

# CURRICULUM VITAE

## STEPHEN J. MEZIAS

### PERSONAL DATA

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### EDUCATION

A.B. (Economics) Columbia College, May 1980

M.S. (Statistics) Stanford University, January 1985

Ph.D. (Business Administration) Stanford University, June 1987

### EMPLOYMENT

2009 – Present	Professor of Entrepreneurship and Family Enterprise, INSEAD
2010 - 2013	Academic Director, The INSEAD Middle East Campus
2009-2012	Abu Dhabi Commercial Bank Chair in International Management
2010 – 2011	Academic Director, INSEAD Innovation and Policy Initiative
2009-2010	Associate Academic Director, The INSEAD Middle East Campus
2005-2009	Full Professor, Stern School, New York University
1993-2005	Associate Professor, Stern School, New York University
1991-1993	Assistant Professor, Stern School, New York University
1987-1991	Assistant Professor, School of Organization and Management, Yale University
1982 - 1987	Research Assistant to Professors J. March and

	V. Srinivasan, Stanford University
1982 - 1980	Officer's Assistant, Operations Division, Chemical Bank

## PUBLICATIONS

Bridwell-Mitchell, E. and S. Mezas. 2012. "The quest for cognitive legitimacy: Organizational identity crafting and internal stakeholder support." *Journal of Change Management*, 12 (2):189-207.

Mezas, S. J. And Fakhreddin, M. 2012. "From Private to Public: Community Institutions, Corporate Social Action, and Sustainable Economic Development." In Jill Kickul and Sophie Bacq (editors), *Patterns in Social Entrepreneurship Research*. (New York: Edward Elgar). 263-287

Balze, Pascale and S. J. Mezas. 2011. "The Next Five Years: The Middle East North Africa Private Equity Report." Joint publication of PWC Dubai and INSEAD Abu Dhabi.

Mezas, S., J. Kim., J.S. Pedersen, S. Svejnova.and C. Mazza. 2011. "Transforming Film Product Identities: The Status Effects of European Premier Film Festivals, 1996-2005." In Brian Moeran and Jesper Paedersen (editors), *Negotiating Values in the Creative Industries: Fairs, Festivals and Other Competitive Events*. (London, Cambridge University Press).

Mezas, S., T. Lant, C. Mezas and J. Miller. 2010. "Creating Attention and Favorability during the Emergence of New Industries: The Case of Film in America, 1894-1927" ( in W.Sine & R.David, eds.), *Institutions and Entrepreneurship, Research in the Sociology of Work*, 21: 219-256.

Lant, T. & Mezas, S. 2010. "Situated Learning and Brokerage as Keys to Successful Knowledge Production: An Experiential Review", (in F. Dobbin & K. Schoonhoven, eds.) *Stanford's Organization Theory Renaissance, 1970-2000, Research on the Sociology of Organizations*, 28: 351 – 357

Mezas, J. & Mezas, S. 2010. "Country Level Corruption as a Liability of Foreignness: Effects in Staffing, Incentives and Activities" in *The Past, Present and Future of International Business Management, Advances in International Management*, 23: 267 - 291

Mezas, S. and J. Miller. 2008. "Storming legitimacy barriers: Capacities for social action, attention, and favorability during the emergence of the American film industry, 1894-1927." *Academy of Management Proceedings*, Stephen J. Havlovic, editor. Briarcliff Manor, NY: Academy of Management.

Mezas, Stephen J. and Michael Regnier. 2007. "Walking the walk as well as talking the talk: Replication and the normal science paradigm in strategic management research." *Strategic Organization!*, 5: 283-296.

Mezas, Stephen J. and Elizabeth Boyle. 2005. "Blind Trust: Market Control, legal Environments, and the Dynamics of Competitive Intensity in the Early American Film Industry, 1893-1920." *Administrative Science Quarterly*. 50: 1-34.

Mezias, Stephen J., Patrice Murphy, and Ya-Ru Chen. 2002. "Adaptive Aspirations in an American Financial Services Organization: A Field Study." *Management Science*. 48: 1285-1300.

Stephen Mezias, Ya-Ru Chen, Patrice Murphy (equal authorship among the first three authors), Angela Biaggio, Wiladlak Chuawanlee, Harry Hui, Stephanie Starr, Tetsushi Okumura. 2002. "National cultural distance as liability of foreignness: The issue of level of analysis." *Journal of International Management*. 8: 407-421.

