

CHRISTOPHER I. RIDER

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ACADEMIC POSITIONS

University of Michigan, Ross School of Business	Ann Arbor, MI
Thomas C. Kinnear Professor & Associate Professor (<i>with tenure</i>)	2019 – present
Affiliate, Stone Center for Inequality Dynamics	2024 – present
Advisory Board on Intercollegiate Athletics	2024 – present
Georgetown University, McDonough School of Business	Washington, DC
Akkaway Term Associate Professor of Entrepreneurship (<i>with tenure</i>)	2018–19
Academic Director, Undergraduate Minor in Entrepreneurship	2018–19
Associate Professor (<i>with tenure</i>) & Graham Family Faculty Fellow	2016–18
Assistant Professor	2014–16
University of Chicago, Booth School of Business	Chicago, IL
Visiting Assistant Professor of Organizations & Markets	2013-14
Emory University, Goizueta Business School	Atlanta, GA
Assistant Professor of Organization & Management	2008-14

EDUCATION

University of California, Berkeley, Haas School of Business	Berkeley, CA
Ph.D. in Business Administration, Organizational Behavior	2008
University of Chicago, Booth School of Business	Chicago, IL
Master of Business Administration with Honors	2003
Johns Hopkins University, Krieger School of Arts & Sciences	Baltimore, MD
Bachelor of Arts in Economics with General Honors	1998

PUBLICATIONS

- Sytch, M. & C. I. Rider. 2024. "How Ukrainian companies are transforming wartime challenges into lifelines." *MIT Sloan Management Review*. [[url](#)]
- Rider, C. I., S. Choe, B. J. Myung & K. E. McCullers. 2023. "Entrepreneurship and social mobility: Three status metaphors for future research." *Research in Organizational Behavior*, 43. [[url](#)]
- Rider, C. I., J. B. Wade, A. Swaminathan & A. Schwab. 2023. "Racial disparity in leadership: Evidence of evaluative bias in the promotions of National Football League coaches." *American Journal of Sociology*, 129(1): 227-275. [[url](#)]
- Winner of the 2024 Award for Responsible Research in Management.
 - Finalist, Academy of Management OMT Division Best Paper Published in 2023 Award.
- Barach, M. & C. I. Rider. 2023. "Discovery, discernment, and exploitation: Entrepreneurial mechanisms at the nexus of individual and opportunity." *Strategic Management Journal*, 44(12): 2858-2887. [[url](#)]
- Tan, D. & C. I. Rider. 2023. "How the basis for status perceptions varies with perceiver status." *Organization Science*, 34(2): 509-531. [[url](#)]
- Pierce, L. & C. I. Rider. 2022. "Supporting mental health at work (Comment on 'The epidemic of mental disorders in business.')." *Administrative Science Quarterly*, 67(1): 56–69. [[url](#)]
- Rider, C. I. & D. Tan. 2019. "Retention is not a strategic imperative: On the pros and cons of employee turnover." Ch. 28 in A. J. Nyberg and T. P. Moliterno (eds.), *Handbook of Research on Strategic Human Capital Resources*. Edward Elgar Publishing. [[url](#)]

PUBLICATIONS (continued)

