**Theresa Lant**

**Lubin School of Business, Management**

**Pace University**

**Contact Information**

760 King Street

Chappaqua, NY 10514

[tlant@pace.edu](mailto:tlant@pace.edu)

914-773-3901 (work)

917-969-6465 (cell)

#### EDUCATION

1987 STANFORD UNIVERSITY, Ph.D. in Business Administration, concentration in Organizational Behavior

1981 UNIVERSITY OF MICHIGAN, A. B. from Honors Program in Speech Communication and Theatre, Summa Cum Laude.

# ACADEMIC POSITIONS

##### Pace University, Lubin School of Business

January 2012 – present Academic Director, Arts and Entertainment Mgmt. Program

September 2015 – present Professor

September 2010 –2015 Associate Professor

January 2009 – August 2010 Visiting Associate Professor

##### New York University, Stern School of Business

1994- August 2009 Associate Professor (tenured, 1994)

2004-May 2008 Management Department Deputy Chair

1996-1997 Management Department Deputy Chair & Undergraduate Director

1987-1994 Assistant Professor

***INSEAD Asia Campus***

Summer 2004 Visiting Scholar

##### Stanford University, Graduate School of Business

1983-1986 Research and Teaching Assistantships

##### University of Michigan, Institute for Social Research

1980 Research Assistant in Survey Research

***Other Professional Experience***

* Chair, Arc Stages Executive Board, Pleasantville NY (Jan 2021 – present)
* Founding Board Member, Arc Stages, Pleasantville, NY (2013-present)
* Consultant, Team Science Training and Facilitation
* Visiting Scholar, Louisville Automation and Robotics Institute

**SCHOLARSHIP**

**Scholarly Interests**

* Learning and adaptation in teams and organizations
* Knowledge integration in interdisciplinary teams
* Integrative capacity in diverse science teams

**Scholarly Contributions**

***Peer-Reviewed – Journal Articles:***

(21) Bisbey TM, Wooten KC, Salazar-Campo M, Lant TK, and Salas E, (2021) Implementing an Evidence Based Competency Model for Science Team Training and Evaluation: TeamMAPPS, *Journal of Clinical and Translational Science*, *https://*doi: 10.1017/cts.2021.795

(20) Ratzan, J. & Lant, T. (2019) Top Management Team Diversity in Financial Services: The Influence of Functional and Demographic Diversity on Firm Financial Performance, *Global Journal of Management and Marketing*, Vol. 3, #1

(19) Garud, R., Lant, T., & Schildt, H. (2018) Generative imitation strategic distancing and optimal distinctiveness during the growth, decline, and stabilization of Silicon Alley, *Innovation: Organization & Management,* [*https://doi.org/10.1080/14479338.2018.1465822*](https://doi.org/10.1080/14479338.2018.1465822)

(18) Salazar, M., & Lant, T. (2018) Facilitating Innovation in Interdisciplinary Teams: The Role of Leaders and Integrative Communication, *Informing Science: The International Journal of an Emerging Transdiscipline, 21, 157-178,* <https://doi.org/10.28945/4011>

# (17) Garud, R, Schildt, H, & Lant, T, (*2014*) Entrepreneurial Storytelling, Future Expectations, and the Paradox of Legitimacy, *Organization Science,* Volume25(5), pp. 1479–1492

# Permalink: <http://dx.doi.org/10.1287/orsc.2014.0915> Published Online: May 30, 2014

(16) Bridwell-Mitchell, E. and Lant, T., (2014) Be Careful What You Wish For: The effect of issue interpretation on social choices in professional networks. *Organization Science,* Volume 25 Issue 2, March-April 2014, pp. 401-419; Permalink: <http://dx.doi.org/10.1287/orsc.2013.0840>

Published Online: July 29, 2013

(15) Salazar, M., Lant, T., Fiore, S., & Salas, E., (2012) Integrative Capacity: A New Perspective for Understanding Interdisciplinary Team Processes and Outcomes," *Small Group Research*. October 2012 vol. 43, no. 5; 527-558

(14) Salazar, M., Lant, T., & Kane, A. (2011), To Join or Not to Join: An Investigation of Individual Facilitators and Inhibitors of Medical Faculty Participation in Interdisciplinary Research Teams, *Clinical and Translational Science,* Vol. 4, 4:274-278. <http://onlinelibrary.wiley.com/doi/10.1111/j.1752-8062.2011.00321.x/full>

(13) Lant, T., & Shapira, Z., (2008) Managerial Reasoning about Expectations and Aspirations, *Journal of Economic Behavior and Organization,* Vol. 66/1 pp 60-73.

