

NICOLAJ SIGGELKOW

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I. EDUCATIONAL BACKGROUND

- 1998 Ph.D., Harvard University
 Field: Business Economics
- 1997 M.A., Harvard University
 Field: Economics
- 1993 B.A. (with distinction and honors), Stanford University
 Field: Economics

II. TEACHING

A. Employment

- 2009 - present Professor of Management, The Wharton School, University of Pennsylvania
- 2004 - 2009 Associate Professor of Management (with tenure), The Wharton School, University of Pennsylvania
- 1998 - 2004 Assistant Professor of Management, The Wharton School, University of Pennsylvania

B. Courses taught/developed

1. Graduate courses

- 1998 - present Management 701 “Strategy and Competitive Advantage” (regular MBA program)
- 2005 - present Management 701 “Strategy and Competitive Advantage” (Wharton Executive MBA Program)

Rating on Overall Quality of Instructor:
1998 - 2008 average: 3.8 (departmental mean of 2.9) (0 - 4 scale)

2. Undergraduate courses

1999 - 2004 Management 223 “Business Policy and Strategy”

Rating on Overall Quality of Instructor:
1999 - 2004 average: 3.8 (departmental mean of 2.9) (0 - 4 scale)

III. RESEARCH/PUBLICATIONS

1. Articles published in refereed journals

- [1] Nicolaj Siggelkow. 2001. “Change in the Presence of Fit: The Rise, the Fall, and the Renaissance of Liz Claiborne.” *Academy of Management Journal*, 44, pp. 838-857.
- [2] Nicolaj Siggelkow. 2002. “Misperceiving Interactions among Complements and Substitutes: Organizational Consequences.” *Management Science*, 48, pp. 900-916.
- [3] Nicolaj Siggelkow. 2002. “Evolution toward Fit.” *Administrative Science Quarterly*, 47, pp. 125-159.
- [4] Jan W. Rivkin and Nicolaj Siggelkow. 2002. “Organizational Sticking Points on NK Landscapes.” *Complexity*, 7 (5), pp. 31-43.
- [5] Jan W. Rivkin and Nicolaj Siggelkow. 2003. “Balancing Search and Stability: Interdependencies Among Elements of Organizational Design.” *Management Science*, 49, pp. 290-311.
- [6] Nicolaj Siggelkow. 2003. “Why Focus? A Study of Intra-Industry Focus Effects.” *Journal of Industrial Economics*, 51, pp. 121-150 (lead article).
- [7] Nicolaj Siggelkow and Daniel A. Levinthal. 2003. “Temporarily Divide to Conquer: Centralized, Decentralized, and Reintegrated Organizational Approaches to Exploration and Adaptation.” *Organization Science*, 14, pp. 650-669.
- [8] Nicolaj Siggelkow and Daniel A. Levinthal. 2005. “Escaping Real (Non-Benign) Competency Traps: Linking the Dynamics of Organizational Structure to the Dynamics of Search.” *Strategic Organization*, 3, pp. 85-115.

- [9] Nicolaj Siggelkow and Jan Rivkin. 2005. "Speed and Search: Designing Organizations for Turbulence and Complexity." *Organization Science*, 16, pp. 101-122.
- [10] Nicolaj Siggelkow and Jan W. Rivkin. 2006. "When Exploration Backfires: Unintended Consequences of Multi-Level Organizational Search." *Academy of Management Journal*, 49, pp. 779-795.
- [11] Jan W. Rivkin and Nicolaj Siggelkow. 2006. "Organizing to Strategize in the Face of Interactions: Preventing Premature Lock-in." *Long Range Planning*, 39, pp. 591- 614.
- [12] Nicolaj Siggelkow. "Persuasion with Case Studies." 2007. *Academy of Management Journal*, 50, pp. 20-24.
translated in Chinese in: 2008. *Management World*, 6, pp. 156-160.
- [13] Jan W. Rivkin and Nicolaj Siggelkow. 2007. "Patterned Interactions in Complex Systems: Implications for Exploration." *Management Science*, 53, pp. 1068-1085.
- [14] Michael E. Porter and Nicolaj Siggelkow. 2008. "Contextual Interactions within Activity Systems and Sustainability of Competitive Advantage." *Academy of Management Perspectives*, 22 (2), pp. 34-56.
- [15] Felipe Csaszar and Nicolaj Siggelkow. forthcoming. "How much to copy? Determinants of effective imitation breadth." *Organization Science*.
- [16] Nicolaj Siggelkow and Jan Rivkin. forthcoming. "How Coupled Search Processes Obscure Performance Differences." *Administrative Science Quarterly*.

