

Hart E. Posen

Professor of Strategy and Entrepreneurship
Tuck School of Business
Dartmouth College
Hanover, NH 03755
hart.posen@tuck.dartmouth.edu

EDUCATION

2005 **University of Pennsylvania, Wharton School of Business**
PhD in Management, Specialization: Strategy and Entrepreneurship

2003 **University of Pennsylvania, Wharton School of Business**
MSc in Managerial Science and Applied Economics

2000 **University of Western Ontario, Ivey School of Business**
MBA, Specialization: Strategy

1988 **University of Manitoba**
BSc in Electrical Engineering

POSITIONS

Primary Appointments

2023 - **Dartmouth College, Tuck School of Business**
Professor of Strategy and Entrepreneurship

2019 - 2023 **University of Wisconsin-Madison, School of Business**
Professor of Management and Human Resources
Richard G. and Julie J. Diermeier Professor in Business

2012 - 2019 **University of Wisconsin-Madison, School of Business**
Associate Professor of Management and Human Resources

2005 - 2012 **University of Michigan, Ross School of Business**
Assistant Professor of Strategy

1988 - 2000 **Entrepreneur**
Technology and retail sectors

Affiliate Appointments

2011 - 2012, 2019 **Seoul National University, South Korea**

2014 - 2016 **Technion, Israel**

2011, 2013 **University of Zurich, Switzerland**

2008 - 2010 **Yonsei University, South Korea**

EDITORSHIPS & BOARDS

2021 -	Strategic Management Journal , Associate Editor
2014 - 2018	Management Science , Associate Editor
2013 -	Strategy Science , Founding Editorial Board Member
2013 -	Strategic Management Journal , Editorial Board Member
2013 -	Administrative Science Quarterly , Editorial Board Member
2012 -	Organization Science , Editorial Board Member & Guest Associate Editor
2012 - 2015	Strategic Organization , Editorial Board Member

RESEARCH

Publications

1. Posen, H. E., Wang, M. Z., Chen, J. S., & Elfenbein, D. W. 2024. In defense of diversity in theory-building approaches. *Academy of Management Review*, 49(1): 199–205.
2. Chen, J. S., Elfenbein, D. W., Posen, H. E., & Wang, M. Z. 2024. Programs of experimentation and pivoting for (overconfident) entrepreneurs. *Academy of Management Review*, 49(1): 80–106.
3. Keil, T., Posen, H. E., & Workiewicz, M. 2023. Aspirations, Beliefs and a New Idea: Building on March’s Other Model of Performance Feedback. *Academy of Management Review*, 48(4): 749–771.
4. Cao, Z., & Posen, H. E. 2023. When Does the Pre-entry Experience of New Entrants Improve Their Performance? A Meta-Analytical Investigation of Critical Moderators. *Organization Science*, 34(2): 613–636.
5. Posen, H. Ross, J. Wu, B. Begnini, S. & Cao, Z. 2023. Reconceptualizing Imitation: Implications for Dynamic Capabilities, Innovation, and Competitive Advantage. *Academy of Management Annals*, 17(1): 1-38.
6. Leiblein, M. J., & Chen, J. S., & Posen, H. E., 2023. Uncertain Learning Curves: Implications for First Mover Advantage and Knowledge Spillovers. *Academy of Management Review*, 48(1): 123-148
7. Chen, J., Elfenbein, D., Posen, H.E. and Wang, M., 2022. The Problems and Promise of Entrepreneurial Partnerships: Decision Making, Overconfidence, and Learning in Founding Teams. *Academy of Management Review*. 47(3), 489–520..
8. Piezunka, H., Aggarwal, V., & Posen, H.E. 2022. The Aggregation-Learning Tradeoff. *Organization Science*. 33(3):1094-1115.
9. Posen, HE, Yi, S, Lee, J. 2020. A contingency perspective on imitation strategies: When is “benchmarking” ineffective? *Strategic Management Journal* 41(2): 198-221.
10. Chen, J., Croson, D., Elfenbein, D., & Posen, H. E. 2018. The impact of learning and overconfidence on entrepreneurial entry and exit. *Organization Science*, 29(6): 989-1009.
11. Posen, H. E., Leiblein, M. J., & Chen, J. S. 2018. Toward a behavioral theory of real options: Noisy signals, bias, and learning. *Strategic Management Journal*, 39(4): 1112-1138.
12. Posen, H. E., Keil, T., Kim, S., & Meissner, F. D. 2018. Renewing research on problematic

