

# SHON R. HIATT

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## ACADEMIC APPOINTMENTS

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### University of Southern California, Marshall School of Business

2023–Present Director of Zage Business of Energy 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

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### Cornell University

2010 Ph.D.  
2007 M.S.

### Brigham Young University

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

## RESEARCH AREAS

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Entrepreneurship, strategy, sustainability, innovation | energy, minerals & agribusiness

## PUBLICATIONS

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### Journal Articles

2025 Xu L, M Wang, S Hiatt & D Park. Revolutionary sparks: Exploring the indirect effect of street protests on entrepreneurship. *Organization Science*, forthcoming.

2025 Coles R, S Hiatt, G Raines & W Sine. [Refugees at the door: Initial funding partners and new venture performance in a changing emerging market](#). *Strategic Management Journal*, 46: 2975-3022.

2025 Wijen R, R Durand, S Hiatt, J Reinecke, J Walls. [Assessing and driving societal impact: Introduction to the themed section on overcoming shortcomings of measuring organizational sustainability](#). *Organization Studies*, 46(5) 617–634.

2025 Kim E, S Hiatt & Y Zhou. [Green screening: Firm environmental strategy amidst policy implementation uncertainty in the European Union](#). *Journal of Management Studies*, 62(4): 1450-1490.

2024 Raines G, P Polhill, S Hiatt, & R Coles. [Cultural norms and the gendered impact of entrepreneurship policy in Mexico](#). *Administrative Science Quarterly*, 69(4): 1006-1043.

2024 Grandy J & S Hiatt. [The radical flank revisited: How regulatory discretion shapes the effectiveness of social activism on business outcomes](#). *Organization Science*, 35(3): 835-852.

- 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. [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 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.

### Practitioner Articles

2025 Ryu A & S Hiatt. Combined cycle gas turbine (CCGT) plants employment forecast analysis. *HIAE Research*. forthcoming

2025 Ryu A & S Hiatt. [Data center employment forecast analysis](#). *HIAE Research*. 3 December.

2025 Blatman G & S Hiatt. [Regulatory harmonization for SMRs: Direct and opportunity cost implications: Evidence from U.S. developers and cross-jurisdictional benchmarks](#). *HIAE Research*, 30 October.

2025 Hiatt S & A Ryu. [Data center energy demand: Who, where, and how growth is emerging](#). *ZBEI Energy Brief*, 24 September.

2025 Hiatt S. [The AI energy crunch: Can gas peaker conversion provide the answer?](#) *RealClearEnergy*, 12 September.

2025 Hiatt S & M Mills. Energy education part 2. [Real-world energy courses: The top 10 & bottom 10 universities](#). *NCEA Issue Brief*, 3 September.

2025 Hiatt S & A Ryu. [Turning old into new: Meeting immediate data center demands by converting gas peaker plants to combined cycle gas turbine plants](#). *ZBEI Energy Brief*, 30 July.

2025 Hiatt S. [Who controls critical minerals: A new paradigm of ownership emerges](#). *BN Americas*. 22 July

2025 Hiatt S, M Mills. [Energy education: foundational or aspirational? A survey of top 50 U.S. universities](#). *NCEA Issue Brief*. 8 July.

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*

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 CO<sub>2</sub> 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.

2018 Carlos W & S Hiatt. [When companies have ties to politicians or military officials](#). *LSE Business Review*, 9 November.

## Book Chapters

2025 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, 581-600.

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 21<sup>st</sup> 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 Bioenergya (TN)." Harvard Business School 412-106.

2012 Hiatt S & I Cornell. "Paulo Puterman, Co-Founder of Sykue Bioenergya, In-class Comments (November 8, 2011)." Harvard Business School Video Supplement 412-704.

2011 Hiatt S "Sykué Bioenergya." Harvard Business School 412-062.

- 2012 & 2013 HBS Premier Case Collection.

