Bill McEvily

Professor of Strategic Management
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Education
1997   University of Minnesota, Ph.D. in Strategic Management and Organization.

1986   Clarkson University, B.S. in Management Information Systems.

Former and Present Positions
2012-present   *Professor of Strategic Management*,
             University of Toronto

2005-2012   *Associate Professor of Strategic Management*,
             University of Toronto

2003-2005   *Associate Professor of Organizational Behavior and Theory*,
             Carnegie Mellon University.

1997-2003   *Assistant Professor of Organizational Behavior and Theory*,
             Carnegie Mellon University.

Bio
Bill McEvily is a professor of strategic management at the Rotman School of Management, University of Toronto, where he teaches courses on social networks, strategy implementation, and organizational theory. His research examines how social networks can be a source of strategic value for organizations and explores the forces shaping the evolution of networks. Professor McEvily's research has been published in *Administrative Science Quarterly*, *Academy of Management Annals*, *Games & Economic Behavior*, *Management Science*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, and the *Strategic Management Journal*. He is currently an Associate Editor at *Annals of Academy of Management* and has previously served as a Senior Editor at Organization Science and as a guest editor for special issues of *Management Science* and *Organization Science*.

Teaching
Ph.D.	Organizational Theory, Networks and Alliances, Strategy and Social Capital, Trust in an Organizational Context
MBA	Leveraging Strategic Networks, Strategic Change & Implementation, Fundamentals of Strategic Management, Managing Organizations, International Management
Undergrad.	Organizational Behavior

PUBLICATIONS

Articles in refereed journals

ter Wal, A., P. Criscuola, B. McEvily, and A. Salter (2020), *Dual networking: How collaborators network in their quest for innovation*, Administrative Science Quarterly, https://doi.org/10.1177/0001839219893691.

Horwtiz, J., B. McEvily, and A. McGahan (2019), *Network Neighborhoods: From Handshakes to Formal Collaboration among US Fire Departments*. Academy of Management Best Paper Proceedings, Organization and Management Theory Division.

ter Wal, A., P. Criscuola, B. McEvily, and A. Salter (2018), *The relative value of the division versus duplication of network ties for innovation performance,* (2018), Academy of Management Best Paper Proceedings, Technology and Innovation Management Division.

McEvily, B., A. Zaheer, and D. Fudge-Kamal (2017), *Mutual and exclusive: Dyadic Sources of Trust in Interorganizational Exchange*. Organization Science, 28(1): 74-92.

Tortoriello, M., B. McEvily, and D. Krackhardt (2015), *Being a Catalyst of Innovation: The Role of Knowledge Diversity and Network Closure.* Organization Science, 26(2): 423-438.

McEvily, B., G. Soda, and M. Tortoriello (2014), *More formally: Rediscovering the missing link between formal organization and informal social structure*, Academy of Management Annals, 8(1): 299-345.

McEvily, B., J. Radzevick, and R. Weber, (2012), *Whom do you Distrust and How Much Does it Cost? An Experiment on the Measurement of Trust*, Games and Economic Behavior, 74: 285-298.

McEvily, B., J. Jaffee, and M. Tortoriello, (2012), *Not all Bridging Ties are Equal: Network Imprinting and Firm Growth in the Nashville Legal Industry, 1933-1978*. Organization Science, 23(2): 547-563.

Baum, J.A.C., B. McEvily, and T. Rowley, (2012), *Better with Age? Tie Longevity and the Performance Implications of Bridging and Closure*. Organization Science, 23(2): 529-546.

McEvily, B. (2011), *Reorganizing the Boundaries of Trust: From Discrete Alternatives to Hybrid Forms*. Organization Science, 22(5): 1266-1276.

Tortoriello, M., R. Reagans, and B. McEvily, (2011), *Bridging the Knowledge Gap: The Impact of Strong Ties, Network Cohesion, and Network Range*. Organization Science, 23(4): 1024-1039.

McEvily, B., and M. Tortoriello, (2011), *Measuring Trust in an Organizational Context: Review and Recommendations*. Journal of Trust Research, 1: 23-63.

Tortoriello, M., V. Perrone, and B. McEvily (2011), *Cooperation Among Competitors as Status-Seeking Behavior: Network Ties and Status Differentiation*. European Management Journal, 29: 335-346

Baum, J.A.C., B. McEvily, and T. Rowley (2008), *Better with Age? Tie Longevity and the Performance Implications of Bridging and Closure*, Academy of Management Best Paper Proceedings, Organizational and Management Theory Division.

Wilson, J.M., S.G. Straus, and B. McEvily (2006), *All in Due Time: The Development of Trust in Electronic and Face-to-Face Teams*, Organizational Behavior and Human Decision Processes, 99: 16-33.

McEvily, B. and A. Marcus (2005), *Embedded Ties and the Acquisition of Competitive Capabilities*, Strategic Management Journal, 26: 1033-1055.

Jaffee, J., B. McEvily, and M. Tortoriello (2005), *Temporal Dynamics of Social Networks on Law Firm Performance*, Academy of Management Best Paper Proceedings, Organizational and Management Theory Division.

Reagans, R., E. Zuckerman, and B. McEvily (2004), *How to make the Team? Social Networks vs. Demography as Criteria for Designing Effective Teams*, Administrative Science Quarterly, 49: 101-133.

