

# Wesley D. Sine

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## Education

- 1993      **Brigham Young University**    Bachelors of Science, Psychology  
Minor: Spanish
- 1996      **Brigham Young University**    Masters of Organizational Behavior
- 1996      **Brigham Young University**    Masters of Science, International Development
- 2001      **Cornell University**    Ph.D., Organizational Behavior  
Minor: Statistics

## Academic Appointments

- 2000–2003    Assistant Professor, Smith School of Business, University of Maryland, College Park
- 2003–2009    Assistant Professor, Johnson Graduate School of Management, Cornell University
- 2014–present    Professor, Johnson Graduate School of Management, Cornell University
- 2008      Founding Director, Cornell Institute for Entrepreneurship and Innovation
- 2009–2014    Associate Professor, Johnson Graduate School of Management, Cornell University
- 2009–2010    Visiting Professor, INCAE University
- 2021-2022.    Distinguished Visiting Professor, VinUni University
- 2023-current    John and Dyan Smith Professor of Family Business
- 2023-current    Faculty director of Smith Family Business Initiative

## Principal Fields of Interest

**Research:** Organizational theory, entrepreneurship, international entrepreneurship, emergence and evolution of new technologies and industries, sustainability, entrepreneurial opportunity, institutional change, organizational structure and strategy, , social movements organizations, and economic sociology.

### Teaching:

- **MBA:** Strategic management of technology and innovation, agile innovation/product development, commercializing university technology, global innovation and technology commercialization, entrepreneurship, international entrepreneurship, social entrepreneurship, new venture strategy and growth, and organizational change. Hackathons; Financial Technology, Data Science,
- **Executive Education:** Innovation, organizational learning, corporate venturing, organizational renewal and change, and managing organizational change, innovation in family business.

## Published, Forthcoming, and Conditionally Accepted Papers

- 2022: Sine, W.D. Cordero A. Coles. R. : Entrepreneurship through a Unified Institutional Lens. Organization Science.
- 2020 Cordero, A., Hiatt, S., and Sine, W.D. “Political Fragmentation and Firm Entry in the Mexican Maquiladora Sector.” Academy of Management Proceedings.
- 2020 Cordero, A., Sine, W.D., Khessina, O., and Carlos, C. “To Be, or to Appear to Be?” Regional Violent Identity and Foreign Firm Market Entry.” Academy of Management Proceedings.
- 2018 Hiatt, S., Carlos, C., and Sine, W. “Manu Militari: Institutional Contingencies of Stakeholder Relationships on New Venture Survival.” Organization Science 29:633–652.
- 2014 Hiatt, S.R., and Sine, W.D. “Clear and Present Danger: Planning and New Venture Survival amid Political and Civil Violence.” Strategic Management Journal 35(5): 773–785. (earlier form published in the Academy of Management Conference Proceedings).
- 2013 David, R., Sine, W., and Haveman, H. “Institutional Change, Form Entrepreneurship, and the Legitimation of New Organizational Forms.” Organization Science 24(2): 356–377.
- 2011 Park, S., Sine, W.D., and Tolbert, P. “Determinants of Organizational Compliance with Institutional Pressures.” Work and Occupations 38(3): 340–371. (Winner of the Best Paper Award from the Administrative Science Association of Canada.)
- 2011 Tolbert, P.S., David, R.J., and Sine, W.D. “Studying Choice and Change: The Intersection of Institutional Theory and Entrepreneurship Research.” Organization Science 22(5): 1359–1367.
- 2009 Hiatt, S.R., Sine, W.D., and Tolbert, P.S. “From Pabst to Pepsi: The Deinstitutionalization of Social Practices and the Emergence of Entrepreneurial Opportunities.” Administrative Science Quarterly 54(4): 635–667. (Winner of the 2008 Best Paper Award from the Administrative Science Association of Canada.)
- 2009 Sine, W.D., and Lee, B. “Tilting at Windmills? The Environmental Movement and the Emergence of the U.S. Wind Energy Sector.” Administrative Science Quarterly 54: 123–155. (Finalist for the best paper OMT division of AOM; winner of the Emerald Citation Award.)
- 2008 Hiatt, S., and Sine, W.D. “Networking, Planning, and the Effect of Political Institutions on New-Venture Survival.” Academy of Management Best Paper Proceedings.
- 2008 Mitsuhashi, H., Shane, S., and Sine, W.D. “Organizational Governance Form in Franchising: Is Efficient Contracting Really the Explanation?” Strategic Management Journal 29: 1127–1136.

