

ALEX MURRAY

Lundquist College of Business | University of Oregon | Eugene OR 97403
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ACADEMIC APPOINTMENTS

University of Oregon, Lundquist College of Business

Associate Professor of Management	2025 – Present
Assistant Professor of Management	2019 – 2025

Intelligent Futures Lab

Director	2025 – Present
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Center for Cyber Security and Privacy

Faculty Affiliate	2025 – Present
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ETH Zürich, Department of Management, Technology, and Economics

Senior Researcher, Chair of Entrepreneurship	2018 – 2019
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EDITORIAL POSITIONS

Organization Science

Guest Editor, “Agency and AI” Special Issue	2026 – Present
Senior Editor	2025 – Present

Strategic Entrepreneurship Journal

Associate Editor	2025 – Present
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Academy of Management Review

Guest Editor, “Artificial Intelligence in Management” Special Topic Forum	2024 – Present
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EDUCATION

University of Washington, Ph.D., Management and Organization	2018
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University of Virginia, M.S., Accounting	2012
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University of Alabama, B.S., Accounting	2011
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ACADEMIC JOURNAL PUBLICATIONS

Murray, A., Cohen, S., Iqbal, F. (Conditionally accepted). Legitimacy buffers: How ventures maintain stakeholder support in the face of operational legitimacy threats. *Strategic Entrepreneurship Journal*.

*Gartenberg, C., *Hasan, S., *Murray, A., *Pierce, L. (2026). More versus better: Artificial intelligence, incentives, and the emerging crisis in peer review. *Organization Science*. 37(3): 795-812.

- **Press coverage:** *Nature, Financial Times, Forbes*

Majzoubi, M., Murray, A., Mayew, W.J. (2026). Shaping expectations, losing flexibility: A study of CEO promises as strategic communication tools. *Strategic Management Journal*. 47(7): 1980-2061.

- **Press coverage:** *Bloomberg*

Jones, J., Murray, A. (2026). Contending with perceived legitimacy tensions: Impact investing in pluralistic institutional environments. *Journal of Management Studies*. 63(1): 232-269.

*^Hmaddi, O., *Lanahan, L., Murray, A. (2025). Tracing entrepreneurial spillovers: Evidence from the U.S. State Small Business Credit Initiative and Kickstarter. *Research Policy*. 54(4): 105197

He, V.F., ^Tröbinger, M., Murray, A. (2024). The crowd beyond funders: An integrative review of and research agenda for crowdfunding. *Academy of Management Annals*. 18(1): 348-394.

*#Brewer, J., *#Patel, D., *Kim, D., *Murray, A. (2024). Navigating the challenges of generative technologies: Proposing the integration of artificial intelligence and blockchain. *Business Horizons*. 67(5): 525-535.

Murray, A., Fisher, G. (2023). When more is less: Explaining the curse of too much capital for early-stage ventures. *Organization Science*. 34(1): 246-282.

Murray, A., Kim, D., #Combs, J. (2023). The promise of a decentralized Internet: What is Web3 and how can firms prepare? *Business Horizons*. 66(2): 191-202.

Murray, A., Rhymer, J., Sirmon, D. (2021). Humans and technology: Forms of conjoined agency in organizations. *Academy of Management Review*. 46(3): 552-571.

- **2022 Academy of Management Review Best Paper Award**

*Murray, A., *Kuban, S., *Josefy, M., *#Anderson, J. (2021). Contracting in the smart era: The implications of blockchain and decentralized autonomous organizations for contracting and corporate governance. *Academy of Management Perspectives*. 35(4): 622-641.

Murray, A., Kotha, S., Fisher, G. (2020). Community-based resource mobilization: How entrepreneurs acquire resources from distributed non-professionals via crowdfunding. *Organization Science*. 31(4): 960-989.

Hallen, B.L., Davis, J.P., Murray, A. (2020). Entrepreneurial network evolution: Explicating the structural localism and agentic network change distinction. *Academy of Management Annals*. 14(2): 1067-1102.

