

SHON R. HIATT

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ACADEMIC APPOINTMENTS

University of Southern California, Marshall School of Business

2023–Present Director of Business of Energy Transition initiative
2019–Present Associate Professor of Business Administration
2014–2018 Assistant Professor of Business Administration
Faculty Affiliate, Greif Center for Entrepreneurial Studies

Harvard Business School

2010–2014 Assistant Professor of Business Administration
Faculty Affiliate, HBS Business and Environment Initiative & Harvard Center for the Environment

EDUCATION

Cornell University

2010 Ph.D.
2007 M.S.

Brigham Young University

2004 M.P.A.
2002 B.A.

RESEARCH AREAS

Entrepreneurship, strategy, sustainability, innovation, energy, food & agribusiness

PUBLICATIONS

Articles

- 2024 Hiatt S. [Inflation, high interest rates are threatening energy innovation. Here's what the US can do.](#) *The Hill*, 22 February.
- 2023 Hiatt S & J Grandy. [Regulatory discretion fosters clean-tech entrepreneurship.](#) *The Regulatory Review*, 18 September.
• Top Contributor Essay of 2023
- 2023 Grandy J & S Hiatt. [The radical flank revisited: How regulatory discretion shapes the effectiveness of social activism on business outcomes.](#) *Organization Science*, forthcoming
• 2019 Best Paper Award, Sustainability, Ethics, and Entrepreneurship Conference
- 2022 Hiatt S & S Park. [Shared fate and entrepreneurial collective action in the U.S. wood pellet market.](#) *Organization Science*, 33(4): 2065-2083.
• 2016 People's Choice Award, Alliance for Research in Corporate Sustainability
• 2016 Best Paper Award, Academy of Management, ONE Division
- 2020 Grandy J & S Hiatt. [Regulators can help clear the way for entrepreneurial energy companies to innovate.](#) *The Conversation*, 16 November.
- 2020 Rawhouser H, S Hiatt & M Cummings. [Lessons from the world's largest market-based approach to lowering CO₂ emissions.](#) *LSE Business Review*, 22 September.
- 2020 Hiatt S & J Grandy. [When public agencies are free to decide, entrepreneurs are more likely to get a licence.](#) *LSE Business Review*, 29 May.