- 2007 Sine, W.D., David, R.J., and Mitsuhashi, H. “From Plan to Plant: Effects of Certification Processes on the Likelihood of Entrepreneurs Reaching Operational Startup.” Organization Science 18: 578–594.
- 2006 Sine, W.D., Kirsch, D., and Mitsuhashi, H. “Revisiting Burns and Stalker: Formal Structure and New Venture Performance in Emerging Economic Sectors.” Academy of Management Journal 49: 121–132.
- 2005 Sine, W.D., Haveman, H., and Tolbert, P. “Risky Business? Entrepreneurship in the New Independent-Power Sector.” Administrative Science Quarterly 50: 200–232.
- 2003 Sine, W.D., Shane, S., and Di Gregorio, D. “The Halo Effect and Technology Licensing: The Influence of Institutional Prestige on the Licensing of University Inventions.” Management Science 49: 478–496.
- 2003 Sine, W. D., and David, R. “Environmental Jolts, Institutional Change, and the Creation of Entrepreneurial Opportunity in the U.S. Electric Power Industry.” Research Policy 32: 185–207.
- 1999 Cameron, K.S., and Sine, W.D. “A Framework for Organizational Quality Culture.” Quality Management Journal 6: 7–25.

### **Papers in the Review Process**

- 2023 Coles, R., Sine, W.D., Carlos, C. and Patterson, K. “Opportunity Exploitation when Entrepreneurialism is Inconsistent with Sector Norms.” Revise and Resubmit, *Academy of Management Perspectives*.
- 2021 Coles, R., Sine, W.D., Rich, L., and Hiatt, S. “Refugees at the Door: Funding Partner Logics and New Venture Failure.”
- 2022 Coles, R., Sine, W.D., Rich, L., and Hiatt, S. Black “September. Stigmatization. Immigrant entrepreneurship Ethnic Enclaves and New venture survival. Under Review.
- 2021 Coles, R., Sine, W.D., and Brewer J. “Cage the Songbird: A Randomized Control Trial Testing the Impact of Formalization on Firm Performance.” Under review,
- Cordero, A.M., Sohn, J.W., and Sine, W.D. “Of ‘Greasers’ and ‘Sanders’: Corruption and MNE Location Choice.”
- Coles, R., Sine, W.D., Hiatt, S., and Yin, X. “Equality and the Spirit of Capitalism: The Impact of Income Equality on Entrepreneurship.” Under review
- Hiatt, S., and Sine, W.D. “New Venture Expropriation in Latin America.” Under Review
- Cordero, A. J., Hiatt, S., and Sine, W.D. “A House Divided: Political Fragmentation, Partisan Conflict, and Firm Entry in the Mexican Maquiladora Sector.” Under Review.

## Working Papers

Patterson, K., Coles, R., Carlos, W., and Sine, W.D. “Now You See Me, Now You Don’t: Veiled vs. Visible Adoption of Contested Innovations.”

Foley, Andrew, Coles R. Sine, W.D. The family that builds the iron cage together, stays together... or does it? An intervention assessing the impact of formal structure on family firms in Peru

Cordoba, A., and Sine, W.D. “Drivers of Policy Implementation? The Effect of Social Movement Organizations, Fractured Polity and Local Isomorphic Pressures.”

Jin, B., Kirsch, D., and Sine, W.D. “The Rise of the Ugly Duckling: Social Cohesion and the Emergence of Hybrid Electric Vehicle Technology”

Cordero, A.M, Sohn, J.W., and Sine, W.D. “Contentious Policy and Local Politics.” Revise and Resubmit, Invitation at Organizational Studies.

Raines, G, Polhil, P. and Sine, W.D., “Farmacia de Dios: Organizational Names, Uncertainty and Firm Performance in Mexico”

Raines, G, Polhil, P. and Sine, W.D., “Neighborhood Stigma and Romani Entrepreneurship: Evidence from an Audit Study in the Czech Republic”

## Books

2010 Sine, W.D., and David, R. Institutions and Entrepreneurship. Edited Volume (21): Research in the Sociology of Work. London, UK: Emerald Books.

