

# Wesley D. Sine

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## Education

1993	<b>Brigham Young University</b>	Bachelors of Science, Psychology Minor: Spanish
1996	<b>Brigham Young University</b>	Masters of Organizational Behavior
1996	<b>Brigham Young University</b>	Masters of Science, International Development
2001	<b>Cornell University</b>	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
2008	Founding Director, Cornell Institute for Entrepreneurship and Innovation
2009–2014	Associate Professor, Johnson Graduate School of Management, Cornell University
2014–present	Professor, Johnson Graduate School of Management, Cornell University
2009–2010	Visiting Professor, INCAE University
2021–2022	Distinguished Visiting Professor. VinUni University.

## 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

2025 Carlos, C, Coles, R, Patterson, K. Sine, WD. Opportunity Exploitation when Entrepreneurialism is Inconsistent with Sector Norms. Academy of Management Perspective. (Forthcoming)

- 2025 Coles, R., Hiatt, S. R., Raines, G. W., & Sine, W. D. (2025). Refugees at the door: Initial funding partners and new venture performance in a changing emerging market. *Strategic Management Journal*, 46(12), 2975–3022. <https://doi.org/10.1002/smj.3741>
- 2025 Carlos, C, Coles, R, Patterson, K. Sine, W.D. Opportunity Exploitation when Entrepreneurialism is Inconsistent with Sector Norms. *Academy of Management Perspective*. (Forthcoming)
- 2024 Raines, G.W., Polhill, P., and Sine, W.D. “Neighborhood Stigma and Romani Entrepreneurship: Evidence from an Audit Study in the Czech Republic.” *Academy of Management Proceedings*.
- 2023 Tantawy, A. A., Amankwah-Amoah, J., Puthuserry, P., and Sine, W.D. “Founders’ Political Ties, Legal Registration and New Venture Failure.” *Academy of Management Proceedings*.
- 2023 Cordero, A., and Sine, W.D. “Environmental Policy (re) Design and Implementation.” *Academy of Management Proceedings*.
- 2023 Coles, R., Sine, W.D., Brewer, J., and Dornisch, W.R. “Size Matters: The Moderating Impact of Firm Size on Formalization and Performance for New Firms.” *Academy of Management Proceedings*.
- 2022 Sine, W.D., Cordero, A., and Coles, R. “Entrepreneurship through a Unified Institutional Lens.” *Organization Science* 33(4):1675-1699.
- 2022 Polhill, P., Raines, G.W., and Sine, W.D. “When Symbols Matter: Uncertainty, Entrepreneurial Identity and Firm Performance in Mexico.” *Academy of Management Proceedings*.
- 2021 Coles, R., and Sine, W.D. “Cage the Songbird: An experiment testing the impact of formalization on firm performance.” *Academy of Management Proceedings*.
- 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

- 2022 Coles, R., Sine, W.D., Rich, L., Raries G, and Hiatt, S. "Black September. Stigmatization. Immigrant entrepreneurship Ethnic Enclaves and New venture survival. Under Review.
- Cordero, A.M., Sohn, J.W., and Sine, W.D. "Of 'Greasers' and 'Sanders': Corruption and MNE Location Choice." Under Review.

Cordero, A.M, Sohn, J.W., and Sine, W.D. "Contentious Policy and Local Politics."

2025 From Armed Roots to Airline Routes: Stakeholder Imprinting and Entrepreneurial Geographic Expansion. Under review. Academy of Management Journal

Foley, A . , Sine, W.D., Hiatt, S., and Yin, X. "Equality and the Spirit of Capitalism: The Impact of Income Equality on Entrepreneurship." 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

Foley. Andrew, Coles, R., and 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"

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

## 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

2022 Cordero, A., and Sine, W.D. "Greenwashing through Compliance to Renewable Portfolio Standards," in Handbook on the Business of Sustainability, edited by G. George, M. Haas, H. Joshi, A. McGahan, and P. Tracey. Edward Elgar Publishing.

2022 Coles, R., Hiatt, S., and Sine, W.D., "Revisiting the Relationship between Income Inequality And Entrepreneurship: A Social Trust Perspective," in Entrepreneurialism and Society: Consequences and Meanings (Research in the Sociology of Organizations, Vol. 82), edited by R. Eberhart, M. Lounsbury, and H.E. Aldrich. Emerald Publishing Limited.

