

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 Raines G, P Polhill, S Hiatt, & R Coles. [Cultural norms and the gendered impact of entrepreneurship policy in Mexico](#). *Administrative Science Quarterly*, forthcoming.
- 2024 Kim E, S Hiatt & Y Zhou. [Green screening: Firm environmental strategy amidst policy implementation uncertainty in the European Union](#). *Journal of Management Studies*, forthcoming.
- 2024 Hiatt S. [Inflation, high interest rates are threatening energy innovation. Here's what the US can do](#). *The Hill*, 22 February.
- 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
- 2023 Hiatt S & J Grandy. [Regulatory discretion fosters clean-tech entrepreneurship](#). *The Regulatory Review*, 18 September.
- *Top Contributor Essay of 2023*
- 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

Coles R, S Hiatt, G Raines & W Sine. Refugees at the door: Initial funding partners and new venture performance in a changing emerging market. *R&R Strategic Management Journal*

Durand R, S Hiatt, J Reinecke, J Walls, & F Wijen. Assessing and driving societal impact: Introduction to overcoming shortcomings of measuring organizational sustainability. *SI at Organization Studies*

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

Qiao K, S Hiatt, W Sine. From armed roots to airline routes: Stakeholder imprinting effects and entrepreneurial geographic expansion. *Under review*

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

Nishant R, A Subramanian & S Hiatt. Decoding the role of AI Human and structural capital in novel drug discoveries using a configurational approach. *Under review*

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

Taylor S, D Sirmon, S Hiatt. Certification emergence: An institutional agent perspective.

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

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

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.

Various entrepreneurship & innovation projects on cheese, wave & tidal power, oil & gas, energy utilities

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

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)

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

- Scott Taylor, Management, University of Washington
 Grady Raines, Management, Cornell University
 Peter Shumway Polhill, Organizational Behavior, Cornell University
 Albert Roh, Strategy, University of Southern California
 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

- 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, 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
 2023- West Coast Research Symposium (WCRS), Steering Committee
 2023- Director of Business of Energy Transition 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

English, Spanish, Portuguese

REFERENCES

Wesley Sine
 Cornell University, Johnson School
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 607-254-1336
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