

DEEPAK SOMAYA

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PRIMARY ACADEMIC APPOINTMENTS

- 2018-present Professor of Strategy and Entrepreneurship, Gies College of Business, University of Illinois at Urbana Champaign
- 2012-present Steven V. and Christy C. King Faculty Fellow, Department of Business Administration, Gies College of Business, University of Illinois at Urbana Champaign
- 2018-present Professor, College of Law, University of Illinois at Urbana-Champaign
- 2017-present Academic Director, Illinois Consulting Academy, Gies College of Business, University of Illinois at Urbana-Champaign
- 2018-2019 Professor, Institute for Genomic Biology, University of Illinois at Urbana-Champaign
- 2015-2018 Director of Graduate Studies, Department of Business Administration, Gies College of Business, University of Illinois at Urbana-Champaign
- 2014-2018 Associate Professor, College of Law, University of Illinois at Urbana-Champaign
- 2012-2018 Associate Professor, Institute for Genomic Biology, University of Illinois at Urbana-Champaign
- 2012-2018 Associate Professor of Strategy and Entrepreneurship, Gies College of Business, University of Illinois at Urbana-Champaign (with tenure)
- 2010-2012 Assistant Professor, Institute for Genomic Biology, University of Illinois at Urbana-Champaign
- 2008-2012 Assistant Professor of Strategy and Entrepreneurship, Gies College of Business, University of Illinois at Urbana-Champaign
- 2007-2008 Visiting Assistant Professor, Kenan Flagler School of Business, University of North Carolina at Chapel Hill (on leave from University of Maryland at College Park)
- 2002-2008 Assistant Professor, Robert H. Smith School of Business, University of Maryland at College Park

EDUCATION

- 2002 University of California at Berkeley (Walter A. Haas School of Business)
Ph.D., Business Administration

March 4, 2019

Dissertation Title: Patent Strategy Viewed through the Lens of Patent Litigation
(Recipient of the Academy of Management Technology and Innovation Management
Best Dissertation Award, 2003)

1992 Indian Institute of Management, Calcutta (Kolkata)
P.G.D.M. (MBA), Business Administration

1990 Indian Institute of Technology, Bombay (Mumbai)
B. Tech., Mechanical Engineering

RESEARCH

Research Interests

My research seeks to understand how companies strategize about and derive competitive advantages from their knowledge assets, which I categorize into technological assets (such as intellectual property), people assets (human capital) and relational assets (social capital). I am also interested in empirical methodologies, including the application of machine learning techniques for deriving theoretical insights from big data. Some of my research explores the international aspects of innovation and intellectual property rights.

Refereed Articles

1. Mawdsley, J., and Somaya, D. 2018. Demand-Side Strategy, Relational Advantage and Partner-Driven Corporate Scope: The Case for Client-Led Diversification. *Strategic Management Journal*, 39(7): 1834-1859. (doi: 10.1002/smj.2788)
[Conference Best Paper Prize (Finalist, one of ten, 1300+ submissions) and Cooperative Strategies Interest Group Best Paper Runner-Up, Strategic Management Society Conference; SSRN's Top Ten download list for: Diversification Strategy & Policy (April 12, 2018) and Corporate Strategy & Business Policy (April 12, 2018)]
2. Raghuram, S., Gajendran, R., Liu, H., and Somaya, D. 2017. Boundaryless LMX: Examining LMX's Impact on External Career Outcomes and Alumni Goodwill. *Personnel Psychology*, 70(2): 399-428.
3. Somaya, D. 2016. How Patent Strategy Affects the Method and Timing of Patent Suit Resolution. *Advances in Strategic Management*, 34: 469-502.
4. Mawdsley, J., and Somaya, D. 2016. Employee Mobility and Organizational Outcomes: An Integrative Conceptual Framework and Research Agenda. *Journal of Management*, 42(1): 85-113.
5. Carnahan, S., and Somaya, D. 2015. Competing through Alumni: The Other Talent War. *MIT Sloan Management Review*, 56(3): 14-16.
6. Corredor, S., Forero, C., and Somaya, D. 2015. How External and Internal Sources of Knowledge Impact Novel and Imitative Innovation in Emerging Markets: Evidence from Colombia. *Advances in International Management*, 28: 161-199.

7. Carnahan, S., and Somaya, D. 2013. Alumni Effects and Relational Advantage: The Impact on Outsourcing When a Buyer Hires Employees from a Supplier's Competitors, *Academy of Management Journal*, 56(6): 1578-1600.
[Conference Best Paper Prize (Honorable Mention) and Ph.D. Best Paper Prize (for Seth Carnahan), Strategic Management Society Conference]
8. Moeen, M., D. Somaya and J. T. Mahoney. 2013. Supply Portfolio Concentration in the Outsourcing of Knowledge Based Services. *Organization Science*, 24(1): 262-279.
[Highlight Paper runner-up, ASQ-HEC-OMT Conference on Coordination within and among Organizations]
9. Mayer, K. J., D. Somaya and I. O. Williamson. 2012. Firm-Specific, Industry-Specific and Occupational Human Capital, and the Sourcing of Knowledge Work. *Organization Science*, 23(5):1311-1329.
10. Somaya, D. 2012. Patent Strategy and Management: An Integrative Review and Research Agenda. *Journal of Management*, 38(4):1084-1114.
11. Somaya, D., and C. McDaniel. 2012. Tribunal Specialization and Institutional Targeting in Patent Enforcement. *Organization Science*, 23(3): 869-887.
12. Somaya, D., D. J. Teece and S. Wakeman. 2011. Innovating in Multi-Invention Contexts: Mapping Solutions to Technological and Intellectual Property Complexity. *California Management Review* (Summer Issue) 53(4): 47-79.
[Winner of the 2012 California Management Review Best Article Award
[Top 20 most frequently downloaded article from the journal, November 2013]
13. Somaya, D., Y-J. Kim, and N. Vonortas. 2011. Exclusivity in Licensing Alliances: Using Hostages to Support Technology Commercialization. *Strategic Management Journal*, 32(2): 159–186.
14. Somaya, D., I. O. Williamson and N. Lorinkova. 2008. Gone but not lost: The different performance impacts of employee mobility between cooperators versus competitors. *Academy of Management Journal*, 51(5): 936-953.
[Best Convention Paper Award, Academy of Management Annual Conference (Human Resource Management Division), and McKinsey Best Paper Prize (Honorable Mention: one of four), Strategic Management Society Conference]
15. Somaya, D., and I. O. Williamson. 2008. Rethinking the “War for Talent.” *Sloan Management Review*, 49(4):29-34.
Summarized in (with an executive interview): “Transforming Talent Losses into Gains” (English version) and “Faire des talents perdus les meilleurs ambassadeurs de l’entreprise” (French version), *Business Digest*, November 2008, No. 190, pp. 27-29.
Summarized and published in Czech and Brazilian online magazines.
16. Somaya, D., I. O. Williamson and X. Zhang. 2007. Combining Patent Law Expertise with R&D for Patenting Performance. *Organization Science*, 18(6):922-937.
17. Shane, S., and D. Somaya. 2007. The Effects of Patent Litigation on University Licensing Efforts. *Journal of Economic Behavior and Organization*, 63 (4): 739-755.

