

ASEEM KAUL

Carlson School of Management, University of Minnesota
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CURRENT POSITION

Carlson School, University of Minnesota

Strategic Management & Entrepreneurship Department

Associate Professor (with tenure)

2017-Present

Assistant Professor

2009-2017

EDUCATION

Wharton School at the University of Pennsylvania

PhD in Management

2009

Dissertation: Innovation, Resources and Corporate Transactions:

The Dynamics of Technology and Corporate Scope

Indian Institute of Management, Ahmedabad, India

2001

Post Graduate Diploma in Management (MBA equivalent)

Sri Ram College of Commerce, University of Delhi, India

1999

B.A. (Hons.) Economics

RESEARCH & PUBLICATIONS**Journal Articles**

- Barach, M., Kaul, A., Leung, M. and Lu, S. 2019. 'Strategic redundancy in the use of third-party big data: Evidence from a two-sided labor market', *Strategy Science* 4(4): 298-322
- Chen, M., Kaul, A., and Wu, B*. 2019. 'Adaptation across multiple landscapes: Relatedness, complexity, and the long run effects of coordination in diversified firms', *Strategic Management Journal*, 40(11): 1791-1821
- Giustiziero, G., Kaul, A., and Wu, B*. 2019. 'The Dynamics of Learning and Competition in Schumpeterian Environments', *Organization Science*, 30(4): 668-693
- Luo, J., and Kaul, A*. 2019. 'Private Action in Public Interest: The Comparative Governance of Social Issues', *Strategic Management Journal*, 40(4): 476-502
- Luo, J., Kaul, A., and Seo, H. 2018. 'Winning us with Trifles: Adverse Selection in the use of Philanthropy as Insurance', *Strategic Management Journal*, **39**: 2591-2617
- Kaul, A., and Luo, J. 2018. 'An Economic Case for CSR: The Comparative Efficiency of For-Profit Firms in Meeting Consumer Demand for Social Goods', *Strategic Management Journal*, **39**: 1650-1677
- Kaul, A., Nary, P., and Singh, H. 2018. 'Who does Private Equity Buy? Evidence on the Role of Private Equity from Buyouts of Divested Businesses' *Strategic Management Journal*, **39**: 1268-1298

*Authors contributed equally and are listed alphabetically

- Zahra, S.A., Kaul, A., and Bolivar-Ramos, M.T. 2018. 'Why Corporate Science Commercialization Fails: Integrating Diverse Perspectives' *Academy of Management Perspectives* **32**(1): 156-176
- Eggers, J.P., and Kaul, A. 2018 'Motivation and Ability? A Behavioral Perspective on the Pursuit of Radical Invention by Multi-technology Incumbents', *Academy of Management Journal*, **61**(1): 67-93
 - A brief summary of this research was [featured on hbr.org](https://hbr.org/feature/2018/01/motivation-and-ability-a-behavioral-perspective-on-the-pursuit-of-radical-invention-by-multi-technology-incumbents)
- Dorobantu, S., Kaul, A., and Zelner B. 2017. 'Non-Market Strategy Research Through the Lens of New Institutional Economics: An Integrative Review and Future Directions' *Strategic Management Journal* **38**: 114-140
- Berry, H., and Kaul, A*. 2016. 'Replicating the Multinationality-Performance Relationship: Is there an S-curve?' *Strategic Management Journal* **37**: 2275-2290
- Kaul, A. and Wu, B*. 2016. 'A Capabilities-Based Perspective on Target Selection in Acquisitions' *Strategic Management Journal* **37**: 1220-1239
- Berry, H. and Kaul, A*. 2015 'Global Sourcing and Foreign Knowledge Seeking', *Management Science*, **61**(5): 1052-1071
- Karim, S. and Kaul, A. 2015 'Structural Recombination and Innovation: Unlocking Intra-Organizational Knowledge Synergy Through Structural Change', *Organization Science*, **26**(2): 439-455
- Kaul, Aseem. 2013. 'Entrepreneurial Action, Unique Assets, and Appropriation Risk: Firms as Means of Appropriating Profit from Capability Creation', *Organization Science*, **24**(6): 1765-1781
- Kaul, Aseem. 2012. 'Technology and Corporate Scope: Firm and Rival Innovation as Antecedents of Corporate Transactions', *Strategic Management Journal* **33**: 347-367
 - Included in SMS [Virtual Special Issue on Reconfiguration](#), May 2015