Mezias, Stephen J., Patrice Murphy, Ya-Ru Chen, and Mikelle Calhoun. 2002. "Dynamic performance measurement systems for a global world: The complexities to come." *International Accounting and Finance Handbook, 2002 Cumulative Supplement*. Frederick Choi, editor. New York: John Wiley and Sons.

Mezias, Stephen J. and Elizabeth Boyle. 2002. *Organizational Dynamics of Creative Destruction*. New York: Palgrave MacMillan.

Mezias, Stephen J. and Elizabeth Boyle. 2002a. "Legal Environments and the Population Dynamics of Entrepreneurship: Litigation and Foundings in the Early American Film Industry, 1897-1918." In Stephen J. Mezias and Elizabeth Boyle. *Organizational Dynamics of Creative Destruction*. 2002. New York: Palgrave MacMillan: 145-158.

Mezias, Stephen and Elizabeth Boyle. 2002b. "Industry Creation, Legitimacy and Foundings: the Case of the American Film Industry, 1896-1928." *Organizational Dynamics of Creative Destruction*. 2002. New York: Palgrave MacMillan: 159-185.

Mezias, Stephen J. and Jerome Kuperman. 2001. "Entrepreneurship and the evolution of strategic communities: The emergence of the American Film Industry, 1895-1930." *The Journal of Business Venturing*. 16: 209-233.

Reprinted as a book chapter in 2002.

Murphy, Patrice R., Stephen J. Mezias, and Ya-Ru Chen. 2001. "Adapting Aspirations to Feedback: The Role of Success and Failure." in *Organizational Cognition*. Theresa Lant and Zur Shapira, editors. Mahwah, NJ: Lawrence Erlbaum: 125-146.

Mezias, J. and Mezias S. 2000. "Resource Partitioning and the Founding of Specialist firms: The American Feature Film Industry, 1912-1929." *Organization Science*. 11: 306-322.

Reprinted as a book chapter in 2002.

Mezias, Stephen J. and Alan Eisner. 1999. "Modes of Interorganizational Imitation and the Transformation of Organizational Populations." *Advances in Strategic Management*. 16: 113-130.

Mezias, Stephen J., Ya-Ru Chen, and Patrice Murphy. 1999. "Toto, I don't think we're in Kansas anymore: Some footnotes to cross-cultural research." *Journal of Management Inquiry*, 8: 323-333.

Mezias, S. and P. Murphy. 1998. "Adaptive Aspirations in an American Financial Services

Organization: A Field Study.” In *Academy of Management Proceedings*, Stephen J. Havlovic, editor. Briarcliff Manor, NY: Academy of Management. MOC: D1-D8.

Mezias, S. and Eisner, A. 1997. “Competition, Imitation, and Innovation: An Organization Learning Approach.” In Anne Huff and James Walsh, co-editors. *Advances in Strategic Management*, 14: 261-294.

Miner, A. and Mezias, S. 1996. “Ugly Duckling No More: Pasts and Futures of Organizational Learning Research.” *Organization Science*, 7: 88-99.

Lant, T. and Mezias, S. 1996. “An Organizational Learning Model of Convergence and Reorientation.” In Michael D. Cohen and Lee S. Sproull, co-editors. *Organizational Learning*: 267-301

Glynn, M.A. and Mezias, S. 1995b. “Author’s Response.” *Technology Studies*, 2: 226-229.

Mezias S. and Glynn, M.A. 1995a. “Using Computer Simulations to Understand the Management of Technology: Applications for theory Development.” *Technology Studies*, 2: 175-208.

Mezias, Stephen J. 1995. “Using Institutional Theory to Understand For-Profit Sectors: The Case of Financial Reporting Standards.” In W. Richard Scott and Soren Christensen, co-editors. *The Institutional Construction of Organizations*: 164-196. (Thousand Oaks, CA: Sage Publications).

Mezias, S. and Scarselletta, M. 1994. *Selecting Ideas Whose Time Has Come: Agenda-Setting at the FASB*. (Morristown, NJ: Financial Executives Research Foundation)

Mezias, S. and Scarselletta, M. 1994. “Resolving Financial Reporting Problems: An Institutional Analysis of the Process.” *Administrative Science Quarterly*, 39: 654-678.

