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CITIZENSHIP

Dutch Citizen; US “Green Card”

EDUCATION

The University of Michigan, Ph.D. , 1973
Dissertation (R.L. Kahn, advisor): “Environment, Structure, Interdependence and Their Relevance for Organizational Effectiveness”

University of Leiden, The Netherlands, Sociologisch Doctorandus
(comparable to B.A. in Sociology), 1968

University of Utrecht, The Netherlands, Sociologisch Kandidaats (with Honors), 1965

EMPLOYMENT

The Wharton School, University of Pennsylvania, Philadelphia, PA
Marie and Joseph Melone Professor, Present

The Wharton School, University of Pennsylvania, Philadelphia, PA
Associate Professor, 1983-1994

Department of Economics, Tilburg Universiteit, Netherlands
Professor (*summer appointment*), 1998-present

Rotterdam School of Management, Erasmus Universiteit Rotterdam, Netherlands
Professor(*summer appointment*), 1994-1998

Graduate School of Business, Columbia University, New York, NY
Associate Professor, 1978-83

Graduate School of Industrial Administration, Carnegie-Mellon University, Pittsburgh, PA
Associate Professor of Industrial Administration, 1977-78

Graduate School of Industrial Administration, Carnegie-Mellon University, Pittsburgh, PA
Assistant Professor of Industrial Administration, 1973-77

Faculty of Business Administration and Commerce, The University of Alberta, Organizational
Behavior Research Unit, Alberta, Canada.
Sessional Instructor and Research Assistant, 1968-70

Department of Industrial Psychology, Philips Gloeilampenfabrieken, N.V., Eindhoven,
The Netherlands
Research Fellow, 1968

RESEARCH INTEREST

Organizational Innovation

One study addressed the propensity of firms to adapt to disruptive technological innovation. One project involves technological convergence, focusing on the imaging sector. On the input side (patenting) trajectories are being identified, while on the output side (new product applications) the positioning of firms in their evolving technology are explored. We trace the topological location of firms in their IP derived knowledge space to their propensity to form strategic alliances with other firms in the imaging market. The studies trace technical and cognitive perspectives on industry and examines the mediating role of firms in bringing about convergence.

A recently completed study explores the evolving dominant design in the tennis racket industry, considering both producer and consumer behavior.

Spatial heterogeneity and populations dynamics.

The Dutch accounting sector has been a fruitful area of inquiry to study institutionalization in general and spatial variations of human capital in relation to mortality and foundings in particular. Recent papers identified the effects of locational turnover on competitive interdependence as manifest in patterns of foundings and dissolutions. Given the multi-level natures of the data, I also investigate shifts in organizational demography due to the entry and exit of members. Turnover is conceptualized as a vehicle for harmful transfer of organizational skills and practices.

PUBLICATIONS

Books

- [1] (with Filippo Wezel) Human Capital, Inter-firm Mobility and Organizational Evolution, Chaltenham: Edward Edgar Publishing, 2007
- [2] Organizational Strategy and Change. San Francisco: Jossey-Bass, 1985. *Reprinted by UMI, Ann Arbor, MI: Bell and Howell. 1995.*
- [3] (with Jan Cobbenhagen and Friso den Hertog) Succesvol veranderen: (Innovating Firms: Running Away From the Pack; in Dutch). Zwolle: Kluwer Publishing. 1994
- [4] (with Arend Buitendam) New Technology and Organizational Innovation: The Development and Diffusion of Micro-Electronics. Cambridge, Ma.:Ballinger Publishing Company, 1987.
- [5] Decision Making: An Organizational Behavior Approach. New York: Wiener Publishing, 2nd Edition, 1986.
- [6] Decision Making: An Organizational Behavior Approach. New York: Wiener Publishing Company, 1983.
- [7] Interlocking Directorates: Origins and Consequences of Connections Among Organizations' Board of Directors, San Francisco: Jossey-Bass, 1980.
- [8] (with Paul S. Goodman) New Perspectives on Organizational Effectiveness. San Francisco: Jossey-Bass, 1977

