

## John Eklund

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### ACADEMIC APPOINTMENTS

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Assistant Professor 2019 - present  
Department of Management and Organization, University of Southern California

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### EDUCATION

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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

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### RESEARCH AND PUBLICATIONS

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

#### Publications in Peer-Reviewed Journals

- [1] Eklund, J.C., Raj. M. & Eggers, J.P. “Attention Focus and New Opportunities: The Moderating Role of Managerial Attention to Alternative Issues” *Organization Science*.  
(<https://pubsonline.informs.org/doi/abs/10.1287/orsc.2021.15861>)
- [2] Kang, H. & Eklund, J.C. “Fast Friends: Understanding the impact of short-term visits on firms’ innovation outcomes” *Organization Science*. ([pubsonline.informs.org/doi/10.1287/orsc.2021.16081](https://pubsonline.informs.org/doi/10.1287/orsc.2021.16081))
  - Runner-up, Best Paper Award, Oceanic Innovation Strategy and Entrepreneurship Conference (2023)
- [3] Balachandran, S. & Eklund J.C. 2024 “The Impact of Partner Organizational Structure on Innovation” *Administrative Science Quarterly*. 69(1): 80-130
- [4] 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
- [5] 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
- [6] 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
- [7] 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

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## RESEARCH AND PUBLICATIONS

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### Publications under Review

- [8] Eklund, J.C. & Mannor, M.J. “Unexpected: How Expectation Violations Shape Analyst Responses to Executive Attention toward Different Strategies” *Under R2 review at SMJ*.
- [9] Albert, D. & Eklund, J.C. “Margin or Mission? Understanding the Relationship between Multi-level Coalition and Pricing in US Hospitals”. *Under R1 review at Org. Sci.*
- [10] Albert, D., Eklund, J.C. & Tang, L. “A New Organizational Structure Database: Examining Structure through Top Management Team Compositions”. *Preparing R1 response for SMJ*.
- Winner, SMS Research Methods Paper Prize; 2024
- [11] Csaszar, F. & Eklund, J.C. “Revisiting the Unitary Actor Assumption: Toward Realistic Aggregation of Individual Preferences in Strategy Research”. *Preparing R1 response for Strategy Science*.
- [12] 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”. *Under initial review SMJ*.
- [13] Mannor, M.J. & Eklund, J.C. “Text-based analysis of executive communications: An open dataset for examining managerial attention, cognition and motivation.” *Under initial review SMJ*.
- [14] Chavda, A. & Eklund, J.C.” How Team Knowledge Diversity and Performance is Shaped by Individual Team Member Knowledge” *Under initial review Org. Sci.*

### Active Working Papers

- [15] 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 for submission to Org. Sci. by end Jan 2025*
- [16] Eklund, J.C. & Kang., H. “Flying Through Turbulent Environments: Resource Reconfiguration in the Airline Industry”. *Preparing for submission to SMJ by end Feb 2025*
- STR Division Distinguished Paper Award, Academy of Management Annual Meeting; 2024

### Other Publications

- 47 publications in leading chemistry journals. h-index of 20
- 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
- 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

- 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 and 2023
- Academy of Management Review, Developmental Reviewer Award 2022
- EURAM 2021 Most Inspirational Paper Award
- Runner-up, Industry Studies Association Dissertation Award; 2020
- Strategy Research Foundation (SRF) Dissertation Scholar, Strategic Management Society; 2017-18
- Finalist, Organization Science/INFORMS Dissertation Proposal Competition; 2018
- Academy of Management BPS/STR Outstanding Reviewer Award; 2016, 2017 & 2018

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## RESEARCH AND PUBLICATIONS

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### Awards and Honors (Continued)

- Outstanding Recent MBA Alumnus Award, University of Notre Dame; 2007
- MBA Highest GPA Award, University of Notre Dame; 2005
- Outstanding Male MBA Student Award, University of Notre Dame; 2005

