

# John Joseph

Strategy Area · Paul Merage School of Business · University of California Irvine · Irvine, CA 92617

Email: johnj2@uci.edu

## ACADEMIC POSITIONS

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<b>University of California, Irvine</b> · Paul Merage School of Business · Irvine, CA	
Associate Professor of Strategy	2017-Present
Assistant Professor of Strategy	2015 - 2017
<b>Duke University</b> , Fuqua School of Business · Durham, NC	2008 - 2015
Assistant Professor of Strategy	
<b>Northwestern University</b> · Kellogg School of Management · Evanston, IL	2005 - 2008
Lecturer of Management and Organizations	

## RESEARCH INTERESTS

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- Impact of organization design on innovation, performance, and growth
- Organizational learning, managerial cognition, and attention
- Strategic decision making amidst uncertainty and ambiguity

## PEER-REVIEWED JOURNAL PUBLICATIONS

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- Joseph, J. Rhee, L. and Wilson, A. Corporate Hierarchy and Organizational Learning: Member Turnover, Code Change, and Innovation in the Multiunit Firm. *Organization Science*, forthcoming
- Kim, J., Cunningham, C., and Joseph, J. Corporate Proximity and Product Market Reentry: The Role of Corporate Headquarters in Business Unit Response to Product Failure. *Academy of Management Journal*, forthcoming
- Klingebiel, R., Joseph, J., and Machoba, V. Sequencing Innovation Rollout: Learning Opportunity versus Entry Speed. *Strategic Management Journal*, forthcoming
- Zhu, L., Kim, J., and Joseph, J. 2021. Feelings in the Fog: The Interplay of CEO Affective Dispositions, Ambiguous Performance Feedback, and Firm Risk Taking. *Proceedings of the 2021 Academy of Management Meeting*.
  - Winner Best Paper Award from AOM STR Behavioral Strategy Division, 2021
- Joseph, J. and Gaba, V. 2020. Organizational Structure, Information Processing and Decision Making: A Retrospective and Roadmap for Research, *Academy of Management Annals*, 14(1), 267-302.
- Dutt, N. and Joseph, J. 2019. Regulatory Uncertainty, Corporate Structure, and Strategic Agendas: Evidence from the U.S. Renewable Electricity Industry, *Academy of Management Journal*, 62(3), 800-827.
- Chatterji, R., Cunningham, C., and Joseph, J. 2019. The Limits of Relational Governance: Sales Force Strategies in the Medical Device Industry, *Strategic Management Journal*, 40(1), 55-78

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- Joseph, J., Baumann, O., Burton, R., and Srikanth, K. 2018. Reviewing, Revisiting, and Renewing the Foundations of Organization Design. in Joseph et al., (Eds.) *Advances in Strategic Management: Organization Design*, Emerald Publishing: UK
- Joseph, J. and Wilson, A. 2018. The Growth of the Firm: An Attention-Based View, *Strategic Management Journal*, 39(6), 1779-1800.
  - Top ten SSRN download (Week of August 21 and week of September 2, 2017)
- Ocasio, W. and Joseph, J. 2017. An Attention-Based View of Great Strategies, *Strategy Science*, 3(1) 289-294.
- Joseph, J. Klingebiel, R. and Wilson, A. 2016. Organizational Structure and Performance Feedback: Centralization, Aspirations and Termination Decisions, *Organization Science*, 27 (5): 1065–1083
  - Nominated for the SMS Best Conference Paper Prize, SMS Conference 2011, Miami
- Klingebiel, R. and Joseph, J. 2016. Technology Entry Timing and Innovation Strategy in the Mobile Handset Industry, *Strategic Management Journal*, 37: 1002–1020.
  - Industry Studies Association (ISA) Ralph Gomory Best Industry Studies Award
- Joseph, J. and Gaba. V. 2015. The Fog of Feedback: Ambiguity and Firm-Responses to Multiple Aspiration Levels. *Strategic Management Journal*, 36: 1960-1978.
- Joseph, J. Ocasio, W. and McDonnell, M. 2014. The Structural Elaboration of Board Independence: Executive Power, Institutional Logics, and the Adoption of CEO-only Board Structures in U.S. Corporate Governance" *Academy of Management Journal*, 57:1834-1858.
- Gaba. V. and Joseph, J. 2013. Corporate Structure and Performance Feedback: Aspirations and Adaptation in M-form Firms, *Organization Science*, 24(4): 1102-1119.
  - Top ten SSRN download (Week of August 11 and week of August 24, 2012)
- Joseph, J. and Ocasio, W. 2012 Architecture, Attention and Adaptation in the Multibusiness Firm: General Electric, 1951-2001. *Strategic Management Journal*, 33 6: 633-660.
- Ocasio, W. and Joseph, J. 2008. Rise and Fall, or Transformation? The Evolution of Strategic Planning at the General Electric Company, 1940-2006. *Long Range Planning*, 41: 248-272.
- Ocasio, W. and Joseph, J. 2005. Cultural Adaptation and Institutional Change: The Evolution of Vocabularies of Corporate Governance, 1972-2002. *Poetics*, 33: 163-178.