- 2020 Grandy J & S Hiatt. [State agency discretion and entrepreneurship in regulated markets](#). *Administrative Science Quarterly*, 65: 1092-1131.
- 2019 Rawhouser H, M Cummings & S Hiatt. [Does a common mechanism engender common results? Sustainable development tradeoffs in the global carbon offset market](#). *Academy of Management Discoveries*, 5: 514-529.
- 2020 Best Article Award Finalist, *Academy of Management Discoveries*
 - 2022 Responsible Research in Management Award, Academy of Management Fellows Group and the Community for Responsible Research in Business and Management
- 2019 Hiatt S & W Carlos. [From farms to fuel tanks: Stakeholder framing contests and entrepreneurship in the emergent U.S. biodiesel market](#). *Strategic Management Journal*, 40: 865-893.
- 2015 Best Paper Award, Academy of Management, ONE Division
- 2018 Carlos W & S Hiatt. [When companies have ties to politicians or military officials](#). *LSE Business Review*, 9 November.
- 2018 Hiatt S, W Carlos & W Sine. [Manu militari: The institutional contingencies of stakeholder relationships on entrepreneurial performance](#). *Organization Science*, 29: 633-652.
- 2013 Best Paper Award, Leadership for Peace and Prosperity Conference
 - 2014 Greif Research Award, USC Greif Center for Entrepreneurial Studies
- 2017 Lee B, S Hiatt & M Lounsbury. [Market mediators and the tradeoffs of legitimacy-seeking behaviors in a nascent category](#). *Organization Science*, 28: 447-470.
- 2014 Outstanding Paper Award, Alliance for Research in Corporate Sustainability
 - 2015 Best Paper Award, Sustainability, Ethics, and Entrepreneurship Conference
- 2015 Hiatt S & J Grandy & B Lee. [Organizational responses to public and private politics: An analysis of climate change activists and U.S. oil & gas firms](#). *Organization Science*, 26: 1769-1786.
- 2014 Best Paper Award, Academy of Management, ONE Division
- 2015 Hiatt S & J Grandy. [Review of From social movement to moral market: How circuit riders sparked an I.T. revolution and created a technology market by P. McInerney](#). *Organization Studies*, 36: 831-834.
- 2014 Hiatt S & W Sine. [Clear and present danger: Planning and new venture survival amid political and civil violence](#). *Strategic Management Journal*, 37: 773-785.
- 2013 Hiatt S & S Park. [Lords of the harvest: Third-party influence and regulatory approval of genetically modified organisms](#). *Academy of Management Journal*, 56: 923-944.
- 2009 Hiatt S, W Sine & P Tolbert. [From Pabst to Pepsi: The deinstitutionalization of social practices and the emergence of entrepreneurial opportunities](#). *Administrative Science Quarterly*, 54: 635-667.
- 2008 Best Paper Award, Administrative Science Association of Canada
- 2009 Brau J, S Hiatt & W Woodworth. [Evaluating the impacts of microfinance institutions using Guatemalan data](#). *Managerial Finance*, 35: 953-974.
- 2008 Sine W & S Hiatt. Review of From the ground up: Grassroots organizations making social change by C. Chetkovich and F. Kunreuther. *Administrative Science Quarterly*, 53:578-582.
- 2006 Hiatt S & W Woodworth. [Alleviating poverty through microfinance: Village banking outcomes in Central America](#). *The Social Science Journal*, 43: 471-477.
- 2006 Morris S, W Woodworth & S Hiatt. [The value of networks in enterprise development: Case studies in Eastern Europe and Southeast Asia](#). *Journal of Developmental Entrepreneurship*, 11: 345-356.
- 2003 Woodworth W & S Hiatt. [Socio-economic results of microfinance in Mexico and Ecuador](#). *Journal of the Utah Academy of Sciences, Arts and Letters*, 80: 57-66.

Book Chapters

- 2024 Hiatt S & P Polhill. Social movements, entrepreneurship, and innovation. In P. Thornton and O. Sorenson (eds.) *Handbook of Sociology of Innovation and Entrepreneurship*. Berlin: De Gruyter, #-#.
- 2022 Coles R, S Hiatt, W Sine. [Revisiting the relationship between income equality and entrepreneurship: A social trust perspective](#). *Research in the Sociology of Organizations*, 82: 51-67.
- 2022 Carlos W, S Hiatt. [From surgeries to startups: The impact of cultural holes on entrepreneurship in the medical profession](#). *Research in the Sociology of Organizations*, 80: 137-156.
- 2010 Tolbert P & S Hiatt. [The shape of things to come: Institutions, entrepreneurs, and the case of hedge funds](#). *Research in the Sociology of Work*, 21: 157-182.
- 2009 Hiatt, S American soft drink industry. In D. Fewless and C. Weide (eds.) *Soft Drink Bottlers of the United States*. Jacksonville, FL: Platform 3 Research, xii.
- 2009 Tolbert P & S Hiatt. [On organizations and oligarchies: Michels in the 21st century](#). In P. Adler (ed.), *Sociological Classics and Organizational Research*. London: Oxford University Press, 174-199.

Cases, supplements, and teaching notes

- 2013 Reinhardt F, S Hiatt & I Cornell. “Colbún and the Future of Chile’s Power (TN).” Harvard Business School 317-054.
- 2012 Reinhardt F & S Hiatt. “Colbún and the Future of Chile’s Power.” Harvard Business School 713-047.
- 2012 Hiatt S & J Weber. “Congruence Model Note” Harvard Business School 413-037.
- 2012 Hiatt S & I Cornell. “Sykué Bioenergía (TN).” Harvard Business School 412-106.
- 2012 Hiatt S & I Cornell. “Paulo Puterman, Co-Founder of Sykue Bioenergía, In-class Comments (November 8, 2011).” Harvard Business School Video Supplement 412-704.
- 2011 Hiatt S “Sykué Bioenergía.” Harvard Business School 412-062.
- 2012 & 2013 HBS Premier Case Collection.

