

DEREK J. HARMON

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ACADEMIC POSITIONS

University of Michigan, Ross School of Business

Assistant Professor of Strategy 2016 – present
Sanford R. Robertson Assistant Professorship in Business Administration 2020 – 2021

EDUCATION

University of Southern California, Los Angeles, CA 2016
Ph.D. in Management & Organization

University of St. Thomas, St. Paul, MN 2006
BA in Accounting; BA in Philosophy, *summa cum laude*

RESEARCH

Publications

1. Harmon, D. & Mariani, M. [Divergent Market Reactions to Abstract Language: A Multicountry Event Study of European Bank Communications](#). *Academy of Management Journal*. Published online.
2. Naumovska, I. & Harmon, D. [Communication under Uncertainty and the Role of Founders' Information Advantage: Evidence from SPACs](#). *Strategy Science*. Published online.
 - Ghoshal Research and Practice Award Winner (2021, SMS)
3. Harmon, D., Rhee, E., & Cho, Y. (2023). [Building a Bridge to the Future: Prospective Legitimation in Nascent Markets](#). *Strategic Management Journal*, 44(11), 2597–2633.
 - Nominated for best paper 2019 EGOS conference
4. Frake, J. & Harmon, D. (equal authorship) (2023). [Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department](#). *Management Science*. Published online.
5. Newman, D., Fast, N., & Harmon, D. (2020). [When Eliminating Bias Isn't Fair: Algorithmic Reductionism and Procedural Justice in Human Resource Decisions](#). *Organizational Behavior and Human Decision Processes*, 160, 149-167.
 - Wharton People Analytics Conference Research Paper Competition, 2nd place (2018)
6. Harmon, D. (2019). [When the Fed Speaks: Arguments, Emotions, and the Microfoundations of Institutions](#). *Administrative Science Quarterly*, 64(3), 542-575.
 - Winner of the *Administrative Science Quarterly* Dissertation Award (2019)

- Winner of the Louis Pondy Best Dissertation Paper Award (2017, OMT Division)
 - Nominated for Newman Award for Best Paper Based on a Dissertation (2017, AOM)
 - Finalist for Wiley Blackwell Award for Outstanding Dissertation (2017, BPS Division)
 - Runner up at the INFORMS Dissertation Proposal Competition (2015)
7. Harmon, D., Haack, P., & Roulet, T. (2019). [Microfoundations of institutions: A matter of structure vs. agency or level of analysis?](#) *Academy of Management Review*, 44(2), 464-467.
 8. Harmon, D. (2019). [Arguments and Institutions](#). In *The Microfoundations of Institutions, Research in the Sociology of Organizations*. Emerald Group Publishing Limited.
 9. Glaser, V., Fast, N., Harmon, D., & Green, S. (2016). [Institutional Frame Switching: How Institutional Logics Shape Individual Action](#). In *How Institutions Matter!* (pp. 35-69), *Research in the Sociology of Organizations*. Emerald Group Publishing Limited.
 10. Harmon, D., Green, S., & Goodnight, G. (2015). [A Model of Rhetorical Legitimation: The Structure of Communication and Cognition Underlying Institutional Maintenance and Change](#). *Academy of Management Review*, 40(1): 76–95.
 11. Harmon, D., Kim, P., & Mayer, K. (2015). [Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects Trust and the Management of Relationships](#). *Strategic Management Journal*, 36(4): 497-517.
 12. Kim, P. & Harmon, D. (2014). [Justifying One’s Transgressions: How Rationalizations Based on Equity, Equality, and Need Affect Trust After its Violation](#). *Journal of Experimental Psychology: Applied*, 20(4), 365-379.
 13. Kim, P., & Harmon, D. (2012). [The nature of collective reactions to potential transgressions](#). In Neale, M.A., & Mannix, E.A. (Eds.), *Research on Managing Groups and Teams: Looking Back and Moving Forward* (Volume 15). Greenwich, CT: JAI Press.

Other Publications

14. Harmon, D. (2020). [The Hidden Cost of Transparency Pledges](#). *London School of Economics Business Review*.
15. Harmon, D. (2022). [Book review](#) of *Stewards of the Market: How the Federal Reserve Made Sense of the Financial Crisis*, by Mitchel Abolafia. *Administrative Science Quarterly*.

