

## MAXIM SYTCH

Management and Organizations • Ross School of Business • University of Michigan  
701 Tappan St., R5390, Ann Arbor, MI 48109-1234  
Phone: (734) 647-1055; Fax: (734) 764-2555  
E-mail: [msytch@umich.edu](mailto:msytch@umich.edu).  
[Google scholar](#). [Website](#).

### Employment:

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#### University of Michigan, Ross School of Business

2021 – present, Professor, Department of Management and Organizations  
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:

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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:

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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. Ragozzino, 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>

Sytch, 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>

- Sytch, 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.
- Sytch, Maxim and Yong Hyun Kim. 2013. "Embeddedness." In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.
- Sytch, Maxim and Ranjay Gulati. 2013. "Markets as Networks." In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.
- Sytch, 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 Sytch, 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 Sytch. 2009. "Exploring the Notion of IP Exceptionalism." *California Law Review* 97: 801-856.
- Gulati, Ranjay, Maxim Sytch, and Parth Mehrotra. 2008. "Breaking Up is Never Easy: Planning for Exit in a Strategic Alliance." *California Management Review* 50(4): 147-163.
- Sytch, 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 Sytch. 2008. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." *Managerial and Decision Economics* 29: 165-190.
- Gulati, Ranjay and Maxim Sytch. 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:**

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- Sytch, Maxim. 2023. *Toward an Influence-Based Economy*. • Best Paper Award Winner, Academy of Management, OMT Division, 2010. Under Contract with Oxford University Press, Projected completion: July 2023.
- Maroulis, Spiro and Maxim Sytch. 2023. "Where Do Best Ideas Come From?". Revise and Resubmit.
- Funk, Russel, Maxim Sytch, and Joe Nahm. 2023. "Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors." • Best Paper Award Finalist, Knowledge and Innovation, Strategic Management Society, 2019; Winner Michigan Ross DEI Research Award, 2022. Under review.
- Yong Kim, Jose Uribe, and Maxim Sytch. 2023. "Legal Chameleons: Managing Foreignness in Response to Varying Political Ideologies." Under Review
- Sytch, Maxim, Sukanya Roy, and Mijeong Kwon. 2023. "Network Robustness and Resilience." Working Paper.
- with Patrick Park and Daniel Romero. 2023. "You are Fired! Community Network Response to Layoffs." Work in Progress.
- Cassandra Chambers, Maxim Sytch, and Pete Aceves. 2023. "Following the Crowd: When Decrease in Uncertainty Amplifies Social Influence." Work in Progress.

Sytc, Maxim and Yong Hyun Kim. 2023. "The Dynamics of Network Resilience." Work in Progress.

### **Book Reviews:**

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

Sytc, 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**

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Sytc, Maxim and Dagny Dukach. 2023. Leading a Business in Ukraine During the War. *Harvard Business Review*, February 24, 2023.

Sanchez-Burks, Jeffrey and Maxim Sytc. 2021. Reimagining the Office as Time and Space for Immensely Human Interactions. *Sloan Management Review*, June 7.

Sytc, Maxim and Yong Kim. 2020. Want to Win Someone Over? Talk Like They Do. *Harvard Business Review*, December 08.

Sytc, Maxim. 2020. Are Your Influence Skills Ready for Remote Work? E27, October 16.

Ashford, Susan, Maxim Sytc, and Lindred Greer. 2020. 5 Ways a Crisis Can Help You Cultivate a Growth Mindset. *Harvard Business Review*, August 20.

Sytc, Maxim and Lindred Greer. 2020. Is Your Organization Ready for Permanent WFH? *Harvard Business Review*, August 18.

Sytc, 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.

Sytc, Maxim. 2019. How to figure out how much influence you have at work. *Harvard Business Review*, February 18.

Complex firm structure may hurt stock in alliances. *XinHuaNet*, May 05, 2018

Sytc, Maxim. 2018. How can you make yourself invincible at work? *SmartBrief*, September 8, 2017.

Sytc, Maxim. 2017. "How to Make Yourself Indispensable at Work." *Dividend*. Michigan Ross, Spring 2017.