18. Linden, G., and D. Somaya. 2003. System-on-a-Chip Integration in the Semiconductor Industry: Industry Structure and Firm Strategies. *Industrial and Corporate Change*, 12(3):545-576.
[SSRN [Top Ten Download](#) in (Topic Areas): (1) Strategy and Economics (2002); (2) Industry Specific Strategy & Policy (2009); and (3) Other Industry Specific Strategy & Policy (2009; ranked #1)]
19. Somaya, D. 2003. Strategic Determinants of Decisions not to Settle Patent Litigation. *Strategic Management Journal*, 24:17-38.
[[Stephan Schrader Best Paper Award](#), Academy of Management Annual Conference (Technology and Innovation Management Division)]
20. Somaya, D. 1999. Patenting for Global Markets: A U. S. Firm Meets the Demands of the New Globalism. *Business and Politics*, 1 (1): 99-111.

Book Chapters

21. Mawdsley, J., and D. Somaya. 2015. "Strategy and Strategic Alignment in Professional Service Firms." In Empson, L., Muzio, D., Broschak, J., Hinings, B. (Eds.), *The Oxford Handbook of Professional Service Firms*, Oxford UK: Oxford University Press.
22. Somaya, D., and I. O. Williamson. 2011. "Embracing Turnover: Moving Beyond the 'War for Talent'." In Collings, D. and Scullion, H. (Eds.), *Global Talent Management*, Routledge.
23. Somaya, D., and D. Teece, 2007. "Patents, Licensing, and Entrepreneurship: Effectuating Innovation in Multi-Invention Contexts," in E. Sheshinski, E. Strom, and W. Baumol (Eds.), *Entrepreneurship, Innovation and the Growth Mechanism of Free-Market Economies*, pp. 185-212, Princeton NJ: Princeton University Press.
Reprinted in "The Transfer and Licensing of Knowhow and Intellectual Property: Understanding the Multinational Enterprise in the Modern World," by David J. Teece. World Scientific Books, 2008.
24. Somaya, D. 2004. "Firm Strategies and Trends in Patent Litigation in the United States", in Gary Libecap (Ed.), *Advances in the Study of Entrepreneurship, Innovation and Economic Growth*, pp. 103-148, Greenwich, Conn.: JAI Press.
25. Somaya, D. 2000. "Obtaining and Protecting Patents in the United States, Europe and Japan," in R. Kagan and L. Axelrad (eds.), *Regulatory Encounters: Multinational Corporations and American Adversarial Legalism*, University of California Press: Berkeley, pp. 275-310.

Refereed Conference Publications

26. Somaya, D., and Varshney, L. 2018. Embodiment, Anthropomorphism, and Intellectual Property Rights for AI Creations. *Proceedings of the Thirty-Second AAAI Conference on Artificial Intelligence*, New Orleans, LA (forthcoming).
27. Chauradia, A. J., and Somaya, D. 2014. Is Pro Bono also Pro Lucrum? Doing Well by Letting your Human Capital Do Good. *Academy of Management Best Paper Proceedings*, Philadelphia PA, doi: 10.5465/AMBPP.2014.83.
[[Best Student Paper Award \(Runner-up\)](#) for Amit Chauradia, Academy of Management Annual Conference (Social Issues in Management Division)]

28. Somaya, D., I. O. Williamson and N. Lorinkova. 2007. The Effects of Employee Mobility Between Competitors and Cooperators on Firm Performance, *Academy of Management Best Paper Proceedings*, Philadelphia PA.
29. Somaya, D., and C. McDaniel. 2007. Institutional Targeting in Patent Enforcement, *Academy of Management Best Paper Proceedings*, Philadelphia PA.
30. Shane, S., and D. Somaya. 2005. The Effects of Patent Litigation on University Licensing Efforts, NBER Conference Volume on “Academic Science and Entrepreneurship: Dual Engines of Growth?” (Cambridge, MA, 2004, and Santa Fe, NM, 2005).
31. Graham, S., and D. Somaya. 2004. The Use of Patents, Copyrights and Trademarks in Software: Evidence from Litigation. OECD Conference Proceedings on: Intellectual Property Rights, Innovation, and Economic Performance (Directorate for Science, Technology and Industry).
32. Somaya, D. 2001. Strategic Determinants of Patent Litigation Settlement Decisions in Computers and Research Medicines, *Academy of Management Best Paper Proceedings*, Washington, DC.

Other Publications

33. Gajendran, R. and D. Somaya. 2016. Employees Leave Good Bosses Nearly as Often as Bad Ones. Harvard Business Review online (HBR.org). Published March 8, 2016.
[<https://hbr.org/2016/03/employees-leave-good-bosses-nearly-as-often-as-bad-ones>]
[One of 10 “most popular” articles on HBR.org in March 2016]
34. Somaya, D. 2013. ‘Comparative advantage,’ entry in the *Palgrave Encyclopaedia of Strategic Management*, David Teece and Mie Augier (Eds.). Palgrave Macmillan.
35. Somaya, D., D. J. Teece and S. Wakeman. 2012. Business Models and Patent Strategies in Multi-Invention Contexts. Ivey Business Journal (September/October).
[http://www.iveybusinessjournal.com/ibj_issue/september-october-2012]

Papers Under Review

When Is It Better to Build versus Acquire Human Capital? A Comparative Performance Assessment (with Amit Chauradia and Joseph T. Mahoney), Revise & Resubmit, *Academy of Management Journal*.

