



Washington  
University in St. Louis

OLIN BUSINESS SCHOOL

Faculty Directory | 2009/2010

Creating knowledge...  
Inspiring individuals...  
Transforming business.

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For more information on Olin Business School faculty members,  
visit the Faculty & Research area of our Web site at [www.olin.wustl.edu](http://www.olin.wustl.edu).



# A Message From the Dean

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I am delighted to introduce Olin Business School's 2009-10 Faculty Directory. This comprehensive listing of our faculty is a testament to the impressive academic resources here at Olin.

The faculty members profiled in this directory are experts in their respective fields and are distinguished by a long-standing and active commitment to scholarly research, excellence in teaching and the highest level of service to students, alumni and business. The Olin faculty is also a team of close-knit, supportive colleagues who invigorate one another and our school on a daily basis with their esprit de corps and intellectual gravity.

Over the past two academic years, we have proudly and enthusiastically welcomed 27 outstanding new faculty members to the Olin team. This ongoing commitment to faculty growth and advancement is an important strategic plank in our vision to be recognized as one of the world's best business schools.

Thank you for your partnership and support as we pursue the mission that has defined the business school since 1917 and drives our ultimate success:

*Create knowledge...*

*Inspire individuals...*

*Transform business.*

A handwritten signature in black ink that reads "Mahendra R. Gupta". The signature is written in a cursive style with a horizontal line underneath the name.

**Mahendra R. Gupta**

Dean and Geraldine J. & Robert L. Virgil Professor  
of Accounting & Management

# Areas of Expertise

## Accounting:

Gauri Bhat *p12*  
Sudarshan Jayaraman *p33*  
Xiumin Martin *p48*  
Ron Shalev *p59*

## AUDITING:

Ronald R. King *p35*  
Mark E. Soczek *p79*

## CORPORATE

### GOVERNANCE:

Philip H. Dybvig *p24*  
Radhakrishnan  
Gopalan *p30*

### FINANCIAL REPORTING:

Thomas D. Fields *p73*  
Richard Frankel *p27*  
Ronald R. King *p35*  
Chad Larson *p40*  
Mark E. Soczek *p79*

## MANAGERIAL

### ACCOUNTING:

Mahendra R. Gupta *p31*

### REGULATION:

Ronald R. King *p35*

## Banking & Financial Institutions:

Philip H. Dybvig *p24*  
Anjan Thakor *p61*

## Behavioral Science:

Markus Baer *p11*  
William P. Bottom *p14*  
J. Stuart Bunderson *p15*  
Michelle Duguid *p23*  
Hillary Anger  
Elfenbein *p26*  
Joseph Goodman *p29*  
Selin Malkoc *p47*  
Judi McLean Parks *p49*  
Romel Mostafa *p77*  
Lamar Pierce *p56*  
Raymond T. Sparrowe *p60*

## Business & Government:

Robert A. Pollak *p57*

## Business Education:

William P. Bottom *p14*  
Philip H. Dybvig *p24*

## Business Policy & Strategy:

Nicholas S. Argyres *p9*  
Daniel Elfenbein *p25*  
Anne Marie Knott *p37*  
James T. Little *p44*  
Glenn MacDonald *p46*  
Romel Mostafa *p77*  
Lamar Pierce *p56*  
Todd R. Zenger *p65*

## Business/Corporate Strategy:

Jackson A. Nickerson *p54*

## Communication:

Sharon McMillen  
Cannon *p70*  
Annette Veech *p80*

## Consumer Behavior:

Selin Malkoc *p47*

## Corporate Finance:

Lubomir Litov *p43*  
M. Deniz Yavuz *p64*

## CORPORATE

### GOVERNANCE:

Todd Milbourn *p50*

## Corporate Strategy:

Anjan Thakor *p61*

## Critical Thinking:

Yossi Aviv *p10*  
Jackson A. Nickerson *p54*  
Tava Lennon Olsen *p55*

## Diversity:

J. Stuart Bunderson *p15*  
Michelle Duguid *p23*  
Glenn MacDonald *p46*  
Judi McLean Parks *p49*

## Economics:

Alvin D. Murphy *p51*  
Rajeev Bhattacharya *p70*

## ECONOMETRICS:

Joseph Cullen *p20*  
Barton H. Hamilton *p32*

## ECONOMIC

### DEVELOPMENT:

James T. Little *p44*  
Romel Mostafa *p77*

### ECONOMIC POLICY:

James T. Little *p44*

## ENVIRONMENTAL

### ECONOMICS:

Kelly Bishop *p13*  
Joseph Cullen *p20*  
Robert A. Pollak *p57*

### HEALTH ECONOMICS:

Mahendra R. Gupta *p31*  
Barton H. Hamilton *p32*

## INTERNATIONAL

### ECONOMICS:

Armando Gomes *p28*  
James T. Little *p44*  
Romel Mostafa *p77*

### MICROECONOMICS/

### INDUSTRIAL

### ORGANIZATION:

Amitay Alter *p8*  
Kelly Bishop *p13*  
Joseph Cullen *p20*  
Armando Gomes *p28*  
Barton H. Hamilton *p32*  
Anne Marie Knott *p37*  
Dmitri Kuksov *p39*  
Glenn MacDonald *p46*  
Romel Mostafa *p77*  
Alvin D. Murphy *p51*  
Chakravarthi  
Narasimhan *p52*  
Sherif Nasser *p53*  
Robert A. Pollak *p57*  
Maher Said *p58*

## ORGANIZATIONAL

### ECONOMICS:

Amitay Alter *p8*  
Nicholas S. Argyres *p9*  
Daniel Elfenbein *p25*  
Glenn MacDonald *p46*  
Lamar Pierce *p56*  
Todd R. Zenger *p65*

## Entrepreneurism:

Daniel Elfenbein *p25*  
Radhakrishnan  
Gopalan *p30*  
Barton H. Hamilton *p32*  
Ken Harrington *p74*  
Clifford Holekamp *p75*  
Anne Marie Knott *p37*  
Judi McLean Parks *p49*  
Romel Mostafa *p77*

## Finance/Investments:

Rajeev Bhattacharya *p70*

### ASSET PRICING:

Long Chen *p17*  
M. Deniz Yavuz *p64*

### CORPORATE FINANCE:

Philip H. Dybvig *p24*  
Armando Gomes *p28*

## Radhakrishnan

Gopalan *p30*  
Ohad Kadan *p34*  
Lubomir Litov *p43*  
James T. Little *p44*  
Todd Milbourn *p50*  
Anjan Thakor *p61*  
M. Deniz Yavuz *p64*

### FINANCIAL ECONOMICS:

Heber Farnsworth *p72*  
Ohad Kadan *p34*  
Isaac Kleshchelski *p36*  
Hong Liu *p45*

### INTERNATIONAL FINANCE:

Philip H. Dybvig *p24*  
Lubomir Litov *p43*

### INVESTMENT/

### SECURITY PRICING/ PORTFOLIO THEORY:

Long Chen *p17*  
Philip H. Dybvig *p24*  
Heber Farnsworth *p72*  
Michael R. Gordnier *p73*  
Ohad Kadan *p34*  
Isaac Kleshchelski *p36*  
Hong Liu *p45*  
Danko Turcic *p62*  
Guofu Zhou *p67*

### MERGERS &

### ACQUISITIONS:

Lubomir Litov *p43*

### OPTION PRICING:

Philip H. Dybvig *p24*  
Heber Farnsworth *p72*  
Isaac Kleshchelski *p36*  
Hong Liu *p45*  
Danko Turcic *p62*  
Guofu Zhou *p67*

## Human Resource Management/Industrial Relations:

Markus Baer *p11*  
J. Stuart Bunderson *p15*  
Michelle Duguid *p23*  
Barton H. Hamilton *p32*  
Lee J. Konczak *p75*  
Glenn MacDonald *p46*  
Judi McLean Parks *p49*  
Todd R. Zenger *p65*

## Information Technology:

Mahendra R. Gupta *p31*  
Dmitri Kuksov *p39*  
Todd R. Zenger *p65*  
Fuqiang Zhang *p66*

## **Innovation & Growth:**

Ken Harrington *p74*  
Jackson A. Nickerson *p54*  
Anjan Thakor *p61*

## **International Business:**

Panos Kouvelis *p38*  
James T. Little *p44*  
David Meyer *p76*  
Judi McLean Parks *p49*  
Patrick Moreton *p76*

## **Law & Economics:**

Radhakrishnan Gopalan *p30*  
Ronald R. King *p35*  
Robert A. Pollak *p57*

## **Leadership:**

Hillary Anger Elfenbein *p26*  
Lee J. Konczak *p75*  
Jackson A. Nickerson *p54*

## **Management Development:**

J. Stuart Bunderson *p15*  
Lee J. Konczak *p75*  
Judi McLean Parks *p49*  
Raymond T. Sparrowe *p60*

## **Management Science:**

**DECISION ANALYSIS:**  
Yossi Aviv *p10*  
Sergio Chayet *p71*  
Michael R. Gordinier *p73*  
Mahendra R. Gupta *p31*  
Panos Kouvelis *p38*  
Danko Turcic *p62*

**MATH PROGRAMMING:**  
Yossi Aviv *p10*  
Lingxiu Dong *p22*  
Panos Kouvelis *p38*  
Tava Lennon Olsen *p55*

**SIMULATION MODELING:**  
Yossi Aviv *p10*  
Sergio Chayet *p71*  
Tava Lennon Olsen *p55*

**STOCHASTIC PROCESSES:**  
Yossi Aviv *p10*  
Sergio Chayet *p71*  
Philip H. Dybvig *p24*  
Tava Lennon Olsen *p55*  
Danko Turcic *p62*

## **Management Strategy:**

Nicholas S. Argyres *p9*  
Daniel Elfenbein *p25*  
Mahendra R. Gupta *p31*  
Anne Marie Knott *p37*  
Panos Kouvelis *p38*  
James T. Little *p44*  
Glenn MacDonald *p46*  
Romel Mostafa *p77*  
Chakravarthi Narasimhan *p52*  
Lamar Pierce *p56*  
Todd R. Zenger *p65*

## **Marketing:**

Tat Y. Chan *p16*  
Samuel Chun *p71*  
Michael Lewis *p42*  
Sherif Nasser *p53*  
John Norton *p77*  
Ying Xie *p63*

**CONSUMER BEHAVIOR & DECISION MAKING:**  
Cynthia Cryder *p19*  
Joseph Goodman *p29*  
Selin Malkoc *p47*

**CONSUMER PRODUCTS MARKETING:**  
Chakravarthi Narasimhan *p52*

**DISTRIBUTION CHANNELS:**  
Chakravarthi Narasimhan *p52*  
John Norton *p77*

**E-COMMERCE:**  
Dmitri Kuksov *p39*  
Chakravarthi Narasimhan *p52*

**MARKETING MANAGEMENT & STRATEGY:**  
Mahendra R. Gupta *p31*  
Dmitri Kuksov *p39*  
Chakravarthi Narasimhan *p52*  
Sherif Nasser *p53*  
Ying Xie *p63*

**MARKETING RESEARCH:**  
Cynthia Cryder *p19*  
Selin Malkoc *p47*  
Chakravarthi Narasimhan *p52*

## **PRICING:**

Yossi Aviv *p10*  
Dmitri Kuksov *p39*  
Chakravarthi Narasimhan *p52*  
Sherif Nasser *p53*

## **Monetary Policy:**

James T. Little *p44*

## **Motivation:**

Markus Baer *p11*  
J. Stuart Bunderson *p15*  
Judi McLean Parks *p49*  
Raymond T. Sparrowe *p60*  
Todd R. Zenger *p65*

## **Negotiation:**

William P. Bottom *p14*  
Glenn MacDonald *p46*  
Judi McLean Parks *p49*

## **Operations & Manufacturing Management:**

Panos Kouvelis *p38*  
Danko Turcic *p62*

**INVENTORY CONTROL, PRODUCTION PLANNING & SCHEDULING:**

Yossi Aviv *p10*  
Sergio Chayet *p71*  
Lingxiu Dong *p22*  
Tava Lennon Olsen *p55*  
Fuqiang Zhang *p66*

**OPERATIONS STRATEGY:**  
Yossi Aviv *p10*  
Sergio Chayet *p71*  
Tava Lennon Olsen *p55*  
Fuqiang Zhang *p66*

**REVENUE MANAGEMENT:**  
Yossi Aviv *p10*

**SUPPLY CHAIN MANAGEMENT:**  
Yossi Aviv *p10*  
Lingxiu Dong *p22*  
Panos Kouvelis *p38*  
Tava Lennon Olsen *p55*  
Fuqiang Zhang *p66*

## **Organizational Behavior:**

William P. Bottom *p14*  
J. Stuart Bunderson *p15*  
Kurt T. Dirks *p21*  
Michelle Duguid *p23*  
Hillary Anger Elfenbein *p26*  
Judi McLean Parks *p49*  
Romel Mostafa *p77*  
Lamar Pierce *p56*  
Raymond T. Sparrowe *p60*  
Todd R. Zenger *p65*

## **TEAM DEVELOPMENT:**

Markus Baer *p11*  
William P. Bottom *p14*  
J. Stuart Bunderson *p15*  
Lee J. Konczak *p75*

## **Organizational Change & Development:**

William P. Bottom *p14*  
Stuart J. Bunderson *p15*  
Lee J. Konczak *p75*  
Glenn MacDonald *p46*  
Judi McLean Parks *p49*

## **Organizational Design:**

Nicholas S. Argyres *p9*

## **Political Economy:**

Robert A. Pollak *p57*

## **Statistics/ Econometrics:**

Siddhartha Chib *p18*  
Michael R. Gordinier *p73*  
Barton H. Hamilton *p32*  
Chakravarthi Narasimhan *p52*  
Guofu Zhou *p67*

## **Technology Management:**

Nicholas S. Argyres *p9*  
Daniel Elfenbein *p25*  
Mahendra R. Gupta *p31*  
Anne Marie Knott *p37*  
Panos Kouvelis *p38*  
Glenn MacDonald *p46*  
Romel Mostafa *p77*

## **Training & Development:**

Annette Veech *p80*



# Tenured & Tenure-Track Faculty



## AMITAY ALTER

*Assistant Professor of Economics*

email: alter@wustl.edu

phone: 314.935.8167

Ph.D. Economics 2010, Stanford University (expected)

M.A. Economics (*magna cum laude*) 2002, Tel Aviv University

B.Sc. Computer Engineering (*magna cum laude*) 1995, Technion-Israel  
Institute of Technology

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Amitay Alter joined the Olin faculty in 2009 after spending a year at the National Bureau of Economic Research, where he was a fellow with the Innovation Policy and the Economy Group. His research interests include industrial organization and organizational economics. His current research focuses on the role played by firms in organizing the production of venture capital services.

