MEGAN LAWRENCE

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

ACADEMIC POSITION

Kelley School of Business, Indiana University Bloomington, IN
Assistant Professor of Strategic Management — July 2026 – present

Owen Graduate School of Management, Vanderbilt University Nashville, TN
Assistant Professor of Strategic Management — June 2016 – June 2026
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

Du, Yingxin, **Megan Lawrence,** & Prithwiraj Choudhury. (2026) "Learning-by-Simulating: Organizational Digital Twins and the Future of Search". Forthcoming at *Strategic Entrepreneurship Journal.*

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?"

Houston, Tanner, **Megan Lawrence**, and Robert Huckman (2026) 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

2027 – Tulane University – Freeman School of Business
2026 – University of Pennsylvania –The Wharton School
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

Replication Using Templates: Does the Unit Learn from Itself, the Template, or Both?
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

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
26th 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

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

J304: Honors Strategic Management, Kelley Fall 2026
Required core strategy course for honors business school undergraduates

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, Vanderbilt Owen 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 *Journal of Organization Design*	2024-
Editorial Review Board at *Organization Science*	2023-
Editorial Review Board at *Strategic Management Journal*	2022-
Editorial Review Board at *Strategy Science*	2022-

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

HOD Capstone Supervisor
Lauren Smilen – Spring 2025
Jenna Holland – Spring 2024

Other

Outdoor Club, Faculty Adviser	2025-2026
Men As Allies Club, Faculty Adviser	2025-2026
Owen Student Achievement Committee	2023-2026
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 employee