

MEGAN LAWRENCE

Strategy & Business Economics
Vanderbilt Owen Graduate School of Management
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ACADEMIC POSITION

Owen Graduate School of Management, Vanderbilt University Nashville, TN 2016 – Present
Assistant Professor of Strategic Management

EDUCATION

Harvard Business School, Boston, MA May 2016
Doctor of Business Administration, Strategy
Committee: Felix Oberholzer-Gee (chair), Jan Rivkin, Juan Alcacer, Victor Bennett
Dissertation: Why Do Firm Practices Differ? Examining the Selection and Implementation of Organizational Practices

Princeton University, Princeton, NJ May 2006
Bachelor of Science in Engineering, *cum laude*, in Operations Research and Financial Engineering

PEER REVIEWED JOURNAL PUBLICATIONS

Dutt, Nilanjana & Megan Lawrence (2021). “Learning to Manage Breadth: The Effect of Experience in U.S. Toxic Waste Management”. Forthcoming at *Organization Science*.

- Selected for *AOM Best Paper Proceedings, 2018*

Lawrence, Megan. (2020). “Replication Using Templates: Does the Unit Learn from Itself, the Template, or Both?” *Strategic Management Journal*. 44(11): 1955-1982.

- Winner of *Academy of Management (AOM) Distinguished Student Paper Award, 2016*.

Lawrence, Megan. (2018). “Taking Stock of the Ability to Change: The Effect of Prior Experience”. *Organization Science*. 29(3): 489-506.

- Winner of *Strategic Management Society (SMS) Best Conference PhD Paper Prize, 2015*.

BOOK CHAPTERS AND CONFERENCE PROCEEDINGS

Dutt, Nilanjana & Megan Lawrence (2018). “Complex Learning: Evidence from US Manufacturing”. *Academy of Management Best Paper Proceedings*.

Bennett, Victor, Megan Lawrence & Raffaella Sadun. (2017). “Are Founder CEOs Good Managers?” In *Measuring Entrepreneurial Businesses: Current Knowledge and Challenges*, edited by John Haltiwanger, Erik Hurst, Javier Miranda, and Antoinette Schoar. National Bureau of Economic Research.

WORKING PAPERS

Lawrence, Megan & Christopher Poliquin (2021). “The Growth of Hierarchy in Young Firms: Managing Knowledge Scope”

- R&R at *Strategic Management Journal*

Ringov, Dimo, Haibo Liu, Megan Lawrence & Gabriel Szulanski. (2021). “Standardization versus Local Adaptation of Practices in Multiunit Organizations: How about Both?”

- Under Review

Chauvin, Jasmina, Prithwiraj Choudhury & Megan Lawrence (2021). “Where in the World is My (Virtual) Headquarters?”

Bennett, Victor & Megan Lawrence. (2020). “How Much Don’t We Know? Accounting for Measurement Error in Survey-based Variance Decomposition Studies”.

Lawrence, Megan, Felix Oberholzer-Gee & Victor Canalog. (2015). “Bidding for Business: Tax Discrimination as Local Industrial Policy”.

INVITED TALKS & CONFERENCE PRESENTATIONS

Invited Talks

2021 – Tuck School of Business

2018 – NYU Stern School of Business

2017 – Wisconsin School of Business, Washington University in St. Louis - Olin

2016 – Georgetown University – McDonough, Emory University – Goizueta, Bocconi University, ESADE

2015 – Vanderbilt University – Owen, University College London School of Management, University of Southern California – Marshall, Duke University – Fuqua, University of Utah – David Eccles

Paper Conferences

Hiring Hierarchy: The Consequences of Hierarchy Expansion in Young Firms
HBS Strategy Doctoral Alumni Conference, Virtual

August 2021

The Growth of Hierarchy in Young Firms: Managing Knowledge Scope
Strategy, Innovation, and Entrepreneurship Seminar, Virtual
Bocconi Assembly for Innovation and Cooperation, Milan, Italy
Strategic Management Conference, Minneapolis, MN
Academy of Management Annual Conference, Boston, MA
*HBS Strategy Doctoral Alumni Conference, Boston, MA
4th Vienna Conference on Strategy, Organizational Design, and Innovation, Vienna, Austria
Strategy Science, Salt Lake City, UT

November 2021

December 2019

October 2019

August 2019

August 2019

June 2019

May 2019

Learning to Manage Breadth: The Effect of Experience in U.S. Toxic Waste Management

*Strategic Management Conference, Paris, France

September 2018

*Academy of Management Annual Conference, Chicago, IL

August 2018

Strategy Science Conference, Philadelphia, PA

June 2018

*SMS Special Conference, Oslo, Norway

June 2018

Organization Science Winter Conference, Park City, UT

March 2018

Academy of Management Annual Conference, Atlanta, GA

August 2017

Replication Using Templates: Does the Unit Learn from Itself, the Template, or Both?