### AREAS OF EXPERTISE:

Economics: Microeconomics/Industrial Organization • Economics: Organizational Economics

### RESEARCH FOCUS:

Industrial Organization • Organizational Economics • Venture Capital

### COURSES:

The Economics of Human Resource Management  
• Economics of the Organization • Compensation, Incentives & Organization

### SELECTED PUBLICATIONS:

- “Estimating the Return to Organizational Form in the California Venture Capital Industry,” working paper
- “The Organization of Venture Capital Firms,” working paper
- “The Effect of Access Regulation on Broadband Deployment,” working paper

### PERSONAL INTERESTS:

Amitay enjoys hiking, reading and contemporary art.



## NICHOLAS S. ARGYRES

Vernon W. & Marion K. Piper Professor of Strategy

email: [argyres@wustl.edu](mailto:argyres@wustl.edu)

phone: 314.935.6391

Ph.D. Economics 1993, University of California, Berkeley

B.A. Economics (*cum laude*) 1986, University of California, Los Angeles

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Nick Argyres joined the Olin faculty in 2008. He was previously associate professor at Boston University School of Management. Before that, he was assistant professor at the Marshall School of Business, University of Southern California. Nick's research is focused on topics in organizational strategy, organizational boundaries, contracting and interorganizational relationships, internal organization structure, technology and organization, and organizational dissent.

### AREAS OF EXPERTISE:

Organizational Strategy • Business/Corporate Strategy • Organizational Design

### RESEARCH FOCUS:

Economic Theories of the Firm • Organizational Economics • Organizational Learning • Business Policy/Strategy • Technology Management

### COURSE:

Business Strategy

### SELECTED PUBLICATIONS:

- "Contract Design as a Firm Capability: An Integration of Learning and Transaction Cost Perspectives," with K. Mayer, *Academy of Management Review*, 2007
- "Does Transaction Misalignment Matter for Firm Survival at All Stages of the Industry Lifecycle?," with L. Bigelow, *Management Science*, 2007
- "Rules of Engagement, Credibility, and the Political Economy of Organizational Dissent," with V.-L. Mui, *Strategic Organization*, 2007
- "Complementarity and Evolution of Contractual Provisions: An Empirical Study of IT Services Contracts," with J. Bercovitz and K. Mayer, *Organization Science*, 2007
- "R&D, Organization Structure and the Development of Corporate Technological Knowledge," with B.S. Silverman, *Strategic Management Journal*, 2004

### PERSONAL INTERESTS:

Nick enjoys traveling and playing tennis, basketball, squash and the piano.



## YOSSI AVIV

*Dan Broida Professor of Operations  
& Manufacturing Management*

email: [aviv@wustl.edu](mailto:aviv@wustl.edu)

phone: 314.935.6396

Ph.D. 1998, Columbia University

M.S. 1993, Technion-Israel Institute of Technology

B.S. (*cum laude*) 1990, Technion-Israel Institute of Technology

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Yossi Aviv develops operations research models and methods and applies them to problems related to supply chain management and revenue management. His current research focuses on strategic inventory positioning in distribution networks, collaboration in supply chains and dynamic pricing. Yossi is a department editor in the *Management Science* flagship journal and serves on the editorial boards of all top journals in operations management. He has consulted in the defense and electronics industries.

### AREAS OF EXPERTISE:

Critical Thinking • Management Science: Decision Analysis, Math Programming, Simulation Modeling, Stochastic Processes • Operations & Manufacturing Management: Inventory Control, Production Planning & Scheduling, Supply Chain Management, Revenue Management, Operations Strategy • Marketing: Pricing

### RESEARCH FOCUS:

Production & Operations Management  
• Logistics & Distribution Systems • Supply Chain Management • Decision Analysis • Stochastic Processes • Applied Decision Sciences

### COURSES:

Operations Management • Operations Planning & Control • Inventory & Supply Chain Management Theory & Research • Foundations of Supply Chain Management • Decision Models

### SELECTED PUBLICATIONS:

- “Optimal Pricing of Seasonal Products in the Presence of Forward-Looking Consumers,” *Manufacturing & Service Operations Management*, 2008
- “On the Benefits of Collaborative Forecasting Partnerships Between Retailers and Manufacturers,” *Management Science*, 2007
- “A Partially Observed Markov Decision Process for Dynamic Pricing,” *Management Science*, 2005
- “Time Series Framework for Supply Chain Inventory Management,” *Operations Research*, 2003
- “Gaining Benefits From Joint Forecasting and Replenishment Processes: The Case of Auto-correlated Demand,” *Manufacturing & Service Operations Management*, 2002
- “The Effect of Collaborative Forecasting on Supply Chain Performance,” *Management Science*, 2001



## MARKUS BAER

Assistant Professor of Organizational Behavior

email: baer@wustl.edu  
phone: 314.935.6318

Ph.D. Organizational Behavior 2007, University of Illinois  
at Urbana-Champaign  
B.A., M.A. Psychology 2000, University of Giessen, Germany

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Before earning his doctorate, Markus Baer worked in the German automotive industry and consulted for firms in Europe and Asia as a member of a university-affiliated startup venture. His expertise lies in the areas of creativity and innovation.

### AREAS OF EXPERTISE:

Behavioral Science • Motivation  
• Organizational Behavior

### RESEARCH FOCUS:

Organizational Behavior • Creativity & Innovation  
• Organizational Climate/Culture (e.g., Error Management Culture) • Social Networks

### COURSE:

Organizational Behavior Within the Firm

### SELECTED PUBLICATIONS:

- “The Personality Composition of Teams and Creativity: The Moderating Role of Team Creative Confidence,” with A. Hollingshead, G. Jacobsohn and G. Oldham, *Journal of Creative Behavior*, in press
- “The Curvilinear Relation Between Experienced Creative Time Pressure and Creativity: Moderating Effects of Openness to Experience and Support for Creativity,” with G. Oldham, *Journal of Applied Psychology*, Issue 91, 963-970, 2006

- “Organizational Error Management Culture and Its Impact on Performance: A Two-Study Replication,” with M. Frese, S. Sonnentag and C. Van Dyck, *Journal of Applied Psychology*, Issue 90, 1228-1240, 2005
- “Innovation Is Not Enough: Climates for Initiative and Psychological Safety, Process Innovations, and Firm Performance,” with M. Frese, *Journal of Organizational Behavior*, Issue 24, 45-68, 2003
- “Rewarding Creativity: When Does It Really Matter?,” with A. Cummings and G. Oldham, *The Leadership Quarterly*, Issue 14, 569-586, 2003

### PERSONAL INTERESTS:

Markus enjoys swimming, running and, above all, soccer. He is married and has a daughter.



## GAURI BHAT

*Assistant Professor of Accounting*

email: bhat@wustl.edu

phone: 314.935.4528

Ph.D. Accounting 2008, University of Toronto

B. Com. 1994, University of Bombay

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Gauri Bhat joined Olin Business School in 2008 after graduating from the University of Toronto. She is a CFA charter holder, a Chartered Accountant and Management Accountant. Prior to joining academia, she worked for KPMG and Citibank. Gauri's research focuses on topics in fair value accounting, financial reporting, disclosure, corporate governance, financial analysis and auditing. Her current work examines whether disclosures and corporate governance in commercial banks in the United States aid the investors in understanding fair value estimates.

### AREA OF EXPERTISE:

Financial Reporting

### RESEARCH FOCUS:

Financial Reporting • Fair Value Accounting  
• Disclosures • Corporate Governance

### COURSE:

Managerial Accounting

### SELECTED PUBLICATIONS:

- "Does Corporate Governance Transparency Affect the Accuracy of Analyst Forecasts?," with O. Hope and T. Kang, *Accounting and Finance*, Vol. 46, No. 5, 715-732, 2006
- "Impact of Disclosure and Corporate Governance on the Association Between Fair Value Gains and Losses and Stock Returns in the Commercial Banking Industry," working paper
- "Risk Relevance of Fair Value Gains and Losses – a Variance Decomposition Analysis," working paper

### PERSONAL INTERESTS:

Gauri enjoys reading and movies. She is married to Aniruddha and has two daughters, Rama and Ira.



## KELLY BISHOP

*Assistant Professor of Economics*

email: kbishop@wustl.edu

phone: 314.935.8253

Ph.D. Economics 2008, Duke University

M.A. Economics 2002, University College Dublin

B.A. Economics (*with honors*) 2000, Barnard College,  
Columbia University

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Kelly Bishop joined the Olin faculty in 2008. Before joining Olin, she received her PhD in economics from Duke University. Kelly's research focuses on location choice and environmental valuation.

### AREA OF EXPERTISE:

Environmental Economics

### RESEARCH FOCUS:

Environmental Economics • Labor Economics  
• Public Economics • Applied Econometrics

### COURSE:

Microeconomics

### SELECTED PUBLICATIONS:

- "A Dynamic Model of Location Choice and Hedonic Valuation," job market paper
- "Recovering the Marginal Willingness to Pay to Avoid Ozone: How Panel Data Can Be Used to Easily Estimate Hedonic Inverse Demand Functions," with C. Timmins
- "Single Women's Labor Supply Elasticities: Trends and Policy Implications," with B. Heim and K. Mihaly, *Industrial and Labor Relations Review*, Vol. 63, No. 1, pp. 146-168, 2009

### PERSONAL INTERESTS:

Kelly enjoys traveling, cooking and exploring St. Louis with her husband, Alvin.



## WILLIAM P. BOTTOM

*Joyce & Howard Wood Distinguished Professor  
of Organizational Behavior*

email: [bottomb@wustl.edu](mailto:bottomb@wustl.edu)

phone: 314.935.6351

Ph.D. 1989, University of Illinois at Urbana-Champaign

M.A. 1986, University of Illinois at Urbana-Champaign

B.A. 1983, University of Illinois at Urbana-Champaign

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Bill Bottom joined Olin in 1988. He currently serves as chair of the organizational behavior area, having previously served as senior associate dean and director of the PhD program. His research addresses decision processes in the negotiation of deals and the resolution of disputes. He consults frequently with businesses regarding these issues as well as team development and organizational change. A member of the Academy of Management and American Psychological Society, he is associate editor of the journal *Organizational Behavior and Human Decision Processes*.

### AREAS OF EXPERTISE:

Behavioral Science • Motivation, Negotiation & Conflict Resolution • Organizational Behavior • Organizational Behavior: Team Development, Organizational Change & Development

### RESEARCH FOCUS:

Organizational Behavior • Behavioral Decision Theory, Negotiation & Conflict

### COURSES:

Team Development & Assessment • Negotiations & Conflict Management

### SELECTED PUBLICATIONS:

- “Recognizing Blind Spots: The Evolution of the Research Based Model of Business Education,” *Journal of the History of Behavioral Science*, forthcoming
- “Institutional Modifications of Majority Rule,” with L. Handlin, L.R. King and G.J. Miller, *Handbook of Results in Experimental Economics*, Vol. 1, 2008
- “Building a Pathway to Cooperation: Negotiation and Social Exchange Between Principal and Agent,” with J. Holloway, G. Miller, A. Mislin and A. Whitford, *Administrative Science Quarterly*, 2006
- “Adaptive Aspirations and Contributions to a Public Good: Generic Advertising as a Response to Decline,” with S. Krishnamurthy and A. Rao, *Organizational Behavior and Human Decision Processes*, 2003
- “When Talk Is Not Cheap: Substantive Penance and Expressions of Intent in Rebuilding Cooperation,” with K. Gibson, S. Daniels, and J.K. Murnighan, *Organization Science*, 2002

### PERSONAL INTERESTS:

Bill enjoys spending time with his wife and three sons. He also enjoys playing golf and shooting hoops.



