

MAXIM SYTCH

Management and Organizations • Ross School of Business • University of Michigan
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[Google scholar](#). [Website](#).

Employment:

University of Michigan, Ross School of Business

2021 – present, Professor, Department of Management and Organizations
2023 – 2025, Jack D. Sparks - Whirlpool Corporation Research Professor of Business Administration
2014 – 2021, Associate Professor, Department of Management and Organizations
2014 – 2017, Michael R. and Mary Kay Hallman Fellow, Ross School of Business
2009 – 2014, Assistant Professor, Department of Management and Organizations
2012 – 2013, Sanford R. Robertson Assistant Professor of Management and Organizations

Education:

Ph.D. Management and Organizations, Kellogg School of Management, Northwestern University, 2009
M.B.A. (High Honors) 2002, Oklahoma City University; Distinguished alumnus, 2017
B.S.B. 2000, Oklahoma City University – Moscow State University (Ulyanovsk Branch)

Publications:

Sytch, Maxim and Anusha Kallapur. 2025. “Legal and Regulatory Entrepreneurship: A Review of Organizational Tactics and Their Consequences for Organizations and the Law,” *Academy of Management Annals*, In Print. <https://doi.org/10.5465/annals.2024.0253>

Sytch, Maxim. 2025. *Toward the Influence-Based Economy: Decoding Supplier-Induced Demand*, Oxford University Press, Oxford. *Best Paper Award Winner, Academy of Management, OMT Division*.

Sytch, Maxim, Yong Hyun Kim, and Scott Page. 2022. “Supplier-Selection Practices for Robust Global Supply Chain Networks: A Simulation of the Global Auto Industry.” *California Management Review*, 64(2): 119-142.

Sytch, Maxim and Yong Hyun Kim. 2021. “Quo Vadis? From the Schoolyard to the Courtroom.” *Administrative Science Quarterly*, 66(1): 177-219. • Finalist for the Best Paper on Entrepreneurship Award, Academy of Management, OMT Division, 2017.

Uribe, Jose, Sytch, Maxim, and Yong Hyun Kim. 2020. “When Friends Become Foes: Collaboration as a Catalyst for Conflict.” *Administrative Science Quarterly*, 65(3): 751-794.

Sytch, Maxim, Franz Wohlgezogen, and Edward Zajac. 2018. “Collaborative by Design? How Matrix Organizations See/Do Alliances.” *Organization Science*, 29(6): 1130-1148.

Sytch, Maxim. 2016. “The Architecture and dynamics of global networks.” In R. Ragazzino, L. Mesquita, and J. Reuer (Eds.), *Collaborative Strategy: A Guide to Strategic Alliances*, Edward Elgar.

Tatarynowicz, Adam, Maxim Sytch, and Ranjay Gulati. 2016. “Environmental demands and the emergence of social structure: Technological dynamism and interorganizational network forms.” *Administrative Science Quarterly*, 61(1): 52-86. Supplemental Data: <http://asq.sagepub.com/content/61/1/52/suppl/DC1>

- Sytc, Maxim and Adam Tatarynowicz. 2014. "Friends and Foes: The Dynamics of Dual Social Structures." *Academy of Management Journal*, 57(2): 585-613. Supplemental Data: <http://amj.aom.org/content/57/2/585/suppl/DC1>
- Sytc, Maxim and Adam Tatarynowicz. 2014. "Exploring the locus of invention: The Structure and Dynamics of Network Communities and a Firm's Invention Performance." *Academy of Management Journal*, 57(1): 249-279. • Finalist for the Best Paper on Award, Israel Strategy Conference, 2010.
- Sytc, Maxim and Yong Hyun Kim. 2013. "Embeddedness." In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.
- Sytc, Maxim and Ranjay Gulati. 2013. "Markets as Networks." In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.
- Sytc, Maxim, Adam Tatarynowicz, and Ranjay Gulati. 2012. "Toward a Theory of Extended Contact: The Incentives and Opportunities for Bridging Across Network Communities." *Organization Science* 23: 1658-1681.
- Gulati, Ranjay, Maxim Sytc, and Adam Tatarynowicz. 2012. "The Rise and Fall of Small Worlds: Exploring the Dynamics of Social Structure." *Organization Science* 23:449-471.
- Sag, Matthew, Tonja Jacobidi, and Maxim Sytc. 2009. "Exploring the Notion of IP Exceptionalism." *California Law Review* 97: 801-856.
- Gulati, Ranjay, Maxim Sytc, and Parth Mehrotra. 2008. "Breaking Up is Never Easy: Planning for Exit in a Strategic Alliance." *California Management Review* 50(4): 147-163.
- Sytc, Maxim and Philipp Bubenzer. 2008. "Research on Strategic Alliances in Biotechnology: An Assessment and Review." In H. Patzelt and T. Brenner (Eds.), *Handbook of Bioentrepreneurship*, Springer: New York: 105-131.
- Gulati, Ranjay and Maxim Sytc. 2008. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." *Managerial and Decision Economics* 29: 165-190.
- Gulati, Ranjay and Maxim Sytc. 2007. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." *Administrative Science Quarterly* 52: 32-69.