The Use of Count Data Models in Strategic Management Research (with Amit J. Chauradia), Revise & Resubmit, *Strategic Management Journal*.

Competitive Actions and Firms’ Accumulation of Specialized Human Resources (with Ian O. Williamson), Revise & Resubmit, *Organization Science*.

Navigating Around IP Landmines: When and How do Firms Defend Against IP Aggression? (with Jiyoung Chung and Annika Lorenz), Revise & Resubmit, *Research Policy*.

What is Really Different about Internationalization by Born Global Firms? Analyzing the Differential Drivers of Exporting by Young and Established Emerging Market Firms (with Marleen McCormick), Revise & Resubmit, *Global Strategy Journal*.

External Knowledge Sourcing and Employee Non-Compete Agreements: The Paradoxical Impact of Potential Employee Mobility (with Eunkwang Seo), Revise & Resubmit, *Strategic Management Journal*.

Business Growth in Knowledge-based Services: How Relationalism Impacts Demand Side Opportunities (with John Mawdsley), Under Review.

Working Papers

Institutional Design Principles and Governance Mechanisms: Towards a More Complete Taxonomy of Solutions for Managerial Collective Action Problems (with Sandra Corredor and Joseph T. Mahoney), Reject and Resubmit, *Organization Science*.

The Impact of Emerging Market Firms' International Engagement on Product and Process Innovation (with Bongsun Kim and Sandra Corredor).

Is Pro Bono also Pro Lucrum? Doing Well by Letting your Human Capital Do Good (with Amit Chauradia).

A Tree Induction Analysis of Exclusivity in Technology Licensing (with Carla Fernandez and Ramanath Subramanyam).

Racing to Patent? Evidence from Provisional Patent Applications following the America Invents Act (with Jiyeon Chung).

Diversity of External and Internal Linkages for Innovation by Emerging Market Firms (with Sandra Corredor and Clemente Forero).

Employee Mobility Barriers and Inventor Collaborativeness in Firms (with Eunkwang Seo).
[Best Interdisciplinary Paper Award, Strategic Human Capital Interest Group, Strategic Management Society Conference 2018]

RESEARCH AWARDS, GRANTS, HONORS

Research Awards

- 2018 Best Interdisciplinary Paper, Strategic Human Capital Interest Group, Strategic Management Society Conference, Paris, France, September 2018.
- 2018 Conference Best Paper Prize (nominated), Strategic Management Society Conference, Paris, France, September 2018.
- 2014 Conference Best Paper Prize (Finalist, one of ten, out of 1300+ submissions), Strategic Management Society Conference, Madrid, Spain, September 2014.
- 2014 IG Best Paper Runner-Up, Cooperative Strategies Interest Group, Strategic Management Society Conference, Madrid, Spain, September 2014.
- 2014 Best Student Paper Runner-Up (one of two, for doctoral student co-author Amit Chauradia), Social Issues in Management Division, Academy of Management Conference, Philadelphia, August 2014.
- 2012 2012 California Management Review Best Article Award (awarded to the best article published in the journal in 2011).
- 2012 Conference Best Paper Prize (Finalist, one of ten), Strategic Management Society Special Conference in Singapore, June 2012.

- 2011 Conference Best Paper Prize (Honorable Mention, one of four), Strategic Management Society Conference, Miami, FL, November 2011.
- 2011 Ph.D. Best Paper Prize (for doctoral student co-author Seth Carnahan), Strategic Management Society Conference, Miami, FL, November 2011.
- 2011 Highlight Paper (runner-up), Conference on Coordination within and among Organizations (co-sponsored by Administrative Science Quarterly, the Organization and Management Theory Division of the Academy of Management and HEC Paris), Paris, France, June 2011.
- 2010 Arnold O. Beckman Award, University of Illinois at Urbana Champaign (awarded for research “of special distinction, special promise, or special resource value”).
- 2008 McKinsey Best Paper Prize (nominated), Strategic Management Society Conference, Cologne Germany, October 2008.
- 2007 McKinsey Best Paper Prize (Honorable Mention, one of four), Strategic Management Society Conference, San Diego CA, October 2007.
- 2007 Best Convention Paper Award, Academy of Management Conference: Human Resources Management Division, Philadelphia PA, August 2007.
- 2003 Best Dissertation Award, Academy of Management: Technology and Innovation Management Division.
- 2001 Stephan Schrader Best Paper Award, Academy of Management Conference: Technology and Innovation Management Division.

Academic Fellowships and Grants

- 2017 Campus Research Board (University of Illinois) Grant, “Employee Non-Compete Agreements and External Knowledge Sourcing: The Paradoxical Impact of Potential Employee Mobility” (\$ 23,318).
- 2015 University of Illinois Department of Business Administration Business Excellence Grant (Competitive Award) (\$4,500, with Ravi Gajendran).
- 2014 University of Illinois CIBER Summer Research Assistantship Award 2014 (competitive award to support one graduate student for the summer of 2014; approx. \$ 3,600).
- 2014 University of Illinois Department of Business Administration Business Excellence Grant (Competitive Award) (\$5,000, with Ramanath Subramanyam).
- 2013 University of Illinois CIBER Summer Research Assistantship Award 2013 (competitive award to support one graduate student for the summer of 2013; approx. \$ 3,600).
- 2012 Campus Research Board (University of Illinois) Grant, “The Impact of Emerging Market Firms’ International Engagement on Product and Process Innovation” (\$ 15,060).
- 2012 College of Business (University of Illinois) Summer 2012 Research Assistantship Award (competitive award to support one graduate student; approx. \$ 3,600).
- 2010 Campus Research Board (University of Illinois) Grant, “The Strategic Use of Pro Bono Programs for the Retention of Skilled Professionals” (\$ 20,560).
- 2006 Sloan Biotechnology Center (University of Maryland) Grant, “Managing Uncertainty in Biotechnology Innovation” (\$ 20,000).
- 2006 NBER Conference Paper Grant, “The Effects of Patent Litigation on University Licensing Efforts.” (\$ 3,500)
- 2005 Robert H. Smith School Summer Grant (Dingman Fellowship), “The Resource Deficit in Start-Ups: Antecedents and Solutions.” (\$ 14,500)
- 2004 Robert H. Smith School Summer Grant, “Complementarity and Substitution in Intellectual Property Strategies in Software.” (\$ 9,000)
- 2003 Graduate Research Board (University of Maryland) Summer Grant, “Patent Litigation in the International Trade Commission.” (\$ 8,750)
- 2003 OECD Directorate for Science Technology and Industry research contract (JA00016602), “Intellectual Property Litigation in PC Standard Software.”