2. Papers under review

- [17] Oliver Baumann and Nicolaj Siggelkow. 2008. "Chunky vs. Incremental Growth: How to Expand a Search Domain."
- [18] Vikas Aggarwal, Nicolaj Siggelkow, and Harbir Singh. 2008. "Corporate Development Choices and Interdependence: Strategic Tradeoffs and Performance Implications."
- [19] Dirk Martignoni and Nicolaj Siggelkow. "When it Pays to be Neurotic or to Have Blind Spots: The Value of Understanding External and Internal Contingencies."

3. Other articles

a. Articles in proceedings

- [20] Michael E. Porter and Nicolaj Siggelkow. 2000. “Contextuality within Activity Systems.” *Academy of Management Best Paper Proceedings*.
- [21] Nicolaj Siggelkow and Jan W. Rivkin. 2006. “When Exploration Backfires: Unintended Consequences of Multi-Level Organizational Search.” *Academy of Management Best Paper Proceedings*.
- [22] Nicolaj Siggelkow and Jan Rivkin. 2008. “Coupled Search Processes: Why is it so difficult to find that organizational design matters?” *Academy of Management Best Paper Proceedings*.
- [23] Oliver Baumann and Nicolaj Siggelkow. 2008. “Chunky vs. Incremental Growth: How to Expand a Search Domain.” *Academy of Management Best Paper Proceedings*.

b. Chapters in books

- [24] Michael E. Porter and Nicolaj Siggelkow. 1999. “Competition and Strategy: The Creation of a Group and a Field.” in: *The Intellectual Venture Capitalist: John McArthur and the Work of the Harvard Business School, 1980–1995*, edited by Thomas K. McCraw and Jeffrey L. Cruikshank: pp. 99–132. Boston: Harvard Business School Press.
- [25] Nicolaj Siggelkow. 2003. “Change in the Presence of Fit: The Rise, the Fall, and the Renaissance of Liz Claiborne.” in: *Strategy Process*, edited by Bala Chakravarthy, Peter Lorange, Günter Müller-Stevens, Christoph Lechner: pp. 46-76. Oxford: Blackwell Publishers. (expanded version of [1])
- [26] Nicolaj Siggelkow. 2007. “Fit” Entry in: *International Encyclopedia of Organization Studies*, edited by Stewart Clegg and James R. Bailey. London: Sage.
- [27] Jan W. Rivkin and Nicolaj Siggelkow. 2009. “Organizing to Strategize in the Face of Interactions: Preventing Premature Lock-in.” in: *Network-based Strategies and Competencies*, edited by Paul Kleindorfer and Jerry Wind. Wharton School Publishing (modified version of [11]).
- [28] Oliver Baumann and Nicolaj Siggelkow. forthcoming. “Complexity and Competitive Advantage.” in: *SAGE Handbook of Complexity and*

Management, edited by Peter Allen, Steve Maguire, Bill McKelvey, SAGE.

4. Books (assisted)

- [29] Paul Milgrom, John Roberts, (assisted by) Nicolaj Siggelkow. 1993. *Teaching Manual for Economics, Organization, and Management*. Englewood Cliffs, N.J.: Prentice-Hall (145 pages).

5. Case studies and reports

- [30] Nicolaj Siggelkow and Michael E. Porter. 1997. *Progressive Corporation*. Harvard Business School Case No. 9-797-109.
- [31] Nicolaj Siggelkow. 2001. "Who Reads My Paper Anyways? A Survey of Journal Readership and Reputation."
- [32] Nicolaj Siggelkow. 2004. "Caught Between Two Principals."

6. Invited papers/presentations

- "When it Pays to be Neurotic or to Have Blind Spots: The Value of Understanding External and Internal Contingencies." Academy of Management Meeting, Chicago, 2009.
- "When it Pays to be Neurotic or to Have Blind Spots: The Value of Understanding External and Internal Contingencies." European Group of Organization Studies Conference, Barcelona, Spain, 2009.
- "Coupled Search Processes: Why is it so difficult to find that organizational design matters?" Universität St. Gallen, Switzerland, 2008.
- "Coupled Search Processes: Why is it so difficult to find that organizational design matters?" Ludwig-Maximilians-Universität, München, Germany, 2008.
- "Coupled Search Processes: Why is it so difficult to find that organizational design matters?" European School of Management and Technology, Berlin, Germany 2008.
- "Coupled Search Processes: Why is it so difficult to find that organizational design matters?" Freie Universität Berlin, Germany, 2008.

