

WILLIAM S. HESTERLY

February 2019

Associate Dean for Faculty and Research
Director of Ph.D. Program – David Eccles School of Business
Dumke Family Endowed Presidential Chair in Strategic Management
Daniels Fund Professor of Ethics
University of Utah
Department of Entrepreneurship and Strategy
David Eccles School of Business
1655 E. Campus Center Dr. , Garff 3369
Salt Lake City, Utah 84112
581-6378
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EDUCATION

Ph.D. Organization and Strategic Studies. John E. Anderson Graduate School of Management.
University of California, Los Angeles, 1989. (William G. Ouchi, advisor) Dissertation: Top
Management Succession as a Determinant of Strategic De-escalation.

Master of Organizational Behavior, 1982. Brigham Young University.

B.S. Psychology, 1980. Brigham Young University.

ACADEMIC POSITIONS

2008-Present, Associate Dean for Faculty and Research, David Eccles School of Business, University of Utah.

2006-2008, Associate Dean for Academic Affairs, David Eccles School of Business, University of Utah

2009-Present, Dumke Family Endowed Presidential Chair in Management, David Eccles School of Business, University of Utah.

2003-2009, Zeke and Katherine Dumke Professor of Management, David Eccles School of Business, University of Utah.

2000- 2003, Professor of Management, Dumke Faculty Scholar, David Eccles School of Business, University of Utah.

Summer 1995 - 2000, Associate Professor of Management, David Eccles School of Business, University of Utah.

Winter 1997 – Summer 1999, Chair, Department of Management, David Eccles School of Business, University of Utah.

Winter-Spring, 1996 - Acting Chair, Department of Management, David Eccles School of Business, University of Utah.

Fall 1988 - 1995, Assistant Professor, Department of Management, David Eccles School of Business, University of Utah.

Fall 1994, Visiting Assistant Professor, Brigham Young University.

1986-87, Adjunct Lecturer, Management Department, Loyola Marymount University.

Summer 1986, Instructor, Department of Organizational Behavior, Brigham Young University.

Fall-Spring 1986, Adjunct Assistant Professor, Management Department California State University, Northridge.

Fall 1985, Instructor, California School of Professional Psychology.

Summer 1985, Instructor, Department of Organizational Behavior Brigham Young University.

PUBLICATIONS

Dyer, Jeffery D., Harbir Singh, and William Hesterly. "The Relational Review Revisited: A Dynamic Perspective on Value Creation and Value Capture." Conditional acceptance. *Strategic Management Journal*, 2018, 39, 3140-3162.

Chacar, Aya S., Sokol Celo, and William Hesterly. "Change Dynamics in Institutional Discontinuities: Do formal or informal institutions change first? Lessons from rule changes in professional American baseball", *Journal of Business History*, 2018, 60, 728-753.

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage 6th Ed.*. Pearson, (2018).

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage (5th Ed.)*. Pearson, (2015).

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage (5th Ed.)*. Prentice-Hall, (2015).

Liu, Kun, Jun Li, William Hesterly, and Albert Canella. "Top Management Team Tenure and Technological Inventions at Post-IPO Biotechnology Firms," *Journal of Business Research*, 2012, 65, 1349-1356.

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage (4th Ed.)*. Prentice-Hall, (2012).

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage (3rd Ed.)*. Prentice-Hall, (2009).

Chacar, Aya S. and William S. Hesterly. "Institutional Settings and Rent Appropriation by Knowledge-Based Employees: The Case of Major League Baseball." *Managerial and Decision Economics*, 2008, 29, 117-136.

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage (2nd Ed.)*. Prentice-Hall, 2008.

Felin, Teppo and William S. Hesterly. The knowledge-based view, heterogeneity, and new value creation: Philosophical considerations on the locus of knowledge, *Academy of Management Review*, 2007, 32, 195-218.

Barney, Jay B. and William S. Hesterly. *Strategic Management and Competitive Advantage*. Prentice-Hall, 2005.