Conference Proceedings / other publications

- Davis, G.F., Anteby, M., Briscoe, F.S., Jennings P.D., Karim, S., Kaul, A., Lazzarini, S., Ozkazanc-Pan, B., Donnelly, P., Rasche, A., Tsui, A.S., Wright, T.A., Zenger, T.R. 2019. 'Politics, governance, and leadership: What can we learn from the Academy of Management's response to EO 13769?', *Journal of Management Inquiry* **28**(3): 283-290
- Seo, H., Luo, J., and Kaul, A. 2018. 'Giving a little to many or a lot to a few? The benefits of variety in corporate philanthropy' *Academy of Management Best Paper Proceedings* (STR Division)
- Kaul, A. and Luo, J. 2015. 'The Economic Case for CSR'. *Academy of Management Best Paper Proceedings* (BPS Division).
- Kaul, Aseem. 2008. 'Investment Capabilities & Governance: The Role of Financial Acquirers'. *Academy of Management Best Paper Proceedings* (BPS Division).
 - Winner of the 2008 Sumantra Ghoshal Research and Practice Award (BPS Division)

Papers under review

- Seo, H., Luo, J., and Kaul, A. 'Giving a Little to Many or a Lot to a Few? The Benefits of Variety in Corporate Philanthropy'
- Mohliver, A.C., Crilly, D., and Kaul, A. 'Corporate social counterpositioning: How attributes of social issues influence competitive response'
- Berry, H., and Kaul, A. 'Corporate renewal through resource exploitation and augmentation: Evidence from US multinationals, 1999-2014'
- Nary, P., and Kaul, A. 'Frictions in the market for corporate assets and the role of private equity'

- Kaul, A., Ganco, M., and Raffee, J. ‘A knowledge-based theory of employee entrepreneurship: Subjective judgment and the nature of ideas’

Working Papers / Work-in-progress

- ‘From Social Responsibility to Social Impact: A Framework and Research Agenda’ (with Jiao Luo)
- ‘To Give and Give Not: Corporate Philanthropy, Government Aid, and Political Polarization’ (with Jiao Luo)
- ‘The Problem You Know: An Empirical Examination of Firms’ Recombination Strategies’ (with J.P. Eggers)
- ‘Follow the Smoke: The Pollution Haven Hypothesis in Global Sourcing’ (with Heather Berry and Narae Lee)
- ‘Desert Places: Cooperatives as Infrastructure Providers in Marginalized Areas’ (with Hyoju Jeong and Jiao Luo)
- ‘The Best of Both Modes: Using Transaction Portfolios to Capture Resource Complementarities’ (with Paul Nary)
- ‘Antecedents of Global Sourcing: Property Rights, Contracting Institutions, and Foreign Knowledge-Seeking’ (with Heather Berry and Rosa Kim)
- ‘Value-based Stakeholder Theory’ (with Jiao Luo)
- ‘The Economics of Employee CSR: Profit Potential and Social Impact’ (with Jiao Luo)

GRANTS & AWARDS

- The Mosaic Company – Jim Prokopanko Professorship for Corporate Responsibility, 2020-
- IACMR-RRBM Award for Responsible Research, Finalist, 2019
 - For ‘Winning us with trifles’
- Distinguished Paper Award, Strategic Management (STR) Division, Academy of Management, 2018
 - For ‘Giving a little to many or a lot to a few?’
- Outstanding Paper, Alliance for Research on Corporate Sustainability Conference, 2018
 - For ‘Giving a little to many or a lot to a few?’
- Outstanding Research Award, Carlson School of Management, 2017
- Mary and Jim Lawrence Fellowship, Carlson School of Management, 2017
- Honorable Mention (awarded to top 5 papers) at the Strategic Management Society conference
 - 2017: For ‘A General Theory of Employee Entrepreneurship’
 - 2015: For ‘Economic Case for CSR’
- Sumantra Ghoshal Research and Practice Award, BPS Division, Academy of Management, 2008
 - For ‘Intelligent Investing and Governance: The Role of Financial Acquirers’
- Dean’s Fellowship, Wharton School, 2008
- Surrendera Paul Scholarship, Indian Institute of Management Ahmedabad, 2000
- Sanwa Bank Foundation Scholarship, Delhi University, 1998

