

MEGAN LAWRENCE

Strategy & Business Economics
Vanderbilt Owen Graduate School of Management
401 21st Ave South | Nashville, TN 37203
megan.lawrence@vanderbilt.edu

ACADEMIC POSITION

Owen Graduate School of Management, Vanderbilt University Nashville, TN
Assistant Professor of Strategic Management 2016 – Present
Parental Leave 2016-17, 2018-19. COVID Extension 2020-21.
Brownlee O. Currey Jr. Dean's Faculty Fellow 2023-Present

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

Lawrence, Megan & Christopher Poliquin (2023). "The Growth of Hierarchy in Organizations: Managing Knowledge Scope". *Strategic Management Journal*, 44(13): 3155–3184.

Dutt, Nilanjana & Megan Lawrence (2022). "Learning to Manage Breadth: Experience as Repetition and Adaptation". *Organization Science*. 33(11): 1300-1318.

- *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.*
- *Winner of Strategic Management Society (SMS) Best Video Abstract. 2022.*

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

Poliquin, Christopher, Megan Lawrence, & Samina Karim. (2025). “Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance”.

- *Revise and Resubmit*

Chauvin, Jasmina, Prithwiraj Choudhury & Megan Lawrence (2025). “Not All Remote is All Distributed: Spatial Distribution and Coordination for Remote Workers”.

- *Submitted*

Bennett, Victor & Megan Lawrence (2025). “Rotation and Succession”.

Rawley, Evan & Megan Lawrence (2025). “Are MBAs Good Entrepreneurs?”

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

- 2024 – Michigan Ross School of Business
Purdue University – Krannert School of Management
Indiana University – Kelley School of Business
UNC – Kenan-Flagler
GA Tech – Scheller College of Business
UVA – Darden School of Business
- 2022 – Purdue University – Krannert School of Management
- 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
Vanderbilt University – Owen
- 2015 – University College London School of Management
University of Southern California – Marshall
Duke University – Fuqua
University of Utah – David Eccles

Paper Conferences

Rotation and Succession

- Sumantra Ghoshal Conference, London Business School, London, UK June 2025
- Strategic Research Forum, Edinburgh, Scotland June 2025
- Strategy Science Annual Conference, Barcelona, Spaine June 2025

Not All Remote is All Distributed: Spatial Distribution and Coordination for Remote Workers

- Organizational Design Community Conference, virtual November 2024

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| Strategy Science Annual Conference, Ann Arbor, MI | June 2024 |
| Labor and Employment Relations Association (LERA) virtual conference | June 2022 |
| Strategic Research Forum, Lisbon, Portugal | May 2022 |
| <i>Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance</i> | |
| Decentralization in Organizations Conference at INSEAD, Fontainebleau, France | June 2025 |
| Wharton People & Organizations Conference, Philadelphia, PA | September 2023 |
| SRF Annual Conference, Seville, Spain | June 2023 |
| Strategy Science Annual Conference, Munich, Germany | June 2023 |
| Academy of Management Annual Conference, Seattle, WA | August 2022 |
| HBS Strategy Alumni Conference, Virtual | August 2021 |
| <i>The Growth of Hierarchy in Organizations: Managing Knowledge Scope</i> | |
| Strategy, Innovation, and Entrepreneurship Seminar, Virtual | November 2021 |
| Bocconi Assembly for Innovation and Cooperation, Milan, Italy | December 2019 |
| Strategic Management Conference, Minneapolis, MN | October 2019 |
| Academy of Management Annual Conference, Boston, MA | August 2019 |
| *HBS Strategy Doctoral Alumni Conference, Boston, MA | August 2019 |
| 4th Vienna Conference on Strategy, Organizational Design, and Innovation, Vienna, Austria | June 2019 |
| Strategy Science Annual Conference, Salt Lake City, UT | May 2019 |
| <i>Learning to Manage Breadth: Experience as Repetition and Adaptation</i> | |
| *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 |
| <i>Replication Using Templates: Does the Unit Learn from Itself, the Template, or Both?</i> | |
| 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 | September 2016 |
| Strategic Management Conference, Denver, CO | October 2015 |
| Academy of Management Annual Conference, Vancouver, Canada | August 2015 |
| 26 th Annual Production and Operations Management Conference, Washington DC | May 2015 |
| Atlanta Competitive Advantage Conference, Atlanta, GA | May 2015 |
| Consortium on Competitiveness and Cooperation (CCC), New York, NY | April 2015 |
| <i>Bidding for Business: Tax Discrimination as Local Industrial Policy</i> | |
| NBER Law and Economics Winter Conference, Cambridge, MA | February 2015 |
| Trans-Atlantic Doctoral Conference, London Business School, London, UK | May 2014 |
| HBS Strategy Doctoral Workshop, Boston, MA | April 2014 |
| <i>Are Founder CEOs Good Managers?</i> | |
| *NBER/CRIW Conference on Entrepreneurship, Washington DC | December 2014 |