(12)Mitchell, R., Busenitz, L., Lant, T., McDougall, P., Morse, E. & Smith, B. (2004), The Distinctive and Inclusive Domain of Entrepreneurial Cognition Research, *Entrepreneurship Theory and Practice*, Special Issue on Information Processing and Entrepreneurial Cognition, Volume 2.

(11)Mitchell, R., Busenitz, L., Lant, T., McDougall, P., Morse, E. & Smith, B. (2002), Toward a Theory of Entrepreneurial Cognition: Rethinking the People Side of Entrepreneurship Research. *Entrepreneurship Theory and Practice*, Winter 2002. pp. 93-104.

(10) Lant, Theresa K. & Hewlin, Patricia F. (2002), “Information Cues and Decision Making: The Effects of Learning, Momentum, and Social Comparison,” *Group and Organization Management*, 27: 374-407*.*

(9) Lampel, Joe, Lant, Theresa K, & Shamsie, Jamal, (*2000*) “Balancing Act: Learning from Organizing Practices in Cultural Industries,” *Organization Science,* Vol. 11, 3: 263-269.

(8) Lant, Theresa K. & Hurley, Amy (*1999*) "A Contingency Model of Response to Performance Feedback: Escalation of Commitment and Incremental Adaptation in Resource Investment Decisions," *Group and Organization Management*. Vol. 24, 4: 421-437

(7) Lant, Theresa K. & Eisner, Alan B. (1998). “Pharmaceutical R&D in an Era of Managed Healthcare: Using Integrative Teams to Produce Enduring Competitive Advantage,” *International Journal of Technology Management*, Vol. 15, #3-5: 299-321.

(6) Miller, Danny, Lant, Theresa K., Milliken, Frances J., & Korn, Helaine J., (1996),"The Evolution of Strategic Repertoires: Exploring Two Models of Organizational Adaptation," *Journal of Management*, 22: 863-888.

(5) Lant, Theresa K., Milliken, Frances J., & Batra, Bipin, (1992) "The Role of Managerial Learning and Interpretation in Strategic Persistence and Reorientation: An Empirical Exploration," *Strategic Management Journal*, 13: 585-608.

(4) Lant, Theresa K., & Mezias, Stephen J., (1992) "An Organizational Learning Model of Convergence and Reorientation," *Organization Science*, 3: 47-71. (Reprinted in *Organizational Learning*, M.D. Cohen & L.S. Sproull (Eds.) Sage Publications, 1995)

(3) Lant, Theresa K., (1992) "Aspiration Level Adaptation: An Empirical Exploration," *Management Science*, 38: 623-644.

(2) Lant, Theresa K., & Mezias, Stephen J., (1990), "Managing Discontinuous Change: A Simulation Study of Organizational Learning and Entrepreneurship," *Strategic Management Journal*, 11: 147-179.

(1) Lant, Theresa K., & Montgomery, David B., (1987), "Learning from Strategic Success and Failure," *Journal of Business Research*, l5: 503-518. (Reprinted in *Readings in Marketing Strategy, 2nd ed*. V. J. Cook, J. Larreche, & E. C. Strong, (Eds.) pp. 359-367. Redwood City, CA: Scientific Press, 1989)

##### Refereed Conference Proceedings:

(6) Salazar, Maritza & Lant, Theresa (2013) Facilitating Innovation in Interdisciplinary Science Teams: The Role of Intergroup Leaders, *Academy of Management Best Paper Proceedings*.

(5) Dunn-Jensen, L., Milliken, F., & Lant, T. (2010). Interruptions at Work: A Framework for Understanding the Effects of Interruptions on Work and Career Success.   *Eastern Academy of Management (EAM)*.

(4) Salazar, Maritza & Lant, Theresa (2008). Rescuing Latent Technologies: A Relational View of Technology Managers, *Academy of Management Best Paper Proceedings*.

(3) Lant, Theresa K. & Hewlin, Patricia (2000). Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley. In J. T. Koski & S. Marttila (eds.), *Conference on Knowledge and Innovation Proceedings*, pp. 191-203. Helsinki School of Economics and Business Administration, Center for Knowledge and Innovation Research.