Mezias, Stephen J. 1994. “Financial Meltdown as Normal Accident: The Case of the American Savings and Loan Industry.” *Accounting, Organizations, & Society*, 18: 181-192.

Mezias, S. and Lant, T. 1994. “Mimetic learning and the evolution of organizational populations.” In Joel Baum & Jitendra Singh, co-editors. *Evolutionary Dynamics of Organizations*: 179-193. (New York City: Oxford University Press)

Abzug, R. and Mezias, S. 1993. “The Fragmented State and Due Process Protections in Organizations: The Case of Comparable Worth.” *Organization Science*, 4: 433-453.

Baum, J.A.C. and Mezias, S. 1993. “Competition, Institutional, Linkages, and Organizational Growth.” *Social Science Research*, 22: 131-164.

Mezias, S. and Glynn, M.A. 1993. “The Three Faces of Corporate Renewal: Institution, Revolution, and Evolution.” *Strategic Management Journal*, 14: 77-101.

Reprinted as book chapter in 2002.

Baum, J.A.C. and Mezias, S. 1992. “Localized Competition and Organizational Failure: The Manhattan Hotel Industry 1898-1990.” *Administrative Science Quarterly*, 37: 580-604.

Lant, T. and Mezas S. 1992. "An Organizational Learning Model of Convergence and Reorientation". *Organization Science*, 3: 47-71.

Glynn, M.A., Lant, T. and Mezas, S. 1991. "Incrementalism, Learning, and Ambiguity: An Experimental Study of Aspiration Level Updating," In Wall, J.L. & Jauch, L.R. (Eds.). *Best Paper Proceedings of the Academy of Management Meeting*: 384-388. (Madison, WI: Omnipress.)

Mezas S. and Chung, Seungwha. 1991. "Longitudinal change in Institutional Environments: The Case of Generally Accepted Accounting Principles." *Proceedings of the Third Interdisciplinary Perspectives on Accounting Conference*: 2.9.1-2.9.20.

Mezas, Stephen J. 1990. "An Institutional Model of Organizational Practice: Financial Reporting at the Fortune 200," *Administrative Science Quarterly*, #5 (1990): 431-457.

Lant, T. and Mezas, S. 1990. "Managing Discontinuous Change: A Simulation Study of Organizational Learning and Entrepreneurial Strategies," *Strategic Management Journal*, 11 (1990): 147-149.

Mezas, S. and Chung, S. 1989. *Due Process and Participation at the FASB: A Study of the Comment Period*. (Morristown, NJ: Financial Executives Research Foundation)

Mezas, Stephen J. 1988. "Aspiration Level Effects: An Empirical Investigation," *Journal of Economic Behavior and Organizations*, 10: 389-400.

## **EXECUTIVE SUMMARY**

*Strategic Management Journal* article with M.A. Glynn featured as a research translation in the ongoing series of such translations in *Academy of Management Executive*.

## **POPULAR PRESS**

"Dubai using key option to battle financial crises", article written by Stephen Mezas in Gulf Daily News in Bahrain. Published on 13 January 2012.

"Shifting global economy puts UAE in the spotlight", article written by Stephen Mezas in Gulf News. Published on 26 January 2012.

"Something for the weekend", quotes by Stephen Mezas in Financial Times Middle East Edition. Published on 6 January 2012.

"US downgrading a soap opera with little credibility in the plot", article written by Stephen Mezas in The National newspaper. Published on 08 September 2011.

"Will QE3 sink the global economy?" comments by Stephen Mezas in Banker Middle East. Published on 11 August 2011

"China to outstrip US economy. So what?" article written by Stephen Mezas

In The National newspaper. Published on May 6, 2011

In Al Khaleej newspaper. Published on May 18, 2011

In Gulf Times newspaper. Published on May 7, 2011

In Yemen Observer newspaper. Published on May 7, 2011

“Start-ups and family concern” comments by Stephen Mezias in The National newspaper.  
Published on 6 March 2011

“Dubai debt restructuring : different approach” article written by Stephen Mezias

In Al Rai (Kuwait) newspaper. Published on Dec. 12, 2010

In Al Bayan newspaper. Published on Dec. 31, 2010

In Al Balad newspaper. Published on Jan. 03, 2011

In Al Rai (Jordan) newspaper. Published on Jan. 2, 2011

In Al Watan newspaper. Published on Jan. 2, 2011

In Akbar Al Khaleej newspaper. Published on Jan. 4, 2011

“Gulf youth work in progress” comments by Stephen Mezias in The National newspaper.  
Published on 10 Jan. 2010.

