

Peer C. Fiss

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ACADEMIC APPOINTMENTS

- 2010 – present McAlister Associate Professor of Business Administration, Marshall School of Business, University of Southern California, United States
- 2006 – 2010 Assistant Professor of Strategy, Marshall School of Business, University of Southern California, United States
- 2003 – 2006 Assistant Professor of Strategy & Organization, Queen’s School of Business, Queen’s University, Canada

EDUCATION

- 1998 – 2003 Ph.D., Management & Organizations and Sociology, Northwestern University
- 1993 – 1998 M.A, Sociology, University of Hamburg, Germany
- 1996 – 1997 Diploma, American Studies, Smith College

RESEARCH AND TEACHING INTERESTS

Diffusion of Practices; Framing and Decoupling; Symbolic Management; Corporate Governance; Strategic management; Configurational Theory; Fuzzy Set Qualitative Comparative Analysis (fsQCA); Set-theoretic Methods in Management and the Social Sciences

RESEARCH AND PUBLICATIONS

A) Articles published in peer-reviewed journals

1. Peer C. Fiss, Gerald F. Davis, and Mark T. Kennedy. “How Golden Parachutes Unfolded: Diffusion and Variation of a Controversial Practice.” Organization Science, forthcoming.
2. Peer C. Fiss. 2011. “Building Better Causal Theories: A Fuzzy Set Approach to Typologies in Organization Research.” Academy of Management Journal, 54: 393-420.

3. Shazad Ansari, Peer C. Fiss, Edward J. Zajac. 2010. "Made to Fit: How Practices Vary as They Diffuse." Academy of Management Review, 35: 67-92.
4. Mark T. Kennedy and Peer C. Fiss. 2009. "Institutionalization, Framing, and Diffusion: The Logic of TQM Adoption and Implementation Decisions among U.S. Hospitals." Academy of Management Journal, 52: 897-918.
5. Peer C. Fiss. 2007. "A Set-theoretic Approach to Organizational Configurations." Academy of Management Review, 32: 1180-1198.
6. Peer C. Fiss and Edward J. Zajac. 2006. "The Symbolic Management of Strategic Change: Sensegiving via Framing and Decoupling." Academy of Management Journal, 49: 1173-1193.
7. Peer C. Fiss. 2006. "Social Influence Effects and Managerial Compensation: Evidence from Germany." Strategic Management Journal, 27: 1013-1031.
8. Peer C. Fiss and Paul M. Hirsch. 2005. "The Discourse of Globalization: Framing and Sensemaking of an Emerging Concept." American Sociological Review, 70: 29-52.
9. Peer C. Fiss and Edward J. Zajac. 2004. "The Diffusion of Ideas over Contested Terrain: The (Non)adoption of a Shareholder Value Orientation among German Firms." Administrative Science Quarterly, 49: 501-534.

B) Book chapters, invited articles, and articles in proceedings

10. Peer C. Fiss. 2010. "Qualitative Comparative Analysis." Pp. 757-760 in the Encyclopedia of Case Study Research, edited by Albert J. Mills, Gabrielle Durepos, & Elden Wiebe. Thousand Oaks, CA: Sage.
11. Rodney Lacey and Peer C. Fiss. 2009. "Comparative Organizational Analysis Across Multiple Levels: A Set-theoretic Approach." Pp. 91-116 Research in the Sociology of Organizations: Comparative Approaches to Organizational Research, edited by Brayden King, Teppo Felin, & David Whetten.
12. Peer C. Fiss. 2009. "Case Studies and the Configurational Analysis of Organizational Phenomena." Pp. 424-440 in the Handbook of Case Study Methods, edited by Charles C. Ragin and David Byrne. London: Sage.
13. Paul M. Hirsch, Peer C. Fiss, and Amanda Hoel-Green. 2009. "A Durkheimian Approach to Globalization." Pp. 223-245 in The Oxford Handbook of Sociology and Organization Studies: Classical Foundations, edited by Paul S. Adler. Oxford: Oxford University Press.