## Book Chapters

2021 Cordero, A., and Sine, W.D., “Compliance and Ambition as Distinct Dimensions of Greenwashing through compliance to renewable portfolio standards. In G. George, M. Haas, H. Joshi, A. McGahan & P. Tracey (Eds), The Business of Sustainability: An Organizing Framework for Theory, Practice and Impact (pp. 561- 572). Edward Elgar Publishing. Cheltenham, UK. Implementation: An Application to State-Level Renewable Portfolio Standards in the United States,” in Handbook on the Business of Sustainability, edited by Gerard George, Martine Haas, Havovi Joshi, Anita McGahan, and Paul Tracey.

2021 Coles, R., Hiatt, S., and Sine, W.D., “Revisiting the Relationship between Income Inequality And Entrepreneurship: A Social Trust Perspective,” in the Society and Entrepreneurship. volume of Research in the Sociology of Organizations, edited by M. Lounsbury and R. Eberhart.

2018 Carlos, C., Lee, B., Haveman, H., and Sine, W.D. “Gone with the Wind.” In Advances in Strategic Management.

2017 David, R.J, Sine, W.D., and Kaehr Serra C., “Institutional Theory and Entrepreneurship: Taking Stock and Moving Forward,” in The SAGE Handbook of Organizational Institutionalism, 2nd ed.

2007 Lee, B.H., and Sine, W.D., “Constructing Market Opportunities: Environmental Movements and the Transformation of regional Regulatory Regimes,” in Applied Evolutionary Economics and Economic Geography, edited by K. Frenken (pp. 93–121). Cheltenham, UK; and Northampton, MA: Edward Elgar.

2001 Strang, D., and Sine, W.D., “Interorganizational Institutions,” in Blackwell Companion to Organizations, edited by J. Baum. Oxford: Blackwell.

## Research Projects

Geography, Natural Resources, Politics, and Social Movements: The diffusion of “green” legal climates in the United States 1978–2007

Interpopulation Competition and Cooperation: Mexican maquiladoras and local entrepreneurial opportunity

Family Matters: When formality improves new venture performance

I Might Need Security: How values of utility and novelty impact team creativity

Born Under Fire: Political imprinting and organizational survival under political change

Angels and Demons: Shared frames of reference and founding rates in communities during periods of instability

Entrepreneurship in Latin America: Mexico, Peru, Colombia and Ecuador

## Teaching Experience

2009–present **Executive Education**

- Cornell University’s Chinese Executive Program (Peking University, Nanjing University, and CKGSB): Creating an Innovative Organization
- Cornell Family Business Innovation Program with INCAE, Costa Rica
- Tsinghua University, Ten Cent Corporate Entrepreneurship Program
- Cornell’s Saudi Arabian Program: Entrepreneurship workshop at KAUST (I designed and taught a 10-day workshop in Jeddah, Saudi Arabia, 10 times over last 9 years)

2004–present **Cornell University**

- Management of Technology and Innovation: Average Evaluation 4.65/5
- Commercializing University Technology: Average Evaluation 4.7/5

- Global Technology Innovation and Technology Commercialization: 4.6/5

2000–2003 **University of Maryland, College Park**

- New Venture Creation
- International Entrepreneurship

1999 **Cornell University**

- Lecturer: Complex Organizations and Their Environment

**Teaching Cases**

Corporate Venture Capital at Algar (with Laure Stroock)  
 Advion Science (with Laure Stroock)  
 Distributed Energy Technology (with Laure Stroock)  
 Factorial, (with Laure Stroock)

**Editorial Boards**

Organization Science, Senior editor  
Administrative Science Quarterly, Book Review editor

**Ad Hoc Reviewer**

Management Science, Academy of Management Journal, American Sociological Review,  
American Journal of Sociology, Research Policy, Organization Studies, Social Forces,  
Strategic Entrepreneurship Journal

**Grants**

- 2010 **Zalaznick grant for entrepreneurship** (\$4000). Entrepreneurship at Cornell.
- 2008 **Entrepreneurship and institutions**. Einaudi Center for International Studies Seed Grant Competition (\$12,000).
- 2008 **Entrepreneurship and the informal economy in Latin America**. CISCO.
- 2008 **Political violence, entrepreneurial process, and activity**. Institute for Social Science, Cornell University (\$10,000).
- 2007 **Technology entrepreneurship and institutions**. J. Thomas Clark Professorship in entrepreneurship and personal enterprise (\$120,000).