## J. STUART BUNDERSON

Associate Professor of Organizational Behavior

email: bunderson@wustl.edu

phone: 314.935.4943

Ph.D. 1998, University of Minnesota

M.S. 1993, Brigham Young University

B.S. 1991, Brigham Young University

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Stuart Bunderson teaches and conducts research on issues of informal leadership, organizational learning and leveraging human capital. Before coming to Olin, he worked in organization and management development at PepsiCo Inc.

### AREAS OF EXPERTISE:

Behavioral Science • Management Development  
• Organizational Behavior • Organizational Change & Development • Team Development  
• Leading Innovative Teams

### RESEARCH FOCUS:

Organizational Behavior • Organizational Learning  
• Power, Status & Influence in Organizations  
• Leveraging & Coordinating Human Capital

### COURSES:

Managing Power & Influence in Organizations  
• Leadership & Influence in Organizations

### SELECTED PUBLICATIONS:

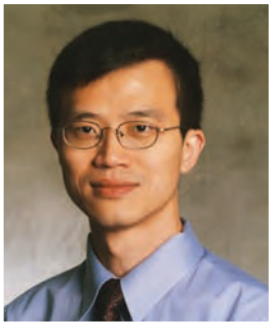
- "Structure and learning in self-managed teams: Why 'bureaucratic' teams can be better learners," with P. Boumgarden, *Organization Science*, forthcoming
- "Power asymmetry and learning in teams: The moderating role of performance feedback," with G. Van der Vejt, S. de Jong and E. Molleman, *Organization Science*, forthcoming
- "The Call of the Wild: Zookeepers, Callings, and the Dual Edges of Deeply Meaningful Work," with J. Thompson, *Administrative Science*

*Quarterly*, 54, 32-57, 2009

- "Expertness Diversity and Interpersonal Helping in Teams: Why Those Who Need the Most Help End Up Getting the Least," with G. Van der Vejt and A. Oosterhof, *Academy of Management Journal*, Issue 49, 877-893, 2006
- "Learning and Performance in Multi-Disciplinary Teams: The Importance of Collective Team Identification," with G. Van der Vejt, *Academy of Management Journal*, Issue 48, 532-547, 2005
- "Recognizing and Utilizing Expertise in Work Groups: A Status Characteristics Perspective," *Administrative Science Quarterly*, Issue 48, 557-591, 2003
- "Management Team Learning Orientation and Business Unit Performance," with K. Sutcliffe, *Journal of Applied Psychology*, Issue 88, 552-560, 2003

### PERSONAL INTERESTS:

Stuart is married and has four children. He enjoys hiking, skiing and anything that gets him outdoors.



## TAT Y. CHAN

Associate Professor of Marketing

email: chan@wustl.edu

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Ph.D. 2001, Yale University

M.Phil. 1999, Yale University

M.A. 1998, Yale University

M.Ec. 1994, University of Hong Kong

B.Ec. 1992, University of Hong Kong

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Tat Chan was a teaching assistant while completing his doctoral studies at Yale University. He also served as a lecturer at Shue Yan College and at Open University in Hong Kong.

### AREA OF EXPERTISE:

Marketing

### RESEARCH FOCUS:

Industrial Organization • Applied Econometrics  
• Applied Microeconomics Marketing

### COURSES:

Empirical Methods in Business • Database Marketing • Principles of Marketing • Marketing Strategy • Market Research • Data Analysis for Brand Management

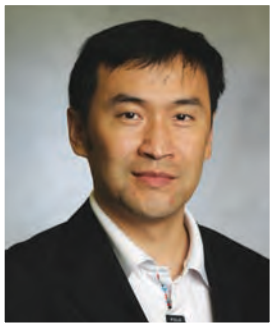
### SELECTED PUBLICATIONS:

- “Estimating a Continuous Hedonic Choice Model With an Application to Demand for Soft Drinks,” *RAND Journal of Economics*, Vol. 37, No. 2, 2006
- “Willingness to Pay With Competition in Online Auctions,” with V. Kadiyali and Y. Park, *Journal of Marketing Research*, Vol. 44, No.2, 2007
- “Learning, Private Information and the Economic Evaluation of Randomized Experiments,” with B. Hamilton, *Journal of Political Economy*, 2006

- “Strategic Management of R&D Pipelines with Co-specialized Investments and Technology Markets,” with J. Nickerson and H. Owan, *Management Science*, 53, 667-682, 2007
- “A Structural Model of Locational Competition Among Gasoline Retailers: An Empirical Analysis,” with V. Padmanabhan and P.B. Seetharaman, *Journal of Marketing Research*, Vol. 44, No. 4, 2007
- “Decomposing Purchase Elasticity With a Dynamic Structural Model of Flexible Consumption,” with C. Narasimhan and Q. Zhang, *Journal of Marketing Research*, Vol. 45, No. 4, 2008

### PERSONAL INTERESTS:

Tat enjoys reading novels, watching movies, drinking wine and playing with his young sons.



**LONG CHEN**  
*Associate Professor of Finance*

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Ph.D. Finance 2001, University of Toronto  
M.A. 1996, University of New Brunswick  
B.S. 1991, Fudan University

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Before joining Olin in 2008, Long Chen was an assistant professor at Michigan State University. Long's business-world exposure includes two years working in an import and export corporation in China and one year as a professional trader for the commodity futures market.

**AREA OF EXPERTISE:**

Corporate Finance

**RESEARCH FOCUS:**

Asset Pricing • Corporate Financing Decisions

**COURSES:**

Investments • Investment Theory

**SELECTED PUBLICATIONS:**

- "Corporate Yield Spreads and Bond Liquidity," with D. Lesmond and J. Wei, *Journal of Finance*, 62, 119-149, 2007
- "The Expected Value Premium," with R. Petkova and L. Zhang, *Journal of Financial Economics*, 87, 269-280, 2008
- "Expected Returns, Yield Spreads, and Asset Pricing Tests," with M. Campello and L. Zhang, *Review of Financial Studies*, 21(3), 1297-1338, 2008
- "On the Relation Between the Credit Spread Puzzle and the Equity Premium Puzzle," with P. Collin-Dufresne and R. Goldstein, *Review of Financial Studies*, forthcoming

- "On the Reversal of Dividend and Return Predictability: A Tale of Two Periods," presented at the Adam Smith Asset Pricing Workshop at London Business School, *Journal of Financial Economics*, forthcoming
- "Return Decomposition," with X. Zhao, *Review of Financial Studies*, forthcoming
- "On the Relation Between the Market-to-Book Ratio, Growth Opportunity, and Leverage Ratio," with S. Zhao, *Finance Research Letters*, 3, 253-266, 2006
- "Mechanical Mean Reversion of Leverage Ratios," with S. Zhao, *Economic Letters*, 95, 223-229, 2007

**PERSONAL INTERESTS:**

Long enjoys spending time with his family, reading books, traveling, playing soccer and watching basketball.



## SIDDHARTHA CHIB

Harry C. Hartkopf Professor of  
Econometrics & Statistics

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Ph.D. 1986, University of California, Santa Barbara

M.A. 1984, University of California, Santa Barbara

M.B.A. 1982, Indian Institute of Management, Abmedabad

B.A. 1979, St. Stephens College, Delhi University, India

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Siddhartha Chib's research is in the area of Bayesian statistics and Markov chain Monte Carlo computational methods. He has published papers on a number of topics including the analysis of binary and ordinal data, Markov mixture models, stochastic volatility, Metropolis-Hastings algorithms and model choice. He is a fellow of the American Statistical Association.

### AREA OF EXPERTISE:

Statistics/Econometrics

### RESEARCH FOCUS:

Bayesian Statistics & Econometrics • Markov Chain Monte Carlo Methods

### COURSES:

Using Data for Business Decision Making  
• Analysis of Time Series Data • Seminar in Econometrics

### SELECTED PUBLICATIONS:

- "Inference in Semiparametric Dynamic Models for Binary Longitudinal Data," with I. Jeliazkov, *Journal of the American Statistical Association*, 2006
- "Marginal Likelihood and Bayes Factors for Dirichlet Process Mixture Models," with S. Basu, *Journal of the American Statistical Association*, 2003

- "Marginal Likelihood From the Metropolis-Hastings Output," with I. Jeliazkov, *Journal of the American Statistical Association*, 2001
- "Likelihood Inference for Discretely Observed Nonlinear Diffusions," with O. Elerian and N. Shephard, *Econometrica*, 2001
- "Stochastic Volatility: Likelihood Inference and Comparison with ARCH Models," with S. Kim, and N. Shephard, *Review of Economic Studies*, 1998
- "Analysis of Multivariate Probit Models," with E. Greenberg, *Biometrika*, 1998
- "Calculating Posterior Distributions and Modal Estimates in Markov Mixture Models," *Journal of Econometrics*, 1996
- "Understanding the Metropolis-Hastings Algorithm," with E. Greenberg, *American Statistician*, 1995
- "Marginal Likelihood From the Gibbs Output," *Journal of the American Statistical Association*, 1995
- "Bayesian Model Choice via Markov Chain Monte Carlo," with B. Carlin, *Journal of the Royal Statistical Society, Series B*, 1995
- "Bayesian Analysis of Binary and Polychotomous Response Data," with J. Albert, *Journal of the American Statistical Association*, 1993

### PERSONAL INTERESTS:

Siddhartha is an avid chess player.



## CYNTHIA CRYDER

Assistant Professor of Marketing

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Ph.D. Behavioral Decision Research & Psychology 2009,  
Carnegie Mellon University

M.S. Behavioral Decision Research 2006, Carnegie Mellon University

B.S. Psychology (*summa cum laude*) 2004, The Ohio State University

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Cynthia Cryder joined the Olin faculty in 2009. She received her PhD in behavioral decision research from Carnegie Mellon University, where she was recognized with the Herbert A. Simon Distinguished Dissertation Award. Her research focuses on judgment and decision making, specifically decisions about spending, saving and charitable giving.

### AREA OF EXPERTISE:

Consumer Behavior

### RESEARCH FOCUS:

Behavioral Decision Theory • Prosocial Behavior  
• Affect & Emotion • Incentives • Field &  
Internet Research Methodology

### COURSE:

Principles of Marketing

### SELECTED PUBLICATIONS:

- “Misery Is Not Miserly: Sad and Self-Focused Individuals Spend More,” with R. Dahl, J. Gross and J. Lerner, *Psychological Science*, Issue 19, 525-530, 2008
- “Tightwads and Spendthrifts,” with G. Loewenstein and S. Rick, *Journal of Consumer Research*, Issue 34, 767-782, 2008
- “Uncertainty,” with J. Lerner, short summary for *The Oxford Companion to the Affective Sciences*, 2009

### PERSONAL INTERESTS:

Cynthia enjoys vegetable gardening and running.



## JOSEPH CULLEN

*Assistant Professor of Economics*

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Ph.D. Economics 2009, University of Arizona

M.A. Economics 2006, University of Arizona

B.A. International Studies 2002, University of Idaho

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Joseph will join the Olin faculty in early 2011. Having completed his PhD at the University of Arizona in 2009, he will be coming to Washington University by way of Harvard, where he is currently a fellow with the Harvard University Center for the Environment. Joseph's research interests lie at the intersection of industrial organization and environmental economics. Using structural modeling, he investigates how environmental policies, or the lack of such policies, affect outcomes and competition in markets. To date, much of his research has been focused on electricity markets and carbon regulation.

### AREAS OF EXPERTISE:

Industrial Organization • Environmental Economics • Applied Econometrics Methodology

### RESEARCH FOCUS:

Energy Economics • Environmental Policy · Dynamics • Econometric Methods

### COURSES:

Industrial Organization • Microeconomics

### SELECTED PUBLICATIONS:

- "Dynamic Response to Environmental Regulation in Electricity Markets," working paper
- "Measuring the Environmental Benefits of Wind Generated Electricity," working paper
- "Investment in New Generating Capital Under Environmental Regulation," working paper
- "Bundling, Product Choice, and Efficiency: Should Cable Television Networks Be Offered a la Carte?," with Gregory S. Crawford, *Information Economics and Policy*, Issues 3-4, 379-404, 2007

### PERSONAL INTERESTS:

Joseph enjoys soccer, squash, playing music, and exploring the great outdoors with his wife, Danielle, and their daughters.



## KURT T. DIRKS

*Bank of America Professor of Managerial Leadership*

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Ph.D. 1997, University of Minnesota

M.S. Management 1993, Iowa State University

B.B.A. Finance 1990, Iowa State University

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Kurt Dirks teaches and conducts research on issues related to leadership and teams. He has done workshops on his research on these topics to various audiences across the United States and Europe. Kurt serves on the editorial review boards of the *Academy of Management Journal*, the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes* and *Organization Science*.