14. Peer C. Fiss. 2008. "Institutions and Corporate Governance." Pp. 389-410 in the SAGE Handbook of Organizational Institutionalism, edited by Royston Greenwood, Christine Oliver, Kerstin Sahlin & Roy Suddaby. London: Sage Publications.
15. Charles C Ragin and Peer C. Fiss. 2008. "Net Effects Analysis Versus Configurational Analysis: An Empirical Demonstration." Chapter 11, Pp. 190-212 in Ragin, Charles C., Redesigning Social Inquiry: Set Relations in Social Research. Chicago, IL: University of Chicago Press.
16. Mark T. Kennedy and Peer C. Fiss. 2006. "Looking Good and Doing Better: Rethinking Motivations for Adopting Innovations." Best Paper Proceedings of the 2005 Academy of Management Meetings, Atlanta [CD-ROM].
17. Paul M. Hirsch and Peer C. Fiss. 2000. "Doing Sociology and Culture: Richard Peterson's Quest and Contribution." Poetics, 28 (2-3), 97-105.

C) Manuscripts under review, selected working papers, book projects

18. Vern Glaser, Peer C. Fiss and Mark T. Kennedy. "Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions." Working paper, Marshall School of Business.
19. Eunice Rhee and Peer C. Fiss. "The Symbolic Creation of Market Value: Framing the Adoption of a Controversial Practice." Working paper, Marshall School of Business.
20. Ruud T. Frambach, Peer C. Fiss, and Paul T.M. Ingenbleek. "When Does a Customer Orientation Pay Off? A Configurational Analysis of the Performance Effects of Orientations, Strategies, and Market Conditions." Working paper, University of Amsterdam.
21. Charles C. Ragin and Peer C. Fiss. "Intersecting Inequalities: A Fuzzy-Set Analysis of Race, Test Scores, and Poverty." Book draft for Princeton University Press.
22. Peer C. Fiss, Bart Cambré, and Axel Marx (editors). Configurational Theory and Methods in Organization Research. Edited volume to be published by Research in the Sociology of Organizations

RESEARCH PRESENTATIONS

1. Invited Talks

2011 UCLA, Anderson School of Management, Human Resources and Org. Behavior Area

- 2010 Dartmouth College, Tuck School of Business, Strategy & Management Area
Hanken School of Economics, Helsinki, Management and Organization Department
U. of Michigan, Ross School of Business, Management and Organization Department
U. of Pennsylvania, The Wharton School, Management Department
- 2009 Cambridge University, Judge Business School, Strategy Group
HEC Paris, Strategy and Business Policy
UC Irvine, Merage School of Business, Strategy Area
- 2008 IESE, Barcelona, Strategic Management Department
University College Dublin, Management Group
- 2007 University of Illinois, Urbana Champaign, Business Administration
- 2006 Erasmus University, RSM, Organization and Personnel Management.
U. of Pennsylvania, The Wharton School, Management Department
U. of Arizona, Tucson, Department of Sociology, October 13.
- 2005 London Business School, Strategic and International Management Area
University of Southern California, Marshall School of Business, MOR Department
Harvard University, Harvard Business School, Strategy Unit
Vienna U. of Economics and Business Administration, Inst. for Public Management
Uppsala University, Uppsala, Department of Business Studies
Stockholm School of Economics, Institute of International Business (IIB)
University of Erfurt, Organization Theory and Management Department
- 2004 University of Toronto, Rotman School of Business, Strategy Group
Cornell University, Center for the Study of Economy and Society
- 2003 Harvard University, Harvard Business School, Strategy Unit
- 2002 Queen's School of Business, Strategy Group, December 4.
- 2000 Northwestern University, Institute for Policy Research,

2. Conference Papers and Presentations

- 2010 "When Does a Customer Orientation Pay Off? A Configurational Analysis of the Performance Effects of Orientations, Strategies, and Market Conditions." Sixteenth Annual Organization Science Winter Conference, Steamboat Springs, CO.
- 2010 "What Lies Beneath: Framing and the Institutionalization of Market Conceptions." 26th EGOS Colloquium, Lisbon, Portugal.
- 2010 Peer C. Fiss. "Quantitative Methods for Qualitative Research." Pre-conference workshop, 26th EGOS Colloquium, Lisbon, Portugal.