- 2005–2007    **Student fellowships:** USDA (\$120,000).
- 2005        **Technology commercialization.** Cornell Center for Entrepreneurship and Personal Enterprise (\$7,500).
- 1999        **The genesis of organizational forms in virgin niches.** National Science Foundation Dissertation Improvement Grant (\$7,500).
- 1999        **From hierarchies to markets: The deregulation of the U.S. electric utility industry.** Research Grant, Cornell University (\$2,500).
- 1998        **Diffusion of management innovations across national borders.** Research Grant, Cornell University (\$2,500).
- 1995        **Strategic networks, entrepreneurship, and technology: Antecedents of successful organizational change in Emerging markets.** Kennedy Center for International Studies (\$2,500).
- 1995        **The Basaisa experience: A new paradigm for international development.** Brigham Young University Grant for Graduate Research (\$4,500; competitive award).

#### **Conference Presentations**

- 2023        **“Opportunity Exploitation when Entrepreneurialism is Inconsistent with Sector Norms”** Entrepreneurialism and Society Conference
- 2023        **Entrepreneurship and Institutions,** Institutions and Entrepreneurship Conference, Cornell and McGill University
- 2023        **“Founders’ Political Ties, Legal Registration and New Venture Failure.”** (Academy of Management Conference)
- 2023        **“Environmental Policy (re)Design and Implementation.”** (With Arkangel Cordero: Academy of Management Conference)
- 2023        **“Size Matters: The Moderating Impact of Firm Size on Formalization and Performance for New Firms.”** (With Ryan Coles: Academy of Management Conference)  
\*Received award for Best Paper\*
- 2022        **“Farmacia de Dios: Organizational Names, Uncertainty and Firm Performance in Mexico”** (with Grady Raines and Peter Polhil: Academy of Management Conference)
- 2022        **Cordero, A.M., Hiatt, S. & Sine, W.D. (2022).** Vertical Political Fragmentation and Firm Market Entry: An Examination of Maquiladora Entry in Mexico. *Academy of Management Meeting*
- 2022        **Cordero, A.M. & Sine, W.D. (2022).** The differential effect of environmental social movements on the various dimensions of Renewable Portfolio Policy (RPS) implementation.

Sub-theme 42: Markets for Sustainability: Evolving Challenges, Imperfections, and Trade-offs. Session III: Emergence of Moral Markets, Fields, and Practices. *38th EGOS Colloquium - European Group for Organizational Studies*. Vienna, Austria, July 5–9, 2022.

[https://www.egos.org/jart/prj3/egos/main.jart?rel=de&reserve-mode=active&content-id=1646195112672&subtheme\\_id=1604725601619&show\\_prog=yes](https://www.egos.org/jart/prj3/egos/main.jart?rel=de&reserve-mode=active&content-id=1646195112672&subtheme_id=1604725601619&show_prog=yes)

- 2022 **“Organizational Age, Opportunity Exploitation, and Industry Norms.”** (with Ryan Coles: Academy of Management Conference)
- 2022 **“Stigma and Immigrant Entrepreneurship: Black September, Ethnic Enclaves, and New Venture Performance”** (with Ryan Coles and Shon Hiatt: Academy of Management Conference)
- 2022 **“The Effect of Geogrphic Stigma on Entrepreneurship”** (with Grady Raines and Peter Polhil: Strategic Management Society)
- 2022 **“Vertical Political Fragmentation & Firm Market Entry: An Examination of Maquiladora Entry in Mexico”** (with Arkangel Cordero: Academy of Management Conference)
- 2021 **“Farmacia de Dios: Organizational Names, Uncertainty and Firm Performance in Mexico”** (with Grady Raines and Peter Polhil: University of Connecticut Management Seminar)
- 2021 **“Farmacia de Dios: Organizational Names, Uncertainty and Firm Performance in Mexico”** (with Grady Raines and Peter Polhil: Innovation, Entrepreneurship and Technology Seminar )
- 2021 **“Cage the Songbird”: An experiment testing the impact of formalization on firm performance”** (with Ryan Coles: Academy of Management Conference)
- 2020 **Break the Bank: The impact of income inequality on entrepreneurship** (with Ryan Coles and Shon Hiatt: Entrepreneurship and Society Conference)
- 2020 **Political fragmentation and firm entry in the Mexican maquiladora sector** (with Arkangel Cordero and Shon Hiatt: *Academy of Management Proceedings*)
- 2020 **To be, or to appear to be? Regional violent identity and foreign firm market entry** (*Academy of Management Proceedings*)
- 2020 **A house divided: Political fragmentation, partisan conflict, and firm entry in the Mexican maquiladora sector** (*Strategic Management Society*)



