

CURRICULUM VITAE
OLIVER SCHILKE

The University of Arizona

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EDUCATION

UNIVERSITY OF CALIFORNIA, LOS ANGELES	
<i>Ph.D. in Sociology</i> , Majors—Economic Sociology, Sociology of Culture	2014
<i>Master of Arts in Sociology</i>	2010
STANFORD UNIVERSITY	
<i>Postdoctoral Research Fellow</i> , Department of Sociology/Institute for Research in the Social Sciences (IRiSS)	2007-09
WITTEN/HERDECKE UNIVERSITY, Germany	
<i>Doctor rerum politicarum</i> (Ph.D. in Management), Major—Management	2007
HHL – LEIPZIG GRADUATE SCHOOL OF MANAGEMENT, Germany	
<i>Diplom-Kaufmann</i> (Master of Science in Management), Majors—Management, Finance	2003
UNIVERSITY OF SIEGEN, Germany	
<i>Vordiplom Wirtschaftswissenschaften</i> (Intermediate Diploma in Business Administration)	2001

ACADEMIC EMPLOYMENT

UNIVERSITY OF ARIZONA	
<i>Professor (with tenure)</i> , Eller College of Management, Department of Management and Organizations	2023-Present
<i>Director</i> , Center for Trust Studies	2020-Present
<i>Professor (by courtesy)</i> , School of Sociology	2014-Present
<i>Associate Professor (with tenure)</i> , Eller College of Management, Department of Management and Organizations	2020-2023
<i>Assistant Professor (tenure tack)</i> , Eller College of Management, Department of Management and Organizations	2014-2020
UNIVERSITY OF CALIFORNIA, LOS ANGELES	
<i>Visiting Scholar</i> with Michael Darby, Anderson School of Management	2014
<i>Research Assistant</i> to Lynne Zucker, Center for International Science, Technology and Cultural Policy	2011-2014
<i>Teaching Assistant</i> to Lynne Zucker, Department of Sociology	2012
<i>Research Assistant</i> to Gabriel Rossman, Department of Sociology	2011
STANFORD UNIVERSITY	
<i>Postdoctoral Research Fellow</i> , Department of Sociology/Institute for Research in the Social Sciences (IRiSS)	2007-09
<i>Visiting Scholar</i> with Karen Cook, Department of Sociology	2005
GERMAN UNIVERSITY OF ADMINISTRATIVE SCIENCE, Speyer, Germany	
<i>Research Assistant</i> , Institute for Information and Communication Management	2004-06
WITTEN/HERDECKE UNIVERSITY, Germany	
<i>Research Assistant</i> , Institute for Management and Corporate Development	2003-04

VISITING POSITIONS

STANFORD UNIVERSITY	
<i>External Faculty Affiliate</i> , Institute for Research in the Social Sciences (IRiSS)	2023-Present
TECNOLÓGICO DE MONTERREY	
<i>Distinguished Visiting Professor</i> , Leadership and Effective Organizations Group	2022-Present

RESEARCH INTERESTS

- Trust
- Microfoundations of organization theory
- Organizational routines/capabilities
- Institutional theory
- Collaboration between individuals and between organizations

PUBLICATIONS

Refereed Journal Articles

- Schilke, Oliver, & Martin Reimann. Forthcoming. "The transparency dilemma: how AI disclosure erodes trust." *Organizational Behavior and Human Decision Processes*.
- Schilke, Oliver, & Fabrice Lumineau. Forthcoming. "How organizational is interorganizational trust?" *Academy of Management Review*.
- Schilke, Oliver, Philip Evans, & Marcos Aguiar. Forthcoming. "The modular architecture of organizational trust in the digital age." *Strategic Management Review*.
- Engelen, Andreas, Oliver Schilke, Verena Rieger, & Michael Engels. Forthcoming. "A temporally contingent view of dynamic managerial capabilities in new ventures." *Managerial and Decision Economics*.
- Schilke, Oliver, & Gabriel Rossman. 2024. "Honor among crooks: the role of trust in obfuscated disreputable exchange." *American Sociological Review*, 89(2), 391-419.
- Evans, Jon, & Oliver Schilke. 2024. "Power framing and the exploration-exploitation dilemma." *Organization Science*, 35(1), 346-363.
- Levine, Sheen S., Oliver Schilke, Olenka Kacperczyk, & Lynne G. Zucker. 2023. "Primer for experimental methods in organization theory." *Organization Science*, 34(6), 1997-2025.
- Schilke, Oliver, Andrew Powell, & Maurice Schweitzer. 2023. "A review of experimental research on organizational trust." *Journal of Trust Research*, 13(2), 102-139.
- Piezunka, Henning, & Oliver Schilke. 2023. "The dual function of organizational structure: aggregating and shaping individuals' votes." *Organization Science*, 34(5), 1914-1937.
- Lumineau, Fabrice, Oliver Schilke, & Wenqian Wang. 2023. "Organizational trust in the age of the Fourth Industrial Revolution: shifts in the nature, production, and targets of trust." *Journal of Management Inquiry*, 32(1), 21-34.
- Reimann, Martin Christoph Hüller, Oliver Schilke, & Karen S. Cook. 2022. "Impression management attenuates the effect of ability on trust in economic exchange." *Proceedings of the National Academy of Sciences*, 119(30), e2118548119.
- Krishnan, Rekha, Karen S. Cook, Rajiv Kozhikode, & Oliver Schilke. 2021. "An interaction ritual theory of social resource exchange: evidence from a Silicon Valley accelerator." *Administrative Science Quarterly*, 66(3), 659-710.
- Schilke, Oliver, Martin Reimann, & Karen Cook. 2021. "Trust in social relations." *Annual Review of Sociology*, 47, 239-259.
- Yoo, Taeyoung, Oliver Schilke, & Reinhard Bachmann. 2021. "Neither acquiescence nor defiance: Tuscan wineries' "flexible reactivity" to the Italian government's quality regulation system." *British Journal of Sociology*, 72(5), 1430-1447.
- Haack, Patrick, Oliver Schilke, & Lynne G. Zucker. 2021. "Legitimacy revisited: disentangling propriety, validity, and consensus." *Journal of Management Studies*, 58(3), 749-781.