Articles in Refereed Journal

- [9] (with Hann O Kim) Innovation and Strategic Renewal in Mature Markets: A Study of the Tennis Racket Industry. *Organization Science*, March-April 2009.
- [10] (with Filippo C. Wezel) Faraway Yet So Close: Organizations in Demographic Flux. *Organization Science*, Forthcoming, 2010.
- [11] (with Filippo C. Wezel and Gino Cattani) Competitive Implications of Interfirm Mobility. *Organization Science*, Nov-Dec., 2006, 17, 691-709.
- [12] (with Kyungmook Lee) Mimicry and the Market: Adoption of a new Organizational Form *Academy of Management Journal*, Special Issue on Institutional Theory. Vol 45, 1: 144-162, 2003

- [13] (with Gino Cattani and Filippo Wezel) Spatial Diffusion and Organizational Foundings. Organization Science, 14, No. 6, November 2003, pp. 670-685
- [14] (with Choonwoo Lee and Kyungmook Lee) Internal Capabilities, External Linkages, and Performance: A Study on Technology-based Ventures. Strategic Management Journal. Special Issue on Entrepreneurship, 22(6/7), 2001, pp. 615-640
- [15] (with Arjen van Witteloostuijn and Kyungmook Lee) Human and Social Capital and Organizational Dissolution, Academy of Management Journal, 41, 4, 425-440, 1998.
- [16] (with Harry S. Barkema) Top Management Pay: Impact of Overt and Covert Power. Organization Studies 19,6, 975-1004, 1998.
- [17] (with Richard W. Morris and Sharon W. Clark) The Changing Overseas Assignment: Managing for Competitive Advantage, Compensation and Benefits Review, 29(2): 49-56, 1997
- [18] De lerende organisatie: oude wijn in nieuwe vaten? [The Learning Organization: New Wine in Old Barrels? (in Dutch)], Mens en Onderneming, Jan/Feb., 1997
- [19] (with Harry Barkema and John Bell) Foreign entry, cultural barriers and learning. Strategic Management Journal, 17, 2, 151-166. 1996
- [20] M C Escher en Strategie Implementatie (M C Escher and Strategy Implementation), Maandblad voor Administratie en Bedrijfsefficiency, 69, 11, 678-689. 1995
- [21] (with Harry Barkema and Sytze Douma) Organizational Learning and Diversification. Academy of Management Journal, 1994, 37, June,608-640.
- [22] (with Farid Harianto) Technological Convergence and Scope of Organizational Innovation, Research Policy, 1994, 23, 293-304.
- [23] (with Jan Copenhagen and Frisco den Hertog), "Successor Innovate: wegsprinten uit het peleton." (Innovating Successfully: running away from the pack, In Dutch). Holland Management Review, December, 1994.
- [24] Executive Reward Systems: A Cross-National Study. Journal of Management Studies, XXX, 1993, 261-280.
- [25] Op tijd zijn: De strategische rol van tijdige innovatie (To Be In Time: The Strategic Role of Timely Innovation; in Dutch). Holland Management Review, 1993 XXXII, (December), 104-111.

- [26] Structural Contingency Theory: A Re-appraisal. Research in Organization Behavior, XIV, 1992, Greenwich CT: JAI Press, 1992, 267-309.
- [27] (with Farid Harianto): The Diffusion of Technological Innovation in the Commercial Banking Industry, Strategic Management Journal, XIII, 1992, 29-46.
- [28] (with Farid Harianto): Technological Networking and Innovation Implementation, Organization Science, III, 1992, 356-382.
- [29] (with Jaana Woiceshyn) A Typology of Organizational Control and Its Metaphors. In Research in the Sociology of Organizations, 1989, V, 73-104. Greenwich, CT: JAI Press.
- [30] Technological Innovations in Manufacturing Organizations. International Studies of Management and Organizations, 1988, xvii, 68-89.
- [31] Structural Contingency Theory, a Multivariate Test. Organization Studies, 1987, 8, 223-241.
- [32] Strategisch Starheid en Verandering (Strategic Inertia and Change; in Dutch) Bedrijfskunde, 1987, 60, 239-251.
- [33] (with Ian C. MacMillan and Donald C. Hambrick) Backward Integration and Interorganizational Interdependence. Organization Studies, 1986, 7, 3, 263-278.
- [34] (with Christopher G. Gresov) Techno-Economic and Structural Correlates of Organizational Culture. Organization Studies, 1986, 7, 317-333.
- [35] Organisatie Cultuur als Strategische Hefboom (Organizational Culture as Strategic Lever; in Dutch) Bedrijfskunde, 1986, 58, 119-125. (In Dutch).
- [36] (with David Bussard) Strategy, Control and Executive Compensation: Fitting the Incentive Plan to the Company. Topics in Total Compensation, 1986, 1, 101-112.
- [37] (with Robert Drazin) Technologische Innovatie in Productiebedrijven (Technological Innovation in Manufacturing Organizations; in Dutch) Mens en Onderneming, 1985, 38, 339-350. (in Dutch)
- [38] Organisatietheorie in de Verenigde Staten - een summier overzicht (Organization Theory in the United States - A Brief Overview, in Dutch), Mens en Onderneming, 1984, 38, 339-350.
- [39] (with Ian C. MacMillan and Donald C. Hambrick). Interorganizational Dependence and Forward Integration. Organization Studies, 1984, 5, 307-326.