### AREA OF EXPERTISE:

Organizational Behavior

### RESEARCH FOCUS:

Leadership • Teams • Problem Solving

### COURSE:

Managing Politics & Power in Organizations

### SELECTED PUBLICATIONS:

- “Repairing relationships within and between organizations: Building a conceptual foundation,” with R. Lewicki and A. Zaheer, *Academy of Management Review*, Issue 34, 401-422, 2009
- “Direct and indirect effects of third party relationships on interpersonal trust,” with D. Ferrin and P. Shah, *Journal of Applied Psychology*, Issue 91, 870-883, 2006

- “When more blame is better than less: The implications of internal vs. external attributions for the repair of trust after a competence- vs. integrity-based trust violation,” with C. Cooper, D. Ferrin and P. Kim, *Organizational Behavior and Human Decision Processes*, Issue 99, 49-65, 2006
- “Removing the shadow of suspicion: The effects of apology vs. denial for repairing ability- vs. integrity-based trust violations,” with C. Cooper, D. Ferrin and P. Kim, *Journal of Applied Psychology*, Issue 89, 104-118, 2004
- “Trust in leadership: Meta-analytic findings and implications for organizational research,” with D. Ferrin, *Journal of Applied Psychology*, Issue 87, 611-628, 2002
- “The role of trust in organizational settings,” with D. Ferrin, *Organization Science*, 2001
- “Trust in leadership and team performance: Evidence from NCAA Basketball,” *Journal of Applied Psychology*, 2000

### PERSONAL INTERESTS:

Kurt is married and has a son and a daughter.



## LINGXIU DONG

Associate Professor of Operations  
& Manufacturing Management

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phone: 314.935.6336

Ph.D. 1999, Stanford University  
M.S. 1995, Georgia Institute of Technology  
B.E. 1993, University of Science and Technology of China

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Lingxiu Dong's research interests in supply chain management include control and design of the supply chain and the use of operational flexibility in various supply chain environments. Her most recent research in integrated risk management focuses on the joint use of operational and financial instruments to manage risk related to commodity and currency exchange rates.

### AREAS OF EXPERTISE:

Management Science: Math Programming  
• Operations & Manufacturing Management:  
Inventory Control, Operations Strategy,  
Production Planning & Scheduling

### RESEARCH FOCUS:

Operations Management • Production &  
Distribution Systems • Supply Chain Management  
• Information in Supply Chains

### COURSES:

Management Science • Information Technology &  
Supply Chain Management

### SELECTED PUBLICATIONS:

- "On the Integration of Production and Financial Hedging Decisions in Global Markets," with Q. Ding and P. Kouvelis, *Operations Research*, Issue 55(3), 470-489, 2007
- "Equilibrium Forward Contracts on Nonstorable Commodities in the Presence of Market Power," with H. Liu, *Operations Research*, Issue 55(1), 128-145, 2007
- "Two Wholesale-Price Contracts: Push, Pull, and Advance-Purchase Discount Contracts," with K. Zhu, *Manufacturing and Service Operations Management*, Issue 9(3) 291-311, 2007
- "Who Benefits From Transshipment? Exogenous vs. Endogenous Wholesale Prices," with N. Rudi, *Management Science*, Issue 50(5), 645-657, 2004
- "Optimal Policies and Approximations for a Serial Multi-echelon Inventory System With Time-Correlated Demand," with H. Lee, *Operations Research*, Issue 51(6), 969-980, 2003

### PERSONAL INTERESTS:

Lingxiu enjoys books, movies, music and travel.



## MICHELLE DUGUID

*Assistant Professor of Organizational Behavior*

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Ph.D. Industrial & Labor Relations 2008, Cornell University  
M.S. Industrial & Labor Relations 2005, Cornell University  
B.S. Psychology (*summa cum laude*) 2003, Howard University  
B.A. Political Science (*summa cum laude*) 2003, Howard University

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Michelle Duguid joined the Olin faculty in 2009. She received her doctorate from Cornell University. She has two major research streams: group demography and social status and group creativity and decision making. The first line of work focuses on how group demography and status differences among group members shape individuals – perceptions, interactions and behaviors, and group relations. Her other area of research investigates group creativity and the quality of group decision making.

### AREAS OF EXPERTISE:

Behavioral Science • Diversity • Human Resource Management/Industrial Relations  
• Organizational Behavior

### RESEARCH FOCUS:

Social Status & Group Dynamics • Group Creativity & Decision Making • Demographic Effects on Intergroup & Intragroup Relations  
• Social Categorization

### COURSE:

Organizational Behavior Within the Firm

### SELECTED PUBLICATIONS:

- “Hidden Consequences of the Group Serving Bias: Causal Attributions and the Quality of Group Decision Making,” with J. Goncalo, *Organizational Behavior and Human Decision Processes*, Issue 107(2), 219-233, 2008
- “Political Correctness and Creativity in Demographically Homogenous and Heterogeneous Groups,” with J. Chatman and J. Goncalo, working paper

### PERSONAL INTERESTS:

Michelle is a native of the island of Barbados and loves all water-related activities. She also enjoys all types of music, traveling and cooking.



## PHILIP H. DYBVIG

*Boatmen's Bancshares Professor  
of Banking & Finance*

email: phild@phildybvig.com

Ph.D. 1979, Yale University  
M.A., M.Phil. 1978, Yale University  
B.A. 1976, Indiana University

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Philip H. Dybvig is well-known for the Diamond-Dybvig model and his paper "Bank Runs, Deposit Insurance, and Liquidity" (1983), one of the most widely cited papers in finance and economics. The Diamond-Dybvig model shows how banks serve the economy by creating liquidity and how this liquidity creation subjects the banks to run if there is not any deposit insurance or other protection. Phil previously taught at Princeton University and was tenured at Yale University. He has published two textbooks and more than 35 articles in leading journals. He has consulted for government, organizations and individuals.

### AREAS OF EXPERTISE:

Banking & Financial Institutions • Business Education • Economics: Microeconomics/Industrial Organization • Finance/Investments: Corporate Finance, Investment/Security Pricing/Portfolio Theory, Option Pricing • Monetary Policy

### RESEARCH FOCUS:

Banking • Corporate Finance • Financial Markets • Asset Pricing • Fixed-Income Securities • Industrial Organization • Portfolio Management

### COURSES:

Options & Futures • Derivative Securities  
• Options, Futures & Derivative Securities  
• Numerical Methods & Optimization in Finance

### SELECTED PUBLICATIONS:

- "Consensus on Diverse Corporate Boards," with N. Baranchuk, *Review of Financial Studies*, forthcoming
- "The Fallacy of Large Numbers, and a Defense of Diversified Active Managers," *Journal of Applied Finance*, Vol. 15(2), 2005
- "Employee Reload Options: Pricing, Hedging, and Optimal Exercise," with M. Loewenstein, *Review of Financial Studies*, Vol. 16(1), 145-171, 2003
- "Pricing Long Bonds: Pitfalls and Opportunities," with B. Marshall, *Financial Analysts Journal*, 1996
- "Duesenberry's Ratcheting of Consumption: Optimal Dynamic Consumption and Investment Given Intolerance for Any Decline in Standard of Living," *Review of Economic Studies*, 1995
- "Bank Runs, Deposit Insurance, and Liquidity," with D.W. Diamond, *Journal of Political Economy*, 91, 1983

### PERSONAL INTERESTS:

Phil's leisure time is spent playing and composing music, cooking, taijiquan, and lifting weights.



## DANIEL ELFENBEIN

Assistant Professor of Organization & Strategy

email: elfenbein@wustl.edu

phone: 314.935.8028

Ph.D. Business Economics 2004, Harvard University

M.A. Business Economics 2001, Harvard University

B.A. Chemistry (*summa cum laude*) 1994, Harvard University

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Before joining Olin Business School, Dan Elfenbein taught in the MBA program at the University of California, Berkeley. He has also worked as an economist for the President's Council of Economic Advisers and as a management consultant for the Monitor Group. Dan is a member of the Academy of Management and American Economic Association and serves as a referee for numerous academic journals. In addition to his many research interests, Dan has studied the economics of NFL ticket scalping online. In addition to his many research interests, Dan has studied the economics of online ticket scalping.

### AREAS OF EXPERTISE:

Business Policy & Strategy • Economics:  
Entrepreneurship, Microeconomics/Industrial  
Organization, Organizational Economics  
• Management Strategy • Technology Management

### RESEARCH FOCUS:

Governance of Complex Transactions • Markets  
for Intellectual Property • Innovation &  
Technological Change • University-Industry  
Technology Transfer • Incentives in Organizations

### COURSE:

Introduction to Management & Strategy

### SELECTED PUBLICATIONS:

- "The Small Firm Effect and the Entrepreneurial Spawning of Scientists and Engineers," with B. Hamilton and T. Zenger, *Management Science*, forthcoming
- "A Greater Price for a Greater Good? Evidence That Consumers Pay More for Charity-Linked Products," with B. McManus, *American Economic Journal: Economic Policy*, forthcoming
- "Exclusivity, Contingent Control Rights, and the Design of Internet Portal Alliances," with J. Lerner, *Journal of Law, Economics, and Organization*, forthcoming
- "Patents, Publications, and the Market for University Inventions," *Journal of Economic Behavior and Organization*, Issue 63(4), 688-715, 2007
- "Ownership and Control Rights in Internet Portal Alliances, 1995-1999," with J. Lerner, *RAND Journal of Economics*, Issue 32(2), 356-369, 2003

### PERSONAL INTERESTS:

Dan lives in St. Louis with his wife and son. He appreciates modern translations of the writing of Miguel de Cervantes, the music of Johnny Cash, and the food at the original Dreamland BBQ.



## HILLARY ANGER ELFENBEIN

*Associate Professor of Organizational Behavior*

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Ph.D. Organizational Behavior 2001, Harvard University

M.A. Statistics 2001, Harvard University

B.A. Physics and Sanskrit Language 1994, Harvard University

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Before joining Olin Business School, Hillary Anger Elfenbein was an associate professor at the University of California, Berkeley. Before beginning work on her PhD in organizational behavior, Hillary worked at Monitor Company for two years and spent six months doing nonprofit work in India.

### AREA OF EXPERTISE:

Organizational Behavior

### RESEARCH FOCUS:

Emotions in the Workplace

### COURSES:

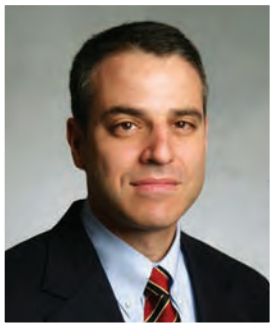
Leadership Competence • Seminar in Organizational Behavior

### SELECTED PUBLICATIONS:

- “On the Universality and Cultural Specificity of Emotion Recognition: A Meta-Analysis,” with N. Ambady, *Psychological Bulletin*, 128, 203-235, 2002
- “What Do People Value When They Negotiate? Mapping the Domain of Subjective Value in Negotiation,” with J.R. Curhan and H. Xu, *Journal of Personality and Social Psychology*, 91, 493-512, 2006
- “Emotion in Organizations: A Review and Theoretical Integration,” *Academy of Management Annals*, 1, 371-457, 2007
- “Doing Well by Doing Good? Don’t Count on It.,” with J. Margolis, *Harvard Business Review*, 86, 1, 19-20, 2008

### PERSONAL INTERESTS:

Hillary enjoys reading, bicycling and chasing after her son, Teddy.



## RICHARD FRANKEL

*Beverly & James Hance Professor of Accounting*

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Ph.D. 1993, Stanford University

M.A.S. 1988, University of Illinois

B.S. 1987, University of Illinois

C.P.A. 1987, University of Illinois

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Richard Frankel has taught at Olin since 2005. Before that he was a professor at the MIT Sloan School of Management and the University of Michigan, Ann Arbor. At Michigan and MIT, he received MBA Student Awards for Teaching Excellence. His principal teaching interest is financial accounting and reporting. His research focuses on valuation using accounting numbers and on corporate managers' use of conference calls, earnings forecasts and pro forma earnings.

### AREA OF EXPERTISE:

Financial Accounting

### RESEARCH FOCUS:

Accounting-Based Valuation • Voluntary Disclosure

### COURSES:

Business Analysis Using Financial Statements  
• Applied Empirical Research in Accounting

### SELECTED PUBLICATIONS:

- "Gaap Goodwill and Debt Contracting Efficiency: Evidence From Net-Worth Covenants," with C. Seethamraja and T. Zach, *Review of Accounting Studies*, forthcoming
- "Determinants of the Informativeness of Analyst Research," with S.P. Kothari and J. Weber, *Journal of Accounting and Economics*, 41, 29-54, 2006
- "Testing Behavioral Finance Theories Using Trends and Sequences in Financial Performance," with W. Chan and S.P. Kothari, *Journal of Accounting and Economics*, 3-50, 2004
- "The Characteristics of a Firm's Information Environment and the Predictive Ability of Insider Trades," with X. Li, *Journal of Accounting and Economics*, 229-259, 2004

### PERSONAL INTERESTS:

Rich enjoys accounting, teaching and research.