### Conference Presentations

- Western Academy of Management, Kelowna B.C., Canada, March 2025
- Strategic Management Society Conference, Istanbul (Turkey), October 2024
- Academy of Management Conference, Chicago (USA), August 2024
- Decentralization in Organizations Conference, St Gallen (Switzerland), June 2024
- DRUID, Nice (France), June 2024
- Organization Science Winter Conference, Zurich (Switzerland), March 2024
- Academy of Management Conference, Boston (USA), August 2023
- Decentralization in Organizations Conference, London (UK), June 2023
- DRUID, Lisbon (Portugal), June 2023
- Strategy Science Conference, Munich (Germany), June 2023
- BYU-Utah Winter Strategy Conference, Park City (USA), March 2023
- Oceanic Innovation Strategy and Entrepreneurship Conference, Sydney (Australia), March 2023
- Academy of Management Conference, Seattle (USA), August 2022
- DRUID22, Copenhagen Business School (Denmark), June 2022
- Strategy Science Conference, NYC (USA), June 2022
- Wharton Technology Conference (Online), April 2022
- Strategic Management Society Conference (Online), September 2021
- Wharton People and Organizations Conference (Online), September 2021
- West Coast Research Symposium (Online), September 2021
- Academy of Management Conference (Online), August 2021
- European Academy of Management (Online), June 2021
- Competitive Dynamics Conference (Online), May 2021
- Ghoshal Conference (Online), May 2021
- Advancing Management Theory with Sports Data Virtual Paper Workshop, April 2021
- Wharton Technology Conference (Online), April 2021
- Austin Technology and Entrepreneurship Conference (Online), February 2021
- Academy of Management Conference (Online), August 2020
- Wharton Technology Conference (Online), June 2020
- Strategic Management Society Conference, Minneapolis (USA), October 2019
- West Coast Research Symposium, Stanford University (USA), September 2019
- Academy of Management Conference, Boston (USA), August 2019
- Wharton Innovation Doctoral Symposium, Philadelphia (USA), October 2018
- Strategic Management Society Conference, Paris (France), September 2018
- Academy of Management Conference, Chicago (USA), August 2018
- DRUID18, Copenhagen Business School (Denmark), June 2018
- Trans-Atlantic Doctoral Conference, London Business School (UK), May 2018
- East Coast Doctoral Conference, NYU Stern School of Business (USA), May 2018
- Strategic Management Society Conference, Houston (USA), October 2017
- Academy of Management Conference, Atlanta (USA), August 2017
- Strategic Management Society Conference, Berlin (Germany), September 2016
- Academy of Management Conference, Anaheim (USA), August 2016

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## RESEARCH AND PUBLICATIONS

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### Invited Seminars

- 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

### Grants

- iORB Grant for Organization Design Database (\$12,000); 2025
- 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
- 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
- Wharton Doctoral Programs, Travel Grants; 2016-18

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## TEACHING

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### University of Southern California; 2019 -

- Instructor: University of Southern California BUAD 497: Strategic Management; Fall 2019-2023
  - 2019: Taught two sections with a total of 90 undergraduates (mainly juniors and seniors)
  - 2020: Taught three sections with a total of 135 undergraduates (mainly juniors and seniors)
  - 2021: Taught two sections with a total of 95 undergraduates (mainly juniors and seniors)
  - 2022: Taught two sections with a total of 96 undergraduates (mainly juniors and seniors)
  - 2023: Taught two sections with a total of 95 undergraduates (mainly juniors and seniors)
  - 2024: Taught two sections with a total of 96 undergraduates (mainly juniors and seniors)
- Instructor: University of Southern California MOR 458: AI and Business Strategy; Fall 2022
  - 2022: Taught one section with a total of 12 undergraduates (Sophomores to Seniors)
  - 2023: Taught one section with a total of 28 undergraduates (Sophomores to Seniors)
  - 2024: Taught one section with a total of 20 undergraduates (Sophomores to Seniors)
- Instructor: APEX Executive Education Program (Podcast and Class on Org. Design) 2022-23
- Guest Instructor: MOR603 (2022, 2023), GSB552 (2023, 2024)

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## TEACHING

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### University of Pennsylvania; 2014-2019

- Instructor: Wharton MGMT101 - Introduction to Management; 2017
  - Taught two recitations of 27 undergraduate students.
  - Average Teaching Rating: 3.52/4 (Top quartile rating)
- Guest Lecturer: Wharton WHT150 - Evaluating Evidence; 2017-2018
  - Undergraduate social science research methodologies class (Taught by Prof. Iwan Barankay)
- Teaching Assistant: Wharton: MGMT214 & MGMT731; 2016-2018
  - Innovation & Technology Strategy UG, MBA, Exec. MBA class (Taught by Prof. Rahul Kapoor)
  - Graded student assignments, facilitated class activities and provided feedback on presentations

### Melbourne Business School; 2013-2014

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

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## PROFESSIONAL ACTIVITIES

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### Internal Service

- Organizing Committee, Southern California Strategy/OT Workshop 2023-4
- Marshall Junior Faculty Open Day Presenter 2023
- MOR Strategy Faculty Search Committee 2023
- MOR Strategy Faculty Search Committee 2021
- MOR Doctoral Recruitment Committee 2021-24
- MOR Seminar Organizing Committee 2021-25
- Doctoral Strategy Seminar Guest Lecture 2021-24
- Marshall Junior Faculty Open Day Presenter 2020
- Organizing committee – Inaugural Wharton Innovation Doctoral Symposium (WINDS); 2017
- Wharton Management Department Student Ph.D. Representative; 2015-16
  - Organized Student Seminar Series
  - Organized Ph.D. Recruitment Visit Days
  - PhD representative in doctoral application committee