- [40] (with C. Gilles van Wijk) In Search of the Lost Normality. Organization Studies, 1983, 4, 3, 295-296.
- [41] The Urban Quality of Life and Entrepreneurship. Academy of Management Journal, 1982, 25, 1, 63-79.
- [42] Organizational Birth Frequencies. Administrative Science Quarterly, 1982, 27, 1, 120-144.
- [43] Corporate Social Responsibility: A Must or a Virtue. New Catholic World, 1980, 223, 1338, 260-262.
- [44] Economic Man versus Organization Man. Contemporary Sociology, 1979, 8, 1, 57-60.
- [45] Organizational Environment: Antecedent for Normative Statements on Organization Design. Organization and Administrative Sciences, 1978, 8, 4, 1-14.
- [46] Dimensions of Organizational Influence and Their Effectiveness Correlates. Administrative Science Quarterly, 1976, 21, 4, 688-699.
- [47] Current issues in research on organizational effectiveness. Symposium on Organizational Effectiveness. Annual meeting of the American Psychological Association. Washington, DC JSAS' Catalog of Selected Documents in Psychology, February, 1976.
- [48] Interdependence and Complementary: The Case of a Brokerage Office. Human Relations, 1975, 25, 6, 825-840.
- [49] The Relevance of the Structural Contingency Model for Organizational Effectiveness. Administrative Science Quarterly, 1975, 20, 3, 393-410.
- [50] (with C.R. Hinings, D.J. Hickson and R.E. Schneck) Structural Conditions of Intraorganizational Power. Administrative Science Quarterly, 1974, 19, 1, 22-44.
- [51] Measures of Organizational Structure: A Methodological Note. American Journal of Sociology, 1973, 73, November 686-704.
- [52] Organisatie structuur en technologie (Organizational Structure and Technology): een methodologische kanttekening. (Organizational Structure and Technology) Sociologische Gids, 1973, 2, 129-147 (In Dutch).
- [53] (with D.J. Hickson, C.R. Hinings, C.A. Lee and R.E. Schneck) A Strategic Contingencies' Theory of Power in Organizations, Administrative Science

Quarterly, 1971, 16, 2, 216-229.

- [54] Work Value of White Collar Workers. Administrative Science Quarterly, 1970, 14, 3, 397-405.
- [55] (with D.J. Hickson, C.R. Hinings, C.A. Lee and R.E. Schneck) Uncertainty and Power in Organizations: A Strategic Contingencies Model of Sub-Unit Functioning. Mens en Maatschappij, 1969, 23, 418-433.

Chapters in Books

- [56] Executive Incentive Systems: The Compensation Handbook, L. & N. Berger (Eds.). Revised Edition, McGraw Hill, 2008.
- [57] (with Gino Cattani) Patenting Activity and Technological paradigms: A Study of the Imaging Sector. In Gerald Susman (Ed) Innovation, Globalization in Small and Medium Sized Firms. Edgar Publishing. 2006
- [58] Organizational Configurations: Useful or Useless Concepts For Theorizing About Organizations. In Schools of Thought in Strategic Management, edited by Tom Elfring and Henk Volberda. Newbury Park: Sage, 2001.
- [59] Innovation and Change. In IEBM Handbook of Organisational Behaviour, edited by Arndt Sorge and Malcolm Warner. International Thompson Publishing, Second Edition. 2001.
- [60] Executive compensation systems: drivers or outcomes from strategic choices. The Compensation Handbook, (edited by L.A. Berger) McGraw Hill, 2000. Revised Edition, 1999.
- [61] (with K. Lee) Social Capital of Organizations: Conceptualization, Level of Analysis and Performance Implications. In Corporate Social Capital, edited by Shaul Gabbay and Roger Leenders. Norwell, MA: Kluwer Academic. 1999
- [62] Innovations as Precursors of Organizational Performance. In Information Technology and Organizational Transformations: Innovations for the 21st Century Organization, edited by R.D. Galliers & W. Beats. London John Wiley and Sons. 1998.
- [63] Structural Contingency Theory: An Updated Overview. In Handbook of Industrial and Organizational Psychology, edited by P.J.D. Drenth and H. Thierry, Hove, UK: Psychology Press, 1998.
- [64] Innovation and Change. In IEBM Handbook of Organisational Behaviour, [modified version of above, 1996 mentioned chapter] edited by Arndt Sorge and