(2) Eisner, Alan B., & Lant, Theresa K., (1995), Managing Extraordinary Research Organizations: Cases of Pharmaceutical Research and Development Organizations, *Exceptional Organizations: Learning from Outlier Cases*, pp. 75-84. Proceedings, The Tenth Annual Texas Conference on Organizations.

(1) Glynn, Mary Ann, Lant, Theresa K., & Mezias, Stephen J. (1991), Incrementalism, Learning, and Ambiguity: An Experimental Study of Aspiration Level Adaptation, in J. L. Wall & L. R. Jauch (Eds.) *Academy of Management Best Paper Proceedings*, pp. 384-388, Madison, WI: Omnipress.

***Refereed Conference Presentations*** (2000 – present)

Eisenberg, J. & Lant, T. (2020) The New Norms of Teamwork: Examining the Role of AI in Team Collaboration, *Athens Institute for Education and Research*, 2020 (virtual)

Day, S., Coley, C., & Lant, T., (2020) Integrating Team Science into Evaluation Planning for NSF Center Proposals, Workshop at Science of Team Science conference, June, (Duke Univ, virtual).

Salazar, M. Lant, T., & Slynstad D. (2018) Measuring Cognitive Integration Processes in Teams, Academy of Management Meetings, August, Chicago, IL

Salazar, M. & Lant, T., (2017) Facilitating Innovation in Interdisciplinary Teams: The Role of Team Leaders and Integrative Capabilities, Academy of Management Meetings, August, Atlanta, GA

Wooten, K, Salas, E., Lant, T., Salazar, M. et. Al. (2017). An Evidence Based Competency Model for Team Science Training, Poster presentation at Science of Team Science Conference, June, Clearwater, FL

Salazar, M. Lant, T.K, & Slyngstad, D (2016) Enhancing Integrative Capacity and Team Science Effectiveness presented at Science of Team Science conference, Phoenix, AZ, May 2016

Gia Demichele, Salazar, M. Lant, T.K, Makensie Schultz (2016) Simulations for Team Science Training, presented at Science of Team Science conference, Phoenix, AZ, May 2016

Salazar, M. Lant, T.K, (2015) Knowledge Integration, Goal Commitment and Innovation in Interdisciplinary Medical Research Teams: The Role of Leaders, presented at Science of Team Science conference, National Institutes of Health, Bethesda, MD, June 2015

Salazar, M. Lant, T.K, Slyngstad, D. & (2015) Measuring Integrative Capacity in Interdisciplinary Teams: Scale Development and Testing, presented at Science of Team Science conference, National Institutes of Health, Bethesda, MD, June 2015

Salazar, M. Lant, & T.K. (2013). “Fostering Innovation in Interdisciplinary Science Teams: The Role of Intergroup Leadership,” presented at the *Academy of Management Annual Meetings,* Orlando, FL*.*

Lant, T.K. & Salazar, M. (2013). “Knowledge Translation and Integration in Interdisciplinary Medical Research Teams: The Role of Intergroup Leaders,” Conference on Organizational Learning, Knowledge and Capabilities, George Washington University, Washington, D.C.

Lant, T.K. & Salazar, M. (2012). “**Strategic Change in a Pluralistic Knowledge Based Organization: Forming New Creative Collectives,” presented at the *Academy of Management Annual Meetings*.**

Dunn-Jensen, L., Milliken, F., & Lant, T. (2011). Ask Her, She Won't Mind: Are Women Interrupted More Than Men, *Academy of Management Annual Meeting*.

Bridwell-Mitchell, E. & Lant, T. (2010). Network Enactment: How Managerial Interpretations Influence Network Enactment. American Sociological Association, Atlanta, GA, United States of America.

Bridwell-Mitchell, E. & Lant, T. (2010). Network Enactment: How Managerial Interpretations Influence Advice Network Formation. Academy of Management - Annual Meeting, Montreal, Canada.

Predicting Participation in Experimental Interdisciplinary Team Structures for Knowledge Creation, with

Maritza Salazar and Aimee Kane, paper presented at the *Eastern* *Academy of Management Meetings*, Hartford, CT, May 2009; the *European Group on Organization Studies*, Barcelona, Spain, July 2009; and the *Academy of Management Meetings*, Chicago, IL, August 2009.

