55] *The Process of Creative Construction: Knowledge Spillovers, Entrepreneurship and Economic Growth* Strategic Entrepreneurship Journal Conference, Chicago, June 2007
- [54] “The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship” London Business School, London, November 2006
- [53] “The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship” University of Southern California, London, November 2006
- [52] “Abandoning Innovation in Emerging Industries” Strategic Management Society Meetings, Vienna, Austria, October 2006

- [51] *"The Knowledge Context and the Entrepreneurial Process: Academic, User and Employee Entrepreneurship"* Strategic Management Society Meetings, Vienna, Austria, October 2006
- [50] *"The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship"* Rice University, Houston, September 2006
- [49] *Flexibility and Change: Growing Within and Across Technological Regimes in an Evolving Industry* with Pao-Lien Chen and F. Charles Williams Academy of Management Meetings, Atlanta, August 2006
- [48] *"The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship"* Academy of Management Meetings, Atlanta, August 2006
- [47] *Knowledge Sources of Entrepreneurship* Academy of Management Meetings, Atlanta, August 2006
- [46] *"The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship"* Washington University, St. Louis, November 2005
- [45] *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Strategic Management Society Meetings, Orlando, October 2005
- [44] *"The Tortoise and the Hare: The Moderating Effects of Technological Capabilities on the Market Pioneering - Firm Survival Relationship"* University of Minnesota, Minneapolis, September 2005
- [43] *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Academy of Management Meetings, Honolulu, August 2005
- [42] *Do Pre-Acquisition Alliances Help in Post-Acquisition Coordination: An Experimental Approach*, Academy of Management Meetings, Honolulu, August 2005
- [41] *Employee Entrepreneurship: Taking Stock and Future Research Directions*, BKERC conference, Babson College, June 2005
- [40] *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Wharton Technology Mini Conference April 2005
- [39] *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Entrepreneurship and Innovation Conference, Harvard University, December 2004
- [38] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets*, New York University, New York, November 2004
- [37] *Dynamic Capabilities, Firm and Industry Evolution*, Strategic Management Society Meetings, San Juan, Puerto Rico, October 2004
- [36] *Do Pre-Acquisition Alliances Help in Post-Acquisition Coordination: An Experimental Approach*, Strategic Management Society Meetings, San Juan, Puerto Rico, October 2004
- [35] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets*, University of Toronto, Toronto, CA, October 2004
- [34] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets*, West Coast Entrepreneurship Conference, Seattle, September, 2004

- [33] *The Impact of Technology and Commercialization Capabilities on Firm Performance in the Context of Industry Evolution*, Academy of Management Meetings, New Orleans, August 2004
- [32] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets* ACAC Meetings, Atlanta, June 2004
- [31] *Knowledge Transfer through Inheritance: Spinout Generation, Development and Survival* Ohio State University, January 9, 04
- [30] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets* Strategic Management Society, Baltimore, Nov 11, 03
- [29] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets* Academy of Management, Seattle, August 4-6, 03
- [28] *Death Hurts but it is Not Fatal: The Post Exit Diffusion of Knowledge Created by Innovative Companies*, Academy of Management, Seattle, August 4-6, 03
- [27] *Modeling Common vs. Private Benefits in Knowledge Alliances: An Experimental Approach*, Academy of Management, Seattle, August 4-6, 03
- [26] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets*, Academy of Management, Seattle, August 4-6, 03
- [25] *Inheritance by the Unintended Child: The Impact of Knowledge Transfer on Spin-out Generation, Growth and Survival* Wharton Technology Mini-conference, April 25-26, 03
- [24] *Here Today and Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience in Technologically Dynamic Markets*, Purdue University, Dec 4, 03
- [23] *Inheritance by the Unintended Child: The Impact of Knowledge Transfer on Spin-out Generation, Growth and Survival* ZEW Conference on "Entrepreneurship and Demography of Firms and Industries", Mannheim, Germany, Oct 5, 2002
- [22] *Inheritance by the Unintended Child: The Impact of Knowledge Transfer on Spin-out Generation, Growth and Survival*, University of Michigan, September 13, 2002
- [21] *The "When, Where, and How" of Entrant Survival: The Effects of Knowledge Regime, Technological Intensity and Start-Up Size on New Venture Survival* Academy of Management, Denver, August 2002
- [20] *The Role Of Knowledge In Organizational Formation And Performance: Spin-Out Generation And Survival*, Academy of Management Meetings, Denver, August 2002
- [19] *Inheritance by the Unintended Child: The Impact of Knowledge Transfer on Spin-out Generation, Growth and Survival* University of North Carolina-Chapel Hill May 28 2002
- [18] *Inheritance by the Unintended Child: The Impact of Knowledge Transfer on Spin-out Generation, Growth and Survival* Georgia Tech, April 22, 2002
- [17] *Knowledge Transfer Through Congenital Learning: Spin-out Generation, Growth and Survival* Purdue University, April 4, 2002
- [16] *"Product and Firm Life Cycles and The Determinants of Firm Survival"* American Economic Association Meetings, Atlanta, January 2002
- [15] *Knowledge Transfer Through Congenital Learning: Spin-out Generation, Growth and Survival* Harvard Business School, September 2001

