

John Eklund

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ACADEMIC APPOINTMENTS

Associate Professor, Management and Organization, University of Southern California	2026-
Assistant Professor, Management and Organization, University of Southern California	2019-2026

EDUCATION

Ph.D. in Management, Wharton School, University of Pennsylvania, USA.	2019
M.B.A., University of Notre Dame, USA. (GPA 4.0)	2005
D.Phil., Physical Chemistry, University of Oxford, UK	1996
M.A., Chemistry, University of Oxford, UK. (First Class Honours)	1993

RESEARCH AND PUBLICATIONS

Research Interests: <https://scholar.google.com/citations?user=55pBI1MAAAAJ&hl=en>
Organization Design, Technology & Innovation Management, Strategy Implementation

Publications in Peer-Reviewed Journals

- [1] Csaszar, F. & Eklund, J.C. “Revisiting the Unitary Actor Assumption: Toward Realistic Aggregation of Individual Preferences in Strategy Research”. *Strategy Science*. In Press
<https://doi.org/10.1287/stsc.2024.0257>
- [2] Eklund, J.C. & Mannor, M.J. 2026 “Curious and analytical: How analysts evaluate and respond to executive communications about firm strategy” *Strategic Management Journal*. 47(5): 1301-1332
- [3] Albert, D. & Eklund, J.C. 2026 “Margin or Mission? Understanding the Relationship between Multi-level Coalition and Pricing in US Hospitals”. *Organization Science*. 37(1): 323-352. (*Authors listed alphabetically and contributed equally*)
- [4] Albert, D., Eklund, J.C. & Tang, L. 2026 “A New Organizational Structure Database: Examining Structure through Top Management Team Compositions”. *Strategic Management Journal*. 47(3): 860-892. (*Authors listed alphabetically and contributed equally*)
 - Winner, SMS Research Methods Paper Prize; 2024
- [5] Eklund, J.C., Raj, M. & Eggers, J.P. 2025 “Attention Focus and New Opportunities: The Moderating Role of Managerial Attention to Alternative Issues” *Organization Science*. 36(1): 21-39. (*Eklund and Raj were joint lead authors and contributed equally*)
- [6] Kang, H. & Eklund, J.C. 2025 “Fast Friends: Understanding the impact of short-term visits on firms’ innovation outcomes” *Organization Science*. 36(3): 1154-1176. (*Authors contributed equally*)
 - Runner-up, Best Paper, Oceanic Innovation Strategy and Entrepreneurship Conference (2023)
- [7] Balachandran, S. & Eklund J.C. 2024 “The Impact of Partner Organizational Structure on Innovation” *Administrative Science Quarterly*. 69(1): 80-130. (*Authors listed alphabetically and contributed equally*).
- [8] Eklund, J.C. 2022. “The Knowledge-Incentive Trade-off: Understanding the Relationship between Organization Design and Innovation” *Strategic Management Journal*. 43(12): 2478-2509
 - Runner up, Knowledge and Innovation IG Best PhD Paper Award, SMS; 2018
 - Best Paper Proceedings, Academy of Management Annual Meeting; 2018
 - Finalist, TIM Division Best Student Paper Award, Academy of Management Annual Meeting; 2018

RESEARCH AND PUBLICATIONS (Continued)

Publications in Peer-Reviewed Journals (Continued)

- [9] **Eklund, J.C.** & Kapoor, R. 2022 “Mind the Gaps: How Organization Design Choices Shape the Sourcing of External Inventions” *Organization Science*. 33(4): 1319-1339
- Finalist, SMS Best Conference PhD Paper Prize; 2018
- [10] **Eklund, J.C.** & Mannor, M.J. 2021 “Keep Your Eye on the Ball or on the Field? Exploring the Performance Implications of Executive Strategic Attention” *Academy of Management Journal*. 64(6): 1685-1713. (*Authors listed alphabetically and contributed equally*)
- [11] **Eklund, J.C.** & Kapoor, R. 2019 "Pursuing the New while Sustaining the Current: Incumbent Strategies and Firm Value during the Nascent Period of Industry Change" *Organization Science*. 30(2): 383-404
- Best Paper Proceedings, Academy of Management Annual Meeting; 2016

Publications under Review

- [12] **Eklund, J.C.** & Kapoor, R. “The Role of Customer Subsidies in Spurring Incumbents’ Investments in New Technologies: Evidence from the US Electric Utility Industry, 2000-2018”. *Preparing R2 Response at Organization Science*.
- [13] Chavda, A. & **Eklund, J.C.** “Familiarity Breeds Complacency: Repeated Supplier Ties, Contractual Monitoring, and Product Performance” *Awaiting R1 Response at Strategy Science*. (*Authors listed alphabetically and contributed equally*).
- [14] Albert, D. & **Eklund, J.C.** “Balancing Mission and Margin: How Hybrid Organizations Differ in Centralization and Hierarchy from Financially Oriented Organizations” *Preparing R1 Response at Journal of Organization Design*. (*Authors listed alphabetically and contributed equally*).