- Lumineau, Fabrice, Wenqian Wang, & Oliver Schilke. 2021. "Blockchain governance - a new way of organizing collaborations?" *Organization Science*, 32(2), 500-521.
- Schilke, Oliver, & Han Jiang. 2019. "Embeddedness across governance modes: is there a link between pre-merger alliances and divestitures?" *Academy of Management Discoveries*, 5(2), 1-15.
- Schilke, Oliver, & Gabriel Rossman. 2018. "It's only wrong if it's transactional: moral perceptions of obfuscated exchange." *American Sociological Review*, 83(6), 1079-1107.
- Schilke, Oliver, & Laura Huang. 2018. "Worthy of swift trust? How brief interpersonal contact affects trust accuracy." *Journal of Applied Psychology*, 103(11), 1181-1197.
- Schilke, Oliver. 2018. "A micro-institutional inquiry into resistance to environmental pressures." *Academy of Management Journal*, 61(4), 1431-1466.
- Schilke, Oliver, & Fabrice Lumineau. 2018. "The double-edged effect of contracts on alliance performance." *Journal of Management*, 44(7), 2827-2858.
- Schilke, Oliver, Songcui Hu, & Constance Helfat. 2018. "Quo vadis, dynamic capabilities? A content-analytic review of the current state of knowledge and recommendations for future research." *Academy of Management Annals*, 12(1), 390-439.
- Lumineau, Fabrice, & Schilke, Oliver. 2018. "Trust development across levels of analysis: an embedded-agency perspective." *Journal of Trust Research* (Invited Article), 8(2), 238-248.
- Reimann, Martin, Oliver Schilke, & Karen S. Cook. 2017. "Trust is heritable, whereas distrust is not." *Proceedings of the National Academy of Sciences*, 114(27), 7007-7012.
- Schilke, Oliver, Gunnar Wiedenfels, Malte Brettel, & Lynne G. Zucker. 2017. "Interorganizational trust production contingent on product and performance uncertainty." *Socio-Economic Review*, 15(2), 307-330.
- Schilke, Oliver, Martin Reimann, & Karen S. Cook. 2015. "Power decreases trust in social exchange." *Proceedings of the National Academy of Sciences*, 112(42), 12950-12955.
- Schilke, Oliver, & Karen S. Cook. 2015. "Sources of alliance partner trustworthiness: integrating calculative and relational perspectives." *Strategic Management Journal*, 36 (2), 276-297.
- Schilke, Oliver. 2014. "Second-order dynamic capabilities: how do they matter?" *Academy of Management Perspectives*, 28(4), 368-380.
- Rossman, Gabriel, & Oliver Schilke. 2014. "Close, but no cigar: the bimodal rewards to prize-seeking." *American Sociological Review*, 79(1), 86-108.
- Schilke, Oliver. 2014. "On the contingent value of dynamic capabilities for competitive advantage: the nonlinear moderating effect of environmental dynamism." *Strategic Management Journal*, 35(2), 179-203.
- Schilke, Oliver, Martin Reimann, & Karen S. Cook. 2013. "Effect of relationship experience on trust recovery following a breach." *Proceedings of the National Academy of Sciences*, 110(38), 15236-15241.
- Schilke, Oliver, & Karen S. Cook. 2013. "A cross-level process theory of trust development in interorganizational relationships." *Strategic Organization*, 11(3), 281-303.
- Kemper, Jan, Oliver Schilke, & Malte Brettel. 2013. "Social capital as a micro-level origin of organizational capabilities." *Journal of Product Innovation Management*, 30(3), 589-603.
- Kemper, Jan, Oliver Schilke, Martin Reimann, Xuyi Wang, & Malte Brettel. 2013. "Competition-motivated corporate social responsibility." *Journal of Business Research*, 66(10): 1954-1963.
- Homburg, Christian, Martin Klarmann, Martin Reimann, & Oliver Schilke. 2012. "What drives key informant accuracy?" *Journal of Marketing Research*, 49(4): 594-608.
- Schilke, Oliver, & Bernd W. Wirtz. 2012. "Consumer acceptance of service bundles: an empirical investigation in the context of broadband triple play." *Information & Management*, 49(2): 81-88.
- Brettel, Malte, Andreas Engelen, Thomas Müller, & Oliver Schilke. 2011. "Distribution channel choice of new entrepreneurial ventures." *Entrepreneurship Theory and Practice*, 35(4): 683-708.