Rescuing Latent Technologies: A relational model of technology managers, with Maritza Salazar, interactive paper presentation at *Academy of Management Meetings*, August 2008

Knowledge creation in an interdisciplinary context, with Maritza Salazar and Aimee Kane, in Symposium entitled “Knowledge Creation Across Boundaries,” *Academy of Management Meetings*, August 2008

Barriers to Interpretation and Diffusion of Information about Potential Problems in Organizations, with Frances Milliken & Ebony Bridwell-Mitchell, in Symposium entitled “Organization at the Limit: NASA and the Columbia Disaster,” *Academy of Management Meetings*, August 2005

Before and After the Stock Market Jolt: Managerial and Institutional Predictors of Performance in Internet Related Start-ups, with Frances Milliken & Andac Arikan, in Symposium entitled “Navigating Dynamic Environments,” *Academy of Management Meetings*, August 2001, Washington D.C.

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley, with Patricia Hewlin, August 2000*, Academy of Management Meetings,* Toronto, ON.

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley, with Patricia Hewlin, February 2000*, Organization Science Winter Conference*, Keystone, CO.

##### Invited Publications

Lant, T. & Mezias, S. (2020) Mentor and Minister, *Journal of Management Inquiry*: *A Special “Provocations and Provocateurs” Section in Honor of James G. March*.

Lant, T. (2020) Generative Imitation, Strategic Distancing and Optimal Distinctiveness During the Growth, Decline, and Stabilization of Silicon Alley, *Lubin Business Review*, Spring 2020.

### Lant, T. K., (2000) Book Review of Organizational Learning: Creating, Retaining, and Transferring Knowledge, by Linda Argote, in Administrative Science Quarterly, September 2000.

Lant, T. K., (2000), The Rise of Silicon Alley, in *SternBusiness*.

***Books***

Lampel, J., Shamsie, J., & Lant, T., (Eds). (*2005). The Business of Culture: Strategic Perspectives on Entertainment and Media*, Mahwah, NJ: Lawrence Erlbaum Associates

Lant, Theresa K & Shapira, Zur (Eds.) (2000). *Managerial and Organizational Cognition: Computation and Interpretation*, Mahwah, NJ: Lawrence Erlbaum Associates.

## **Book Chapters**

(21) M. Salazar, Kathryn Doiron, Karen Widmer, T. Lant, (2020), Leader Integrative Capabilities: A Catalyst for Effective Inter-disciplinary Teams in *Advancing Social and Behavioral Health Research through Cross-Disciplinary Team Science: Principles for Success*, Springer

*(20)* Salazar, M., & Lant, T. (2019) Facilitating Innovation in Interdisciplinary Teams: The Role of Leaders and Integrative Communication, in *Transdisciplinary Communication in Team*s, (editors Guy Lotrecchiano & Shalini Misra) Informing Science Institute

(19) Lant, T. K. (2013) “Social Construction Theory", in *Encyclopedia of Management Theory*, Thousand Oaks, CA: SAGE Publications

(18) Lant, T. & Mezias, 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, v 28*.

(17) Mezias, S., Lant, T., Mezias, C., & Miller, J. (2010). "Creating Attention and Favorability During the Emergence of New Industries", In W. Sine & R. David (Ed.) *Institutions and Entrepreneurship*. Research in the Sociology of Work, Volume 21: Emerald Publishing.

*(16)* Milliken, F.J., Lant, T.K., & Bridwell-Mitchell, E. *(2005)*, “The Difficulty of Learning Under Conditions of Ambiguity,” in W. Starbuck & M. Farjoun (eds), *Organization at the Limit: NASA and the Columbia Disaster*, Blackwell Publishing.

*(15)* Lampel, J., Shamsie,J. & Lant, T., (*2005)* “Toward a Deeper Understanding of the Business of Culture,” in Lampel, J., Shamsie, J., & Lant, T. (eds), *The Business of Culture: Strategic Perspectives on Entertainment and Media*, Mahwah, NJ: Lawrence Erlbaum Associates., pp3-14

*(14)* Lant, T. & Hewlin, P., (*2005)* “Creating Legitimacy in the New Media Market: Silicon Alley.com,” in Lampel, J., Shamsie, J., & Lant, T., *The Business of Culture: Strategic Perspectives on Entertainment and Media*, Mahwah,NJ: Lawrence Erlbaum Associates, pp 227-238

*(13)* Lampel, J., Shamsie,J. & Lant, T., (*2005)* “Focusing on the Divergent Forces in Entertainment Industries,” in Lampel, J., Shamsie, J., & Lant, T., *The Business of Culture: Strategic Perspectives on Entertainment and Media*, Mahwah, NJ: Lawrence Erlbaum Associates, pp275-304

## (12) Baum, J. & Lant, T. (2003), Hits and Misses: Managers (Mis)Categorization of Competitors in the Manhattan Hotel Industry, in J. Baum & O. Sorenson (eds.), Advances in Strategic Management, Vol. 20, pp. 119- 156.

