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Isenberg School of Management
 University of Massachusetts
 Amherst, MA 01003

ACADEMIC EMPLOYMENT

University of Massachusetts-Amherst, Isenberg School of Management 2024-Present
 Associate Professor of Strategy (Management Department)

Washington University in St. Louis, Olin Business School 2015-2024
 Assistant Professor of Strategy (Strategy and Entrepreneurship Group)

EDUCATION

Duke University, The Fuqua School of Business May 2015
 Ph.D. in Business Administration (Strategy)

Committee: Will Mitchell (co-chair), Sharon Belenzon (co-chair), Ashish Arora, Ronnie Chatterji, Russ Coff

Dissertation: Gaining Competitive Advantage from Human Capital: Role of Markets and Firm Structure

- **2016 Winner of the Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, the Academy of Management**

Brigham Young University May 2009
 Master of Public Policy (Economics and Research Methods emphasis)

Brigham Young University, The Marriott School of Management May 2004
 Master of Organizational Behavior (joint with M.A. in International and Area Studies)

Brigham Young University Aug 1999
 B.Sc. in International Business Management (Economics minor)

RESEARCH AREAS

My research is focused on understanding how market frictions affect firm strategies in human capital management and innovation.

PUBLICATIONS

[1] Tsolmon, U. 2024. "The Role of Information in the Gender Gap in the Market for Top Managers: Evidence from a Quasi-Experiment." *Strategic Management Journal*, 45(4): 680-715. doi: 10.1002/SMJ.3563

- Distinguished Paper Award, the Strategic Management Division of the Academy of Management 2022
- Best Paper, STR Division of the Academy of Management 2022

[2] Tsolmon, U. and D. Ariely. 2022. "Health Insurance Benefits as a Labor Market Friction: Evidence from a Quasi-Experiment." *Strategic Management Journal*, 43(8): 1556-1574.

- [3] Belenzon, S. and U. Tsolmon. 2016. "Market Frictions and Competitive Advantage of Internal Labor Markets". *Strategic Management Journal*, 37(7): 1280-1303.
- [4] Fabrizio, K. and U. Tsolmon. 2014. "An Empirical Examination of the Pro-Cyclicality of R&D Investment and Innovation". *The Review of Economics and Statistics*, 96(4): 662-675.
- Replicated successfully in *van Ophem, H., van Giersbergen, N., van Garderen, K. J., & Bun, M. (2019). The cyclicalities of R&D investment revisited. Journal of Applied Econometrics*, 34(2): 315-324.
- [5] Tsolmon, U. 2005. "Strategic Restructuring for Non-Profit Organizations: Mergers, Integrations, and Alliances." Invited Book Review. *The Academy of Management Review*, 30: 643-645.

WORKING PAPERS & PROJECTS

- [6] *Market Frictions and Managing Multi-Unit Firms: The Role of Trusted Managers* (with Andrea Pattaconi)
- Revise & Resubmit at Strategic Management Journal
- [8] *Post-M&A Reallocation of Top Managers: The Role of Structural Knowledge* (with Tingyu Du)
- Revise & Resubmit at Organization Science
 - Best Paper, STR Division of the Academy of Management 2023
- [9] *Organizational Barriers to Promotions of Women Managers: Role of Internal Structure* (with Tingyu Du)
- Preparing for submission
- [10] *Creating Competitive Advantage from Employee Redeployment* (with Rocio Bonet and Tim Folta)
- Preparing for submission
- [11] *Labor Market Frictions and Technology Acquisition* (with Xiaoshu Bei)
- Preparing for submission
- [12] *Emotions as Information in the Market: Market Reactions to Emotional Expressions by Men and Women Executives* (with Christy Koval and Arden Leung)
- Preparing for submission
- [13] *The January Effect: How the Timing of CEO Movements Affects CEO Acquisitiveness* (with Hengchen Dai and Tingyu Du)
- Preparing for submission
- [14] *Small Firms and Business Cycles: The Role of Human Capital Management Capabilities* (prelim draft)
- [15] *Post-Divestiture Managerial Careers* (with Tingyu Du; prelim draft)
- [16] *Non-profit Management* (data analysis)

INVITED PRESENTATIONS

Academy of Management Paper session (STR), Chicago, August 2024

Corporate Strategy and Innovation Conference, the Wharton School, December 2023

SMS Conference, Toronto, September 2023

People and Organizations Conference, the Wharton School, September 2023

Academy of Management Paper sessions (STR), Boston, August 2023

Academy of Management PDW Co-Organizer, Boston, August 2023

Academy of Management STR Doctoral Consortium Faculty Panelist, Boston, August 2023

Strategy Science Conference, Munich, June 2023

AOM STR Virtual Symposium on Strategic Human Capital, February 2023

INSEAD Entrepreneurship and Family Enterprises Seminar, December 2022

HEC Paris, MHR Department Seminar Series, December 2022

Corporate Strategy and Innovation Conference, the Wharton School, December 2022

People and Organizations Conference, the Wharton School, October 2022

SMS Conference, London, September 2022

SMS Special Conference Panelist, Madrid, September 2022

Academy of Management Paper sessions (STR), Seattle, Washington, August 2022

SMS Special Conference, Milan, June 2022

14th Sumantra Ghoshal Strategy Conference, London Business School, May 2022

Research Seminar Series, University of Wisconsin-Madison, December 2021

AOM Symposium, August 2021

Seminar Series, Yeshiva University, 2020

Research Seminar Series, Krannert School of Business, Purdue University, 2019

People and Organizations Conference, the Wharton School, September 2019

Bocconi University Research Visit, May 2019

Research Seminar Series, Gies School of Business, University of Illinois at Urbana-Champaign, April 2019