- Reimann, Martin, Oliver Schilke, Bernd Weber, Carolin Neuhaus, & Judy Zaichkowsky. 2011. "Functional magnetic resonance imaging in consumer research: a review and application." *Psychology and Marketing*, 28(6): 608-637.
- Schilke, Oliver, & Anthony Goerzen. 2010. "Alliance management capability: an investigation of the construct and its measurement." *Journal of Management*, 36(5): 1192-1219.
- Reimann, Martin, Oliver Schilke, & Jacquelyn S. Thomas. 2010. "Toward an understanding of industry commoditization: its nature and role in evolving marketing competition." *International Journal of Research in Marketing*, 27(2): 188-197.
- Wirtz, Bernd W., Oliver Schilke, & Sebastian Ullrich. 2010. "Strategic development of business models: implications of the Web 2.0 for creating value on the Internet." *Long Range Planning*, 43(2-3): 272-290.
- Schierz, Paul G., Oliver Schilke, & Bernd W. Wirtz. 2010. "Understanding consumer acceptance of mobile payment services: an empirical analysis." *Electronic Commerce Research and Applications*, 9(3): 209-216.
- Reimann, Martin, Oliver Schilke, & Jacquelyn S. Thomas. 2010. "Customer relationship management and firm performance: the mediating role of business strategy." *Journal of the Academy of Marketing Science*, 38(3): 326-346.
- Schilke, Oliver, Martin Reimann, & Jacquelyn S. Thomas. 2009. "When does international marketing standardization matter to firm performance?" *Journal of International Marketing*, 17(4): 24-46.
- Schilke, Oliver. 2009. "Organisationale Einflussfaktoren des Allianzerfolgs – Eine empirische Analyse auf Basis des Resource-based View." (Organizational level antecedents to alliance success – an empirical analysis drawing from the resource-based view) *Zeitschrift für Betriebswirtschaft*, 79(4): 527-550.
- Homburg, Christian, Oliver Schilke, & Martin Reimann. 2009. "Triangulation von Umfragedaten in der Marketing- und Managementforschung: Inhaltsanalyse und Anwendungshinweise." (Triangulation of survey data in marketing and management research: content analysis and recommendations for future research) *Die Betriebswirtschaft*, 69(2): 173-193.
- Schilke, Oliver, & Bernd W. Wirtz. 2008. "Allianzfähigkeit - Eine Analyse zur Operationalisierung und Erfolgswirkung." (Alliance capability - Operationalization and performance impact) *Schmalenbachs Zeitschrift für betriebswirtschaftliche Forschung*, 60(8): 479-516.
- Sammerl, Nadine, Bernd W. Wirtz, & Oliver Schilke. 2008. "Innovationsfähigkeit von Unternehmen." (Innovation capability of firms) *Die Betriebswirtschaft*, 68(2): 131-158.
- Schilke, Oliver, & Martin Reimann. 2007. "Neuroökonomie – Entwicklungslinien, Methoden und betriebswirtschaftliche Anwendungsfelder." (Neuroeconomics – Development of the field, methods, and application in business research) *Journal für Betriebswirtschaft*, 57 (3-4), 247-262.
- Wirtz, Bernd W., Alexander Mathieu, & Oliver Schilke. 2007. "Strategy in high-velocity environments." *Long Range Planning*, 40(3): 295-313.
- Giere, Jens, Bernd W. Wirtz, & Oliver Schilke. 2006. "Mehrdimensionale Konstrukte: Konzeptionelle Grundlagen und Möglichkeiten ihrer Analyse mithilfe von Strukturgleichungsmodellen." (Multidimensional constructs – Relevance and application in structural equation modeling) *Die Betriebswirtschaft*, 66(6): 678-695.

Scholarly Monographs

- Wang, Wenqian, Fabrice Lumineau, & Oliver Schilke. 2022. *Blockchains: strategic implications for contracting, trust, and organizational design*. Cambridge: Cambridge University Press.

Chapters in Scholarly Books and Collections

- Schilke, Oliver, Zeyu Xue, & Patrick Haack. Forthcoming. "Legitimacy construction in the presence of multiple validity cues: an experimental investigation." In J. E. Stets, K. A. Hegtvedt, & L. Doan (Eds.), *Handbook of social psychology: micro, meso, and macro perspectives*. Oxford University Press.