- search—A review and research agenda. *Academy of Management Annals*, 12(1): 208-251.
13. Posen, H.E. & Martignoni, D. 2018. Revisiting the imitation assumption: Why imitation may increase, rather than decrease, performance heterogeneity. *Strategic Management Journal*, 39(5):1350–1369.
 14. Leiblein, M., Chen, J., & Posen, H.E. 2017. Resource allocation in strategic factor markets: A realistic real options approach to generating competitive advantage. *Journal of Management*, 43(8): 2588 –2608.
 15. Aggarwal, V., Posen, H.E., & Workiewicz, M. 2017. Adaptive capacity to technological change: A microfoundational approach. *Strategic Management Journal*, 38(6): 1212–1231.
 16. Ethiraj, S.K. & Posen, H.E. 2013. Do product architectures affect innovation productivity in complex product ecosystems? *Advances in Strategic Management*, 30:127-166.
 17. Posen, H.E. & Chen, J. 2013. An advantage of newness: Vicarious learning despite limited absorptive capacity. *Organization Science*, 24(6), 1701-1716.
 18. Posen, H.E., Lee, J., & Yi, S. 2013. The power of imperfect imitation. *Strategic Management Journal*, 34(2), 149-164.
 19. Posen, H.E. & Levinthal, D. 2012. Chasing a moving target: Exploitation and exploration in dynamic environments. *Management Science*, 58(3): 587-601.
 20. Knott, A.M., Posen, H.E., & Wu, B. 2009. Spillover asymmetry and why it matters. *Management Science*, 55(3): 373-388.
 21. Knott, A. M. & Posen, H.E. 2009. Firm R&D behavior and evolving technology in established industries. *Organization Science*, 20(2): 352.
 22. Levinthal, D. A., & Posen, H.E. 2007. Myopia of selection: Does organizational adaptation limit the efficacy of population selection? *Administrative Science Quarterly*, 52(4): 586-620.
 23. Knott, A. M. & Posen, H.E. 2005. Is failure good? *Strategic Management Journal*, 26(7): 617-641.
 24. Knott, A. M., Bryce, D., & Posen, H.E. 2003. On the strategic accumulation of intangible assets. *Organization Science*, 14(2): 192-207.

Other Publications

25. Chen, J. & Elfenbein, D. & Posen, H. & Wang, M. 2021. Pivot Rules for (Overconfident) Entrepreneurs. *Academy of Management Best Paper Proceedings*.
26. Kwon, Y. & Posen, H. 2021. On Learning Benefits of Homophily in Firms. *Academy of Management Best Paper Proceedings*.
27. Aggarwal, V., Posen, H.E. & Workiewicz, M. 2015. The origin of capabilities? A microfoundational theory of firm heterogeneity. *Academy of Management Proceedings*
28. Cao, Z. & Posen, H. (2015). Pre-entry experience, post-entry organizational learning, and new entrants' performance. *Academy of Management Proceedings*
29. Posen, H.E., Martignoni, D., & Lang, M., 2013. Rubik's dilemma: Partial knowledge and the efficacy of learning. *Academy of Management Best Paper Proceedings*
30. Knott, A. M., Bryce, D., & Posen, H.E. 2011. On the strategic accumulation of intangible

assets, in CA Maritan & MA Peteraf (eds), *Competitive Strategy*, Edward Elgar Publishing, Cambridge, MA. (*Reprint of Knott, Bryce, & Posen 2003)