- 2019      **“Give me your huddled masses”:** How immigration influences the impact of internationalization on firm failure (with Ryan Coles: Entrepreneurship and Society Conference)
- 2019      **Equality and the spirit of capitalism: Income equality and entrepreneurship in emerging markets** (with Ryan Coles and Shon Hiatt: Academy of Management Conference)
- 2019      **“I solemnly swear that I am up to no good”:** The impact of deviance in emerging market communities on high technology entrepreneurship (with Ryan Coles and Shon Hiatt: Academy of Management Conference, Boston, USA, Paper Presentation)
- 2019      **“Give me your huddled masses”:** How immigration influences the impact of internationalization on firm failure (with Ryan Coles and Shon Hiatt: Academy of Management Conference)
- 2018      **Play it safe or try something new? How status decline affects university technology licensing** (with Subrina Xirong Shen, Ximing Yin, and Jizhen Li: Best Paper at the International Conference on Innovation Studies)
- 2018      **Refugees at our door: Institutional logics and new venture failure in disrupted emerging markets** (with Ryan Coles and Shon Hiatt: Academy of Management Start-up Conference, Tel-Aviv, Israel)
- 2018      **How do I look? Regional criminal identity, media coverage, and foreign firm market entry** (with Arkangel Cordero: Academy of Management Conference, Chicago, Illinois)
- 2018      **Under no circumstances is the hybrid to be accepted: Social cohesion and emergence of hybrid EV tech** (with Jin Byungchae and David Kirsch: Academy of Management Conference, Chicago, Illinois)
- 2018      **How prospect of status change affects licensing of university technology overtime in China** (with Xirong Shen and Ximing Yin: Academy of Management Conference, Chicago, Illinois)
- 2018      **Refugees at the door: Institutional logics and new venture failure in disrupted emerging markets** (with Ryan Coles and Shon Hiatt: IDEC Doriot Entrepreneurship Conference at INSEAD, Fontainebleau, France)
- 2017      **The moderating effects of social cohesion on the impact of violence on entrepreneurship** (with Ryan Coles and Shon Hiatt: Academy of Management Conference, Atlanta, Georgia)
- 2017      **Responses to institutional complexity: Veiled vs. visible implementations of contested practices** (with Kelly Patterson, Ryan Coles, and Chad Carlos: Academy of Management Conference, Atlanta, Georgia)
- 2017      **Evolving social movement dynamics in maturing markets** (Academy of Management Conference, Atlanta, Georgia)

- 2016 **Revisiting Schumpeter: Conditions associated with assumption of entrepreneurial risk in Jordan** (with Ryan Coles and Loren Rich: Academy of Management Conference, Anaheim, California)
- 2016 **Weapons of the weak: How violence shapes firm foundings and firm survival** ((with Ryan Coles and Shon Hiatt: Academy of Management Conference, Anaheim, California)
- 2015 **Nothing to hide, nothing to fear: The effects of scrutiny on policy implementation** (with Arkangel Cordero: Academy of Management Conference, Vancouver, Canada)
- 2015 **Born under fire: Political imprinting and organizational survival under political change** (with Arkangel Cordero: Academy of Management Conference, Vancouver, Canada)
- 2014 **The institutional antecedents of decoupling** (with Arkangel Cordero: Academy of Management Conference, Philadelphia, Pennsylvania)
- 2014 **The institutional antecedents of greenwashing: SMOs and the implementation of state SRPS policy** (with Arkangel Cordero: Academy of Management Conference, Philadelphia, Pennsylvania)
- 2011 **Against the norm: The diffusion of commercialized science in higher education** (with Chad Carlos and Kelly Patterson: Academy of Management Conference, San Antonio, Texas)
- 2011 **The evolving influence of social movement organizations on the U.S. wind power industry** (with Chad Carlos and Brandon Lee: Academy of Management Conference, San Antonio, Texas)
- 2011 **Military ties, new venture performance, and political risk management in emerging economies** (with Shon Hiatt: Academy of Management Conference, San Antonio, Texas)
- 2009 **Clear and present danger: The failure of political institutions and new-venture survival** (with Shon Hiatt; Administrative Sciences Association of Canada, Niagara Falls, Canada).
- 2008 **The institutional composition of entrepreneurial opportunity and outcomes** (New insights into theories of entrepreneurship; Academy of Management Conference, Anaheim, CA)
- 2008 **From Pabst to Pepsi: Social movements, entrepreneurial opportunity, and the emergence of the American soft drink industry** (with Shon Hiatt and Pamela Tolbert; Academy of Management Conference, Anaheim, CA)
- 2008 **From deviant to normative: The diffusion of commercialized science in higher education** (with Kelly Patterson; Academy of Management Conference, Anaheim, CA).
- 2008 **Institutional infrastructure, entrepreneurial processes, and outcomes** (with Shon Hiatt; Academy of Management Conference, Anaheim, CA).