- Barney, Jay B. and William S. Hesterly. "Organizational Economics." In S. Clegg, C. Hardy, and W. Nord (eds.), *The Sage Handbook of Organizational Studies*, 2006. Sage.
- Chacar, Aya S. and William S. Hesterly. "Innovations and Value Creation in Major League Baseball, 1860-2000" *Business History*, 2004.
- Hesterly, William S. and C. Brooklyn Derr, "Changing Organizations and Leadership Management." In C. Brooklyn Derr, Sylvie Roussillon, and Frank Bournois (Eds.), *Cross Cultural Approaches to Leadership Development*, Greenwood Publishing, 2002.
- Hite, Julie M. and William S. Hesterly. "The Evolution of Firm Networks: From Evolution to Early Growth of the Firm." *Strategic Management Journal*, 2001, 22, 275-286.
- Coles, Jerilyn and William S. Hesterly. "Leadership Structure and Board Composition: Trading Information for Independence." *Journal of Management*, 2000,
- Jones, Candace, William S. Hesterly, Karin Fladmoe-Lindquist, and Steven P. Borgatti. "Professional Service Constellations: How Strategies and Capabilities Influence Collaborative Stability and Change." *Organization Science*, 1998, 9, 396-410.
- Coles, Jerilyn W., and William S. Hesterly. "The Impact of Firm-Specific Assets and the Interaction of Uncertainty: An Examination of Make or Buy Decisions in Public and Private Hospitals." *Journal of Economic Behavior and Organization*, 1998, 36, 383-409.
- Coles, Jerilyn W., and William S. Hesterly. "Transaction Costs, Quality, and Economies of Scale: Examining Contracting Choices in the Hospital Industry." *Journal of Corporate Finance*, 1998, 4, 321-345.
- Hesterly, William and Brooklyn Derr, "Le changement des cadres à haut potentiel à l'ère du changement," in Frank Bournois and Sylvie Roussillon (eds.), *Préparer les Diregeants de Demain*, Paris: Éditions d'Organisation, 1998, 83-96.
- Zenger, Todd R. and William S. Hesterly "The Disaggregation of Corporations: Selective Intervention, High-Powered Incentives, and Molecular Units." *Organization Science*, 1997, 8, 209-222.
- Jones, Candace, William S. Hesterly, and Steven P. Borgatti. "A General Theory of Network Organizations." *Academy of Management Review*, 1997, 22, 911-945.
- Barney, Jay B. and William S. Hesterly. "Organizational Economics." In S. Clegg, C. Hardy, and W. Nord (eds.) *Handbook of Organization Studies*. Sage, 1996.
- Hesterly, William S and Todd R. Zenger. "The Myth of a Monolithic Economics: Fundamental Assumptions and the Use of Economic Models in Policy and Strategy Research." *Organization Science*, 4, 1993 (August), 496-510. Reprinted in *Talking About Organization Science: Debates, Discourses, Dialogue and Directions*, Peter Frost, Richard Daft, and Arie Lewin, editors, Sage Publications, 2000.
- Hesterly, William S., Julia Liebeskind, and Todd R. Zenger. "Organizational Economics: An Impending Revolution in Organization Theory?" *Academy of Management Review*, 15, 1990, pp. 402-420.

CITATIONS

10,630 – Google Scholar; February 2019

PROCEEDINGS

Chacar, Aya S. and William S. Hesterly. "How Knowledge-Based Employees Recognize and Pursue Rent Appropriation Opportunities: A Theory Development Based on the History of Major League Baseball." Academy of Management Best Papers, 2000, C1-C5.

Hesterly, William S. "Does CEO Succession Improve the Odds of a Firm Increasing its Performance." Western Decision Sciences Institute, San Francisco, April 1995.

Crnkovich, Paula J. and William S. Hesterly. "Leadership Impact: An Empirical Test of a Predictive Framework." Proceedings of the Annual Meetings of the Decisions Sciences Institute, November 1993, Washington, D.C.