- Malcolm Warner. International Thompson Publishing, 1997, 524-543, 1997.
- [65] (with Kyungmook Lee) Antecedents and Consequences of Innovation Among Professional Services Firms. In The Professional Services Firm, edited by C. Robin Hinings and Royston Greenwood. Oxford: Oxford University Press, 1996.
- [66] Organizational Innovation and Change. In International Encyclopedia of Business and Management, edited by Malcolm Warner and Arndt Sorge. London: Routledge. 1996
- [67] (with Harry G. Barkema and Johnny Bell) Strategic Expansion Decisions and Cultural Differences. In Decision Making Under Different Economic and Political Conditions. Edited by P. Drenth, P. Koopman, and B. Wilpert, Amsterdam: Northholland. 1996
- [68] Innovation Diffusion and Innovation Adoption. In Dictionary of Organizational Behavior, edited by Nigel Nicholson. Oxford, UK: Blackwell Publishers, 1995.
- [69] Information Technology and Organizational Performance. In Service Quality and Productivity: Research, Policy and Management Challenges, edited by Patrick T. Harker. New York: Kluwer Academic, 1994.
- [70] Interfirm Linkages and Globalization. In Advances in Strategic Management, X, edited by Paul Shrivastava, Ann Huff and Jane Dutton. Greenwich, CT: JAI Press, 1994
- [71] Naar een Comparative Dynamica; in Dutch (Toward comparative dynamics). In Het Organisatorisch Labyrint edited by Jacques van Doorn, Pauline Meurs, and Ton Mijs. Utrecht: Het Spectrum 1993, 234-248.
- [72] Shake up at the Top: Using Executive Compensation Systems to Promote Change. In The Handbook of Change Management, edited by Lance Berger. Chicago: Irwin, 1993.
- [73] (with Bas Koene and Hein Schreuder) Leadership, Organizational Culture and Organizational Outcomes. In Impact of Leadership, edited by K.E. Clark, M.B. Clark and D.P. Campbell, Greensboro: CCL 1992.
- [74] Executive Compensation Systems: Pay Follows Strategy or Strategy Follows Pay? In Handbook of Total Compensation, edited by M.L. Rock, 3rd edition. New York: McGraw Hill, 1991.
- [75] Structurele Contingentie Theorie: een overzicht (Structural Contingency Theory: A review and opinion, in Dutch). In Handbook of Industrial and Organizational Psychology, edited by P.J.D. Drenth, H. Thierry, P.J. Willems and C.J. de Wolff,

Zwolle: Lochem Slaterus. 1990

- [76] (with Farid Harianto) Technological Innovation Through Interfirm Linkages. In Managing the High-Technology Firm, edited by L.R. Gomez-Mijia and M.W. Lawless. Greenwich,CT.: JAI Press 1990
- [77] Technological Innovations in Manufacturing. In J.M. Pennings and A. Buitendam (eds.) New Technology as Organizational Innovation, Cambridge, Ma. Ballinger Publishing Company, 1987.
- [78] On the Nature of New Technology as Organizational Innovation. In J.M. Pennings and A. Buitendam (eds.) New Technology as Organizational Innovation, Cambridge, MA, Ballinger Publishing Company, 1987.
- [79] Technological Innovations and Manufacturing Strategies. In G. van Wijk (ed.) Actes du Seminaire International de Management Strategique, Cergy-Pontoise: ESSEC, 1986.
- [80] Mergers and Interlocking Directorates: Cases of Interorganizational Corporation. In Mergers and Interfirm Cooperation. Edited by A. Edstrom, W. Goldberg and H. Daems. London: Academic Press, 1985.
- [81] Productivity: Some Old and New Issues. In Productivity Research in the Behavioral and Social Sciences. Edited by A. Brief. New York: Praeger, 1985.
- [82] The Nature of Strategic Decision Making. In Organizational Strategy and Change. Edited by Johannes M. Pennings. San Francisco: Jossey-Bass, 1985.
- [83] Toward Convergence in Strategic Theory and Practice. In Organizational Strategy and Change. Edited by Johannes M. Pennings. San Francisco: Jossey-Bass, 1985.
- [84] Organisatorische Entstehung (Organizational Creation), In Management Lexicon, Band I, F. Neschke and M. Wiener (eds.) Gernsbach Deutsche Betriebswirte Verlag, 1985, (In German).
- [85] Elaboration on the Environment for Entrepreneurship. In Encyclopedia of Entrepreneurship. Edited by C.A. Kent, D.L.Sexton and K.H. Vesper. Englewood Cliffs, NJ: Prentice Hall, 1981.
- [86] (with Paul S. Goodman) Issues in Assessing Organizational Effectiveness. In Handbook of Organizational Assessment. Edited by E.E. Lawler, C. Cammann and D. Nadler. New York: Wiley- Interscience, 1980.