Working Papers and Work in Progress:

- Sytc, Maxim, Sukanya Roy, and Pavel Zhelyazkov. 2026. "Network Robustness and Resilience." *Under Third Review at Organization Science*.
- Kim, Yong, Jose Uribe, and Maxim Sytc. 2026. "Legal Chameleons: Managing Foreignness in Response to Varying Political Ideologies." *Second Revise and Resubmit at Organization Science*.
- Liu, Lisha, Pavel Zhelyazkov, and Maxim Sytc. 2026. "Bridging Beyond the Familiar: Past Experiences and the Formation of Distant Network Ties." *Under Second Review at Academy of Management Journal*.
- Funk, Russel, Maxim Sytc, and Joe Nahm. 2025. "Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors." *Revise and Resubmit at Strategic Management Journal* • Best Paper Award Finalist, Knowledge and Innovation, Strategic Management Society, 2019; Winner Michigan Ross DEI Research Award, 2022.
- Maroulis, Spiro, Maxim Sytc, and Cataline Cifuentes. 2025. "From Spark to Spotlight: The Emergence of the Most Valuable Ideas in Networks". *Revise and Resubmit at Organization Science*.
- Gabruk, Megan, Maxim Sytc, Pete Aceves, and Scott Page. 2026. "The Diversity Paradox: How Pursuing Observable Diversity in Teams Can Undermine Cognitive Diversity." *Under Review*.

Roy, Sukanya, Maxim Sytch, and Jose Uribe. 2026. “More Power for Whom? Contestation and Influence in Investor-State Dispute Settlement.” Working Paper.

Kim, Yong, Chen Ziyi, and Maxim Sytch. 2025. “Navigating Nationalism: Implications for Multinational Enterprises’ Identity Switching.” Working Paper.

with Sarah Gordon and Ranjay Gulati. 2024. “Network Communities,” Work in Progress.

with Megan Gabruk, Pete Aceves, and Kerby Shedden. 2024. “The Evolution of Knowledge and Social Structures in Medicine,” Work in Progress.

Book Reviews:

Gulati, Ranjay and Sytch, Maxim. 2007. “Handbook of Trust Research” by Reinhard Bachman and Akbar Zaheer (Eds.). *Academy of Management Review* 33 (1): 276-278.

Sytch, Maxim and Niro Sivanathan. 2007. “Trust Under Pressure” by Katinka Bijlsma-Frankema and Rosalinde K. Woolthuis (Eds.). *Personnel Review* 36 (6): 996-1000.

Practice-Oriented Articles

Sytch, Maxim and Franz Wohlgezogen. 2026. [Solving the Integration Challenge: A Review of Research and Best Practices for High-Performance Matrix Organizations](#). Report Prepared for the European Commission, Joint Research Center.

Greer, Lindy, Jennifer Jordan, and Maxim Sytch. 2026. What Leaders Get Wrong About Decision Rights: Four Common Mistakes That Harm Teams and Organizations. *Harvard Business Review*, Forthcoming in the July/August issue.

Sytch, Maxim. 2025. [When Outside Experts Diagnose Your Problem—and Sell the Solution](#), *Harvard Business Review*, April 18, 2025.

Sytch, Maxim and Chris Rider. 2024. [How Ukrainian Companies Are Transforming Wartime Challenges Into Lifelines](#), *MIT Sloan Management Review*, November 25.

Sytch, Maxim and Dagny Dukach. 2023. [Leading a Business in Ukraine During the War](#). *Harvard Business Review*, February 24.

Sanchez-Burks, Jeffrey and Maxim Sytch. 2021. [Reimagining the Office as Time and Space for Immensely Human Interactions](#). *Sloan Management Review*, June 7.