SMS Conference, Paris, September 2018

Utah-BYU Winter Strategy Conference, March 2018

Academy of Management Paper session (BPS), Atlanta, Georgia, August 2017

SMS Special Conference, Milan, Italy, March 2017

Business Research Series: Research that Impacts Business, Olin Business School, Washington University in St. Louis, November 2016

People and Organizations Conference, the Wharton School, September 2016

BPS Dissertation Finalist symposium at the Academy of Management Conference, August 2016

Celebrating Faculty Research Event, Olin Business School, Washington University in St. Louis, March 2016

Midwest Strategy Conference, Washington University in St. Louis, June 2015

Strategy Research Seminar, London Business School, January 2015

Strategy Research Seminar, Marshall School of Business, University of Southern California, December 2014

Strategy Research Seminar, Columbia Business School, Columbia University, November 2014

Strategy Research Seminar, Foster School of Business, University of Washington, October 2014

CCC Doctoral Conference, Boston University, April 2014

“Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups”

SMS Special Conference, Tel-Aviv Israel, March 2014

“Managerial redeployment, ownership structure and family ties”

SMS Special Conference Doctoral Workshop, Tel-Aviv Israel, March 2014

“Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups”

People and Organizations Conference, the Wharton School, Philadelphia, PA, October 2013

“Managerial redeployment, ownership structure and family ties”

Lecture and Workshop on "Mission Statements", the LEAD Summer Business Institute (SBI), Fuqua School of Business, Summer 2013

Academy of Management Paper session (BPS), Orlando, Florida, August 2013

“Does labor redeployment matter for firm boundaries? Evidence from European corporate groups”

Trans-Atlantic Doctoral Consortium (TADC), London Business School, London UK, May 2013

“Does labor redeployment matter for firm boundaries? Evidence from European corporate groups”

Israel Strategy Conference Doctoral Consortium (ISC), Tel-Aviv Israel, December 2012

SMS Doctoral consortium, Prague, Czech Republic, October 2012

Academy of Management Doctoral Consortium (BPS), Boston, MA, August 2012

Brigham Young University Graduate Research Symposium, Provo, UT, Fall 2008

“Integrating Game-Theoretic and Real Options Analysis in Strategic Decision-Making: Airbus, Boeing, and the Superjumbo Jet Market”

Hawaii International Conference on Business, Honolulu, Hawaii, May 2005

“Two Paths Diverge: Multicultural and Diversity Paradigm Implications for Organizational Capability”

“Learning Organizational Development and Change in Non-Corporate Context”

TEACHING

Management 100: Individual in a Managerial Environment (required undergraduate management course, Olin Business School): Fall 2015, Fall 2016, Fall 2017, Spring 2019, Spring 2020, Spring 2021, Spring 2022, Spring 2023, Spring 2024

- Latest teaching rating: 10/10

Executive MBA Foundations of Strategy (Fuqua School of Business): 2014

- Prepared and taught “Bitter Competition: Nutrasweet vs. the Holland Sweetener Company” HBS Case to executive MBAs
- Developed and taught “Business Intelligence and Analytics” curriculum that incorporates the use of big data and analysis to managerial strategic decision-making via utilization of state-of-the-art technology tools, such as Technology/IP search, LinkedIn, Twitter, and other publicly available big data. Taught analysis and visualization of data using Tableau software.
- Teaching Rating: 5.0/5.0

STUDENT ADVISING

PhD Dissertation Committee (UCLA Strategy): 2024

Tingyu Du, first placement- Assistant Professor of Management at Cal Poly – San Luis Obispo

PhD Dissertation Committee (Olin Business School): 2018

Leo Kluppel, first placement- Assistant Professor of Strategy at the Ohio State University

Mentoring into PhD program (Olin Business School): 2016, 2017

Mentored undergraduate student on a research project and prepared for a PhD program in strategy. Placement: UCLA Strategy PhD program.

PROFESSIONAL SERVICE

Editorial Review Board, Strategic Management Journal

Editorial Review Board, Organization Science

Associate Program Chair, Knowledge and Innovation Interest Group, Strategic Management Society 2024-2026 (elected)

Research Committee Member, the STR Division at the AoM, 2023 (elected)

Membership Engagement Officer for the Strategic Human Capital Interest Group, Strategic Management Society 2019-2023 (appointed)

- Initiated and established the IG’s successful Mentoring Programs for pre-tenure faculty and doctoral students. I ran the programs for 4 years.
- Received an Outstanding Service Award from the Strategic Management Society

Rep-at-Large for the Strategic Human Capital Interest Group, Strategic Management Society (elected)

Founder and Organizer, Women in Strategy Conference

- 2019 at the Washington University in St. Louis
- 2024 at the University of Wisconsin - Madison

Faculty Mentor at CCC 2022, Toronto

Coordinator for CCC 2020-2021 Virtual Brownbags

Reviewing for Strategic Management Journal, Management Science, Organization Science, Strategy Science, Research Policy, The Review of Economics and Statistics, Academy of Management Journal, Academy of Management Review

Seminar Series Coordinator for the Strategy and Entrepreneurship Group at WashU: 2016-2017; 2018-2019; 2021-2022; 2022-2023

Master Certified Academic Coach and Mentor

AWARDS AND HONORS

Outstanding Service Award from the Strategic Management Society for the work as the Membership Engagement Officer, 2023

Best Paper Award, the Strategic Management Division, the Academy of Management, 2023

Distinguished Paper Award, the Strategic Management Division, the Academy of Management, 2022

Best Reviewer Award, Competitive Strategy IG, the Strategic Management Society, 2022

Winner of 2016 Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, Academy of Management BPS Division

Olin Award Finalist, Washington University in St. Louis, 2018