   Reprinted in "Social Capital in Business" (2010) K.W. Koput and J.P. Broschak (eds.), Edward Elgar Publishing.

Reagans, R. and B. McEvily (2003), *Network structure and knowledge transfer: The effects of cohesion and range*, Administrative Science Quarterly, 48: 240-267.

Perrone, V., A. Zaheer, and B. McEvily (2003), *Free to be Trusted? Organizational Constraints on Trust at the Boundary.* Organization Science, 14: 422-439.

McEvily, B. A. Zaheer, and V. Perrone (2003), *Introduction to the Special Issue on Trust in an Organizational Context*, Organization Science, 14: 1-4.

McEvily, B. A. Zaheer, and V. Perrone (2003), *Trust as an Organizing Principle*, Organization Science, 14: 91-103.

   Reprinted in "Change Management" (2009) D. Pugh and D. Mayle (eds.), SAGE Publications.

Argote, L., B. McEvily, and R. Reagans (2003), *Introduction to the Special Issue on Managing Knowledge in Organizations: Creating, Retaining and Transferring Knowledge*, <u>Management Science</u>, 49: v-viii.

Argote, L., B. McEvily, and R. Reagans (2003), *Managing Knowledge in Organizations: An Integrative Framework and Review of Emerging Themes*, <u>Management Science</u>, 571-582.

McEvily, B. and A. Zaheer (1999), *Bridging Ties: A Source of Firm Heterogeneity in Competitive Capabilities*, <u>Strategic Management Journal</u>, Vol. 20, No. 12, pp. 1133-1156.

Zaheer, A., B. McEvily, and V. Perrone (1998). *Does Trust Matter? Exploring the Effects of Interorganizational and Interpersonal Trust on Performance*, <u>Organization Science</u>, Vol. 9, No. 2, pp. 141-159.

Edited volumes of refereed journals
McEvily, B., V. Perrone, & A. Zaheer (2003). Guest Editors of <u>Organization Science</u>, Special Issue on Trust in an Organizational Context.

Argote, L., B. McEvily & R. Reagans (2003). Guest Editors of <u>Management Science</u>, Special Issue on Knowledge Management: Creating, Retaining, and Transferring Knowledge.

Non-Published Papers
<u>Completed Working Papers</u>
Horwtiz, J., B. McEvily, and A. McGahan, *Network Neighborhoods: From handshakes to formal collaboration among US fire departments*. Second revision requested, <u>Organization Science</u>.

Silverman, B., B. McEvily, A. ter Wal, P. Criscuola. *Differential returns to social networks by gender.* Work Paper, Rotman School of Management.

Casciaro, T., F. Gino, B. McEvily and E. Zhang. *Network nudges: Piqued curiosity changes network structure and composition*. Work Paper, Rotman School of Management.

McEvily, B., A. Zaheer, G. Soda, *Network trust*. Work Paper, Rotman School of Management.

Foster, B. and B. McEvily. *Informal social networks and organizational identity*. Working Paper, Rotman School of Management.

Ingram, P., and B. McEvily (2008), *Sharper in relief: Opposition, identity and the maintenance of social movement organizations*. Working Paper, Rotman School of Management.

<u>Work-in-progress Papers</u>
Casciaro, T., B. McEvily and E. Zhang. *Gender solidarity? How women judge other women in the workplace*. Work in progress.

Foster, B., B. McEvily and M. Ryall. *Organizational Design and Self-organizing Social Networks*. Work in progress.

McEvily, B. and R. Reagans, *Too Close for Comfort: The Moderating Effect of Expertise Overlap on Trust in Knowledge Sharing Networks*. Working Paper, Rotman School of Management.

Articles in edited books/volumes
McEvily, B. (2014), *Do you know my friend? Attending to the accuracy of egocentered network data*, in D.J. Brass, G. Labianca, A. Mehra, D.S. Halgin and S.P. Borgatti (eds.) <u>Contemporary Perspective on Organizational Social Networks (Research in the Sociology of Organizations, Volume 40: 295-313)</u>, Bingley UK: Emerald Books.

Reagans, R. and B. McEvily (2008), *Contradictory or Compatible? Reconsidering the Tradeoff in Network Effects on Knowledge Sharing*, in J.A.C. Baum and T. Rowley (eds.) <u>Network Strategy (Advances in Strategic Management, Volume 25)</u>, Oxford UK: JAI/Elsevier.

Reagans, R., E. Zuckerman, and B. McEvily (2007), *On Firmer Ground: The collaborative team as strategic research site for verifying network-based social capital hypotheses*, in J. Rauch (Ed.) <u>Formation and Decay of Economic Networks</u>, Russell Sage Foundation.

McEvily, B. and A. Zaheer (2006), *Does Trust Still Matter? Research on the Role of Trust in Interorganizational Exchange*, in R. Bachmann and A. Zaheer (Eds.), <u>The Handbook of Trust</u>, Edward Elgar Publishing.

McEvily, B., R. Weber, C. Bicchieri, and V. Ho, (2006), *Can Groups be Trusted? An Experimental Study of Collective Trust* in R. Bachmann and A. Zaheer (Eds.), <u>The Handbook of Trust</u>, Edward Elgar Publishing.