“Dubai's difference: it hasn't let bankers dictate its fate” article written by Stephen Mezias in The National newspaper. Published on 23 Dec. 2010.

“Euro under the cosh but can it survive?” article written by Stephen Mezias in The National newspaper. Published on 05 Dec. 2010.

“Take-it-or-leave-it debt restructuring” article written by Stephen Mezias in Arab News.  
Published on 05 Dec. 2010.

“It is lights, cameras, action for Abu Dhabi” article written by Stephen Mezias in The National newspaper. Published on 04 June 2010

“The lesson the West can learn from the Middle East” article written by Stephen Mezias

In *The National* newspaper. Published on 18 April 2010.

Reprinted in *The Daily Star* – a leading newspaper in Lebanon. Published on May 29, 2010.

Reprinted in *Al Bayan* newspaper – a leading Arabic newspaper owned by Dubai Government. Published on June 01, 2010.

Reprinted in *Al Hayat* newspaper – a leading Pan Arab newspaper. Published on June 14, 2010.

“Rules to protect trust and not buying power” article written by Stephen Mezias in The National

newspaper. Published on 16 May 2010

### **Working Papers**

Mezias, S. J., and Schloderer, F. "Audiences, Firms, and Networks: A Simulation Study of the Emergence of New Industries." INSEAD working paper 2011/98/EFE1990.

[http://research.insead.edu/2011/09/mezias-stephen-j\\_23.html](http://research.insead.edu/2011/09/mezias-stephen-j_23.html). Winner of The Tsinghua SEM Best Paper Award, Academy of Innovation and Entrepreneurship, 2011.

Mezias, S. J., and Fakhreddin, M. "Doing more with less in base of the pyramid markets: Effective structuring of community institutions." Under review for publication and conference presentation.

Schloderer, F. and Mezias, S. J. "Growing pains: Escaping competition, forbearance, and the creation of Hollywood, 1893-1930." Under review for conference submission.

Goutam, P. and S. Mezias. "Private Equity as Canary in a Coal Mine: Building the Ecosystem for Effective Global Financial Integration." Under review for publication and conference submission.. [http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2166838](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2166838)

### **HONORS AND FELLOWSHIPS**

The Tsinghua SEM Best Paper Award, Academy of Innovation and Entrepreneurship, 2011.

Emerald Best International Symposium Award Chair, Academy of Management, 2010

Service award, Managerial and Organization Cognition Division, Academy of Management, 2005

Letter of Commendation, Center for Students with Disabilities, New York University, 2001

Service Award, Organization and Management Theory Division, Academy of Management, 1999

Finalist for Best Paper Award, *Journal of Management Inquiry*, 1999

Hightower Lecture Award, Emory University, Goizueta School of Business, 1997

John McCarthy Fellowship at the Graduate School of Business, Stanford University, 1982-1985

Deans List at Columbia College, September 1976-May 1980

Magna Cum Laude and Phi Beta Kappa, 1980

### **PROFESSIONAL ACTIVITY**

Member of the Editorial Board, *Organization Science*, 2003- present

Member of the Editorial Board, *Strategic Management Journal*, 2008- present

Associate Editor, *Management Science*, 1999 - 2010

Reviewer for National Science Foundation

Member of the Academy of Management

Reviewer for Academy of Management meetings

Ad Hoc Reviewer for *Administrative Science Quarterly*, *American Journal of Sociology*, *Organization Science*, and *Journal of Accounting, Auditing, and Finance*.

Member of the Editorial Board of *Journal of Management*, 1996-1999.

Member of the Editorial Board of *Administrative Science Quarterly*, 1994-1996.

### **PROFESSIONAL SERVICE ACTIVITY**

Past Chair, and Acting Chair due to dislocation of Division Chair Mary Waller from Tulane University in New Orleans, MOC Division, Academy of Management, 2005-2006. In the process of reporting back to the Academy about the focus group and applying for a continuing grant to enact some of the initiatives suggest by focus group participants. Have developed a questionnaire for student members of the division to pursue the same questions.