Young, Scott T. and William S. Hesterly. "A Study of Coaching Legends and their Successors." Proceedings of the Annual Meetings of the Decisions Sciences Institute, November 1993, Washington, D.C.

Hesterly, William S. "Strategic Discretion and the Impact of CEO Succession of Firm Performance." Proceedings of the Annual Meetings of the Decisions Sciences Institute, November 21, 1990, San Diego, California.

Hesterly, William S. "CEO Succession and Strategic De-escalation." Proceedings of the Annual Meeting of the Decisions Sciences Institute, November 22, 1989, New Orleans, Louisiana.

PAPERS UNDER REVIEW AND WORKING PAPERS

Barlow, Matthew, Cameron Verhaal, and William Hesterly. "Catching a Falling Star: Star Human Capital Mobility and the Performance of NFL Teams."

MEDIA MENTIONS

Gladwell, Malcolm "Talent Grab: Why do we pay our stars so much money." *New Yorker*, October 11, 2010.

CONFERENCE PRESENTATIONS

Smith, Jenny Su Bing and William Hesterly "The Influence of Entrepreneurial Networks on Analogical Reasoning and Heuristics in Strategic Decisions." Strategic Management Society, Rome 2016.

Hesterly, William. "Teaching Competitive Strategy." Academy of Management, Annual Meetings, 2011.

Hesterly, William S. "Institutional Influences on Rent Appropriation." Academy of Management Annual Meetings, 2011.

Hesterly, William S. "Institutional Influences on Rent Appropriation." Strategic Management Society Annual Meetings, Rome, 2010.

Hesterly, William S. "Building Entrepreneurial Networks" Academy of Management Annual Meetings, Anaheim, 2008.

Hesterly, William. "Microfoundations and Strategic Human Capital: Beyond Blank Slates and Black Boxes." Academy of Management Annual Meetings, 2011.

Hesterly, William S. "What is Strategy's Distinctive Competence?" Academy of Management Annual Meetings, Philadelphia, 2007.

Hesterly, William S. "Opportunity Discovery." Washington University Conference on Opportunity Discovery, St. Louis, May 2007.

- Hesterly, William S. "Levels of Analysis and Strategy." Strategic Management Society Annual Meetings, Vienna, 2006.
- Li, Sali and William S. Hesterly. "Option or Option Trap? Examining the Application of ROR in Determining Patent Abandonment Timing." Academy of Management Annual Meetings, Atlanta 2006.
- Hesterly, William S. "Teaching Product Innovation and Commercialization." Academy of Management Annual Meetings, Atlanta, 2006.
- Hesterly, William S. "A Few Lessons I've Learned." Annual Meetings of the Western Academy of Management, Long Beach, 2006.
- Hesterly, William S. and Teppo Felin. "The Individual-Organization Link and Knowledge." INFORMS Annual Meetings, San Francisco, 2005.
- Hesterly, William S. and Aya S. Chacar. "Institutional Settings and Rent Appropriation by Knowledge-Based Employees: The Case of Major League Baseball. Academy of Management Annual Meetings, Honolulu, 2005.
- Liu, Kun and William S. Hesterly. "Unpacking the Multidimensional Construct of the Innovation Problem." Academy of Management Annual Meetings, Honolulu, 2005.
- Felin, Teppo and William S. Hesterly. "The Knowledge Based View and the Individual: Philosophical Considerations on the Locus of Knowledge." Academy of Management Annual Meetings, New Orleans, 2004.
- Hesterly, William S. "The Problem-Solving Perspective in Perspective." Academy of Management Annual Meetings, New Orleans, August, 2004.
- Liu, K. and William S. Hesterly. "Innovation and Problem Solving." Annual Meetings of the Strategic Management Society, November, 2004, San Juan, Puerto Rico.
- Phene, Anupama, William S. Hesterly, and Teppo Felin. "Unpacking Innovation: Bridging Strategies and Influence on Impact, Durability, and Breadth. Academy of Management Annual Meetings, Seattle, August 2003.
- Phene, Anupama, William S. Hesterly, and Teppo Felin. "Bridging and Buffering Strategies in the Semi-conductor Industry: The Role of Dyads, Networks, and Firm Characteristics." Strategic Management Society Annual Meetings, Paris, September 2002.
- Chacar, Aya S. and William S. Hesterly, "Managing in the New Economy: Lessons on Innovation and Value Appropriation from the Old Economy." Strategic Management Society Annual Meetings, 2001.
- Dyer, Jeffery and William S. Hesterly. "Creating Advantages in the Online Marketplace." Academy of Management Annual Meetings, Washington D.C., August 2001.
- Chacar, Aya S. and William S. Hesterly. "An Analysis of Rent Distribution in Major League Baseball." European Group of Organizational Studies Annual Meetings, Lyon, July 2001.
- Dyer, Jeffery and William S. Hesterly. "Creating Long-term Competitive Advantage in the Online Marketplace: Valuing Complementary Assets." U of Utah/BYU Winter Strategy Conference, March 2001.
- Chacar, Aya S. and William S. Hesterly. "How Knowledge-Based Employees Recognize and Pursue Rent Appropriation Opportunities: A Theory Development Based on the History of Major League Baseball." Academy of Management Annual Meetings, Toronto, August 2000.