McEvily, B. and A. Zaheer (2004), *Architects of Trust: The Role of Network Facilitators in Geographical Clusters*, in <u>Trust and Distrust in Organizations</u>, R. Kramer and K. Cook (Eds.), Russell Sage.

Marcus, A. and B. McEvily (1999), *Environmental Competence in Two Small Firms*, in K. Sexton, A. Marcus, K.W. Easter, and T.D. Burkhardt (Eds.), <u>Better Environmental Decisions</u>, Island Press, 289-307.

Published Teaching Cases
Lenway, S., S. Feinberg and B. McEvily (1996). *Remembering U.S. Memories: The Fate of the U.S. Semiconductor Production Consortium*. Pew Case Studies in International Affairs, Institute for the Study of Diplomacy Georgetown University, Washington, D.C.

Completed Cases
McEvily, B. and T. Gleave (2017). Connecting GTA. Rotman School of Management.

Popular Press Articles
The Social Aspects of Innovation, Faculty Focus by Karen Christensen in <u>Rotman Management Magazine</u>, Spring 2015
They Light a Spark, Research Highlight by Adrienne Day in *Stanford Social Innovation Review*, Summer 2015.

GRANTS AND CONTRACTS

Awarded to Date
"Ignition Project – extension," Sponsored Research and Collaboration Agreement between University of Toronto's Rotman School of Management and a large North American financial institutions, March 2019 – March 2020, Amount: $250,000, Role: Co-Principal Investigator with Professor Tiziana Casciaro.

"Ignition Project," Sponsored Research and Collaboration Agreement between University of Toronto's Rotman School of Management and a large North American financial institutions, March 2017 – March 2019, Amount: $699, 256, Role: Co-Principal Investigator with Professor Tiziana Casciaro.

"Can Groups be Trusted? An Experimental Study of Collective Trust," Carnegie Mellon University, Faculty Development Grant, with R. Weber, April 2003 – April 2004, Amount: $4,680, Role: Principal Investigator.

 "Measuring Trust in Organizational Contexts: Review and Recommendations," Russell Sage Foundation, with M. Tortoriello, January 2003 – January 2004, Amount: $10,700, Role: Principal Investigator.

"Networks and Knowledge Transfer," National Science Foundation with R. Reagans, July 2002 – July 2003, Amount: $81,914, Role: Principal Investigator.

Conference on "Managing Knowledge in Organizations: Creating, Retaining, and Transferring Knowledge in Organizations," National Science Foundation with L. Argote and R. Reagans, January 2001 – January 2002, Amount: $30,152, Role: Co-Investigator.

"Distributed Teams: Relational Development Over Time," Citigroup, with D Rousseau and S. Straus, January 2000 – January 2001, Amount: $14,550, Role: Co-Investigator.

"Determinants of Relational Capital in the Global Firm: How to Create Good Relationships between Foreign Subunits and Parent Companies," Carnegie Bosch Institute, with T. Kostova and K. Roth, July 1998 – October 1999, Amount: $50,000, Role: Co-Investigator.

"Interfirm Networks in Geographical Clusters: An Empirical Examination of the West Michigan Office Furniture Industry," Carnegie Mellon University, Faculty Development Grant, December 1997 – June 2000, Amount: $6,587, Role: Principal Investigator.

"Sources of Social Capital in the Multinational Enterprise," Carnegie Bosch Institute, with T. Kostova, February 1998 – February 1999, Amount: $10,000, Role: Principal Investigator.

"Bridging the Industrial Divide: Regional Institutions Supporting Small Firm Innovativeness," Ewing Marion Kauffman Foundation, Center for Entrepreneurial Leadership, Doctoral Dissertation Fellowship, June 1996 - June 1997, Amount: $15,000, Role: Principal Investigator.

"Integrating Pollution Prevention with Manufacturing Assistance," Great Lakes Protection Fund, with A. Marcus, June 1995 - May 1997, Amount: $100,000, Role: Co-Investigator.

PROFESSIONAL ACTIVITIES

Seminars/Talks/Lectures/Panels

Invited Talks
How Network Ties Influence Contractual Governance: From Handshakes to Formal Collaboration among US Fire Departments (April 2018). Paper presented by invitation at the Carlson School of Management, Strategic Management & Organization Department, Minneapolis, MN.

If you build it will they connect? Informal network by design (October 2016). Keynote address at the INSEAD Network Evolution conference, Fontainebleu, France.

Bathtubs, Blurred Lines and the Boundaries of Organizational Trust (October 2016). Keynote address at the FINT conference, Dublin, Ireland.

Not So Mutual After All: Sources of Dyadic Trust in Interorganizational Exchange (October 2015). Paper presented by invitation at the Booth School of Business, University of Chicago, Chicago, IL.

Being a catalyst of innovation: The role of knowledge diversity and network closure (November 2014). Paper presented by invitation at the Graduate School of Business, Columbia University, New York, NY.

From handshakes to contracts: The evolution of collaboration among fire departments, 1999-2009 (January 2015). Paper presented by invitation at the Networks and Formal Organizational Structure conference at Imperial College, London

Plenary Panelist: How are trust definitions related to research methods for trust? (April 2014). NSF Trust Workshop, Lincoln, NE.

Being a catalyst of innovation: The role of knowledge diversity and network closure (January 2014). Paper presented by invitation at the Ross School of Business, University of Michigan, Ann Arbor, MI.