Current Working Papers

31. Audia, P., & Posen, H. E., 2024. What would Simon Say? Assessment and Opportunities at the Intersection of the “Carnegie” and “Biases & Heuristics” Research Program. *Status: Academy of Management Annals, Under review*
32. Gavetti, G., Posen, H. E., & Schmidt, J. 2024. Escaping the Cognitive Cage: The Social Strategist and Theorizing for Competitive Advantage. *Status: Strategy Science, R&R.*
33. Kim, S., Posen, H. E., & Ganco, M. 2024. Vicarious Experimentation Through Imitation: Evidence From Video Game Sequel Release. *Status: Academy of Management Journal, R&R.*
34. Park, S., Posen, H.E., & Lee, J., 2024. Winner-Take-All Battles Revisited: Influence Decay, Battle Duration, and Bargain-Then-Rip-Off Strategy. *Status: Management Science, R&R.*
35. Ubert, E., & Posen, H. E., 2024. Beyond the Replication of Success: Problemistic Search when Rare Events Cause Prospective Ambiguity. *Status: In preparation.*
36. Kim, S., Posen, H. E., & Ganco, M. 2022. Evolution and convergence of mental models in organizational decision making: Implication on complexification of organizations in competition. *Status: In preparation*
37. Aggarwal, V., Kwon, Y., Piezunka, H., & Posen, H.E. 2022. Designing Decision-Making for Diversity. *Status: In preparation*
38. Piezunka, H., Posen, H.E., & Martignoni, D. 2022. Don’t Explore! Competition and the Wisdom of Exploitation. *Status: In preparation.*
39. Kwon, Y., Posen, H.E. 2022. On Learning Benefits of Homophily in Firms. *Status: In preparation for submission to Organization Science.*
40. Cao, Z. & Posen H.E. 2019. How does pre-entry experience enhance entrant performance? Evidence from learning curves of new banks? *Status: In preparation.*

Other Manuscripts

41. Chen, J., Lee, G., & Posen, H.E. 2018. Sunken treasure? Learning when sunk costs are uncertain. *Status: Model development*
42. Martignoni, D. & Posen, H.E. 2018. Fortune favors fools: How confidence can compensate for competence in learning.
43. Posen, H.E., Martignoni, D., & Lang, M. 2014. Rubik's dilemma: Partial knowledge and the efficacy of learning.
44. Posen, H.E., Martignoni, D. & Levinthal, D.A. 2013. E Pluribus Unum: Organizational size and the efficacy of learning.
45. Posen, H.E. & Chen, J. 2014. The peril of plan B: Why preparing for change can be risky.

New Projects (manuscripts not yet available)

46. Chen, J. S., Leiblein, M. J., Lenox, M., & Posen H. E. 2024 Technology Transitions in the Presence of Uncertain Learning Curves: The Case of Green Tech.

47. Aggarwal, V., Kwon, Y., Piezunka, H., & Posen, H.E. 2024. Designing Decision-Making for Diversity.
48. Kwon, Y. & Posen, H.E. 2022. On Learning Benefits of Homophily in Firms.
49. Piezunka, H., Posen, H.E., & Martignoni, D. 2022. Don't Explore! Competition and the Wisdom of Exploitation

Teaching Materials

50. Posen, H.E., 2022. Five Forces Teaching Note.
51. Posen, H.E., White, R., and Nicholls-Nixon, C. 2001. Surgery futures research. Ivey Publishing.
52. Posen, H.E., and White, R. 2001. Surgery futures research: Teaching note. Ivey Publishing.
53. Posen, H.E., White, R. 2000. Sandvik AB (B) Abridged. Ivey Publishing.

Thesis

Posen, H. 2005. Three essays on innovation and the impact of capital markets. The University of Pennsylvania.

SPECIAL HONORS & AWARDS

1. "Top 10% of Authors" on SSRN (Social Science Research Network, measured by all-time downloads, 2017, 2018, 2019, 2020, 2021, 2022)
2. Best Behavioral Strategy Paper Award. Strategic Management Society Conference, London 2022
3. Diversity, Equity, and Inclusion Teaching Award (2022)
4. Distinguished Paper Award in Strategic Entrepreneurship, Academy of Management (STR Division) - 2021 Conference
5. Professorship awarded in 2018 "Richard G. and Julie J. Diermeier Professorship in Business"
1. Wisconsin Naming Partners Fellow 2016-2017.
2. Technion (Israel) MBA Excellence in Teaching Award (Winner) 2013-2014.
3. Best Paper Award (Finalist) — Druid Conference, Copenhagen, 2014
4. Best Division Paper Award (Runner-up) 2013 — Academy of Management Conference, Organization and Management Theory Division.
5. Best Paper Award (Finalist) — Druid Conference, Copenhagen, 2012.
6. 3M Non-Tenured Faculty Award and Grant 2011-2012.
7. Ross MBA Teaching Excellence Award (Nominee) 2011-2012.
8. 3M Non-Tenured Faculty Award and Grant 2010-2011.
9. Ross Junior Faculty Research Award (Nominee) 2010-2011.
10. Best Paper Award – Atlanta Competitive Advantage Conference, 2010.

