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Academic Positions Assistant Professor, Department of Management, University of Toronto at Scarborough, and Rotman School of Management, University of Toronto, 2008-Present.
Visiting Assistant Professor, Rotman School of Management, University of Toronto, 2007-2008.
Assistant Professor, Tippie School of Business, University of Iowa, 1999-2007.

Education **University of Rochester**, Ph.D., Economics, 2000.
University of Rochester, M.A., Economics, 1995.
University of California at Los Angeles, B.A., Economics/Philosophy, 1992.

Research Publications:

- “Swift and Smart: The Moderating Effects of Technological Capabilities on the Market Pioneering-Firm Survival Relationship,” with MB Sarkar, Rajshree Agarwal, and Raj Echambadi, *Management Science*, forthcoming.
- “Decentralized Organizational Learning: An Experimental Investigation,” with Andreas Blume and John Duffy, *American Economic Review*, forthcoming.
- “Covenants not to Compete, Labor Mobility, and Industry Dynamics,” with Matthew Mitchell, *Journal of Economics and Management Strategy*, (lead article) Fall, 2008.
- “Decentralized Learning from Failure,” with Andreas Blume, *Journal of Economic Theory*, March, 2007.
- “Spin-outs: Knowledge Diffusion through Employee Mobility,” with Darren Filson, *RAND Journal of Economics*, Winter, 2006.
- “How Technological Capabilities Moderate the Market Pioneering - Firm Survival Relationship,” with MB Sarkar, Rajshree Agarwal, and Raj Echambadi, *Academy of Management Best Paper Proceedings*, 2006.
- “Reap Rewards: Maximizing Benefits from Reviewer Comments,” with Rajshree Agarwal, Raj Echambadi, and MB Sarkar, *Academy of Management Journal*, April 2006.
- “Employment Mobility Laws and Competition,” with Matthew Mitchell, *Journal of Corporation Law* (2006), Vol. 31, no.1.

- “Employee Entrepreneurship: Recent Research and Future Directions,” in Handbook of Entrepreneurship, volume 2, Sharon A. Alvarez, Rajshree Agarwal, and Olav Sorenson, Eds. 2005.
- “Knowledge Transfer through Inheritance: Spin-out Generation, Growth, and Survival,” with Rajshree Agarwal, Raj Echambadi, and MB Sarkar, *Academy of Management Journal*, 2004, 47 (no. 4), 501-522. (Reprinted in Chinese in Selected Collection of Award Winning Papers in Academy of Management Journal, 2006.)
- “The Role of Knowledge in Organizational Formation and Performance: Spin-Out Generation and Survival,” with Rajshree Agarwal, Raj Echambadi, and MB Sarkar, *Academy of Management Best Paper Proceedings*, 2002.
- “Income tax, Corporate, State and Local,” with Robert Strauss in Encyclopedia of Taxation and Tax Policy, Joseph J. Cordes, Robert D. Ebel, and Jane G. Gravelle, Eds. 1999.

Manuscripts:

- “Incentives and the Structure of Teams,” with Matthew Mitchell and Galina Vershchagina.
- “Who Goes Where and Does It Matter?: Employee Mobility, Employee Entrepreneurship, and the Effects on Parent Firm Performance,” with Benjamin Campbell, Martin Ganco, and Rajshree Agarwal. (Honorable Mention, SMS Best Conference Paper Prize and Nominated for SMS Best Conference Paper for Practical Implications Paper 2009)
- “Vintage Human Capital and the College Premium,” with Beth F. Ingram.
- “A Decentralized Learning Equilibrium,” with Andreas Blume.

Works in Progress:

- “Quantifying the Lock-in Effect in a Dynamic Industry”
- “Organizational Learning and Competition,” with Andreas Blume.
- “Rational Multi-Agent Search,” with Andreas Blume and Paul Heidhues.

Conference Presentations

Incentives and the Structure of Teams

- UBC 23rd Summer Conference on Industrial Organization, Vancouver, 2009
- Society for Economic Dynamics, Istanbul, 2009
- Atlanta Competitive Advantage Conference, Atlanta, 2009

Who Goes Where and Does It Matter?: Employee Mobility, Employee Entrepreneurship, and the Effects on Parent Firm Performance

- Joint U.S. – Canadian Census Research Data Center Conference, 2009
- NBER Entrepreneurship Working Group, Boston, 2009
- Druid Summer Conference, Copenhagen, 2009

Vintage Human Capital and the College Premium

- ITAM Summer Camp in Macroeconomics, Mexico City, 2007

Rational Multi-Agent Search

- Society for Economic Dynamics, Vancouver, 2006
- North American Summer Meetings of the Econometric Society, Minneapolis, 2006

Swift and Smart: The Moderating Effects of Technological Capabilities on the Market Pioneering-Firm Survival Relationship

- Academy of Management, Chicago, 2009
- Organization Science Winter Conference XV, Steamboat Springs, 2009
- Sumantra Ghoshal Strategy Research Conference, London Business School, 2008
- Atlanta Competitive Advantage Conference, Atlanta, 2006

Partnerships and Moral Hazard Employment

- CRES-Second Annual Foundations of Business Strategy Conference, St. Louis, 2006

Decentralized Organizational Learning: An Experimental Investigation

- Society for Economic Dynamics, Florence, 2004

Covenants not to Compete, Labor Mobility, and Industry Dynamics

- Society for Economic Dynamics, Paris, 2003
- CRES Industrial Organization Conference, St. Louis, 2004
- International Industrial Organization Conference, Boston, 2006
- RICAFE2, Regional Comparative Advantage and Knowledge-Based Entrepreneurship, Financial Markets Group, London School of Economics, 2006