Being a catalyst of innovation: The role of knowledge diversity and network closure (January 2014). Paper presented by invitation at the Tuck School of Business, Dartmouth College, Hanover, NH.

Being a catalyst of innovation: The role of knowledge diversity and network closure (January 2014). Paper presented by invitation at the Olin Business School, Washington University, St. Louis, MO.

A network and a puzzle (July 2013). Paper presented by invitation at the MIT-Wharton-NSF Networks & Knowledge Transfer conference, Philadelphia, PA.

Keynote Address (October 2011). Inaugural Carlson School of Management, Strategic Management and Organization Ph.D. alumni conference, Minneapolis, MN.

Whom Do You Distrust and How Much Does it Cost? An Experiment on the Measurement of Trust (September 2010). Paper presented by invitation at the Gatton College of Business & Economics, University of Kentucky, Lexington, KY.

Not All Bridging Ties Are Equal: Network Imprinting and Firm Growth in the Nashville Legal Industry, 1933-1978 (April 2010). Paper presented by invitation at the Wharton School, Management Department, Philadelphia, PA.

Whom Do You Distrust and How Much Does it Cost? An Experiment on the Measurement of Trust (March 2010). Paper presented by invitation at the Carlson School of Management, Strategic Management & Organization Department, Minneapolis, MN.

Not All Bridging Ties Are Equal: Network Imprinting and Firm Growth in the Nashville Legal Industry, 1933-1978 (March 2010). Paper presented by invitation at the Stern School of Business, Management & Organizations Department, New York, NY.

Reorganizing the Boundaries of Trust (June 2009). Paper presented by invitation at the Queen's University Business School, Kingston.

Reorganizing the Boundaries of Trust (May 2009). Paper presented by invitation at the University of Reading Business School, London.

Trust in Organizational Research and the Man on the Moon (May 2009). Paper presented by invitation at the Organization Science Senior Editors Conference on "New Perspectives in Organization Science," Carnegie Mellon University, Pittsburgh, PA.

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (October 2008). Paper presented by invitation at the ESSEC Business School, Departments of Strategy, Paris, France.

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (October 2008). Paper presented by invitation at the Olin School of Business, Departments of Strategy and Organizational Behavior, Washington University, St. Louis, MO.

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (September 2008). Paper presented by invitation at the Schulich School of Business, Department of Strategic Management, York University, Toronto, ON.

Contradictory or Compatible? Reconsidering the Tradeoff in Network Effects on Knowledge Sharing, (May 2008), Paper presented at the Network Strategy conference, organized in conjunction with J.A.C. Baum and T. Rowley (eds.) <u>Network Strategy (Advances in Strategic Management, Volume 25)</u>, Oxford UK: JAI/Elsevier.

Social Networks and Knowledge Sharing: Toward and Integrated View (November 2006). Paper presented by invitation at the Imperial College conference on knowledge sharing, London, England.

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (November 2004). Paper presented by invitation at the Johnson School of Management, Department of Management and Organization, Cornell University, Ithaca, NY.

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (November 2004). Paper presented by invitation at the Rotman School of Management, Department of Strategic Management and Organization Theory, University of Toronto, Canada.

Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange (March 2004). Paper presented by invitation at the Marshall School of Business, Department of Management and Organization, University of Southern California, Los Angeles, CA.

Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange (November 2003). Paper presented by invitation at the University of Oregon, Eugene, OR.

Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange (April 2002). Paper presented by invitation at the Massachusetts Institute of Technology, Sloan School of Management, Department of Behavioral Policy Sciences, Boston, MA.

Measuring Knowledge Overlap (October 2001). Paper presented by invitation at Rice University, Jesse H. Jones Graduate School of Management, Houston, TX.

Bridging Ties: A Source of Competitive Capabilities in Geographical Clusters (May 1999). Paper presented at the Ecole Supérieure de Commerce, Grenoble, France.

Does Trust Matter? Exploring the Effects of Interorganizational and Interpersonal Trust on Performance (October 1997). Paper presented at the Groups and Organizations Research Seminar, Carnegie Mellon University. (with V. Perrone and A. Zaheer).

The Market for Managerial Capabilities as a Community of Practice: Acquiring Pollution Prevention, Quality Management, and Competitive Scanning Techniques (June 1998). Paper presented at the Carnegie-Wisconsin Knowledge Transfer and Levels of Learning Conference, Carnegie Mellon University, Pittsburgh, PA.

Panel Talks

What trust scholars can learn from network research (August 2018). Panelist in the "Trust Between Individuals and Organizations" Professional Development Workshop at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Chicago, IL.

Cognitive underpinnings of social networks (August 2018). Discussant at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Chicago, IL.

Designing informal networks: Implications for management theory and practice (August 2018). Discussant at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Chicago, IL.

Linking formal organization and informal social structure (August 2017). Discussant at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Atlanta, GA.

Networks at the interface (August 2017). Discussant at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Atlanta, GA.

Networks among Professionals (October 2014). Discussant at the INSEAD Network Evolution conference, Fontainebleu, France.

Networks, Hiring & Organizational Wrongdoing (October 2012). Discussant at the INSEAD Network Evolution conference, Fontainebleu, France.

Thoughts about Absorptive Capacity as a Multilevel Construct (August 2010). Discussant at the Organization and Management Theory Division of the Academy of Management Annual Meetings, Montreal, QC.