- Rider, C. I., P. Thompson, A. J. Kacperczyk & J. Tåg. 2019. "Experience and entrepreneurship: A career transition perspective." *ILR Review*, 72(5): 1149-1181. [[url](#)]
- Tan, D. & C. I. Rider. 2017. "Let them go? How losing personnel to competitors can enhance firm status." *Strategic Management Journal*, 38(9): 1848-1874. [[url](#)]
- SMS Strategic Human Capital Interest Group Best Conference Paper (2015).
- Rider, C. I., A. D. Sterling & D. Tan. 2016. "Career mobility and racial diversity in law firms." Ch. 12 in *Diversity in Practice: Race, Class, and Gender in Legal and Professional Careers*, Cambridge Univ. Press. [[url](#)]
- de Figueiredo, R. J. P., E. Rawley & C. I. Rider. 2015. "Why are firms rigid? A general framework and empirical tests." *Organization Science*, 26(5): 1502-1519. [[url](#)]
- Rider, C. I. & G. Negro. 2015. "Organizational failure and intraprofessional status loss." *Organization Science*, 26(3): 633-649. [[url](#)]
- Rider, C. I. & D. Tan. 2015. "Labor market advantages of organizational status: A study of lateral partner hiring by large U.S. law firms." *Organization Science*, 26(2): 356-372. [[url](#)]
- Haveman, H. A. & C. I. Rider. 2014. "The spatial scope of competition and the geographic distribution of entrepreneurship: Magazine foundings and the U.S. Post Office." *Sociological Science*, 1: 111-127. [[url](#)]
- Rider, C. I. 2012. "How employees' prior affiliations constrain organizational network change: A study of U.S. venture capital and private equity." *Administrative Science Quarterly*, 57(3): 453-483. [[url](#)]
- Rider, C. I. & A. Swaminathan. 2012. "They just fade away: Mortality in the U.S. venture capital industry." *Industrial and Corporate Change*, 21(1): 151-185. [[url](#)]
- Roberts, P. W., M. Khaire & C. I. Rider. 2011. "Isolating the symbolic implications of employee mobility: Price increases after hiring winemakers from prominent wineries." *American Economic Review Papers and Proceedings*, 101(3): 147-151. [[url](#)]
- Audia, P. G. & C. I. Rider. 2010. "Close, but not the same: Locally-headquartered organizations and agglomeration economies in a declining industry." *Research Policy*, 39(3): 360-374. [[url](#)]
- Rider, C. I. 2009. "Constraint on the control benefits of brokerage: A study of placement agents in U.S. venture capital fundraising." *Administrative Science Quarterly*, 54(4): 575-601. [[url](#)]
- Audia, P. G. & C. I. Rider. 2006. "Entrepreneurs as organizational products: Revisited." *The Psychology of Entrepreneurship*. J.R. Baum, R.A. Baron & M. Frese (Eds.). Hillsdale, NJ: Lawrence Erlbaum Associates. [[url](#)]
- Audia, P. G. & C. I. Rider. 2005. "A garage and an idea: What more does an entrepreneur need?" *California Management Review*, 48(1): 6-28. [[url](#)]

WORKING PAPERS

- Kim, Y. & C. I. Rider. "Push and pull in immigrant entrepreneurship: Evidence from generational self-employment patterns." [Under 3rd review, *Strategic Management Journal*]
- Chen, H., C. I. Rider, D. Jurgens & M. Teplitskiy. "Geographical disparities in navigating rejection in science drive disparities in its file drawer." [[url](#)]
- Rider, C. I. & S. Samila. "Envisioning value: Certification, matchmaking, and market intermediaries."
- Rider, C. I. & B. J. Myung. "Competitive position and performance differentials: Merit or privilege?"
- Rider, C. I. "Educational credentials and intra-occupational inequality: Evidence from law firm dissolutions." [[url](#)]
- Chen, J. & C. I. Rider. "Still the same: New ventures heed the diversity imperative but remain similar."

RESEARCH GRANTS AND HONORS

- 2025 Univ. of Michigan, Ross School of Business Executive Education Teaching Impact Award.
- 2024 Finalist, AOM-OMT Best Paper Published in 2023 Award.
- 2024 Winner, 2024 Award for Responsible Research in Management.
- 2023 3rd place. Diversity, Equity & Inclusion Global Case Writing Competition. WDI Publishing.
- 2022 J. Frank Yates Diversity & Inclusion Teaching Excellence Award, Ross School of Business.
- 2021 1st place. Diversity, Equity & Inclusion Global Case Writing Competition. WDI Publishing.
- 2016 Georgetown McDonough School of Business Faculty Research Award.
- 2015-16 *Organization Science* Outstanding Reviewer Award.
- 2012-18 Kauffman Foundation Junior Faculty Fellowship in Entrepreneurship Research (\$40,000).
- 2009-12 Law School Admission Council grant for law school alumni networks research (\$27,725).
- 2009-12 Georgia Research Alliance grant for entrepreneurship research (\$10,000).
- 2009 Best Symposium Award, Academy of Management Careers Division (with G. Dokko).
- 2007-08 Henry K. Hayase Award: UC Berkeley Haas School of Business.
- 2007-08 Kauffman Foundation Dissertation Fellowship.
- 2007 Finalist, INFORMS Organization Science Dissertation Proposal Competition.
- 2005-08 Intel Foundation Robert N. Noyce Memorial Fellowship: UC Berkeley.
- 2004-05 *California Management Review* Doctoral Student Fellowship.