## (11) Lant, Theresa K. (2003), “Strategic Capabilities in Emerging Fields: Navigating ambiguity, leveraging social capital, and creating identity in Silicon Alley,” in (C. Helfat, ed) The Evolution of Organizational Resources and Capabilities: Emergence, Development, and Change, Oxford, UK: Blackwell Publishers Ltd., pp. 110-118.

(10) Lant, Theresa K., (2002), “Organizational Level Cognition and Interpretation,” in Joel A. C. Baum (Ed.) *Blackwell Companion to Organizations*. Oxford, UK: Blackwell Publishers, Ltd., pp. 344-362.

(9) Lant, Theresa K & Shapira, Zur (Eds.) (2000). “New research directions on organizational cognition,” In Lant, Theresa K & Shapira, Zur (Eds.) *Managerial and Organizational Cognition: Computation and Interpretation*, Mahwah, NJ: Lawrence Erlbaum Associates

(8) Lant, Theresa K & Shapira, Zur. (2000). “Introduction: Foundations of research on cognition in organizations,” in Lant, Theresa K & Shapira, Zur (Eds.) *Managerial and Organizational Cognition: Computation and Interpretation*, Mahwah, NJ: Lawrence Erlbaum Associates

(7) Lant, Theresa K. & Phelps, Corey (1999) “Strategic Groups: A Situated Learning Perspective,” in A. Miner, & P. Anderson (Eds.), *Advances in Strategic Management*, Vol. 16, pp. 221-247.

(6) Lant, Theresa K. (1999) “A Situated Learning Perspective on the Emergence of Knowledge and Identity in Cognitive Communities,” in R. Garud & J. Porac (eds), *Advances in Managerial Cognition and Organizational Information Processing*, JAI Press, Vol. 6:171-194.

(5) Lant, Theresa K., & Baum, Joel A.C., (1995),"Cognitive Sources of Socially Constructed Competitive Groups: Examples from the Manhattan Hotel Industry," In W.R. Scott & S. Christensen, (Eds.), *The Institutional Construction of Organization: International and Longitudinal Studies*, pp. 15-38. .Newbury Park, CA: Sage Publications.

(4) Glynn, Mary Ann, Lant, Theresa K., and Milliken, Frances, (1994), "Learning about Organizational Learning: An Umbrella of Organizing Processes," In C.Stubbart, J.Porac, & J.Meindl (Eds.), *Advances in Managerial Cognition and Organizational Information Processing*, Vol. 1, pp.43-84, Greenwich, CT: JAI Press.

(3) Mezias, Stephen J. & Lant, Theresa K. (1994), "Mimetic Learning and the Evolution of Organizational Populations," in J. Baum & J. Singh (Eds.) *Evolutionary Dynamics of Organizations*, pp. 179-193, Cambridge: Oxford University Press.

(2) Lant, Theresa K. (1994). "Computer Simulations of Organizations as Experiential Learning Systems: Implications for Organization Theory," In Carley, K. & Prietula, M. (Eds.) *Computational Organization Theory*, pp. 195-216, Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

(1) Milliken, Frances J., & Lant, Theresa K. (1991), "The Effect of an Organization's Recent Performance History on Strategic Persistence and Change: The Role of Managerial Interpretations," in P. Shrivastava, A. Huff, & J. Dutton (Eds.) *Advances in Strategic Management*, Volume 7, pp.129-156, Greenwich, CT: JAI Press.

***Work Under Review***

Core Participant – External Evaluator, University of Louisville, NRT-FW-HTF: Collaborative Human-Robot Interfaces, Grant application submitted to NSF 19-522

***Teaching Cases***

* *Jesse’s Dilemma: Navigating Team Dynamics in Convergent Engineering*
* *Eric’s Dilemma: Leading Interdisciplinary Research Teams*, Maritza Salazar & Theresa Lant
* *Little Village Playhouse: The Challenges of Social Entrepreneurship*, Melissa Cardon & Theresa Lant, sponsored by the Wilson Center
* *Whole Foods*, semester long case for I-Pace MGT 250.