Evolution of Multiple Networks (October 2008). Discussant at the INSEAD Network Evolution conference, Fontainebleu, France.

Conference talks after critical review prior to presentation

Dual networking: How to leverage second-order social capital for innovation? (Aug 2018). Paper presented at the Technology and Innovation Management Division of the Academy of Management Annual Meeting, Chicago, IL (with A. ter Wal, P. Criscuola, and A. Salter).

Networks on Venus and Mars: How gender influences the development and consequences of social networks (July 2017). Paper presented at the EGOS conference, Copenhagen, Denmark (with P. Criscuola, A. ter Wal, and B. Silverman).

Division of network ties and innovation (June 2017). Paper presented as Directions Keynote at the DRUID conference, New York, NY (with A. ter Wal, P. Criscuola, and A. Salter).

Division of network ties and innovation (October 2016). Paper presented at the INSEAD Network Evolution conference, Fontainebleu, France (with A. ter Wal, P. Criscuola, and A. Salter).

Mutual and exclusive: Dyadic Sources of Trust in Interorganizational Exchange (August 2016) Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Anaheim, CA (with A. Zaheer and D. Fudge-Kamal).

Trust in the balance: Asymmetric antecedents of interorganizational trust (August 2013) Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Orlando, FL (with A. Zaheer and D. Fudge-Kamal).

Bridging the Knowledge Gap: The Impact of Tie Strength, Network Cohesion, and Network Range (August 2009). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Chicago, IL (with M. Tortoriello and R. Reagans).

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (October 2008). INSEAD Network Evolution conference, Paris, France (with J. Jaffee and M. Tortoriello).

Better with Age? Tie Longevity and the Performance Implications of Bridging and Closure (August 2008). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Anaheim, CA (with J.A.C. Baum and T. Rowley).

Not All Ties Are Equal: The Temporal Dynamics of Social Networks on Law Firm Performance (May 2007). Paper presented at the EURAM annual conference, Paris, France (with J. Jaffee and M. Tortoriello).

Measuring trust as the willingness to pay to avoid vulnerability (November 2005). Paper presented at the Society for Judgment and Decision Making Annual Meeting, Toronto, ON (with R. Weber and J. Radzevick).

The Evolution of Status Hierarchies: Network Dynamics and Status Differentiation (August 2004). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, New Orleans, LA (with M. Tortoriello and V. Perrone).

An Ecology of Employment Ties: Firm Growth in the Nashville Legal Industry, 1933-1978 (August 2004). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, New Orleans, LA (with J. Jaffee and M. Tortoriello).

Networks and Knowledge Transfer: The Transfer Problem Revisited (August 2003). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Seattle, WA (with R. Reagans).

Two Holes in One? Towards Clarification and Empirical Substantiation of Structural Hole Theory (2003). Paper presented at the American Sociological Association Annual Meeting, Atlanta, GA (with R. Reagans and E. Zuckerman).

An Ecology of Employment Ties: Firm Growth in the Nashville Legal Industry, 1933-1978 (May 2003). Paper presented at the Strategy Research Forum conference, St. Louis, MO (with J. Jaffee and M. Tortoriello).

Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange (April 2003). Paper presented at the European Academy of Management conference, Milan, Italy (with V. Perrone and A. Zaheer)

An Ecology of Employment Ties: Firm Growth in the Nashville Legal Industry, 1933-1978 (March 2003). Paper presented at the 23rd Annual International Sunbelt Social Network Conference, Cancun, Mexico (with J. Jaffee and M. Tortoriello).

Networks and Knowledge Transfer: The Transfer Problem Revisited (February 2003). Paper presented at the Organization Science Winter Conference, Steamboat Springs, CO (with R. Reagans).

Networks and Knowledge Transfer: The Transfer Problem Revisited (May 2002). Paper presented at the Strategy Research Forum conference, Solomons Island, MD (with R. Reagans).

Vulnerability and the Asymmetric Nature of Trust in Interorganizational Exchange (April 2001). Paper presented at the Organization and Management Theory Division of the Academy of Management Annual Meeting, Washington, D.C. (with A. Zaheer and V. Perrone).

Trust Asymmetries in Interorganizational Dyads: Exploring Causes and Consequences (November 2000). Paper presented at the INFORMS annual conference, San Antonio, TX (with A. Zaheer and V. Perrone).

Trust Processes in Distributed Groups Over Time (August 2000). Paper presented to the Organizational Behavior Divisions of the Academy of Management Annual Meeting, Toronto, Canada (with J. Wilson and S. Straus)

The Acquisition of Competitive Capabilities as Social Learning (February 2000). Paper presented at the Organization Science Winter Conference, Keystone, CO.

Trust Across the Dyad: Sources of Asymmetry in Interorganizational Exchange (October 1999). Paper presented at the Annual Meetings of the Strategic Management Society, Berlin, Germany. (with A. Zaheer and V. Perrone).

All in due Time: The Development of Trust in Electronic and Face-to-Face Groups (August 1999). Paper presented at the Organizational Communication and Information Systems Division of the Academy of Management, Chicago, IL (with J. Wilson and S. Straus).

The Learning Tree: Network Entrepreneurs and Knowledge Sharing (August 1999). Paper presented to the Business Policy and Strategy and International Management Divisions of the Academy of Management Annual Meeting, Chicago, IL (with R. Reagans).

