

SARAH E WOLFOLDS

Cornell University | Cornell SC Johnson College of Business
Charles H. Dyson School of Applied Economics & Management

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Academic Positions

2016 - Present **Cornell University, Cornell SC Johnson College of Business, Charles H. Dyson School of Applied Economics & Management**
Assistant Professor of Strategy and Andrew Paul Sesquicentennial Faculty Fellow

Education

2016 **Harvard Business School**
Doctor of Business Administration in Strategy
Dissertation: "Donations and Differentiation: Three Essays on Non-Profit Strategy"

- Wiley Blackwell BPS Outstanding Dissertation Award, Academy of Management, Finalist
- Public and Nonprofit Division Best Dissertation Award, Academy of Management, Finalist

2009 **Swarthmore College**
Bachelor of Arts in Economics and Mathematics, *High Honors*

Research and Teaching Interests

Research: Non-profit strategy, strategic change, strategic interaction, organizational economics, methods in strategy, human resource management

Teaching: Core strategy, competitive strategy, organizational economics, international business, non-profit management, non-market strategy, microeconomic theory

Peer-Reviewed Publications

- **Wolfolds, S.** and Siegel, J. (*forthcoming*). Misaccounting for Endogeneity: The Peril of Relying on the Heckman Two-Step Method without a Valid Instrument. *Strategic Management Journal*.
- **Wolfolds, S.** (2018). Employee Incentives in Microfinance: Examining the Importance of Diversification and Profit Status. *Academy of Management Proceedings*. (*Under review*).
 - Charles H. Levine Best Conference Paper, Public and Nonprofit Division
 - William H. Newman Award Finalist, Public and Nonprofit Divisional Nominee

- **Wolfolds, S.**, Taussig, M., Hong, B., & Carlsson, K. (2017). Tied up and Shocked: How Relational Contracting with Suppliers Constrains Global Buyers during an Economic Crisis. In Torben Pedersen , Timothy M. Devinney , Laszlo Tihanyi , Arnaldo Camuffo (ed.) *Breaking up the Global Value Chain (Advances in International Management, Volume 30)*, Emerald Publishing Limited, pp. 157 – 188.

Current Projects

- **Wolfolds, S.** “Complementarity among Commercial Practices: Adoption of Deposits in Non-Profit Microfinance Institutions” (*Preparing for resubmission*).
- **Wolfolds, S.** “Competition between Endogenous Business Model Forms: Profit Status in the Mixed Microfinance Industry” (*Preparing for resubmission*).
- **Wolfolds, S.**, Menon, A., & Yao, D. “Non-Profit Spillovers: Benefiting from your Neighbor’s Expense” (*Data analysis stage*).
- Godinez, J., Silva, A., & **Wolfolds, S.** “A New Logic of Financial Inclusion in the U.S.: The Role of Institutional Entrepreneurs” (*Data collection stage*).
- Bogan, V. & **Wolfolds, S.** “Effect of Fees and Complexity of Products on Financial Exclusion: Differences by Organizational Type” (*Data analysis stage*).
- **Wolfolds, S.** & Zuzul, T. “Collaboration within and between Organizations: Complex Societal Problems as both Binding Issues and Sources of Division” (*Data collection stage*)

Fellowships & Awards

2018	Winner of Charles H. Levine Best Conference Paper, Public and Nonprofit Division of the Academy of Management
2018	Divisional Nominee for William. H. Newman Award, Academy of Management
2017 – 2018	Cornell Institute for Social Sciences Small Grant Award (\$4,500)
2017	Finalist for the Wiley Blackwell Award for Outstanding Dissertation Research in Business Policy and Strategy (1 of 6 finalists)
2017	Finalist for the Best Dissertation Award, Public and Nonprofit Division of the Academy of Management (1 of 6 finalists)
2015 – 2016	Strategic Research Foundation Dissertation Scholar (\$10,000)

- 2012 – 2014 Harvard University, Bok Center
Certificates of Distinction in Teaching for Microeconomic Theory I & II
- 2010 – 2016 Harvard Business School Doctoral Fellowship

Refereed Conference Presentations

- 2019 “Employee Incentives in Microfinance: Examining the Importance of Diversification and Profit Status” (*planned*)
- Sustainability, Ethics, and Entrepreneurship Conference, Miami, FL
- 2018 “Employee Incentives in Microfinance: Examining the Importance of Diversification and Profit Status”
- Academy of Management Annual Conference, Chicago, IL
 - Harvard Business School Strategy Alumni Conference, Chicago, IL
 - American Economic Association ASSA Annual Meetings, Philadelphia, PA (*poster session*)
- 2017 “A New Logic of Financial Inclusion in the U.S.: The Role of Institutional Entrepreneurs”
- Strategic Management Society Annual Conference, Houston, TX
- “Donations and Differentiation: Three Essays on Non-Profit Strategy”
- Academy of Management Annual Conference, Atlanta, GA
- 2016 “Tied up and shocked: How relational contracting with suppliers constrains global buyers during an economic crisis”
- Workshop for *Advances in International Management: 2017 Volume* at Bocconi University, Milan, Italy
- 2015 “Microfinance Firms' Response to Regulation: Investigating Strategy as a Moderator”
- Association of Public Policy and Management Fall Conference, Miami, FL
 - Academy of Management Annual Conference, Vancouver, Canada
- 2014 “Nonprofit Strategy and Response to Regulation: Evidence from Microfinance Institutions”
- Southern Economic Association Annual Conference, Atlanta, GA