* Denotes equal authorship

^ Denotes collaboration with doctoral student

Denotes undergraduate or master's student at time of submission

INVITED PUBLICATIONS & BOOK CHAPTERS

- Murray, A., Rhymer, J., Sirmon, D. (2026). Tokenizing information and mitigating misinformation. In *The Palgrave Handbook for Blockchain Technology for Business*. J. Sarkis (ed.). London: Palgrave Macmillan.
- Murray, A., Glaser, V. (2026). Artificial intelligence and the reshaping of social evaluations. In *The Oxford Handbook of Organisational Social Evaluations*. R. Younger, A. Zavyalova (eds.). Oxford, UK: Oxford University Press.
- Murray, A. (2024). Book Review: “Daron Acemoglu and Simon Johnson. *Power and Progress: Our 1000-Year Struggle Over Technology and Prosperity*.” *Administrative Science Quarterly*. 69(4): NP84-NP87.
- Rhymer, J., Murray, A., Sirmon, D. (2024). Synthetic stakeholders: Engaging the environment in organizational decision making. In *Research on AI and Decision Making in Organizations*. I. Constantiou, M.P. Joshi, M. Stelmaszak (eds.). (pp. 226-239). Cheltenham, UK: Edward Elgar Publishing.

MANUSCRIPTS UNDER REVIEW

- Tinguely, P., Murray, A. Tokenizing centralized organizations. **Under third review at *Academy of Management Perspectives*.**
- Younger, S., Murray, A., Kotha, S., Wicks, A. How marketplace platforms sequence community building for strategic advantage in nascent markets. **Revise and resubmit at *Strategic Management Journal*.**
- Park, S.H., Murray, A. Entrepreneurial theorizing with generative artificial intelligence. **Revise and resubmit at *Strategic Entrepreneurship Journal*.**
- Kleinaltenkamp, M., Murray, A., Hannigan, T. How outsider communities enact values to generate radically new technologies: The case of the Cypherpunks. **Under review at *Research Policy*.**
- Sardana, D., Murray, A., Ertug, G. Recognizing and rewarding knowledge contributions in intelligence organizations: A case for the AI-blockchain ensemble. **Under review at *Organization Theory*.**

WORKING PAPERS

- Raisch, S., Gregory, R.W., Leavitt, K., Minbaeva, D., Murray, A., Nahrgang, J.D., Zavyalova, A. Artificial intelligence in management: From singularity to hybridity.
- Beckenbauer, L., Murray, A., Beutel, T., De Filippi, P. In the age of AI, knowledge infrastructure demands decentralization and openness.
- Rhymer, J., Murray, A., Sirmon, D. The advent of synthetic stakeholders: How non-traditional entities gain salience in organizations.

Murray, A., Hallen, B.L., Kotha, S. Levered replication: A study of how entrepreneurs better learn new high-stakes skills from others.

Whitbeck, J., Murray, A. Endogenous option engineering: The institutional logics of platform strategic degradation.

*Dacin, M.T., *Murray, A. From navigation to endurance: How marginalized workers experience paradox.

*Murray, A., *Kleinaltenkamp, M. Centralized and decentralized AI: Organizational design considerations.

SELECTED RESEARCH IN PROGRESS

Rhymer, J., Doshi, A., Murray, A., Sirmon, D. Unveiling synthetic stakeholders in the boardroom: An experiment.

Kleinaltenkamp, M., Dacin, M. T., Murray, A. Sublime narratives.

#Coleman, C., Krishnagiri, A., Murray, A. A framework of tokenized funding models.

TEACHING CASES

Huang, L., Enthoven, M., Murray, A., Hofmann, E. (2021). modum.io (B): Bidding farewell to crypto. *Harvard Business School Case N9-421-068*.

Huang, L., Roeck, D., Murray, A., Hofmann, E. (2019). modum.io: Funding a blockchain-based start-up's supply chain solution. *Harvard Business School Case N9-420-006*.

Murray, A., Kotha, S. (2016). Kickstarter: Using crowdfunding to launch a new board game. In *Strategic Management*, 5e. F. T. Rothaermel (eds.). Burr Ridge, IL: McGraw-Hill.