- [87] Environmental Influences on the Creation Process. In The Organizational Life Cycle: New Perspectives for Organization Design and Development. Edited by J.R. Kimberly and R.H. Miles. San Francisco: Jossey-Bass, 1980.
- [88] (with Paul S. Goodman) Toward a Workable Framework. In New Perspectives on Organizational Effectiveness. Paul S. Goodman and Johannes M. Pennings, editors. San Francisco: Jossey-Bass, 1977.
- [89] Structural Correlates of the Environments. In Structure + Strategy = Performance: The Strategic Planning Imperative. Hans B. Thorelli, editor, Bloomington, Ind.: Indiana University Press, 1977.
- [90] (with Rama C. Tripathi) The Organization-Environment Relationship: Dimensional Versus Typological Viewpoints. In Organizations and Environments. Lucien Karpik, editor. Beverly Hills, CA: Russell Sage, 1978.
- [91] (with Paul S. Goodman) Perspectives and Issues: An Introduction. In New Perspectives on Organizational Effectiveness. Paul S. Goodman and Johannes M. Pennings, editors. San Francisco: Jossey-Bass, 1977.
- [92] (with D.J. Hickson, C.R. Hinings and R.E. Schneck) Contingencies and Conditions in Intraorganizational Power. In Conflict and Power in Complex Organizations. Edited by A.R. Negandhi. Kent: Kent State University, 1973.

Book Reviews

- [93] Garud, R., Nayyar, P and Shapira, Z. (eds.). Technological Innovation: Oversights and Foresights. Administrative Science Quarterly, 43, 1998.
- [94] Economic Approaches to Organizations, by S. Douma and H. Schreuder, M.A.B., 1992, 46, 1711-1713.
- [95] Organizational Evolution, edited by J. V. Singh, Contemporary Sociology, 1991, 29
- [96] Judgment and Control, by Jan H. van der Poel. Bedrijfskunde, 1988,60, 93-95.
- [97] Comparative Organizations, by Cornelis J. Lammens. Organization Studies, 1984, 5, 371-373.
- [98] Organizational Effectiveness, by Richard M. Steers, Administrative Science Quarterly, 1977, 22, 538-540.
- [99] Planned Organizational Change, by James C. Taylor Contemporary Sociology, 1974, 12, 53-56.

Conference and Other Articles (last five years)