Papers under Review & In Process

16. Etchanchu, H., Gutierrez, A., Harmon, D., & Ansari, S. Framing as Referencing: How Context Enables Framing Success in the Shale Gas Debate. 1st round R&R @ *Organization Studies*, Special Issue on “Enhancing Organizations Research Involving Meaning and Culture Using Computational Text and Image Analyses.”

17. Li, X., Lo, J., Harmon, D., & Narayanan, V. The Goldilocks effect: Entrepreneurial market leadership claims and investor evaluations in nascent markets. Under review @ *Journal of Business Venturing*.
18. Gordon, S., Harmon, D., & Frake, J. Unintended Consequences of Punishment: Evidence from the Chicago Police Department. Under review @ *Academy of Management Journal*.
19. Trinh, E. & Harmon, D. A Sneaking Suspicion: Examining Counterproductive Responses to Perceptions of Manager Information Withholding. Working paper, target: *Organization Science*
20. Jasinenko, A., Haack, P., & Harmon, D. COVID-19's Effect on the Legitimacy of Business Regulation. Working paper, target: *Academy of Management Journal*.
 - Coverage in Reputation Magazine (Michaelmas 2020)
21. Harmon, D. & Aceves, P. English as the Language of Business: How the Native Language of Investors Affects Market Reactions Across the Eurozone. Data analysis, target: *Administrative Science Quarterly*.
22. Song, J. & Harmon, D. Situating Language in Relationships: How Discursive Robustness Influences Support for Innovations. Data analysis, target: *Administrative Science Quarterly*.
23. Harmon, D. The Nature of Taken-for-grantedness. Early stages, target: *Academy of Management Review*.
24. Harmon, D. How Future-oriented Talk Constricts Action: Forward Guidance of the Federal Open Market Committee. Data analysis, target: *Administrative Science Quarterly*.

Editorial Work

25. Harmon, D. & Etchanchu, H. Beyond Microfoundations and Macrofoundations: A Cross-level Linguistic Perspective of Institutions. Editors of accepted volume in ***Research in the Sociology of Organizations***. Emerald Group Publishing Limited. (To be published 2025)

PRESENTATIONS

Frake, J. & Harmon, D. (equal authorship) Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department.

- 2022 at Academy of Management (Seattle, WA)
- 2021 at Henley Business School, New York University, Cornell, HEC Paris

Naumovska, I. & Harmon, D. Into the great unknown: When expressing more uncertainty improves entrepreneurial financing outcomes.

- 2021 at the Academy of Management (virtual)

Deliberations, Decisions, and Justifications: Transparency of the FOMC.

- 2020 at Stanford's GSB Organizational Behavior group

Harmon, D. & Rhee, E. Constructing New Valuation Metrics: Entrepreneurial Arguments and Stock Market Reactions in Nascent Markets.

- 2021 at London Business School
- 2020 at Seoul National University, the Academy of Management (virtual)
- 2019 at the Academy of Management (Boston, MA), the European Group for Organizational Studies (Edinburgh, Scotland), the Strategy Winter Conference (Salt Lake City, UT), the University of Michigan ICOS Seminar
- 2018 at the Organization Theory Junior Faculty Conference (Columbia University)

Harmon, D. & Mariani, M. The Power of Abstraction: European Central Bank Communications and the Heterogeneous Reactions across Stock Markets.

- 2019 at the University of Minnesota, the University of Michigan Internal Seminar
- 2018 at the Alberta Institutions Conference

Rhee, E. & Harmon, D. Compensatory Reframing and Stock Market Reaction: A Case of Failed M&A Attempts.

- 2017 at the Strategic Management Society (Houston, TX)
- 2016 at the Academy of Management (Anaheim, CA)

Harmon, D. When the Fed Speaks: Arguments, Emotions, and the Microfoundations of Institutions.

- 2019 at the Academy of Management (Boston, MA), the University of Michigan's Hosmer Hall Luncheon
- 2017 at the Academy of Management (Atlanta, GA)
- 2016 at the University of Alberta, HEC Lausanne
- 2015 at the University of Georgia, Aalto University, Cambridge University, HEC Paris, Michigan State University, Texas A&M, INSEAD, McGill, Arizona State University, University of Michigan, UCLA

Harmon, D. Linguistic Archaeology and Financial Markets: An Emerging Perspective.

- 2017 at the Tuck Junior Faculty Conference

Etchanchu, H. & Harmon, D. Rules of Engagement: A Dialogical Theory of Legitimation Crises and the French Shale Gas Debate.