INVITED TALKS & PRESENTATIONS

“Where is social evaluations research going? Current and future hot topics” (Opening Panel). **42nd European Group for Organizational Studies Colloquium, IULM Milan Hub** | Milan, Italy | July 2026

“AI and academic research: Transformation, disruption, or distraction” (Panel). **NEOMA Research Excellence Day** | Paris, France | June 2026

“Entrepreneurial theorizing with generative artificial intelligence.” **NEOMA** | Paris, France | June 2026

“More versus better: Artificial intelligence, incentives, and the emerging crisis in peer review.” **University of Oregon** | Eugene OR | May 2026

“More versus better: Artificial intelligence, incentives, and the emerging crisis in peer review.” **Hong Kong University of Science and Technology** | Hong Kong | May 2026

“More versus better: Artificial intelligence, incentives, and the emerging crisis in peer review.” **University of Washington** | Seattle WA | May 2026

“The impact of AI on *Organization Science* paper submissions.” **IDEaS 2026** | London, United Kingdom | April 2026

“AI and the future of the journal.” **University of Oregon Libraries** | Eugene OR | March 2026

“The effects of generative AI on entrepreneurial theorizing.” **UNLV Troesh Research Conference** | Las Vegas NV | January 2026

“How AI is transforming research.” **NEOMA** | Paris, France | December 2025

“Levered replication: A study of how entrepreneurs better learn new high-stakes skills from others.” **ESADE** | Barcelona, Spain | November 2025

“AI agents in DAO governance: The case of GoverNoun.” **Devconnect Governance Day** | Buenos Aires, Argentina | November 2025

“Artificial intelligence: Friend or foe? What does it mean for us?” **Oregon Forest Industries Council** | Sunriver OR | October 2025

“Role of AI in social evaluations research” (Panel). **University of Oxford Reputation Symposium** | Oxford, United Kingdom | August 2025

“The future of digital assets.” (Fireside Chat with Hester Peirce, U.S. Securities and Exchange Commissioner). **45th Annual NW Securities Institute** | Portland OR | May 2025

“The advent of synthetic stakeholders: How non-traditional entities gain salience in organizations.” **Université de Genève** | Geneva, Switzerland | May 2025

“Implications for policy and practice” (Closing Panel). **Assemblages, Ecosystems, and Fields: The 2025 IDEaS Workshop** | Ottawa, Canada | May 2025

“Agentic representation in decentralized organizations.” Artificial Intelligence, Organizations, and Ethical Strategies (Webinar). **University of Wisconsin-Milwaukee** | February 2025 (virtual presentation)

“Levered replication: A study of how entrepreneurs better learn new high-stakes skills from others.” **Universidad Carlos III de Madrid** | Madrid, Spain | November 2024

“Blockchain and green finance.” **Oregon Division of Financial Regulation** | Portland OR | October 2024 (virtual presentation)

“Theorizing on AI in management.” **HEC Montréal** | Montréal, Canada | June 2024

“The future of algorithmic organizing” (Closing Panel). **IDEaS 2024 Mini Conference: Qualitative Studies of Algorithmic Organizing** | Edmonton, Canada | March 2024