Hite, Julie and William S. Hesterly, , "The Influence of the Firm Life-Cycle on Evolution of Entrepreneurial Firm Networks." Presented at the Strategic Management Society Conference on Alliances and Networks, Northwestern University, April 1999.

Hesterly, William S., Candace Jones, and Anoop Madhok, "Trust: A Typology and its Applications in Economic Exchange". Western Economic Association, 1998, Lake Tahoe, Nevada.

Hesterly, William S. and Julie Hite. "Interconnections Within the Field of Strategic Management: A Network Analysis of Strategic Management Scholars. Annual Meetings of the Strategic Management Society, Barcelona, Spain, October, 1997.

Jones, Candace, William S. Hesterly, and Karin Fladmoe-Lindquist, "Network Governance and Competitive Advantage." *Organization Science* Conference on Alliances and Networks, INSEAD, July 1999.

Hesterly, William S., Erik Jansen, and James Lavelle. "Do Monitoring and Incentives Prevent Agents from Escalating Commitments." Annual Meetings of the Academy of Management, Cincinnati, Ohio, August 1996.

Coles, Jerilyn and William S. Hesterly. "Leadership Structure and Board Composition: Trading Information for Independence." Annual Meetings of the Academy of Management, Cincinnati, Ohio, August 1996.

Jones, Candace, William S. Hesterly, Benjamin Lichtenstein, and Steven P. Borgatti. "The Intangible Assets of Teams: How Human, Team, and Social Capital Influence Performance in the Film Industry." Presented at the Annual Meetings of the International Network of Social Network Analysis, Charleston, South Carolina, February 1996.

Coles, Jerilyn and William S. Hesterly. "Is the Fox Guarding the Henhouse?: Leadership Structure and Outside Directors." Annual Meetings of the Strategic Management Society, October 1995.

Crnkovich, Paula and William S. Hesterly. "Transformational Leadership as a Predictor of New Product Development Success." INFORMS (formerly TIMS/ORSA), New Orleans October 1995.

Crnkovich, Paula and William S. Hesterly. "Transformational Leadership as a Predictor of New Product Development Success." Annual Western Academy of Management Conference, April 1995.

Jones, Candace, Anoop Madhok and William S. Hesterly. "Trust: A Typology and its Application to Economic Exchange." Annual Meetings of the Academy of Management, Dallas, Texas, August, 1994.

Jones, Candace and William S. Hesterly. "A Dynamic View of Human Asset Specificity." Annual Meetings of the Western Academy of Management, Santa Fe, New Mexico, March, 1994.

Coles, Jerilyn and William S. Hesterly. "Asset Specificity, Uncertainty, and Vertical Integration: An Examination of Make or Buy Decisions in an Efficiency Context." Annual Meetings of the Academy of Management, August 1993.