Sumantra Ghoshal Conference, London Business School, London, UK

June 2018

Organization Science Winter Conference, Park City, UT

February 2017

INFORMS Annual Conference – Strategy Science, Nashville, TN

November 2016

Academy of Management Annual Conference, Anaheim, CA

August 2016

<i>What Matters for Managerial Practices?</i> Academy of Management Annual Conference, Atlanta, GA	August 2017
<i>Taking Stock of the Ability to Change: The Effect of Prior Experience</i> Wharton's People & Organizations Conference, Philadelphia, PA Strategic Management Conference, Denver, CO Academy of Management Annual Conference, Vancouver, Canada 26 th Annual Production and Operations Management Conference, Washington DC Atlanta Competitive Advantage Conference, Atlanta, GA Consortium on Competitiveness and Cooperation (CCC), New York, NY	September 2016 October 2015 August 2015 May 2015 May 2015 April 2015
<i>Bidding for Business: Tax Discrimination as Local Industrial Policy</i> NBER Law and Economics Winter Conference, Cambridge, MA Trans-Atlantic Doctoral Conference, London Business School, London, UK HBS Strategy Doctoral Workshop, Boston, MA	February 2015 May 2014 April 2014
<i>Are Founder CEOs Good Managers?</i> NBER/CRIW Conference on Entrepreneurship, Washington DC	December 2014

*Presented by coauthor

AWARDS & HONORS

Selected for Best Paper Proceedings, Academy of Management	August 2018
Provost Research Studio Award, Vanderbilt University	2017-2018
Distinguished Student Paper Award, Academy of Management, BPS Division	August 2016
Best PhD Paper, Strategic Management Society Conference	September 2015

TEACHING

EMGT7856: Strategy for MMHC, Vanderbilt Owen Required strategy course for Master of Management in Healthcare	Summer 2019/20/21
MGT6355: Strategic Management, Vanderbilt Owen Required core strategy course for MBAs	Winter 2017/18/19/20/21/22
Analytics Course for MBAs, Harvard Business School Finance Teaching Assistant for weeklong preparatory course for entering MBA students	Summer 2012/13/14
Economics 10: Principles of Economics, Harvard University Teaching Fellow for foundational macro- and micro-economics course, responsible for preparing and teaching materials for three lectures per week for entire school-year, ~ 26 students	Fall 2012-Spring 2013
Entrepreneurship and Innovation, Harvard University Teaching Fellow for Prof. Mihir Desai and Prof. Joseph Lassiter, responsible for assisting with material comprehension and grading for 93 students	Fall 2011

EXECUTIVE EXPERIENCE

Managing Health Care Delivery, Harvard Business School On-call teaching assistant for finance and accounting portions of executive training that occurred during interim module of the program between the concentrated modules on healthcare process and practice management	Winter 2014 / 2015
Leading Change and Organizational Renewal, Harvard Business School	March 2012 / 2013, June 2012

Facilitator for course designed to teach executives tools for leading their organizations through innovation, change and renewal opportunities

PROFESSIONAL LEADERSHIP AND SERVICE

Invited Presentations

Owen Human Organizational Performance Association. Invited Speaker	November 2017
GEODIS Annual Carrier Conference. Keynote Speaker.	May 2017
A View of Academic Strategy Research, HBS PRIMO Program. Invited Speaker.	July 2015
Doctoral Research at HBS, HBS MBA Section J Lunch 'n Learn. Invited Speaker.	April 2015
Industry vs Academia, National Collegiate Research Conference. Invited Panelist.	January 2014
Aspire Academy (selective program for Romanian business students), Romania. Invited Faculty.	July 2012
What is Strategy, Harvard Graduate Consulting Club. Invited Speaker.	August 2011
The Future of Analytics in Electronic Trading, Bloomberg LP. Invited Panelist.	May 2010

Professional Association Leadership Roles

Rep-at-Large, Knowledge & Innovation Interest Group, Strategic Management Society	2018
Engagement Officer, Knowledge & Innovation Interest Group, Strategic Management Society	2019-2021

Membership in Professional Associations

Academy of Management
Strategic Management Society
Strategy Research Forum (SRF)
Consortium for Competitiveness and Cooperation (CCC)

Reviewing Activities

Atlanta Competitive Advantage Conference, Research Development Workshop	May 2015
Trans-Atlantic Doctoral Conference, Discussant.	May 2014
Ad Hoc Reviewer for <i>Strategic Management Journal</i> , <i>Organization Science</i> , and <i>Strategy Science</i>	

Supervisor of Independent Projects

Matthieu Popesco, MBA – Fall 2019
Joseph Scheele, MBA – Winter 2020
Julian Danziger, MBA – Summer 2020

Committee Participation

Kendall Park, Pathway Post-doctoral Scholar, Vanderbilt 2018-2020

PROFESSIONAL EXPERIENCE

ARCELIK, A.S., ISTANBUL, TURKEY

Fall 2010-January 2011

Consultant, Harvard Business School Immersion Experience Program

Worked with a team of Harvard Business School MBAs on a market entry strategy.

MERRILL LYNCH, NEW YORK, NY

2006-2010

Equity Electronic Trading Analyst / Associate

Headed Quantitative Consulting for Equity Electronic Trading with direct oversight of two employees