Working Papers

- [15] Chavda, A. & **Eklund, J.C.** “How Team Knowledge Diversity and Performance is Shaped by Individual Team Member Knowledge” *Preparing for submission to Research Policy by September 2026*.
- Winner, Best Paper Award Western Academy of Management; 2025
- [16] **Eklund, J.C.** & Kang, H. “Flying Through Turbulent Environments: Resource Reconfiguration in the Airline Industry”. *Preparing for submission to Strategic Management Journal by November 2026*.
- STR Division Distinguished Paper Award, Academy of Management Annual Meeting; 2024
- [17] **Eklund, J.C.** “A Delicate Balancing Act: Balancing Coordination and Adaptability in Firms’ Innovation” *Preparing for submission to Strategic Management Journal by November 2026*.
- [18] Mannor, M.J. & **Eklund, J.C.** “Text-based analysis of executive communications: An open dataset for examining managerial attention, cognition and motivation.” *Preparing for submission to Organization Science by September 2026*.
- [19] **Eklund, J.C.**, M.Y. Lee, T. Young-Hyman, “Beyond the Binary: Charting the Multidimensional Landscape of Decentralization” *Preparing for submission to AMR by September 2026*.
- [20] **Eklund, J.C.** & Venkataraman, V. “Should We Stay or Should We Go? Understanding the Role of Structure in Incumbents’ Responses to New Industry Business Models”. *Preparing for submission to Organization Science*.

RESEARCH AND PUBLICATIONS (Continued)

Other Publications - Management (Non-peer reviewed)

- Kapoor, R. & Eklund, J.C. 2018. “Research: Self-Disruption Can Hurt the Companies That Need It the Most”, *HBR.org*.
- O’Rourke, J., Eklund, J.C., Frymoyer, S. & Yamabayshi, K. (2004), “GlaxoSmithKline: Executive Compensation and a Shareholder Revolt”, University of Notre Dame - Case Study

Other Publications – Chemistry (Peer reviewed)

- 47 publications in leading chemistry journals. h-index of 24
- Brown, C.R., Carew, P.S., Eklund, J.C., Evans, J.M. & Fairley, P., US Granted Patent– “Shear Gel Compositions”, Patent No.: US 6,673,371 B2, January 2004. Granted in 8 other patent jurisdictions.

Awards and Honors

- Dean’s Award for Research Excellence, Marshall School of Business; 2025
- Ascendant Scholar Award, Western Academy of Management; 2025
- Organization Science, Best Reviewer Award; 2024
- Department of Management and Organization, USC, Research Excellence Award; 2024
- Strategic Management Journal, Best Reviewer Award 2022, 2023, and 2024
- Academy of Management Review, Developmental Reviewer Award; 2022
- EURAM 2021 Most Inspirational Paper Award
- Runner-up, Industry Studies Association Dissertation Award; 2020
- INFORMS Dissertation Proposal Competition, Finalist; 2018
- Strategy Research Foundation (SRF) Dissertation Scholar, Strategic Management Society; 2017-18

Invited Seminars

- Oxford University, UK, February 2026
- Liverpool University, UK, January 2026
- University College London, January 2026
- Imperial College London, January 2026
- University of Michigan, November 2025
- University of Notre Dame, March 2025
- HEC Paris, France, March 2024
- ETH Zurich, Switzerland, March 2024
- Rotterdam School of Management, Netherlands, February 2024
- Nanyang Technological University, Singapore (Online) October 2022
- California Polytechnic State University, San Luis Obispo CA (Online), November 2020
- Marshall School of Business, University of Southern California, Los Angeles, CA, December 2018
- Gies College of Business, University of Illinois, Champagne-Urbana, IL, December 2018
- Aalto University, Helsinki, Finland, November 2018
- University College London, London, UK, November 2018
- INSEAD, Singapore campus, November 2018
- LeBow College of Business, Drexel University, Philadelphia, PA, November 2018
- Darden School of Business, University of Virginia, Charlottesville, VA, October 2018
- Johnson Graduate School of Management, Cornell University, Ithaca, NY, October 2018
- University of California, Santa Barbara, CA, October 2018
- iORB Grant for Organization Design Database (\$12,000); 2025

