

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
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 2023-2025

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

RESEARCH 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 Academy of Management 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.*

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.

SELECTED WORKING PAPERS & WORKS IN PROGRESS

Lawrence, Megan, Jasmina Chauvin, Prithwiraj Choudhury & Evan Starr (2026). “The Organizational Barycenter: Measuring Location, Dispersion, and Coordination Frictions in Geographically Distributed Organizations”.

- R&R at *Organization Science*

Poliquin, Christopher, **Megan Lawrence,** & Samina Karim. (2026). “Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance”.

- R&R at *Strategic Management Journal*

Bennett, Victor & **Megan Lawrence** (2026). “Building the Bench: Executive Rotation, CEO Succession, and Retention Trade-offs”.

- Under Review

Rawley, Evan & **Megan Lawrence** (2026). “Are MBAs Good Entrepreneurs?”

- Under Review

Du, Yingxin, **Megan Lawrence,** & Prithwiraj Choudhury. (2026) “Learning-by-Simulating: Organizational Digital Twins and the Future of Search”.

- Under Review

Lawrence, Megan & Daniel Balasubramanian (2025). “Using AI to Accelerate Automation in Complex Manufacturing”.

Houston, Tanner, **Megan Lawrence,** and Robert Huckman (2025) Handoffs in Teams.

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

INVITED TALKS & CONFERENCE PRESENTATIONS

Invited Talks

- 2026 – Wharton (scheduled)
Carnegie Mellon – Tepper School of Business
- 2025 – Michigan Ross School of Business
Indiana University – Kelley School of Business
University of Minnesota – Carlson
University of Utah – David Eccles
Auburn University – Harbert College of Business
- 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
- 2020 - Duke University – Fuqua (*cancelled due to COVID*)
- 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

Are MBAs Good Entrepreneurs?

Strategy Science Annual Conference, Colorado Springs, CO May 2026

Building the Bench: Executive Rotation, CEO Succession, and Retention Trade-offs

Wharton People & Organizations Conference, Philadelphia, PA September 2025
 Sumantra Ghoshal Conference, London Business School, London, UK June 2025
 Strategic Research Forum, Edinburgh, Scotland June 2025
 Strategy Science Annual Conference, Barcelona, Spain June 2025

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

Organization Science Winter Conference, Paris, France February 2026
 Organizational Design Community Conference, virtual November 2024
 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

Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance

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

The Growth of Hierarchy in Organizations: Managing Knowledge Scope

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

Learning to Manage Breadth: Experience as Repetition and Adaptation

*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

Southeastern Conference (SEC) Faculty Travel Grant, Vanderbilt University	Fall 2025
Global Engagement Travel Grant, Vanderbilt University	Fall 2025
Global Engagement Travel Grant, Vanderbilt University	Spring 2025
Brownlee O. Currey Jr. Dean’s Faculty Fellow, Vanderbilt University	2023-2025
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

MGT6355: Strategic Management, Vanderbilt Owen	Winter 2017/18/19/20/21/22/23/24/25/26
Required core strategy course for MBAs	
MGT 6418: Managerial Strategy	Spring 2023/24/26
Required course for Masters of Accounting	
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

Academy of Management STR Dissertation Consortium, Invited Panelist	July 2025
SRF Conference – Montreal, Canada, Conference Organizer	June 2024
CCC Conference – St Louis, Invited PhD Discussant	June 2024
Strategy Science Conference Doctoral Workshop, Faculty Mentor	June 2023
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 <i>Journal of Organization Design</i>	2024-
Editorial Review Board at <i>Organization Science</i>	2023-
Editorial Review Board at <i>Strategic Management Journal</i>	2022-
Editorial Review Board at <i>Strategy Science</i>	2022-
Ad Hoc Reviewer for <i>Administrative Science Quarterly</i> and <i>Management Science</i> .	

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

HOD Capstone Supervisor

Lauren Smilen – Spring 2025
Jenna Holland – Spring 2024

Other

Outdoor Club, Faculty Adviser	2025-
Men As Allies Club, Faculty Adviser	2025-
Owen Student Achievement Committee	2023-
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