- 2010 Eunice Rhee and Peer C. Fiss. "The Symbolic Creation of Market Value: Framing the Adoption of a Controversial Practice." Academy of Management Annual Meetings, Montreal, Canada.
- 2010 Eunice Rhee and Peer C. Fiss. "A Socio-Cognitive Approach to Valuation in the Stock Market." Strategic Management Society, Rome, Italy.
- 2009 Peer C. Fiss. "Applying Durkheim's Sociology to Environmental Issues." Academy of Management Annual Meetings, Chicago, IL.
- 2009 Peer C. Fiss and Mark T. Kennedy. "Market Framing and the Creation of Online Advertising Exchanges." 25th EGOS Colloquium, Barcelona, Spain.
- 2009 Peer C. Fiss. "Quantitative Methods for Qualitative Research." Pre-conference workshop, 25th EGOS Colloquium, Barcelona, Spain.
- 2009 Peer C. Fiss and Mark T. Kennedy. "Of Porkbellies and Professions: Market Framing and the Creation of Online Advertising Exchanges." 2nd International Conference on Institutions, Innovation, & Space. Edmonton, Alberta, Canada.
- 2009 Peer C. Fiss and Mark T. Kennedy. "A Cultural Approach to Market Formation: Framing and the Creation of Online Advertising Exchanges." Third Conference on Economic Sociology and Political Economy, Lake Como, Italy.
- 2009 Peer C. Fiss. "Configurations of Strategy, Structure and Environment: A Fuzzy Set Analysis of High Technology Firms." University of Utah/BYU Winter Strategy Conference, Solitude, UT.
- 2009 Peer C. Fiss. "Configurations of Strategy, Structure and Environment: A Fuzzy Set Analysis of High Technology Firms." Fifteenth Annual Organization Science Winter Conference, Steamboat Springs, CO.
- 2008 Peer C. Fiss. "Building High Performance Organizations: A Fuzzy Set Analysis of High Technology Firms." Strategic Management Society Annual Conference, Cologne, Germany.
- 2008 Peer C. Fiss and Mark T. Kennedy. "Market Framing and the Creation of Online Advertising Exchanges." West Coast Research Symposium, Stanford, CA.
- 2008 Peer C. Fiss and Mark T. Kennedy. "Frames and Framing in Financial Markets." Academy of Management Meetings, Anaheim, CA.
- 2008 Peer C. Fiss. "Using Qualitative Comparative Analysis (QCA) to Study Configurational Organizing." Asking New Questions: Leadership in the Age of Configural Organizing. Academy of Management Meetings, Anaheim, CA.

- 2008 Peer C. Fiss. "Qualitative Comparative Analysis." The Power of Richness IV: How Can Qualitative Methods Help Us Ask Better Questions? Academy of Management Meetings, Anaheim, CA.
- 2008 Peer C. Fiss. "Configurations of Strategy, Structure, and Environment." 24th EGOS Colloquium, Amsterdam, the Netherlands.
- 2008 Peer C. Fiss. "Quantitative Methods for Qualitative Research." Pre-conference workshop, 24th EGOS Colloquium, Amsterdam, the Netherlands.
- 2008 Peer C. Fiss. "Configurations of Strategy, Structure and Environment: A Fuzzy Set Analysis of High Technology Firms." MIT BPS Conference, Cambridge, MA.
- 2007 Peer C. Fiss. "Using Qualitative Comparative Analysis (QCA) for Studying Patterns Across Organizations." BYU Comparative Organizations Conference, Sundance, Utah.
- 2007 Peer C. Fiss and Mark T. Kennedy. "'What Is Going On Here?': A Framing Approach to the Creation of New Markets." ESF Exploratory Workshop on Exploring Symbolic Value Creation in Organizations. Bocconi University, Milan, Italy.
- 2007 Peer C. Fiss. "What You Always Wanted to Know about Set-Theoretic Methods..." Academy of Management Meetings, Philadelphia, PA.
- 2007 Peer C. Fiss. "Set-theoretic Analysis Using Fuzzy Sets." PDW presentation, Academy of Management Meetings, Philadelphia, PA.
- 2007 Peer C. Fiss and Mark T. Kennedy. "The Framing of New Markets." 23rd EGOS Colloquium, Vienna, Austria.
- 2007 Peer C. Fiss. "Quantitative Methods for Qualitative Research." Pre-conference workshop, 23rd EGOS Colloquium, Vienna, Austria.
- 2006 Peer C. Fiss. "Social Influence Effects and Managerial Compensation Evidence from Germany." Academy of Management Meetings, Atlanta, GA.
- 2006 Kennedy, Mark T., and Peer C. Fiss. "Looking Good and Doing Better: Rethinking Motivations for Adopting Innovations." Academy of Management Meetings, Atlanta, GA.
- 2006 Peer C. Fiss. "From Crisp to Fuzzy Sets." PDW presentation, Academy of Management Meetings, Atlanta, GA.
- 2006 Peer C. Fiss and Gerald F. Davis. "From Adoption to Reinvention: Combining Institutional and Learning Accounts." 22nd EGOS Colloquium, Bergen, Norway.
- 2006 Peer C. Fiss. "Set-theoretic Methods in Qualitative Research." Pre-conference workshop, 22nd EGOS Colloquium, Bergen, Norway.