- 2007 **Clear and present danger: The failure of political institutions and new-venture survival** (with Shon Hiatt; Informal Economy, Underground Employment, Social and Economic Issues Conference, Paris, France).
- 2007 **Tilting at windmills? The environmental movement and the emergence of the U.S. wind energy sector** (with Brandon Lee; Academy of Management Conference, Philadelphia, PA).
- 2007 **Rising insurgencies** (with Shon Hiatt; Academy of Management Conference, Philadelphia, PA).
- 2007 **Determinants of organizational compliance with institutional pressures** (with Pamela Tolbert and Sangchan Park; Academy of Management Conference, Philadelphia, PA).
- 2007 **Soft, stiff, and in between: Social movements, entrepreneurial opportunity, and the emergence of the American soft drink industry** (with Shon Hiatt; Cornell-McGill Institutions and Entrepreneurship Conference).
- 2007 **Clear and present danger: The failure of political institutions, planning, and new venture survival** (with Shon Hiatt; Cornell-McGill Institutions and Entrepreneurship Conference).
- 2007 **Clear and present danger: The failure of political institutions and new-venture survival.** March 30, 2007 (with Shon Hiatt; Entrepreneurship and Emerging Economies Conference, Fort Worth, TX).
- 2007 **From plan to plant: Effects of certification on operational start-up in the emergent independent power sector** (with Robert David and Hitoshi Mitsuhashi; University of Wisconsin).
- 2006 **From plan to plant: Effects of certification on operational start-up in the emergent independent power sector** (with Robert David and Hitoshi Mitsuhashi; Academy of Management Meetings, Atlanta).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; Academy of Management Meetings, Atlanta).
- 2006 **From plan to plant. The effects of certification on operational start-up in the emergent independent power sector** (with Robert David and Hitoshi Mitsuhashi; American Sociological Association, Montreal).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; American Sociological Association, Montreal).
- 2006 **Institutional ties as organizational social capital: Linkages to industry and professional associations** (with Robert David; Academy of Management Meetings, Atlanta).

- 2006 **Determinants of organizational compliance with institutional pressures: The employment of non-tenure-track faculty in institutions of higher education** (with Pamela Tolbert; Administrative Sciences Association of Canada, Banff, CA).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; BYU–University of Utah Strategy Conference).
- 2005 **Risky Business? Entrepreneurship in the new independent-power sector** (with Heather Haveman and Pamela Tolbert; INFORMS).
- 2005 **Risky Business? Entrepreneurship in the new independent-power sector** (with Heather Haveman and Pamela Tolbert; Stanford–University of Washington West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington).
- 2005 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; American Sociological Association Annual Meetings, Philadelphia).
- 2005 **The effects of density and crowding on market entry behavior in geographical space** (with Hitoshi Mitsuhashi; presented at the Annual Academy of Management Meetings, Honolulu, Hawaii).
- 2005 **Revisiting Burns and Stalker: Formal structure and new ventures in dynamic emerging industries** (with David Kirsch and Hitoshi Mitsuhashi; presented at the Annual Academy of Management Meetings, Honolulu, Hawaii).
- 2005 **Technical, political, and cultural regional variation and entrepreneurial activity** (with Brandon Lee; Smith Entrepreneurship Research Conference).
- 2005 **Institutional change, form entrepreneurship, and the legitimation of new organizational forms** (with Robert David and Heather Haveman; Administrative Sciences Association of Canada).
- 2004 **Love for sale: The social construction of endorsement regimes in the independent power industry** (with Hitoshi Mitsuhashi; Academy of Management Association).
- 2003 **Institutional influences on founding variation in the emerging independent power industry** (with Heather Haveman and Pamela Tolbert; American Sociological Association Annual Meetings, Atlanta).
- 2003 **The role of resource dependency and organizational credibility on strategic conformity in Japanese venture capital firms** (with Hitoshi Mitsuhashi; American Sociological Association Annual Meetings, Atlanta).
- 2002 **Institutional linkages and new venture survival** (with Robert David; American Sociological Association Annual Meetings, Chicago).