Sytch, Maxim and Yong Kim. 2020. [Want to Win Someone Over? Talk Like They Do](#). *Harvard Business Review*, December 08.

Sytch, Maxim. 2020. [Are Your Influence Skills Ready for Remote Work?](#) E27, October 16.

Ashford, Susan, Maxim Sytch, and Lindred Greer. 2020. [5 Ways a Crisis Can Help You Cultivate a Growth Mindset](#). *Harvard Business Review*, August 20.

Sytch, Maxim and Lindred Greer. 2020. [Is Your Organization Ready for Permanent WFH?](#) *Harvard Business Review*, August 18.

Sytch, Maxim, Jose Uribe and Yong Hyun Kim. 2020. [Balancing Competing Loyalties](#). *Harvard Business Review*, February 3.

[Opposing sides: How previous collaboration can cost companies headed to litigation](#). *University of Michigan News*, August 19, 2019.

Sytch, Maxim. 2019. [How to figure out how much influence you have at work](#). *Harvard Business Review*, February 18. Reprinted in *Harvard Business Review* Print Edition,

[Complex firm structure may hurt stock in alliances.](#) *XinHuaNet*, May 05, 2018

Sytch, Maxim. 2018. [“How can you make yourself invincible at work?”](#) *SmartBrief*, September 8, 2017.

Sytch, Maxim. 2017. [“How to Make Yourself Indispensable at Work.”](#) *Dividend*. Michigan Ross, Spring 2017.

Sytch, Maxim. 2017. [“6 Smart Ways to Get More Out of Your Professional Network.”](#) Inc.com., February 8. (also in [Observer](#), January 26, 2017; [Apple News](#))

Sytch, Maxim. 2017. [“What Companies are Best at Keeping up With Changing Markets?”](#) *Huffington Post*, January 10. (also in [Apple News](#))

Sytch, Maxim. 2016. [“The 5 Habbits of Highly Influential People.”](#) *Inc.com*, July 18. (also in [Huffington Post](#), April 10, 2017; [Apple News](#))

Sytch, Maxim. 2016. [“3 Powerful Forces That are Completely Changing the Way We Lead.”](#) *Huffington Post*, July 19. (also in [Inc.com](#), July 20, 2017).

Sytch, Maxim and Scott DeRue. 2010. [“Ditch Performance Reviews? How About Learn to Do Them Well?”](#) *Harvard Business Review Online*, June 22.

Sytch, Maxim and Ranjay Gulati. 2008. [“Creating Value Together.”](#) *Sloan Management Review* 50 (1): 12-13.

Gulati, Ranjay, Maxim Sytch, and Parth Mehrotra. 2007. [“Preparing For the Exit.”](#) *The Wall Street Journal*, March 6 : R11.

Other Publications:

Roy, Sukanya, Maxim Sytch, and Jose Uribe. 2026. “More Power for Whom? Contestation and Influence in Investor-State Dispute Settlement.” *Best Paper Proceedings of the Academy of Management Annual Conference*.

Uribe, Jose, Sytch, Maxim, and Yonghyun Kim. 2017. “Social Capital or Relational Baggage? The Cost of Collaboration in Adversarial Contests.” *Best Paper Proceedings of the Academy of Management Annual Conference*.

Sytch, Maxim and Adam Tatarynowicz. 2012. “Friends and Foes: The Dynamics of Dual Social Structures,” *Best Paper Proceedings of the Academy of Management Annual Conference*, Boston.

Sytch, Maxim. 2010. “Where Do Conflictual Ties Come From? Exploring the Role of Spatial Distribution of Principals and Mediating Agents.” *Best Paper Proceedings of the Academy of Management Annual Conference*, Montreal. (Academy of Management, OMT Division, Best Paper Award, 2010)

Fitzgerald, Patrick W., Maxim Sytch, Stephanie Arnoldin, and Zephania Thompson. 2006. “Toward Understanding Sarbanes-Oxley and Business and Financial Ethics Requirements in a Post-Enron World.” *Consumer Finance Law Quarterly* 60(1): 64-85.

Cases/Simulations:

“Recruiting Meeting.” Computer-based simulation for learning influence skills. 2020. Ross School of Business and Forio ([simulation description](#); [simulation introductory video](#)).

“Indus Towers: From Infancy to Maturity” (with Ranjay Gulati and Rachna Tahilyani). 2014. Harvard Business School Case N9-415-005, October 2.

“Friction and Frustration at TMG, Inc.: Leading and Motivating Teams” (with Scott DeRue). 2010. William Davidson Institute at the University of Michigan, Ross School of Business. 1-429-112.