INVITED SEMINARS *(includes postponed & scheduled)*

- 2025 BYU Marriott School of Business; ESSEC Business School; Indian School of Business; London Business School; National Univ. of Singapore; NYU Stern School of Business; Univ of Kentucky.
- 2024 Chinese University of Hong Kong, Shenzhen; Hong Kong University Business School; Indian Institute of Management at Bangalore; NYU Shanghai; Tsinghua Univ. School of Economics & Management; UC Riverside Anderson Graduate School of Management; Univ. of Wisconsin, Madison Institute for Diversity Science.
- 2023 Amsterdam Business School; Arizona St. Univ. Carey School of Business; BI Norwegian Business School; Boston Univ. Questrom School of Business; Olin Business School at Washington Univ. in St. Louis; Rice Univ. Jones Graduate School of Business; SKEMA Business School, Université Côte d'Azur; Univ. of Toronto Rotman School of Management.
- 2022 NOVA School of Business & Economics; INCAE Business School; Stockholm School of Entrepreneurship; Univ. Carlos III de Madrid; Univ. of Exeter; Georgetown Univ. McDonough School of Business; Univ. of South Carolina Moore School of Business; U.S. Department of Justice.
- 2021 HEC Paris; SDA Bocconi School of Management; Seoul National Univ.; Univ. of Oregon Lundquist College of Business; Univ. of Pennsylvania Wharton School; Univ. of Utah Eccles School of Business.
- 2020 Chalmers Univ. of Technology; Imperial College Business School; MIT Sloan School of Management; Purdue Univ. Krannert School of Management; UC Berkeley Haas School of Business; Univ. of Minnesota Carlson School of Management.
- 2019 EM Lyon; ESADE; IESE Business School; Universität Basel.
- 2018 Columbia Business School; Madrid Work & Organizations Workshop; McGill Univ. Desautels Faculty of Management; National Univ. of Singapore; Univ. Carlos III de Madrid; Univ. of Michigan Ross School of Business; Univ. of Texas at Austin McCombs School of Business.
- 2017 American Univ. Kogod School of Business; Drexel Univ. LeBow College of Business; George Washington Univ. School of Business; Penn State Univ. Smeal College of Business; Univ. of Maryland Smith School of Business; U. S. Small Business Administration.

INVITED SEMINARS *(continued)*

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- 2016 Sungkyunkwan Univ.; Uniformed Services Univ. of the Health Sciences; Univ. of Toronto Rotman School of Management; Univ. of Washington Foster School of Business; Univ. della Svizzera italiana.
- 2015 Carnegie Mellon Tepper School of Business; Copenhagen Business School; IE Business School; Institute for Analytical Sociology at Linköping Univ.; Research Institute of Industrial Economics (Sweden); Royal Institute of Technology (Sweden); UC Riverside Anderson Graduate School of Management; UNC Kenan-Flagler Business School; UT Dallas Jindal School of Management.
- 2014 Georgetown Univ. McDonough School of Business.
- 2013 Boston Univ. School of Management; Copenhagen Business School; Duke Fuqua School of Business; Olin Business School at Washington Univ. in St. Louis; UC Berkeley Haas School of Business; Univ. of Chicago Booth School of Business; Univ. of Southern California Marshall School of Business.
- 2012 INSEAD; National Univ. of Singapore; Univ. of Michigan Ross School of Business.
- 2011 Dartmouth Tuck School of Business; Duke Fuqua School of Business; Emory Univ. Law School; MIT-Harvard Economic Sociology Seminar; Univ. of Pennsylvania Wharton School.
- 2010 Harvard Business School.
- 2008 Carnegie Mellon Tepper School of Business; Emory Goizueta Business School; Georgia Tech College of Management; Harvard Business School; London Business School; NYU Stern School of Business; Olin Business School at Washington Univ. in St. Louis; Univ. of North Carolina Kenan-Flagler School of Business; Univ. of Washington Foster School of Business; Yale School of Management.
- 2007 Cornell School of Industrial and Labor Relations; Univ. of Maryland Smith School of Business.