- Schilke, Oliver, Martin Reimann, & Karen Cook. 2024. "The sociology of trust in social relations." In R. Mayer, & B. Mayer (Eds.), *A research agenda for trust: interdisciplinary perspectives*. Edward Elgar, 105-117.
- Bitektine, Alex, Jeff Lucas, Oliver Schilke, & Brad Aeon. 2022. "Experiments in organization and management research." *Oxford Research Encyclopedia of Business and Management*.
- Zucker, Lynne G., & Oliver Schilke. 2020. "Towards a theory of micro-institutional processes: forgotten roots, links to social-psychological research, and new ideas." *Research in the Sociology of Organizations*, 65B, 371-389.
- Bitektine, Alex, Jeff Lucas, & Oliver Schilke. 2018. "Institutions under a microscope: experimental methods in institutional theory." In A. Bryman, & D. A. Buchanan (Eds.), *Unconventional methodology in organization and management research*. Oxford: Oxford University Press, 147-167.
- de Jong, Bart A., David P. Kroon, & Oliver Schilke. 2017. "The future of organizational trust research: a content-analytic synthesis of scholarly recommendations and review of recent developments." In P. A. M. Van Lange, B. Rockenbach, & T. Yamagishi (Eds.), *Trust in social dilemmas*. Oxford: Oxford University Press, 173-194.
- Neal, Tess M.S., Ellie Shockley, & Oliver Schilke. 2015. "The 'dark side' of institutional trust." In E. Shockley, T. M. S. Neal, B. H. Bornstein, & Pytlik Zillig, L. M. (Eds.), *Interdisciplinary perspectives on trust: towards theoretical and methodological integration*. New York, NY: Springer, 177-191.
- Reimann, Martin, & Oliver Schilke. 2014. "Commoditization." In C. L. Cooper (Ed.), *Wiley encyclopedia of management*. 3rd Edition. Volume 9: Marketing. Hoboken, NJ: Wiley, 80.
- Reimann, Martin, & Oliver Schilke. 2011. "Product differentiation by aesthetic and creative design: a psychological and neural framework of design thinking." In H. Plattner, C. Meinel, & L. Leifer (Eds.), *Design thinking: understand, improve, apply*. Berlin: Springer, 45-57.
- Wirtz, Bernd W., & Oliver Schilke. 2008. "Mergers & Acquisitions." In H. Corsten, & R. Gössinger (Eds.), *Lexikon der Betriebswirtschaftslehre*. Munich: Oldenbourg, 533-535.
- Wirtz, Bernd W., & Oliver Schilke. 2007. "Kundenbindung durch E-Services." (Customer retention through e-services) In C. Homburg, & M. Bruhn (Eds.), *Handbuch Kundenbindungsmanagement*. Wiesbaden: Gabler, 529-548.
- Wirtz, Bernd W., & Oliver Schilke. 2006. "Struktur und Ablauf des Akquisitionsmanagements." (Structure and process of acquisitions management) In B.W. Wirtz (Ed.), *Mergers & acquisitions management*. Wiesbaden: Gabler, 317-337.
- Reimann, Martin, Malte Brettel, & Oliver Schilke. 2006. "International post-merger integration." In B. W. Wirtz (Ed.), *Mergers & acquisitions management*. Wiesbaden: Gabler, 931-956.
- Wirtz, Bernd W., & Oliver Schilke. "Ansätze des Kundenwertmanagements." (Approaches to customer equity management) In B.W. Wirtz (Ed.), *Integriertes Marken- und Kundenwertmanagement*. Wiesbaden: Gabler, 19-55.

Teaching Cases

- Rossman, Gabriel, Oliver Schilke, & Julian J. Zlatev. 2024. "Dungeons & Dragons: repairing ecosystem trust." Harvard Business School Case 924-008, March 2024.
- Arantes, Maria, Oliver Schilke, & Gabriel Rossman. 2025. "Incognito Market: trust among criminals?" Ivey Publishing Case W39470, January 2025.

Other Publications

- Schilke, Oliver, & Fabrice Lumineau. Forthcoming. "Unpacking the role of organizational actorhood in interorganizational trust: a reply to "Looking behind the continuum: an institutional economics perspective on Schilke and Lumineau's 'How organizational is interorganizational trust?'" *Academy of Management Review*.