- 2017 at the Fifth Austrian Early Scholars Workshop (Vienna, Austria)
- 2016 at the European Group for Organizational Studies (Naples, Italy)

Harmon, D. & Vaara, E. A Configurational Model of Communicative Legitimation.

- 2015 at the European Group for Organizational Studies (Athens, Greece)

Harmon, D. & Kim, P. Moving Beyond Intentionality: How Violations of Action versus Inaction Affect Trust Repair.

- 2014 at the Academy of Management (Philadelphia, PA)
- 2014 at the International Association of Conflict Management (Leiden, Netherlands)

Harmon, D. & Kim, P. Making Sense of Contract Violations: How an Agreement Is Originally Achieved Affects the Likelihood of Trust Repair.

- 2014 at the Western Academy of Management (Napa, CA)
- 2013 at the Academy of Management (Orlando, FL)

Harmon, D., Kim, P., & Mayer, K. Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects the Likelihood of Trust Repair.

- 2012 at Strategic Management Society (Prague, Czech Republic), the Academy of Management (Boston, MA), the Western Academy of Management (La Jolla, CA)

Kim, P. & Harmon, D. Competence, Integrity, and Benevolence: The Implications of Past Depictions, Natural Construals, and Logical Differentiations for Trust Repair.

- 2013 at the International Association for Conflict Management (Tacoma, WA)
- 2012 at the Academy of Management (Boston, MA)

Kim, P., & Harmon D. Trust repair via distributive justice rationales: The contingent implications of equity, equality, and need.

- 2013 at the International Association for Conflict Management (Tacoma, WA)
- 2012 at the Academy of Management (Boston, MA)
- 2011 at the SoCal Ph.D. Doctoral Consortium at the University of Southern California (Los Angeles, CA)

WORKSHOPS AND SYMPOSIA

- Panelist and discussant at conference on “The Next Decade of Legitimacy Research: Advancing the Multilevel Theory of Legitimacy.” Lausanne, Switzerland (2023).
- Panelist at “Discourse-Based Inquiry: Rhetorical, Narrative, and Dialogic Research Design in Multiple Disciplines” PDW. Academy of Management in Seattle, WA (2022).
- Presenter at “Experiments in Institutional Theory and Strategy Research” PDW. Academy of Management in Seattle, WA (2022).
- Presenter at “Content and Textual Analysis in Organizational Research: Techniques and Applications” PDW. Academy of Management in Seattle, WA (2022).
- Panelist at “Top Executive Emotion in Strategic Management: Theory, Measurement, and Future Research” symposium. Academy of Management in Seattle, WA (2022).
- Co-organizer of “Language, Meaning, and Organizing: Exploring Multi-Level Theorizing and Analysis” PDW. Academy of Management, virtual (2021).
- Presenter at “Content and Text Analysis in Organizational Research: Techniques and Applications” PDW. Academy of Management, virtual (2021).
- Presenter at “Experiments in Institutional Theory and Strategy Research” PDW. Academy of Management, virtual (2021).
- Panelist at “Science Denial: Causes, Courses, and Remedies. A Route Map for Organizational Scholars” symposium. Academy of Management, virtual (2021).
- Panelist at “Information Disclosure in Strategic Management” symposium. Academy of Management, virtual (2021).