TEACHING**University of Michigan | Ross School of Business**

- 2023-24 *Entrepreneurial Business Basics* (Undergraduate elective)
- 2022-24 *Equity Analytics* (BBA & MBA elective)
- Provost's Teaching Innovation Prize, 2024.
- 2021-25 *Strategic Entrepreneurship, Execution, Growth, HR & Leadership* (executive education modules)
- 2021-24 *Entrepreneurship Research Seminar* (PhD elective)
- 2021-25 *Competing Globally* (Executive MBA elective)
- 2020-24 *Global Strategy* (MBA, Online MBA & Weekend MBA elective)
- 2020 *Introduction to Research Methods* (doctoral program required course)

Georgetown University | McDonough School of Business

- 2016-19 *Firm Analysis & Strategy* (MBA core course); *Strategic Management of Social Networks* (MBA elective); *Strategy & Organizational Leadership, Multinational Strategy* (executive master's core courses); *Foundations of Entrepreneurship* (undergraduate elective)
- 2016-18 *Data Analytics, International Business Management, Strategic Leadership* (executive education)
- 2014-15 *Strategic Management* (undergraduate core course)

University of Chicago | Booth School of Business

- 2014 *Strategic Leadership* (executive MBA core course)

Emory University | Goizueta Business School

- 2013-14 *Leading People & Organizations* (executive MBA core course)
- 2010-13 *Networks and Organizations* (MBA elective)
- 2009-12 *Strategic Management* (undergraduate core course)
- 2013 Emory Crystal Apple Award for Excellence in Undergraduate Business Education.
 - 2012 BBA Distinguished Educator Award.

TEACHING (continued)**Emory University | Goizueta Business School**

- 2011 *Creating Competitive Advantage through Strategy; The Power of Networks; Gaining a Global Perspective: Corporate Social Responsibility* (executive education)
- 2010 *Organizational Theory* (Ph.D. research seminar)

University of California, Berkeley | Haas School of Business

- 2004-07 *Graduate Student Instructor (GSI): Leading Effective Organizations (XMBA); Leadership (MBA); Organizational Behavior (MBA); Venture Capital & Private Equity (MBA); The Social, Political, and Ethical Environment of Business (BBA).* Teaching Effectiveness and Outstanding GSI Awards.

Short Courses Offered Elsewhere

- **SKEMA Business School:** Designing Empirical Research (doctoral program mini-course)
- **Stockholm School of Entrepreneurship:** Designing Empirical Research in Entrepreneurship (doctoral program elective course)
- **Universität Basel:** Principled Leadership (undergraduate summer school elective)
- **Universidad Carlos III de Madrid:** Empirical Research Project Design (doctoral program mini-course)
- **Università della Svizzera italiana:** Introduction to Research Methods (doctoral program required course)
- **WashU at Brookings, Brookings Institution:** Ethics in Action: Leading with Integrity (executive education)

TEACHING RESOURCES

Rider, C. I., E. Choi & Y. Kim. 2023. "[The Quest for Gender Pay Equity at Elemental Systems](#)." WDI Publishing. [Teaching note available.]

- 3rd place. 2023 WDI Diversity, Equity & Inclusion Global Case Writing Competition.

Rider, C. I. & J. Bertrand. 2023. "[Lifting the Vail: Largest U.S. Snow Sports Resort Operator Takes on Climate Change](#)." WDI Publishing. [Teaching note available.]

Rider, C. I. & R. E. Reagans. 2022. "[Achieving Diversity through Equity Analytics](#)." AACSB Insights.

Rider, C. I., E. Lopez Rider & S. M. Black. 2021. "[Cyrus Mehri and the National Football League's Rooney Rule \(2021\)](#)." WDI Publishing. [Teaching note available.]

- 1st place. 2021 WDI Diversity, Equity & Inclusion Global Case Writing Competition.

PROFESSIONAL AFFILIATIONS AND SERVICE

- Associate Editor: *Management Science*, *Entrepreneurship & Innovation* (2015-18; 2023-24)
- Associate Editor: *Administrative Science Quarterly* (2018 – 2023)
- Senior Editor: *Organization Science* (2017 – 2018)
- Editorial Board: *Organization Science* (2023 – present); *Academy of Management Review* (2017-20); *Administrative Science Quarterly* (2012-18).
- Methods Advisory Panel: *Administrative Science Quarterly* (2016-18); *Organization Science* (2017-18).
- Reviewer: *Academy of Management Journal*; *Academy of Management Review*; *American Journal of Sociology*; *American Sociological Review*; *California Management Review*; *Industrial and Corporate Change*; *Industry and Innovation*; *Information Systems Research*; *Journal of Empirical Legal Studies*; *Journal of International Business Studies*; *Journal of Management Studies*; *Journal of Professions and Organization*; *Managerial and Decision Economics*; *Managerial Finance*; *Social Networks*; *Social Science Research*; *Sociological Perspectives*; *Socius*; *Strategic Entrepreneurship Journal*; *Strategic Management Journal*; *Work and Occupations*.
- Member: Committee on the Economic & Social Well-Being of the Faculty, U. of Michigan. 2023-25.