- “Levered replication: A study of how entrepreneurs quickly and effectively learn new capabilities for their nascent organizations.” **University of Arkansas** | Fayetteville AR | November 2023
- “Grounded disconfirming learning: How entrepreneurs learn to mobilize financial resources from several non-professionals.” **Darden School of Business, University of Virginia** | Charlottesville VA | June 2023
- “DAO-based resource mobilization for start-ups.” **Decentralizations: Unlocking Stakeholder Value with Blockchain Technology in the Next Generation of the Internet** | Sponsored by the Sand Institute for Lifelong Learning at Darden | Rosslyn VA | June 2023
- “The promise of a decentralized Internet: What is Web 3.0 and how can firms prepare?” **Junior Economic Club of Chicago** | Chicago IL | October 2022 (virtual presentation)
- “Humble agentic learning: How entrepreneurs learn to mobilize resources from distributed non-professionals.” **Oregon State University** | Corvallis OR | May 2022
- “How do nascent organizations quickly and accurately learn new skills and capabilities? A study of resource mobilization via crowdfunding.” **University of Colorado** | Boulder CO | October 2021
- “When more is less: Explaining the curse of too much capital for crowdfunded early-stage ventures.” **American University** | Washington DC | March 2021 (virtual presentation)
- “Humans and technology: Forms of conjoined agency in organizations.” **University of São Paulo** | São Paulo, Brazil | May 2020 (virtual presentation)
- “Community-based resource acquisition: How early-stage ventures mobilize resources via crowdfunding.” **University of Oregon** | Eugene OR | February 2019
- “Community-based resource acquisition: How early-stage ventures mobilize resources via crowdfunding.” **University of Georgia** | Athens GA | January 2019
- “Community-based resource acquisition: How early-stage ventures mobilize resources via crowdfunding.” **Santa Clara University** | Santa Clara CA | January 2019
- “Community-based resource acquisition: How early-stage ventures mobilize resources via crowdfunding.” **University of Southern California** | Los Angeles CA | January 2019
- “Community-based resource acquisition: How early-stage ventures acquire resources from distributed non-professionals.” **Willamette University** | Salem OR | December 2018
- “Community-based resource acquisition: How early-stage ventures acquire resources from distributed non-professionals.” **Colorado State University** | Fort Collins CO | November 2018
- “Community-based resource acquisition: How early-stage ventures acquire resources from distributed non-professionals.” **Pennsylvania State University** | State College PA | October 2018
- “What is entrepreneurship in a decentralized autonomous organization?” (Keynote). **University of St. Gallen Alumni Group** | Zürich, Switzerland | September 2018

“Community-based financing: Entrepreneurial resource acquisition in the age of disintermediation.” **ETH Zürich** | Zürich, Switzerland | May 2017

“Playing to the crowd or playing with the crowd? The dynamic co-construction of entrepreneurial narratives.” **ETH Zürich** | Zürich, Switzerland | January 2017 (virtual presentation)

“Actions before the business plan.” (Keynote). **Grow Your Business Initiative Conference: Ideas, Collision, Connection** | Port-au-Prince, Haiti | December 2016

“Crowdfunding in Haiti.” (Keynote). **Entrepreneur en Action pour le Progrès Économique et Social Entrepreneurship Conference** | Port-au-Prince, Haiti | August 2016

“A data-driven approach to opportunity recognition in developing contexts.” **University of Alabama** | Tuscaloosa AL | May 2016

“Scale development: Measurement challenges across individual perceptions.” **University of Washington School of Social Work** | Seattle WA | May 2015

COMPETITIVE CONFERENCE PAPERS & PRESENTATIONS

“The effects of generative AI on entrepreneurial theorizing.” Artificial intelligence: Disrupting work and destabilizing social processes (Symposium). **Academy of Management Annual Meeting** | Copenhagen, Denmark | July 2025

“AI agents in DAO governance: The case of GoverNoun.” **Open and User Innovation Conference** | Lisbon, Portugal | July 2025

“Tokenization and the emergence of centralized semi-autonomous organizations.” **European Group for Organizational Studies Colloquium** | Athens, Greece | July 2025

“The advent of synthetic stakeholders.” **Assemblages, Ecosystems, and Fields: The 2025 IDEaS Workshop** | Ottawa, Canada | May 2025

“Strategic leadership, digital transformation and the fourth Industrial Revolution: A clarion call” (Symposium). **Academy of Management Annual Meeting** | Chicago IL | August 2024

“Humans and algorithms in organizations: Navigating the intersection of blockchain and AI” (Symposium). **Academy of Management Annual Meeting** | Chicago IL | August 2024

“New trends in entrepreneurial finance research” (Symposium). **Academy of Management Annual Meeting** | Chicago IL | August 2024

“Non-human agency in organizations: Action selection with augmenting technologies.” **European Group for Organizational Studies Colloquium** | Milan, Italy | July 2024