## ARMANDO GOMES

*Associate Professor of Finance*

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Ph.D. Economics 1997, Harvard University

M.A. Mathematics 1990, Instituto de Matematica

Pura e Aplicada-IMPA, Brazil

B.S. Engineering 1988, Instituto Militar de Engenharia-IME, Brazil

Armando Gomes' research program focuses on addressing questions in corporate finance and economics and applying game theory and economic tools to construct and evaluate models. Recurrent themes of his research are the study of asymmetric information and incentive problems and issues related to bargaining and contracting. His interest also lies in empirical research focusing on finance topics in which synergies with theory are an important element in uncovering and understanding questions.

### AREAS OF EXPERTISE:

Economics: International Economics,  
Microeconomics/Industrial Organization  
• Finance/Investments: Corporate Finance

### RESEARCH FOCUS:

Corporate Finance • Mergers & Acquisitions  
• Corporate Governance • Economic Theory

### COURSES:

Mergers & Acquisitions • International Finance  
• Topics in Corporate Finance

### SELECTED PUBLICATIONS:

- "Why Do Public Firms Issue Private and Public Securities?," with G. Phillips, working paper
- "Dynamic Processes of Social and Economic Interactions: On the Persistence of Inefficiencies," with P. Jehiel, *Journal of Political Economy*, Issue 113(3), 626-667, 2005
- "Going Public Without Governance: Managerial Reputation Effects," *Journal of Finance*, Issue LV(2), 615-646, 2000
- "Mergers and Acquisitions: An Experimental Analysis of Synergies, Externalities, and Dynamics," with R. Croson, K. McGinn and M. Noth, *Review of Finance*, Issue 8, 481-514, 2004
- "Contracting With Externalities and Outside Options," with F. Bloch, *Journal of Economic Theory*, 2005

### PERSONAL INTERESTS:

Armando and his wife, Ruth, have two children, Giovanni and Julia. He enjoys soccer, biking, swimming and tennis.



## JOSEPH GOODMAN

Assistant Professor of Marketing

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Ph.D. 2007, The University of Texas at Austin

B.B.A. 2001, The University of Texas at Austin

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Joe Goodman joined the Olin faculty in 2008. Before joining Olin, Joe was assistant professor at the University of South Carolina. He received his PhD in Marketing from the McCombs School of Business at The University of Texas at Austin. His primary research interests are consumer behavior and judgment and decision-making, specifically the role of product assortment and variety in the decision making process and how consumption affects consumer happiness.

### AREAS OF EXPERTISE:

Behavioral Science • Marketing: Consumer Behavior & Decision Making

### RESEARCH FOCUS:

Consumer Behavior & Decision Making  
• Consumer Happiness • Product Assortment & Variety • Consumer Superstitions • Illusions of Control

### COURSES:

Principles of Marketing • Consumer Behavior

### SELECTED PUBLICATIONS:

- “Special Random Numbers: Beyond the Illusion of Control,” with J. Irwin, *Organizational Behavior and Human Decision Processes*, 99, 161-174, 2006
- “Happiness for Sale: Do Experiential or Material Purchases Lead to Greater Consumer Retrospective Happiness?,” with L. Nicolao and J. Irwin, conditionally accepted at the *Journal of Consumer Research*
- “Simplify or Intensify? The Effect of Best Seller Signage on Consumer Decision-Making From Large Product Assortments,” with S. Broniarczyk, L. McAlister and J. Griffin, working paper
- “The Effect of Include Versus Exclude Screening Strategies on Consideration Set Construction,” with S. Broniarczyk, working paper

### PERSONAL INTERESTS:

Joe enjoys traveling, running and consuming in the natural habitat.



## RADHAKRISHNAN GOPALAN

Assistant Professor of Finance

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Ph.D. Finance 2006, University of Michigan, Ann Arbor  
M.B.A. 1996, Indian Institute of Management, Lucknow, India  
B.E. (Chemical) 1994, Annamalai University, Tamil Nadu, India

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Radha Gopalan joined Olin in 2006 after receiving his PhD from the University of Michigan, Ann Arbor. Before receiving his PhD, he worked for five years in the project finance department of a leading Indian bank. He researches issues in theoretical and empirical corporate finance. Specifically, he examines questions related to a firm's choice between public and private ownership, the benefits of a business group structure in emerging economies, and firm-bank relationships and the syndicated loan market.

### AREAS OF EXPERTISE:

Accounting: Corporate Governance • Economics: Entrepreneurship • Finance/Investments: Corporate Finance • Law & Economics • Financial Intermediation

### RESEARCH FOCUS:

Corporate Governance • Emerging Market Financial Systems • Financial Intermediation  
• Corporate Restructuring • Entrepreneurial Finance

### COURSES:

Financial Economics • Advanced Corporate Finance

### SELECTED PUBLICATIONS:

- “The Entrepreneur’s Choice Between Private and Public Ownership,” with A. Boot and A. Thakor, *Journal of Finance*, 61 (2), 803-836, 2006
- “Market Liquidity, Investor Participation and Managerial Autonomy: Why Do Firms Go Private?,” with A. Boot and A. Thakor, *Journal of Finance*, 63 (4), 2013-2059, 2008
- “Affiliated Firms and Financial Support: Evidence From Indian Business Groups,” with V. Nanda and A. Seru, *Journal of Financial Economics*, 86 (3), 759-795, 2007

### PERSONAL INTERESTS:

Radha enjoys running, listening to music and spending time with his family.



## MAHENDRA R. GUPTA

Dean of Olin Business School and  
Geraldine J. & Robert L. Virgil  
Professor of Accounting & Management

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Ph.D. 1990, Stanford University  
M.S. 1981, Carnegie Mellon University  
B.S. 1978, Bombay University

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Since joining the Olin Business School faculty in 1990, Mahendra Gupta has had his research published in leading academic journals in the United States and abroad. Students have awarded him the Reid Teaching Award eight times. He was named the dean of Olin Business School in 2005.

Mahendra has served on editorial boards for publications including *The Accounting Review*, the *Journal of Management Accounting Research*, *Canadian Accounting Review* and *Accounting Horizons*. He currently serves on the advisory committees for the Center for the Study of Ethics and Human Values and the Center for Health Policy.

In addition, Mahendra has been a consultant to numerous firms in the electronics, energy, chemical, consumer products, health care and service industries and to various international regulatory organizations.

### AREAS OF EXPERTISE:

Managerial Accounting • Health Economics  
• Decision Analysis • Management Strategy •  
Marketing • Technology Management

### RESEARCH FOCUS:

Managerial Accounting • Strategic Cost  
Management & Control • Decision Analysis

### COURSE:

Strategic Cost Accounting & Control

### SELECTED PUBLICATIONS:

- “Understanding Customer Level Profitability Implications of Satisfaction Programs,” with R. Niraj, G. Foster and C. Narasimhan, forthcoming in *Journal of Business and Industrial Marketing*, Vol. 23, Issue 7, 2008
- “Cash Constraints and Venture Capital Stage Investing,” with G. Foster and T. Davila, *Creative Enterprise*, 2007
- “Production Efficiencies and Pricing of Audit Services,” with N. Dopuch, D. Simunic and M. Stein, *Contemporary Accounting Research*, 2003
- “Moving Procurement Systems to the Internet: The Adoption and Use of E-Procurement Technology Models,” with R. Palmer and T. Davila, *European Management Journal*, 2003
- “Informational and Motivational Aspects of the Balanced Scorecard,” with M. Alles, *Asian Pacific Journal of Accounting and Economics*, 2003

### PERSONAL INTERESTS:

Mahendra enjoys reading, cooking and movies.



## BARTON H. HAMILTON

Robert Brookings Smith Distinguished  
Professor of Entrepreneurship

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Ph.D. 1993, Stanford University  
A.B. 1985, University of California, Berkeley

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Before joining Olin, Bart Hamilton was an assistant professor of economics at McGill University for five years.

### AREAS OF EXPERTISE:

Econometrics • Entrepreneurship • Health Economics • Microeconomics/Industrial Organization • Human Resource Management/Industrial Relations • Statistics/Econometrics

### RESEARCH FOCUS:

Entrepreneurship • Health Economics • Labor Economics • Econometrics

### COURSES:

Managerial Economics • Economics & the Organization • Compensation, Incentives & Organizations • Economics of Human Resource Management • Entrepreneurship, Compensation & Incentives • Olin Grand Rounds: The Business & Practice of Medicine

### SELECTED PUBLICATIONS:

- “The Gender Gap in NIH Grant Applications,” with T. Ley, *Science*, 322, 1472-1474, 2008
- “Learning, Private Information and the Economic Evaluation of Randomized Experiments,” with T Chan, *Journal of Political Economy*, 114, 997-1040, 2006

- “Evaluating Individual Surgeons Based on Total Hospital Costs: Evidence for Variation in Both Total Costs and Volatility of Costs,” with B. Hall, D. Campbell and L. Philips, *Journal of the American College of Surgeons*, 202, 565-576, 2006
- “Team Incentives and Worker Heterogeneity: An Empirical Analysis of the Impact of Teams on Productivity and Participation,” with J. Nickerson and H. Owan, *Journal of Political Economy*, Issue 111, 3, 465-497, 2003
- “Does Entrepreneurship Pay? An Empirical Analysis of the Returns to Self-Employment,” *Journal of Political Economy*, 108, 604-631, 2000

### PERSONAL INTERESTS:

Bart enjoys reptile keeping and breeding, dogs, hiking, reading, and professional football.



## SUDARSHAN JAYARAMAN

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Ph.D. Accounting 2007, University of North Carolina at Chapel Hill

M.B.A. 2001, Bentley College

Chartered Accountant 1997, Institute of Chartered Accountants of India

B.Com. 1995, Mumbai University

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Sudarshan Jayaraman's research interests lie in understanding the interaction between financial reporting outcomes and information-based trading in financial markets. His research has examined how properties of reported earnings such as income smoothing and big baths influence informed trading. His recent work explores the monitoring role of stock liquidity and how firms trade off between alternate monitoring mechanisms. Sudarshan joined Olin Business School in 2007. Before his academic career, Sudarshan worked as a senior analyst at HDFC Bank (Mumbai) and also with Citibank and KPMG.

### **AREA OF EXPERTISE:**

Accounting

### **RESEARCH FOCUS:**

Accounting • Informed Trading • Stock Liquidity  
• Agency Conflicts

### **COURSE:**

Managerial Accounting

### **SELECTED PUBLICATION:**

- "Earnings Volatility, Cash Flow Volatility, and Informed Trading," *Journal of Accounting Research*, 46(4), 809-851, 2008



## OHAD KADAN

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Ph.D. 2002, Hebrew University of Jerusalem

M.B.A. 1998, Hebrew University of Jerusalem

B.Sc. 1990, Hebrew University of Jerusalem

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Ohad Kadan is an expert in the areas of market microstructure, corporate finance, game theory and the economics of information. His work in market microstructure studies the strategic interactions between traders in limit order and dealer markets. His work in corporate finance studies the strategic interactions between managers and investors as well as optimal compensation schemes. He has studied the effectiveness of stocks or stock options as incentives for managers. His work also examines the bias of financial analysts and the investment value of their research. In 2009, his research papers won the "Wharton School-WRDS Award for the Best Empirical Paper in Finance" and the "Analysis Group Award for the Best Paper on Financial Institutions and Markets." Ohad is a member of the American Finance Association, the Society for Financial Studies and the Econometric Society. He received his PhD and MBA from The Hebrew University of Jerusalem.

### AREAS OF EXPERTISE:

Corporate Finance • Financial Economics  
• Investments

### RESEARCH FOCUS:

Corporate Finance • Market Microstructure  
• Economics of Information • Game Theory

### COURSE:

Investment Praxis

### SELECTED PUBLICATIONS:

- "Limit Order Book as a Market for Liquidity," with T. Foucault and E. Kandel, *Review of Financial Studies*, 18, 1171-1217, 2005
- "So Who Gains From a Small Tick-Size?," *Journal of Financial Intermediation*, 15, 32-66, 2006
- "A Rational Expectations Theory of Kinks in Financial Reporting," with I. Guttman and E. Kandel, *The Accounting Review*, 81, 811-848, 2006
- "Equilibrium in the Two Player k-Double Auction with Affiliated Private Values," *Journal of Economic Theory*, 135, 495-513, 2007
- "Stocks or Options? Moral Hazard, Firm Viability, and the Design of Compensation Contracts," with J. Swinkels, *Review of Financial Studies*, 21, 451-482, 2008
- "Moral Hazard With Bounded Payments," with I. Jewitt and J. Swinkels, *Journal of Economic Theory*, 143, 59-82, 2008
- "Conflicts of Interest and Stock Recommendations – the Effect of the Global Settlement and Related Regulations," with L. Madureira, R. Wang and T. Zach, *Review of Financial Studies*, forthcoming

### PERSONAL INTERESTS:

Ohad enjoys spending time with his family.