Jones, Candace and William S. Hesterly. "Network Organizations: Alternative Governance Form or Simply a Glorified Market?" Annual Meetings of the Academy of Management, August 1993.

Crnkovich, Paula J. and William S. Hesterly. "An Exploration of Executive Leadership as a Source of Sustained Competitive Advantage" Annual Meetings of TIMS/ORSA, Phoenix, AZ, November 1993.

Crnkovich, Paula and William S. Hesterly. "A Multilevel Examination of the Impact of Leaders on Performance." Annual meetings of TIMS/ORSA, Chicago, Ill., May 19, 1993.

Crnkovich, Paula and William S. Hesterly. "An Empirical Test of a General Framework of Leadership Impact." Annual Meetings of the Western Academy of Management, San Jose, CA, March 26, 1993.

Hesterly, William S. and Ronald K. Mitchell. "The Resource-Based View of Firm Boundaries: Learning and Redeployment Versus Opportunism." Annual Meetings of the Western Academy of Management, San Jose, CA, March 26, 1993.

Jones, Candace and William S. Hesterly. "Hybrid and Network Organizational Forms: Institutionalization, Outcome Interdependence, and Social Control as Substitutes for Hierarchy." Annual Meetings of the Western Academy of Management, San Jose, CA, March 26, 1993.

Hesterly, William S. and Todd R. Zenger. "Inertia versus Renaissance: The Limits of Using Population Ecology for Understanding Adaptation in Modern Corporations." Annual Meetings of the Strategic Management Society, London, England, October 1992.

Zenger, Todd R. and William S. Hesterly "Organizational Innovation: Explaining the Convergence of Markets and Hierarchies." Annual Meetings of the Strategic Management Society, London, England, October 1992.

Zenger, Todd R. and William S. Hesterly "The Organizational Economics of Organizational Innovation." TIMS/ORSA Annual Meetings, San Francisco, Calif., November, 1992.

Hesterly, William S. "How Much Does Leadership Matter?: A Reassessment of the Evidence on the Leadership-Performance Relationship" Annual Meetings of the Western Academy of Management, Spokane, Washington, April 8-11. Winner of the conference's best paper award.)

Coles, Jerilyn W. and William S. Hesterly. "An Empirical Examination of Vertical Integration in the Hospital Industry: A Transaction Cost Approach." Annual meetings of the Western Academy of Management, Spokane, Washington, April 8-11. (One of six candidates for the conference's best paper award.)

Hesterly, William S. and David Atchison. "CEO Succession as a Response to Environmental Shocks." Annual Meetings of the Decision Sciences Institute, Miami Beach, Florida, November 25, 1991.

Hesterly, William S. "Resource Dependence as a Determinant of Interorganizational Relationships: An Efficiency Perspective Critique." Annual Meetings of the Decision Sciences Institute, Miami Beach, Florida, November 25, 1991.

Coles, Jerilyn W. and William S. Hesterly. "Understanding Vertical Integration and Related Diversification in a Service Industry." Annual Meetings of the Decisions Sciences Institute, November 21, 1990, San Diego, California.

Hesterly, William S. and Erik Jansen. "The Impact of Monitoring Styles and Reward Systems on Strategic Persistence." Annual Meetings of the Decisions Sciences Institute, November 21, 1990, San Diego, California.

Hesterly, William S. "Top Management Succession as a Determinant of De-Escalation in Past Commitments and Investments: An Agency Theory Approach." Academy of Management Annual Meetings, August 9, 1988, Anaheim, California.

Hesterly, William S., Julia Liebeskind, and Todd R. Zenger. "Organizational Economics: New Directions in Empirical Research." Academy of Management Annual Meetings, August 9, 1988, Anaheim, California.