- 2006 Peer C. Fiss and Mark T. Kennedy. "Cognition and Conformity: The Micro-Linkages of Institutional Theory." Workshop on the Present and Future of Institutional Theory, Edmonton, Alberta.
- 2006 Peer C. Fiss. "Blazing a Trail in Configurations Research with Set-Theoretic Methods: An Overview and Application." Administrative Sciences Academy of Canada Conference, Banff, Alberta.
- 2006 Mark T. Kennedy and Peer C. Fiss. "Looking Good and Doing Better: Rethinking Motivations for Adopting Innovations." Strategy Research Forum, Egg Harbor, NJ.
- 2005 Peer C. Fiss and Edward J. Zajac. "The Symbolic Management of Strategic Change: Sensegiving via Framing and Decoupling." Harvard Business School Strategy Research Conference, Boston, MA.
- 2005 Peer C. Fiss. "Set-theoretic Methods: Current Issues and Prospects." Academy of Management Meetings, Honolulu, Hawaii.
- 2005 Peer C. Fiss. "Content Analysis and Framing." PDW presentation, Academy of Management Meetings, Honolulu, Hawaii.
- 2005 Mark T. Kennedy and Peer C. Fiss. "Looking Good vs. Doing Good: Regulatory Focus in Technical and Social Motivations for the Adoption of Diffusing Innovations." 21st EGOS Colloquium, Berlin, Germany.
- 2005 Peer C. Fiss. "Set-theoretic Methods in Comparative Research." Pre-conference workshop, 21st EGOS Colloquium, Berlin, Germany.
- 2004 Peer C. Fiss. "A Set-theoretic Approach to Organizational Configurations." Academy of Management Meetings, New Orleans, LA.
- 2004 Peer C. Fiss and Edward J. Zajac. "Framing Strategic Change." Academy of Management Meetings, New Orleans, LA. (Winner of OMT Division Best Symposium Proposal Award).
- 2004 Peer C. Fiss. "Corporate Governance and the Symbolic Management of Stakeholders." Academy of Management Meetings, New Orleans, LA.
- 2004 Peer C. Fiss and Edward J. Zajac. "Framing, Decoupling and Strategic Change among Large German Corporations." 6th International Conference on Organizational Discourse: Artefacts, Archetypes and Architexts. Amsterdam, Netherlands.
- 2004 Peer C. Fiss and Edward J. Zajac. "Explaining the Diffusion of Corporate Practices: The Role of Fit and Reinvention." 20th EGOS Colloquium, Ljubljana, Slovenia.

- 2003 Peer C. Fiss and Edward J. Zajac. "The Symbolic Management of Strategic Change: Framing ,Decoupling, and Strategic Change." Annual Meetings of the American Sociological Association, Atlanta, GA.
- 2003 Peer C. Fiss and Edward J. Zajac. "Predicting the Path of a Diffusing Ideology: The Case of a Shareholder Value Orientation in Germany." Academy of Management Meetings, Seattle, WA.
- 2001 Edward J. Zajac and Peer C. Fiss. "Strategy as Ideology." Strategic Management Society Annual Conference, San Francisco, CA.
- 2001 Peer C. Fiss and Edward J. Zajac. "The Unusual Diffusion of a New Corporate Ideology: The Case of a Shareholder Value Orientation in Germany." Annual Meetings of the American Sociological Association, Anaheim, CA.
- 2000 Peer C. Fiss. "Framing Globalization: The Battle for Definitions of a Contested Issue." Annual Meetings of the American Sociological Association, Washington, DC.
- 2000 Edward J. Zajac and Peer C. Fiss. "Corporate Governance and Contested Terrain: Shareholder Value Management in Germany." Academy of Management Meetings, Toronto (Winner of OMT Division Best Symposium Proposal Award).

