

Wesley D. Sine
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Education

2001 **Cornell University** Ph.D., Organizational Behavior
Minor: Statistics

Academic Appointments

2014–present Professor, Johnson Graduate School of Management, Cornell University
2008–present 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
2003–2009 Assistant Professor, Johnson Graduate School of Management, Cornell University
2000–2003 Assistant Professor, Smith School of Business, University of Maryland, College Park

Principal Fields of Interest

Research: Organizational theory, entrepreneurship, international entrepreneurship, emergence and evolution of new technologies and industries, social construction of sustainability, entrepreneurial opportunity, institutional change, organizational structure and strategy, the structuration of new organizational fields, social movement organizations, and economic sociology.

Teaching:

- **MBA:** Strategic management of technology and innovation, commercializing university technology, global innovation and technology commercialization, entrepreneurship, international entrepreneurship, social entrepreneurship, new venture strategy and growth, and organizational change. Financial technology hackathon.
- **Executive Education:** Innovation, organizational learning, corporate venturing, organizational renewal and change, and managing organizational change.

Published, Forthcoming, and Conditionally Accepted Papers

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.) (Shon is a student of mine who is now at USC Marshall—I was co-chair of his committee with Pam Tolbert.)
- 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 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. (David Kirsch
- 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

- es, R., Sine, W.D., Rich, L., and Hiatt, S. “Refugees at the Door: Funding Partner Logics and New Venture Failure.” Revise and Resubmit Organization Science
- Institutions and The nexus of Action and Environment. Invitation to Organization Science

Cordero, A.M., Sohn, J.W, and Sine, W.D. 2021. Contentious Policy and Local Politics
Revise and Resubmit invitation at organizational Studies

2021 Coles, R., Sine, W.D., Rich, L., and Hiatt, S. Equality and the spirit of capitalism: the
impact of income distribution on entrepreneurship via social capital. Under Review.
American Sociological Review

Coles, R, Sine WD. Brewer, J. **CAGE THE SONGBIRD¹: A RANDOMIZED
CONTROL TRIAL TESTING THE IMPACT OF FORMALIZATION ON FIRM
PERFORMANCE** under review at Academy of management Journal

Cordero, A.M., Sohn, J.W, and Sine, W.D. “Of ‘Greasers’ and ‘Sanders’: Corruption and
MNE Location Choice.” (Revise and resubmit, Journal of International Business)

Lee, B., Sine, W.D., and Tolbert, P. “Certifying the Harvest: The Role of Standards-Based
Certification Organizations in the Organic Food Industry.”

Hiatt, S., and Sine, W.D. “New Venture Expropriation in Latin America.” (Reject and
resubmit, Strategic Management Journal.)

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.”

Cordoba, A. 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”

Coles, R., Sine, W.D., Rich, L., and Hiatt, S. “Refugees at the Door: Funding Partner Logics
and New Venture Failure.”

¹ A song by Elton John, Davey Johnstone, and Bernie Taupin.

Books

Book Chapters

2021. Revisiting the Relationship between Income Equality and Entrepreneurship: A Social Trust Perspective (Society and Entrepreneurship. Issue. Research in the Sociology of organizations (ed. Lounsbury M.Eberhart, R.

Ryan Coles
University of Connecticut

Shon R. Hiatt
University of Southern California.

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

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

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.

2017, forthcoming. Kaehr Serra C. David R J. and Sine, W.D. "Institutional Theory and Entrepreneurship." In Taking Stock and Moving Forward (SAGE Handbook of Organizational Institutionalism, 2nd ed.).

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

Equality and the Spirit of Capitalism: Entrepreneurship and economic inequality in emerging market communities

Teaching Experience

2009–present **Executive Education**

- Chinese Executive Program: Creating an Innovative Organization
- Saudi Arabian Program: Entrepreneurship workshop (I designed and taught a 10-day workshop in Jeddah, Saudi Arabia, for 2 consecutive years)

2004–present **Cornell University**

- Management of Technology and Innovation: Average Evaluation 4.7/5
- Commercializing University Technology: Average Evaluation 4.7/5
- Global Technology Innovation and Technology Commercialization: 4.6/5

2009 **INCAE, Costa Rica**

- Innovation and Management

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

- New Venture Creation
- International Entrepreneurship

1999 **Cornell University**

- Lecturer: Complex Organizations and Their Environment

Teaching Cases

Advion Science (with Laure Stroock)

Distributed Energy Technology (with Laure Stroock)

Editorial Boards

Organization Science (Senior Editor), Administrative Science Quarterly (Book Review editor), Academy of Management Review

Ad Hoc Reviewer

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

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 less developed nations.** 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

- 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 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

- 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

- 2020 Legos State University Legos Nigeria
- 2021 Universitas Lampung. Indonesia
- 2019 Brigham Young University
- 2018 Universidad Peruana
- 2018 University of Miami
- 2018 Lagos State University
- 2018 Tsingua University
- 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 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

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

- 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