WORK IN PROGRESS

Raines G, P Polhill, S Hiatt. Policy and Patriarchy: Changes in Startup Costs and the Entrepreneurial Gender Gap in Mexico. *R&R*

Kim E, S Hiatt & M Zhou. Green screening: Environmental strategy and firm carbon emissions amidst regulatory uncertainty in the European Union. *R&R*

Cordero A, S Hiatt & W Sine. Political fragmentation and entrepreneurship: An examination of maquiladora entry in Mexico.

Piyansinchai B, S Hiatt, M Grimes. Falling out of line: When firms benefit from divergent social evaluation ratings.

Piyansinchai B, S Hiatt, C Carlos. Do ESG ratings predict firms’ ability to manage risk? An analysis of multiple market intermediaries.

Xu L, M Wang, S Hiatt, D Park. Exploring the relationship between social activism and entrepreneurship in authoritarian contexts.

Kim J & S Hiatt. The effect of sociopolitical legitimacy on foreign firm political strategy.

Hiatt S & J Kim. Does location matter for winning government contracts? An examination of U.S. defense procurement awards.

Nishant R, T Teo & S Hiatt. When are sustainability initiatives material? Insights from shareholder response to sustainability leadership position announcements.

Grandy J, S Hiatt, S Park. Regulatory ambiguity and entrepreneurship in the U.S. geothermal power sector.

Hiatt S, C Carlos, B Lewis. Cheese awards and entrepreneurial performance.

AWARDS & HONORS

Research Career Awards

- 2018 *Emerging Sustainability Scholar Award*, Alliance for Research in Corporate Sustainability. This award recognizes the leading pre-tenure scholar “in the area of corporate sustainability who is likely to make significant contributions to the advancement of corporate sustainability scholarship and practice.”
- 2016 *Emerging Scholar Award*, The Academy of Management, Organizations and Natural Environment division. This award recognizes “early career academics who have already made outstanding research contributions in the area of organizations and the natural environment, and who appear to have a strong potential to continue making such contributions in the near future.”
- 2015 *Kauffman Junior Faculty Fellowship in Entrepreneurship Research*, Kauffman Foundation. This fellowship recognizes and supports “young world-class scholars who are establishing a record of scholarship that makes significant contributions to the body of research in the field of entrepreneurship.”

Research Awards

- 2023 *Top Contributor Essay, The Regulatory Review*. This award recognizes published articles with highest number of page views during the year.
- 2022 *Responsible Research in Management Award*, Academy of Management Fellows Group and the Community for Responsible Research in Business and Management. This award honors high quality published scientific research that addresses critical issues in business and society.
- 2022 *Best Paper Award*, Academy of Management Conference
- 2021 *Greif Research Award*, USC Greif Center for Entrepreneurial Studies
- 2020 *Best Article Award*, finalist. *Academy of Management Discoveries*
- 2019 *Best Paper Award*, Sustainability, Ethics and Entrepreneurship Conference
- 2019 *Showcase Symposium Award*. Academy of Management Conference
- 2018 *Institute for Outlier Research in Business Award*, iOrb USC Marshall. This award funds rigorous and relevant academic work that positively impacts the business community and society in general.
- 2018 *Best Symposium Award*, runner up. Academy of Management, Organizations and Management Theory
- 2018 *Emerald Best Symposium Award*, finalist. Academy of Management Conference
- 2018 *Showcase Symposium Award*. Academy of Management Conference
- 2017 *Greif Research Award*, USC Greif Center for Entrepreneurial Studies
- 2016 *Best Paper Award*, Academy of Management, Organizations and Natural Environment
- 2016 *People’s Choice Paper Award*, Alliance for Research on Corporate Sustainability Conference
- 2016 *Best Paper Proceedings*, Academy of Management Conference
- 2015 *Best Paper Award*, Academy of Management, Organizations and Natural Environment
- 2015 *Best Paper Award*, Sustainability, Ethics and Entrepreneurship Conference
- 2015 *Best Paper Proceedings*, Academy of Management Conference
- 2014 *Best Paper Award*, Academy of Management, Organizations and Natural Environment