- Co-organizer of “Microinstitutions: unpacking the building blocks of organizations and institutional fields” sub-theme. European Group for Organizational Studies, virtual (2021).
- Presenter at “OMT Doctoral Consortium.” Academy of Management, virtual (2020).
- Co-organizer of “Language, Meaning, and Organizing: Linguistic Theories and Methods of Organizing” PDW. Academy of Management, virtual (2020).
- Co-organizer of “Alternative Institutionalism: Theory, Methods, and Topics” symposium. Academy of Management, virtual (2020).
- Co-organizer of “The future of analyzing talk: Linguistic theories and methods in organizing” sub-theme. European Group for Organizational Studies, virtual (2020).
- Co-organizer of “Language, Meaning, and Organizing: The Future of Linguistic Theories, Data, and Methodologies” PDW. Academy of Management in Boston, MA (2019).
- Co-organizer of “Cutting-Edge Linguistic Methods: Taking Stock of Advances in the Study of Meaning Structures” symposium. Academy of Management in Boston, MA (2019).
- Presenter at “Getting Emotional: Theorizing About and From Data at the Intersection of Emotions and Institutions” PDW. Academy of Management in Boston, MA (2019).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Boston, MA (2019).
- Presenter at “Micro-Institutional Processes” symposium. Academy of Management in Boston, MA (2019).
- Presenter at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Edinburgh, Scotland (2019).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Chicago, IL (2018).
- Co-organizer of “Strategic Communication: A Dialogue on Theories, Data, and the Future of Analyzing Talk” symposium. Academy of Management in Chicago, IL (2018).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Atlanta, GA (2017).
- Discussant at “Talk as Data: New Approaches to Analyzing Text to Advance Theory” PDW. Academy of Management in Atlanta, GA (2017).
- Attendee at “OMT Junior Faculty Consortium.” Academy of Management in Anaheim, CA (2016).
- Co-organizer of “Revisiting Symbolic Management: Strategic Communication in Financial Markets” symposium. Academy of Management in Anaheim, CA (2016).
- Presenter at “Experiments in Institutional Theory and Strategy Research” symposium. Academy of Management in Anaheim, CA (2016).
- Attendee at “Ph.D. Student Workshop.” West Coast Research Symposium in Seattle, WA (2015).
- Attendee at “BPS Division Dissertation Consortium.” Academy of Management in Vancouver, CA (2015).
- Presenter at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Athens, Greece (2015).
- Attendee at “Ph.D. Student Workshop.” European Group for Organizational Studies in Athens, Greece (2015).
- Attendee at “Ph.D. Student Workshop.” Alberta Institutions Conference (2015).
- Attendee at “Medici Summer School in Management Studies.” Bologna, Italy (2015).
- Co-organizer of “Trust Development and Repair in Organizations,” symposium. Academy of Management in Philadelphia, PA (2014).

- Attendee at “OMT Division Doctoral Consortium.” Academy of Management in Philadelphia, PA (2014).
- Attendee at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Rotterdam, the Netherlands (2014).
- Attendee at “Ph.D. Student Research Development Workshop.” Atlantic Competitive Advantage Conference in Atlanta, GA (2012).
- Attendee at “Andrew Hayes Statistics Workshop.” University of Southern California (2011).

HONORS AND AWARDS

- Research grant from the Ross School of Business, University of Michigan (\$45,000, with Justin Frake) (2023).
- Neary Teaching Excellence Award for Masters of Management, University of Michigan (2021).
- Ghoshal Research and Practice Award Winner, Strategic Management Society (2021).
- AMR Outstanding Reviewer award (2021, 2022).
- AMJ Outstanding Reviewer award (2021).
- Research Committee Service Award, OMT Division, AOM (2021).
- Winner of the *Administrative Science Quarterly* Dissertation Award (2019).
- Wharton People Analytics Conference Research Paper Competition, 2nd place (2018).
- Winner of the Louis Pandy Best Dissertation Paper Award; OMT Division AOM (2017).
- Nominated for William H. Newman Award for Best Paper Based on a Dissertation (2017).
- Finalist for the Wiley Blackwell Award for Outstanding Dissertation Research Award, BPS Division, AOM (2017).
- Award for Excellence in Teaching, University of Southern California (2016).
- Teaching Award, Marshall School of Business (2016).
- The Order of the Aretè Award for Scholarship, University of Southern California (2016).
- Ph.D. Achievement Award, University of Southern California (\$2500) (2016).
- Runner up at the INFORMS Dissertation Proposal Competition (2015).
- University of Southern California’s Award for Excellence in Teaching (2015).
- Marshall Ph.D. Teaching Award, recognizes top two student instructors (2015).
- The Manning Endowed Fellowship recipient (2015 – 2016).
- Student Research Award (\$2,500), Lloyd Greif Center for Entrepreneurship (2015).
- Alberta Institutions Conference travel stipend (\$500), OMT Division AOM (2015).
- Best Graduate Student Paper as Lead Author, International Association for Conflict Management, Leiden, Netherlands, “Moving Beyond Intentionality: How Violations of Action versus Inaction Affect Trust Repair,” with Kim, P. (2014).
- Dispute Resolution Research Center (DRRC) Scholarship, sponsored by Northwestern University, International Association for Conflict Management, Leiden, Netherlands (2014).
- Faculty Research Award (\$4,000), Greif Center for Entrepreneurship, with Kim, P. (2012).
- National Science Foundation Grant, “Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects Trust and the Management of Relationships,” Ph.D. Student Development Workshop, Atlanta Competitive Advantage Conference (2012).
- Best Conference Paper Award Nomination, Strategic Management Society, “The Role of Institutional Identities and Frames in Contracting,” with Weber, L. & Glaser, V. (2011).