- Schilke, Oliver, & Constance E. Helfat. Forthcoming. "Unlocking dynamic capabilities: pathways for empirical research." *Journal of Management Scientific Reports*.
- Schilke, Oliver. 2025. Book review of "Peter H. Kim. How trust works: the science of how relationships are built, broken, and repaired." *Administrative Science Quarterly*, 70(1): NP19-NP21.
- Aguiar, Marcos, Jeff Kiderman, Harsha Chandra Shekar, & Oliver Schilke. 2024. "Safeguarding trust in a digital ecosystem." *Journal of Business Strategy*, 45(5): 356-362.
- Schilke, Oliver. 2024. "Trust in the shadows: How loyalty fuels illicit economic transactions." *The Conversation*. April 26, 2024.
- Krishnan, Rekha, Karen S. Cook, Rajiv Kozhikode, & Oliver Schilke. 2023. "An abductive mixed-methods approach to studying generalized exchange in a start-up accelerator." *Sage Research Methods*, March 21, 2023.
- Lumineau, Fabrice, Oliver Schilke, & Wenqian Wang. 2022. "Rethinking trust in the age of digitisation." *LSE Business Review*, December 5, 2022.
- Schilke, Oliver, Reinhard Bachmann, Kirsimarja Blomqvist, Rekha Krishnan, & Jörg Sydow. 2022. "Call for papers—special issue on trust in uncertain times." *Organization Studies*.
- Lumineau, Fabrice, Wenqian Wang, Oliver Schilke, & Laura Huang. 2021. "How blockchain can simplify partnerships." *Harvard Business Review* (Digital Edition), April 9, 2021.
- Lumineau, Fabrice, Wenqian Wang, & Oliver Schilke. 2021. "Blockchains can change the way we collaborate." *LSE Business Review*, January 14, 2021.
- Schilke, Oliver, Sheen S. Levine, Olenka Kacperczyk, & Lynne G. Zucker. 2019. "Call for papers—special issue on experiments in organizational theory." *Organization Science*, 30(1), 232-234.
- Reimann, Martin, Oliver Schilke, Ryne Estabrook, & Karen S. Cook. 2018. "Reply to Goldfarb et al.: on the heritability and socialization of trust and distrust." *Proceedings of the National Academy of Sciences*, 115(10), E2151-E2152.
- Rossman, Gabriel, & Oliver Schilke. 2016. "How ratings and awards do (and don't) benefit companies." *Harvard Business Review* (Digital Edition), October 26, 2016.
- Reprinted as:
Rossman, Gabriel, & Oliver Schilke. 2017. "Die Macht der Sterne." (The power of stars) *Harvard Business Manager*, 4/2017, 10-12.
- Schilke, Oliver, Martin Reimann, & Karen S. Cook. 2016. "Reply to Wu and Wilkes: power, whether situational or durable, decreases both relational and generalized trust." *Proceedings of the National Academy of Sciences*, 113(11), E1418.
- Reimann, Martin & Oliver Schlike. 2015. "Who you gonna trust: how power affects our faith in others." *The Conversation*, October 5, 2015.
- Cook, Karen S., & Oliver Schilke. 2010. "The role of public, relational and organizational trust in economic affairs." *Corporate Reputation Review* (Invited Article), 13(2): 98-109.
- Reprinted in:
J. B. Harris, B. Moriarty, & A. C. Wicks (Eds.). 2014. *Public trust in business*. Cambridge: Cambridge University Press, 154-175.
M. Cockell, J. Billotte, F. Darbellay, & F. A. Waldvogel (Eds.). 2011. *Common knowledge: the challenge of transdisciplinarity*. Lausanne: EPFL Press, 3-14.
- Hult, G. Tomas M., Martin Reimann, & Oliver Schilke. 2009. "Worldwide faculty perceptions of marketing journals: rankings, trends, comparisons, and segmentations." *Global Edge Business Review*, 3(3): 1-23.
- Wirtz, Bernd W., Oliver Schilke, & Tobias Büttner. 2004. "Channel-Management: Multi oder Mono?" (Channel management: multi or mono?) *absatzwirtschaft*, (2): 46-49.

WORK IN PROGRESS

- Oliveira, Nuno, Oliver Schilke, Fabrice Lumineau, & Baofeng Huo. "The influence of power on trust in buyer–supplier relationships: an actor–partner interdependence approach." Minor revision, *Production & Operations Management*.
- Schilke, Oliver, & Bill McEvily. "Impersonal trust." Minor revision, In S. D. Schafheitle, L. Van der Werff, & J. A. Hamm (Eds.), *Trust encyclopedia*. Edward Elgar.
- Aguiar, Marcos, Oliver Schilke, Russell Dubner, Amanda B. M. Barros Ambrogini, & Jeff Kiderman. "Breaches of stakeholder trust and the long road to recovery." Major revision, *Business Horizons*.
- Schilke, Oliver, & Henning Piezunka. "The social perception of multiplex ties."
- Tarziján, Jorge, Bryan Husted, & Oliver Schilke. "Multidimensional corporate purpose: leveraging complementarities and balancing trade-offs."
- Li, Toby, Oliver Schilke, & Fabrice Lumineau. "Kickstarting collaboration: active trust production in interorganizational relationships."
- Kruse, Sebastian, Andrea Greven, Simon Fey, Steffen Strese, Oliver Schilke, & Malte Brettel. "Uncertainty resolution and strategic change: a behavioral real options view."
- Rossman, Gabriel, & Oliver Schilke. "Where there's smoke, there's fire."
- Schilke, Oliver, Sijun Kim, & Sarah P. Doyle "The impact of trust on status."

SELECTED SCHOLARLY PRESENTATIONS

Submitted Conference Presentations (Limited to 2014 to Present)

- "Kickstarting collaboration: active trust production in interorganizational relationships." Presented at the Economic Sociology Conference, Houston, TX, November 1-2, 2024.
- "The influence of power on trust in buyer–supplier relationships: an actor-partner interdependence approach." Presented at the Academy of Management Meeting 2024, Chicago, IL, August 9-13, 2024.
- "Trust of and in organizations: An institutional account." Presented at the Academy of Management Meeting 2023, Boston, MA, August 4-8, 2023.
- "The role of trust in the obfuscation of disreputable exchange." Presented at the Reputation Symposium 2022, Oxford, August 30-September 1, 2022.
- "The sociology of trust." Presented at the 11th First International Network on Trust (FINT) Workshop on Trust Within and Between Organizations, Charleston, SC, March 10-12, 2022.
- "The organizationality of trust in interorganizational relationships." Presented at the 11th First International Network on Trust (FINT) Workshop on Trust Within and Between Organizations, Charleston, SC, March 10-12, 2022.
- "The effect of organizational aggregation structures on individuals' voting behavior: an experimental investigation." Presented at the 37th European Group for Organizational Studies Colloquium, Amsterdam, July 8-10, 2021.
- "A temporally contingent view of social capital in new ventures." Presented at the 2019 Economic Sociology Conference, Emory University, Atlanta, GA, September 27, 2019.
- "A temporally contingent view of dynamic managerial capabilities in new ventures." Presented at the 2019 Organization Science Winter Conference, Phoenix, AZ, February 28-March 2, 2019.
- "A contingent view of social capital as a dynamic managerial capability in new entrepreneurial ventures." Presented at the 2018 Strategic Management Society Annual Conference, Paris, September 22-25, 2018.