TEACHING

1. Undergraduate courses

- 2007-present BUAD 497: Strategic Management
(Marshall School of Business Capstone Strategy Course)
- 2003-2006 Commerce 401: Business Policy
(Queen's Commerce Program Capstone Strategy Course)
- 2003-2006 Commerce 402: Corporate Governance
(Queen's Commerce Program Strategy Elective)

2. MBA courses

- 2005-2008 MBUS 833: Governance and Control Systems
(Queen's AMBA Program)

3. PhD courses

- 2009- MOR 602: Organization Theory
(Marshall School of Business)

4. Executive Education

2006 Queen's Fundamentals of Governance and custom programs

HONORS & AWARDS

- 2010 Marshall School of Business
McAlister Associate Professor of Business Administration
- 2010 Western Academy of Management
Ascendant Scholar Award
- 2010 Organization Science Winter Conference
Best Poster Award
- 2009 University of Southern California
Award for Excellence in Research, Department of Management & Organization
- 2009 University of Cambridge
Fellow, Judge Business School (honorary appointment, 2009/2010)
- 2008 University of Southern California
Dean's Award for Research Excellence
- 2008 University of Southern California
Award for Excellence in Research, Department of Management & Organization
- 2008 Lloyd Greif Center for Entrepreneurship
Faculty Research Award, with Mark T. Kennedy (\$5,000)
- 2007 University of Southern California
Advancing Scholarship in the Humanities and Social Sciences Grant (\$17,000)
- 2006 Center for Advanced Study in the Behavioral Sciences
Summer Institute Fellow
- 2005 Queen's School of Business
New Researcher Achievement Award
- 2005 Queen's School of Business
Commerce '64 Research Fellow in Strategy (2005-2008, \$30,000)
- 2005 Social Science and Humanities Research Council (SSHRC)
Grant to conduct research on set-theoretic methods (2005-2008, \$64,741)

- 2005 Queen's School of Business
D.I. McLeod Summer Fellowship
- 2004 Academy of Management / International Management Division
Finalist, *Barry Richman Best Dissertation Award*
- 2004 Queen's School of Business
General Research Grant
- 2004 Queen's School of Business
D.I. McLeod Fellowship
- 2003 Queen's School of Business
General Research Grant
- 2003 Queen's School of Business
D.I. McLeod Fellowship
- 2002 Northwestern University / The Graduate School
University Scholar
- 2002 Social Science Research Council
Fellow, *Program for the Corporation as a Social Institution*
- 2002 Northwestern University / KSM / Management & Organizations
Department Nominee for *Presidential Fellowship*, Northwestern University
- 2001 Northwestern University / Weinberg College of Arts and Sciences
Summer Research Fellowship
- 2001 Northwestern University / Center for International and Comparative Research
Dissertation Research Grant
- 2000 Northwestern University / Weinberg College of Arts and Sciences
MacArthur Fellowship
- 1998 Northwestern University / Department of Sociology
Department Scholarship
- 1996 Smith College / American Studies Program
Full Scholarship

PROFESSIONAL MEMBERSHIP AND SERVICE

- Editorial Board Academy of Management Journal (2007-)
 Academy of Management Review (2009-)
 Administrative Science Quarterly (2010-)

	<p>Business Research (2007-) Journal of International Business Studies (2007-2010) Organization Science (2009-) Strategic Management Journal (2009-)</p>
Ad hoc Referee	<p>Academy of Management Annual Meetings American Journal of Sociology American Sociological Review Business Ethics Quarterly European Management Review Human Relations Journal of Business Research Journal of International Business Studies Journal of Management Studies Organization Studies Organizational Research Methods Research Policy Scandinavian Journal of Management Social Problems Socio-Economic Review The Sociological Quarterly</p>
Organizer	<p><i>Doctoral Student Workshop</i>, co-organized with Riitta Katila, Andrew Nelson, Taryn Stanko, Sonali Shah, and Yan Gong. West Coast Research Symposium, 2010.</p> <p><i>Professional Development Workshop</i>, “Qualitative Comparative Analysis.” Co-organized with Ruth Aguilera, Thomas Greckhamer, Vilmos Misangyi, and Rodney Lacey. Academy of Management Meeting, 2010-2007</p> <p><i>Symposium</i>, “New Directions for Corporate Governance Research: Configurational and Comparative Approaches.” Co-organized with Ruth Aguilera and Vilmos Misangyi. Academy of Management Meetings, 2010.</p> <p><i>Showcase Symposium</i>, “Markets and Symbols: Capturing Value through Meaning Making.” Co-organized with Jo-Ellen Pozner and Eunice Rhee. Academy of Management Meetings, 2010.</p> <p><i>EGOS Subtheme</i>, “Comparing Organizations: New Approaches to Using Case Study, Small-N, and Set-Theoretical Methods.” Co-convened with Gregory Jackson and Ruth Aguilera. 24th EGOS Colloquium, Amsterdam, the Netherlands, 2008.</p> <p><i>Symposium</i>, “QCA and Set-theoretic Methods: New Perspectives for Management and Strategy Research.” Academy of Management Meetings, 2007.</p>