TEACHING

University of Michigan

Instructor, Corporate Strategy (MBA) – 4.8 out of 5.0 average rating across 13 sections.

Instructor, Strategy (Masters of Management) – 5.0 out of 5.0 average rating across 2 sections.

- Awards: Neary Teaching Excellence Award

Instructor, Corporate Strategy (BBA undergrad) – 4.8 out of 5.0 average rating across 8 sections.

- Award nominations: BBA Teaching Excellence Award

Instructor (PhD Seminar).

- Seminar #1: Microfoundations of Strategy and Organization Theory
- Seminar #2: Language, Meaning, and Strategy
- Award nominations: PhD Teaching Excellence Award

Faculty Advisor (for Action Based Learning).

University of Southern California

Instructor, Leading Organizations – 5.0 out of 5.0 average rating across 1 section.

- Awards: Marshall Ph.D. Teaching Award, recognizes top two student instructors

Teaching Assistant, Leading Organizations (for Jody Tolan) (Spring 2014).

Teaching Assistant, Organizational Behavior MBA (for Scott Wiltermuth) (Fall 2013).

SERVICE

Service to the Field

- Editorial board member for:
 - *Administrative Science Quarterly*, 2022 – present
 - *Organization Science*, 2021 – present
 - *Academy of Management Review*, 2020 – present
 - *Academy of Management Journal*, 2019 – present
- Ad hoc reviewer for:
 - Strategic Management Journal
 - Management Science
 - Strategic Organization
 - Organization Studies
 - Journal of Management Studies
 - Academy of Management Conference (OMT, STR)
 - Strategic Management Society Conference (Behavioral Strategy)
- Service positions:
 - Rep at Large, SMS Behavioral Strategy, 2021 – 2023
 - Listserv Moderator, AOM OMT Division, 2015 – 2019
 - Communications Chair, AOM OMT Division, 2015 – 2018
 - Blogger, AOM OMT Division, 2012 – 2015
- Other service:
 - Junior Faculty Organization Theory Conference, Organizer at the University of Michigan, 2022

Service to University of Michigan

- Hosmer Lecture Series, Co-organizer, 2022 – present
- Student Belonging Task Force, Co-facilitator, 2023
- Uplift Committee for PhD Student Wellbeing, 2018 – 2022
- Dissertation Chair or Co-chair (Yun Ha Cho, Elizabeth Trinh)
- Dissertation Committee Member (Gareth Keeves, Raji Kunapuli, Teddy Dewitt, Pablo Sanz)
- Strategy Brown Bag Coordinator, 2018 – 2019
- Strategy Senior Hiring Committee, 2018 – 2019
- PhD Student Admissions Committee, 2018 – 2023
- Strategy Seminar Series Coordinator, 2017 – 2018, 2020 – 2021, 2023 – 2024

Service to the University of Southern California

- Marshall School of Business, Student President for all Ph.D. students, 2012 – 2015
- Management & Organization Ph.D. Student Seminar, Organizer, 2013 – 2015
- Marshall School of Business Salon Speaker Series, Co-organizer, 2015 – 2016

PROFESSIONAL AFFILIATIONS

- Sanger Leadership Center, University of Michigan, core faculty, 2020 – present
- Michigan Institute for Data Science, core faculty, 2019 – present
- Academy of Management, member, 2011 – present
- Strategic Management Society, member, 2011 – present
- European Group for Organizational Studies, member, 2014 – present

PRIVATE SECTOR WORK

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|--|-------------|
| Ernst & Young LLP , Minneapolis, MN | 2006 – 2010 |
| <ul style="list-style-type: none">• Staff and senior auditor of mutual and hedge funds | |
| Honeywell International , Golden Valley, MN | 2004 – 2006 |
| <ul style="list-style-type: none">• Financial analyst | |

PERSONAL INTERESTS AND HOBBIES

woodworking; cooking; running; philosophy; coffee; maintaining my saltwater reef aquarium;
[Chloe, my Vizsla](#)