“Synthetic stakeholders: How the natural environment achieves salience in organizations.” **Decentralization in Organizations Conference** | St. Gallen, Switzerland | June 2024

“Non-human agency in organizations: Action selection with augmenting technologies.” **IDEaS 2024 Mini Conference: Qualitative Studies of Algorithmic Organizing** | Edmonton, Canada | March 2024

- “Synthetic stakeholders: How the natural environment achieves salience in organizations.” **West Coast Research Symposium** | Seattle WA | September 2023
- “Legitimacy buffers: How ventures maintain stakeholder support in the face of operational legitimacy threats.” Strategies for scaling-up: Addressing changing nature of challenges over a venture’s lifecycle (Symposium). **Academy of Management Annual Meeting** | Boston MA | August 2023
- “Not all black-boxes are the same: Unpacking and theorizing different algorithmic technologies” (Symposium). **Academy of Management Annual Meeting** | Boston MA | August 2023
- “Web3 decentralization: Blockchain technologies’ impact on modern organizational governance.” (Symposium). **Academy of Management Annual Meeting** | Boston MA | August 2023
- “Synthetic stakeholders: How the natural environment achieves salience in organizations.” **European Group for Organizational Studies Colloquium** | Cagliari, Italy | July 2023
- “Tokenizing information and distributed ledger technologies.” The implications of blockchain technology for business (Symposium). **Academy of Management Annual Meeting** | Seattle WA | August 2022
- “Distributed ledger technologies and decentralized platform ecosystems.” Technology across organizational boundaries (Symposium). **Academy of Management Annual Meeting** | Seattle WA | August 2022
- “Ego-centrists, collaborators, and socializers: How tie-forming motivations impact pivoting.” **Academy of Management Annual Meeting** | Seattle WA | August 2022
- “Financial resources of the future: DAO-based resource mobilization.” **TUM Blockchain Workshop** | July 2022 (virtual presentation)
- “How do nascent organizations quickly and accurately learn new skills and capabilities? A study of resource mobilization via crowdfunding.” **West Coast Research Symposium** | September 2021 (virtual presentation)
- “How do entrepreneurs learn effective resource mobilization actions.” The processes behind pivots: Behavioral perspectives on entrepreneurial change and adaptation (Symposium). **Academy of Management Annual Meeting** | August 2021 (virtual presentation)
- “Crowd-founding: Early-stage venture resource acquisition from decentralized autonomous organizations.” Decentralized organizational theory: Distributed trust and blockchain (Symposium). **Academy of Management Annual Meeting** | Vancouver, Canada | August 2020 (cancelled due to COVID-19)
- “Community-based (dis)advantage?: An RBV view of community driven performance gains and latent hazard” **Academy of Management Annual Meeting** | Vancouver, Canada | August 2020 (cancelled due to COVID-19)
- “Antecedents of the pivot: Temporal configurations of network positioning and team dynamics on ventures’ strategic redirections.” **INGRoup 2020** | Seattle WA | July 2020 (virtual presentation due to COVID-19)