- 2002      **Institutional influences on founding variation in the emerging independent power industry** (with Heather Haveman and Pamela Tolbert; Annual Academy of Management Meetings, Denver).
- 2002      **The impact of institutional and status effects on organizational failure** (with David Kirsch and Hitoshi Mitsuhashi; Annual Academy of Management Meetings, Denver).
- 2002      **Can't buy me love: Legitimacy seeking strategies of new firms in a nascent industry** (EGOS, 2002 Barcelona).
- 2001      **Environmental jolts, institutional change, and the creation of entrepreneurial opportunity in the US electric power industry** (Technology Entrepreneurship Conference, University of Maryland, December, 2001).
- 2001      **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions** (National Bureau of Economic Research).
- 2001      **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions** (invited paper at a workshop cosponsored by Management Science and Carnegie Mellon University).
- 2001      **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions** (with Scott Shane and Dante DiGregrio; presented at the American Sociological Society Annual Meeting, August, 2001).
- 2001      **"On the road again": Quality teams and national culture in a global bank** (with David Strang; presented at the American Sociological Society Annual Meeting, August, 2001).
- 2000      **From hierarchies to markets: The deregulation of the electric generating industry** (Academy of Management Annual Meetings, Toronto, Canada).
- 1999      **Determinants of organizational compliance with institutional pressures: The employment of non-tenure-track faculty in institutions of higher education** (with Pam Tolbert; Academy of Management Annual Meetings, Chicago, IL).
- 1999      **Paths to deinstitutionalization: Forms, processes, and outcomes** (American Sociological Society Annual Meetings, Chicago, IL).
- 1998      **A framework for organizational quality culture** (Conference on Quality Management sponsored by Arizona State University and the Academy of Management).
- 1998      **The dark side of managerial fashion: A case study of fads, fashions, and fatigue in a large multinational corporation** (Academy of Management Annual Meetings., pre-conference activities, San Diego, CA).
- 1998      **Strategic networks, entrepreneurship, and technology: Antecedents of successful organizational change in less developed nations** (Academy of Management Annual Meetings, San Diego, CA).

- 1998      **Work and family interactions: Does the spillover effect really exist** (with Pam Tolbert; Academy of Management Annual Meetings, San Diego, CA).
- 1998      **Institutional competition and change: The deregulation of the U.S. electric utility industry** (American Sociological Society Conference Annual Meetings, San Francisco, CA).
- Legitimizing change: A comparison of three levels of interventions in rural Egypt** (Third World Studies Conference, University of Nebraska).
- 1995      **The Basaisa experience: A new paradigm for international economic development** (Presentation at the inter-disciplinary students of organizations conference, Chapel Hill, NC).

### **Symposiums and Conferences Organized**

- 2023      **Institutions and Entrepreneurship Conference, Cornell and McGill University**, Conference organizer, Montreal, Canada, with Robert David. Over 100 people attended.
- 2018      **The influence of local communities on entrepreneurship in a globalized world** (with Ryan Coles and Shon Hiatt). Academy of Management Conference in Chicago, Illinois (Runner-up for Best Symposium in the OMT division)
- 2017      **Applications of the institutional approach to entrepreneurship across global contexts** (with Ryan Coles and Shon Hiatt). Academy of Management Conference in Atlanta, Georgia.
- 2016      **Entrepreneurship in global contexts** (with Ryan Coles and Shon Hiatt). Academy of Management Conference in Anaheim, California.
- 2008      **Institutions and entrepreneurship** (with Robert David). McGill University June 24–26 in Montreal, Canada. 35 papers were presented and over 70 people from around the world attended.
- 2007      **Institutions and entrepreneurship** (with Robert David). Cornell University, July 2007. 25 papers were presented and over 70 people from around the world attended.
- 2002      **A multidiscipline approach to entrepreneurial failure** (with David Kirsch and Hitoshi Mitsuhashi).
- 1999      **Processes of institutional change in organizations** (with Pam Tolbert; Academy of Management Annual Meetings, Chicago, IL).
- 1998      **The personal becomes professional (and vice versa): Managing work-family relationships** (with Pam Tolbert; Academy of Management Annual Meetings, San Diego, CA).

1995 **Latin American business conference** (with Warner Woodworth; Brigham Young University, Provo, UT).