Employment Mobility Laws and Competition

- Antitrust Enterprise Conference, College of Law, University of Iowa, 2005

Organizational Learning and Competition

- Society for Economic Dynamics, New York, 2002

Learning from Failure

- Society for Economic Dynamics, Stockholm, Sweden, 2001
- Murray S. Johnson Memorial Conference, Austin, 2003

Quantifying the Lock-in Effect in a Dynamic Industry

- Econometrics Society World Congress, Seattle, 2000
- Society for Economic Dynamics, San Jose, Costa Rica, 2000
- Applied Microeconomics Conference, Federal Reserve Bank of San Francisco, 2001

Industry Evolution - New Firms and New Technology

- Workshop in Dynamic Macroeconomics, Vigo, Spain, 1999
- Society for Economic Dynamics, Sardinia, Italy, 1999

- Society of Economic Dynamics and Control, Winter Meetings, Washington, D.C., January 1995

Why Equal Weighting of the Factors in the Formula Apportionment Methods? A Model of State Tax Competition

- Econometrics Society North American Meetings, Chicago, January 1998
- Midwest Mathematical Economics Conference, Spring 1997
- Public Choice Conference, San Francisco, March 1997

Designing State Corporate Income Tax

- National Tax Association Conference, San Diego, November 1995
- Public Choice Conference, Long Beach, March 1995

Other Presentations

- Instituto y Universidad Torcuato di Tella, Argentina
- Federal Reserve Bank of Atlanta
- Federal Reserve Bank of Cleveland
- Federal Reserve Bank of Chicago
- Board of Governors, Federal Reserve System
- Simon School of Business, University of Rochester
- Federal Reserve Bank of Minneapolis
- University of Central Florida
- University of Houston
- University of Arizona
- Carlson School of Management, University of Minnesota
- DePaul University
- Purdue University
- Federal Reserve Bank of New York
- Stern School of Business, New York University
- Pennsylvania State University
- Olin School of Business, Washington University
- Federal Reserve Bank of Philadelphia
- Rotman School of Management, University of Toronto
- Richard Ivey School of Business, University of Western Ontario
- University of Missouri

Discussions

- “Informational Hold-up and Performance Persistence in Venture Capital” by Yael Hochberg, Alexander Ljungqvist, and Annette Vissing-Jorgensen, Economics of Entrepreneurship and Innovation Conference, Queen’s University, 2009
- Modeling Competitive Advantage, Atlanta Competitive Advantage Conference, 2009
- “Technological Positioning, Innovation and Imitation, BPS session, Academy of Management Meetings, Anaheim, 2008
- “Does Interdependency Affect Industry Profitability? An Empirical Test,” by Michael Lenox, Scott Rockart and Arie Lewin, CRES 4th Annual Foundation of Business Strategy Conference, University of Washington, St. Louis, 2008
- “Intra-Industry Spinoffs” by Steven Klepper and Peter Thompson,

A Conference to Honor Michael Gort's Contributions, University of Washington, St. Louis, 2006

- "Star Wars: Exclusive Superstars and Collusive Outcomes" by Mariano Selvaggi and Luis Vasconcelos, International Industrial Organization Conference, Northeastern University, Boston, 2006

Panelist

- "Putting the Industry Back into the Strategy Picture," PDW, Academy of Management Meetings, Philadelphia, 2007

Refereeing Experience

- *Academy of Management Meetings 2007, 2008, 2009*
- *Administrative Science Quarterly*
- *American Economic Review*
- *European Economic Review*
- *Econometrica*
- *International Economic Review*
- *Journal of Economic Behavior and Organization*
- *Journal of Political Economy*
- *Management Science*
- *National Science Foundation*
- *Organization Science*
- *Rand Journal of Economics*
- *Review of Economic Dynamics*
- *U.S.-Israel Binational Science Foundation*

Other Professional Activities

- Member of the Program Committee for 2002 Meetings of the Society of Economic Dynamics
- Member of the Research Committee for the BPS division of Academy of Management, 2008-2010

Grants and Awards

University of Iowa: Old Gold Fellowship, 2000
NSF Award for Beginning Academics, 2001-2002, \$20,000
Kaufmann Foundation: Entrepreneurship and Technological Change, with Rajshree Agarwal, 2005-2008, \$655,511
Best Paper Award, 2005, Academy of Management Journal, for "Knowledge Transfer through Inheritance: Spin-out Generation, Growth, and Survival," with Rajshree Agarwal, Raj Echambadi, and MB Sarkar.
Dean's Teaching Award, 2006
Excellence in Teaching Award, Rotman School of Management, 2008
Social Science and Humanities Research Council Award, "The Composition of Research Teams: Theory and Evidence" with Matthew Mitchell, 2009-2012, \$58,500

Advising

Member of Ph.D. committee
Sudeep Ghosh, Troy Tassier

Department Service	Teaching Committee, 2009-2010 Brown Bag Seminar Committee, 2009-2010 (Chair) Seminar Committee, 1999-2000, 2001-2002 (Chair), 2004-2005 (Chair) Graduate Program Committee, 1999-2000 Recruiting Committee, 2000-2001, 2003-2004, 2008-2009, 2009-2010 Undergraduate Program Committee, 2005-2007
University Service	Library Committee, 2000-2001 TOW conference on Industrial Organization, 2003 (Co-chair) Edith Ennis Award Committee, 2003-2004 MBA Core Coordinating Committee 2005-2007 TOW conference on Industrial Organization, 2006 (Co-chair) Alliant Energy/Erroll B. Davis, Jr. Achievement Award Committee, 2006 MBA Core Committee, 2008