- “How early-stage ventures manage internal legitimacy jolts with initial resource providers.” **Strategic Management Society Special Conference Berkeley** | Berkeley CA | April 2020 | *Best Conference Paper Finalist* (virtual presentation due to COVID-19)
- “Community-based resource acquisition: How early-stage ventures mobilize resources via crowdfunding.” **West Coast Research Symposium** | Stanford CA | September 2019
- “Crowdfunding in an emergent market: Regulatory impact upon liquidity and performance.” **Blockchain Technology & Organizations Research Symposium** | Stamford CT | August 2018
- “Be careful what you wish for: The role of human agency in organizational coordination.” **Blockchain Technology & Organizations Research Symposium** | Stamford CT | August 2018
- “Rethinking interdependence and coordination: Organizational structure in the age of the distributed ledger.” Coordination, governance, and trust: The impact of blockchain on organizations (Symposium). **Academy of Management Annual Meeting** | Chicago IL | August 2018
- “Withholding signals of experience and expertise in resource acquisition efforts via crowdfunding.” **Academy of Management Annual Meeting** | Chicago IL | August 2018
- “Entrepreneurial opportunities and legitimacy within institutional voids: An exploratory case from Haiti.” **Sustainability, Ethics, and Entrepreneurship Conference** | San Juan PR | March 2017 | *Best Submission Award Winner*
- “Unintended incongruence or strategic decoupling? Narrative and operational alignment in hybrid organizations.” **Strategic Management Society Annual International Conference** | Berlin, Germany | September 2016 | *Best Conference Paper Nominee*
- “Expansive enactment: Dynamic drivers of cultural entrepreneurship.” **West Coast Research Symposium** | Seattle WA | September 2016
- “Persuasion sequences: The dynamic process of garnering support for early-stage entrepreneurial endeavors.” Identity, entrepreneurship, and meaning construction through cultural resources (Symposium). **Academy of Management Annual Meeting** | Anaheim CA | August 2016
- “Will they deliver? The impact of entrepreneurial narcissism on new venture follow-through.” **Academy of Management Annual Meeting** | Anaheim CA | August 2016
- “I’ll believe it when I see it: The case for alignment between impact investor projections and actions.” **Sustainability, Ethics, and Entrepreneurship Conference** | Denver CO | May 2016
- “Democratization of new venture funding: Does gender matter in crowdfunding settings?” **Strategic Management Society Annual International Conference** | Denver CO | October 2015
- “Visual mapping for process research.” Embracing process in entrepreneurship research (PDW). **Academy of Management Annual Meeting** | Vancouver, Canada | August 2015
- “Persuading crowds: Mindset, learning and influence mechanisms in crowdfunding campaigns.” **Academy of Management Annual Meeting** | Vancouver, Canada | August 2015

“Persuading crowds: A process approach to understanding persuasion mechanisms in crowdfunding campaigns.” **Babson College Entrepreneurship Research Conference** | Boston MA | June 2015

TEACHING EXPERIENCE

University of Oregon

MGMT 635: Opportunity Recognition (MBA curriculum). Core course for MBA Entrepreneurship specialization that focuses on identifying and executing high-potential opportunities. Covers principled decision-making processes to develop and analyze new ventures.

- Winter 2027 (one section)
- Winter 2025 (one section)
- Winter 2023 (one section)

MGMT 410/510: Implementing Innovation & Technology Commercialization (combined undergraduate and MBA). Developed elective course that offers a dynamic exploration of innovations in science labs across campus. Covers the strategies, principles, and processes that guide the transformation of cutting-edge ideas and innovations from research labs into successful commercial ventures.

- Winter 2024 (one section)

MGMT 460/560: Lean Launchpad (combined undergraduate and MBA). Elective course that teaches evidence-based entrepreneurship. Covers business model development, hypothesis formulation and testing, asking unbiased questions to informants, and integrating feedback into new ventures.

- Fall 2026 (one section)
- Winter 2026 (one section)
- Fall 2024 (one section)
- Fall 2023 (one section)
- Fall 2022 (one section)
- Fall 2021 (one section)
- Fall 2020 (one section, synchronous online due to COVID-19)

MGMT 335: Launching New Ventures (undergraduate curriculum). Core course for Entrepreneurship Minor and Business Major Concentration that emphasizes the skills, behaviors, and knowledge necessary for creating and growing new ventures. Covers the fundamentals of recognizing and evaluating opportunities, developing growth strategies, obtaining venture funding, building a management team, and scaling.

- Fall 2026 (two sections)
- Winter 2026 (one section)
- Winter 2025 (two sections)
- Winter 2024 (two sections)
- Winter 2023 (two sections)
- Winter 2022 (three sections)
- Winter 2021 (three sections, synchronous online due to COVID-19)
- Spring 2020 (two sections, synchronous online due to COVID-19)
- Winter 2020 (one section)

University of Washington

ENTRE 370: Introduction to Entrepreneurship (undergraduate curriculum). Elective course that introduces students to entrepreneurial practices and the challenges of starting new businesses. Covers the

fundamentals of opportunity recognition, opportunity evaluation, developing growth strategies, venture financing, and scaling. Organized several guest speakers from the Seattle entrepreneurial ecosystem.