Division Chair, MOC Division, Academy of Management, 2004-2005. Applied for and received an enterprise grant to study the perception of the Academy and the MOC division by members located outside the US. Received the grant and held a focus group with 20 participants at the Honolulu meetings.

Chair of Professional Development Workshops, MOC division, Academy of Management, 2003-2004. Worked with students and scholars outside of N. America to increase their representation in the PDW. Again, we increased both the overall size of MOC in the pre-meeting program and participation by these groups.

Program Chair, MOC Division, Academy of Management 2002-2003. Solicited participation from MOC members at institutions outside of N. America by emailing each one in Fall, 2002 to ask them to submit manuscripts and serve as division reviewers. We also guaranteed at least one review from a scholar based outside of N. America for each submission from outside N. America. As a result, we raised the number of submissions from outside of N. America by nearly 100% and overall submissions by nearly 50%.

Program Chair elect, Managerial and Organization Cognition (MOC) Division, Academy of Management, 2001-2002. Organized special sessions at annual meeting, worked with program chair as preparation for running the program in 2003.

Representative-at-Large, OMT Division, Academy of Management, 1998-2001. Liaison with Organizational Behavior and Organizational Development Divisions for Junior Faculty Consortium. Organization of division activities at the annual meeting.



## **INSTITUTIONAL SERVICE**

Acted as a internal letter writer for the review of Prof. Vikas Agarwal.

Conducted interviews for Columbia college applicants in Abu Dhabi

Dinner with the INSEAD Alumni and presented a talk on the subject “Building social capital for new sectors: Some lessons from my studies of Hollywood”.

Acted as a rapporteur for the review of Prof. Hongwei Xu who is being evaluated as a third year Assistant Professor. Prepared and submitted a rapporteur report after discussing with different professors in the same academic area. Presented Prof. Hongwei Xu’s case to the Faculty Evaluation Committee (FEC) in May 2010.

Standing Committee Member of Abu Dhabi Vision Task Force (ADVTF), 2010

Standing Committee Member for AD 2030 Conference, 2010

Standing Committee Member for Campus Life Committee (CLC), 2010

Doctoral Coordinator, Department of Management, 2005-present

Director of the doctoral program, Department of Management, Stern School, 2005 - present.

Extensively redesigned the program in response to reorganization initiated by Professor Elton of the Finance Department. Oversight of students was tightened considerably and recruiting was enhanced. Have been working closely with Adam Brandenberger and Bernie Yeung to coordinate the strategy doctoral programs in Management and Economics.

Organization of Management Department party at the Academy of Management Meetings, 2002.

Dissertation chair: Patrice Murphy, 1999; Elizabeth Boyle, 2003; Ebony Bridwell-Mitchell, 2007 expected.

Coordinator of Department of Management Seminar Series, 1992-1994.

Dissertation Committees, Stern School, New York University

## **RESEARCH PRESENTATIONS AND INVITED SCHOLARLY PARTICIPATION, previous five years.**

Jan. 6, 2013, Keynote speaker, Academy of Management Africa Conference, Doctoral Consortium, Johannesburg, South Africa

Jan. 7 – 10, 2013, Academy of Management Africa Conference, Paper Presentation, Johannesburg, South Africa

Nov. 7-8, 2012, 9th Annual NYU-STERN Conference on Social Entrepreneurship

Oct. 15, 2012, SuperReturn Middle East 2012, Dubai

Sept. 20, 2012, The Global Competitiveness Report WEF 2012 Workshop, Abu Dhabi

Aug 23, 2012, Organized and presented at Paper Development Workshop, Abu Dhabi

Aug. 3 – 7, 2012, Invited presenter at Academy of Management Conference, Boston

May 13 – 17, 2012, Presented and chosen for special track at Atlanta Competitive Advantage Conference, Atlanta

May 11 – 12, 2012, Presented at INSEAD New Interdisciplinary Innovation Research Conference, France

Apr. 19, 2012, Organized INSEAD Second Socio-Economic Research Conference, Abu Dhabi