11. Ross MBA Teaching Excellence Award (Nominee) 2008-2009.
12. Ross Junior Faculty Research Award (Nominee) 2007-2008.
13. Ross BBA Teaching Excellence Award (Nominee) 2007-2008.
14. Appointed to the “BPS Research Committee” of the Academy of Management 2007-2009.
15. Best Dissertation Award (Runner Up), Academy of Management, BPS Division, 2006.
16. Booz Allen Hamilton Award - Best Paper by a Doctoral Student, Strategic Management Society Meeting, Puerto Rico, 2004.

INVITED PRESENTATIONS & CONFERENCE PAPERS

Invited Presentations

1. University of Utah. 2024. Winner-Take-All Battles Revisited: Influence Decay, Battle Duration, and Bargain-Then-Rip-Off Strategy
2. Aalto University, Helsinki, Finland. 2024. Winner-Take-All Battles Revisited: Influence Decay, Battle Duration, and Bargain-Then-Rip-Off Strategy
3. Rotterdam School of Management. 2023. Winner-Take-All Battles Revisited: Influence Decay, Battle Duration, and Bargain-Then-Rip-Off Strategy
4. Bocconi University, Milan, Italy. 2023. Strategy Science Special Issue Conference.
5. University of Texas, Austin. 2022. Programs of Experimentation and Pivoting for (Overconfident) Entrepreneurs.
6. Dartmouth University, Tuck School of Business. 2022. Programs of Experimentation and Pivoting for (Overconfident) Entrepreneurs.
7. City University London. Bayes Business School (SMS Extension Meeting) 2022. Taking Learning Seriously in a Theory of Entrepreneurship.
8. University of Vienna. Vienna Strategy Conference. Keynote Address. A Carnegie Endowment: A Future for Models of Learning in Strategy and Organization Theory, Vienna, Austria. 2022.
9. Bocconi University, Milan Italy. 2021. Pivot Rules for (Overconfident) Entrepreneurs.
10. University of Pennsylvania, Wharton School. 2021. Uncertainty in Learning Curves: Implications for Early Mover Advantage.
11. ESSEC Business School, France. 2019. Uncertainty in Learning Curves: Implications for Early Mover Advantage.
12. Erasmus University, Netherlands. 2019. Uncertainty in Learning Curves: Implications for Early Mover Advantage.
13. Tilburg University, Netherlands. 2019. Uncertainty in Learning Curves: Implications for Early Mover Advantage.
14. Yonsei University. 2019. Learning-by-Participating: The Dynamics of Information Aggregation in Organizations
15. Seoul National University. 2019. Learning-by-Participating: The Dynamics of Information Aggregation in Organizations

16. Washington University - St Louis. 2019. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
17. Purdue University. 2019. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
18. LMU Munich. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
19. University of Vienna. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
20. Dartmouth University, Tuck School of Business. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
21. University of Southern Denmark. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
22. Drexel University, 2017, Towards a behavioral theory of real options.
23. Yonsei University, South Korea. 2016. A behavioral theory of real options.
24. Seoul National University, South Korea. 2016. A behavioral theory of real options.
25. University of Southern Denmark. 2016. A behavioral theory of real options.
26. University of Texas-Dallas. 2016. Adaptive capacity to technological change: A microfoundational approach.
27. Ohio State University. 2016. Adaptive capacity to technological change: A microfoundational approach.
28. Hebrew University, Israel. 2015. A behavioral theory of real options.
29. Tel Aviv University, Israel. 2015. A behavioral theory of real options.
30. University of Pennsylvania, Wharton School. 2014. A behavioral theory of real options.
31. Temple University. 2014. A behavioral theory of real options.
32. LMU Munich. 2014. The origin of capabilities? Performance and adaptability in the context of environmental change.
33. University of Lugano (USI), Switzerland. 2014. A behavioral theory of real options.
34. University of Wisconsin-Madison, MHR Brown Bag Seminar. 2014. A behavioral theory of real options.
35. Ohio State University. 2014. Fortune favors fools: How confidence can compensate for competence in learning.
36. University of Florida. 2014. Fortune favors fools: How confidence can compensate for competence in learning.
37. Yonsei University, South Korea. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
38. Seoul National University, South Korea. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
39. Singapore Management University, Singapore. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
40. National University of Singapore, Singapore. 2013. Fortune favors fools: How confidence can compensate for competence in learning.