- [100] (with Anindya Ghosh and Filippo C. Wezel) Graduated membership and recombining technology in the imaging sector.
- [101] (with Anindya Ghosh) Topography of knowledge space and strategic alliance formation: Convergence in the photographic sector.
- [102] (with Benjamin Powell) Incubators as Second Order Organizations. AoM, Denver 2002.
- [103] (with Gino Cattani and Filippo Wezel). Localized Turnover and Population Dynamics, AoM, Denver 2002
- [104] (with Gino Cattani and Filippo Wezel) The effect of organizational change on firm survival. EGOS 2003
- [105] (with Gino Cattani and Filippo Wezel) Human Capability & Mobility for Firm Performance, Firm Growth and Entrepreneurship. Symposium at the Annual Meeting of Academy of Management, New Orleans, August 2004
- [106] (with Gino Cattani) Global Trajectories and Firm Innovation, EGOS, Berlin, 2005
- [107] (with Gino Cattani and Filippo Wezel) Member Mobility and Firm Demography AoM, Hawaii 2005 (with Gino Cattani and Filippo Wezel) Disruptive Trajectory in the Imaging Sector: Who Survives OSWC, 2007
- [108] (with Sheen Levine) Evolution of Designs: Interfirm Context for Architectural Innovations, AoM Meetings 2006
- [109] (with Gino Cattani) Globalization and Innovation; Klein Conference, Penn State University, State College PA, 2005
- [110] (with Filippo Wezel) Disruptive Trajectory in the Imaging Sector: Who Survives? Annual Meetings, Academy of Management, Philadelphia, 2007.
- [111] (with Levine, S. S.) Janus, Laymen and Status: Some novel considerations in product architecture. Paper presented at the Annual Meetings of Academy of Management, Philadelphia, 2007.
- [112] (with Anindya Ghosh) Topography of Knowledge Space and Strategic Alliance Formation. Academy of Management Meetings, Anaheim, CA, 2008.

Unpublished Working Papers; Unfinished Research

- [113] (with Filippo Wezel and Xavier Martin) The evolution of technology in the imaging sector through the “bricolage” of its firms.
- [114] (with Anindja Ghosh) Convergence in Technology Space and Strategic Alliance Activity. Paper prepared for INSEAD Network Conference, 2008.
- [115] (with Anindya Ghosh, Xavier Martin and Filippo C Wezel). Recombination Experience: Organizational Learning and its Innovation Impact. Paper SMS Conference in Washington DC, 2009
- [116] (with Anindya Ghosh) Firm Status and Brokerage and Propensity to Strategic alliance Formation. OSWC, 2010.
- [117] (with Filippo Wezel and Hann Kim) The decline and rise of market segments as manifestations of social categories.

AWARDS, FELLOWSHIPS, ETC.

Member editorial board, Organization Science, 2007 – present.
Outside reviewer for Organization Studies; Organizational Behavior and Human Decision Processes; American Journal of Sociology; Sociological Quarterly; Management Science; Administrative Science Quarterly; American Sociological Review; Strategic Management Journal; Academy of Management Journal. Industrial Relations, 1983-present.
Visiting Professor, INSEAD, Fontainebleau, France and Singapore
Research Grant, Wharton-SMU Center. Performative Ties in the Imaging Industry, 2006-present
Visiting Professor HongKong Univeristy of Science and Technology, 2006
Visiting Scholar, Stockholm school of Economics, 2005-2006
Mack Center Grant, The Wharton School, Evolution in the Imaging Sector, 2004-2007
Visiting Professor CEIBS, Shanghai, 2003
Visiting Professor, Stockholm Handelshoegskolan, 2002
Member editorial Board IEEE Proceedings, 2001-present
Visiting professor Nanyang Technological University, Singapore, 2001
Visiting professor LUISS, Rome, Italy, 2000-2008
Member editorial Board Academy of Management Review, 1999-2005
Titular Professor of the European Institute for the Advanced Study of Management at Brussels.,1998
Member Editorial Board, Academy of Management Journal, 1997-2000
Chair TIM Division, 1997
Royal Netherlands Academy of Sciences (Correspondent Member), 1996
Marc Rich Visiting Professor, Universidad Carlos 3, Madrid, 1995
Program Chair, Technology and Innovation Division, Academy of Management, 1995
Member Editorial Board, Journal of High-Technology Management Research, 1994-present
Visiting Professor, Universita Luigi Bocconi, Milan, 1994
Visiting Professor, Universita di Cagliari, Sardinia, Italy, 1994
Co-editor, Organization Studies, 1993-1997