- [14] *"The Market Evolution and Take-off of New Product Innovations,"* Purdue University, March 2001
- [13] *"No Significant Distance: Evidence from F2F and On-line Course Offerings"* American Economic Association Meetings, New Orleans, January 5 2001
- [12] *"Product and Firm Life Cycles and The Determinants of Firm Survival"* Society of Economic Dynamics, San Jose, Costa Rica, June 28-July 2, 2000
- [11] *"Research Projects Conference in Economic Education"* American Economic Association Committee on Economic Education, San Antonio, May 19-21, 2000
- [10] *"An Experiment in Using the Internet to Make Large Classes Small"* Allied Social Science Association Meetings, Boston, January 5-7, 2000
- [9] *"Does Start-up Size Matter? The Impact of Technology and Product Life-cycle on Firm Survival"* European Association of Researchers in Industrial Economics, Copenhagen, Denmark, August 27-29, 1998
- [8] *"The Impact of the Internet on Economic Education"* Allied Social Science Association Meetings, New Orleans, January 4, 1997
- [7] *"Faculty Use of the World Wide Web"* Association of University Business and Economic Research Conference, Orlando, October 1996
- [6] *"The Effects of Firm and Industry Attributes on Firm Hazard Rates"* Western Economic Association Meetings, San Francisco, July 2, 1996
- [5] *"The Impact of the Internet on Economic Education"* Western Economic Association Meetings, San Francisco, July 1, 1996
- [4] *"Survival of Firms over the Product Life Cycle"* VI Annual Conference of the International Joseph A. Schumpeter Society, Stockholm, June 2, 1996
- [3] *"The Evolution of Markets and Entry, Exit and Survival of Firms"* Euro-Conference Series - Evolutionary Economics, Athens, Sept. 24, 1994
- [2] *"Innovative Activity and Entry: An Investigation of the Bidirectional Link"* Southern Economic Association Meetings, Washington DC, Nov. 21, 1992
- [1] *"Innovative Activity and Entry: An Investigation of the Bidirectional Link"* Eastern Economic Association Meetings, New York, NY, March 28, 1992

TEACHING

TEACHING FOCUS Strategy, Entrepreneurship, Dynamics of Technological Competition

TEACHING AWARDS

Top 15% Teacher Award, Smith School of Business, University of Maryland, 2013

Graduate Mentor of the Year, University of Maryland, 2013

Top 15% Teacher Award, Smith School of Business, University of Maryland, 2012

Top 15% Teacher Award, Smith School of Business, University of Maryland, 2011

Outstanding Professor of the Year, 2010, [Executive MBA] University of Illinois

Teachers Ranked as Excellent, Spring 2010 University of Illinois

Teachers Ranked as Excellent, Spring 2009, University of Illinois

Outstanding Professor of the Year, 2008, [Executive MBA], University of Illinois

Teachers Ranked as Excellent, Spring 2008, [MBA], University of Illinois

Teachers Ranked as Excellent, Spring 2007, [Executive MBA], University of Illinois

Teachers Ranked as Excellent, Fall 2006, [Doctoral], University of Illinois

Teachers Ranked as Excellent, Spring 2006,[Undergraduate], University of Illinois

Teachers Ranked as Excellent, Fall 2005, [Executive MBA], University of Illinois

Teachers Ranked as Excellent, Spring 2005, [MBA], University of Illinois

CIBER Course Development Grant, 2006, University of Illinois

Faculty Fellow, Academy of Entrepreneurial Leadership, 2006, University of Illinois

Teachers Ranked as Excellent, Spring 2003 [MBA], University of Illinois

Provost Initiative for Teaching Advancement 2002, University of Illinois

Excellence in Graduate Teaching, 1999-2000, College of Business, UCF

Faculty Fellow, 1998-2000, Faculty Center for Teaching and Learning, UCF

TIP Award for Teaching Excellence, 1999, UCF

Davis Productivity Award, 1999, State of Florida, for demonstrated use of technology for increased productivity and cost-effectiveness in teaching

Galloway Award for Graduate Teaching, 1998, Economics, UCF

Distributed Learning Course Development Grant 1998, UCF, \$8,000

Davis Productivity Award, 1997, State of Florida for demonstrated increase in teaching productivity with Internet use in classes.

