

# MEGAN LAWRENCE

Strategy & Business Economics  
Vanderbilt Owen Graduate School of Management  
401 21<sup>st</sup> 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. (2023). “Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance”.

- *Revise and Resubmit*

Chauvin, Jasmina, Prithwiraj Choudhury & Megan Lawrence (2023). “Where in the World is My (Virtual) Headquarters?”

Ringov, Dimo, Haibo Liu, Megan Lawrence & Gabriel Szulanski. (2023). “Standardization and Local Adaptation: When Multi-unit Organizations Distinguish between Required and Optional Practices”.

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

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

*Where in the World is my (Virtual) Headquarters?*

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*

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, 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 <sup>th</sup> 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**

---

Poets and Quants’ Best 40-Under-40 Business School Professors	2022
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**

---

<b>MGT 6418: Managerial Strategy</b>	Spring 2023/24
Required course for Masters of Accounting	
<b>MGT6355: Strategic Management, Vanderbilt Owen</b>	Winter 2017/18/19/20/21/22/23/24
Required core strategy course for MBAs	
<b>EMGT7856: Strategy for MMHC, Vanderbilt Owen</b>	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 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**

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-  
Ad Hoc Reviewer for *Administrative Science Quarterly* and *Management Science*.

### **Internal**

#### *Supervisor of Independent Projects*

Logan Chaput, Peabody Masters student in Leadership and Organizational Development – Fall 2023  
Matthieu Popesco, MBA student – Fall 2019  
Joseph Scheele, MBA student – Winter 2020  
Julian Danziger, MBA student – Summer 2020

#### *Committee Participation*

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

*Other*

Leadership Council, Vanderbilt University Women's Soccer Team.	2023-
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