- 2014 *Outstanding Paper Award*, Alliance for Research on Corporate Sustainability Conference
- 2014 *Greif Research Award*, USC Greif Center for Entrepreneurial Studies
- 2014 *Best Paper Proceedings*, Academy of Management Conference
- 2013 *Best Paper Award*, Leadership for Peace and Prosperity Conference
- 2012 *Showcase Symposium Award*, Academy of Management Conference
- 2011 *Showcase Symposium Award*, Academy of Management Conference
- 2011 *Louis Pondy Best Dissertation Paper Award*, Finalist, Academy of Management
- 2010 *Best Paper Proceedings*, Academy of Management Conference
- 2009 *Kauffman Entrepreneurship Dissertation Fellowship Award*, Kauffman Foundation. This fellowship recognizes and helps “launch the careers of emerging world-class entrepreneurship scholars.”
- 2009 *INFORMS / Organization Science Best Dissertation Proposal Award*, finalist. This competition recognizes extraordinary dissertation topics and methods. It is one of the most prestigious awards available to doctoral students studying organizations.
- 2008 *Benjamin Miller Best Dissertation Proposal Award*, Cornell University
- 2008 *Best Paper Award*, Administrative Science Association of Canada
- 2008 *Best Paper Proceedings*, Academy of Management Conference
- 2004 *William H. Sage Fellowship*, Cornell University
- 2003 *Best Paper Award*, Utah Academy of Sciences, Arts, and Letters
- 2002 ORCA Research Grant, Brigham Young University

Teaching and Achievement Awards

- 2019 *Organization Science Service Award*. This award honors editorial review board referees who exceptionally submitted timely, unbiased, and thoughtful reviews.
- 2018 *Golden Apple Teaching Award*, USC Marshall School of Business. This honor is voted upon annually by full-time MBA students and awarded to a faculty member “in recognition of excellence in teaching”
- 2017 *Excellence in Teaching Award*, USC Marshall School of Business, Management Department
- 2017 *Organization Science Service Award*. This award honors editorial review board referees who exceptionally submitted timely, unbiased, and thoughtful reviews.
- 2016 *Greif Case Development Award*, USC Greif Center for Entrepreneurial Studies
- 2012 *Premier Case Collection Award*, Harvard Business School
- 2004 Romney Institute *High Honors Award*, Brigham Young University
- 2003 Romney Institute Scholarship, Brigham Young University
- 2003 Elaine B. Garrett Scholarship Award, Brigham Young University
- 2003 Graduate Studies Dean’s Award, Brigham Young University
- 2002 Marriott School of Management Scholarship, Brigham Young University
- 2000-02 National Spanish Honor Society
- 1999-02 Academic Scholarship, Brigham Young University
- 1999-00 Dean’s Honor List, Brigham Young University
- 1991 Eagle Scout

TEACHING EXPERIENCE

University of Southern California

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|--------------|---------------------------------|-----------------------|
| 2014-Present | Director Development Program | (Executive Education) |
| | Food Industry Executive Program | (Executive Education) |

Leadership Development Program	(Executive Education)
Global Competitive Strategy	(MBA)
Problem Solving and Decision Making	(MBA)
Perspectives in the Food Industry	(MSFIL)
Strategic Management	(Undergraduate)

Harvard Business School

2010-2014	Global Agribusiness Seminar	(Executive Education)
	Global Energy Seminar	(Executive Education)
	Nieman Foundation Fellows Program	(Executive Education)
	Leadership and Org. Behavior	(MBA)