- "Social support ties among strategic actors? Tie formation dynamics among nascent entrepreneurs." Presented at the 2018 Academy of Management Meeting, Chicago, IL, August 10-14, 2018.
- "The theory-method gap in organizational legitimacy research: a critical review, synthesis, and directions for future research." Presented at the 2016 Annual Meeting of the American Sociological Association, Seattle, WA, Aug 20-23, 2016.
- "A micro-institutional inquiry into the effect of organizational identity on resistance to mimetic pressures." Presented at the 2016 Annual Group Processes Conference, Seattle, WA, Aug 19, 2016.
- "Acquiescent defiance: Tuscan wineries' partial reactivity to the Italian government's quality regulation system." Presented at the 2016 Academy of Management Meeting, Anaheim, CA, Aug 5-9, 2016.
- "Acquiescent defiance: Tuscan wineries' partial reactivity to the Italian government's quality regulation system." Presented at the 2015 Annual Meeting of the American Sociological Association, Organizations Track, Chicago, IL, Aug 22-25, 2015.
- "Organizational identity and resistance to environmental pressures." Presented at the 2015 Annual Meeting of the American Sociological Association, Organizations Track, Chicago, IL, Aug 22-25, 2015.
- "Organizational identity and resistance to environmental pressures." Presented at the 2015 Academy of Management Meeting, Vancouver, Aug 7-11, 2015 (*selected one of the Best Papers, OMT Division*).
- "Second-order dynamic capabilities: how do they matter?" Presented at the 2015 Academy of Management Meeting, Vancouver, Aug 7-11, 2015.
- "The double-edged effect of contracts on alliance performance." Presented at the 2014 Academy of Management Meeting, Philadelphia, PA, Aug 1-5, 2014.
- "Measuring market strategy through predicted values." Presented at the 2014 Academy of Management Meeting, Philadelphia, PA, Aug 1-5, 2014.
- "Sources of alliance partner trustworthiness: integrating calculative and relational perspectives." Presented at the National Science Foundation Workshop on Institutional Trust and Confidence, Lincoln, NE, Apr 26-27, 2014.

Invited Talks

CARNEGIE MELLON UNIVERSITY	
<i>Tepper School of Business, Organizational Behavior and Theory Area</i>	2024
UNIVERSITY OF CALIFORNIA, IRVINE	
<i>Paul Merage School of Business, Organizations and Management Area</i>	2024
UNIVERSITY OF ARIZONA	
<i>Cognitive Science Colloquium</i>	2024
RICE UNIVERSITY	
<i>Jones Graduate School of Business, Organizational Behavior Area</i>	2022
CORNELL UNIVERSITY	
<i>Industrial and Labor Relations School, Department of Organizational Behavior</i>	2022
EXPERIMENTAL ORGANIZATION SCIENCE FORUM	
<i>Zoom Seminar Series</i>	2022
BOCCONI UNIVERSITY	
<i>Department of Management & Technology</i>	2021
UNIVERSITY OF NAVARRA	
<i>IESE Business School, Strategic Management Department</i>	2020
UNIVERSITY OF PENNSYLVANIA	
<i>Wharton School, Management Department Entrepreneurship Area</i>	2020

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN	
<i>Gies College of Business, Organizational Behavior Area</i>	2019
MASSACHUSETTS INSTITUTE OF TECHNOLOGY	
<i>Sloan School, Technological Innovation, Entrepreneurship, and Strategic Management Group</i>	2019
UNIVERSITY OF TEXAS, DALLAS	
<i>Naveen Jindal School of Management, Organizations, Strategy and International Management</i>	2019
UNIVERSITY OF CALIFORNIA AT LOS ANGELES	
<i>Anderson School of Management, Micro-Institutional Evolutionary Workshop</i>	2019
DARTMOUTH COLLEGE	
<i>Tuck School of Business, Strategy and Management Group</i>	2017
RWTH AACHEN UNIVERSITY, Germany	
<i>School of Business and Economics</i>	2016
HARVARD UNIVERSITY	
<i>Harvard Business School, Organizational Behavior Unit</i>	2016
UNIVERSITY OF CALIFORNIA AT LOS ANGELES	
<i>Department of Sociology, Knowledge and Cognitive Systems Group</i>	2015
STANFORD UNIVERSITY	
<i>Graduate School of Business, OB Macro Lunch</i>	2015
UNIVERSITY OF ARIZONA	
<i>School of Sociology</i>	2015
NORTHWESTERN UNIVERSITY	
<i>Kellogg School of Management, Management and Organizations Department</i>	2014
GERMAN GRADUATE SCHOOL OF MANAGEMENT AND LAW, Germany	
<i>Investment Lab</i>	2014
UNIVERSITY OF ARIZONA	
<i>Eller College of Management, Department of Management and Organizations</i>	2013
CORNELL UNIVERSITY	
<i>Industrial and Labor Relations School, Department of Organizational Behavior</i>	2013
UNIVERSITY OF WASHINGTON	
<i>Foster School of Business, Department of Management and Organization</i>	2013
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL	
<i>Kenan-Flagler Business School, Department of Strategy and Entrepreneurship</i>	2013
DREXEL UNIVERSITY	
<i>LeBow College of Business, Management Department</i>	2013
KARLSRUHE INSTITUTE OF TECHNOLOGY, Germany	
<i>Institute of Information Systems and Marketing</i>	2013
TECNOLÓGICO DE MONTERREY, Mexico	
<i>EGADE Business School, Campus Monterrey</i>	2010
<i>EGADE Business School, Campus Estado de México</i>	2006
UNIVERSITY OF MANNHEIM, Germany	
<i>Institute for Market-Oriented Management</i>	2008
UNIVERSITY OF WEIMAR, Germany	
<i>Department of Media Studies</i>	2007