Grants

- Undergraduate Research Assistant Program, University of Southern California (\$6000). “Understanding the Relationship between Incumbent Firm Adaptation and Lobbying Behavior”; 2024-25
- Undergraduate Research Assistant Program, University of Southern California (\$6000). “Understanding the Relationship between Organization Design and Pricing in US Healthcare”; 2023-24

RESEARCH AND PUBLICATIONS (Continued)

Grants (Continued)

- Undergraduate Research Assistant Program, University of Southern California (\$6000). “Too Big to Succeed? Organizational Adaptation in the Face of Technological Change”; 2020-21
- Mack Institute Research Grant (\$6,000). “Needless Distraction or Font of Knowledge: Understanding the Relationship between Divestitures and Innovation”, Eklund, J.C. & Feldman, E.; 2018
- Mack Institute Research Grant (\$9,350). “From Invention to Innovation”, Balachandran, S., Eklund, J.C., Gupta, C. & Singh, H.; 2017

TEACHING

University of Southern California; 2019 - 2025

- Instructor: *BUAD 497: Strategic Management*; Fall 2019-2025
 - Capstone core class that all Marshall students must take to graduate.
 - Taught between 90 and 135 students per year consisting mainly of juniors and seniors.
- Instructor: *MOR 458: AI and Business Strategy*; Fall 2022-2025
 - Devolved and frequently revised course materials for this class
 - Core class for BS Artificial Intelligence for Business degree. Approximately 40 students a year.
 - Elective class for Marshall students. Approximately 20 students a year.
- Guest Instructor: *APEX Executive Education Program* (2022-23)
 - Conducted Podcast on organization design.
 - Taught class session on organization design in healthcare.
- Guest Instructor: *MOR603: Seminar in Strategic Management* (2022-2024)
 - PhD core class for Management and Organizations students.
 - Taught class session on research in organization design.
- Guest Instructor: *GSBA552: Problem Solving and Decision Making: An Integrative approach* (2023-24)
 - MBA class focused on a consulting team project.
 - Taught class session on hypothesis-driven problem-solving approach used in consulting firms.

University of Pennsylvania; 2014-2019

- Instructor: *MGMT101 - Introduction to Management*; Spring 2017 (54 students in total)
- Guest Lecturer: *WHT150 - Evaluating Evidence*; 2017-2018 (20 students per year)
- Teaching Assistant: *MGMT214 & MGMT731 – Technology Strategy Management*; 2016-2018

Melbourne Business School; 2013-2014

- Instructor: Melbourne Business School - Discovering Business in Australia (MBA Course); 2013-2014

PROFESSIONAL ACTIVITIES

Internal Service

Marshall School Level

- Marshall Research Fair Presenter (2026)
- Qualifying Exam Committee, Huiping Ren (Accounting) (2025)
- Business of Blockchain Hiring Committee Member (2025)
- Judge BTG x McKinsey Ideation Challenge Case Competition (2025)

PROFESSIONAL ACTIVITIES (Continued)

Marshall School Level (Continued)

- Presentation to Marshall Consulting Group on careers in consulting (2023)
- Marshall Assistant Professor Research Day Presenter 2023
- Marshall Assistant Professor Research Day Presenter 2020

Management and Organization (MOR) Department Level

- Organizing Committee, Southern California Strategy/OT Workshop 2023-6
- MOR Strategy Faculty Search Committee 2023
- MOR Strategy Faculty Search Committee 2021
- MOR Doctoral Recruitment 2021-26
- MOR Research Committee, Co-chair, 2021-

Management and Organization Department Level (Continued)

- MOR Doctoral Strategy Seminar Guest Lecturer 2021-24
- PhD Committee – Enlan Wang (MOR 2024)
- PhD Primary Advisor – Melissa Staha (MOR 2025)