### **OTHER PUBLICATIONS**

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- Klingebiel R., and Joseph, J. 2022. Designing the Best Strategy for Your Next Global Product Rollout *Harvard Business Review Online* March 3. <https://hbr.org/2022/03/designing-the-best-strategy-for-your-next-global-product-rollout>
- Joseph, J., Baumann, O., Burton, R., and Srikanth, K., (Eds.) 2018. *Advances in Strategic Management: Organization Design*, Emerald Publishing: UK.

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- Joseph, J., 2018. Commentary: Evolution of the Journal and the Field of Organization Design, *Journal of Organization Design*.
- Klingebiel, R. and Joseph, J. 2017. Commentary: Reflection on Entry Timing and Innovation Strategy, *Strategic Management Journal*, 38: 1948–1949.
- Joseph, J. and Klingebiel, R. 2016. Centralized Decision Making Helps Kill Bad Products. *Harvard Business Review Online*. October 18. <https://hbr.org/2016/10/centralized-decision-making-helps-kill-bad-products>
- Klingebiel R., and Joseph, J. 2015. When First Movers are Rewarded and When They're Not. *Harvard Business Review Online*. August 11. <https://hbr.org/2015/08/when-first-movers-are-rewarded-and-when-theyre-not>
- Wilson, A. and Joseph, J. 2015. Organizational Attention and Technological Search in the Multibusiness Firm: Motorola from 1974-1997, In G. Gavetti and W. Ocasio (Eds.), *Advances in Strategic Management: Cognition and Strategy*. UK: Emerald Group Publishing Limited.
- Joseph, J. 2015. "Realism." In M. Augier and D. Teece (Eds.) *The Palgrave Encyclopedia of Strategic Management*, Palgrave MacMillan.
- Leonardelli, G. J., Pickett, C.L., Joseph, J.E., & Hess, Y.D. 2011. Optimal distinctiveness theory in nested categorization contexts: Moving from dueling identities to a dual identity. In R.M. Kramer, G.J. Leonardelli, & R.W. Livingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn Brewer*. Psychology Press, New York: Taylor & Francis.
- Ocasio, W. and Joseph, J. 2006. Governance Channels at General Electric: 1950-2001. In Burton, R. M.; Eriksen, B.; Haakonsson, D. D., and Snow, C. C., (Eds.) *Organizational Design: The Dynamics of Adaptation and Change*. Springer Publishers, Information and Organization Design Series, Boston, MA.
- Ocasio, W. and Joseph, J. 2005. An Attention Based Theory of Strategy Formulation: Linking Decision Making and Guided Evolution in Strategy Processes. In Doz, Y., Porac, J., and Szulanski, G. (Eds.) *Advances in Strategic Management*.
- Joseph, J. and Ocasio, W. 2005. And Then There Were None: Political Settlements of Insider Board Membership. *Academy of Management Meetings Best Paper Proceedings, Honolulu*.

### PAPERS UNDER REVIEW

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- Joseph, J. and Sengul, M. The Foundations and Future of Organization Design Research. Under second review at *Journal of Management*.
- Ringov, D., Liu, H., Szulanski, G. and Joseph, J. Healthy Replication: Scaling Faster While Preserving Routines in Chain Under review at *Organization Science*.