*Presented by coauthor

AWARDS & HONORS

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| Global Engagement Travel Grant, Vanderbilt University | Spring 2025 |
| Strategic Management Society Best Video Abstract Winner | September 2022 |
| Poets and Quants' Best 40-Under-40 Business School Professors | 2022 |
| Vanderbilt Strong Grant Winner | 2020 |
| 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

MGT 6418: Managerial Strategy Spring 2023/24
Required course for Masters of Accounting

MGT6355: Strategic Management, Vanderbilt Owen Winter 2017/18/19/20/21/22/23/24/25
Required core strategy course for MBAs

EMGT7856: Strategy for MMHC, Vanderbilt Owen Summer 2019/20/21
Required strategy course for Master of Management in Healthcare

Analytics Course for MBAs, Harvard Business School Summer 2012/13/14
Finance Teaching Assistant for weeklong preparatory course for entering MBA students

Economics 10: Principles of Economics, Harvard University Fall 2012-Spring 2013
Teaching Fellow for foundational macro- and micro-economics course, responsible for preparing and teaching materials for three lectures per week for an entire school-year, ~ 26 students

Entrepreneurship and Innovation, Harvard University Fall 2011
Teaching Fellow for Prof. Mihir Desai and Prof. Joseph Lassiter, responsible for assisting with material comprehension and grading for 93 students

EXECUTIVE EXPERIENCE

Managing Health Care Delivery, Harvard Business School Winter 2014 / 2015
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

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

External

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| CCC St Louis, Invited PhD Discussant | June 2024 |
| Certified Collision Group Annual Meeting, Keynote Speaker. | April 2023 |
| Harvard Business School Strategy Alumni Conference, Co-organizer. | August 2022 |
| BYU-Utah Winter Strategy Conference, Invited Paper Discussant. | January 2022 |
| GEODIS Annual Carrier Conference. Keynote Speaker. | May 2017 |

Professional Association Leadership Roles

Engagement Officer, Knowledge & Innovation Interest Group, Strategic Management Society. 2019-2022
Rep-at-Large, Knowledge & Innovation Interest Group, Strategic Management Society. 2018

Membership in Professional Associations

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

Reviewing Activities

Editorial Review Board at *Strategic Management Journal*. 2022-
Editorial Review Board at *Strategy Science*. 2022-
Editorial Review Board at *Organization Science*. 2023-
Editorial Review Board at *Journal of Organization Design* 2024-
Ad Hoc Reviewer for *Administrative Science Quarterly* and *Management Science*.

Internal

Supervisor of Independent Projects

Obinna Udeh, MBA student – Spring 2025
Lauren Ingram, MBA student - Spring 2025
Logan Chaput, Peabody Masters student in Leadership and Organizational Development – Fall 2023
Julian Danziger, MBA student – Summer 2020
Joseph Scheele, MBA student – Winter 2020
Matthieu Popesco, MBA student – Fall 2019

Committee Participation

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

Other

Leadership Council, Vanderbilt University Women’s Soccer Team. 2023-24
Faculty Mentor, Vanderbilt University Women’s Soccer Team. 2019, 2021
Faculty VUceptor, Vanderbilt University Visions. Fall 2021
Owen Human Organizational Performance Association. Invited Speaker. November 2017

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