PDWs and Symposia:

Organizer and contributor, Symposium, “Network Robustness and Resilience,” Sponsored by OMT, OB, and STR, Academy of Management Conference, 2026

Presenter, “Teaching Social Networks” PDW, Sponsored by 8 divisions, Academy of Management Conference, 2026.

Contributor, Diamonds in the Rough, Paper Development Workshop, Academy of Management Conference Online, 2020-2026

Contributor, Organization and Management Theory Division’s Junior Faculty Consortium, Academy of Management Conference Online, August 2020.

Contributor, Introduction to Social Network Analysis, Academy of Management Conference, Atlanta, 2017.

Contributor, Organization and Management Theory Division’s Doctoral Student Consortium, Vancouver, 2015.

Organizer (together with Jesse Shore), Panel Session, “Diversity and Knowledge Creation,” MIT-Wharton NSF Knowledge Conference, August 2014.

Chair, Paper Session, “Embeddedness and Overembeddedness.” Academy of Management Conference, Orlando, 2013.

Social Network Analysis Workshop. “Interorganizational Networks.” Academy of Management Conference, San Antonio, 2012.

Social Network Analysis Workshop. “Interorganizational Networks.” Academy of Management Conference, San Antonio, 2011.

Social Network Analysis Workshop. “Interorganizational Networks.” Academy of Management Conference, Montreal, 2010.

Chair, Paper Session. “Interorganizational Relations.” Academy of Management Conference, Montreal, 2010.

Social Network Analysis Workshop. “Interorganizational Networks.” Academy of Management Conference, Chicago, 2009.

Faciliator, Interactive Paper Session. “Interfirm Relations.” Academy of Management Conference, Anaheim, August 2008.

Chair, Paper Session. “Interorganizational Ties and Firm Performance.” Academy of Management Conference, Philadelphia, August 2007.

Organizer and Chair (together with Jennifer Kurkouski), Symposium. “Embeddedness and Interorganizational Tie Formation: Understanding the Existence and Nature of Interorganizational Agreements.” August 2005.

- Endorsed as a showcase symposium by BPS and OMT divisions of Academy of Management.

Conference Presentations:

Maroulis, Spiro and Maxim Sytch. “I Where Do Best Ideas Come From? The Emergence of Most Valuable Ideas in Social Structures.” INSEAD Networks Evolution Conference, November 2021.

Sytch, Maxim, Sukanya Roy, and Mijeong Kwon. “Network Robustness and Resilience.” Work in Progress. Accepted at Academy of Management Conference, 2020; Presented at Academy of Management Review Special Forum, April 2021.

- Funk, Russel, Maxim Sytch, Joe Nahm. "Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors." Strategic Management Society Conference, Minneapolis, October 2019. Finalist for Best Paper in Knowledge and Innovation.
- Funk, Russel, Maxim Sytch, Joe Nahm. "Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors." Academy of Management Conference, Boston, August 2019.
- Sytch, Maxim and Yong Hyun Kim. "Quo Vadis? From the Schooyard to the Courtroom." University of Lugano Organizations Conference, Lugano, July 2019.
- Maroulis, Spiro and Maxim Sytch. 2018. "Innovation and Stasis in Small-World Networks, Academy of Management Conference, Chicago, August 2018.
- Sytch, Maxim, Yong Hyun Kim, Mijeong Kwon. "Network Resilience." Michgan Sports Management Conference, Chicago, February, 2018.
- Sytch, Maxim, Yong Hyun Kim, Mijeong Kwon. "Network Resilience." Academy of Management Annual Conference, Atlanta, August 2017.
- Uribe, Jose, Maxim Sytch, and Yong Hyun Kim. 2017. "Social Capital or Relational Baggage? The Cost of Collaboration in Adversarial Contestst." Academy of Management Annual Conference, Atlanta, August 2017.
- Sytch, Maxim, Franz Wohlgezogen, and Edward Zajac. 2016. "Collaborative by Design? How Matrix Organizations See/Do Alliances." Academy of Management Annual Conference, San Diego, August 2016.
- Sytch, Maxim and Yong Hyun Kim. 2016. "Social Structures and Venue Shopping in Patent Infringement Litigation." Academy of Management Annual Conference, San Diego, August 2016. Finalist for the OMT Division Best Paper on Entrepreneurship Award.
- Sytch, Maxim and Yong Hyun Kim. "Quo Vadis? Venue Shopping in Litigation." Academy of Management Annual Conference, Orlando, August 2013.
- Sytch, Maxim and Adam Tatarynowicz. "Friends and Foes: The Dynamics of Dual Social Structures." Academy of Management Annual Conference, Boston, August 2012.
- Sytch, Maxim and Adam Tatarynowicz. "Exploring the locus of innovation: The structure and dynamics of network communities and a firm's innovation performance." Academy of Management Annual Conference, San Antonio, August 2011.
- Tatarynowicz, Adam and Maxim Sytch. "Handle with Care. The Robustness of Interorganizational Networks to Bridge Decay." Complexity Conference, Northwestern University, March 2011.
- Sytch, Maxim. "Where Do Conflictual Ties Come From? Exploring the Role of Spatial Distribution of Principals and Mediating Agents." Academy of Management Annual Conference, Montreal, August 2010. OMT Best Paper Award.
- Tatarynowicz, Adam, Ranjay Gulati, and Maxim Sytch. "The Evolution of Collaborative Interfirm Networks: Variations in Social Structure and Knowledge Diffusion." Midwest Strategy Meeting, Evanston, IL, May 2010.
- Sytch, Maxim. "Living in Two Worlds: Exploring the Duality of Social Structure and the Implications of Structural Congruence." Academy of Management Annual Conference, Chicago, August 2009.
- Sytch, Maxim. "Living in Two Worlds: Exploring the Duality of Social Structure and the Implications of Structural Congruence." Strategic Management Society Conference, Cologne, October 2008.