- 2000 Ryoichi Sasakawa Young Leaders Foundation Fellowship, University of California at Berkeley.
- 1999 Jonathan M. Olin Fellowship in Law and Economics, University of California at Berkeley.
- 1998 Mitsubishi Bank Chair Fellowship, University of California at Berkeley.
- 1998 Mellon Foundation Fellowship, University of California at Berkeley.
- 1997 Bradley Foundation Fellowship, University of California at Berkeley.

Other Academic Positions

- 2015-present Faculty Affiliate, Program on Law, Behavior & Social Science, College of Law, University of Illinois at Urbana Champaign
- 2014-present International Research Fellow, Novak Druce Centre for Professional Service Firms, Said Business School, University of Oxford, United Kingdom
- 2008-present Research Associate, Intellectual Property Research Institute of Australia (IPRIA), University of Melbourne, Australia
- 2004-2008 Principal, Center for Information Policy, University of Maryland
- 2005-2006 Dingman Research Fellow in Entrepreneurship, Robert H. Smith School of Business, University of Maryland
- 2000-2002 Lecturer, Robert H. Smith School of Business, University of Maryland at College Park

RESEARCH PRESENTATIONS

Academic Conferences and Seminars

- 2019
Wharton Technology and Innovation Conference, University of Pennsylvania (Wharton School), April 2019.
Strategy Science Conference, Salt Lake City UT, April 2019.
Consortium for Research in Strategy, New York NY, May 2019.
Academy of Management Conference, Boston MA, August 2019.
- 2018
Labor and Employment Relations Seminar, University of Illinois at Urbana Champaign, January 2018.
AAAI/ACM Conference on Artificial Intelligence, Ethics and Society, New Orleans, February 2018.
Freeman School Management Seminar, Tulane University, April 2018.
Consortium for Research in Strategy, Philadelphia PA, June 2018.
Academy of Management Conference, Chicago IL, August 2018.
Strategic Management Society Conference, Paris (France), September 2018.
Networks Evolution Conference, INSEAD (France), October 2018.
Strategic Management Society Special Conference, Hyderabad (India), December 2018.
- 2017
Strategic Management Society Special Conference on Human Capital, Milan, Italy, March 2017.
Krannert School Strategy Seminar, Purdue University, March 2017.
Anderson School Management Seminar, University of California Riverside, March 2017.
Merage School Strategy Seminar, University of California Irvine, March 2017.
Consortium for Research in Strategy, Philadelphia PA, June 2017.

- Academy of Management Conference, Atlanta GA, August 2017.*
Strategic Management Society Conference, Houston TX, October 2017.
- 2016
- Copenhagen Business School Strategy Seminar, November 2016.*
Judge School Strategy Seminar, University of Cambridge, UK, October 2016.
INSEAD Strategy Fontainebleau Seminar, September 2016.
HEC Paris Strategy Seminar, September 2016.
Strategic Management Society Conference, Berlin, September 2016.
Academy of Management Annual Conference, Anaheim CA, August 2016.
Illinois Strategy Proseminar, April 2016.
Wharton School Strategy Seminar, University of Pennsylvania, Philadelphia, March 2016.
- 2015
- Leeds School of Business, University of Colorado at Boulder, October 2015*
Strategic Management Society Conference, Denver, October 2015.
Indian School of Business, Hyderabad India, July 2015.
Indian Institute of Management-Bangalore, Bengaluru India, June 2015.
Association for International Business (AIB) Conference, Bengaluru India, June 2015.
- 2014
- Munich School of Management, Institute for Strategy Technology and Organization Seminar, Ludwig Maximilians University, Munich, Germany, November 2014.*
LUISS Guido Carli Business School, Rome, Italy, September 2014.
Academy of Management Annual Conference, Philadelphia PA, August 2014.
Strategic Management Society Conference, Madrid, Spain, September 2014.
LeBow School of Business Management Seminar, Drexel University, Philadelphia PA, May 2014.
Atlanta Competitive Advantage Conference, Atlanta GA, May 2014.
W.P. Carey School of Business Management Seminar, Arizona State University, Tempe AZ, April 2014.
School of Labor and Employment Relations Seminar, University of Illinois at Urbana Champaign, March 2014.
University of Michigan Strategy Seminar, February 2014.
- 2013
- College of Law (Law, Behavior & Social Science Workshop), University of Illinois at Urbana Champaign, December 2013.*
Copenhagen Business School Innovation and Organizational Economics Seminar, December 2013
People & Organizations Conference, the Wharton School, Philadelphia PA, October 2013.
Oxford University, Novak Druce Annual Conference on Professional Service Firms, Oxford UK, June 2013.
Journal of Professions and Organization Workshop, Chicago, May 2013.
- 2012
- Academy of Management Conference, Boston MA, August 2012.*
Academy of International Business Conference, Washington DC, July 2012.
Strategic Management Society Special Conference in Singapore, June 2012.
Midwest Strategy Meetings, Fisher School of Business, Ohio State University, May 2012.
Atlanta Competitive Advantage Conference, Georgia State University, Atlanta GA, May 2012.
London Business School Sumantra Ghoshal Conference, May 2012.

Olin Strategy Seminar, Washington University (Olin School), April 2012.
International Business Proseminar, University of Illinois at Urbana Champaign, April 2012.
Labor and Employment Relations Seminar, University of Illinois at Urbana Champaign, March 2012.