## RONALD R. KING

Senior Associate Dean and  
Myron Northrop Professor of Accounting

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Ph.D. 1986, University of Arizona  
M.B.A. 1978, University of Wisconsin, La Crosse  
B.S. 1974, University of Wisconsin, La Crosse  
C.P.A., Missouri

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Ron King's research addresses how legal and market institutions affect the production and use of accounting information. His principal research method is experimental economics, a methodology that allows for the controlled investigation of economic theories. In addition to presenting at many U.S. universities, he has been invited to present research workshops in Australia, Canada, Israel, Japan, Taiwan and the United Arab Emirates. Ron is a member of various organizations and has done expert witness work related to financial accounting and auditing. He is associate editor or board member of various academic journals, including *The Accounting Review*, *Auditing: A Journal of Practice and Theory*, and *Accounting Horizons*.

### AREAS OF EXPERTISE:

Accounting: Auditing, Financial Reporting, Regulation • Law & Economics

### RESEARCH FOCUS:

Auditing • Experimental Economics  
• Business, Law & Economics

### COURSE:

Financial Accounting

### SELECTED PUBLICATIONS:

- "An Experimental Investigation of Strategic-Systems Audits: An Evaluation Using System-Mediated Mental Model Theory," with A. Choy, *Contemporary Accounting Research*, 2005
- "An Experimental Investigation of Self-Serving Biases in an Auditing Trust Game: The Role of Group Affiliation," *The Accounting Review*, 2002
- "Credibility and Information in Security Markets After Regulation FD," with B. Thompson, *Washington University Law Review*, 2001
- "An Experimental Investigation of Multi-defendant Bargaining in Joint & Several and Proportionate Liability Regimes," with N. Dopuch and D. Ingberman, *Journal of Accounting and Economics*, 1997
- "Product Cost Information and Cost-Based Decisions: An Experimental Investigation," with M. Gupta, *Contemporary Accounting Research*, 1997

### PERSONAL INTERESTS:

History of ancient conflicts, heavy metal music, tennis and bicycling.



**ISAAC KLESHCHELSKI**  
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Ph.D. 2008, Northwestern University  
LL.M. 2002, Tel Aviv University  
LL.B. 2000, Tel Aviv University  
B.A. 1999, Tel Aviv University

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Isaac Kleshchelski's research spans topics in asset pricing, macroeconomics and international finance and especially the linkages between these subfields. His recent work examines both theoretically and empirically the effect that risk and Knightian uncertainty have on asset prices. He also investigates the effects of labor market frictions on optimal capital structure decisions. In different work, he makes an attempt to rationalize observed exchange rates anomalies through the possibility of rare events in the foreign exchange markets.

**AREAS OF EXPERTISE:**

Finance/Investments: Financial Economics  
• Investment/Security Pricing/Portfolio Theory • Option Pricing

**RESEARCH FOCUS:**

Asset Pricing • Macroeconomics  
• International Finance

**COURSES:**

Capital Markets • Financial Management

**SELECTED PUBLICATIONS:**

- "Robust Equilibrium Yield Curves," with N. Vincent, 2008, working paper
- "Do Peso Problems Explain the Returns to the Carry Trade?," with C. Burnside, M. Eichenbaum and S. Rebelo, 2008, working paper
- "Market Share and Price Rigidity," with N. Vincent, 56(3), 344-352, 2008

**PERSONAL INTERESTS:**

Isaac is married with two children. He was born in Israel and enjoys tennis, table tennis, biking and reading.



**ANNE MARIE KNOTT**  
*Associate Professor of Strategy*

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Ph.D. 1996, University of California, Los Angeles

M.B.A. 1986, University of California, Los Angeles

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Anne Marie Knott's research examines the optimal environment and policies (economic, industrial and firm) for innovation. This interest stems from issues that arose during her earlier career in defense electronics at Hughes Aircraft Co. Before joining Olin, Anne Marie was an assistant professor of management at Wharton at the University of Pennsylvania.

**AREAS OF EXPERTISE:**

Business Policy & Strategy • Economics:  
Microeconomics/Industrial Organization  
• Entrepreneurship • Management Strategy  
• Technology Management

**RESEARCH FOCUS:**

Innovation • Research & Development  
• Entrepreneurship • Managerial Value

**COURSE:**

Corporate Strategy

**SELECTED PUBLICATIONS:**

- "Spillover Asymmetry and Why It Matters," with H. Posen and B. Wu, *Management Science*, forthcoming
- "R&D Returns Causality: Absorptive Capacity or Organizational IQ," *Management Science*, 54(12) 2054-2067, 2008
- "Entrepreneurial Risk and Market Entry," with B. Wu, *Management Science*, Issue 52 (9), 1315-1330, 2006
- "Is Failure Good?," with H. Posen, *Strategic Management Journal*, 26(7), 617, 2005
- "Persistent Heterogeneity and Sustainable Innovation," *Strategic Management Journal*, 24(8), 687, 2003
- "The Organizational Routines Factor Market Paradox," *Strategic Management Journal*, 24 (10), 929-943, 2003
- "On Strategic Accumulation of Intangible Assets," with D. Bryce and H. Posen, *Organization Science*, 14 (2), 192-207, 2003
- "The Dynamic Value of Hierarchy," *Management Science*, Issue 47(3), 430, 2001

**PERSONAL INTERESTS:**

Anne Marie loves theater, live music and gravity sports (skiing and kayaking). She plays tennis and is learning to surf (for one state of the world) and golf (for the other).



## PANOS KOUVELIS

Senior Associate Dean & Director of Executive Programs;  
Director of The Boeing Center for Technology, Information  
& Manufacturing; and Emerson Distinguished Professor  
of Operations & Manufacturing Management

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Ph.D. 1988, Stanford University  
MSISE 1985, University of Southern California  
M.B.A. 1985, University of Southern California  
Diploma 1983, National Technical University of Athens

Before joining Olin, Panos Kouvelis served as an associate professor at the Fuqua School of Business at Duke University and as an assistant professor at The University of Texas at Austin. He has published three books and over 80 papers in top-quality academic journals. Panos has held visiting appointments with the Graduate School of Business, University of Chicago, where he taught in the executive programs in Barcelona, Chicago and Singapore, WHU-Koblenz School of Management, Germany, and Singapore Management University, Singapore. He has consulted with and/or taught executive programs for Emerson, IBM, Dell Computers, Boeing, Hanes, Duke Hospital, Solutia, Express Scripts, Spartech, MEMC, Ingram Micro, Smurfit Stone, Reckitt & Colman, and Bunge on supply chain, operations strategy, inventory management, lean manufacturing, operations scheduling and manufacturing system design issues.

### AREAS OF EXPERTISE:

Operations & Manufacturing Management • Supply Chain Management • Logistics • Inventory Control • Operations Strategy • Management Strategy • International Business • International Operations & Logistics • Global Outsourcing • Technology Management • Management Science • Mathematical Programming • Decision Analysis

### RESEARCH FOCUS:

Global Supply Chain Management • Operations & Finance Interfaces • Risk Management in Supply Chains • Commodity Risk Management

• Operations Strategy • Managing the Innovation Process • Marketing/Manufacturing Interfaces • Product Line Design • Lean Manufacturing • Inventory Control • Operations Planning • Project Management • Cyclic Scheduling • Manufacturing System Design • Management Science: Optimization

### COURSES :

Managing Operations • Global Supply Chain Management • Operations Strategy • Managing the Innovation Process • Managing Flexibility & Risk in Global Supply Chains • Global Outsourcing • Analytical Models in Operations Strategy & Technology Management • Research Topics in Supply Chain & Revenue Management

### SELECTED PUBLICATIONS:

- “On the Integration of Production and Financial Hedging Decisions in Global Markets,” *Operations Research*, 55, 3, 470-489, 2007
- “Inventory, Speculation, and Sourcing Strategies in the Presence of Online Exchanges,” *Manufacturing and Service Operations Management*, 9, 3, 312-331, 2007
- “Quality Based Competition, Profitability and Variable Costs,” *Management Science*, 52, 12, 1884-1895, 2006
- “Dynamic Pricing Through Discounts for Optimizing Multi-Class Demand Fulfillment,” *Operations Research*, 54, 1, 169-183, 2006
- “Order Quantity and Timing Flexibility in Supply Chains: The Role of Demand Characteristics,” *Management Science*, 51, 6, 970-985, 2005



## DMITRI KUKSOV

Associate Professor of Marketing

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Ph.D. Marketing 2003, University of California, Berkeley

Ph.D. Mathematics 1998, Brigham Young University

B.S. Mathematics 1994, Moscow State University

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Dmitri Kuksov was an instructor of a marketing management course while a PhD student at the University of California, Berkeley. His research investigates the effects of consumer search costs on competition as well as pricing and other competitive strategies of firms.

### AREAS OF EXPERTISE:

Economics: Microeconomics/Industrial Organization • Information Technology  
• Marketing: E-Commerce, Marketing Management & Strategy • Pricing

### RESEARCH FOCUS:

Competitive Strategy • Consumer Information Processing • Customer Satisfaction • Brand Image  
• Internet Marketing

### COURSES:

Pricing Strategies • Pricing Decision Making & Implementation • Analytical Modeling in Marketing • Principles of Marketing • Pricing

### SELECTED PUBLICATIONS:

- "Information Provision in a Vertically Differentiated Competitive Marketplace," with Y. Lin, *Marketing Science*, forthcoming
- "Endogeneity and Individual Consumer Choice," with J. Miguel Villas-Boas, *Journal of Marketing Research*, 45 (6), 702-714, 2008

- "Brand Value in Social Interaction," *Management Science*, 53 (10), 1634-1644, finalist for 2007 John D.C. Little Award, 2007
- "The Effects of Costs and Competition on Slotting Allowances," with A. Pazgal, *Marketing Science*, 26 (2), 259-267, finalist for 2007 John D.C. Little Award, 2007
- "Search, Common Knowledge, and Competition," *Journal of Economic Theory*, 130, 95-108, 2006
- "Buyer Search Costs and Endogenous Product Design," *Marketing Science*, 23 (4), 490-499, winner of 2005 Frank M. Bass Award, 2004

### PERSONAL INTERESTS:

Dmitri enjoys science fiction, volleyball, tennis, jazz and classical music.



## CHAD LARSON

*Assistant Professor of Accounting*

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Ph.D. 2008, University of Michigan, Ann Arbor

B.S., M.Acc. 2003, Brigham Young University

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Chad Larson joined the Olin faculty in 2008. Before joining Olin, he received his PhD in accounting from the University of Michigan, Ann Arbor. Chad's research focuses on capital markets, financial accounting, institutional investors and earnings manipulations.

### AREA OF EXPERTISE:

Financial Accounting

### RESEARCH FOCUS:

Accounting Misstatements, Manipulations & Fraud • Institutional Investors • Earnings Announcements • Financial Statement Analysis

### COURSE:

Intermediate Financial Accounting Theory I

### SELECTED PUBLICATIONS:

- "Accounting Fraud and Institutional Investors," dissertation, 2008
- "Predicting Material Accounting Manipulations," with P. Dechow, W. Ge and R. Sloan, working paper
- "Assessing the Relative Informativeness and Permanence of Pro Forma Earnings and GAAP Operating Earnings," with N. Bhattacharya, E. Black and T. Christensen, *Journal of Accounting and Economics*, 2003

### PERSONAL INTERESTS:

Chad enjoys soccer, traveling and scuba diving.



## ANNA LEVINE

*Assistant Professor of Economics*

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Ph.D. Economics 2008, Stanford University

S.B. Mathematics (*general honors*) 2002, University of Chicago

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Anna Levine will join the faculty in 2010. She received her doctorate in economics from Stanford University and spent two years as a Robert Wood Johnson Scholar in health policy at Harvard University. Anna's research focuses on how market structure and regulation impact the direction of innovation in the health care industry.

### AREA OF EXPERTISE:

Industrial Organization

### RESEARCH FOCUS:

Industrial Organization • Applied Microeconomics  
• Health Economics

### SELECTED PUBLICATIONS:

- "Licensing and Scale Economies in the Biotechnology Pharmaceutical Industry," 2009, working paper
- "Effects of Ownership Restrictions on Usage, Availability and the Organization of Magnetic Resonance Imaging," 2009, working paper



## MICHAEL LEWIS

Assistant Professor of Marketing

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Ph.D. 2001, Kellogg Graduate School of Management,  
Northwestern University

M.B.A. 1993, Graduate School of Business, University of Chicago

M.S. 1990, College of Engineering, University of Illinois at  
Urbana-Champaign

B.S. 1989, College of Engineering, University of Illinois at  
Urbana-Champaign

Before obtaining a PhD in marketing from Northwestern University, Michael Lewis earned an MBA from the University of Chicago and a master's in industrial engineering from the University of Illinois at Urbana-Champaign. He was formerly an assistant professor at the University of Florida. His professional background also includes experience at Northwest Airlines. Michael's research focuses on issues such as consumer response to loyalty programs, methods for customer valuation and dynamic pricing. His research has appeared in the *Journal of Marketing Research*, *Management Science*, *Marketing Science*, the *Journal of Marketing* and the *Journal of Retailing*.