- “Challenges in Case and Simulation Research.” Keynote address at the Advancement of Management Studies Annual Conference, Oxford, England, 2008.
- “Coupled Search Processes: Why is it so difficult to find that organizational design matters?” Academy of Management Meeting, Anaheim, 2008.
- “Chunky vs. Incremental Growth: How to Expand a Search Domain.” Academy of Management Meeting, Anaheim, 2008.
- “Coupled Search Processes: Why is it so difficult to find that organizational design matters?” Massachusetts Institute of Technology, Strategy Seminar Series, 2008.
- “Learning (or not) from Extreme Events.” Organization Science Winter Conference, Squaw Valley, 2008.
- “Copy If You Dare: The Contingent Value of Imitation Capabilities.” Organization Science Winter Conference, Squaw Valley, 2008.
- “Copy If You Dare: The Contingent Value of Imitation Capabilities.” Academy of Management Meeting, Philadelphia, 2007.
- “Coupled Search Processes.” Organization Science Winter Conference, Steamboat, Colorado, 2007.
- “Persuasion with Case Studies and Simulations.” Organization Science Winter Conference, Steamboat, Colorado, 2007.
- “The Value of Search and Change Capabilities: A Multi-Agent Simulation Model of Competition.” Strategic Management Society Meeting, Vienna, Austria, 2006.
- “When Exploration Backfires: Unintended Consequences of Multi-Level Organizational Search.” Academy of Management Meeting, Atlanta, 2006.
- “Thoughts on Case Studies.” Academy of Management Meeting, Atlanta, 2006.
- “The Evolution of Organizational Designs and Cross-Sectional Performance Implications.” Complexity Conference, Aix-en-Provence, France, 2006.
- “Developmental Paths.” Freie Universität Berlin, Germany, 2005.
- “The Effect of Organizational Design on Organizational Search: An Agent-based Modeling Approach.” Freie Universität Berlin, Germany, 2005.

- “Patterned Interactions in Complex Systems: Implications for Exploration.” Academy of Management Meeting, Honolulu, 2005.
- “Performance and Survival Implications of Exploration and Diversification.” Academy of Management Meeting, Honolulu, 2005.
- “Patterned Interactions in Complex Systems: Implications for Exploration.” Organization Science Winter Conference, Steamboat, Colorado, 2005.
- “The effect of organizational design on organizational search – an agent based modeling approach.” Organization Science Winter Conference, Steamboat, Colorado, 2005.
- “Speed and Search: Designing Organizations for Turbulence and Complexity.” Academy of Management Meeting, New Orleans, 2004.
- “Speed, Search, and the Failure of Simple Contingency.” Strategy Department, Harvard Business School, 2004.
- “Directions of Growth: A Test of Positioning, Resource, Legitimation, and Vicarious Market Learning Arguments.” Academy of Management Meeting, Seattle, 2003.
- “The Origins of Strategies.” Strategic Management Society Meeting, Baltimore, 2003.
- “Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency.” North American Association for Computational Social and Organizational Science Conference, Pittsburgh, 2003.
- “Balancing Search and Stability: Interdependencies among Elements of Organizational Design.” Stanford Strategic Management Conference, 2003.
- “Speed, Search, and the Failure of Simple Contingency.” Department of Management, Fuqua School of Business, Duke University, 2003.
- “Balancing Search and Stability: Interdependencies among Elements of Organizational Design.” Corporate Strategy and International Business Seminar Series, University of Michigan, 2003.
- “Speed, Search, and the Failure of Simple Contingency.” Department of Management and Organizational Behavior, NYU Stern School of Business, 2003.

“Speed, Search, and the Failure of Simple Contingency.” Strategy and Policy Department, Boston University, 2003.

“Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency.” Complex Adaptive Systems Group and Strategy Group Seminar Series, Saïd Business School, Oxford University, England, 2003.

“Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency.” Departments of Strategy and Entrepreneurship Seminar Series, INSEAD, France, 2003.

“Directions of Growth: A Test of Positioning, Resource, Legitimation, and Vicarious Market Learning Arguments.” Department of Strategy and Business Environment Seminar Series, Erasmus University Graduate School of Business, Rotterdam, The Netherlands, 2003.

“Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency.” Marketing and Strategic Management Seminar Series, Warwick Business School, England, 2003.

“Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency.” Department of Industrial Economics and Strategy Seminar Series. Copenhagen Business School, Denmark, 2003.

“Using Agent-Based Simulation Models to Study Organizational Design” Organization Science Winter Conference, Steamboat, Colorado, 2003.

“Performance Determinants of Organizational Design: Towards an Understanding of Environmental Contingency” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 2003.

“Directions of Growth: A Test of Positioning, Resource, and Social Contagion Arguments.” INFORMS Conference, San Jose, 2002.

“Contextuality within Flexible Production Systems: Evidence from Automobile Assembly.” Strategic Management Society Meeting, Paris, France, 2002.

“Linking the Old and the New: Modular, Integrated, and Reintegrated Organizational Adaptation.” Strategic Management Society Meeting, Paris, France, 2002.

- “Balancing Search and Stability: Interdependencies among Elements of Organizational Design.” Academy of Management Meeting, Denver, 2002.
- “Temporarily Divide to Conquer: Modular and Integrated Organizational Approaches to Exploration and Adaptation.” Academy of Management Meeting, Denver, 2002.
- “Balancing Search and Stability: Interdependencies among Elements of Organizational Design.” Computational Analysis of Social and Organizational Systems Conference, Pittsburgh, 2002.
- “Modular and Integrated Organizational Exploration and Adaptation.” Innovation and Inertia: Impacts of New Technology on Organizational Forms and Strategies Conference, Duke University, Durham, 2002.
- “Balancing Search and Stability: Interdependencies among Elements of Organizational Design.” Penn Agent Based Modeling Laboratory, Solomon Asch Center for the Study of Ethno-political Conflicts, 2002.
- “Directions of Growth: A Test of Positioning, Resource, and Social Contagion Arguments.” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 2002.
- “Expense Shifting: Agency Issues in the Mutual Fund Industry.” Distribution and Pricing of Delegated Portfolio Management Conference, University of Pennsylvania, 2002.
- “Choice Interaction and Organizational Structure.” Strategic Management Society Meeting, San Francisco, 2001.
- “Contextuality within Activity Systems.” Strategic Management Society Meeting, San Francisco, 2001.
- “Linking the Old and the New: Modular and Integrated Adaptation to the Internet.” Academy of Management Meeting, Washington D.C., 2001.
- “Choice Interaction and Organizational Structure.” European Group of Organization Studies Conference, Lyon, France, 2001.
- “Change in the Presence of Fit: The Rise, the Fall, the Renaissance of Liz Claiborne.” Strategic Management Society Mini-Conference, St. Gallen, Switzerland, 2001.
- “Evolution of Fit: The Voyage of Vanguard.” University of Münster, Germany, 2001.

“Evolution of Fit: The Voyage of Vanguard.” University of Utah & Brigham Young University Winter Strategy Conference, Salt Lake City, 2001.

“Who reads my paper anyways? A survey of journal readership and reputation.” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 2001.

“Choice Interaction and Organizational Structure.” Management of Technology Seminar Series, Wharton, 2001.

“Choice Interaction and Organizational Structure.” Applied Economics Seminar Series, Wharton, 2001.

“Linking the Old and the New: Modular and Integrated Adaptation to the Internet.” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 2001.

“Evolution of Fit: The Voyage of Vanguard.” Strategic Management Society Meeting, Vancouver, Canada, 2000.

“Linking the Old and the New: Incorporating E-Commerce into Firms’ Activity Systems.” Strategic Management Society Meeting, Vancouver, Canada, 2000.

“Misperceiving Interactions: Organizational Consequences.” Academy of Management Meeting, Toronto, Canada, 2000.

“Contextuality within Activity Systems.” Academy of Management Meeting, Toronto, Canada, 2000.

“Misperceiving Interactions: Organizational Consequences.” Stanford Strategic Management Conference, 2000.

“Why Focus? A Study of Intra-Industry Focus Effects.” Investment Company Institute, Mutual Fund Conference, Washington D.C., 2000.