Invited Seminar Presentations

- 2018 “Employee Incentives in Microfinance: Examining the Importance of Diversification and Profit Status”
- Harvard Business School “Return of the Scholar” Workshop, Boston, MA

- 2017 “Complementarity across Organizational Forms: Adoption of Deposits in Non-Profit Microfinance Institutions”
- Baruch College, City University of New York, New York, NY
- 2016 “The Effect of Synergies and Competition on Organizational Choices in Non-Profits: Evidence from Latin American Microfinance,”
- University of Maryland Smith School of Business, College Park, MD
 - University of Michigan Ross School of Business, Ann Arbor, MI
 - University of Pennsylvania Wharton School, Philadelphia, PA
 - Temple University Fox School of Business, Philadelphia, PA
- 2015 “The Effect of Synergies and Competition on Organizational Choices in Non-Profits: Evidence from Latin American Microfinance,”
- Cornell University Dyson School, Ithaca, NY
 - Vanderbilt University Owen Graduate School of Business, Nashville, TN
- 2014 “Non-Profit Strategy and Response to Regulation: Evidence from Microfinance Institutions”
- Harvard Business School Strategy Unit Brownbag, Boston, MA
 - Harvard Business School Doctoral Reunions, Boston, MA

Invited Conferences & Consortia

- 2018 Co-Coordinated the Strategy Managing Your Dissertation Workshop at the Academy of Management, Chicago, IL
- 2017 Strategic Management Society Junior Paper Development Workshop, Houston, TX
- 2016 Strategic Management Society SRF Dissertation Scholar Presentation, Berlin, Germany
- 2015 AOM Business Policy and Strategy (BPS) Dissertation Consortium, Vancouver, Canada
- 2015 AOM Public and Nonprofit (PNP) Doctoral Consortium, Vancouver, Canada
- 2013 AOM Business Policy and Strategy (BPS) Doctoral Consortium, Orlando, FL
- 2013 APPAM Professional Development Workshop Mentoring Session, Washington, DC

University Service

- 2018-2019 Institute for the Social Sciences Small Grant Committee
- 2018-2019 Faculty Advisor to Scholars in Our Society and Africa (SOSA) Student Club
- 2016 Presentation of research to Ashoka U Renewal Site Visit Team

Department Service

- 2018-2019 Faculty Advisor for Georgetown Case Competition

- 2018-2019 Member of Dyson Undergraduate Curriculum Committee
- 2018-2019 Member of Capstone Leadership Committee
- 2017-2019 Member of Dyson Awards Committee

Professional Service

- 2018 Honors Examiner for Swarthmore College, Microeconomic Theory
- Ad hoc Reviewing: *Strategic Management Journal, Management Science, Small Business Economics, Academy of Management (PNP and BPS Divisions), Strategic Management Society (Competitive Strategy and Strategic Human Capital tracks), Journal of Comparative Policy Analysis*
- Professional Associations: Strategic Management Society (SMS)
 Association for Public Policy, Analysis, and Management (APPAM)
 Academy of Management (AOM)
 American Economic Association (AEA)

Other Service

- 2017-Present Board Member for Planned Parenthood of the Southern Fingers Lakes
Vice-Chair (2018-Present), Finance Committee Member (2017-Present), Executive Committee Member (2018-Present), Representative on Merger Exploration Team (2018-Present)
- 2018-Present Volunteer for Mothers Out Front

Teaching Experience

- 2017-2019 **Cornell University, Ithaca, NY**
 Strategy (Undergraduate Course)
Evaluations: 4.62/5 (Spring 2018), 4.66/5 (Spring 2017a), 4.84/5 (Spring 2017b)
- 2018 **Harvard Business Publishing Case Method Teaching Seminar, Boston, MA**
 Attended and received a certificate at completion
- 2018 **Teaching and Learning in a Diverse Classroom, Ithaca, NY**
 Completed course through Cornell University Center for Teaching Innovation
- 2012 - 2014 **Harvard University, Cambridge, MA**
 Teaching Fellow for Microeconomic Theory I & II (Doctoral Courses)
Evaluations: 4.75/5 (Fall 2014), 4.57/5 (Spring 2013), 4.68/5 (Fall 2012)
Bok Center Certificate of Distinction in Teaching in each semester
- 2013 **Dubrovnik International University, Dubrovnik, Croatia**
 Visiting Professor for International Strategy and Policy (Undergraduate Course)
- 2013 **Zen Tours Business Workshop, Cambridge, MA**
 Instructor for Competitive Strategy (Executive Course)

2012 – 2013 **Harvard Business School, Boston, MA**
Facilitator for Leading Change and Organizational Renewal (Executive Education Program)

2007- 2009 **Swarthmore College, Swarthmore, PA**
Teaching Assistant for Real Analysis, Intermediate Microeconomics, Statistics for Economists, Multivariable Calculus (Undergraduate Courses)

Industry Experience

2009 – 2010 **Federal Reserve Board of Governors**
Research Assistant in Financial Studies, Research and Statistics Division

2007- 2009 **Federal Reserve Bank of Philadelphia**
Intern in the Research Department

Computing Skills

SAS, Stata, R; some Matlab, Perl, and ArcGIS

Personal Information

U.S. Citizen; married; conversational Spanish