

CHRISTOPHER I. RIDER

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ACADEMIC POSITIONS

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

EDUCATION

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

PUBLICATIONS

- Rider, C. I., J. B. Wade, A. Swaminathan & A. Schwab. "Racial disparity in leadership: Evidence of valiative bias in the promotions of National Football League coaches." [Forthcoming, *American Journal of Sociology*]
- Tan, D. & C. I. Rider. 2022. "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](#)]
- 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](#)]

PUBLICATIONS (continued)

- 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

- Barach, M. & C. I. Rider. "From laborer to founder: Examining entrepreneurs' fundamental transitions on an online platform." [Conditionally accepted, *Strategic Management Journal*]
- Kim, Y. & C. I. Rider. "Preferences versus constraints in immigrant entrepreneurship: Evidence from generational self-employment patterns." [Under 2nd review, *Strategic Management Journal*]
- Rider, C. I. & S. Samila. "Envisioning value: Certification, matchmaking, and market intermediaries." [R&R from *Organization Science*]
- Rider, C. I. "Educational credentials and intra-occupational inequality: Evidence from law firm dissolutions." [[url](#)]
- Chen, J. & C. I. Rider. "Still the same: How new ventures heed the diversity imperative but remain similar."
- Rider, C. I., V. K. Sundriyal, K. Wennberg & T. Yang. "Entrepreneurship and occupational prestige."

RESEARCH GRANTS AND HONORS

- 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)*

- 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.
- 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.

INVITED SEMINARS *(continued)*

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- 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**

- 2022 *Equity Analytics* (BBA & MBA elective)
- 2021-23 *Strategic Entrepreneurship, Execution, Growth, HR & Leadership* (executive education modules)
- 2021 *Entrepreneurship Research Seminar* (PhD elective)
- 2021-23 *Competing Globally* (Executive MBA elective)
- 2020-22 *Global Strategy* (MBA, Online MBA & Weekend MBA elective)
- 2020 *Introduction to Research Methods* (doctoral program required course)

WashU at Brookings | Brookings Institution

- 2016-22 *Ethics in Action: Leading with Integrity* (executive education)

Università della Svizzera italiana | Faculty of Economics

- 2019-21 *Introduction to Research Methods* (doctoral program required course)

Universität Basel | Faculty of Business and Economics

- 2018-19 *Principled Leadership* (undergraduate summer school elective)

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.
- 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)

TEACHING (*continued*)**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); and The Social, Political, and Ethical Environment of Business (BBA). Teaching Effectiveness and Outstanding GSI Awards.

TEACHING ARTICLES & CASES

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. Diversity, Equity & Inclusion Global Case Writing Competition.

SELECTED MEDIA COVERAGE

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

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

PROFESSIONAL AFFILIATIONS AND SERVICE

- Associate Editor: *Administrative Science Quarterly* (2018 – present)
- Senior Editor: *Organization Science* (2017 – 2018)
- Associate Editor: *Management Science*, Entrepreneurship and Innovation Department (2015 - 2018)
- Editorial Board: *Academy of Management Review* (2017-2020)
- Member: *Administrative Science Quarterly* Methods Advisory Panel (2016 – 2018); *Organization Science* Special Methods Panel (2017 – 2018).
- 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 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*; *Strategic Entrepreneurship Journal*; *Strategic Management Journal*; and *Work and Occupations*.
- 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: Univ. of Washington Foster School of Business)
- Adina Sterling, Emory Univ. Goizueta Business School, committee member, Ph.D. 2011 (faculty member: Stanford University Graduate School of Business)
- 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)
- Dylan Nelson, Univ. of Michigan Sociology, committee member, Ph.D. 2022 (post-doctoral fellow at MIT Sloan School of Management).
- Wyatt Yong Wook Lee, Univ. of Toronto Rotman School of Management, external appraiser/examiner.
- W. Reuben Hurst, Univ. of Michigan Ross School of Business, committee member.
- Jusang Lee, Univ. of Michigan Ross School of Business, committee member.
- Derek Leif, Univ. of Michigan Ross School of Business, committee member.
- Susie Choe, Univ. of Michigan Ross School of Business, 4th-year adviser.
- Brenda Myung, Univ. of Michigan Ross School of Business, 3rd-year adviser.
- Kyle McCullers, Univ. of Michigan Ross School of Business, 2nd-year adviser.
- Shonita Black, Univ. of Michigan Ross School of Business, Bridges Fellowship adviser (pre-doc).