



“Our program is focused on achieving strong job placements and successful careers for each of top candidates we admit each year. Our students thrive in an environment where every faculty member is both research active and eager to collaborate with our doctoral students.”

—Lamar Pierce, Beverly and James Hance Professor of Strategy; Editor in Chief, *Organization Science*.

At Olin, we believe that great Strategy and Entrepreneurship PhD candidates have a fundamental drive to impact business practice. Our students, like our faculty, have diverse undergraduate training, including economics, chemistry, engineering and mathematics. We strongly promote interdisciplinary and collaborative research among PhD students and faculty across business disciplines and with other areas and schools at Washington University.

Collaborative Research—Strategy and Entrepreneurship Faculty and PhD Students

Working Papers:

- Carnahan, S., Pierce, L., Tang, S.*, Clutch Performers.
- Knott AM, Pasipanodya T.* The Herfindahl-Hirschmann Index (HHI) Revisited.
- Gubler, T*, Pierce L, Scott, G.* Social ties and mortgage defaults.
- Elfenbein, D., Kim, S.*, Wang, M*. Board diversity and the performance of non-profits.

Published Papers:

- Tang, S.*, Elfenbein, D. W., & Pasipanodya, T.* (2025). Self-regulation, corruption, and competitiveness in extractive industries: Making transparency pay. *Strategic Management Journal*.
- Chen, J.S., Elfenbein, D.W., Posen, H.E., Wang, M.Z.* (2022). The Problems and Promise of Entrepreneurial Partnerships: Decision Making, Overconfidence, and Learning in Founding Teams. *Academy of Management Review*, 47(3): 489-520
- Knott, A.M., Vieregger, C.* (2020). Reconciling the Firm Size and Innovation Puzzle. *Organization Science*, 31(2): 245-534.
- Gubler, T.*, Larkin, I., Pierce, L., (2018). Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity. *Management Science* 64(11): 4967-4987.
- Cummings, T.*, Knott, A.M. (2018). Outside CEOs and innovation. *Strategic Management Journal*: 39(8), 2095-2119.
- Klüppel, L.M.*, Pierce, L., Snyder, J.A. (2018). Perspective – The Deep Historical Roots of Organization and Strategy: Traumatic Shocks, Culture, and Institutions. *Organization Science*: 29(4), 702-721.
- Chen, J.S., Elfenbein, D.W., Posen, H.E. and Wang, M.Z.* (2022). Programs of Experimentation and Pivoting for (Overconfident) Entrepreneurs. *Academy of Management Review* (forthcoming).

Awards Received by PhD Students While in Our Program

- Shirley Tang (currently at Boston University): Academy of Management STR Division, Finalist for Best Dissertation; Strategic Management Society, 2021 Dissertation Research Grant, First Runner-Up INFORMS-Organization Science Best Dissertation Proposal, 2022
- Ming Zhu Wang (currently at University of Washington): Robert J. Litschert Best Doctoral Student Paper Award, AoM STR Division, 2020
- Trey Cummings (currently at Johns Hopkins University): Organization Science Dissertation Finalist; AoM STR Division Best Dissertation Finalist; AoM TIM Division Best Dissertation Finalist
- Leo Klüppel (currently at Ohio State University): SMS Best Conference PhD Paper Prize, 2017
- Timothy Gubler (currently at Brigham Young University): Robert J. Litschert Best Doctoral Student Paper Award – 2015; Strategic Human Capital Division Best Paper Prize, Strategic Management Society, Denver, CO, 2015
- Erin Scott (currently at Massachusetts Institute of Technology): Kauffman Foundation Fellowship (\$20,000); Organization Science Dissertation Proposal (Second Place)

Strategy and Entrepreneurship Faculty

CHAIR: Lamar Pierce

Beverly and James Hance Professor of Strategy; Editor-in-Chief, *Organization Science*

PhD, University of California, Berkeley

Research interests: business strategy and public policy, fraud and corruption, ethics, incentives in organizations

Nicholas Argyres

Vernon W. and Marion K. Piper Professor of Strategy

PhD, University of California, Berkeley

Research interests: strategy and structure; vertical integration, contracting and inter-organizational arrangements; internal organization structure; industry evolution

Seth Carnahan

Associate Professor of Strategy

PhD, University of Maryland

Research interests: strategy, entrepreneurship, human capital

Daniel W. Elfenbein

Professor of Organization and Strategy and Associate

Dean of Faculty Research

PhD, Harvard University

Research interests: entrepreneurial decision-making, overconfidence, governance of complex transactions, corporate social responsibility

Tarek Ghani

Assistant Professor of Strategy

PhD, University of California, Berkeley

Research interests: how market and institutional frictions affect firm strategy in emerging economies.

Jino Lu

Assistant Professor of Strategy

PhD, University of Southern California

Research interests: Economics of innovation, technology strategy.

Oren Reshef

Assistant Professor of Strategy

PhD, University of California - Berkeley

Research interests: competitive strategy and business economics, digital economy and platform strategy, innovation and social inequality

Hugh Wu

Assistant Professor of Strategy and Entrepreneurship PhD, Stanford University

Research interests: business strategy, personnel and organizational economics, strategic human capital, field experiments

Minyuan Zhao

Associate Professor of Strategy

PhD, New York University

Research interests: interactions between firm strategy and external environment in a global context



WashU
Olin Business