HONORS AND AWARDS

<i>Most Novel Paper</i> , Strategic Management Society Annual Conference, Behavioral Strategy Track	2021
<i>Dean's Research Award</i> , Eller College of Management	2021
<i>CAREER Award</i> , National Science Foundation	2020
<i>Ascendant Scholar Award</i> , Western Academy of Management	2020
<i>Emerging Scholar Award</i> , Strategic Management Society	2019
<i>Choice Award for Outstanding Faculty</i> , Eller College Dean's Council	2018
<i>Habilitation</i> , RWTH Aachen University	2017
<i>Citation of Excellence Award</i> , Emerald Group Publishing	2017
<i>Highly Commended Award</i> , Emerald/EFMD Outstanding Doctoral Research Awards	2016
<i>Runner-up, Louis R. Pondy Best Paper Award</i> , Academy of Management Annual Meeting	2015
<i>One of the Best Papers, OMT Division</i> , Academy of Management Annual Meeting	2015
<i>One of the Best Papers, BPS Division</i> , Academy of Management Annual Meeting	2011
<i>Best Paper of the Conference</i> , Academy of Marketing Science Annual Conference	2011
<i>Best Marketing Strategy Paper</i> , American Marketing Association Summer Conference	2009
<i>Best Research Method Paper</i> , American Marketing Association Winter Conference	2009
<i>Best Research Method Paper</i> , Academy of Marketing Science Annual Conference	2008
<i>Best Sales Management Paper</i> , American Marketing Association Winter Conference	2008
<i>Distinguished Student Paper</i> , Academy of Management Annual Meeting	2007
<i>Thesis Distinction "summa cum laude,"</i> Witten/Herdecke University	2007
<i>Best Paper of the Conference</i> , Fourth Annual International Business and Economy Conference	2005

GRANTS

<i>CAREER Award</i> , National Science Foundation (NSF) (\$407,696)	2020-25
<i>REU (Research Experiences for Undergraduates) Grant</i> , National Science Foundation (NSF) (\$92,300)	2021-25
<i>Small Research Grants</i> , Eller College of Management, University of Arizona (\$10,790)	2015, -16, -19, -21
<i>Research Grant</i> , M&O Department, Eller College of Management, University of Arizona (\$4,740)	2015, -16, -19
<i>Research Grant</i> , Center for Management Innovations in Healthcare (\$4,500)	2017
<i>Faculty Seed Grant</i> , Office for Research & Discovery, University of Arizona (\$8,500)	2016
<i>Research Small Grants</i> , Center for Leadership Ethics, University of Arizona (\$8,000)	2014, -16
<i>Doctoral Dissertation Research Improvement Grant</i> , National Science Foundation (NSF) (\$9,794)	2013
<i>Dissertation Year Fellowship</i> , Graduate Division, UCLA (\$20,000)	2013-14
<i>Graduate Summer Fellowship</i> , Department of Sociology, UCLA (\$5,000)	2013
<i>Travel Grants</i> , Graduate Division and Department of Sociology, UCLA	2012-13

(\$1,500)	
<i>Research Fellowship</i> , Deutsche Forschungsgemeinschaft (DFG)	2011-13
(€65,850)	
<i>Graduate Fellowship</i> , Department of Sociology, UCLA	2009-10, 11-12
(\$36,000)	
<i>Research Grant</i> , Hasso Plattner Foundation	2008-10
(\$45,000)	
<i>Conference Scholarship</i> , Deutsche Forschungsgemeinschaft (DFG)	2008
(€1,750)	
<i>Feodor-Lynen-Stipend Research Scholarship</i> , Alexander-von-Humboldt Foundation (AvH)	2006-09
(€68,400)	
<i>Research Fellowship</i> , Institute for Research in the Social Sciences (IRiSS), Stanford University	2006-08
(\$30,000)	

SERVICE / OUTREACH

Service to the Profession

Guest Editor, Organization Science (Special Issue on Experiments in Organization Theory, 2019-2023), Organization Studies (Special Issue on Trust in Uncertain Times, 2023-)

Member of the Editorial Board, Academy of Management Journal (2019-), Academy of Management Perspectives (2022-2024), Journal of Management (2009-), Journal of Trust Research (2014-), Organization Science (2023-), Social Network Mechanisms (2022-), Strategic Organization (2017-)

Panel Reviewer, National Science Foundation

Adhoc Reviewer, Academy of Management Annual Meetings, Academy of Management Discoveries, Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, California Management Review, European Management Journal, Israel Science Foundation, Journal of Business Ethics, Journal of Business Research, Journal of Business Venturing, Journal of Management Inquiry, Journal of Management Studies, Journal of Organizational Behavior, Journal of World Business, Long Range Planning, Management Science, National Science Foundation, Organization Science, Organization Studies, Poetics, PLOS One, Research Foundation Flanders, Research in the Sociology of Organizations, Research Policy, Routledge Research, Scientific Reports, SMS Annual International Conference, Social Forces, Social Psychology Quarterly, Social Science Research, Socio-Economic Review, Sociological Science, Strategic Management Journal, Strategic Management Review, Strategy Science