### AREAS OF EXPERTISE:

Marketing • Sports Marketing • Customer Relationship Management

### RESEARCH FOCUS:

Customer Relationship Management • Revenue Management • Nonlinear & Dynamic Pricing

### COURSE:

Marketing Management

### SELECTED PUBLICATIONS:

- "Individual Team Incentives and Managing Competitive Balance in Sports Leagues: An Empirical Analysis of Major League Baseball," *Journal of Marketing Research*, 2008
- "Baseball's Losing Formula," *New York Times*, 2007
- "Dynamic Customer Management and the Value of One-to-One Marketing," with R. Khan and V. Sing, *Marketing Science*, forthcoming
- "The Influence of Loyalty Programs and Short-Term Promotions on Customer Retention," *Journal of Marketing Research*, 281-292, 2004
- "A Dynamic Programming Approach to Customer Relationship Pricing," *Management Science*, 51(6), 986-994, 2005
- "Incorporating Strategic Consumer Behavior Into Customer Valuation," *Journal of Marketing*, 69(3), 230-238, 2005
- "An Empirical Study of the Impact of Non-linear Shipping and Handling Fees on Purchase Incidence and Expenditure Decisions," with V. Singh and S. Fay, *Marketing Science*, 25(1), 51-64, 2006
- "Customer Acquisition Promotions and Customer Asset Value," *Journal of Marketing Research*, 195-204, 2006



**LUBOMIR LITOV**  
*Assistant Professor of Finance*

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Ph.D. Economics 2005, Stern School of Business,  
New York University  
M.Phil. Economics 2002, Stern School of Business,  
New York University  
B.C. International Business 1997, University of National  
and World Economy, Sofia, Bulgaria

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Lubomir Litov's current research focuses on the impact of managerial agency costs on corporate investment and financing policy decisions. He also has studied the causes of market manipulation, the performance evaluation of mutual fund managers and the impact of bondholder versus equity holder conflicts on the nature of corporate mergers and acquisitions.

**AREAS OF EXPERTISE:**

Corporate Finance • Corporate Governance  
• International Finance • Behavioral Corporate  
Finance • Mergers & Acquisitions

**RESEARCH FOCUS:**

Managerial Agency Costs on Corporate  
Investment • Financing Policy Decisions

**COURSES:**

Mergers & Acquisitions • Advanced  
Financial Management

**SELECTED PUBLICATIONS:**

- "Corporate Governance and Managerial Risk Taking: Theory and Evidence," with K. John and B. Yeung, *Journal of Finance*, Vol. 63, 1679-1728, 2008
- "Earnings Persistence," invited discussion with R. Frankel, *Journal of Accounting and Economics*, forthcoming
- "Large Investors, Price Manipulation, and Market Breakdown – Anatomy of Market Corners," with F. Allen and J. Mei, *Review of Finance*, Vol. 10, 645-693, 2006
- "Can Mutual Fund Managers Pick Stocks? Evidence From Their Trades Prior to Earnings Announcements," with M. Baker, J. Wachter and J. Wurgler, conditionally accepted at *Journal of Financial and Quantitative Analysis*

**PERSONAL INTERESTS:**

Lubomir enjoys traveling, reading and spending time with his family.



## JAMES T. LITTLE

*Donald Danforth, Jr. Distinguished Professor of Business*

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Ph.D. 1977, University of Minnesota

B.Comm. 1967, University of British Columbia

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Jim Little did his undergraduate work at the University of British Columbia and received his PhD from the University of Minnesota. Jim joined the Washington University faculty in 1971 and served on the faculty of the Department of Economics until 1982, when he joined the faculty of Olin. From 1983 to 1989, he served as associate dean for academic affairs. He is academic director of Olin Business School's EMBA Program and directs the school's European Programs. His current research interests include the study of the implications of globalization for corporate strategies, international finance, the economics of China and the European Union, and regulation of insurance companies.

### AREAS OF EXPERTISE:

Business Policy & Strategy • Economics:  
Economic Development, Economic Policy,  
International Economics • Finance/Investments:  
Corporate Finance • International Business  
• International Finance • Management Strategy  
• Monetary Policy

### RESEARCH FOCUS:

Microeconomics • International Economics  
• Corporate Strategy • Insurance Regulation

### SELECTED PUBLICATIONS:

- "Regulation of Life Insurer Market Conduct: Experience in Four Countries," with N. Bernstein and R. Klein, *Alternative Approaches to Insurance Regulation*, National Association of Insurance Commissioners, 1998
- "Business Restructuring in Response to the Single Market," with P. Lutzeler, *Europe After Maastricht: American and European Perspectives*, 1994
- "Indirect Preferences," *Journal of Economic Theory*, 1979
- "Residential Preferences, Neighborhood Filtering, and Neighborhood Change," *Journal of Urban Economics*, 1976
- "Individual Choice When 'Objects' Have Ordinal Properties," with R. Parks and C. Plott, *Review of Economic Studies*, 1975

### PERSONAL INTERESTS:

Jim enjoys French and Chinese history and jazz.



## HONG LIU

*Associate Professor of Finance*

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Ph.D. 1998, University of Pennsylvania

M.A. 1994, University of Connecticut

M.S. 1990, Shanghai Jiao Tong University

B.S. 1987, University of Science and Technology of China

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Hong Liu did his undergraduate work at the University of Science and Technology of China and received his PhD from the University of Pennsylvania. Hong joined the Washington University faculty in 1998. He is the academic director of Olin Business School's Master of Science in Finance Program. His current research interests include the study of liquidity premia, underdiversification, and optimal consumption and investment.

### AREAS OF EXPERTISE:

Finance/Investments: Financial Economics

- Investment/Security Pricing/Portfolio Theory
- Option Pricing

### RESEARCH FOCUS:

Optimal Consumption & Investment With Frictions • Asset Pricing, Market Microstructure

### COURSES:

- Options & Futures • Derivative Securities
- Advanced Derivative Securities

### SELECTED PUBLICATIONS:

- "Liquidity Premia and Transaction Costs," with B. Jang, H.K. Koo and M. Loewenstein, *Journal of Finance*, 62, 2329-2366, 2007
- "Rational Inattention and Portfolio Selection," with L. Huang, *Journal of Finance*, 62, 1999-2040, 2007
- "Optimal Consumption and Investment With Transaction Costs and Multiple Risky Assets," *Journal of Finance*, 59, 289-338, 2004
- "Optimal Portfolio Selection With Transaction Costs and Finite Horizons," with M. Loewenstein, *Review of Financial Studies*, 15, 805-835, 2002
- "An Analysis of VaR-based Capital Requirements," with D. Cuoco, *Journal of Financial Intermediation*, 15, 362-394, 2006

### PERSONAL INTERESTS:

Hong enjoys spending time with his family, playing table tennis and playing bridge.



## GLENN MACDONALD

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of Economics & Strategy*

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Ph.D. Economics 1979, University of Rochester

M.A. Economics 1978, University of Rochester

Honors B.A. Economics and Mathematics (*summa cum laude*) 1975,  
York University

Before joining Olin, Glenn MacDonald was professor of economics and management at the W. E. Simon School of Business, University of Rochester, and professor of economics at the University of Western Ontario. He has worked with many companies, including Bausch & Lomb, Carrier, Chase Manhattan Bank, Citibank, Corning, Eastman Kodak, Harris Corp., General Motors, IBM, Litton Industries, Monsanto, Rochester Gas and Electric, Frontier Communications, Xerox, and Xerox's PARC.

### AREAS OF EXPERTISE:

Business Policy & Strategy • Diversity  
• Economics: Microeconomics/Industrial Organization • Organizational Economics  
• Human Resource Management/Industrial Relations • Management Strategy • Negotiation, Organizational Change & Development  
• Technology Management

### RESEARCH FOCUS:

Industry Evolution • Strategy & Value Appropriation • Microeconomics/  
Industrial Organization • Investor Protection • Compensation

### COURSES:

Managerial Economics: Incentives, Markets & Competition • Economics of Entertainment  
• Microeconomics • Market Competition & Value Appropriation

### SELECTED PUBLICATIONS:

- "Legal Institutions, Sectoral Heterogeneity, and Economic Development," with R. Castro and G.L. Clementi, *Review of Economic Studies*, forthcoming
- "How Do Value Creation and Competition Determine Whether a Firm Appropriates Value?," with M. Ryall, *Management Science*, Issue 50, 1319-1333, 2004
- "Investor Protection, Optimal Incentives, and Economic Growth," *Quarterly Journal of Economics*, Issue 119, 1131-1175, 2004
- "The Economics of Has-beens," with M. Weisbach, *Journal of Political Economy*, Issue 112, 289, 2004
- "Competitive Diffusion," *Journal of Political Economy*, Issue 102, 24-52, 2004

### PERSONAL INTERESTS:

Glenn is married with two children. He enjoys music and cooking. For fun he runs and plays guitar.



## SELIN MALKOC

Assistant Professor of Marketing

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Ph.D. Marketing 2006, University of North Carolina at Chapel Hill  
B.A. (*high honors*) Business Administration 2000,  
Bilkent University, Ankara, Turkey

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Selin Malkoc holds a BA in business administration from Bilkent University in Turkey and a PhD in marketing from the University of North Carolina at Chapel Hill's Kenan-Flagler Business School. Before joining Olin, Selin was an assistant professor at the Carlson School of Management, University of Minnesota. Her research specialties include judgment and decision making, intertemporal choice, the role of consumer mind-sets and representations, and intuitive decision making. Selin's research has appeared in the *Journal of Marketing Research* and *Psychological Science*, among other outlets.

### AREAS OF EXPERTISE:

Marketing Research • Behavioral Science  
• Consumer Behavior

### RESEARCH FOCUS:

Consumer Behavior • Behavioral Decision Making  
• Intertemporal Preferences

### COURSE:

Market Research

### SELECTED PUBLICATIONS:

- "Discounting Time and Time Discounting: Subjective Time Perception and Intertemporal Preferences," *Journal of Marketing Research*, 2009
- "Deferring Versus Expediting Consumption: The Effect of Outcome Concreteness on Sensitivity to Time Horizon," with G. Zauberaman, *Journal of Marketing Research*, 2006
- "Consuming Now or Later? The Interactive Effect of Timing and Attribute Alignability," with G. Zauberaman and C. Ulu, *Psychological Science*, 2005

### PERSONAL INTERESTS:

Selin enjoys salsa dancing, swimming and cooking.



## XIUMIN MARTIN

*Assistant Professor of Accounting*

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Ph.D. Accounting 2007, University of Missouri-Columbia

M.S. Accounting 2003, Hong Kong Baptist University

B.E. Regional Economics 1995, Nanjing University, China

Xiumin Martin joined Olin Business School in 2007 after receiving her doctorate from the University of Missouri-Columbia. While working on her PhD, Xiumin won numerous outstanding research awards and an outstanding teaching award. Before her work toward her doctorate, Xiumin worked at Deloitte and Touche Tohmatsu in Shanghai as an auditor. She is a Chinese Institute certified public accountant.

### AREA OF EXPERTISE:

Accounting

### RESEARCH FOCUS:

Financial Accounting • Voluntary Disclosure  
• Accounting Information in Assets Valuation

### COURSE:

Principles of Financial Accounting

### SELECTED PUBLICATIONS:

- “Voluntary Disclosure Around Actual Share Repurchases,” with P. Brockman and I. Khurana, *Journal of Financial Economics*, Issue 89, 2008
- “Financial Development and the Cash Flow Sensitivity of Cash,” with I. Khurana and R. Pereira, *Journal of Financial and Quantitative Analysis*, Vol. 41, 2006

- “Firm Growth and Voluntary Disclosure: An Empirical Analysis,” with I. Khurana and R. Pereira, *Journal of Financial and Quantitative Analysis*, Vol. 41, 2006
- “The Role of Firm-Specific Incentives and Country Factors in Explaining Voluntary IAS Adoptions: Evidence from Private Firms,” with J. Francis, I. Khurana and R. Pereira, *European Accounting Review*, Vol. 17, 2008
- “Firm Growth and Voluntary Disclosure: An Empirical Analysis,” with I. Khurana and R. Pereira, *Review of Finance*, Vol. 12, 2007

### PERSONAL INTERESTS:

Xiumin enjoys reading biographies, listening to classical and contemporary music, and doing home interior design.



## JUDI MCLEAN PARKS

*Reuben C. & Anne Carpenter Taylor Professor  
of Organizational Behavior*

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Ph.D. 1990, University of Iowa  
M.A. 1988, University of Iowa  
B.B.A. 1985, Iowa State University

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Judi McLean Parks previously taught at the Industrial Relations Center at the University of Minnesota; Cornell University; and Institut d'Administration des Entreprises, Université Jean Moulin Lyon III in Lyon, France.