### External Service

- Co-Chair, STR Doctoral Consortium 2025-6
- Representative at Large Behavioral Strategy IG (SMS) 2023-2025
  - Organized PDW on Artificial Intelligence SMS Conference 2023, Toronto, Canada
  - Reviewed IG submissions for best paper award.
- Member of AOM STR Research Committee 2021-2023
- AOM PDW, 2024:
  - Organizer: Publishing Papers in Organization Design
  - Panelist: Strategy and Innovation in Healthcare
- AOM PDW, 2023, Organizer:
  - Publishing Papers in Organization Design
  - Healthcare as a setting for Strategic Management Research
- OMT Junior Faculty Consortium, AOM Seattle; August 2022. Participant
- STR Junior Faculty Paper Development Workshop, AOM Seattle; August 2022. Participant
- AOM PDW, 2022, Panelist:
  - From Lab to Business School: Leveraging STEM Experience to Thrive in Management
  - Workshop for former scientists moving into managerial scholarship

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## PROFESSIONAL ACTIVITIES

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### External Service (Continued)

- SMS Preparing Your Tenure Packet PDW; September 2021. Participant
- TIM Junior Faculty Consortium (Online); August 2021. Participant
- AOM PDW, Online 2021; Panelist
  - Supporting Non-traditional Research Career Paths in the Academy
  - Workshop to help more experienced candidates transition into management academia
- Industry Studies Association Junior Faculty and Doctoral Consortium June 2021. Panelist
- STRronger Together Virtual PDW 2020; Co-organizer with Daniel Albert, Jaeho Choi and Saerom Lee
  - “Organization Design: From Finding Ideas to Publishing Papers”
  - Panelists: J.P. Eggers, John Eklund, Vibha Gaba, Daniel Keum and Yue Maggie Zhou
- Industry Studies Association Junior Faculty and Doctoral Consortium; June 2020. Participant
- AOM PDW, Boston, USA 2019; Co-organizer with Daniel Albert and Saerom Lee
  - “Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem”
  - Panelists: Felipe Csaszar, Phanish Puranam, Nicolaj Siggelkow, Brian Silverman and Mary Tripsas
- West Coast Research Symposium & Doctoral Student Workshop, Seattle (USA); September 2018. Participant
- AOM PDW, Chicago, USA 2018; Co-organizer with Daniel Albert
  - “Designing Innovative Firms: Taking Stock and Future Research Opportunities”
  - Panelists: Nick Argyres, Martin Ganco, Metin Sengul and Richard Whittington
- Doctoral Workshop, Strategic Management Society Conference, Houston (USA); October 2017. Participant
- BPS Doctoral Consortium, Academy of Management Annual Meeting, Atlanta (USA); August 2017. Participant
- SRI PhD Bootcamp, University of Maryland, Washington D.C. (USA); June 2016. Participant
- Workshop on Research Design for Causal Inference, Chicago (USA); June 2015. Participant

### Editorial Boards and Refereeing

- 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
- Emergency Reviewer AOM STR Division, 2022, 2024
- Reviewer AOM TIM Best Paper Award, 2023
- Reviewer AOM STR Best Paper Award, 2023
- Reviewer AOM TIM Best Dissertation Award, 2022-2024
- Reviewer AOM STR Best Dissertation Award, 2022
- Reviewer INFORMS Dissertation Competition, 2021, 2023
- Reviewer SRF Doctoral Dissertation Fellowship Applications, 2021-2024
- Reviewer Best PhD Paper Award, Strategic Management Society Conference, 2020-21
- Reviewer for Academy of Management Annual Meeting, BPS/STR/TIM divisions; 2016 - 2022
- Reviewer for Strategic Management Society Annual Meeting; 2018-24
- Ad-hoc Reviewer for *Administrative Science Quarterly*, *Long Range Planning*, *Research Policy*, *Strategic Organization*, *Management Science*, and *Journal of Management Studies*

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## **PROFESSIONAL ACTIVITIES**

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### **Professional Affiliations and Memberships**

- Academy of Management, STR, TIM and OMT divisions
- Strategic Management Society, Behavioral Strategy, Corporate Strategy, Knowledge & Innovation, Research Methods Interest Group Communities
- Beta Gamma Sigma

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## **PROFESSIONAL WORK EXPERIENCE**

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- 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