Organizer, Center for Trust Studies Research Workshop on "Trust and networks," 2024

Organizer, Organization Science Special Issue Conferences on "Experiments in organization theory," 2020, 2022

Organizer, Professional Development Workshops (PDW) on "Trust between individuals and organizations," 2013-2024 Academy of Management Meetings

Organizer, Professional Development Workshops (PDW) on "Experiments in institutional theory and strategy research," 2014-2023 Academy of Management Meetings

Organizer, Panel Symposia on "Microinstitutionalism," 2018-2019 Academy of Management Meetings

Organizer, Panel Symposium on "Experiments in organizational theory," 2019 INFORMS Organization Science Winter Conference

Organizer, Emerging Scholar Session on "Building the microfoundations of strategy," 2019 Strategic Management Society Annual Conference

Facilitator, Junior Faculty Consortium, Conflict Management (CM) Division, 2022 Academy of Management Meeting

Facilitator, STR Cultural Conversations - STR German Cultural Cafe, 2022

Facilitator, #STRonger Together "Meet a Method" Panel: Using lab experiments in strategy research, 2022

Facilitator, Doctoral Consortium, 11th First International Network on Trust (FINT) Workshop on Trust Within and Between Organizations, Charleston, SC, 2022

Facilitator, Doctoral Consortia, Organization and Management Theory (OMT) Division, 2015-2017 Academy of Management Meetings

Facilitator, Symposia on "Dynamic capabilities," 2015-2017 Academy of Management Meetings

Service to the Department, College, and University

Founder and Director, Center for Trust Studies, Eller College of Management 2020-Present

Designated Reviewer, Institutional Review Board 2025-Present

Member, Faculty Status Committee (College level) 2023-Present

Chair, Annual Performance Review Committee (Department level) 2023-2024

Co-Organizer, Macro Reading Group 2023-Present

Member, Comprehensive Exam Committee (Written and Oral) 2017-Present

Participant, Research Leadership Institute 2022-2023

Chair, Undergraduate Studies Committee (Department level) 2019-2020, 2022-2023

Member, Diversity, Equity, & Inclusion Committee 2021-2022

Member, Annual Performance Evaluation Committee (Department level) 2019-2020, 2022

Representative, Social Science Advocacy Day 2021

Founder and Organizer, Departmental Research Workshop 2017-2020

Member, Undergraduate Studies Committee (College level) 2019-2020

Faculty Advisor, Eller Management Association 2017-2019

Speaker, Professional Admissions Orientation (Management Major) 2015-2018

Organizer, Departmental Speaker Series 2014-2017

Member, Faculty Search Committee 2014-2015, 2016-2017, 2020

TEACHING EXPERIENCE

UNIVERSITY OF ARIZONA

Instructor of Record, Advanced negotiation (Online MBA) 2020-Present

Instructor of Record, Designing & managing organizations (Undergraduate) 2019, 22, 24

Lab Meeting Leader, Research experience for undergraduates (Undergraduate) 2022-Present

Instructor of Record, Strategic management (Undergraduate) 2020

Instructor of Record, Management & organization theory (PhD) 2019

Instructor of Record, Organizational behavior & management (Undergraduate) 2014-18

Workshop Leader, Experimental research (PhD) 2018

Seminar Leader, Organizational change (Executive education) 2017-18

Seminar Leader, Strategic growth (Executive education) 2018

UNIVERSITY OF CALIFORNIA, LOS ANGELES

Teaching Assistant, Entrepreneurship 2012

TECHNICAL UNIVERSITY OF MUNICH, Germany	
<i>Instructor of Record, International management, Innovation & organizational creativity, and Social neuroscience</i>	2007-13
TECNOLÓGICO DE MONTERREY – EGADE BUSINESS SCHOOL, Mexico	
<i>Instructor of Record, Market-oriented strategy</i>	2011
RWTH AACHEN UNIVERSITY, Germany	
<i>Instructor of Record, Entrepreneurship</i>	2008

PROFESSIONAL EXPERIENCE

MUNICH MANAGEMENT CONSULTING, Germany	2003-06
<i>Consultant, Business Development—E-Commerce</i>	
DAIMLERCHRYSLER AG, California Fuel Cell Partnership	2002
<i>Consultant, Business Development—Automotive</i>	
SAL. OPPENHEIM, Germany	2002
<i>Intern, Investment Banking/M&A—Utilities</i>	
NOVOSOM AG, Germany	2002
<i>Consultant, Sales Management—Biotech</i>	
KPMG CONSULTING, Germany	2002
<i>Intern, Working Capital Management—Chemicals</i>	
KRAEMER MARKTFORSCHUNG, Germany	2000-01
<i>Freelancer, Market Research—Banking and Telecommunications</i>	
ABB, Germany	2000
<i>Intern, Sales Management—Electronics</i>	
KOSTAL IRELAND, Ireland	1999
<i>Intern, Finance Department—Automotive</i>	