***Work in Development***

Salazar-Campo, M., Lant, T., & Gibson, C. (2021) Perspective Integration Capability: Unlocking the Innovation Potential of Expertise-Diverse Teams

Eisenberg, J. & Lant, T. (2021) Integrating Artificial Intelligence into Interdisciplinary Teams: Implications for Team Design and Talent Management

**Grants**

***Completed*** (since 2000)

BRIDGES: Building Resources through Integrating Disciplines for Group Effectiveness in Science

Principal Investigator(s): Theresa Lant, PhD, Pace University

Maritza Salazar, PhD., Claremont Graduate University

Sponsor: National Science Foundation, SciSIP, Award #1262754

2 year July 2013 – July 2016, $189,050

<http://www.nsf.gov/awardsearch/showAward?AWD_ID=1262754&HistoricalAwards=false>

2005-/2009 Senior Personnel, NSF Grant HSD ORGB 0433280

9/2009-2010 Consultant, NIH Grant PHS 398/2590

8/2018 Consultant, Institutional CTSA, NIH, UTMB, TX

June 2016 Pace University Summer Research Grant

June 2015 Pace University Summer Research Grant

Spring 2013 Scholarly Research Release Time grant

Spring 2011 Release Time Grant Proposal Development

Spring 2011 MBA Mini Grant (MBA 678)

Spring 2011 Scholarly Research Grant

Summer 2011 Pace University Summer Research Grant

**Invited Presentations and Workshops (2000 – present)**

Lant, T. (2021) The Science of Team Science: Facilitation Interdisciplinary Research, Pace University Future of Work Conference, April 2021.

Coley, C., Lant, T., & Whiting, SD (2021) Team Science: Developing Inclusive Excellence in Convergent Research Centers, Professional Development Workshop, National Organization of Research Development Professionals, March 2021.

Whiting, SD, Lant, T., & Coley, C. (2020) Requirements for Gen 4 Centers: Integrating Team Science into National Science Foundation Center Proposals, University of Louisville Automation & robotics Research Institute, August 2020.

Lant, T. (2020) Effective Leadership Practice in Team Science, US Food & Drug Administration Center for Drug Evaluation and Research (CDER) Science of Team Science Seminar Series, July 2020.

Lant, T., (2019) Reflection on Jim March as Teacher and Mentor, Conference in Honor of James G. March, Carnegie Mellon University, October 2019

Lant, T. (2017) Building Team Science Initiatives: Becoming an Effective Change Agent, Workshop presented at Science of Team Science Conference, June, Clearwater, FL

Predicting Participation in Experimental Interdisciplinary Team Structures for Knowledge Creation, (with Maritza Salazar and Aimee Kane), National University of Singapore, March 2009.

The Behavioral Theory of the Firm in Cross-National Context: Exploring the Influence of Cultural Values on Aspiration Level Adaptation, (with S. Mezias, P. Murphy, Y. Chen), Singapore Management University, Singapore, November 20, 2007.

The Behavioral Theory of the Firm in Cross-National Context: Exploring the Influence of Cultural Values on Aspiration Level Adaptation, (with S. Mezias, P. Murphy, Y. Chen), Nanyang Technical University, Singapore, September 7, 2007.

Entrepreneurial Accounts and the Cultural Construction of Organizational Fields, (with Garud. R., Schildt, H.) Wharton School, University of Pennsylvania, December 7, 2006.

Attainment Discrepancy and Experiences of Success and Failure in a Cross National Context, (with S. Mezias, P. Murphy, Y. Chen), Australian Graduate School of Management, March 2005

Multiple Interpretations, Routines, and Resolutions: Learning Under Conditions of Ambiguity, (with F. Milliken, E. Bridwell-Mitchell), Conference entitled “Managerial Lessons from the Columbia Disaster” October 2004, New York University.

In the Eye of the Storm: A Socio-Cognitive Perspective on Industry Emergence and Dissipation, (with Garud. R.), INSEAD Asia Campus, March 2004.

In the Eye of the Storm: A Socio-Cognitive Perspective on Industry Emergence And Dissipation, (with Garud. R.), MIT/University of California Irvine joint conference on Knowledge and Communities of Practice, March 2004.