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- Joseph, J., Wilson, A. and Park, J. Capacity through Comprehension: Information Processing, Mutual Understanding, and Organization Design in Healthcare. Under review at *Administrative Science Quarterly*
- Joseph, J. and Sengul, M. Organization Design, Strategic Choice and Organizational Behavior: Principles, Levers, and Dynamics. Under review at *Handbook of Principles of Organizational Behavior* Ed Locke and Craig Pearce Eds.
- Joseph, J. Structure, Cognition, and Strategy in *Centralization: Benefits and Drawbacks*, Adam Nir, Ed. Nova Science Publishers, New York, NY.
- Ocasio, W., Joseph, J., Laureiro, D., Nigam., A., Rerup., C. Guest-Editors, Special Issue of Strategic Organization, *Research Frontiers on the Attention-Based View of the Firm*

### WORKING PAPERS AND WORKS-IN-PROGRES

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- Zhu, L., Kim, J., and Joseph, J. Feelings in the Fog: The Interplay of CEO Affective Dispositions, Ambiguous Performance Feedback, and Firm Risk Taking.
  - 2021 Winner Academy of Management STR Best Paper Award in Behavioral Strategy, Process and Change
- Sinha, A., Bromiley, P., and Joseph J. Aspiration Adaptation: A Test of the Cyert and March Model.
- Du, K., Joseph, J., Klingebiel, R., Mitchell, W. Following Fast and Smart: Attention and Entry Timing in Mobile Devices.
- Boylan, D. and Joseph, J. Decomposability, Decoupling, and Growth: The Role of Formal Structure and Knowledge in Architectural Elaboration
- Park, J. and Joseph, J. Structure, Conflict, and Attention in Online Communities
- Yoon, S. and Joseph, J. Hierarchy and Innovation in Online Communities
- Joseph, J. Revisiting the Near-Decomposability Hypothesis

### CASE STUDIES

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- Joseph, J., 2022. “SoyFoods A, B, C.” Paul Merage School of Business Case, University of California, Irvine.
- Joseph, J., Jiang, C., and Han, K., A. 2018. “Siemens Healthineers: Diagnostic Imaging in Brazil.” Paul Merage School of Business Case, University of California, Irvine.
- Joseph, J. and Acharya, I. 2013. “Pfizer-Pharmacia Merger: Building Capabilities through M&A.” Fuqua School of Business Case, Duke University.

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- Joseph, J. and Wilson, A. 2011. “Siemens Healthcare: Diagnostic Imaging in Brazil.” Fuqua School of Business Case, Duke University.
- Joseph, J. 2009. “Motorola and Mobile Devices: A Next Generation.” Fuqua School of Business Case, Duke University.
- Joseph, J. 2007. “Big Bets, Small Bets and Innovation: Corporate Intrapreneurship at Motorola.” Kellogg School of Management Case, Northwestern University.

### **HONORS, GRANTS AND RECOGNITIONS**

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2021	Winner Academy of Management STR Best Paper Award in Behavioral Strategy, Process and Change
2019	Junior Faculty Research Award - Paul Merage School of Business
2017	Industry Studies Association (ISA) Ralph Gomory Best Industry Studies Paper Award for “Entry Timing and Innovation Strategy in Feature Phones” published in <i>Strategic Management Journal</i> .
2017	Center for Organizational Research Small Grant, University of California, Irvine
2016	Junior Faculty Research Award - Paul Merage School of Business
2016	Innovation in Teaching Award – Paul Merage School of Business
2016	CORCLR faculty research grant, Paul Merage School of Business
2012	Best Paper Nomination, Strategic Management Society, Attention to Multiple Goals in Strategic Decision Making: An Inductive Analysis of Technology Commercialization at Motorola
2011	Best Paper Nomination, Strategic Management Society, June 2011 for Organizational Structure and Performance Feedback: Centralization, Aspirations and Phase-out
2007	ABCD Reviewer Award, OMT Division, Academy of Management
2006	Center for Technology and Innovation Management, Kellogg School of Management, NSF Grant
2005	Dispute Resolution Research Center Grant, Kellogg School of Management, Northwestern University

### **RECENT PRESENTATIONS AND CONFERENCES**

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#### **Invited University Seminar Presentations**

