

# CHRISTOPHER I. RIDER

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## ACADEMIC POSITIONS

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<b>University of Michigan, Ross School of Business</b> Thomas C. Kinnear Professor & Associate Professor ( <i>with tenure</i> )	Ann Arbor, MI 2019 – present
<b>Georgetown University, McDonough School of Business</b> 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
<b>University of Chicago, Booth School of Business</b> Visiting Assistant Professor of Organizations & Markets	Chicago, IL 2013-14
<b>Emory University, Goizueta Business School</b> Assistant Professor of Organization & Management	Atlanta, GA 2008-14

## EDUCATION

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

## PUBLICATIONS

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- 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](#)]
- 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](#)]
- 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).

**PUBLICATIONS** (continued)

- 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." [2<sup>nd</sup> R&R, *Strategic Management Journal*]
- Rider, C. I. & S. Samila. "Envisioning value: Certification, matchmaking, and market intermediaries." [R&R, *Organization Science*]
- Rider, C. I. "Educational credentials and intra-occupational inequality: Evidence from law firm dissolutions." [[url](#)]
- Rider, C. I. & B. J. Myung. "Network position and performance: Advantage or privilege?"
- 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

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- 2023 3<sup>rd</sup> place. Diversity, Equity & Inclusion Global Case Writing Competition. WDI Publishing.
- 2022 J. Frank Yates Diversity & Inclusion Teaching Excellence Award, Ross School of Business.
- 2021 1<sup>st</sup> 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)*

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- 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.
- 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.

**INVITED SEMINARS** *(continued)*

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- 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 *Entrepreneurial Business Basics* (Undergraduate elective)
- 2022-23 *Equity Analytics* (BBA & MBA elective)  
 • Provost's Teaching Innovation Prize, 2024.
- 2021-23 *Strategic Entrepreneurship, Execution, Growth, HR & Leadership* (executive education modules)
- 2021-24 *Entrepreneurship Research Seminar* (PhD elective)
- 2021-24 *Competing Globally* (Executive MBA elective)
- 2020-23 *Global Strategy* (MBA, Online MBA & Weekend MBA elective)
- 2020 *Introduction to Research Methods* (doctoral program required course)

**WashU at Brookings | Brookings Institution**

- 2016-23 *Ethics in Action: Leading with Integrity* (executive education)

**Università della Svizzera italiana | Faculty of Economics**

- 2019-23 *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)

**TEACHING** *(continued)*

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**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)

**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.*

**TEACHING RESOURCES**

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

- 3<sup>rd</sup> 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.]

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

**PROFESSIONAL EXPERIENCE**

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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**

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

## PROFESSIONAL AFFILIATIONS AND SERVICE

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- 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 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

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- 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: 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 (post-doctoral fellow at MIT Sloan School of Management).
- 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.
- Derek Leif, Univ. of Michigan Ross School of Business, committee member.

**DOCTORAL STUDENT ADVISING** *(continued)*

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- Susie Choe, Univ. of Michigan Ross School of Business, dissertation chair.
- Brenda Myung, Univ. of Michigan Ross School of Business, 4<sup>th</sup>-year adviser.
- Kyle McCullers, Univ. of Michigan Ross School of Business, 3<sup>rd</sup>-year adviser.
- Shonita Black, Univ. of Michigan Ross School of Business, 1<sup>st</sup>-year adviser.
- David Zavala, INCAE Business School, pre-doc visiting scholar adviser.