2011

Wisconsin School of Business Management Seminar, University of Wisconsin at Madison, December 2011.
People & Organizations Conference, the Wharton School, Philadelphia PA, October 2011.
Oxford University, Novak Druce Annual Conference on Professional Service Firms, Oxford UK, July 2011.
Ohio State University Conference on the Value Proposition of Human Capital (A Mini-Conference of the Strategic Human Capital Interest Group of the Strategic Management Society), Columbus OH, June 2011.
ASQ-HEC-OMT conference on 'Coordination within and among organizations', HEC Paris, June 2011.
Atlanta Competitive Advantage Conference, Georgia State University, Atlanta, GA, May 2011.
Midwest Strategy Meetings, Krannert School, Purdue University, West Lafayette IN, May 2011.
Georgia State University Management Seminar, Robinson School of Business, January 2011.

2010

Mid-Atlantic Strategy Colloquium, Robert H. Smith School of Business, University of Maryland, College Park MD, November 2010.
People & Organizations Conference, the Wharton School, Philadelphia PA, October 2010.
Ohio State University Strategy Seminar, Fisher School of Business, October 2010.
Academy of Management Conference, Montreal Canada, August 2010.
Organizational Economics and Organizational Capabilities Summer Workshop, Bergen, Norway, May 2010.
Atlanta Competitive Advantage Conference, Georgia State University, Atlanta GA, May 2010.
Midwest Strategy Meetings, Kellogg School, Northwestern University, Chicago IL, May 2010.

2009

Purdue University, Krannert School Strategy Seminar Series, October 2009.
Stanford University, Social Science and Technology Seminar Series, Stanford Institute for Economic Policy Research (SIEPR), October 2009.
Academy of Management Conference, Chicago IL, August 2009.
People & Organizations Conference, the Wharton School, Philadelphia PA, June 2009.

2008

REER Conference (Georgia Tech), Atlanta GA, November 2008.
Technology Transfer Society Conference, Albany NY, October 2008.
Strategic Management Society Conference, Cologne Germany, October 2008.
Copenhagen Business School, October 2008.
Strategic Management Society Conference, Cologne Germany, October 2008.
Academy of Management Conference, Anaheim CA, August 2008.
Oxford University, Clifford Chance Conference on Professional Service Firms, Oxford UK, July 2008.
Imperial College School of Business, London UK, June 2008.
Science Policy Research Unit (SPRU), University of Sussex, Brighton UK, June 2008.
Atlanta Competitive Advantage Conference, Emory University, Atlanta, GA, June 2008.
Sloan Industry Studies Conference, Boston MA, May 2008.

9th Annual (Duke-Temple) International Business Research Forum (sponsored by Duke University CIBER Offshoring Research Network and Temple University CIBER at the Fox School of Business), Philadelphia PA, April 2008.

University of South Carolina (Moore School of Business), March 2008.

Kenan-Flagler Business School Strategy Seminar, University of North Carolina at Chapel Hill, NC, February 2008.

University of Western Ontario (Richard Ivey School of Management), February 2008.

Duke University Strategy Seminar (Fuqua School of Business), February 2008.

Virginia Tech Management Seminar (Pamplin College of Business), February 2008.

University of Illinois at Urbana Champaign (College of Business), January 2008.

2007

University of Western Ontario (Richard Ivey School of Management), December 2007.

Rice University Strategy Seminar (Jesse H. Jones School of Management), November 2007.

Knowledge for Growth: The Role and Dynamics of Corporate R&D Conference (European Commission), Seville, Spain, October 2007.

Strategic Management Society Conference, San Diego CA, October 2007.

Academy of Management Conference, Philadelphia PA, August 2007.

Atlanta Competitive Advantage Conference, Emory University, Atlanta, GA, June 2007.

Melbourne Business School Seminar, Melbourne Australia, March 2007.

INSEAD Business School Strategy Seminar, Singapore, March 2007.

International Industrial Organization Conference, Savannah GA, April 2007.

Boston University Strategy Seminar, Boston University, January 2007.

2006

University of Illinois at Urbana-Champaign, Champaign, IL, November 2006.

Atlanta Competitive Advantage Conference, Emory University, Atlanta, GA, June 2006.

Kenan-Flagler Business School, University of North Carolina at Chapel Hill, NC, April 2006.

Wharton Technology Miniconference, The Wharton School, Philadelphia, PA, April 2006.

2005

Academy of Management Conference, Honolulu, Hawaii, August 2005.

George Mason University–George Washington University Joint Technology, Science, and Innovation Policy Research Seminar, September 2005.

NBER Conference on “Academic Science and Entrepreneurship: Dual Engines of Growth?”, Santa Fe, NM, April 2005.

2004

Strategic Management Society Conference, San Juan, Puerto Rico, November 2004.

INFORMS Annual Conference, Denver, October 2004.

4th ZEW Conference on the Economics of Information and Communication Technologies (Mannheim, Germany), July 2004.

NBER Conference on “Academic Science and Entrepreneurship: Dual Engines of Growth?”, Cambridge, MA, July 2004.

DRUID Conference (Copenhagen Business School), June 2004.

Atlanta Competitive Advantage Conference (Emory University), June 2004.

2003 and Earlier

Conference on Entrepreneurship, Innovation, and the Growth Mechanism of Free Market Economies, New York University, November, 2003.

OECD Conference on Intellectual Property Rights, Innovation, and Economic Performance, Paris, France, August 2003.
Academy of Management Annual Conference, Seattle, WA, August 2003.
Academy of Management Annual Conference, Denver, CO, August 2002.
Wharton Technology Mini-Conference, The Wharton School, Philadelphia, PA, March 2002.
Academy of Management Annual Conference, Washington, DC, August 2001.
Academy of Management Conference, Toronto, Canada, August 2000.