Galloway Award, 1997, CBA, UCF, for performance “over and above the call of duty” in research, teaching and service

Outstanding Graduate Professor Award, 1996, Graduate Business Student Association, UCF

Galloway Award, 1996, CBA, UCF, for performance “over and above the call of duty” in research, teaching and service

Who's Who among Students in American Universities and Colleges 1992 and 1993

Richard Manning Award for Teaching Excellence, 1991, SUNY-Buffalo

TEACHING EXPERIENCE

PhD courses: Entrepreneurship and Innovation, Economic Foundations of Strategy, Microeconomics for Business

Executive Education: Strategy, Strategic Innovation, Microeconomics for Executive MBAs, Corporate Strategic Management

MBA and Masters courses: Entrepreneurship in Technologically Dynamic Environments, Strategic Technology Management, Business Strategy (MBA core), Industrial Organization, Microeconomics (MBA core)

Undergraduate courses: Business Policy and Strategy, Industrial Organization, Principles of Microeconomics, Principles of Macroeconomics, Using the Internet for Business

TEXTUAL MATERIALS

“ADM in the 21st Century: Riding the Winds and the Waves of the Biofuels Industry”

“On-Line Study Materials for Principles of Microeconomics by G. Mankiw” Harcourt Brace Publishers

“Instructor’s Manual for Use of Web-site for Principles of Economics by G. Mankiw”, Harcourt Brace Publishers

PHD STUDENT DISSERTATIONS

Dingkun Ge (Committee member)

Jongwook Kim (Committee member)

Pao-Lien Chen (Chair)

Denisa Mindruta: Finalist, BPS Best Dissertation Award, 2010 (Chair)

Kumar Sarangee (Chair)

Martin Ganco: Winner, BPS Best Dissertation Award, 2011 (Chair)

Lihong Qian (Chair)

Qiang Li (Committee member)

Vivian Guo (Committee member)

Seth Carnahan (Chair)

Mahka Moeen (Chair)

Shweta Gaonkar (Chair)

SERVICE

ACADEMIC ORGANIZATIONS

Lead Organizer, CCC, 2013-Present

Division Chair, Business Policy and Strategy Division, Academy of Management, 2013

Co-organizer, CCC 2012-2013

Division Chair-Elect, Business Policy and Strategy Division, Academy of Management, 2012

Publications Committee, Informs, 2012-Present

Program Chair, Business Policy and Strategy Division, Academy of Management, 2011

Assistant Program Chair, Business Policy and Strategy Division, Academy of Management, 2010

Research Committee, Technology and Innovation Management Division, Academy of Management, 2007-2008

Program Chair, Strategy and Entrepreneurship Interest Group, Strategic Management Society, 2004-2007

Assistant to Program Chair, Business Policy and Strategy Division, Academy of Management, 2005-2006

Organizer and Mentor, Entrepreneurship and Strategy Junior Faculty Workshop, Strategic Management Society Meetings, Orlando, October 2005

Executive Committee, Business Policy and Strategy Division, Academy of Management, 2004-2006

Research Committee, Business Policy and Strategy Division, Academy of Management, 2003-2005

Associate Program Chair, Strategy and Entrepreneurship Interest Group, Strategic Management Society, 2003-2004

Steering Committee, Society of Entrepreneurship Scholars, 2003-2004

Member, Academy of Management (Business Policy and Strategy, Entrepreneurship, Technology and Innovation Management Divisions)

Member, American Economic Association

Member, Strategic Management Society

CONSULTING EXPERIENCE

Intelsat General Corporation, 2013

Harris Corporation, 2013

Morning Star 2012-13

McCormick, 2013

Ayn Rand Institute, 2004 – 2005; 2013

Wrigley, Inc., 2009-2011

Archer-Daniels-Midland, 2006

SVBK Consulting Co., January 1997

Prof. Edward Locke, University of Maryland January 96-January 97

Blue Cross/Blue Shield of New York, September 94 – July 95

Central Florida Consortium for Distance Learning Program, Spring 97

EDITORIAL SERVICE

Co Editor in Chief, Strategic Entrepreneurship Journal 2011- Present

Senior Editor, Organization Science, 2013-Present

Associate Editor, Strategic Entrepreneurship Journal 2009- 2011

Editor, Special Issue on Knowledge Spillovers and Strategic Entrepreneurship, Strategic Entrepreneurship Journal