## WORK IN PROGRESS

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Taylor S, D Sirmon, S Hiatt. Certification work on the fringe: Theorizing certification emergence and measurement scheme design. *R&R Academy of Management Review*

Qiao K, S Hiatt, W Sine. Substantive and symbolic imprints: A study of armed roots and airline routes in South America. *Reject and Resubmit*

Grandy J, S Hiatt, S Park, N Ahmed. Regulatory ambiguity and entrepreneurship in the U.S. geothermal power sector. *Under review*

- 2025 Best Paper Award, *Alliance for Research in Corporate Sustainability Conference*

Hiatt S, T Howell, T Williams. Enduring legacy of collective resistance: How historical responses to trauma affect Modern Native American venturing. *Under review*

- 2025 Best Paper Award runner-up, *Academy of Management Conference (OMT)*

Kim J, S Hiatt. Private capital and firm environmental, social, and governance performance: Evidence from global private equity and venture capital investment. *Under review*

Chen Y, J Andrus, S Hiatt. Navigating institutional complexity in the U.S. biogas sector. *Under review*

Wu B, L Xu, S Hiatt. The complex dynamics of contentious activism and firm innovation. *Under review*

Blatman G, S Hiatt. Balancing the load: Institutional complexity and structural governance choices in the global energy sector. *Under review*

Piyansinchai B, S Hiatt & C Carlos. Measuring ESG risk management: Are ESG ratings reliable predictors?

Ryu A, S Hiatt. Energy lock-in in the AI arms race: How market pressure and irreversibility shape data center sustainability.

Hiatt S et al. The rise and fall (and rise) of ocean energy in the United Kingdom.

## AWARDS & HONORS

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### 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

2025 *Top Gun Award*, Management Department. This award honors a faculty member who has demonstrated outstanding achievements in research, teaching, and service.

2025 *Best Paper Award*, Alliance for Research in Corporate Sustainability Conference

2025 *Best Paper Award runner-up*, Academy of Management Conference, OMT

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**

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#### **University of Southern California**

2014-Present Director Development Program (Executive Education)  
 Food Industry Executive Program (Executive Education)  
 Leadership Development Program (Executive Education)  
 The Business of Energy in the 21<sup>st</sup> Century (MBA, Undergraduate)  
 Global Strategy (MBA)  
 Problem Solving and Decision Making (MBA)  
 Perspectives in the Food Industry (MS)  
 Competitive Strategic Management (Undergraduate)

#### **Harvard Business School**

2010-2014 Global Agribusiness Seminar (Executive Education)  
 Global Energy Seminar (Executive Education)

Nieman Foundation Fellows Program  
Leadership and Org. Behavior  
(Executive Education)  
(MBA)

**Cornell University**  
2009 Innovation Management  
(Undergraduate)

## **INVITED PRESENTATIONS**

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2025 INSPER São Paulo  
Texas A&M University, Mays Business School  
University of Michigan, Ross School of Business  
University of San Diego, Knauss School of Business

2024 University of Texas at Austin, McCombs 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**

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### **Doctoral dissertation committee**

Tiffany Yau, Strategy, University of Southern California  
 Peter Shumway Polhill, Organizational Behavior, Cornell University  
 Albert Roh, Strategy, University of Southern California  
 Grady Raines, Management, Cornell University  
 Scott Taylor, Management, University of Washington (defended 2025)

Lígia Azevedo-Rezende, Strategy, Fundação Getulio Vargas GSB (defended 2023)  
 Bell Nareporn Piyasinchai, Strategy, University of Cambridge (defended 2022)  
 Ryan Coles, Organizational behavior, Cornell University (defended 2020)  
 Jue Wang, Strategy, University of Southern California (defended 2020)  
 Jin Hyung Kim, Strategy, Harvard Business School, (defended 2017)  
 Jake Grandy, Strategy, University of Southern California, (defended 2017)  
 Ryan Merrill, Public policy, University of Southern California, (defended 2017)

### **Editorial duties**

2024-Present	Editorial Review Board, <i>Strategic Management Journal</i>
2017-Present	Editorial Review Board, <i>Administrative Science Quarterly</i>
2013-Present	Editorial Review Board, <i>Organization Science</i>
2025-Present	Special Issue Editor, <i>California Management Review</i>
2022-2025	Special Issue Editor, <i>Organization Studies</i>
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*, *Business & Society*, *Journal of Management Studies*, 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**

2024-	USC Presidential working group on sustainability in education, research, and operations (PWG)
2024-	Alliance for Research in Business Sustainability (ARCS), Steering Committee
2024-	Academy of Management ONE Division, Impact Committee
2024	Peer Evaluation Group (Promotion and Advancement Committee) (associate with tenure)
2023-	West Coast Research Symposium (WCRS), Steering Committee
2023-	Director of Zage Business of Energy Initiative
2023-	USC President's sustainability initiative award reviewer committee (PSIARC)
2023	Peer Evaluation Group Chair (Promotion and Advancement Committee) (4th Year Renewal)
2022-	Dean's sustainability committee
2020-2021	USC Provost AltaSea Evaluation 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**

2015-2022	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**

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English, Spanish, Portuguese

### **REFERENCES**

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