41. Frankfurt School of Finance and Management, Germany. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
42. University of Lugano (USI), Switzerland. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
43. TOM Symposium, New York University, Stern School of Business. 2013. Second Order Knowledge and the Efficacy of Learning.
44. University of Minnesota. 2013. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
45. George Mason University. 2013. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
46. University of Arizona, Eller College of Management. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
47. Bocconi University, Milan, Italy. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
48. INSEAD, Fontainebleau, France. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
49. Swiss Federal Institute of Technology (ETH) Zurich, Switzerland. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
50. École Polytechnique Fédérale De Lausanne (EPFL), Lausanne, Switzerland. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
51. Freie Universität Berlin. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning.
52. Strategic Management Society, Prague. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning. (Invited Lecture).
53. TOM Symposium, Universitat Pompeu Fabra, Barcelona. 2012. Rubik's Dilemma: Partial Knowledge and the Efficacy of Learning. (Invited Lecture).
54. University of Wisconsin, School of Business. 2012. An advantage of newness: Vicarious learning with limited absorptive capacity.
55. Georgetown University, McDonough School of Business. 2012. An advantage of newness: Vicarious learning with limited absorptive capacity.
56. University of Michigan, Psychology Department. 2012. Does size matter? Organizational size and the efficacy of experiential learning.
57. Seoul National University. 2012. An advantage of newness: Vicarious learning with limited absorptive capacity.
58. University of Michigan, Strategy Brown Bag Seminar. 2011. Does size matter? Organizational size and the efficacy of experiential learning.
59. LMU Munich. 2011. Does size matter? Organizational size and the efficacy of experiential learning.
60. Seoul National University. 2011. The power of imperfect imitation.
61. DRUID Conference Copenhagen. 2011. The power of imperfect imitation. (Invited Plenary Lecture).
62. University of Southern Denmark. 2011. The power of imperfect imitation.

63. New York University, Stern School of Business. 2011. The power of imperfect imitation.
64. University of Minnesota, Carlson School of Business. 2009. Chasing a moving target: Learning in dynamic environments.
65. Duke University, Fuqua School of Business. 2009. Chasing a moving target: Learning in dynamic environments.
66. University of Western Ontario, Ivey School of Business. 2008. Bringing context to the exploration-exploitation trade-off: Considering the impact of selection and turbulent environments.
67. University of Michigan, Hosmer Seminar Series. 2008. Firm R&D behavior and evolving technology in established industries.
68. University of Michigan, First Annual Internal Workshop on Entrepreneurship Research. 2007. Is failure good?
69. University of Michigan, Strategy Brown Bag Seminar. 2006. Intermediate selection on a developmental journey.
70. BYU-Utah Winter Strategy Conference. 2006. Intermediate selection on a developmental journey. (Invited Lecture).
71. University of Michigan, Ross School of Business. 2005. Do capital markets value firm capabilities?
72. Dartmouth University, Tuck School of Business. 2005. Do capital markets value firm capabilities?
73. London Business School. 2005. Do capital markets value firm capabilities?
74. INSEAD. 2005. Do capital markets value firm capabilities?
75. Harvard Business School. 2005. Do capital markets value firm capabilities?
76. Washington University in St. Louis, Olin Business School. 2005. Do capital markets value firm capabilities?
77. Emory University, Goizueta Business School. 2005. Do capital markets value firm capabilities?
78. University of North Carolina, Kenan-Flagler Business School. 2005. Do capital markets value firm capabilities?
79. University of Washington. 2005. Do capital markets value firm capabilities?
80. Southern Methodist University. 2005. Do capital markets value firm capabilities?
81. Rice University. 2005. Do capital markets value firm capabilities?
82. University of California, Los Angeles, Anderson School of Management. 2004. Do capital markets value firm capabilities?
83. University of Ottawa. 2004. Do capital markets value firm capabilities?
84. University of Western Ontario, Ivey School of Business. 2004. Do capital markets value firm capabilities?