Editor, Special Issue on Strategic Renewal, Organization Science

Editor, Economics and Entrepreneurship, SSRN, 2005-Present

Editorial Board Member, Academy of Management Journal, Academy of Management Review, Strategic Entrepreneurship Journal, Strategic Management Journal, Strategic Organization

Co-Editor, Handbook of Entrepreneurial Research, Vol 2: Disciplinary Foundations of Entrepreneurship (Sociology, Economics and Strategic Management)

AD-HOC REVIEWER

American Economic Review, Academy of Management Journal, Academy of Management Review, Academy of Management Meetings, Contemporary Economic Policy, Journal of Economic Education, Journal of Marketing Research, Journal of Economic Dynamics and Control, Kauffman Foundation, Management Science, National Science Foundation, Organization Science, Review of Economic Dynamics, Small Business Economics, Strategic Management Society Meetings, Strategic Management Journal

CONFERENCE ACTIVITIES

Session Organizer and Presenter, *Knowledge Spillovers and Strategic Entrepreneurship*, Strategic Management Society Meetings, Washington, DC, October 2009

Panelist, *New Research Directions in Strategy and Entrepreneurship* Strategic Management Society Meetings, Washington, DC, October 2009

Faculty Panelist, All Academy Panel on “How to Negotiate your First Job” Academy of Management Meetings, Chicago, 2009

Faculty Panelist, TIM Junior Faculty Consortium, Academy of Management Meetings, Chicago, 2009

Organizer and Mentor, *Junior Faculty Paper Development Workshop* Strategic Management Society Meetings, San Diego, October 2007

Discussant, *First Mover (Dis)Advantages*, Strategic Management Society Meetings, San Diego, October 2007

Session Organizer and Presenter, *Use of Experimental Methodology for Management Research*, PDW Workshop, Academy of Management Meetings, Philadelphia, 2007

Faculty Panelist, BPS Doctoral Consortium, Academy of Management Meetings, Philadelphia, 2007

Session Organizer and Presenter, *Research in Strategy and Entrepreneurship: Taking Stock, New Directions*, Strategic Management Society Meetings, Vienna, October 2006

Faculty Panelist, TIM Junior Faculty Consortium, Academy of Management Meetings, Atlanta, 2006

Faculty Panelist, TIM Doctoral Consortium, Academy of Management Meetings, Atlanta, 2006

Lead Organizer, “The Evolution of Ideas in Innovation and Entrepreneurship: A Conference to Honor Michael Gort’s Contributions” Washington University, St. Louis, June 2006

Organizing Committee, “Serial Entrepreneurship and Firm Exit” Max Planck Institute, Jena, Germany, 2006

Organizer and Chair, Linked Micro-Macro Data: New Research Opportunities for Strategic Management Research, Strategic Management Society Meetings, Orlando, October 2005

Organizer and Presenter, *Dynamic Capabilities*, Academy of Management Meetings, Honolulu, August 2005

Organizer and Chair, Linked Micro-Macro Data: New Research Opportunities for Strategic Management Research, Academy of Management Meetings, Honolulu, August 2005

Faculty Advisor, *Managing your Dissertation Workshop*, Academy of Management Meetings, Honolulu, August 2005

Facilitator and Co-Organizer, *Workshop on Dynamic Capabilities*, Strategic Management Society Meetings, San Juan, Puerto Rico, October 2004

Session Organizer and Presenter, *Use of Experimental Methodology for Management Research*, PDW Workshop, Academy of Management Meetings, New Orleans, August 2004

Faculty Advisor, TIM Doctoral Consortium, Academy of Management Meetings, , New Orleans, 2004

Session Organizer, *Strategic Renewal and Firm Evolution: The Causes and Consequences of Change* Academy of Management Meetings, New Orleans, August 2004

Symposium Chair, Academy of Management, Seattle, August 4-6, 2003

Discussant, Allied Social Science Association Meetings, Atlanta, January 3-5, 2002

Discussant, Allied Social Science Association Meetings, Boston, January 5-7, 2000