	<p><i>Professional Development Workshop</i>, “Set-theoretic Analysis Using QCA and fs/QCA.” Co-organized with Thomas Greckhamer, Rodney Lacey, and Axel Marx. Academy of Management Meeting, 2006.</p> <p><i>Showcase Symposium</i>, “Set-theoretic Methods in Management and Strategy.” Academy of Management Meeting, 2005.</p> <p><i>Professional Development Workshop</i>, “Language in Organizations and Strategy: Theoretical and Methodological Advances.” Co-organized with Klaus Weber and William Ocasio, Academy of Management Meeting, 2005</p>
Panelist/Discussant	<p>Academy of Management 2010-2005, 2003</p> <p>Cognition in the Rough Workshop 2010, 2007-2006</p> <p>EGOS Colloquium 2010, 2009-2006</p> <p>Strategic Management Society, 2010</p> <p>West Coast Research Symposium 2010</p> <p>Western Academy of Management, 2010</p> <p>BPS New Faculty Consortium 2009</p> <p>OMT Junior Faculty Consortium 2008</p> <p>Strategy Research Forum, 2008</p> <p>Conference on the Relevance of the Classics 2007</p> <p>Workshop on Symbolic Value Creation 2007</p>
Member	<p>Academy of International Business</p> <p>Academy of Management (BPS, OMT, RM sections)</p> <p>American Sociological Association (OOW, Econ. Sociology sections)</p> <p>European Group on Organization Studies</p> <p>Strategic Management Society</p> <p>Sociology Alumni Association, University of Hamburg</p>
Scientific Advisor	<p>Core Partner, COMPASSS Research Network (Comparative Methods for Advancement of Systematic Cross-case Analysis and Small-N Studies), UCL and University of Manchester</p> <p>“National Context and International Business: Comparisons in Time and Space.” Research project at the University of Tampere, Finland (2007-present)</p> <p>“Therapeutic Enterprise: A New Model of Adolescent Substance Abuse Intervention.” Research project at the University of Tasmania, Australia (2006-present)</p>
PhD Committees	<p>Dissertation Committees at USC</p> <ul style="list-style-type: none"> - Eunice Rhee, Management & Organization (chair) - Yu-Chieh (Jade) Lo, Management & Organization (member), graduated 2010 - Jay Chok, Management & Organization (member) - Hyjang Won Kwon, SPPD (member)

- Youngki Park, Information & Operations Management (member)

Qualifying Exam Committees at UCS

- Eunice Rhee, Management & Organization (chair)
- Yu-Chieh (Jade) Lo, Management & Organization (member)
- Jay Chok, Management & Organization (member)
- Hyang Won Kwon, SPPD (member)
- Jong Hwan Kim, Accounting (member)
- Youngmi Lee, SPPD (member)
- YoungKi Park, Information & Operations Management (member)

Dissertation Committees at other universities

- Johannes Meuer, Research Center on China Business, Rotterdam School of Management (member)
- Satyendra Singh, Management of Information Systems, Queen's University (member), graduated 2008

MOR Department	Department Chair Search/Renewal Committee (member), 2011 PhD Committee (member), 2008-present Speaker Series Co-Coordinator, 2008-2010
Marshall School	Mentoring Committee, 2010-present (member) Marshall PhD Recruiting Event (speaker)
Judge	Organization Science Dissertation Proposal Competition 2008, 2007 Marshall Case Competition, 2008, 2007 Queen's Case Competition, 2006

PERSONAL

Citizenship:	Germany
U.S. Status:	Permanent Resident (Green Card)