

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
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”. Forthcoming at *Strategic Management Journal*.

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

Chauvin, Jasmina, Prithwiraj Choudhury & Megan Lawrence (2022). “Where in the World is My (Virtual) Headquarters?”

Ringov, Dimo, Haibo Liu, Megan Lawrence & Gabriel Szulanski. (2022). “Standardization and Local Adaptation: When Multi-unit Organizations Distinguish between Required and Optional Practices”.

Poliquin, Christopher, Megan Lawrence, & Samina Karim. (2023). “Hierarchy Expansion in Young Firms: The Impact of Internal versus External Hiring on Performance”.

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

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

Strategy Science Annual Conference, Munich, Germany	June 2023
SRF Annual Conference, Seville, Spain	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

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

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

MGT 6418: Managerial Strategy Required course for Masters of Accounting	Spring 2023
MGT6355: Strategic Management, Vanderbilt Owen Required core strategy course for MBAs	Winter 2017/18/19/20/21/22/23
EMGT7856: Strategy for MMHC, Vanderbilt Owen Required strategy course for Master of Management in Healthcare	Summer 2019/20/21
Analytics Course for MBAs, Harvard Business School Finance Teaching Assistant for weeklong preparatory course for entering MBA students	Summer 2012/13/14

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

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
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

Other

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