PRESENTATIONS AND CONFERENCES

Paper Presentations

- ‘Desert places’

- Strategy Science Conference, [Online], 2020
 - Wharton Technology Conference, Philadelphia, 2020 [Scheduled]
- 'Value based stakeholder theory'
 - Strategic Management Society Annual Conference, Minneapolis, 2019
- 'Strategic redundancy and third-party big data'
 - Copenhagen Business School, Copenhagen, 2019
 - Strategy Science conference, Salt Lake City, 2019
 - Wharton Technology and Innovation Conference, Philadelphia, 2019
 - Tulane Strategy Seminar, New Orleans, 2019
- 'To Give and Give Not'
 - University of South Carolina Seminar, 2020
 - Brigham Young University Seminar, 2020
 - Strategic Management Society Annual Conference, Minneapolis, 2019
 - Academy of Management Annual Meeting, Boston, 2019
 - STR Division, Executive Committee Meeting, Philadelphia, 2019
 - Organization Science Winter Conference, Pheonix, 2019
 - Sorenson Innovation Summit, Salt Lake City, 2019
 - Strategy Science conference, Philadelphia, 2018
 - SIOE annual conference, New York, 2017
- 'Giving a little to many or a lot to a few?'
 - Strategic Management Society Meeting, Paris, 2018
 - Academy of Management Meeting, Chicago, 2018
 - Strategy & Business Environment Conference, Wharton, 2018
- 'Problem You Know'
 - SIOE annual conference, Montreal, 2018
 - Consortium for Research in Strategy, Boston, 2018
 - Wharton Technology Conference, 2018
 - SME Department Seminar, University of Minnesota, 2018
 - University of North Carolina, Chapel Hill, 2018
- 'Economics of employee CSR'
 - Academy of Management Meeting, Atlanta, 2017
- 'Adverse selection in the use of philanthropy as insurance'
 - Purdue University, West Lafayette, 2018
 - SMS annual meeting, Houston, 2017
 - Academy of Management Meeting, Atlanta, 2017
 - SIOE annual conference, New York, 2017
 - University of Florida, Gainesville, 2017
- 'Knowledge-based theory of employee entrepreneurship'
 - Wharton Technology Conference, 2018
 - SMS annual meeting, Houston, 2017
 - SMS special conference, Banff, 2017
- 'Adaptation on Multiple Landscapes'
 - SME Department Seminar, 2018
 - INFORMS Conference, Nashville, 2016

- Strategic Management Society Conference, Berlin, 2016
 - Academy of Management Annual Meeting, Anaheim, 2016
 - Cass Business School (Workshop on Scale & Scope), 2016
 - Dartmouth Junior Faculty Summer Camp, Dartmouth, 2015
- ‘Comparative Governance of Market Failure’
 - Strategic Management Society Conference, Berlin, 2016
 - Academy of Management Annual Meeting, Anaheim, 2016
 - Society for Institutional and Organizational Economics Conference, Paris, 2016
 - Alliance for Research on Corporate Sustainability Conference, 2016
- ‘Non-Market Strategy: An Integrative Review’
 - Society for Institutional and Organizational Economics Conference, Paris, 2016
- ‘Antecedents of Global Sourcing’
 - SMS annual conference, Houston, 2017
 - Industry Studies Association Conference, Minneapolis, 2016
- ‘Economic Case for CSR’
 - Strategic Management Society Conference, Denver, 2015
 - Academy of Management Annual Meeting, Vancouver, 2015
 - Atlanta Competitive Advantage Conference, 2015
 - SME Seminar Series, Carlson School, 2015
- ‘Underinvestment and the Role of Private Equity’
 - Bocconi University, 2015
 - Academy of Management Annual Meeting, Vancouver, 2015
 - Mid-West Strategy Meeting, St. Louis, 2015
 - Sumantra Ghoshal Conference, London, 2015
 - SME Seminar Series, Carlson School, 2015
- ‘Behavioral Perspective on Radical Invention’
 - London Business School, 2016
 - University of Illinois at Urbana-Champaign, 2015
 - Boston University, 2015
 - University of Southern California, 2015
 - Mid-West Strategy Meeting, Madison, 2014
 - Atlanta Competitive Advantage Conference, Atlanta, 2014
 - Wharton Technology Conference, Wharton School, 2014
 - SME Seminar Series, Carlson School, 2013
- ‘Multinationality and Performance’
 - Strategic Management Society Conference, Denver, 2015
 - Academy of Management Annual Meeting, Vancouver, 2015
 - Academy of International Business Conference, Bangalore, 2015
- ‘Global Sourcing and Foreign Knowledge Seeking’
 - Academy of Management Annual Meeting, Philadelphia, 2014
 - Academy of International Business Conference, Vancouver, 2014
 - Strategy Seminar, Olin Business School, Washington University at St. Louis, 2013
 - SME Seminar Series, Carlson School, 2013
- ‘Capabilities-based Perspective on Acquirer Target Selection’