Determinants of Organizational Relational Capital: The Case of the MNE Subunit (August 1999). Paper presented to the Business Policy and Strategy and the International Management Divisions of the Academy of Management Annual Meeting, Chicago, IL (with T. Kostova and K. Roth).

Bridging Ties: A Source of Competitive Capabilities in Geographical Clusters (August 1998). Paper presented at the Organization and Management Theory Division of the Academy of Management, San Diego, CA (with A. Zaheer).

Contextualized Trust: Organizational and Interorganizational Influences on Interpersonal Trust (August 1998). Paper presented at the Organization and Management Theory Division of the Academy of Management, San Diego, CA (with V. Perrone and A. Zaheer).

The Market for Managerial Capabilities as a Community of Practice: Acquiring Pollution Prevention, Quality Management, and Competitive Scanning Techniques (August 1998). Paper presented at the Organizations and the Natural Environment Division of the Academy of Management, San Diego, CA (with A. Marcus).

Where Does Interorganizational Learning Occur? (June 1998). Paper presented at the INFORMS International Conference, Tel Aviv, Israel. (with A. Marcus).

Assessing the Validity of Ego-centered Network Measures (May 1998). Paper presented at the 18th Annual International Sunbelt Social Network Conference.

Regional Networks and Firm Heterogeneity: An Empirical Analysis of Small Firm Innovativeness in Industrial Districts (September 1997). Paper presented at the Annual Meetings of the Strategic Management Society, Barcelona, Spain. (with A. Zaheer).

Firm Heterogeneity in Industrial Districts: An Empirical Analysis of Regional Institutions and Small Firm Innovativeness (September 1996). Paper presented at the European Science Foundation Conference, Modena, Italy. (with A. Marcus and A. Zaheer).

When Competitors Collaborate: Interorganizational Networks and Third Party Roles in Industrial Districts (August 1996). Paper presented to the Organization and Management Theory Division at the Annual Meetings of the Academy of Management, Cincinnati, OH. (with A. Zaheer).

The Moderating Effects of Mediators: Exploring the Role of Third Parties in Interorganizational Networks (December 1995). Paper presented at the European Science Foundation Conference, Geneva, Switzerland. (with A. Zaheer).

Sources of Strategic Value in Interfirm Exchange: The Role of Trust (October 1995). Paper presented at the Annual Meetings of the Strategic Management Society, Mexico City, Mexico. (with A. Zaheer).

Antitrust Policy and Cooperative R&D: Much Ado About Nothing? (August 1995). Paper presented to the Business Policy and Strategy Division at the Annual Meetings of the Academy of Management, Vancouver, British Columbia. (With S. Balakrishnan, S. Feinberg, and S. Lenway).

With a Little Help From My Friends: Exploring the Link Between Interorganizational and Interpersonal Trust in Interfirm Dyads (August 1994). Paper presented to the Business Policy and Strategy Division at the Annual Meetings of the Academy of Management, Dallas, TX. (with V. Perrone and A. Zaheer).

Trust in Japanese and U.S. Interorganizational Relationships: Cultural or Organizational Antecedents? (September 1993). Paper presented at the Annual Meetings of the Academy of International Business, Maui, Hawaii. (with A. Zaheer and V. Perrone).

Public-Private Partnerships in the Urban Community: An Example of Interorganizational Action (August 1992). Paper presented at the Annual Meetings of the American Sociological Association, Pittsburgh, PA. (with A. Berger, S. Das, T. Fox, J. Galaskiewicz, C. Kamath, and R. Sinclair).

PROFESSIONAL SERVICE

<u>Journals</u>
Associate Editor, Annals of the Academy of Management (2019 -)
Senior Editor, <u>Organization Science</u> (2004 - 2013).
Editorial Review Board, <u>Organization Science</u> (2002-2003), <u>Strategic Organization</u> (2005 - 2018)
Ad-hoc Reviewer, <u>Administrative Science Quarterly</u>, <u>Academy of Management Journal</u>, <u>Academy of Management Review</u>, <u>California Management Review</u>, <u>Management Science</u>, <u>Organization Science</u>, <u>Social Networks</u>, <u>Strategic Management Journal</u>
Ad-hoc Editor, <u>Journal of Trust Research</u>

<u>Meetings & Professional Associations</u>
Teaching Social Networks, Facilitator (2019). Professional Development Workshop at the Annual Meetings of the Academy of Management, Boston, MA.

Teaching Social Networks, Facilitator (2018). Professional Development Workshop at the Annual Meetings of the Academy of Management, Chicago, IL.

Teaching Social Networks, Facilitator (2017). Professional Development Workshop at the Annual Meetings of the Academy of Management, Atlanta, GA.

Teaching Social Networks, Facilitator (2016). Professional Development Workshop at the Annual Meetings of the Academy of Management, Anaheim, CA.

Advanced Networks Research, Faculty Facilitator (August 2016). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Anaheim, CA.

Pluralism Project Canada, Conference Co-organizer (with B. Momani and W. Hejazi) and Discussant (April 2016). Rotman School of Management, Toronto, ON. Supported by the Pierre Elliott Trudeau Foundation.

Bi/Multi-lateral Trust, Discussant (August 2015). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Vancouver, BC.