Conference Presentations

85. Strategy Science Conference. Zurich. 2024. A Behavioral Theory of Entrepreneurship.
86. Academy of Management Conference. Boston. 2023. Using Computational Models in Behavioral Strategy Research.

87. Strategic Management Society, London. 2022. Designing Decision-Making for Diversity.
88. Strategic Management Society Conference, Minneapolis. 2019. Simple Behavioral Models of a Complex World
89. Strategic Management Society Conference, Minneapolis. 2019. Impact of Learning and Overconfidence on Entrepreneurial Entry and Exit
90. Carnegie Mellon University — Conference in honor of James G. March. 2019. Leveraging Machine Learning to Model Firm Behavior.
91. Academy of Management, Boston. 2019. Past, Present, and Future of A Behavioral Theory of the Firm.
92. Academy of Management, Boston. 2019. Reviving a Political Perspective of Organizations and Behavioral Strategy.
93. Academy of Management, Boston. 2019. Artificial Intelligence and the Next Frontier of Organizational Modeling.
94. Academy of Management, Boston. 2019. Past, Present, and Future of A Behavioral Theory of the Firm.
95. Strategic Management Society Conference, Paris. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
96. DRUID Conference, Copenhagen. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays.
97. Strategic Management Society Conference, Oslo. 2018. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
98. Asia Management Research Conference. 2018. Seoul, S. Korea. Winner-Take-All Dynamics Revisited: Positive Feedback When Earlier Adopters' Influence Decays
99. Organization Science Winter Conference. 2017. How aspirations shape cognition.
100. Vienna Conference on Strategy, Organizational Design, and Innovation, 2017. Vienna, Austria. The efficacy of imitation from a topological perspective.
101. INFORMS Annual Meeting, Nashville. 2016. The impact of learning and overconfidence on entrepreneurial entry and exit.
102. Strategic Management Society Conference, Berlin, Germany. 2016. How aspirations shape cognition.
103. Carnegie School of Organizational Learning - Asilomar Conference. 2016. How aspirations shape cognition.
104. DRUID Conference, Copenhagen. 2016. The impact of learning and overconfidence on entrepreneurial entry and exit.
105. Strategic Management Society Conference, Denver. 2015. The origin of capabilities? Performance and adaptability in the context of environmental change.
106. Strategic Management Society Conference, Denver. 2015. Models and Evidence in Behavioral Strategy.
107. Academy of Management, Vancouver. 2015. New Directions of Behavioral Theory of the Firm Research — Problemistic Search.
108. Vienna Conference on Strategy, Organizational Design, and Innovation, 2015. Vienna, Austria. Adaptive Capacity and the Dynamics of Operational Capabilities.