Emerging Communities of Practice in New York City’s Silicon Alley, ICOS seminar, University of Michigan, March 2003.

Commentary: Entrepreneurial Cognition Research, presented at the 2002 University of Victoria Cognition Conference, July 2002.

Cognition and Capabilities: Interactions Across Levels, presented at Harvard University, Cognition and Capabilities Conference, September 2002.

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley” Organization Science Winter Conference, Winter 2001

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley, Conference on Knowledge and Innovation, The Center for Knowledge and Innovation Research of the Helsinki School of Economics and Business Administration, May 2000.

Capabilities in Emerging Fields: Forging Identity and Legitimacy in Silicon Alley, Rutgers University, School of Management, March 2000

**TEACHING**

**Courses Taught**

***Undergraduate***

* + Managerial & Organizational Concepts (MGT150)
  + Organizational Behavior (MGT 322)
  + Managing Creativity (MGT 370)
  + Managing Entertainment Projects (MGT 371*)*
  + Entertainment Management Seminar (MGT 470)
  + Business Strategy (MGT 490)
  + Business Honors Program Senior Thesis (MGT 495)
  + Hudson River Experience, special topics interdisciplinary course in collaboration with the Pace Academy for Applied Environmental Studies

***Graduate***

* + Disruptive Technology and Innovation (MBA 816)
  + Managing Innovation (MBA 678)
  + Organizational Behavior & Leadership Skills (MBA620)
  + Business Strategy & Stakeholder Responsibility (MBA688)
  + Publishing Tutorial (DPS 881, DPS 882)

**Curriculum development/courses created**

***Undergraduate***

* + I-Pace (MGT 250)
  + Lubin Professional Experience course – Managing Creativity (MGT 371)
  + Arts & Entertainment Management Program (MGT 370, 371, 372, 470). Approved by NY State and launched 2012
  + The Hudson River: Multiple Perspectives on Environmental Responsibility (MGT 396U/ CIT396C) Interdisciplinary Course developed with Pace Academy for Applied Environmental Studies

***Graduate***

* + Disruptive Technology & Innovation (MBA 816) Pace University On-line MBA Program, Launched Fall 2020
  + Master of Science in Arts & Entertainment Management (MGT 620, 621, 622, 623, 629) Approved by NY State and launched 2019.

***Executive***

* Advanced Leadership and Talent Management Seminar, Leadership Learning Collaborative, Westchester Medical Center, 2017, 2018

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**Students mentored / collaborations**

* ***Graduate*** ***Students***
  + Co-author John Ratzan, Lubin DPS program
  + Dissertation chair (Lubin DPS program)
    - John Matsen (preproposal)
    - Rachel Carpenter (graduated)
    - Don Goetz (graduated)
    - Galit Ben-Joseph (graduated)
    - Sean Driscoll (graduated)
  + Dissertation committee member (Lubin DPS program)
    - John Ratzan (ABD)
    - Michelle Hernandez (ABD)
    - Rita Stafford (ABD)
    - Thomas Edwards (graduated)
    - Birgit Elchoueri (graduated)
    - Russell Barr (graduated)
    - Douglas York (graduated)
    - George DeFeis (graduated)
    - Sheila Healy (graduated)
* ***Undergraduate Students***
  + Honors Thesis supervisor, Pleasantville campus
    - Kendra Dascano 2021-22
    - Kearra Antoian 2022
    - Hildur Davidsdottir, 2021
    - Erika Berger, 2020
    - Jessie Cannizo, 2019
    - Ashley Mejias, 2018
    - Morgan Sylvia, 2012-2013
    - Amanda Isabella, 2011
    - Maria Giron, Fall 2011 -Spring 2012
    - Lisa Bharat, Fall 2011 -Spring 2012
  + Honors Thesis supervisor, New York City campus
    - Leila Pellio 2021-22
    - Kyle Igarta (2021)
    - Aleksandra Miranovic (2020)
    - Mariah Simpson (2020)
    - Megan Carlin (2020)
    - Maytav Koter, 2013
    - Sophia Lahlou, 2012-2013