Other Invited Presentations

- 2019 Panelist on "Changing Trends in Career Mobility Within and Between Organizations" PDW, Academy of Management Conference, Boston MA, August.
- 2019 Panelist on "Researching National Innovation Ecosystems: Institutions, Infrastructures, and Firms" PDW, Academy of Management Conference, Boston MA, August.
- 2019 Presenter on "Boomerangs, Lift Outs, Clusters, Acqui-Hiring, Referrals, and Pipelines" PDW, Academy of Management Conference, Boston MA, August.
- 2018 Panelist on "Human Capital Mobility," Strategic Management Society Meetings, Paris France, September.
- 2018 Panelist on " Researching National Innovation Ecosystems: Institutions, Infrastructures, and Organizations" PDW, Academy of Management Conference, Chicago IL, August.
- 2017 Panelist on "Machine Learning: The Latest and Greatest in Empirical Methods for Strategy Scholars," Strategic Management Society Meetings, Houston TX, October.
- 2017 Panelist on "Employee Mobility & Entrepreneurship: Where We've Been and What's Next," DRUID Conference, New York University, New York NY, June.
- 2016 Panelist, Patent Data Research PDW, Academy of Management Conference, Anaheim CA, August.
- 2016 Closing Panel for the SMS Conference Extension on "Strategic Human Capital", Munich Germany, September.
- 2016 Panel on "The Latest and Greatest in Empirical Methods for Strategy Scholars," Strategic Management Society Meetings, Berlin Germany, September.
- 2014 "Intersection of IP, Trade Secrets, Non-competes," invited panel speaker for the Workshop on Non-Compete Clauses, Trade Secrets and Mobility of Employees, The Max Planck Institute for Innovation and Competition (formerly The Max Planck Institute for Intellectual Property and Competition Law), Munich, Germany.
- 2014 Panel on New Frontiers: CSR, Ethics and Human Capital, Strategic Management Society Conference, Madrid, Spain.
- 2014 "Strategic Human Capital: The Dark Side of Relational Stars," (Panelist) Academy of Management Conference, Philadelphia PA, August.
- 2013 "Innovation and Entrepreneurship in Multi-invention Contexts," (invited speaker) Indian Institute of Technology (Bombay) – Washington University Corporate Leaders Conclave (Faculty Area Network meeting), Knight Center, Washington University, St. Louis MO, October.
- 2013 "Defining and Expanding the Conceptual Space of Strategic Human Capital," (Panelist) Academy of Management Conference, Orlando FL, August.
- 2013 "Strategic Management and Strategic Alignment in Professional Service Firms," (invited symposium presenter) Academy of Management Conference, Orlando FL, August.
- 2012 "Theoretical Paradoxes in Strategic Human Capital: Mobility and Labor Markets in the 'War for Talent'," (Panelist) Academy of Management Conference, Boston MA, August.
- 2007 Entrepreneurship Research in the US, Strategic Management Society Conference, San Diego CA, 2007.
- 2007 "Challenges and Opportunities in Innovation Research," Organization Science Winter Conference. Steamboat Springs CO, February.

- 2006 “Combining Inventions in Multi-invention Products: Patents, Organizational Alternatives, and Public Policy,” *Patents and Diversity Conference, University of Michigan, Ann Arbor MI, September.*
- 2005 “Combining Inventions in Multi-invention Products: Patents, Organizational Alternatives, and Public Policy,” *Technology Transfer Society Meetings, Kansas City MO, October.*
- 2002 “Theoretical Perspectives on Patent Strategy,” Invited Keynote Speaker, Exist Hi-TEPP Workshop on Technology Research, Feldafing Germany, July.
- 2002 “Patents and Software: An Organizational Perspective,” Workshop on ‘A Policy Research Agenda for Information Patents’, Institut Francais des Relations Internationales, Paris France, June.

TEACHING

Courses Taught (as instructor)

Undergraduate Courses

- Strategic Management* (undergraduate upper-level capstone course) 2007-2014
Case-based course organized around industry analysis, competitive strategy and dynamics, competitive advantage, corporate strategy, and technology strategy.
- International Business* (undergraduate upper-level course) 2001-2007
Broad course covering topics ranging from international political economy to business and functional strategies in international business.
- Technology Strategy* (undergraduate upper-level elective) 2017-present
Strategic analysis and management of businesses engaged in and impacted by innovation and technological change.
- Business Problem Formulation and Problem Solving* (undergraduate elective) 2016-present
Course geared towards preparing undergraduate students from business and engineering for careers in consulting. The course covers broad areas of business problems that consultants must diagnose and solve (e.g. industry environment, marketing, organizational design, supply chain management), and is co-taught by faculty and consulting firm executives.

Graduate Professional (MBA and MSTM) Courses

- Managerial Economics* (MBA core course) 2002-2004
Industry analysis taught with a combination of traditional economics and strategic industry analysis. Introduced new materials relating to high-technology economics.
- Competing in Global High Technology Industries* (MBA elective) 2001-2004
Designed and successfully introduced new MBA elective combining technology strategy and global business.
- Intellectual Property Strategy* (MBA elective and MSTM required course) 2013-2016
Strategic management of intellectual property assets in modern knowledge-driven businesses. Using a blended learning model from 2016 onwards.
- Strategic Management* (graduate-level core course) 2015-present
Case-based course organized around industry analysis, competitive strategy and dynamics, competitive advantage, corporate strategy, and technology strategy.
- Technology Strategy* (MBA elective, MSTM required course) 2012-present
Strategic analysis and management of businesses engaged in and impacted by innovation and technological change. Using a blended learning model from 2017 onwards.

Executive Education

- Strategic Human Capital* 2013-2017

Mini-course on critical strategic issues in the management of human capital for the general manager.

Online Education

Business Strategy 2016-present
A MOOC on Coursera launched in June 2016 on the fundamentals of business-level strategy. The MOOC has over 100,000 unique visitors and nearly 20,000 total enrolled learners, with a course rating of 4.8/5.0 (as of 3/04/19).
Online MBA Course on the fundamentals of business-level strategy (for credit University of Illinois course). The course includes a number of innovations in content, delivery, and student engagement.

Doctoral Courses

Technology Strategy Research-I 2019-present
Ph.D. course in strategy on value creation through innovation and intangibles.
Technology Strategy Research-II 2014-present
Ph.D. course in strategy on the problem of value capture from intangibles.
Strategy Research "Preseminar" 2009-2014
Ph.D. "brown bag" course to develop research and professional skills of doctoral students. 2017-present

Teaching Recognition and Awards

Nominated for College of Business Undergraduate Teaching Award (one of three, Business Administration department nominee), University of Illinois at Urbana Champaign, 2012.