109. Strategic Management Society Conference, Madrid. 2014. Two Faces of Experience in Organizational Learning: Aspiration Adaptation and Belief Adaptation.
110. Academy of Management, Philadelphia. 2014. A behavioral theory of real options.
111. Academy of Management, Philadelphia. 2014. Fortune favors fools: How confidence can compensate for competence in learning.
112. Darden-Cambridge Judge Entrepreneurship and Innovation Conference, Cambridge UK. 2014. Fortune favors fools: How confidence can compensate for competence in learning.
113. DRUID Conference, Copenhagen. 2014. How can imitation increase inter-firm heterogeneity?
114. DRUID Conference, Copenhagen. 2014. Fortune favors fools: How confidence can compensate for competence in learning.
115. Strategic Management Society Conference, Copenhagen. 2014. How can imitation increase inter-firm heterogeneity?
116. Academy of Management, Orlando. 2013. Fortune favors fools: How confidence can compensate for competence in learning.
117. Vienna Strategy Conference, 2013. Rubik's dilemma: Partial knowledge and the efficacy of learning.
118. DRUID Conference, Barcelona. 2013. Rubik's dilemma: Partial knowledge and the efficacy of learning.
119. Atlanta Competitive Advantage Conference. 2013. Rubik's dilemma: Partial knowledge and the efficacy of learning.
120. Organization Science Winter Conference (Plenary Speaker). 2012. E Pluribus Unum: Organizational Size and the Efficacy of Learning.
121. Strategic Management Society, Prague. 2012. Does size matter? Organizational size and the efficacy of experiential learning.
122. Academy of Management, Boston. 2012. Does Size Matter? Parallel Search and the Efficacy of Experiential Learning.
123. Atlanta Competitive Advantage Conference. 2012. Does size matter? Organizational size and the efficacy of experiential learning.
124. Atlanta Competitive Advantage Conference. 2010. The power of imperfect imitation. (*Winner of the Best Paper Award)
125. Strategic Research Forum, Iceland. 2010. The power of imperfect imitation.
126. Midwest Strategy Meeting, Chicago. 2010. The power of imperfect imitation.
127. Academy of Management, Montreal. 2010. The power of imperfect imitation.
128. Organization Science Winter Conference. 2010. The power of imperfect imitation.
129. Academy of Management, Chicago. 2009. Is competition good? Competition, learning, and the performance of new entrants.
130. Organization Science Winter Conference (Plenary Speaker). 2009. Bringing context to the exploration-exploitation trade-off: Considering the impact of selection and turbulent environments.
131. Academy of Management, Anaheim. 2008. Bringing context to the exploration-exploitation trade-off: Considering the impact of selection and turbulent environments.

132. INFORMS, Seattle. 2007. Dark side of balancing exploration and exploitation.
133. Strategic Management Society, San Diego. 2007. Decomposing firm heterogeneity.
134. Academy of Management, Philadelphia. 2007. Decomposing firm heterogeneity.
135. Organization Science Conference on Strategic Renewal, Chicago. 2007. Firm R&D behavior and evolving technology in established industries.
136. INFORMS Annual Meeting, Pittsburgh. 2006. Myopia of selection: Does organizational adaptation limit the efficacy of population selection?
137. Academy of Management, Atlanta. 2006. Three essays on innovation and impact of capital.
138. Strategic Management Society, San Juan, Puerto Rico. 2004. Do financial markets price firm strategies? (Winner of the Booz Allen Hamilton Award for Best Paper by a Doctoral Student.)
139. Strategic Management Society, San Juan, Puerto Rico. 2004. Spillover asymmetry and why it matters.
140. Academy of Management, New Orleans. 2004. Intermediate selection on a developmental journey.
141. Academy of Management, New Orleans. 2004. Do financial markets price firm strategies?
142. Harvard Strategy Conference. Boston. 2003. Is failure (excess entry) good?
143. Strategic Management Society, Baltimore. 2003. From riches to rags: Munificence and new venture performance.
144. Strategic Management Society, Baltimore. 2003. Is architectural change always disruptive to incumbent firms? some counterfactual evidence.
145. Academy of Management, Seattle. 2003. From riches to rags: Munificence and new venture performance.
146. Academy of Management, Seattle. 2003. Is architectural change always disruptive to incumbent firms? Some counterfactual evidence.
147. Academy of Management, Denver. 2002. The munificence penalty: How excess resources impact new venture performance.

TEACHING EXPERIENCE

Principal Areas

Strategy, Entrepreneurship, Global Strategy, Innovation,

Experience

2023-	Startup Strategizing (Tuck MBA elective)
2023-24	PhD Seminar on Contributions to Management Research (Rotterdam, Aalto)
2022	PhD Seminar on Contributions to Management Research (U. Zurich, ESSEC)
2019	Advanced Strategy (Seoul National University MBA)
2014 -	PhD Seminar on Strategy (UW PhD, MHR 870)
2014	PhD Seminar on Contributions to Strategy Research (LMU Munich, PhD)