“Expense Shifting: Agency Issues in the Mutual Fund Industry.” Investment Company Institute, Mutual Fund Conference, Washington D.C., 2000.

“Misperceiving Interactions: Organizational Consequences.” Applied Economics Seminar Series, Wharton, 2000.

“Evolution of Fit: The Voyage of Vanguard.” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 2000.

“Misperceiving Interactions: Organizational Consequences.” Strategy Research Forum, Gloucester, MA, 1999.

“Expense Shifting: Agency Issues in the Mutual Fund Industry.” Financial Institutions Center, Advisory Board Meeting, New York, 1999.

“Change in the Presence of Fit: The Rise, the Fall, the Renascence of Liz Claiborne.” Strategic Management Society Meeting, Berlin, Germany, 1999.

“Change in the Presence of Fit: The Rise, the Fall, the Renascence of Liz Claiborne.” Evolution of Organizations and Industries Seminar Series, Wharton, 1999.

“Expense Shifting: Agency Issues in the Mutual Fund Industry.” Applied Economics Seminar Series, Wharton, 1999.

“Misperceiving Interactions: Organizational Consequences.” Reginald Jones Center for Management Strategy, Policy and Organization Seminar Series, Wharton, 1999.

“Firms as Systems of Interconnected Choices: The Evolution of Activity Systems.” Academy of Management Meeting, Boston, 1997.

C. Editorial activities

2007 - present Member of the Editorial Review Board of *Strategic Management Journal*

2006 - present Member of the Editorial Review Board of *Strategic Organization*

2004 - present Member of the Editorial Review Board of *Administrative Science Quarterly*

2004 - present Member of the Editorial Review Board of *Organization Science*

2004 - present Member of the Editorial Review Board of *Academy of Management Perspectives*

Ad-hoc Referee for: *Academy of Management Journal*
Academy of Management Review
British Journal of Management
Cambridge University Press
European Financial Management
European Management Review
Industrial and Corporate Change
International Journal of Industrial Organization
Journal of Economic Behavior and Organization
Journal of Financial Research
Journal of Industrial Economics
Journal of Management Studies
Management Science
Managerial and Decision Economics
McGraw-Hill
National Science Foundation
Organization
Organization Studies
Oxford University Press
SAGE Publications
Wharton School Publishing

1999 - 2006 Reviewer for the Academy of Management Meetings, Division
of Business Policy and Strategy

2005 Reviewer for the Annual Conference on Corporate Strategy

2000, 2003, Member of the Review Committee for the Strategic Management
2005 Society's International Conference

2001 - 2005 Reviewer for the INFORMS/Organization Science Dissertation
Competition

IV. PROFESSIONAL ACTIVITIES

A. University-related activities

Doctoral dissertation committees

2007 - present Anuja Gupta, Management Department, Wharton School.

2007 - 2009 Vikas Aggarwal, Management Department, Wharton School.
Currently, Assistant Professor of Entrepreneurship, INSEAD.

2006 - 2009 Felipe Csaszar, Management Department, Wharton School.
Currently, Assistant Professor of Management, INSEAD.

- 2004 - 2008 Jaime Eggers, Management Department, Wharton School.
Currently, Assistant Professor of Management, New York University
- 2006 - 2007 Brian Wu, Management Department, Wharton School.
Currently, Assistant Professor of Management, University of Michigan, Ann Arbor, Michigan.
- 2003 - 2006 Robert Jensen, Management Department, Wharton School.
Currently, Assistant Professor of Management, Brigham Young University, Provo, Utah
- 2001 - 2004 Dovev Lavie, Management Department, Wharton School.
Currently, Assistant Professor of Management, University of Texas, Austin
- 2001 - 2003 Christina Fang, Management Department, Wharton School.
Currently, Assistant Professor of Management, New York University

Supervision of MBA study projects

- 2006 Patrick Kehoe, Vikram Krishnan, Hans Maris, Guerin McClure,
and Jun Yang, Independent Study Project
- 2003 Richard Johns and Jay Venkataramani, Independent Study Project
- 2002 Bradford Casper and Nikhil Bhojwani, Independent Study Project
- 2001 Raghav Gadodia and Nimal Manuel, Independent Study Project
- 2000 - 2002 Faculty advisor for Intensive Field Application Projects