Sytc, 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*)

Sytc, Maxim. 2017. "What Companies are Best at Keeping up With Changing Markets?" *Huffington Post*, January 10. (also in *Apple News*)

Sytc, Maxim. 2016. "The 5 Habbits of Highly Influential People." *Inc.com*, July 18. (also in *Huffington Post*, April 10, 2017; *Apple News*)

Sytc, Maxim. 2016. "3 Powerful Forces That are Completely Changing the Way We Lead." *Huffington Post*, July 19. (also in *Inc.com*, July 20, 2017).

Sytc, Maxim and Scott DeRue. 2010. "Ditch Performance Reviews? How About Learn to Do Them Well?" *Harvard Business Review Online*, June 22.

Sytc, Maxim and Ranjay Gulati. 2008. "Creating Value Together." *Sloan Management Review* 50 (1): 12-13.

Gulati, Ranjay, Maxim Sytc, and Parth Mehrotra. 2007. "Preparing For the Exit." *The Wall Street Journal*, March 6 : R11.

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#### **Other Publications:**

Uribe, Jose, Sytc, 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*.

Sytc, 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.

Sytc, 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 Sytc, 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.

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#### **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.

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#### **PDWs and Symposia:**

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

Contributor, Diamonds in the Rough, Paper Development Workshop, 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:**

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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.” Michigan 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.
- Sytch, 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.
- Sytch, 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 Sytch, and Adam Tatarynowicz. "The Rise and Fall of Small Worlds," Academy of Management Annual Conference, Philadelphia, August 2007.
- Sytch, Maxim. "Navigating the Web of Conflict and Cooperation: Social Structure and Dynamics of Alliance Formation." 14<sup>th</sup> Annual Consortium on Competitiveness and Cooperation, Georgia Institute of Technology, Atlanta, April 2007.
- Gulati, Ranjay and Maxim Sytch. "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 Sytch. "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.
- Sytch, 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.

Sytch, 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.

Sytch, 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 Sytch. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." European Group of Organization Studies, Berlin, June 2005.

### **Invited Presentations:**

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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:**

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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:**

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**Associate Editor**, Administrative Science Quarterly, 2018-2022

**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**

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**

Chair, Faculty Council for MBA Programs, 2019-2021

PhD Recruiting Committee, 2019-2020, 2022

Course Coordinator for M&O core course in FT MBA and Online MBA Programs, 2019-2020

Chair, PhD Recruiting Committee, 2018-2019

Faculty Council for MBA Programs, 2018-2019

Faculty Recruiting Committee, 2018-2019

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

Faculty Recruiting Committee, 2016-2017

MBA Core Curriculum Redesign Committee, 2016-2017  
MBA Course Course Coordinator, 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  
Management and Organizations PhD Admissions Committee, 2009-2011  
Management and Organizations Core Course Coordinator, 2010, 2012  
Doctoral Program Research Grant Proposal Reviewer, 2010  
Faculty Advisor for MBA Family Business Club, 2010-2012

**Ph.D. Student Supervision (Dissertation Committees):**

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SangTek Oh, Dissertation Committee Member, Sociology, University of Michigan  
Adam Copeland, Dissertation Committee Member, Sport Management, University of Michigan  
Sarah Gordon, Dissertation Committee Member, Ross School of Business, University of Michigan (In progress)  
Dylan Nelson, Dissertation Committee Member, Department of Sociology, University of Michigan (In progress)  
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 (University of Bocconi)  
Yong Hyun Kim, Dissertation Committee Member, Ross School of Business, Management and Organizations (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 (Northwestern University, Northwestern Institute on Complex Systems)  
John Chen, Dissertation Committee Member, Ross School of Business, Strategy Department (University of Florida)  
Russell Funk, Dissertation Committee Member, University of Michigan, Sociology Department (University of Minnesota)  
Pranav Garg, Dissertation Committee Member, Ross School of Business, Strategy Department (IIM)

## **Research Grants:**

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Ross School of Business Research Grant, 2022

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:**

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Academy of Management

American Sociological Association

INFORMS

Strategic Management Society

## **Teaching Experience:**

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### **University of Michigan, Ross School of Business:**

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

- 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 2022, Ann Arbor: 4.9 (49 students)
- Winter 2022, Los Angeles: 4.9 (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”

- 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 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, 2014-2022

Average instructor evaluation: 4.8/5

**University of Michigan, Ross School of Business on Coursera**

- Leading People and Teams (2015-present).
- Over 550,000 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:**

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

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