**Course Evaluations** (last 5 years)



#### SERVICE, LEADERSHIP AND PROFESSIONAL DEVELOPMENT

**Internal Service and Leadership (**Pace University 2009 – present**)**

###### Pace University

* Human Research Protection Programs Advisory Committee (2021- spring 2022)
* CDFPT (2019 – Spring 2022)
* Multidisciplinary Offerings, Strategic Planning subcommittee (Fall 2021)
* Setters Leadership Program Advisory Committee (2012 – present)
* PLV Scholarly Research Committee (2012 – present)
* Distinguished Professor committee (2020-21)
* CHP Mid-tenure review committee (2019-2020)
* Faculty Institute workshop session – Designing team projects 2017
* Participation in Research Day, 2014, 2015, 2018
* 2015-20 Strategic Planning Committee
* Pace PLV Communications Committee (Fall 2014)
* Pace University IRB Committee (2013-2015)
* Pace Academy for Applied Environmental Studies, Executive Committee & Academic Advisory Board (2010 – 2017)
* Faculty Advisor, Lubin School team, Mock Senate Hearing on the Clean Water Act, Pace Academy for Applied Environmental Studies, Spring 2013
* Pleasantville Academic Identity Committee (2012)
* Pace Academy for Applied Environmental Studies- Hudson River Experience course development and delivery (2010-2012)
* Search committee – Executive Director Career Services 2011
* University Convocation and Commencement Ceremonies 2009 - present

###### Lubin School of Business, Pace University

* Lubin Faculty Council Executive Committee, Pleasantville Campus Representative (2021 - present)
* Doctoral Education Committee, Chair (2021-22)
* Pace Preview / Admitted Student Events, Spring 2009 - present
* Open House events, 2010 – present
* Graduate Curriculum Committee (2020 – present)
* Undergraduate Curriculum Committee (2012- 2019)
* Faculty Development Workshop – Team Projects across the curriculum (2015)
* Lubin PLV Professional Experience Program Committee (2012-2018)
* Academic Standards Committee, (2012 –2017)
* Undergraduate Relations Committee, (2012 – 2015)
* Co-chair, Lubin Faculty Scholarship Committee (2010-2011)

###### Academy Day faculty facilitator, Fall 2009

###### Management Department

* Chair, Tenure and Promotion Committee (2020)
* Director, Arts and Entertainment Management Program (2012 – present)
* Recruiting Committee (2013 – 2018, 2021)
* Core Course Coordinator, MGT 490, (July 2018 – May 2019)

**External Service and Leadership**

***Reviewing and Editorial Positions***

* Editorial Review Board, *Informing Science Institute Journal* (2018 – present)
* Founding member and reviewer, *International Network for the Science of Team Science* (INSciTS)
* Editorial Review Board, *Organization Science*, (2007 – 2017)
* Editorial Review Board*, Organization Studies (1994-1996; 2002 – 2012)*
* Editorial Review Board**,** *Strategic Organization Journal (2001 – 2006)*
* Senior Editor*, Organization Science* (1996 – 2001)
* Associate Editor for Non-traditional Research, *Journal of Management Inquiry*, (*2003-2005*)
* *The National Science Foundation****,*** Committee of Visitors, Economics, Decision and Management Science Cluster, evaluator for program on Decision, Risk, & Management Science, March 2000
* Ad hoc Reviewer for:

*Academy of Management Journal Academy of Management Discoveries*

*Academy of Management Meetings Academy of Management Review*

*Amer. Journal of Info. Sci and Tech International Journal of STEM Education*

*Journal of Business Research Journal of Management History*

*Journal of Management Studies Organization Studies*

*Poetics Science of Team Science Conferences*

*Small Group Research*

**Professional Association Membership and Leadership**

**International Network for the Science of Team Science (INSciTS)**

Founding member and reviewer (2018 – present)

**Informing Science Institute**

Sponsoring Member and Reviewer (2019 – present)

**Academy of Management** (since 2000)

* Executive Officer, Managerial and Organizational Cognition Division, (1997-2001)
* Chair, Organization & Management Theory Division Research Committee, (2002 – 2004)
* Facilitator, Managerial and Organizational Cognition Division Professional Development Workshop, Academy of Management Meetings “Cognition in the Rough.” (15 Years of Service Award)
* Faculty Presenter, OMT, MOC, OD Doctoral Consortium, Academy of Management 2004
* Numerous discussant and facilitator roles at annual meetings

**Community Service and Leadership**

**Arc Stages. Pleasantville, NY** (arcstages.org)

Executive Board Chair (2021)

Executive Board President (2015 – 2020)

Educational Stage Board President (2010-2015)