Nominated for Campus Excellence in Graduate Student Mentoring Award, (sole nominee for College of Business), University of Illinois at Urbana Champaign, 2015.

Nominated for Campus Excellence in Graduate Student Mentoring Award, (sole nominee for College of Business), University of Illinois at Urbana Champaign, 2016.

One of the Top 10 MOOCs starting in May 2016 (MOOC on Business Strategy)
<https://www.class-central.com/report/ten-most-popular-moocs-may-2016/>

List of Teachers Ranked as Excellent by their Students, University of Illinois at Urbana-Champaign, 2011, 2012, 2013, 2014, 2015, 2016, 2017.

ACADEMIC SERVICE

Internal Leadership: Director of Graduate Studies (for ~40-45 Ph.D. students), Department of Business Administration, University of Illinois at Urbana-Champaign (2015 - present)
Academic Director, Illinois Consulting Academy, Gies College of Business, University of Illinois at Urbana Champaign (2017 – present)
Academic Lead / Faculty Mentor, Illinois Consulting Academy (2015 – 2017)
Area Leader, Strategy and Entrepreneurship, Department of Business Administration, University of Illinois at Urbana-Champaign (2013 - 2014)
Coordinator, Strategy and Entrepreneurship Group Ph.D. Program, University of Illinois at Urbana-Champaign (2011 - 2014)

Doctoral Brownbag (“Preseminar”) Coordinator, University of Illinois at Urbana-Champaign (2009 - 2013)

Leadership Achievements:

- Established new practices in the BA PhD program, resulting in significant improvements in morale and community, research norms, student teaching, and placement in top tier schools
- Led efforts of area faculty to create a new Strategic Business Development and Entrepreneurship major
- Faculty mentor and Academic Director for the Illinois Consulting Academy initiative, developed in association with leading consulting firms, to provide campus-wide resources and skill development for students interested in a consulting career
- Established a Doctoral Brownbag “Preseminar” in which students present and critique each other’s research
- Successful recruiting of two new faculty into Strategy and Entrepreneurship area during tenure as Area Leader

External Leadership (Elected):

Associate Program Chair, Strategic Human Capital Interest Group, Strategic Management Society (2014 - 2015)
Program Chair, Strategic Human Capital Interest Group, Strategic Management Society (2015 - 2016)
Executive Committee, Academy of Management Business Policy and Strategy Division (2015 – 2017)
Interest Group Chair, Strategic Human Capital Interest Group, Strategic Management Society (2016 - 2017)
Representative at Large, Cooperative Strategies Interest Group, Strategic Management Society (2017 - 2019)

Dissertation Committee Chair:

Amit Jain Chauradia (Chair; completed 2014; placement: Indian School of Business)
Best Student Paper Runner-Up, Academy of Management SIM Division, 2014
Nominee [one of ten] for the 2016 Ralph Alexander Dissertation Award, Academy of Management Human Resources Division
John Mawdsley (Chair; completed 2015; placement: HEC Paris)
Best Paper Award Finalist [one of ten], Strategic Management Society Conference, 2014
Finalist for the Outstanding Dissertation Award [one of six], Academy of Management Business Policy and Strategy Division, 2016
Best Paper Award Nominee [paper from dissertation], Strategic Management Society Conference, 2016
Sandra Corredor (Co-Chair; completed 2017; placement: University of Connecticut)
Best Paper Award Finalist [one of ten], Strategic Management Society Special Conference in Singapore, 2012
Finalist for the Best Dissertation Award [one of four], Academy of Management Technology and Innovation Management Division, 2018
Jiyoon Chung (Chair; completed 2018; placement: Chinese University of Hong Kong)
Eunkwang Seo (Chair; expected 2020)

Dissertation Committees

Minyoung Kim (completed 2012; placement: University of Kansas)
Winner of the Barry M. Richman Best Dissertation Award, Academy of

- (Internal):** Management International Management Division, 2013 [Ph.D. in International Business]
Chih Liu (completed 2015; placement: Rochester Institute of Technology)
Elena Klevsky (completed 2016; placement: University of New Mexico) [Ph.D. in Accounting]
Jeffrey Savage (completed 2017; placement: University of South Carolina)
Carla Fernandez (completed 2017; placement: University of Costa Rica) [Ph.D. in Information Systems]
Chi-Ting (Grace) Su (completed 2017; placement: St. Ambrose University)
Wen Zheng (expected 2019; placement: ShanghaiTech University)
Minjae Lee (expected 2019)
Seung Hoon Lee (expected 2019; placement: Indian School of Business) [Ph.D. in Organizational Behavior]
- Dissertation Committees (External):** Karin Beukel (External examiner; completed 2013; Copenhagen Business School, Department of Innovation and Organizational Economics, Copenhagen, Denmark; placement: University of Copenhagen)
Aude Le Cottier (Committee member; expected 2019; IE Business School, Strategic Management Department, Madrid, Spain; placement: HEC Montreal)
- Editorial Board:** Academy of Management Review (2017 - present)
Elements of Strategy Series, Cambridge University Press (2016 - present)
Strategic Entrepreneurship Journal (2015 - present)
Strategic Management Journal (2011 - present)
Journal of Management (2010 - present)
International Journal of Strategic Change Management (2007 - present)
Organization Science (2011 - 2015)
- Ad Hoc Reviewer:** Academy of Management Journal
Academy of Management Review
California Management Review
European Management Review
IEEE Transactions on Engineering Management
Industrial and Corporate Change
International Journal of Innovation Management
International Review of Law and Economics
Journal of Business Venturing
Journal of International Business Studies
Journal of Management
Journal of Management Studies
Long Range Planning
Management Science
National Science Foundation
Organization Science
Research Policy
Sloan Management Review
Strategic Entrepreneurship Journal
Strategic Management Journal
Strategy Research Foundation
Strategy Science
The National Academies