Apr. 18, 2012, Invited Presenter at the PEI Capital Connect: MENA 2012, Dubai

Apr. 10 – 12, 2012, Gave a talk at San Jose State University

Mar.18, 2012, Organized INSEAD Entrepreneurship Day, Abu Dhabi

Feb. 27, 2012, Keynote speaker at SuperReturn Middle East 2012 at Berlin

Feb. 17, 2012, Invited presenter at a seminar with University of Nairobi, Nairobi

Jan. 22, 2012, Presented at the INSEAD Leadership Summit, Abu Dhabi

Jan. 13 – 15, 2012, Keynote address at the 2nd AIB MENA Annual Conference, Dubai

Dec. 5 – 6, 2011, Keynote address at the Middle East Investment conference, Abu Dhabi

Nov. 2 – 4, 2011, Invited presenter at Social Entrepreneurship Conference, NYU.

October 23, 2011, Keynote address at Global Business Leaders Conference, Abu Dhabi

September 26, 2011 Keynote speaker at Ambitions in Abu Dhabi and Beyond event by SME advisor group at the request of ADCB

September 20 – 21, 2011, Keynote speaker at PEI Forum in Turkey

August 12- 16, 2011, Several presentations and executive of International Theme Committee at Academy of Management (AOM) conference in San Antonio, Texas, U.S.

June 16 – 17, 2011, Invited commenter at EFE mini Conference in Singapore

June 2, 2011, Chaired INSEAD- KAS conference “From Private Action to Public Good - How can the Gulf Region Contribute to Sustainable Socio-Economic Development in Africa?”

May 17 – 19, 2011, Invited presenter at Atlanta Competitive Advantage Conference

May 9 – 11, 2011, Invited presenter at Wharton conference “Alliance for Research on Corporate Sustainability (ARCS) 2011”

April 28, 2011, Chaired “INSEAD Abu Dhabi Academic Socio-Economic Research Conference”

April 11 - 12, 2011, Chaired “The Private Equity International Middle East Forum”, in Dubai

April 5, 2011, Invited attendee at “MENA OECD conference” in Dubai

January 20, 2011, Invited attendee at “Competitiveness from Theory to Practice”, in Abu Dhabi

January 13, 2011, Invited at research seminar “The Dynamics Of Product Identities: Status, Uniqueness, And Attention In The European Film Market, 1996-2005” in Amsterdam

October 14, 2010 Invited attendee at DIT 4<sup>th</sup> Strategic Forum Hosting WAITRO 20<sup>th</sup> Biennial Congress and General Assembly in Dubai.

August, 2010 Presented the paper "The Dynamics of Product Identities: Status, Uniqueness, and Attention in the European Film Market" in a Divisional Roundtable Paper session at the 2010 Academy of Management Meeting, August 6-10, in Montreal, Canada.

July, 2010 Invited attendee at 5th City and GCC Conference in London

June, 2010 Presentation on The Past, Present and Future of International Business and Management at AIB

May, 2010 Invited presenter at Darden Entrepreneurship Conference

May 2010, Invited Presenter at EFE 2010 Workshop in Fontainebleau

September, 2009 Invited presenter on Industry Encounters Workshop at Copenhagen Conference

March, 2007. Invited presenter at University of Minnesota, Carlson Graduate School of Business, Research seminar series

March, 2007. Paper presented after being accepted by competitive submission for the Harvard Business School strategy conference

September, 2007 Invited presenter at the School of Business, Nanyang Technological University

November, 2007 Invited presenter at Singapore Management University

November, 2007 Invited presenter at Gordon Institute of Business Studies, University of Pretoria.

January, 2006, Presentation at Said Business School, Oxford University.

February, 2006 Invited presenter at Tuck Conference on Self-Regulated Industries.

March, 2006, Presentation at the Harvard Business School.

March, 2006. Invited presenter at the Jonkoping University conference on media industries.

April, 2006. Presentation at the Copenhagen Business School.

June, 2006. Presentation at the Australian Graduate School of Management.

August, 2006. Three presentations at the Academy of Management meetings.

October, 2006. Presentation at the Ross Business School, University of Michigan.

February, 2005. Presentation at the Johnson School, Cornell University.

March, 2005, Presentation at the Australian Graduate School of Management.

March, 2005, Presentation at Hong Kong University of Science and Technology.

August, 2005, three presentations at the Academy of Management meetings.

August, 2005, Presentation at National University of Singapore.

October, 2005, Invited participant at the Harvard Business School strategy conference.