Cornell University

2009	Innovation Management	(Undergraduate)
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INVITED PRESENTATIONS

2024	University of Texas at Austin, McCombs School of Business University of San Diego, Knauss School of Business
2023	Cornell University, Johnson Graduate School of Management INSPER São Paulo KAIST College of Business KAIST, K-ESG New York University, Stern Fubon Center for Innovation Tilburg University
2022	Brigham Young University, Marriott School of Business University of Cambridge, Judge Business School University of Texas at San Antonio, College of Business
2021	University of Central Florida College of Business
2020	ESMT Berlin HEC Paris Hertie School of Governance in Berlin IE Business School Madrid IESE Business School Barcelona University of Erasmus, Rotterdam Business School University of St. Gallen, School of Management
2019	Católica Lisbon School of Business and Economics Tulane University, Freeman School of Business University of Amsterdam, Amsterdam Business School University of Cambridge, Judge Business School University of Edinburgh Business School University of Missouri, Trulaske College of Business
2018	Emory University, Goizueta Business School University of Arkansas, Sam M. Walton College of Business University of Michigan, Ross School of Business
2017	The George Washington University School of Business Texas A&M University, Mays Business School University of Cambridge, Judge Business School University of Oregon, Lundquist College of Business

- University of Texas at San Antonio, College of Business
- 2016 KAIST (Korea Advanced Institute of Science and Technology), College of Business
University of Iowa, Tippie College of Business
University of Michigan, Ross School of Business & Erb Institute
University of Southern California, Price School of Public Policy
- 2015 Hong Kong University of Science and Technology, Business School
Santa Clara University, Leavey School of Business
Stanford University, SCANCOR
University of California–Los Angeles, Sociology
University of California–Riverside, School of Business Administration
University of Hong Kong, School of Business
University of Western Ontario, Ivey Business School
University of Wisconsin–Madison, School of Business
- 2014 Brigham Young University, Marriott School of Business
Ewha Womans University, School of Business
SKK University, Samsung Graduate School of Business
Stanford University, Stanford Institute for Economic Policy Research
University of Melbourne, Melbourne Business School
- 2013 Boston University, Questrom School of Business
Cornell University, Johnson Graduate School of Management
University of Pennsylvania, The Wharton School
University of Southern California, Marshall School of Business
- 2012 Dartmouth College, Tuck School of Business, Strategy
National University of Singapore, Business School, Management
University of Texas at Austin, McCombs School of Business, Management
- 2011 Cornell University, Johnson Graduate School of Management
Harvard University, Center for the Environment
Harvard University, Harvard Business School, Business & Environment Initiative
Harvard University, Harvard Business School, International Business & Strategy
Massachusetts Institute of Technology, Sloan School of Management
- 2010 Boston University, Questrom School of Business
Columbia University, Graduate School of Business
Harvard University, Harvard Business School, Entrepreneurial Management
Harvard University, Harvard Business School, Organizational Behavior
New York University, Stern School of Business
University of Florida, Warrington College of Business Administration
University of Maryland, Smith School of Business
University of Toronto, Rotman School of Management
University of Washington, Foster School of Business
- 2009 McGill University, Desautels Faculty of Management
University of California–Berkeley, Haas School of Business
University of Chicago, Booth School of Business
University of Colorado–Boulder, Leeds School of Business
University of Minnesota, Carlson School of Management
- 2008 University of Illinois at Urbana-Champaign, College of Business

PROFESSIONAL ACTIVITIES

Doctoral dissertation committee

Jake Grandy, Strategy, University of Southern California, (defended 2017)
Jin Hyung Kim, Strategy, Harvard Business School, (defended 2017)
Ryan Merrill, Public policy, University of Southern California, (defended 2017)
Ryan Coles, Organizational behavior, Cornell University (defended 2020)
Jue Wang, Strategy, University of Southern California (defended 2020)
Bell Nareporn Piyasinchai, Strategy, University of Cambridge (defended 2022)
Lígia Azevedo-Rezende, Strategy, Fundação Getulio Vargas GSB
Grady Raines, Management, Cornell University

Editorial duties

2022-2024 Special Issue Editor, *Organization Studies*
2017-Present Editorial Review Board, *Administrative Science Quarterly*
2013-Present Editorial Review Board, *Organization Science*
2016-2017 Associate Editor, Academy of Management Annual Conference, ONE Division