COURSES TAUGHT

Strategic Leadership (EMBA)

Business Strategy and Policy (Undergraduate, MBA, Executive MBA)
 Industry and Competitive Analysis (MBA)
 Organizational Behavior (Undergraduate, MBA)
 Strategy and Technology
 Management of Technology (MBA)
 Strategy Implementation (MBA)
 Management and Organizations (Master of Engineering Management)
 Organization Control, Design, and Change (MBA)
 Management Principles (Undergraduate)
 Organization Theory (Ph.D.; MBA)
 Leadership (Undergraduate; Ph.D.; Executive Program)
 Organizational Economics (Ph.D. Level)
 Organizational Design (Executive Program)

UNIVERSITY COMMITTEES AND SERVICE

2006-2009	Graduate Council
2005-2006	Salaries and Annuities Committee Graduate Council Chair, Management Department RPT Committee Chair, Executive Education Committee Organizer, U. of U./BYU Winter Strategy Conference
2004-2005	Salaries and Annuities Committee Chair, DESB RPT Committee Chair, Management Department RPT Committee Chair, Executive Education Committee Organizer, U. of U./BYU Winter Strategy Conference
2003-2004	Salaries and Annuities Committee Faculty Advocacy Committee Chair, DESB RPT Committee Chair, Management Department RPT Committee Chair, Executive Education Committee Organizer, U. of U./BYU Winter Strategy Conference
2002-2003	Chair, DESB Executive Education Committee President of DESB Faculty College Council, DESB RPT Committee (Chair) Member, Library Policy Committee Organizer, U. of U./BYU Winter Strategy Conference
2001-2002	Chair, DESB Executive Education Committee Graduate Council College Council, (Vice President of DESB Faculty) DESB RPT Committee (Chair) Member, MBA Committee

- Member, Library Policy Committee
Organizer, U. of U/BYU Winter Strategy Conference
- 2000-2001 Chair, DESB Executive Education Committee
Member, MBA Committee
Member, Library Policy Committee
Participant, University Policy Committee
Organizer, U. of U/BYU Winter Strategy Conference
- 1999-2000 Member of MBA Committee
Organizer, U. of U/BYU Winter Strategy Conference
- 1998-99 Member of Executive Education Committee
Member of Management Department Recruiting Committee
Member of Dean's Search Committee
Member of Dean's Executive Committee
- 1997-98 Member of University Undergraduate Council
Member of Executive Education Committee
Chair, Management Department Recruiting Committee
- 1996-97 Member of University Undergraduate Council
Member of University Academic Senate
Member of DESB RPT Revision Committee
Board Member, University of Utah Business Alumni Association
Member of Executive Education Committee
- 1995-96 Member of BBA Curriculum Oversight Committee
Member of University Undergraduate Council
Member of DESB RPT Revision Committee
Board Member, University of Utah Business Alumni Association
Member of Executive Education Committee
- 1994-95 Member, Management Department Recruiting Committee.
Board Member, University of Utah Business Alumni Association
Member of BBA Curriculum Oversight Committee
- 1993-94 Member of Information Services Oversight Committee
Board Member, University of Utah Business Alumni Association
Member of BBA Curriculum Oversight Committee
- 1992-93 Chair, Strategic Management recruiting committee
Chair, HRM recruiting committee
Member of Information Services Oversight Committee
Member of BBA Curriculum Committee.
- 1991-92 Member of BBA Oversight Committee.
Alternate Member of College Council.

Discussant and Panel Member, University of Utah, DCE Invited Lecture (James G. March).
Speaker, Univ. of Utah Business Alumni Association, Fourth Annual Conference, Nov. 1991.
Speaker, Presidents Seminar, October 1991.
Speaker, Young President's Organization, September 1991.
Speaker, Business at Breakfast Series, July 1991.

1990-91, Member of Bachelor of Business Administration Curriculum Committee.
Member of Curriculum Task Force Committee
Chair, HRM recruiting committee.
Alternate member of College Council
Faculty advisor to the student chapter of the Society for Human Resource Management.

1989-90, Alternate member of College Council (from Management department)

1988-89, Participant in President's convocation on undergraduate education.
Participated in Utah Council of Economic Development target industry study.