**Organizer &
Co-Chair:**

Patent Strategy and Competitive Advantage, Paper Symposium, Academy of Management Conference (Honolulu, HI, 2005).
Working with Patent Data, Professional Development Workshop (PDW), Academy of Management Conference (Philadelphia, PA, 2007).
Knowledge Workers and Competitive Advantage, Paper Symposium, Academy of Management Conference (Chicago, IL, 2009).
Mid-West Strategy Meetings, University of Illinois at Urbana-Champaign, June 2013.
Panel on Micro-foundations and Human Capital: The Power of Multiple Perspectives, Strategic Management Society Conference, Madrid, Spain, 2014.
Panel on New Frontiers: CSR, Ethics and Human Capital, Strategic Management Society Conference, Madrid Spain, 2014.
Panel on Micro-foundations and Human Capital: What Have We Learned?, Strategic Management Society Conference, Denver CO, 2015.
SMS Conference Extension on “Strategic Human Capital”, Munich Germany, 2016 (Extension to the 2016 Strategic Management Society Conference in Berlin).
Panel on Micro-foundations and Human Capital: The Way Forward, Strategic Management Society Conference, Berlin, Germany, 2016.
Panel on Micro-foundations and Human Capital: New Directions, Strategic Management Society Conference, Houston TX, 2016.
Doctoral Consortium Co-Chair, Strategic Management Society Special Conference, Hyderabad, India, 2018.

Discussant:

Academy of Management Conferences (New Orleans 2004, Honolulu 2005, Anaheim 2008); Atlanta Competitive Advantage Conference (2011); Georgia Tech-REER Conference (Atlanta, GA 2003, 2007); Maryland Entrepreneurship Conference (College Park, MD 2007); SBE-ISR Joint Conference, Duke University (Durham NC 2008); Strategic Human Capital Conference (Salt Lake City, 2013), Midwest Strategy Meetings (Washington University, 2015; Iowa State University, 2017); Strategic Management Society Junior Faculty Professional Development Workshop (Paris, 2018)

Panelist:

Doctoral Dissertation Consortium PDW: Business Policy and Strategy Division, Academy of Management Conference, Montreal Canada, 2010.
Junior Faculty Consortium PDW: Technology and Innovation Management Division, Academy of Management Conference, Boston MA, 2012.
Doctoral Student Consortium PDW: Technology and Innovation Management Division, Academy of Management Conference, Orlando FL, 2013.
Junior Faculty Consortium PDW: Technology and Innovation Management Division, Academy of Management Conference, Orlando FL, 2013.
Faculty Panelist, ACAC-NSF pre-conference Ph.D. workshop: Atlanta Competitive Advantage Conference, Atlanta GA, 2015.
Junior Faculty Consortium: Strategic Management Society Competitive Strategy Interest Group, Denver CO, 2015.
BPS Junior Faculty Paper Development Workshop: Academy of Management Conference Business Policy and Strategy Division, Anaheim CA, 2016.
BPS Division Dissertation Consortium: Academy of Management Conference Business Policy and Strategy Division, Anaheim CA, 2016.

Senior Mentor for the SRF (Strategy Research Foundation) Dissertation Scholars Workshop, Strategic Management Society Meetings, Berlin Germany, 2016.
Panelist, Junior Faculty Paper Development Workshop, Strategic Human Capital Interest Group, Strategic Management Society Meetings, Paris France, 2018.
Panelist, Doctoral Student Workshop, Strategy Science Conference, Salt Lake City UT, 2019.

**Internal
Committees:**

Graduate Studies Committee, Department of Business Administration, University of Illinois at Urbana-Champaign (2011 – present)
Academic Appeals Committee, Department of Business Administration, University of Illinois at Urbana-Champaign (2010 – 2012)
Search Committee, Assistant Director for Graduate Studies, Department of Business Administration, University of Illinois at Urbana-Champaign (2012)
Distinguished Speaker Series Committee, Department of Business Administration, University of Illinois at Urbana-Champaign (2012 – 2013)
College of Business Library Committee (2013 – 2014)
Academic Appeals Committee, Department of Business Administration, University of Illinois at Urbana-Champaign (2017 – 2018)
Faculty Search Committees, Department of Business Administration, University of Illinois at Urbana-Champaign (2010-11, 2012-13, 2013-14 [Chair], 2017-18)
Graduate College Assessment of the Illinois Doctoral Experience (AIDE) Committee (Group 5), University of Illinois at Urbana-Champaign (2017 – 2018)
Department Advisory Committee, Department of Business Administration, University of Illinois at Urbana-Champaign (2018 – 2019)

**External
Committees:**

Research Committee, Academy of Management Technology and Innovation Management Division (2002 – 2003)
Dissertation Award Review Committee, Academy of Management Technology and Innovation Management Division (2003 – 2004)
Research Committee, Academy of Management Business Policy and Strategy Division (2012 – 2015)
Executive Committee Liaison to the BPS Division Global Representatives (2015-2017)
Review Committee, Strategic Management Society SRF Dissertation Research Grant Program (2017)
Conference Steering Committee, Academy of Management Special Conference on Big Data and Managing in a Digital Economy, Surrey UK (2018)

Service Awards:

Outstanding Reviewer Award, Academy of Management Business Policy and Strategy Division, 2005.
Recognition of Service as Chairperson of the Strategic Human Capital Interest Group, Strategic Management Society, 2016.

**Community
Engagement:**

Board Member, Montessori School of Champaign Urbana (2009 – 2011) (designed the first investment plan for the School's endowment of over \$1 Million).
Presentation to Executive Club of Champaign County on "The Surprising Impacts of Good Bosses", July 2016.
Presentation to University of Illinois Advancement (professional development workshop) on "Business Models and Business Model Innovation", April 2017.

BUSINESS EXPERIENCE

Sales and Marketing

- 1991 Lintas India (now MullenLowe Lintas Group), Summer Intern (advertising, market research)
- 1992 RPG Group, Group Management Trainee (sales and marketing focus)

Management Consulting

- 1992-94 Tata Strategic Management Group: clients in pharmaceuticals, flower exports, electrical equipment, material handling equipment
 - 2017-present Independent Strategic Management Consultant: business models, talent management, intellectual property strategy, strategic transformation and turnarounds
-