### **Invited Talks**

2023 KAUST, King Abdullah University of Science and Technology  
2022 Brigham Young University  
2022 Vin University  
2022 Harvard University  
2022 University Massachusetts  
2021 Harvard. Macro organization Behavior Society (MOBS)  
2021 University of Connecticut  
2021 University of Southern California  
2021 Cornell University, Veterinarian School  
2020 Universitas Lampung, Indonesia  
2020 Lagos State University, Lagos Nigeria  
2019 Brigham Young University  
2019 Northeastern University  
2019 Universidad Popyan Colombia  
2019 Universidad Coopertiva Colombia  
2018 Queens University  
2018 Universidad Peruana  
2018 University of Miami  
2018 Lagos State University  
2018 Tsingua University  
2017 INSEAD  
2017 Harvard University  
2017 UIDE Ecuador  
2017 Kobe University  
2017 Tsingua University  
2016 King Saud University  
2016 University of Texas  
2015 University of Virginia  
2015 Singapore Management University  
2011 University of Michigan  
2011 Duke  
2011 London Business School  
2010 Stanford Graduate School of Business  
2010 INCAE  
2009 Research Exemplars in Entrepreneurship, University of Connecticut  
2009 Nanjing University  
2009 Northwestern University Kellogg School of Business  
2009 University of Virginia Darden School of Business  
2008 London School of Business  
2008 University of California, Irvine  
2008 University of Wisconsin  
2007 INFORMS

2007 Cornell Department of Biomedical Sciences  
2007 Tuck School of Management, Dartmouth College  
2006 University of Maryland  
2006 University of Washington  
2006 London Business School  
2006 Brigham Young University  
2005 Sustainable Agriculturally Based Bioindustry Cluster, Cornell University  
2004 Universidad de los Andes, Bogota, Colombia  
2004 University of New York Buffalo Baldy Center for Law and Social Policy  
2003 Cornell University  
2003 Chicago Graduate School of Business, University of Chicago  
2003 University of Maryland Sociology Department  
2003 Harvard Business School, Harvard University  
2003 INSEAD  
2003 McCombs School of Business, University of Texas at Austin  
2003 University of Washington Business School, University of Washington  
2000 Smith School of Business, University of Maryland, College Park  
2000 Olin School of Business, Washington University  
2000 Sloan School of Management, Massachusetts Institute of Technology  
2000 London Business School

### **Honors and Awards**

2022-2023 Johnson School. Teaching Honor Roll

2011 United States of America Department of State, Entrepreneurship Delegate for Morocco, Algeria, and Tunisia

2010 Emerald Citation Award (Tilting at Windmills)

2009 Best Paper of the Year Runner up (Organizations and Management, Academy of Management) for Tilting at Windmills

2008 Best Paper Award, Administration Sciences Association of Canada

2007 ISS Faculty Fellow (Fall 2008), Cornell University

2006 J. Thomas Clark Professorship in Entrepreneurship and Personal Enterprise

2005 Best paper award Administration Sciences Association of Canada

2004 Johnson Graduate School of Management Air Products Faculty Fellow

1998 Best Paper Award, Conference on Quality Management, Academy of Management, Arizona State University

1995 Graduate Research Fellow, Brigham Young University (one of five university-wide)



- 1994–1996 Marriott School of Management Scholarship
- 1994–1996 Kennedy Center for International Studies Scholarship
- 1992 Honors Scholarship
- 1991–1992 President, Honors Student Council

**Professional Memberships**

American Sociological Association  
 Academy of Management  
 European Group on Organizations  
 INFORMS

**Professional Service**

- 2009–present Organization Science, Senior Editor
- 2005–present Administrative Science Quarterly, Book Review editor
- 2011 Business Policy and Strategy, Academy of Management Dissertation Consortium
- 2008 Panelist, “Teaching OMT,” OMT/MOC Junior Faculty & Doctoral Consortium
- 2008 Panelist, New doctoral consortium, Organization and Management Theory Division of the Academy of Management
- 2007 Panelist, Ph.D. consortium, Organization and Management Theory Division of the Academy of Management
- 2007 INFORMS professional development workshop: “How to do high quality research on entrepreneurship”
- 2007 INFORMS professional development workshop: “Teaching students technology entrepreneurship”

**Languages** Spanish and Arabic

**References** Kim Cameron, University of Michigan, Ann Arbor, MI  
 Heather Haveman, Columbia University, New York, NY

Pamela Tolbert, Cornell University, Ithaca, NY  
David Whetten, Brigham Young University, Provo, UT