PROFESSIONAL SERVICE AND AFFILIATIONS

Senior Editor: Long Range Planning, 2013-2015

Professional Affiliations: Academy of Management
Strategic Management Society
INFORMS
American Economics Association

Editorial Board: Strategic Organization 2001-2008
Organization Science 2002 - 2005
Journal of Management, 1990-95.

Ad hoc reviewer: Organization Science
Academy of Management Journal
Academy of Management Review
Journal of Applied Psychology
Western Academy of Management
Management Science
Strategic Management Journal
Organization Studies

Program Committee: Western Academy of Management, 1999; 2000.

AWARDS

Outstanding Teacher in the EMBA Program, David Eccles School of Business, 2011-12.

Outstanding Teaching in the Ph.D. Program, David Eccles School of Business, 2011-12.

Academy of Management, Management History Division, Best Paper, 2000.

Western Academy of Management, Ascendant Scholar Award, 1999.

Outstanding Teaching Award in the MBA Program, David Eccles School of Business, 1996-97.

Students' Choice Teaching Award for Outstanding Teacher in the Management Department, David Eccles School of Business, 1993-94.

Outstanding Graduate Teaching Award, David Eccles School of Business, 1991-92.

Best Paper Award, 1992, Western Academy of Management, Spokane, Washington (two papers were among the six nominated for the award).

GRANTS

Technology Grant for development of Management 501.

Teaching Grant to Develop Module on Market-Based Management, 1995.

Gladys Byrum Scholarship, 1985. Graduate School of Management, UCLA.

Gladys Byrum Scholarship, 1984. Graduate School of Management, UCLA.

Research grant from the Associated Students of Brigham Young University for the study of organizational culture, 1981.

PROFESSIONAL AND CONSULTING EXPERIENCE

Consultant to Fortune 500 firms in the computer, micro-electronics, paper, telecommunications, energy, food, defense, and office products industries. Also a consultant to smaller firms in the oil field equipment, broadcasting, health care, real estate, container, and financial services industries.

Research Associate, Corporate Human Resource Development, Honeywell, Inc., Minneapolis, Minnesota. Member of task team that developed and implemented an integrated, corporate-wide management development curriculum. Also responsible for designing system for evaluating training programs. 1981.

OTHER ACADEMIC AND RESEARCH EXPERIENCE

Doctoral Committees

Chair:

Candace Jones (Boston College)
Jerilyn Coles (Arizona State University)
Paula Crnkovich (University of Utah)
Adam Sutcliffe (Montana St.)
Julie Hite (Brigham Young University)
Jim Lavelle (University of Texas, Arlington)
Teppo Felin (Brigham Young University / Oxford University)
Kun Lu (Washington State University / Old Dominion U.)
Sali Li (U. of Wisconsin-Milwaukee / University of South Carolina)
Leif Lundmark (U. of Nebraska-Omaha)
Anne Wulstenhulme (Brigham Young University)

Invited Participant, Strategy Research Forum, Gloucester, Mass., May 1999; May 2000.

Invited Participant, Junior Faculty Consortium, in the Business Policy and Planning division of the Academy of Management.

Invited Participant, Doctoral Consortium in Organizational Behavior and Organizational Theory, National Academy of Management, 1986.

Research Assistant to William G. Ouchi, Graduate School of Management, University of California, Los Angeles. 1982-1988.

Research Assistant to Jay B. Barney, Graduate School of Management, University of California, Los Angeles. 1984-1985.

Member of Program for Research in Organizations and Management, research team examined and compared business/government relationships in Japan and the United States, William G. Ouchi, director, Jay B. Barney associate director. 1982-1983.

Assisted in the editing of Organizational Economics, a book of readings compiled and edited by Jay B. Barney and William G. Ouchi. 1984-1985.

Member of Age Grading Research Team, Professor Barbara S. Lawrence, principal investigator. 1983-1985.

Casewriter. Member of case writing team, Graduate School of Management, University of California, Los Angeles. Professor Richard P. Rumelt, director. 1984.