External Service

- Co-Chair, Academy of Management Strategic Management (STR) Division Doctoral Consortium 2025-6
 - Academy of Management (AOM) is premier professional society for management scholars with over 12,000 scholars attending the annual conference.
 - Doctoral Consortium provide professional development opportunities for students entering the dissertation stage of their dissertations.
- Representative at Large Technology and Innovation Management Division (AOM) 2025-2027.
- Representative at Large Behavioral Strategy Interest Group (Strategic Management Society) 2023-2025
 - Strategic Management Society (SMS) is a leading professional strategy for practitioners and scholars of strategic management. Approximately 1500 people attend its annual conference.
 - Organized Workshops on Artificial Intelligence and Strategic Management as SMS Conferences 2023 (Toronto, Canada), and 2024 (Istanbul, Turkey)
 - Reviewed Interest Group submissions for annual conference best paper award.
- Member of Academy of Management Strategic Management (STR) Division Research Committee 2021-2023
 - Appointed to this committee because of my prior research track record.
 - Evaluated annual conference best paper and doctoral dissertation awards.
- Academy of Management Technology and Innovation Management (TIM) Division doctoral dissertation award committee reviewer (2022-24)
- Strategic Management Society, Strategy Research Foundation Awards Committee reviewer (2022-24)
- Institute for Operations Research and the Management Sciences (INFORMS) Doctoral Dissertation Awards Committee reviewer (2021-23)
- AOM Professional Development Workshop Organizer - Publishing Papers in Organization Design (2023-25)
- AOM Professional Development Workshop Panelist - Strategy and Innovation in Healthcare (2024)

PROFESSIONAL ACTIVITIES (Continued)

External Service (Continued)

- AOM Professional Development Workshop Organizer - Healthcare as a setting for Strategic Management Research (2023)
- AOM Professional Development Workshop Panelist - From Lab to Business School: Leveraging STEM Experience to Thrive in Management (2022)
- AOM Professional Development Workshop Panelist, Panelist - Supporting Non-traditional Research Career Paths in the Academy (2021)
- Industry Studies Association Junior Faculty and Doctoral Consortium Panelist (2021)
- STRonger Together Virtual Professional Design Workshop Organizer - Organization Design: From Finding Ideas to Publishing Papers (2020)
- AOM Professional Development Workshop Organizer - Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem (2019)
- AOM Professional Development Workshop Organizer - Designing Innovative Firms: Taking Stock and Future Research Opportunities (2018)

Editorial Boards and Refereeing

Journal Reviewing

- Editorial Board Member, *Organization Science*, July 2020 – June 2026
- Editorial Board Member, *Strategic Management Journal*, April 2022 – December 2025
- Editorial Board Member, *Journal of Organization Design*, February 2024-
- Editorial Board Member, *Strategy Science*, October 2024-October 2027
- Editorial Board Member, *Academy of Management Review*, September 2022- September 2023, July 2026-July 2029
- Ad-hoc Reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*, *Long Range Planning*, *Research Policy*, *Strategic Organization*, *Management Science*, and *Journal of Management Studies*

Conference Reviewing

- Reviewer for Academy of Management Annual Meeting, STR/TIM divisions; 2016 - 2025
- Emergency Reviewer Academy of Management Annual Meeting, STR Division; 2022, 2024
- Reviewer for Strategic Management Society Annual Meeting; 2018-25
- Reviewer Best PhD Paper Award, Strategic Management Society Conference, 2020-21

Professional Affiliations and Memberships

- Member of Academy of Management, Strategic Management (STR), Technology and Innovation Management (TIM) and Organization and Management Theory (OMT) divisions
- Member of Strategic Management Society, Behavioral Strategy, Corporate Strategy, Knowledge & Innovation, Research Methods Interest Group Communities
- Member of Beta Gamma Sigma an international honor society for business programs accredited by AACSB International. Awarded membership following finishing top of class in MBA program (2005).

PROFESSIONAL WORK EXPERIENCE

- Director, PwC Consulting, Melbourne, Australia; 2014
- Senior Strategy Manager, Origin Energy, Melbourne, Australia; 2011-2013
- Associate & Senior Associate, Booz & Company, Melbourne, Australia; 2008-2011
- Associate, A.T. Kearney, Chicago, USA; 2004-2007
- Strategy Analyst, Strategy Consulting Group, COI Communications, London, UK; 2002-2003
- Project Leader & Scientist, Unilever, Wirral, UK; 1998-2001
- Post-Doctoral Research Fellow, Monash University, Melbourne, Australia; 1997-1998