2014 -	Global Strategy (Technion, Israel, MBA Core)
2013 -	Strategic Management (Wisconsin Full-Time MBA Core and Evening MBA)
2012	Competing Globally (Michigan EMBA Core)
2012	PhD Seminar on Learning, Knowledge, and Innovation (Michigan PhD, ST 898)
2011, 2013	PhD Seminar on Contributions to Strategy Research (University of Zurich PhD)
2011-2012	Global Strategy (Seoul National University, MBA)
2009-2012	World Economy (Michigan MBA Core, ST 503)
2008-2010	Strategy (Yonsei University, Seoul, South Korea, Undergraduate)
2008-2012	Global Strategy (Michigan MBA Elective, ST 623)
2005-2007	Corporate Strategy (Michigan BBA Core Course, ST 390)
2002-2003	Introduction to Management (Wharton Undergraduate Core Course, MGMT 101)

SERVICE

University

Doctoral Advising

- Committee co-chair - Zhiling Lin (UW MHR Ph.D. student)
- Committee co-chair - Yongha Kwon (UW MHR Ph.D. student)
- Committee co-chair - Sangyun Kim (2021, Placement: U of Zurich, post-doc)
- Committee chair - Zhi Cao (2020, Placement: University of Nevada-Las Vegas)
- Committee member - Tom Ngo (UW MHR Ph.D. student).
- Committee member - Emanuel Ubert (2019, Placement: USI Lugano)
- Committee member - Shannon Younger (2018, Placement: Texas Christian University)
- Committee member - Joe Raffiee (2016, Placement: University of Southern California)
- Committee member - Mingxiang Li (2014, Placement: Florida Atlantic University)
- Committee member - Jocelyn Leitzinger (2014, Placement: Univ. of Michigan, post-doc).
- Committee co-chair - John Chen (2013, Placement: University of Florida)
- Postdoc advisor - Sangyoon Yi (2011, Placement: University of Southern Denmark)
- Dissertation Examiner - Juha Uotila at Aalto University, Finland (2012)

Dartmouth College

- Tuck Entrepreneurship Center - Faculty Director 2023-

University of Wisconsin

- U Wisconsin Business School Ph.D. Program Director for the Management Department (2013-2023)
- U Wisconsin Business School Sub-Committee 2019-2020
- Business School Strategy Task Force 2019-2020
- U Wisconsin Business School Academic Planning Council 2019-2020
- U Wisconsin Business School Research Committee 2013-2023

Research Related Service

- Midwest Strategy Conference 2014, Co-Chair, Conference held at UW-Madison
- Coordinate Michigan Strategy Group Internal Seminar Series in 2011/2012.
- Organizing Committee for the Consortium on Competitiveness and Cooperation Conference (CCC) 2010 held at the University of Michigan.
- Coordinate Michigan Strategy Group External Seminar Series in 2008/2009.

Teaching and Other Service

- Faculty Advisor to the University of Wisconsin MBA Management Consulting Club
- Developed a new elective course on Global Strategy, in support of the University of Michigan Ross School's globalization initiative.
- Develop a new University of Michigan EMBA course building on my popular MBA Global Strategy elective, in support of the Ross School's globalization initiative.
- Medtronic HealthCare and Life Science (HLS) Forum 2006 - 2008 – Panelist and Business Plan Contest Judge.
- Coordinator for University of Michigan undergraduate Strategy core (2005 - 2007).

Professional

Reviewing (Editorships listed on p.1)

- Academy of Management Journal
- Academy of Management Annual Meeting
- Administrative Science Quarterly
- Industrial and Corporate Change
- National Science Foundation
- Management Science
- Organization Science
- Strategic Entrepreneurship Journal
- Strategic Management Journal

- Strategic Management Society Conference

Organizational

- Strategy Science Mini-Conference at INFORMS, Co-Organizer, 2014, 2015, 2016
- Strategic Management Society, Behavioral Strategy Interest Group, Elected to Governing Board 2016-2018.
- Strategic Management Society, Competitive Strategy Interest Group, Elected to Governing Board 2014-2016.
- Academy of Management, Business Policy and Strategy, Awards Committee 2013-2015
- Strategic Management Society, Competitive Strategy Interest Group, Junior Faculty Consortium Co-Organizer 2014, 2015.
- Academy of Management, Business Policy and Strategy, Dissertation Consortium Co-Organizer 2012-2014
- Strategic Research Foundation 2012, Research Grant Evaluation Committee
- Strategic Management Society 2012, Prize Review Committee for Best Conference PhD Paper
- Academy of Management, Business Policy and Strategy, Research Committee 2007-2009