- Sytc, Maxim, Adam Tatarynowicz, and Ranjay Gulati. "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity." Academy of Management Annual Conference, Anaheim, August 2008.
- Sytc, Maxim, Adam Tatarynowicz, and Ranjay Gulati. "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity." INSEAD Network Evolution Conference, Fontainebleau, October 2008.
- Gulati, Ranjay, Maxim Sytc, and Adam Tatarynowicz. "The Rise and Fall of Small Worlds," Academy of Management Annual Conference, Philadelphia, August 2007.
- Sytc, Maxim. "Navigating the Web of Conflict and Cooperation: Social Structure and Dynamics of Alliance Formation." 14th Annual Consortium on Competitiveness and Cooperation, Georgia Institute of Technology, Atlanta, April 2007.
- Gulati, Ranjay and Maxim Sytc. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." Academy of Management Annual Conference, Atlanta, August 2006.
- Gulati, Ranjay and Maxim Sytc. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." The Sixth Annual Trans-Atlantic Doctoral Conference, London Business School, London, May 2006.
- Sytc, Maxim and Ranjay Gulati. "Can We Both Make It Work or Should We Be Worried? The Effects of Firms' Relational Capabilities on the Likelihood of Alliance Formation." Alliance Edge Conference, Toronto, Canada, September, 2005.
- Sytc, Maxim and Ranjay Gulati. "Can We Both Make It Work or Should We Be Worried? The Effects of Firms' Relational Capabilities on the Likelihood of Alliance Formation." Academy of Management Annual Conference, Honolulu, August 2005.
- Sytc, Maxim and Ranjay Gulati. "Do We Know Each Other or Are You Good Enough? The Effects of Firms' Relational Capability on the Likelihood of Alliance Formation." European Group of Organization Studies, Berlin, July 2005.
- Gulati, Ranjay and Maxim Sytc. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." European Group of Organization Studies, Berlin, June 2005.

Invited Presentations:

- Hong Kong University, Spring 2026
 University of Miami, Winter 2026
 Harvard Business School, Fall 2025
 University of Wisconsin, Fall 2024
 Bocconi University, October 2022
 University of St. Gallen, October 2022
 Harvard Business School (Entrepreneurial Management), May 2022
 Stanford University GSB, April 2022
 University of Toronto, Rotman, February 2020
 Lugano Conference on Organizations, June 2019
 Harvard Business School (Organizational Behavior), February 2018
 Stanford University MSE, April 2017
 Yale School of Management, SOM, April 2017
 INSEAD, May 2016
 Australian Graduate School of Management, UNSW, January 2016
 MIT, Sloan, April, 2015
 NYU, Stern, February 2014