Power Asymmetries and Trust in Supply Chains (August 2015). Paper presented in Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Vancouver, BC (with A. Zaheer and D. Fudge-Kamal).

Teaching Social Networks, Co-organizer (2015). Professional Development Workshop at the Annual Meetings of the Academy of Management, Vancouver, BC (with M. Gargiulo).

Advanced Networks Research, Faculty Facilitator (August 2015). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Vancouver, BC.

Networks and Formal Organizational Structure, conference co-organizer (January 2015). Conference organized at Imperial College, London (with a. ter Wal).

Teaching Social Networks, Co-organizer (2014). Professional Development Workshop at the Annual Meetings of the Academy of Management, Philadelphia, PA (with M. Gargiulo).

Advanced Networks Research, Faculty Facilitator (August 2014). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Philadelphia, PA.

Teaching Social Networks, Co-organizer (2013). Professional Development Workshop at the Annual Meetings of the Academy of Management, Orlando, FL (with M. Gargiulo).

Advanced Networks Research, Faculty Facilitator (August 2013). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Orlando, FL.

Trust Between Individuals and Organizations, Faculty Facilitator (August 2013). Professional Development Workshop at the Annual Meetings of the Academy of Management, Orlando, FL.

OMT Teaching Roundtables, Faculty Facilitator (2013). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Orlando, FL.

Representative-at-Large, Organization and Management Theory Division, Academy of Management (2009 – 2012).

OMT Teaching Roundtables, Faculty Facilitator (2012). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Boston, MA.

New Doctoral Students Consortium, Faculty Facilitator (August 2012). Professional Development Workshop at the Annual Meetings of the Academy of Management, Boston, MA.

Advanced Networks Research, Faculty Facilitator (August 2012). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Boston, MA.

OMT-MOC Doctoral Student Consortium, co-organizer (August 2011). Consortium organized at the Annual Meetings of the Academy of Management, San Antonio, TX (with S. Brickson).

New Doctoral Students Consortium, Faculty Facilitator (August 2011). Professional Development Workshop at the Annual Meetings of the Academy of Management, San Antonio, TX.

Advanced Networks Research, Faculty Facilitator (August 2010). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Montreal, QC.

New Perspectives on Organization Science (August 2010). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Montreal, QC.

OMT Doctoral Consortium, Faculty Facilitator (August 2010). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Montreal, QC.

OMT New Faculty Consortium, Faculty Facilitator (August 2009). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Chicago, IL.

Raising the Bar on Trust Research (August 2007). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Philadelphia, PA (with L. Poppo).

BPS New Faculty Consortium, Faculty Facilitator (August 2007). Professional Development Workshop organized at the Annual Meetings of the Academy of Management, Philadelphia, PA.

Heeding the Call for a Good Network Theory of Organization: In Search of the Origins and Evolution of Social Network Structures (May 2007). Conference track organized at the EURAM annual conference, Paris, France (with G. Soda).

Strategy Research Forum (May 2006). Egg Harbor, NJ (with W. Henisz, M. Ryall, R. Sampson).

Strategy Research Forum (April 2005). Athens, GA (with W. Henisz, P. Roberts, R. Sampson).

Building and Rebuilding Trust: State of the Science, Research Directions, and Managerial Interventions (August 2003), Professional Development Workshop sponsored by the Conflict Management and Human Resource divisions of the Academy of Management, Annual Meeting, Seattle, WA.

OMT Doctoral Consortium, Faculty Facilitator (August 2002), Professional Development Workshop sponsored by the Business Policy and Planning division of the Academy of Management, Annual Meeting, Denver, CO.

Cranfield and Sam Walton Conversations on Knowledge Management (August 2002),
Professional Development Workshop sponsored by the Organization and Management
Theory, Business Policy and Planning, and Technology and Innovation Management
divisions of the Academy of Management, Annual Meeting, Denver, CO.

AIM Workshop on Innovation and Networks Crossing Organizational Boundaries, conference
co-organizer (May 2009). Conference organized at Imperial College, London (with P.
Criscuolo and A. Salter).

Knowledge Management: Creating, Retaining, and Transferring Knowledge (September 2001).
Conference organized in conjunction with special issue of Management Science,
Carnegie Mellon University, Pittsburgh, PA (with L. Argote and R. Reagans).

Trust in an Organization Context (June 2001). Conference organized in conjunction with special
issue of Organization Science, Lake Como, Italy (with A. Zaheer and V. Perrone).

Trust & Governance in Interorganizational Relations (November 2000). Symposium organized
at the INFORMS annual conference, San Antonio, TX.

Dissecting Trust: Empirical Insights & Methodological Advances (August 2000). Symposium
organized at the Organizational Behavior Divisions of the Academy of Management
Annual Meeting, Toronto, Canada.