Executive Board. Technology and Innovation Division. Academy of Management, 1992-1999
Innovating Firms: Pioneers and Laggards. Research grant, BTE Economic Affairs grant,
\$290,000. (with MERIT, Economische Zaken), 1991-1993
Innovation and Performance. Grant, Fishman-Davidson Center, and Jones Center. \$7000, 1991
Member Meso Organizational Society, 1990-present
Member Editorial Board, Studies in Technological Innovation and Human Resources, 1990-1996
Member Editorial Board, Group and Organization Management, 1990-1997
Member Editorial Board Organization Science, 1988-1998
Technological and Organizational Innovations in the Videotex Industry. Grant, National Science
Foundation. \$91,600, 1988-1990
Organizer of Organizations Section of the Annual Convention of the American Sociological
Association, Atlanta, GA. (Three sessions), 1988
Member Macro Organizational Behavior Society (a society of approximately 30 leading persons
in the US and Europe in the area of organization theory), 1987-present
Visiting Professor, Helsinki School of Economics, 1987
Visiting Professor, INSEAD, Fontainebleau, France, 1987
Executive Compensation and Strategic Performance. Research Grant, The Hay Group, \$30,000.,
1984-1986
Coordinator, Faculty Workshop, Academy of Management Meetings, Boston, 1984.
Representative at large, Organization Theory Division, Academy of Management, 1983-1985.
Fellow at the Netherlands Institute for Advanced Study, Wassenaar, Netherlands, 1983-1984.
Junior Faculty Consortium, OMT Coordinator, Academy of Management Meetings, Dallas, TX.,
1983
Strategic Decision Making. Research Grant, The Jones Center at the Wharton School, University
of Pennsylvania, 1983
Editorial board, Administrative Science Quarterly, 1980-1986
Strategic Decision Making. Research Grant, Office of Naval Research, \$47,000, 1982-1983.

CONSULTING

Ahold (Neth.), Aluisuisse-Lonza (US, CH), Amer Group (Finland), AT&T (USA), Arco
Chemical (USA), Axiom Communications (USA), Berlex Laboratories (USA), Museum
Boymans-van Beuningen (Neth.), Chase (USA), China Resources Enterprise (PRC), Degussa
(Dld), Hay Group (USA), IBM (Italy), I.B.O. (Neth.), KIA Group (Korea), KPMG - Peat
Marwick (EU), Kulicke and Soffa (USA), Logic International (Hong Kong), Marimekko
(Finland), McKinsey and Company (EU), Merck (USA and Germany), Pitney Bowes (USA),
Lockheed Martin (USA), Logic (Hong Kong), N.S.C. (Neth.), Royal Dutch Shell (U.K.), Snow
Brands (Japan), Royal Sphinx (Neth.), US Department of the Army, NIST, Washington DC,
TetraPak, Switzerland, S.K. Telecom, Korea.

PROFESSIONAL ACTIVITIES

Doctoral Coordinator, Organization and Strategy, 1985-1988
Various committees including Doctoral Admissions Committee, Core Course Committee,
Wharton Graduate Curriculum Review Committee, and Ph.D. Program Review
Committee, Awards Committee (Chairman), Undergraduate Curriculum Committee,
Wharton School Research Committee, MBA Executive Committee, Penn's Admission and

Financial Aid Committee, Penn's Italy Study Abroad Visitation Committee, Quinquennial Reviews, 1983-present.

COURSES TAUGHT

Organization Behavior, Organization Theory, Organizational Innovation, Change, Innovation & Entrepreneurship, Research Methodology, Global Strategic Management, Strategy Implementation at Undergraduate, MBA and Ph.D. levels. Also Executive Level Modules in these areas.

DISSERTATIONS (CHAIR OR ADVISOR)

Ghosh, Anindya: Evolutionary Technology Space and Interorganizational Cooperation: a network study.

Chatterjee, Joydeep: Architectural and Implementation Innovations: a Study of Indian Software Sector.

Gino Cattani: Preadaptation Technological Spatiation: A study of the optical communication industry, 2005

Benjamin Powell: Learning about Organization Formation From a Mixed Metaphor: Internet Entrepreneurs' Perspectives on Incubators, 2003

Hann Kim: Schumpeterian Competition, Consumer Demand and the Evolution of Technology: A Study of the Tennis Racket Industry, 1999

Kyungmook Lee: "Professional Services Firms: a Survivor Analysis." 1997

Jan Cobbenhagen: "Innovation Leaders and Laggards." 1996

Randall Case: "Managing for Failure: Intrafirm and Interfirm Perspectives on Risk Taking in Pharmaceutical R&D" 1995

Bastian Koene: "Organizational Culture and Performance: The Impact of Leadership." 1993

Farid Harianto: "Technological and Organizational Experience and the Genesis of Videobanking Services." 1992

Gilles C. van Wijk: "The Role of Trust and Shared Understanding in Loan Decisions." 1986

LANGUAGES

English (5), French (4), Dutch (5), German (4), Swedish (2) and Italian (3).

OTHER INTERESTS

Print Collecting, Art History, Squash, Mountain Hiking and Biking and Italian Opera.