PROFESSIONAL AFFILIATIONS AND SERVICE *(continued)*

- Interviewer: Fulbright Scholarship Committee, Georgetown University, 2014-16
- Appointee: Provost's Faculty Advisory Committee, Emory University, 2010-2013.
- Grant Reviewer: Social Sciences and Humanities Research Council of Canada (SSHRC).
- Member: Academy of Management (Organization & Management Theory and Business Policy & Strategy) and American Sociological Association (Organizations and Economic Sociology).
- Mentor & Instructor: Young Entrepreneurs at Haas (YEAH) program for East Bay high school students. 2003-2007. Recipient of the 2007 YEAH Volunteer of the Year award.

DOCTORAL STUDENT ADVISING

- David Tan, Emory Univ. Goizueta Business School, committee member, Ph.D. 2009 (faculty member: Johns Hopkins Univ. Carey School of Business)
- Adina Sterling, Emory Univ. Goizueta Business School, committee member, Ph.D. 2011 (faculty member: Columbia Business School)
- Olivia (Jung) Yeon Lee, Emory Univ. Goizueta Business School, committee member, Ph.D. 2014 (faculty member: California State University, Fullerton)
- Jivas Chakravarthy, Emory Univ. Goizueta Business School (accounting), committee member, Ph.D. 2014 (faculty member: University of Texas, Arlington)
- Anne-Kathrin Kronberg, Emory Univ. Sociology, committee member, Ph.D. 2015 (faculty member: Univ. of North Carolina, Charlotte)
- Vivek Kumar Sundriyal, Lund Univ. School of Economics & Management, external faculty opponent for dissertation defense, Ph.D. 2019 (post-doc: Institute for Analytical Sociology & Halmstad University)
- Dylan Nelson, Univ. of Michigan Sociology, committee member, Ph.D. 2022 (faculty member: Univ. of Illinois).
- Wyatt Yong Wook Lee, Univ. of Toronto Rotman School of Management, external appraiser/examiner, Ph.D. 2023 (faculty member: Cornell Univ.).
- W. Reuben Hurst, Univ. of Michigan Ross School of Business, committee member, Ph.D. 2024. (faculty member: Univ. of Maryland).
- Jusang Lee, Univ. of Michigan Ross School of Business, committee member, Ph.D. 2024. (post-doc: Università della Svizzera italiana).
- Susie Choe, Univ. of Michigan Ross School of Business, dissertation chair, Ph.D. 2025. (Incoming faculty member: Univ of Minnesota).
- Derek Leif, Univ. of Michigan Ross School of Business, Ph.D. 2025. (Incoming faculty member: Fordham Univ.).
- Brenda Myung, Univ. of Michigan Ross School of Business, dissertation chair.
- Kyle McCullers, Univ. of Michigan Ross School of Business, 4th-year adviser.
- Shonita Black, Univ. of Michigan Ross School of Business, 2nd-year adviser.
- Hong Chen, Univ. of Michigan School of Information, pre-candidacy committee member.
- David Zavala, INCAE Business School, pre-doc visiting scholar adviser. (Enrolled at INSEAD).

PROFESSIONAL EXPERIENCE

2003	Strategic Planning, <i>Classified Ventures, L.L.C.</i>	Chicago, IL
2002	Strategic Marketing, <i>Intel Corporation</i>	Santa Clara, CA
2000-01	Project Management, <i>Verizon Communications</i>	Arlington, VA
1998-2000	Consultant, <i>Tucker Alan Inc.</i>	Washington, DC

SELECTED MEDIA COVERAGE

[*Freakonomics*](#), [*Poets & Quants*](#), [*New York Times*](#), [*Wall Street Journal*](#), [*ESPN*](#), [*Huffington Post*](#), [*Washington Post*](#), [*Boston Globe*](#), [*CBS Sports*](#), [*Nature*](#), [*Fast Company*](#), [*Reuters*](#), [*FiveThirtyEight*](#), [*"This American Life"*](#), [*Psychology Today*](#), [*The Wilson Quarterly*](#), [*The American Lawyer*](#), [*Gestion*](#), [*Yahoo!*](#), [*Inside Higher Ed*](#).