

# 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

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

## EDUCATION

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**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 degree, *cum laude*, in Operations Research and Financial Engineering  
Senior Thesis: “Disciplining the World from Home: A Relative Efficiency Analysis of International Student Ministry in United States Universities”

## PEER REVIEWED JOURNAL PUBLICATIONS

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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

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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

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Lawrence, Megan & Christopher Poliquin (2020). “The Emergence of Hierarchy: Managing Knowledge Scope”

- 1<sup>st</sup> Round R&R at *Strategic Management Journal*

Dutt, Nilanjana & Megan Lawrence (2020). “Learning to Manage Breadth: The Effect of Experience in U.S. Toxic Waste Management”.

- **Selected for AOM Best Paper Proceedings, 2018**

- 3<sup>rd</sup> Round R&R at *Organization Science*

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

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### Invited Talks

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

#### *Coordination Costs and the Emergence of Hierarchy in Young Firms*

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

#### *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

#### *How and When do Templates Matter? Choosing Templates for New Practice Transfer*

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

#### *What Matters for Managerial Practices?*

Academy of Management Annual Conference, Atlanta, GA	August 2017
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#### *Taking Stock of the Ability to Change: The Effect of Prior Experience*

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

*Bidding for Business: Tax Discrimination as Local Industrial Policy*  
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

*Are Founder CEOs Good Managers?*  
NBER/CRIW Conference on Entrepreneurship, Washington DC December 2014

\*Presented by coauthor

## **AWARDS & HONORS**

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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**

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

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

**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**

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**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**

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### **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

#### **Reviewing Activities**

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

#### **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**

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#### **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

##### **Electronic Trading Analyst / Associate**

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