Supervision of undergraduate study projects

- 2003 Chien Too, College of Arts and Sciences, Independent Study Project
- 2001 Paul Yoon, Wharton School, Independent Study Project

Other university-related activities

- 2009 - present Member of the Wharton MBA Review Committee
- 2009 - present Co-director, William and Phyllis Mack Center for Technology Innovation
- 2004 - present Area Coordinator, Strategy Group, Wharton Management Department
- 2007 - present Member of the Wharton Executive Education Faculty Advisory Committee
- 2007 - 2008 Member of the Wharton Faculty Committee on MBA Education and Experience
- 2006 - 2007 Member of the Wharton School Strategy Committee
- 2005, 2006
2007, 2009 Chair of the Strategy Group faculty search committee
- 2007 Chair of a management faculty tenure review committee
- 2005, 2006 Chair of a management faculty reappointment committee
- 2005 Member of a departmental Wharton Quinquennial Review Committee
- 2005 Faculty keynote speaker at Wharton Welcome Weekend
- 2004, 2006-
2009 Chair of qualifying exam committee for Ph.D. students in strategy
- 2004 Member of a management faculty reappointment committee
- 2004 Convocation speaker for MBA in-coming class
- 2004 - 2008 MBA Strategy Advisor
- 2004 - present Core Faculty Member, Mack Center for Technological Innovation
- 2004, 2006
2007 Discussion leader for the Penn Undergraduate Reading Project
- 2003 – 2007 College House Associate, Harnwell College House
- 2002 - 2004 Co-organizer of Wharton Technology Mini-Conference
- 2001, 2004,
2007 Member of the Entrepreneurship Group faculty search committee
- 2000 - present Management representative for the undergraduate concentration in e-commerce
- 2000 - present MBA pre-term faculty lecturer
- 2000 - present MBA pre-term Case Day instructor

- 1999 - 2003 Coordinator of Management Department Strategy Seminar series
- 1999, 2001
2003, 2005 Member of qualifying exam committee for Ph.D. students in strategy
- 1999, 2002 Member of the Strategy Group faculty search committee

B. Professional affiliations, positions and memberships

- 2009, 2010 Co-chair of the New Faculty Consortium, Business Policy and Strategy Division of the Academy of Management
- 2006 - 2008 Representative at Large for the Competitive Strategy Interest Group in the Strategic Management Society

Academy of Management
 American Economic Association
 Institute for Operations Research and the Management Sciences
 Strategic Management Society

V. AWARDS AND GRANTS

A. Awards

- 2008 *Administrative Science Quarterly* Scholarly Contribution Award for the most significant paper published in *ASQ* five years earlier (for [3])
- 2004, 2006 Class of 1984 Award (presented to the faculty member with the highest teaching rating in the MBA classroom)
- 2005 The (inaugural) Wharton Graduate Association Student Choice Award (for commitment to teaching excellence)
- 2004 The Wharton Award (awarded by MBA students to “the professor who has contributed the most to students’ experience at Wharton”)
- 2004, 2005
2006, 2007
2008 Student-elected Faculty Marshal

1999, 2000 2003, 2004 2006, 2007	Excellence in Teaching Award, Wharton
2008	Excellence in Teaching Award, Wharton Executive MBA Program, West Coast
2008	Excellence in Teaching Award, Wharton Executive MBA Program, East Coast
2003, 2005	Excellence in Teaching Undergraduates Award, Wharton
2000 - 2008	Finalist for the Helen Kardon Moss Anvil Teaching Award, Wharton
2000	Best Conference Paper Prize of the Strategic Management Society Meeting
1995	First Year's Honors, Harvard Business School MBA Program
1993	Anna Laura Meyers Award for Outstanding Honors Thesis in Economics, Stanford University
1993	Phi Beta Kappa, Stanford University
1991	Walter G. Vincenti Essay Prize, Stanford University

B. Grants

2001 - 2009	Research Grants, Mack Center on Technological Innovation, Wharton
2002	Research Grant, Snider Entrepreneurship Research Center and Goergen Entrepreneurship program, Wharton
2000	Research Grant, Huntsman Center for Global Competition and Innovation, Wharton
1998, 2000	Research Grants, The Reginald H. Jones Center for Management Strategy, Policy and Organization, Wharton
1998 - present	Sloan Fellow, The Financial Institution Center, Wharton