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| 2022 | “The Cognitive Constraints on Design: Information Ambiguity and Organizational Structure,” Virtually presented at Bocconi University, Milan, Italy |
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- 2021 “The Cognitive Constrains on Design: Information Ambiguity and Organizational Structure,” Presented at USC, Marshall School of Business, Los Angeles, CA
- 2021 “The Cognitive Constrains on Design: Information Ambiguity and Organizational Structure,” Virtually presented at Carnegie Mellon, Tepper School of Business Pittsburgh, PA
- 2021 “The Cognitive Constrains on Design: Information Ambiguity and Organizational Structure,” Virtually presented at New York University, Stern School of Business, New York, NY
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at Boston College, Boston MA
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at INSEAD, Singapore
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at CEIBS, Shanghai, China
- 2017 Panelist for Organization Design and Managerial Practices Panel, SMS Special Conference on Strategic Human Capital, Milan Italy
- 2016 “Organizational Structure, Attention Allocation and Innovation in the Multidivisional Firm,” Presented at the University of Michigan
- 2015 “Organizational Structure, Attention Allocation and Innovation in the Multidivisional Firm,” Presented at the Frankfurt School of Business and Finance.
- 2015 “Organizational Structure and Performance Feedback: Centralization, Aspirations and Termination Decisions,” Presented at the University of California, Irvine
- 2013 “Organizational Structure and Performance Feedback: Situated Decision Making and Persistence in Product Phase-out,” Presented at the Wharton School of Business
- 2013 “Organizational Structure and Performance Feedback: Situated Decision Making and Persistence in Product Phase-out,” Utah-BYU Winter Strategy Conference
- 2012 “Learning within hierarchies: Organizational structure, performance feedback and product phase-out decisions,” Presented at Manchester University
- 2012 “Learning within hierarchies: Organizational structure, performance feedback and product phase-out decisions,” Presented at Yonsei University
- 2011 “Ambiguity and Adaption in M-form Firms: Seamless Mobility and Internal Corporate Venturing at Motorola,” Presented at Harvard Business School

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- 2010 “Architecture, Attention and Adaptation: The Case of General Electric, 1951-2001.” Presented at the *SMJ Special Issue Conference on Strategy and Organizational Design*, Harvard Business School.

### Invited Conference Activities

- 2022 “Organizational Structure and Organizational Learning,” Virtually presented at the *Carnegie School of Organizational Learning (CSOL) Academy*
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at the *Consortium for Strategy Research (CSR)*, Boston, MA
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at the *Consortium on Competitive and Cooperation (CCC)*, Haas School of Business, Berkeley, CA
- 2017 “Learning within Hierarchies: An Empirical Test and Extension of the March Exploration/Exploitation Model,” Presented at the *SMS Special Conference on Strategic Human Capital*, Milan, Italy

### Recent Conference Activities (Academy of Management)

- 2020 Organizer: “Organization Designs for Better Healthcare: Structure and Attentional Processes in Hospitals,” (Symposium) *Academy of Management, Vancouver (virtual)*
- 2020 Author: “Learning within Hierarchies: Corporate Proximity and Business Unit Response to Adverse Events,” *Academy of Management, Vancouver (virtual)*
- 2020 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs,” (PDW) *Academy of Management, Vancouver (virtual)*
- 2019 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs,” (PDW) *Academy of Management, Boston*
- 2019 Organizer: “New Frontiers in Organizational Learning”, (Showcase Symposium) *Academy of Management, Boston (Runner up for Best symposium OMT Division)*
- 2019 Presenter: “Innovation and Adaptation within Corporate Hierarchies”, (Symposium) *Academy of Management, Boston*
- 2018 Organizer: “Organizational Structure and the Behavioral Theory of the Firm,” (Showcase Symposium) *Academy of Management, Chicago*
- 2018 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs”, (PDW) *Academy of Management, Chicago*
- 2018 Panelist: “Organizational Structure and Innovation,” (Showcase Symposium) *Academy of Management, Chicago*
- 2018 Panelist: “Performance and Aspiration Levels: Investigating the Underlying Processes,” (Symposium) *Academy of Management, Chicago*