- Academy of International Business Conference, Vancouver, 2014
- Academy of Management Annual Meeting (BPS Division), Lake Buena Vista, 2013
- Atlanta Competitive Advantage Conference, Atlanta, 2013
- ‘Structural Recombination and Innovation’
 - Strategic Management Society Conference, Prague, 2012
 - Academy of Management Annual Meeting (BPS Division), Boston, 2012
 - Atlanta Competitive Advantage Conference, Atlanta, 2012
 - Wharton Technology Conference, Wharton School, 2012
 - SMRC Seminar Series, Carlson School, 2011
- ‘Post-Divestment Innovation’
 - Strategy Seminar, Ross School of Business, University of Michigan, 2012
 - Atlanta Competitive Advantage Conference, Atlanta, 2012
 - Mid-west Strategy Meeting, Fisher College of Business, Columbus, OH, 2012
 - Strategic Management Society Conference, Miami, 2011
 - Academy of Management Annual Meeting (BPS Division), San Antonio, 2011
 - Strategy Research Forum, Longboat Key, 2011
- ‘The Changing Nature of Global Integration’
 - Academy of International Business Annual Conference, Washington DC, 2012
 - Freeman Center for International Economic Policy Workshop, University of Minnesota, 2012
 - Strategic Management Society Conference, Miami, 2011
 - Academy of Management Annual Meeting (BPS Division), San Antonio, 2011
- ‘Foreign knowledge seeking and Country Exit’
 - Strategic Management Society Conference, Prague 2012
 - Academy of Management Annual Meeting (IM Division), Boston, 2012
- ‘CEO Incentives and Country Exit’
 - Academy of Management Annual Meeting (BPS Division), Montreal, 2010
 - Academy of International Business Annual Conference, Rio de Janeiro, 2010
 - SMRC Seminar Series, Carlson School, 2010
- ‘Transaction Costs, Scarce Resources, and the Appropriation of Schumpeterian Rent’, Academy of Management Annual Meeting (BPS Division), Montreal, 2010
- ‘Firm and Rival R&D as Antecedents of Corporate Transactions’,
 - Academy of Management Annual Meeting (BPS Division), Chicago, 2009
 - Carlson School, Strategic Management & Organization Department, 2009
 - Boston University, Strategy and Innovation Department, 2009
 - NYU Stern School, Management & Organizations Department, 2009
 - OSU Fisher College, Management & HR Department 2008
- ‘Resources, Exploration and Exploitation: The Dynamics of Innovation and Corporate Scope’, Academy of Management Annual Meeting (BPS Division), Chicago, 2009.
- ‘Decision to Divest: Stock Market Sentiment and the Limits to Managerial Entrenchment’ Academy of Management Annual Meeting (BPS Division), Anaheim 2008
- ‘Intelligent Investing & Governance: The Role of Financial Acquirers’, Academy of Management Annual Meeting (BPS Division), Anaheim 2008

- 'Innovation & Scope: R&D as an Antecedent of Corporate Transactions', Transatlantic Doctoral Conference, London Business School, London 2008
- 'Value Creation & Valuation: The Role of Private Equity in the Market for Divested Assets', Academy of Management Annual Meeting (BPS Division), Philadelphia 2007
- 'Bait & Switch: The Evolution of Governance & Performance in Family Businesses', Academy of Management Annual Meeting (ENT Division), Atlanta 2006.