- Fall 2015 (one section; Course: 4.8/5, Instructor 4.9/5)

HONORS & AWARDS

Academy of Management Review Outstanding Reviewer Award | 2025
Williams Fellowship, University of Oregon | 2025
Academy of Management Review Outstanding Reviewer Award | 2024
A.J. Ersted Award for Distinguished Teaching, University of Oregon | 2024
Academy of Management Review Best Reviewer Award | 2023
Excellence in Undergraduate Teaching Award, Lundquist College of Business | 2023
Consumer Protection Grant Award, University of Oregon | 2023
Goulet Outstanding Research Award, Lundquist College of Business | 2023
Dave Petrone Financial Literacy and Wellness Research Award, University of Oregon | 2022
Academy of Management Review Best Paper Award | 2022
Academy of Management Review Best Reviewer Award | 2022
Lundquist Outstanding Faculty in Entrepreneurship Award, Lundquist College of Business | 2022
Journal of Business Venturing Best Reviewer Award | 2021
Academy of Management Review Best Developmental Reviewer Award | 2021
Lundquist Center for Entrepreneurship Translational Research Grant Recipient | 2020
Strategic Management Society Special Conference Berkeley Best Paper Finalist | 2020
COVID-19 Impact Grant Award, University of Oregon | 2020
University of Oregon New Junior Faculty Research Award | 2019
Sustainability, Ethics, and Entrepreneurship Conference Best Submission Award | 2017
Terence R. Mitchell Doctoral Fellowship | 2016
University of Washington PhD Program Fellowship | 2016
Graduate School Top Scholar Award, University of Washington | 2014
David Beck Ph.D. Fellowship, University of Washington | 2013

PROFESSIONAL SERVICE ACTIVITIES

Editorial Positions

- Guest Editor, *Organization Science*, “Agency and AI” Special Issue | 2026 – Present
- Senior Editor, *Organization Science* | 2025 – Present
- Associate Editor, *Strategic Entrepreneurship Journal* | 2025 – Present
- Guest Editor, *Academy of Management Review*, “AI in Management” Special Topic Forum | 2024 – Present

Editorial Review Boards

- *Academy of Management Review* | 2022 – Present
- *Strategic Entrepreneurship Journal* | 2023 – 2025

Ad-hoc Journal Reviewing

- *Academy of Management Journal*
- *Academy of Management Review*

- *Administrative Science Quarterly*
- *California Management Review*
- *Entrepreneurship Theory and Practice*
- *Information and Organization*
- *Journal of Business Venturing*
- *Journal of Management*
- *Journal of Operations Management*
- *Organization Science*
- *Organization Studies*
- *Organization Theory*
- *Research Policy*
- *Strategic Entrepreneurship Journal*
- *Strategic Management Journal*
- *Strategic Organization*
- *Strategy Science*

Conferences, Grants, & Other Reviewing

- Academy of Management Annual Meeting
- Association of Computing Machinery Human-Computer Interaction Conference
- Mitacs Accelerate
- Oxford University Press
- Routledge
- SMS Special Conference Frankfurt
- SMS Special Conference Berkeley
- Strategic Management Society Annual Conference
- Swiss National Science Foundation

ACADEMIC COMMUNITY SERVICE ACTIVITIES

Academy of Management

- Member, TIM Research Committee | 2026 – 2028
- Member, Artificial Intelligence Task Force | 2025

Academy of Management Annual Meeting

- Reviewer, TIM Best Dissertation Award | 2026
- Discussant, “The Socio-Cultural Dynamics of Blockchain Platforms: Beyond Decentralization and Algorithms” | 2025
- Mentor, MOC Diamonds in the Rough Consortium | 2023, 2024, 2025, 2026
- Co-organizer, New Venture Resource Mobilization: Reflections and Opportunities for Future Research (PDW) | 2024
- Co-organizer, What Constitutes Data (Un)Conventionality? An Interactive PDW on Unconventional Archival Data (PDW) | 2023
- Panelist, TIM Doctoral Consortium | 2023
- Co-organizer, Identifying, Accessing, and Utilizing Unconventional Sources of Archival Data (PDW) | 2022
- Co-organizer, Demystifying the Revise and Resubmit Process (PDW) | 2019