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- 2017 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs”, (PDW) *Academy of Management, Houston*
- 2017 Organizer: “Cognition in Firm Environments: A Topic Modeling Approach to Organizational Adaptation,” (Showcase Symposium) *Academy of Management, Houston*
- 2017 Presenter: “Organizational Design and Business Models,” *Academy of Management, Houston*
- 2016 Organizer: “Cognition in Firm Environments: A Topic Modeling Approach to Organizational Adaptation,” (Showcase Symposium) *Academy of Management, Anaheim*
- 2016 Presenter: “Organizational Design and Business Models,” *Academy of Management, Anaheim*
- 2016 Presenter: “Current Research in Organization Design: Topics, Tools, and Triumphs”, (PDW) *Academy of Management, Anaheim*
- 2016 Presenter: “Marching through the Fog: Ambiguity, Inertia and Innovation,” *Academy of Management, Anaheim*
- 2015 Organizer: “Big Tent, Little Ideas and the New, New Directions of Behavioral Theory of the Firm Research,” (PDW) *Academy of Management, Vancouver*
- 2015 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs,” (PDW) *Academy of Management, Vancouver*
- 2015 Organizer: “Cognition and Change: Uniting Dynamic Cognitive Perspectives,” (Showcase Symposium) *Academy of Management, Vancouver*
- 2015 Presenter: “Multiple Methods,” (PDW) *Academy of Management, Vancouver*
- 2015 Presenter: “An Attention-based Theory of Firm Growth,” *Academy of Management, Vancouver*
- 2015 Panelist: “Organizational Aspirations and Strategic Action: Open Questions and Avenues for Future Research,” (PDW) *Academy of Management, Vancouver*
- 2014 Organizer: “Current Research in Organization Design: Topics, Tools, and Triumphs,” (PDW) *Academy of Management, Philadelphia*
- 2014 Organizer: “A New Look at Corporate Parenting: Linking Structure and Cognition in the Multibusiness Firm,” (PDW) *Academy of Management, Philadelphia*
- 2014 Presenter: “Vocabularies Matter: Cognition, Communication, Coordination, and Constitution: Studying Vocabularies,” (PDW) *Academy of Management, Philadelphia*
- 2014 Presenter: “Organizational Architecture & Problem Solving: A Topic Modeling Approach to New Problem Attention,” *Academy of Management, Philadelphia*



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- 2013 Organizer: “Cognition in Complex Organizations,” (Showcase Symposium), *Academy of Management, Orlando*
- 2013 Presenter: “Goal Ambiguity, Attention and Internal Selection in the Multibusiness Firm” *Academy of Management, Orlando*
- 2013 Presenter: “Fog of Feedback: Ambiguity and Firm-Responses to Multiple Aspiration Levels,” *Academy of Management, Orlando*
- 2013 Presenter: “Attention Needs More Attention - Bridging Micro and Macro Perspectives,” (PDW) *Academy of Management, Orlando*
- 2012 Organizer: “Architecture of Adaptation: Role of the corporate office in adaptation of the multi-business firm,” (Symposium) *Academy of Management, Boston, MA*
- 2012 Organizer: “What are the Drivers of Innovation & Technology? Understanding Antecedents to Search,” (PDW) *Academy of Management, Boston, MA*
- 2012 Presenter: “Ambiguity and Adaption in M-form Firms: Seamless Mobility and Internal Corporate Venturing at Motorola,” *Organization Science Winter Conference, Steamboat Springs, Colorado.*

### Recently Conference Activities (Other)

- 2020 “The Cognitive Constrains on Design: Information Ambiguity and Organizational Structure,” Presented at the *Organization Science Winter Conference, Monterey, CA*
- 2018 “Learning within Hierarchies: An Empirical Test and Extension of March 1991,” Presented at the *Strategy Science* conference, Wharton School of Business, Philadelphia, PA
- 2017 “Organizational Structure, Attention Allocation and Innovation in the Multidivisional Firm,” Presented at the *Organization Science Winter Conference, Park City, Utah*
- 2015 Chair, *Organizational Design Community Annual Conference, Vancouver, BC.*
- 2014 Presenter: “Ambiguity, Attention and Adaption in M-form Firms: Seamless Mobility and Internal Corporate Venturing at Motorola,” Presented at the *OMT-ASQ Conference, INSEAD*
- 2013 Presenter: “Organizational architecture and problem solving: A topic modeling approach to new problem attention,” Presented at *Organizational Learning Conference, Asilomar, CA*
- 2012 Presenter: “Ambiguity, Attention and Adaption in M-form Firms: Seamless Mobility and Internal Corporate Venturing at Motorola,” Presented at the *Organization Science Winter Conference, Steamboat Springs, Colorado.*