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. 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

## Doctoral Student Advising

Graduation Date, Name, Role, *Initial Placement*

- 2007, Brandon Lee, Co-Chair, *London Business School*
- 2010, Shon Hiatt, Co-Chair, *Harvard Business School*
- 2012, Ben Lewis, Committee Member, *Brigham Young University*
- 2013, Chad Carlos, Chair, *Brigham Young University*
- 2016, Arkangel Cordero, Chair, *University of Texas at San Antonio*
- 2020, Ryan Coles, Co-Chair, *University of Connecticut*
- 2021, Xirong (Subrina) Shen, Chair, *University of Texas, Austin*
- 2022, Kunyuan Qiao, Committee Member, *Georgetown University*
- 2025 Andrew Foley, Co-Chair, *New York University*
- 2026 (expected), Grady Raines, Chair
- 2029(expected) Zhiben Ye, Chair

- 2030 (expected) Roy Huang, chair
- 2025. Andrew Folley. Co-chair. NYU

## 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)

## Editorial Boards

2015-2024 Organization Science, Senior Associate editor

2015-2025 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

- 2025 Zalaznick grant for entrepreneurship (\$6000). Entrepreneurship at Cornell.
- 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

- 2024 **Neighborhood Stigma and Romani Entrepreneurship: Evidence from an Audit Study in the Czech Republic.** (with Grady Raines and Peter Polhill: Academy of Management Conference)
- 2024 **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.** (with Andrew Foley and Ryan Coles). *40th EGOS Colloquium - European Group for Organizational Studies*. Milan, Italy, July, 2024.

- 2024 **Interorganizational Endorsements or Golden Handcuffs: High Status Ties Prevent Pivoting in New Ventures.** (with Andrew Foley and Ji Sok Choi). *40th EGOS Colloquium - European Group for Organizational Studies*. Milan, Italy, July, 2024.
- 2024 **Shifting Attention of the Social Movement Organizations: Evidence from Renewable Portfolio Standards.** (with Arkangel Cordero and Shiying Wang). *40th EGOS Colloquium - European Group for Organizational Studies*. Milan, Italy, July, 2024.
- 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 Best Paper Award*
- 2022 **Farmacia de Dios: Organizational Names, Uncertainty and Firm Performance in Mexico** (with Grady Raines and Peter Polhil: Academy of Management Conference)
- 2022 **Vertical Political Fragmentation and Firm Market Entry: An Examination of Maquiladora Entry in Mexico.** (with Arkangel Cordero and Shon Hiatt: Academy of Management Conference).
- 2022 **The differential effect of environmental social movements on the various dimensions of Renewable Portfolio Policy (RPS) implementation** (with Arkangel Cordero). 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.
- 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 Geograpahic 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, Fountainbleu, 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 legitimization 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).
- 1998 **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**

- 2024 **Emerging Markets Phd student Conference** (with Lourdes Casanova and Andrew Foley).Cornell University Ithaca NY
- 2023 **Entrepreneurship and Institutions Conference**, (with Robert David), McGill University
- 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

- 2025      Oxford University  
 2025      Cambridge University  
 2025      University of Edinburgh  
 2025      Erasmus University  
 2025      University Toronto, SEMS conference  
 2025      Latin American Business Association, BALAS  
 2021      Harvard. Macro organization Behavior Society (MOBS)  
 2021      Singapore Management University  
 2021      University of Connecticut  
 2021      University of Southern California  
 2021      Cornell University, Veterinarian School  
 2020      Universitas Lampung, Indonesia  
 2020      Lagos State University, Legos Nigeria  
 2019      Brigham Young University  
 2019      Northeastern University  
 2019      Universidad Popayan Colombia  
 2019      Universidad Cooperativa Colombia  
 2018      Queens University  
 2018      Universidad Peruana  
 2018      University of Miami  
 2018      Lagos State University  
 2018      Tsinghua 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
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 for Organizational Studies  
INFORMS

### **Professional Service**

- 2009–2023 Organization Science, Senior Editor
- 2005–2024 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"
<b>Languages</b>	Spanish and Arabic
<b>References</b>	Kim Cameron, University of Michigan, Ann Arbor, MI Heather Haveman, University of California, Berkeley, CA Pamela Tolbert, Cornell University, Ithaca, NY David Whetten, Brigham Young University, Provo, UT