PhD Student Advising
Andy Back, (2017-present), thesis advisor, University of Toronto, Rotman School of
Management
Leandro Pangeluppe (2017-present), thesis committee member, University of Toronto, Rotman
School of Management
Carlos Inoue, final oral exam committee member, University of Toronto, Rotman School of
Management
Jessica Burshell (2017), thesis committee member, University of Toronto, Rotman School of
Management
Kwangjune Ahn (2017), final oral exam committee member, University of Toronto, Rotman
School of Management
Jillian Chown (2016), final oral exam committee member, University of Toronto, Rotman
School of Management
Sandra Barbosu (2016), final oral exam committee member, University of Toronto, Rotman
School of Management
Bill Foster (2015), thesis advisor, University of Toronto, Rotman School of Management
Octavio Martinez (2014), final oral exam committee member, University of Toronto, Rotman
School of Management
Elizabeth Lyons (2014), final oral exam committee member, University of Toronto, Rotman
School of Management
Hwanyi Zhu (2014/15), thesis committee member, University of Toronto, Rotman School of
Management

Kwangjune Ahn (2013), mentor, University of Toronto, Rotman School of Management
Darcy Fudge-Kamal (2013), thesis committee member, University of Minnesota, Carlson School of Management
Elena Kulchina (2012), final oral exam committee member, University of Toronto, Rotman School of Management
Jillian Chown (2010/11), mentor, University of Toronto, Rotman School of Management
Jay Horwitz (2011), thesis committee member, University of Toronto, Rotman School of Management
Herman van den Berg (2007), thesis committee member, University of Toronto, Faculty of Information Studies.
Marco Tortoriello (2006), thesis co-advisor, Carnegie Mellon University, Tepper School of Business
Eleanor Lewis (2003), thesis committee member, Carnegie Mellon University, Social & Decision Sciences
Ron Ophir (2003), thesis committee member, Carnegie Mellon University, Graduate School of Industrial Administration
Jeanne Wilson (2001), thesis committee member, Carnegie Mellon University, Graduate School of Industrial Administration
Lille Springall-Gautier (2000), thesis committee member, Carnegie Mellon University, Graduate School of Industrial Administration
Tiziana Casciaro, (1999), thesis committee member, Carnegie Mellon University, Social & Decision Sciences

External Referee for Promotion/Tenure
Carnegie Mellon University, 2015, 2018
University of Pennsylvania, Wharton 2010, 2018
University of Kentucky, 2018
Rutgers, 2017
George Washington University, 2017
London Business School, 2016
Yale, 2016
Georgetown, 2016
INSEAD, 2016
Georgetown University, 2015
University of North Carolina at Chapel Hill, 2015
INSEAD, 2015
Bocconi University, 2015
University of Michigan, Ross School of Business 2014
York University, 2013
INSEAD, 2012
University of California, Davis, Graduate School of Management 2011
University of California, Davis, Graduate School of Management 2009
University of Pennsylvania, Wharton 2010
Tel-Aviv College of Management Academic Studies, School of Business Administration 2005

Rotman Service & Committees
Rotman Executive Committee (2019 – present)
Strategy Area Ph.D. Coordinator (2013 – 2019)
Rotman Ph.D. Committee (2013 – 2019)
Rotman Fulltime MBA Orientation (networking exercise) (2013 – present)
Rotman Partime MBA/MFIN (networking exercise) (2017)
Rotman EMBA/Omnium (networking exercise) (2017 - present)
Rotman Fulltime MBA Career Centre, Networking Exercise (2018)
Rotman Commerce Career Centre, Networking Exercise (2018)
Rotman Ph.D. Committee, Chair (2014 – 2016)
Rotman Brand Positioning Committee (2016 – 2017)
Graduate Department of Management Executive Committee (2014 – 2016)
Dean's Consultative Committee (2014-2015)
Chair, Strategy Faculty Recruiting (2010 – 2012)
Workload Committee (2011/12)
Strategy Faculty Recruiting (2006/07 – 2007/08, 2009/10 - present)
MBA Admissions & Standards Committee (2006/07)
Integrative Thinking Advisory Committee (2007/08)
Master's Program Committee (2009/10)

University Service
Final Oral Examination Committee (Katelyn Bryant), Chair (September 2018)

Connaught International Scholarship Awards Committee, School of Graduate Studies, Rotman
    Representative (2016)

AWARDS, PRIZES, HONORS
2018   Excellence in Teaching Award, Rotman MBA Program
2017   Excellence in Teaching Award, Rotman MBA Program
2016   Excellence in Teaching Award, Rotman MBA Program
2015   Excellence in Teaching Award, Rotman MBA Program
2015   Highly Cited Researcher, Thompson-Reuters
2014   Highly Cited Researcher, Thompson-Reuters
2013   Excellence in Teaching Award, Rotman MBA Program
2012   Excellence in Teaching Award, Rotman MBA Program
2011   Excellence in Teaching Award, Rotman MBA Program
2010   Excellence in Teaching Award, Rotman MBA Program
2009   AIM Visiting International Fellow, Imperial College London
2008   Excellence in Teaching Award, Rotman MBA Program
2006   Excellence in Teaching Award, Rotman MBA Program
2004   Roman Weil Prize, Tepper School of Business (awarded each year for the best empirical
       paper by an untenured faculty member)
1999   Xerox Chair: GSIA, Carnegie Mellon University (awarded each year to an untenured
       faculty member in recognition of research accomplishments)

1996 Doctoral Dissertation Fellowship: Ewing Marion Kauffman Foundation, Center for Entrepreneurial Leadership

INDUSTRY EXPERIENCE

1990-1991 *Computer Consultant* at Clarkson University, Potsdam, N.Y.

1986-1990 *Senior Consultant* at Andersen Consulting, New York, N.Y.

1985-1986 *Intern* at Xerox Corporation, Rochester, N.Y.