University of Tilburg, February 2014
INSEAD, February 2014
London Business School, January 2014
University of Pennsylvania, Wharton, January 2014
MIT-Wharton Knowledge Conference, July 2013
University of Washington, St. Louis, February 2013
University of Michigan, Hosmer Luncheon, February 2013
University of Michigan, Tauber Institute for Global Operations Advisory Board, September 2012
MIT-Wharton Knowledge Conference, July 2012
Utah Strategy Conference, March 2012
University of California, Irvine, February 2012
University of Chicago, Booth, (Markets & Organizations), February 2012
University of Michigan, Ross School of Business, Visiting Committee, March 2011
University of Michigan, Ross School of Business, Alumni Board of Governors, March 2011
University of Michigan, Hosmer Luncheon, March 2011
University of Michigan, Organization Studies and Political Science, Networks Workshop, Sept. 2010
University of Michigan, Strategy Department Brownbag, August 2010
University of Minnesota, Carlson (Strategy & Organization), February 2009
Dartmouth University, Tuck (Strategy & Management), January 2009
Harvard Business School (Strategy), January 2009
Harvard Business School (Organizational Behavior), January 2009
University of Pennsylvania, Wharton (Management), January 2009
University of Toronto, Rotman (Strategy), January 2009
University of Texas at Austin, McCombs (Management), January 2009
Boston College, Carroll (Organization Studies), December 2008
University of Michigan, Ross (Management & Organizations), December 2008
McGill University, Desautels (Strategy and Organization), December 2008

Honors and Awards:

Michigan Ross Research Award, 2026
Michigan Ross Diversity, Equity, and Inclusion Research Award, 2022
Nearby Teaching Excellence Award (Best Instructor in the Full-time MBA Program), 2022
Strategic Management Society, Finalist for Best Paper in Knowledge and Innovation, 2019
Academy of Management, OMT Division, Finalist for Best Paper on Entrepreneurship Award, 2016
Organization Science Outstanding Reviewer Award, 2015
Nominated for the Golden Apple Award, a University-wide Award for Outstanding Teaching, 2015
Michael R. and Mary Kay Hallman Fellow, 2014-2016
Academy of Management Journal Outstanding Reviewer Award, 2014
Ross Executive Education Teaching Impact Award (Open Enrollment Programs), 2014
Top 40 Business School Professors Under 40 in the World, *Poets & Quants*, 2014
Sanford R. Robertson Professorship, school-wide, junior faculty award to recognize career achievement and outstanding performance in research and teaching, 2012
Nominated for Teaching Excellence Award, Ross Full-Time MBA program, 2010, 2011, 2013, 2014, 2016, 2018
Finalist for the Best Paper Award at the 4th Israel Strategy Conference, 2010
Academy of Management, OMT Division, Best Paper Award, 2010

Academy of Management, OMT Division, Finalist for Louis R. Pondy Award, 2010
Best Reviewer Award, Business Policy and Strategy Division, Academy of Management, 2004, 2005, 2006, 2007
Best Reviewer Award, Organization and Management Theory Division, Academy of Management, 2005, 2006, 2007, 2013

Northwestern University, Kellogg School of Management

Merv Shalowitz Research Fellowship, 2008
Department Nominee for Presidential Fellowship, Northwestern University, 2006
OMT/MOC Consortium, Academy of Management, 2008
SMS Dissertation Workshop, 2007
BPS Dissertation Consortium, Academy of Management, 2007
CCC Doctoral Colloquium, 2007
OMT Doctoral Dissertation Consortium, Academy of Management, 2006

Oklahoma City University

Distinguished Alumnus of the Meinders School of Business, 2017
Delta Mu Delta National Honor Society Scholar, 2002
W.W. and Rose Woodworth Scholar (full scholar), 2000-2002
President's Honor Roll – all semesters

Moscow State University (Ulyanovsk Branch)

Ranked first in graduating class, 2001
Honors Stipend, 1995-1999

Professional Service:

Editor, Special Issue of *California Management Review* on Legal and Regulatory Entrepreneurship, 2025-2026
Associate Editor, Administrative Science Quarterly, 2018-2023
Editorial Board, Administrative Science Quarterly, 2012-2017
Editorial Board, Organization Science, 2012-2017
Editorial Board, Academy of Management Journal, 2013-2018
Editorial Board, Strategic Management Journal, 2013-2018
Chair, Administrative Science Quarterly Contribution Award Committee, 2015
OMT Doctoral Student Consortium, Faculty Participant, Academy of Management, 2014, 2015
Research Committee, Organization and Management Theory, Academy of Management, 2010-2017
Best Published Paper Committee, Organization and Management Theory, Academy of Management, 2012
Ad hoc Reviewer for:

- *Academy of Management Review*
- *American Journal of Sociology*
- *Management Science*

- *California Management Review*
- Academy of Management Annual Conference
- Strategic Management Society Annual Conference
- The Netherlands Organization for Scientific Research (NWO) of the Dutch Ministry of Education
- Study of Russian Journals in Management, administered by the New Economic School and the Russian Ministry of Education

University of Michigan

Faculty Marshal, University Commencement, 2025

High-Performance Computing Task Force, 2023-2025

ICOS Guest Curator, University of Michigan, 2015

School of Kinesiology Recruiting Committee, 2014

University of Michigan Undergraduate Research Opportunity Program 2010-present

Ross School of Business

Various Promotions Committee, 2024-2026

Doctoral Program Coordinator, 2023 – 2025

Doctoral Program Exam Reader and Oral Examine, 2023-2026

PhD Recruiting Committee (Chair and Member), multiple years from 2009 to 2026

Faculty Council for MBA Programs (Chair and Member), 2018-2021, 2024-2026

Community Values Committee (Chair and Member), 2022-2025

Course Coordinator for M&O core course in FT MBA and Online MBA Programs, multiple years from 2009 to 2026

Chair, PhD Recruiting Committee, 2018-2019

Faculty Recruiting Committee, 2016-2019

Program Portfolio Taskforce, 2018-2019

Faculty Advisor, KeyBank Case Competition, 2018, 2019

Hybrid MBA Task Force, 2017-2018

Faculty Council for EE programs, 2017-2018

PhD Recruiting Committee, 2017-2018

MBA Core Curriculum Redesign Committee, 2016-2017

MBA Concentrations Committee, 2015

MBA Program Advisory Committee, 2014-2015

MBA Core Curriculum Redesign Task Force, 2014-2015

Chair, Interdisciplinary Faculty Recruiting Committee, 2014

Management and Organizations Faculty Recruiting Committee, 2014

Faculty Advisor for MBA Food, Beverage and Agribusiness Club, 2014-present

Orientation for incoming Full-Time MBA students, Mock Case Sessions (two sections), August 2013

Orientation for incoming Global MBA students, June 2013

Orientation for incoming Part-Time MBA students, May 2013

Core Faculty Task Force, 2012

Multidisciplinary Action Learning Project (MAP) Case Competition Judge, September 2012

Ross Leadership Initiative Session Chair, August 2012

Departmental Brown Bag Seminar Coordinator, 2011-present
Faculty Advisor for MBA Family Business Club, 2010-2012

Ph.D. Student Supervision (Dissertation Committees, Initial Placement):

Sukanya Roy, Co-Chair, Ross School of Business, University of Michigan (Placement: UCL)
Megan Gabruk, Co-Chair, Ross School of Business, University of Michigan (in Progress)
Adam Rauh, Dissertation Committee Member, Political Science, University of Michigan (in Progress)
Adam Copeland, Dissertation Committee Member, Kinesiology, University of Michigan (Augusta University)
SangTek Oh, Dissertation Committee Member, Sociology, University of Michigan (in Progress)
Sarah Gordon, Dissertation Committee Member, Ross School of Business, University of Michigan (McGill)
Casidhe Troyer, Dissertation Committee Member, Ross School of Business, Strategy (London Business School)
Cassandra Aceves, Dissertation Committee Co-Chair, Ross School of Business, Management and Organizations (First placement: University of Bocconi)
Yong Hyun Kim, Dissertation Committee Member, Ross School of Business, Management and Organizations (First placement: Hong Kong University of Science and Technology)
Ashley Hardin, Dissertation Committee Member, Ross School of Business, Management and Organizations (Washington University in St. Louis)
Helena Burr, Dissertation Committee Member, University of Michigan Sociology Department (First Placement: Northwestern University, Northwestern Institute on Complex Systems)
John Chen, Dissertation Committee Member, Ross School of Business, Strategy Department (First placement: University of Florida)
Russell Funk, Dissertation Committee Member, University of Michigan, Sociology Department (Placed: University of Minnesota)
Pranav Garg, Dissertation Committee Member, Ross School of Business, Strategy Department (First placement: IIM)

Research Grants:

Ross School of Business Research Grant, 2022, 2024, 2026
Hong Kong Research Council Grant, 2020
Ross China Research Grant, 2019
University of Michigan Mcubed Grant, 2018
ICOS Research Grant, 2012
Ross School of Business Large Research Grants, 2010, 2011
Ross School of Business Small Research Grant, 2010
Heizer Center for Entrepreneurship Research Grants, Kellogg School of Management, 2006, 2007, 2008
Dispute Resolution Research Center Grant, Kellogg School of Management, 2006
Center for Technology and Innovation Management Research Grant (NSF grant program), Northwestern University, 2006
Center for Biotechnology Grant, Kellogg School of Management, 2005
Conference Travel Grants, Northwestern University Graduate School, 2005, 2006

Professional Affiliations:

Academy of Management
American Sociological Association
INFORMS
Strategic Management Society
European Academy of Management

Teaching Experience:

University of Michigan, Ross School of Business:

“Leading without Authority” elective in the full-time MBA program, 50 students

- Winter 2024: 5.0 /5.0
- Winter 2022: 5.0 /5.0, Won Best Instructor Award for the Ross Full-time MBA Program

“Leadership Development” elective in the Executive MBA program

- Winter 2026, Ann Arbor 4.9 (70 students)
- Winter 2025, Los Angeles 5.0 (34 students)
- Winter 2024, Los Angeles 5.0 (25 students)
- Winter 2024, Ann Arbor: 4.9 (61 students)
- Winter 2022, Ann Arbor: 5.0 (49 students)
- Winter 2022, Los Angeles: 5.0 (22 students)

Full-time core MBA course, “Leading People and Organizations,” ~80 students per section

Ratings /5.0 (School average for core classes during the period: 4.4)

- Fall 2020: 4.9, 4.9, 4.8
- Fall 2019: 5.0, 5.0, 4.9
- Fall 2018: 5.0, 4.8
- Fall 2017: 4.9, 4.7, 4.6
- Fall 2016: 5.0, 4.9, 4.9
- Fall 2015: 4.9, 4.9, 4.9
- Fall 2014: 5.0, 4.9, 4.9
- Fall 2013: 4.5, 4.9, 4.9
- Fall 2012: 4.9, 4.9, 4.8
- Fall 2011: 5.0, 5.0, 4.8
- Fall 2010: 4.5, 4.3, 4.8
- Fall 2009: 4.1, 4.4, 4.8

Online MBA core course, “Human Behavior and Organization” (~50 students per section)

- Winter 2025: 5.0, 4.9
- Winter 2024: 4.9, 4.8
- Winter 2022: 4.9, 4.9
- Winter 2021: 4.8, 4.7, 4.7

- Winter 2020: 4.8, 4.7

PhD course, “Introduction to Organization Theory”

- Winter 2025: 4.8
- Winter 2021: 4.9

University of Michigan Law School:

Management and Organizations for Lawyers

- Fall 2018: Not rated
- Fall 2014: 4.7/5 (Law) & 4.4/5 (Ross)

University of Michigan, Ross School of Business Executive Education:

Emerging Leaders Program, “Building and Leveraging Professional Relationships”

Strategic Leaders Programs, Co-Director, 2015-2017

Multiple Custom Programs, including Faculty Director roles, 2014-2026

Average instructor evaluation: 4.8/5

University of Michigan, Ross School of Business on Coursera

- Leading People and Teams (2015-present).
- Over 650,000 participants
- Average instructor evaluation: 4.7/5

Northwestern University, Kellogg School of Management:

Part-time MBA core course, “Leadership in Organizations,” ~ 40 students per section

Ratings /10.0

- Spring 2009: 9.2
- Summer 2008: 9.4

Executive Program, Center for Non-Profit Management, “Creating and Managing Strategic Alliances,” 2007-2008

Executive Program, Center for Non-Profit Management, “Leading through Social Capital,” 2008

Executive Program, Center for Non-Profit Management, “Leading Strategic Change,” 2009

Full-time MBA Program, Graduate Initiatives in Management, Joint Ventures Module, Case Discussion “Trouble in Paradise,” February 2008

PhD Program, Macro-Methods Class (Social Network Analysis Module), 2005, 2007

Teaching Training

Teaching Roundtables at OMT Junior Faculty Consortium, Academy of Management Conference, August 2010

Art and Craft of Discussion Leadership, Case Teaching Method Workshop, Harvard Business School, March 2008

Industry Experience:

Merrill Lynch & Co., Inc., Oklahoma City, Oklahoma, 2001-2002

The Central Bank of the Russian Federation, Ulyanovsk, Russia, 1999

Languages:

English (fluent), Ukrainian (fluent), Russian (fluent), French (Intermediate)