Discussant, European Association of Researchers in Industrial Economics, Copenhagen, Denmark, August 27-29, 1998

Session Chair, Western Economic Association Meetings, San Francisco, July 1, 1996

Discussant, " Southern Economic Association Meetings, Washington DC, Nov. 21, 1992

UNIVERSITY RELATED SERVICE

SERVICE AT UMD

University Level:

Search Committee for Associate Vice President of the Academy of Innovation and Entrepreneurship, 2012

ADVANCE initiative for inclusive excellence, 2010-present

President's Committee on the Center for Innovation and Entrepreneurship, 2011-12

College Level:

Dean's Search Committee, 2012-2013

Co-Chair: PhD Task Force, 2011-12

Advisory Board, Dingman Center for Entrepreneurship, 2010-Present

Department Level:

Member, Organization Behavior and Human Resources Search Committee, 2011-12

Chair, Strategy Search Committee 2010-11

Co-Chair, PhD Force, 2010-11

PhD Advisor, 2010-present

SERVICE AT UIUC

University Level:

Program Director, CEM (Certificate for Entrepreneurship and Management) for Life-Scientists, 2007-2010

Executive Committee Member, PSM (Professional Science Masters), 2008-2010

Advisor and Presenter, GAMES (Girls Adventures in Math, Engineering and Sciences) 2007-2010

Co-organizer, University of Illinois Regional FIRST LEGO Competition, 2007-2009

Provost Search Committee 2009

Co-chair, Institutional Entrepreneurship @ Illinois Provost Committee, 2007- 2009

College of Business Dean Search Committee, 2007-2009

Academy of Entrepreneurial Leadership Advisory Board, 2005-2008

Graduate College Executive Committee, 2007- 2008

Institute for Genomic Biology, Research and Teaching Initiatives, 2005-2010

College Level:

Search Committee, Associate Director for IBC, 2007-2008

Faculty Interactions related to Technology Initiatives , 2005-2006

Search Committee for Senior Director Position, Academy of Entrepreneurial Leadership, 2006

Sub-committee on Resource Initiatives for Strategic Plan, 2005-2006

Faculty Guide/Mentor for T&M program student trip to India, January 2006

Department Level:

Advisory Committee for Full Professor Promotion, 2008-present

Group Coordinator, Strategy, 2006- 2008

Technology Management Search Chair, 2005-2006

Pro-seminar coordinator, Fall 2005

Advisory Committee, Department of Business Administration, 2003-2005

Graduate Studies Committee, 2002-2005

PhD coordinator, 2002-2005

Co-Chair of Search Committee on Technology and Entrepreneurship, 2004-2005

Search Committee for Endowed Chair in Technology Management, 2002-2004

Technology Management Track for MBA, 2002-2003

Proseminar coordinator, 2001-2003

SERVICE AT UCF

University Level:

Graduate Teaching Orientation Planning, Summer 1999

Advisory Board, Faculty Center for Teaching and Learning, 1998-2000

Facilitated workshop on “Active Learning Techniques” at Summer Faculty Development Institute, 2000

Facilitated workshop on “Use of Learning by Objective Model for On-line Teaching” at Summer Faculty Development Institute, 2000

Facilitated workshop on “Implementation Strategies for WebCT” at Summer Faculty Development Institute, 2000

Delivered seminar on “Research OR Teaching: A False Dichotomy” at Summer Faculty Development Institute, 1999

Delivered talk on Faculty Use of the WWW through Instructional Resources, UCF, Spring 1997

College Level:

Masters Program Review Committee, Spring 2000-Spring 2001

Accounting Economics Finance Seminar Series Committee, Fall 1996 – Spring 2001

Technology Advisory Committee, Spring 96- Spring 97

Institutional Effectiveness Committee Fall 96-Spring 97

Web-site Development, College of Business, Fall 96-Spring 97

Department Level:

Founder and Coordinator, Faculty Research Working Paper Series in Fall 1996 – Spring 2001

Founder and Coordinator, Brown Bag Seminar Series in Economics, Fall 1997 – Spring 2001

Co-chair of Recruiting Committee, 1997-1998, and member each year in 1995-2000

Webmaster Fall 1995- Spring 2001.

Software Review Committee, Fall 1996- Spring 2001

Journal Categorization Committee, Fall 1998-Spring 1999

Ph.D Ad-hoc Committee, Fall 1997- Spring 1998

MAAE Comprehensive Exam Committee, Fall 1995- Spring 1998

Research Methods Committee, Fall 1995- Spring 1996