TEACHING EXPERIENCE

Carlson School

- MGMT 8401: Strategy (PhD Seminar), 2018, 2020
- MGMT 8404: Nonmarket Strategy (PhD Seminar), 2017, 2019
- MGMT 6085: Corporate Strategy, 2014-17
- MBA 6300: Strategic Management, 2009-2018 (PTMBA), 2019 (FTMBA)
- PhD advising:
 - Ribuga Kang (2016; placement: Chinese U. of Hong Kong)
 - Paul Nary (2019; placement: Wharton School)
 - Rosa Kim (current)
 - Haram Seo (current)
 - Hyoju Jeong (current)

Wharton School

- Teaching Assistant, MGMT 871 and MGMT 205, 'Multinational Strategy', 2006-2008
- Teaching Assistant, MGMT 223 'Business Policy', 2005-2007
- Teaching Assistant, MGMT 101 'Introduction to Management', 2006-2007

PROFESSIONAL ACTIVITY & SERVICE

Professional

- Strategic Management Society
 - Chair, Entrepreneurship and Strategy Interest Group, 2020
 - Co-Chair, Hangzhou Special Conference, 2020
 - Program Chair, Entrepreneurship and Strategy Interest Group, 2019
 - Track Chair, Frankfurt Special Conference, 2019
 - Associate Program Chair, Entrepreneurship and Strategy Interest Group, 2018
 - Rep-at-large, Cooperative Strategy Interest Group, 2018-19
 - Rep-at-large, Entrepreneurship and Strategy Interest Group, 2016-17
- Academy of Management
 - Member, Executive Committee, STR division, 2018-2020
 - Co-chair, Doctoral Consortium, BPS / STR Division, 2017 & 18
 - Co-organizer, Junior Faculty Paper Development Workshop, BPS division, 2014 & 15
 - Member, Research Committee, BPS Division, 2012-2014

Editorial & Review

- Associate Editor, *Strategic Management Journal*, 2017-
 - Guest editor for special issue on ‘New Directions for the Resource-Based View’, 2020-
- Associate Editor, *Journal of Organization Design*, 2018-
- Editorial Board
 - *Academy of Management Review* (Outstanding Reviewer Award, 2018, 2019)
 - *Administrative Science Quarterly*
 - *Organization Science* (Outstanding Reviewer Award, 2017-18)
 - *Strategy Science*
 - *Strategic Organization*
- Ad-hoc Reviewer
 - *Management Science*, *Academy of Management Journal*, *Academy of Management Discoveries* (Outstanding Reviewer Award, 2017), *Journal of International Business Studies*
- Conference reviewer for
 - Academy of Management Meeting (STR and TIM division)
 - Academy of International Business Meeting 2010-2012
 - Strategic Management Society Conference

University of Minnesota

- Chair, Social Concerns Committee, 2019-2021
- Member, Social Concerns Committee, 2017-21

Carlson School

- PhD Coordinator, SME Department, 2019-
- Chair, Recruiting Committee, SME Department, 2017-18
- Member, PhD Committee, SME Department, 2017-19
- Coordinator, Department Seminar Series, 2010-11, 2013-16
- Member, Faculty Search Committee, SME Department, 2009-10, 2011-12, 2013-14, 2015-16, 2016-17

INDUSTRY EXPERIENCE

Akanksha Foundation (Bombay, India)	2003-2004
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Project Advisor

Helped develop long-term plans, strategy and structure for this education-based non-profit that works with less privileged children in Bombay; was involved in establishing new public-private partnership model.

McKinsey and Company (India)	2001-2003
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Associate

Worked primarily with McKinsey's Corporate Finance & Strategy (CF&S) Practice, advising clients on cross-border M&A and strategies for corporate growth.

PERSONAL INFORMATION

Writer

- Author of *études*, a collection of short fiction (Tranquebar Press, 2009)
- Work published in a number of literary journals, for a complete listing, see: [Literary Publication List](#)