January, 2004: Presentation to OB seminar series, INSEAD.

October, 2004: Presentation to Management and Organizations Seminar Series, the Wharton School.

December 2004, Presentation the Media Industries Center Center seminar series, The Copenhagen School of Business.

February, 2003. Invited discussant. Annual Conference on Strategic Management, Graduate School of Business, Stanford University.

February, 2003: Presentation to seminar on Corruption, Deception, and Fraud in Economic Institutions, Stern School, New York University.

August, 2003. Invited Scholar, Professional Development Workshop, Cognition in the Rough, Academy of Management Meetings, Seattle, WA.

August, 2003: Two paper presentations at Annual Academy of Management meetings.

October, 2003: Invited presentation at Marchfest conference in honor of James G. March. "Institutional and cultural myths: Refocusing research on the cross-national culture."

#### **GRANTS AND AWARDS (last five years)**

National Science Foundation award of more than \$500,000 for a four year study of New York City public schools. 2004.

#### **COURSES TAUGHT**

##### **INSEAD**

"Doing Business in the Middle East", Tsinghua INSEAD EMBA 2014, Jan. 31 – Feb. 7, 2013, Abu Dhabi

“INSEAD - UAE Consortium For Executive Development Programme”, Module 4 – Strategic HR & Leadership, Jan. 21 – 23, 2013, Dubai

MBA elective “Social Entrepreneurship”, Oct. 3 – 13, 2012, Singapore

MBA elective “Managing Media Companies”, May 21 – 31, 2012 Singapore

MBA elective “Social Entrepreneurship”, May 21 – 28, 2012, Singapore

MBA Field Trip “Building Business in Middle East”, Feb. 28 – Mar. 02, 2012, Abu Dhabi

MBA elective “Social Entrepreneurship and Innovation”, Nov. 21 – Dec. 1, 2011, Singapore

“ENEC – MDP for Rising Leaders”, Mar. 15 – 17, 2011, Abu Dhabi

“Achieving Outstanding Performance” program, Nov. 07 – 11, 2010, Abu Dhabi.

MBA Field Trip “Doing Business in Middle East”, Oct. 22 – 25, 2010, Abu Dhabi.

Mubalada Level III Module 2, March 23 – 24, 2010, Abu Dhabi

Transition of CNIA Middle Managers – Human Resources Module 2 during March 2010 in Abu Dhabi

Executive MBA Master Class during March 2010 in Dubai

Corporate Entrepreneurship course from Jan. – Feb. 2010 in MBA program during period P1/P3 in Fontainebleau

### **New York University, The Stern School**

**Core Courses:** Average rating: 6.15 out of 7.

Management and Organizational Analysis: C50.0001. Core undergraduate course. More than twenty sections since Fall, 1991, including two in Fall, 2003.

Managing Organizational Behavior: Various course numbers. Core Masters student class. Multiple sections from Fall, 1993 through Spring, 2002. Spring, 2008 rating

Currently teaching the core MBA course, Managing Organizations, and two sections of the undergraduate core course, Management and Organizational Analysis.

### **Elective Courses:**

Entertainment, Media, and Technology (co-taught with Sam Craig), Fall, 2002; Spring, 2003.

Advanced Research Organization Theory: B65.3387. Spring, 1995; Spring, 1997; Fall, 2003.

Organizational Analysis: Fall, 2001.

Organizational Behavior: C50.0007. Fall, 1994.

### **Yale University School of Organization and Management**

Organizational Behavior core Course: This course was an introduction to macro organizational theory for Masters degree students. Fall, 1989.

Organizations, Environments and Public Policy: Ph.D. seminar on macro organizational theory with some applications to public policy. Spring, 1988.

Data Analysis I: Basic statistics with research applications for doctoral students in Organizational Behavior Ph.d. program. Fall 1988.

Managing Organizational Systems: This course was an introduction to macro organizational theory for Masters degree students. Spring, 1987; Fall, 1987; and Fall, 1988.

Data analysis II: Advanced statistics, e.g. multivariate and categorical techniques, with research applications.

Organizational Analysis: Started out as M.O.S. but evolved into a directed reading for two Masters degree students.

Institutions of Auditing and Financial Reporting: Co-taught with Professor Rick Antle. Elective course for the Masters students to familiarize them with different theories about and institutions involved with accounting rules.