Reviewer: *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Review*, *Academy of Management Discoveries*, *American Sociological Review*, *Management Science*, *Strategic Management Journal*, *Strategic Entrepreneurship Journal*, *Journal of Business Venturing*, *Journal of World Business*, *Organization Science*, *Organization & Environment*, *Strategy Science*, *Strategic Organization*, *Social Policy & Administration*, Academy of Management Conference, ARCS Conference, Strategic Management Society Conference, Academy of International Business Conference, INFORMS Organization Science Dissertation Competition, Kauffman Dissertation Fellowship Program, ISA Best Dissertation Award

Committees and assignments

2023- President's Sustainability Initiative Award Reviewer Committee (PSIARC)
2022- Dean's sustainability committee
2020-2021 USC Provost AltaSea Committee
2018-2019 Faculty Advisory Member, Center for Sustainability Solutions, USC
2018-2019 ABAC-APEC MBA Review & Redesign Committee, USC
2017-2018 MS in Food Industry Task Force, USC
2014-2019 Guest Lecturer, Strategy PhD Seminar, USC
2015-2017 Department seminar series, Co-coordinator, MOR Department, USC
2014-2016 Faculty Director, Food Industry Executive Program, USC
2015 Guest Lecturer, Organization Theory PhD Seminar, Stanford GSB
2015-2016 Department seminar series co-coordinator, MOR, USC
2014 Guest Lecturer, Organizational Behavior PhD Seminar, Cornell University
2014 Faculty Member, MOR PhD Recruiting Committee, USC
2010-2014 Guest Lecturer, Organization Theory PhD Seminar, HBS
2012-2013 Faculty Member, Organizational Behavior PhD Program Committee, HBS
2012-2013 Faculty Advisor, MBA Independent Project in Business, Government and International Economy, HBS
2012 Faculty Advisor, MBA Independent Project in Finance, HBS
2012 Faculty Advisor, MBA Independent Project in Entrepreneurial Management, HBS
2011-2012 Unit brownbag series Co-coordinator, Organizational Behavior Unit, HBS
2011-2012 Unit seminar series Co-coordinator, Organizational Behavior Unit, HBS
2011-2012 Faculty Instructor, IAE Universidad Austral Student Exchange Program, HBS
2011 Faculty Advisor, MBA Independent Project in Business & Environment, HBS

Conferences and panels

2015-Present Advisory Board Member, Sustainability, Entrepreneurship and Ethics Conference
2014-2021 Co-organizer of Doctoral Program, West Coast Research Symposium
2017-2018 Steering Committee Member, Kauffman Emerging Scholars Conference

2015-2016	Professional development workshop mentor, SEE Conference, U. Colorado-Boulder
2015	Session chair, ONE Division, Academy of Management Conference
2014-2015	Case-teaching discussant, OMT New Faculty Consortium, Academy of Management Conference
2013	Paper discussant, OMT Doctoral Consortium, Academy of Management Conference
2013	Co-organizer, Paul R. Lawrence Conference on Institutional Theory Relevance and Rigor, HBS
2013	Session chair, Future directions of institutional theory, Paul R. Lawrence Conference, HBS
2013	Session chair, Financial crisis, Paul R. Lawrence Conference, HBS
2013	Session chair, Collective activists & organizations, Paul R. Lawrence Conference, HBS
2012	Panelist, Commodities and Energy, Asia Business Conference, HBS
2012	Discussant and Session Chair, OMT Division, Academy of Management Conference
2011	Panelist, Energy in Latin America, Harvard Energy & Environment Symposium, HBS
2011	Discussant, Smith Entrepreneurship Conference, U. of Maryland
2011	Panelist, Doctoral Consortium, Smith Entrepreneurship Conference, U. of Maryland

LANGUAGES

English, Spanish, Portuguese

REFERENCES

Wesley Sine
 Cornell University, Johnson School
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 607-254-1336
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 Harvard Business School
 Morgan Hall 313, Boston, MA
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 392 Ives Faculty Building
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