Organization Science

- Member, Artificial Intelligence Task Force | 2025 – 2026
- Mentor, Paper Development Workshop | Peking University | Beijing, China | 2025

- Mentor, Paper Development Workshop | Hong Kong Polytechnic University | Hong Kong | 2025
- Reviewer, INFORMS/*Organization Science* Dissertation Proposal Competition | 2024

Strategic Management Society

- Co-organizer, Entrepreneurial Resource Mobilization: Overcoming a Critical Juncture and Exploring Future Research Directions (Panel Session) | 2021, 2023

Other Conferences

- Co-organizer, Doctoral Consortium, West Coast Research Symposium | 2024
- Co-organizer, Blockchain Technology & Organizations Research Symposium | 2018

UNIVERSITY SERVICE ACTIVITIES

University of Oregon

- Faculty Advisor, University of Oregon Artificial Intelligence Student Association | 2024 – Present
- Member, Artificial Intelligence Task Force, Lundquist College of Business | 2024 – Present
- Faculty Advisor, Oregon Blockchain Group | 2022 – Present
- Course Coordinator, MGMT 335 | 2021 – 2022, 2024 – 2025
- Member, Hiring Committee, Department of Management (three positions) | 2023 – 2024
- Member, Hiring Committee, Department of Management (two positions) 2022 – 2023
- Coordinator, Research Seminars, Department of Management | 2020 – 2021, 2022 – 2023

ETH Zürich

- Course Coordinator, Technology Entrepreneurship | 2018 – 2019
- Coordinator, Research Symposia, Chair of Entrepreneurship | 2018 – 2019

University of Washington

- Representative, Doctoral Business Student Association | 2015 – 2017

STUDENT ADVISING

Ph.D. Dissertation Committees

- Aaron Pagel, Management, University of Oregon [Member]
- Yunjung Pak, Strategy, Entrepreneurship, and Management, University of Alberta [Special Knowledge Examiner]
- Sanidhay Arora, Computer Science, University of Oregon [Outside Member]

CONSORTIA PARTICIPATION

Strategic Entrepreneurship Journal-ESSEC Paper Development Workshop | Paris, France | 2025
 University of Oxford Reputation Symposium | Oxford, United Kingdom | 2024
 University of Oregon Summer Teaching Institute | Eugene OR | 2024
 IDEaS Workshop II | Vancouver, Canada | 2022
 2021 Changing Nature of Work Paper Development Workshop | Palo Alto CA | 2021
 TIM Virtual Workshop for Junior Faculty | *Virtual* | 2021

Igniting Impact: Enhancing Business Practice and Research through Greater Collaboration | Ann Arbor MI | 2020
Organization Science Special Issue on Emerging Technologies Workshop | Santa Barbara CA | 2019
Academy of Management Review Paper Development Workshop | Berkeley CA | 2018
West Coast Research Symposium (Track II) | Edmonton, Canada | 2017
OMT Doctoral Consortium, *Academy of Management Annual Meeting* | Atlanta GA | 2017
Sustainability, Ethics, and Entrepreneurship Junior Faculty & Doctoral Consortium | San Juan, Puerto Rico | 2017
West Coast Research Symposium (Track I) | Seattle WA | 2016
Sustainability, Ethics, and Entrepreneurship Junior Faculty & Doctoral Consortium | Denver CO | 2016
Kauffman Doctoral Consortium, Smith Entrepreneurship Research Conference | College Park MD | 2015

SELECTED NON-ACADEMIC EXPERIENCE

Forza Financial, Co-Founder, Board of Directors, Tuscaloosa AL | 2009 – 2015

Grameen Foundation, e-Warehouse Project Lead, Nairobi, Kenya | 2013

PricewaterhouseCoopers, Associate, Philadelphia PA | 2012