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## TEACHING EXPERIENCE

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### MBA level

- 2022 Corporate Strategy (MBA elective)
- 2015-Present Strategic Management (Core Class); Full-time, part-time and online MBA programs  
2019 Full-time MBA Core Teaching Award  
2018 Full-time MBA Core Teaching Award
- 2008-2014 Foundations in Strategy (Core Class), Full-time MBA Program
- 2005-2007 Negotiations  
Received Kellogg School of Management Doctoral Teaching Award
- 2005-2006 Leadership in Organizations (Core class)  
Received Kellogg School of Management Doctoral Teaching Award

### Undergraduate level

- 2021-Present Corporate Strategy (elective)

### PhD level

- 2021-2022 Writing an Empirical Paper
- 2020 Value Creation in Strategy
- 2015-Present Foundation Theories of Strategy
- 2015-2019 Foundation Theories of Organizations (OT)

## PROFESSIONAL ACTIVITIES AND SERVICE

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### Editorial positions

- Senior Editor, *Organization Science* 2020 - Present
- Editorial Board, *Strategic Management Journal* 2011 - Present
- Editorial Board, *Journal of Organization Design* 2020 - Present
- Editorial Board, *Administrative Science Quarterly* 2013 - 2020
- Co-Editor, *Journal of Organization Design* 2017 - 2020
- Ad-hoc reviewer for *Academy of Management Journal*, *Strategy and Organization*, *Management Science*, *Long Range Planning*

### External Service (Memberships)

- Academy of Management (AOM)
  - STR Executive Committee (2019-2021)
  - STR Doctoral Consortium Co-Chair (2019-2020)
  - BPS Doctoral Consortium Participant (2014)
  - BPS Best Dissertation Award Reviewer (2013)
- Strategic Management Society (SMS)
  - Representative-at-Large, Behavioral Strategy Interest Group (2017-2019)
  - Representative-at-Large, Strategy Process Interest Group (2015-2017)

### Doctoral advising

- Park, Jay, Ph.D. 2025 expected. Strategy Area, Paul Merage School of Business, University of California, Irvine. (Chair)
- Sinha, Anshuman, Ph.D. 2022 expected. Strategy Area, Paul Merage School of Business, University of California, Irvine. (Co-Chair)

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- Kim, John, Ph.D. 2022 expected. Strategy Area, Paul Merage School of Business, University of California, Irvine. (Chair)
- Alex J Wilson, Ph.D., 2015. Strategy Department, Fuqua School of Business, Duke University. Dissertation Title: *Drivers of New Practice Adoption: Predicting the Gap between Routine "as Designed" and Routine "as Realized"*. (Chair) Placement: University of Minnesota
- Nilanjana Dutt, Ph.D., 2013. Strategy Department, Fuqua School of Business, Duke University. Dissertation Title: *Identifying Search Space*. (Committee) Placement: Bucconi University

### School and University service

- Council of Budgeting and Planning, University of California, Irvine 2021-present
- Area Coordinator (Chair), Strategy, University of California, Irvine 2018-present
- Member, eSports Advisory Board, University of California, Irvine 2019-present
- Member, Masters Program Committee (MPC), University of California, 2018
- Member, Digital transformation committee, University of California, Irvine 2016-2018
- Member, Ph.D. committee, University of California, Irvine 2015-2018
- Faculty advisor, Case competition, National Black MBA conference (Duke University, 2013)
- Faculty advisor, Global Business Practicum for Center for Business Education and Research (CIBER, Duke University) – GE Brazil (2011), GE India (2012)
- Presenter, LEAD program for high potential youth (Duke University, 2010; 2011)

### EDUCATION

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**Northwestern University** · Kellogg School of Management · Evanston, IL June 2009  
Ph.D. in Management and Organizations

**University of Pennsylvania** · The Wharton School · Philadelphia, PA May 2001  
M.B.A. in Management

**Muhlenberg College** · Allentown, PA May 1989  
B.A. in Business Administration

### INDUSTRY EXPERIENCE

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Speaking, research and consulting engagements include: Argyle Executive Forum, British Petroleum, California Society of Anesthesiologists, Children's Hospital of Orange County, CMO Council, Dart Enterprises, Duke University Hospital, General Electric, Heidrick and Struggles, Kellogg Center for Non-Profit Management, Market-bridge, Mazda, Molina Healthcare, Motorola, QTC, Samsung Electronics, and University of California, Irvine.