### AREAS OF EXPERTISE:

Behavioral Science • Diversity • Entrepreneurism  
• Human Resource Management/Industrial Relations • International Business • Management Development • Motivation • Negotiation  
• Organizational Behavior • Organizational Change & Development

### RESEARCH FOCUS:

Organizational Behavior • Conflict Management & Dispute Resolution • Psychological Contracts & Workplace Justice • Diversity & Sociocultural & Cross-Cultural Management Factors • Revenge in the Workplace • Organizational Identity

### COURSES:

Managing Across Cultures • Negotiation & Conflict Management • Internal Negotiations

### SELECTED PUBLICATIONS:

- “Behavioral Integrity and Elasticity in the ‘Rules of the Game,’” with D. Gallagher and L. Ma, working paper

- “Power Corrupts ... Or Does It? The Influence of Power and Sex on the Perceived Acceptability and Reputational Effects of Questionable Negotiation Tactics,” with L. Ma, working paper
- “Racial Differences in Perceptions of Behavioral Integrity: Attitudinal Consequences, In-Group Effects, and ‘Trickle Down’ Among Black and Non-Black Employees,” with R. Friedman, L. Liu and T. Simons, *Journal of Applied Psychology*, 2007
- “Ghost Workers – New Organizational Realities,” with F. Smith, P. Taylor and M. Shams (eds.), *Developments in Work and Organizational Psychology: Implications for International Business*, 2006
- “The Name Game: Employability Evaluations of Prototypical Applicants with Stereotypical Female and Male First Names,” with J. Kleist, S. Showail, F. Smith and F. Tabak, *Sex Roles*, 2005

### PERSONAL INTERESTS:

Judi's hobbies include genealogy, gourmet cooking, antiques, classical music, gardening and tracking bears (with a camera). She has two children, Jason and Heatherlyann, and two grandchildren, Julia and Kenan.



## TODD MILBOURN

Hubert C. & Dorothy R. Moog Professor of Finance

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phone: 314.935.6392

Ph.D. 1995, Indiana University

B.A. 1991, Augustana College

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Todd Milbourn taught at London Business School and the University of Chicago before coming to Olin.

### AREAS OF EXPERTISE:

Corporate Finance • Valuation • Corporate Governance • CEO Compensation

### RESEARCH FOCUS:

Corporate Finance • Executive Compensation  
• Credit Ratings • Managerial Career Concerns

### COURSES:

Advanced Financial Management • Financial Management • Advanced Corporate Finance 3  
• Corporate Financial Management • Sports Management

### SELECTED PUBLICATIONS:

- “Asymmetric Benchmarking in Compensation: Executives Are Rewarded for Good Luck but Not Penalized for Bad,” with G. Garvey, *Journal of Financial Economics*, 82,1, 197-226, 2006
- “Credit Ratings As Coordination Mechanisms,” with A. Boot and A. Schmeits, *Review of Financial Studies*, Vol. 19, No. 1, 81-118, 2006
- “Sunflower Management and Capital Budgeting,” with A. Boot and A. Thakor, *Journal of Business*, Vol. 78,2, 501-527, 2005

- “Incentive Compensation When Executives Can Hedge the Market: Evidence of Relative Performance Evaluation in the Cross-Section,” with G. Garvey, *Journal of Finance*, Vol. 58, No. 4, 1557-1582, 2003
- “CEO Reputation and Stock-Based Compensation,” *Journal of Financial Economics*, Vol. 68, No. 2, 233-263, 2003
- “Strategic Flexibility and the Optimality of Pay for Sector Performance,” with R. Gopalan and F. Song, *The Review of Financial Studies*, forthcoming

### PERSONAL INTERESTS:

Todd enjoys spending time with his family and both watching and participating in sports. Todd also serves as a director on the board of the St. Louis Military Officers Support Foundation.



## ALVIN D. MURPHY

*Assistant Professor of Economics*

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Ph.D. Economics 2008, Duke University

M.A. Economics 2002, University College Dublin, Dublin, Ireland

B.A. Economics and Political Science 2000, Trinity College,  
Dublin, Ireland

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Alvin Murphy joined the Olin faculty in 2008. Before joining Olin, Alvin earned his PhD at Duke University. His research interests include public and urban economics as well as industrial organization.

### AREAS OF EXPERTISE:

Public Economics • Industrial Organization

### RESEARCH FOCUS:

Public Economics • Industrial Organization  
• Urban Economics • Applied Econometrics

### COURSE:

Competitive Industry Analysis

### SELECTED PUBLICATION:

- “Explaining Cross-Racial Differences in Teenage Labor Force Participation: Results From a General Equilibrium Search Model,” with T. Ahn, P. Arcidiacono and O. Swinton, *Journal of Econometrics*, forthcoming

### PERSONAL INTERESTS:

Alvin enjoys reading, traveling and playing billiards.



## CHAKRAVARTHI NARASIMHAN

Director of the PhD Program and  
Philip L. Siteman Professor of Marketing

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Ph.D. 1982, University of Rochester

M.S. 1980, University of Rochester

M.Tech. 1972, Indian Institute of Technology

B.Tech. 1969, Indian Institute of Technology

B.Sc. 1966, University of Madras, India

Chakravarthi Narasimhan was an assistant and associate professor at the University of Chicago from 1981 to 1988. His principal research interest is in the economic analysis of marketing problems. He builds models, measurements and metrics to quantify firms' and consumers' responses to marketing strategies in competitive markets. Several of his papers have won the Best Paper of the Year Award or were finalists. He was chosen Teacher of the Year by the MBA graduating class of 1991 and has been recognized by the Graduate Students Senate for Excellence in Mentoring three times.

### AREAS OF EXPERTISE:

Economics: Microeconomics/Industrial Organization • Management Strategy • Marketing: Consumer Products Marketing, E-Commerce, Marketing Management & Strategy, Marketing Research, Distribution Channels, Pricing  
• Statistics/Econometrics

### RESEARCH FOCUS:

Supply Chain Strategies Under Uncertainty  
• Competitive Strategies • E-Strategies  
• Competitive Pricing & Promotions • Strategic Role of Private Labels • Empirical Evaluation of Marketing Strategies

### COURSES:

Marketing Strategy • PhD Seminar in Marketing

### SELECTED PUBLICATIONS:

- "Information and Inventory in Distribution Channels," with G. Iyer and R. Niraj, *Management Science*, 2007
- "Decomposing Purchase Elasticity With a Dynamic Structural Model of Flexible Consumption," with T. Chan and Q. Zhang, *Journal of Marketing Research*, 2008
- "Understanding Customer Level Profitability Implications of Satisfaction Programs," with R. Niraj, M. Gupta and G. Foster, *Journal of Business and Industrial Marketing*, 2008
- "An Empirical Study of Consumer Evaluation and Learning on Multiple Attributes," with T. Chan and Y. Xie, working paper
- "Intra-Firm Coordination of Product Management in a Supply Chain," with L. Dong and K. Zhu, working paper
- "Connectivity and Interconnectivity," with T. He and D. Kuksov, working paper

### PERSONAL INTERESTS:

Chakravarthi is an avid sports fan. He plays tennis and likes to travel and hike.



## SHERIF NASSER

*Assistant Professor of Marketing*

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phone: 314.935.4915

Ph.D. Marketing 2008, New York University

M.Phil. Marketing 2005, New York University

M.B.A. Marketing 2001, Baruch College

B.S. Mechanical Engineering 1994, Cairo University

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Sherif Nasser's research focuses on media and entertainment issues. Particularly, he studies the effects of competitive pressures on advertising clutter, the pricing of digital entertainment products and how online social networks serve as media for transmitting product information. Before joining Olin, Nasser taught Marketing Principles at New York University while finishing his doctoral studies there. He currently teaches New Product Management to undergraduate students and Creating & Marketing Innovative Products & Services to MBA students.

### AREAS OF EXPERTISE:

Marketing: Advertising/Media Management, Pricing, Marketing Management • Strategy Economics: Microeconomics/Industrial Organization

### RESEARCH INTERESTS:

Media Management • Advertising • Pricing • Social Networks • Competitive Strategies

### COURSES:

New Product Management • Creating & Marketing Innovative Products & Services • Marketing Strategies for Innovative Products & Services

### SELECTED PUBLICATIONS:

- "How Competitive Pressures Among Media Channels Create Advertising Clutter," with E. Muller and H. Assael, working paper
- "The Profitability of Uniform Pricing for Differentiated Goods: Why the Movie Industry Had It Right," with N. Economides, working paper
- "Used Markets and Product Innovation in Durable Goods Markets," with Y. Chen, working paper
- "Online Social Interactions and the Generation of Word-of-Mouth," with Y. Chen, working paper
- "Pricing Digital Entertainment Products: A Theoretical Investigation of the Effects of Unbundling Music," with N. Economides, working paper

### PERSONAL INTERESTS:

Sherif enjoys reading, film, squash, woodworking and traveling.



## JACKSON A. NICKERSON

*Frahm Family Professor of Organization & Strategy,  
Director of the Brookings-Olin Partnership and Brookings  
Nonresident Senior Fellow in Government Studies*

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Ph.D. 1997, University of California, Berkeley  
M.B.A. 1990, University of California, Berkeley  
M.S.M.E. 1986, University of California, Berkeley  
B.S.M.E. 1984, Worcester Polytechnic Institute

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Jackson Nickerson joined Olin Business School in 1996. He teaches strategic management courses on innovation, management of life science, organizational strategy and critical thinking. His research focuses on why firms choose different organizational structures and the performance implications of these choices, with a special emphasis on knowledge, innovation and problem solving. His most ambitious research to date involves pharmaceutical manufacturing and Food and Drug Administration (FDA) oversight. His research has won numerous awards, including the inaugural Olin Award Recognizing Research That Transforms Business. Jackson's research is found in leading academic journals including *Administrative Science Quarterly*, *Journal of Political Economy*, *Management Science*, *Organization Science*, *Strategic Management Journal* and *Strategic Organization*. His research on the FDA has been discussed in *BusinessWeek* and has led to tangible changes in the way the FDA oversees pharmaceutical manufacturing.

### AREAS OF EXPERTISE:

Business & Corporate Strategy • Innovation  
• Critical Thinking • Leadership

### RESEARCH FOCUS:

Jackson's research focuses on why leaders choose different organizational structures and the performance implications of these choices, with a special emphasis on knowledge, innovation and problem solving.

### COURSES:

Strategic Management • Strategic Management of Innovation • Critical Thinking for Leaders  
• Critical Thinking Process & Modeling for Effective Decision Making

### SELECTED PUBLICATIONS:

- "Envy, Comparison Costs, and the Economic Theory of the Firm," with T. Zenger, *Strategic Management Journal*, 29(13), 1429-1450, 2008
- "Interorganizational-trust: The Choice of Make, Buy, or Ally; and the Performance of Interorganizational Relationships in the U.S. Auto Industry," with R. Gulati, *Organizational Science*, 19(5), 688-708, 2008
- "The 'Problem' of Creating and Capturing Value," with B. Silverman and T. Zenger, *Strategic Organization*, Issue 5, 3, 211-225, 2007
- "Problem Solving and the Entrepreneurial Theory of the Firm," with C. Hsieh and T. Zenger, *Journal of Management Studies*, forthcoming
- "Strategic Management of R&D Pipelines With Co-specialized Investments and Technology Markets," with T. Chan and H. Owan, *Management Science*, Issue 53, 4, 667-682, 2007
- "The Antecedents and Performance Implications of Cooperative Exchange Norms," with J. Bercovitz and S. Jap, *Organization Science*, Issue 17, 6, 724-740, 2006

### PERSONAL INTERESTS:

Jackson enjoys spending time with his family, bicycling and woodworking.



## TAVA LENNON OLSEN

*Professor of Operations &  
Manufacturing Management*

email: [olsen@wustl.edu](mailto:olsen@wustl.edu)  
phone: 314.935.4732

Ph.D. 1994, Stanford University  
M.S. 1992, Stanford University  
B.Sc. (*honours*) 1990, University of Auckland, New Zealand

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Tava Olsen grew up in New Zealand and earned her undergraduate degree there. She received a PhD from Stanford University and then taught for a number of years in the Industrial and Operations Engineering Department at the University of Michigan, Ann Arbor, before joining Olin in 2001. Tava's research has a particular focus on stochastic models of both production and service systems, and lately she has been working on modeling competitive systems using stochastic games. She serves on a number of editorial boards of operations journals.

### AREAS OF EXPERTISE:

Management Science: Math Programming, Simulation Modeling, Stochastic Processes  
• Operations & Manufacturing Management: Inventory Control, Production Planning & Scheduling; Operations Strategy

### RESEARCH FOCUS:

Supply Chain Management, Pricing & Inventory Control • Stochastic Models of Production, Service & Telecommunications Systems • Queueing Theory • Stochastic Games

### COURSES:

Managing Projects • Operations Management in Service Industry • Critical Thinking for Leaders  
• Critical Thinking Processes & Modeling for Effective Decision Making

### SELECTED PUBLICATIONS:

- "Service Level Agreements in Call Centers: Perils and Prescriptions," with J. Milner, *Management Science*, Vol. 54, No. 2, 238-252, 2008
- "Multi-product Systems With Both Setup Times and Costs: Fluid Bounds and Schedules," with W. Lan, *Operations Research*, 2006
- "Coordinating Production and Delivery Under a (z,Z)-type Vendor Managed Inventory System," with M. Fry and R. Kapuscinski, *M&SOM*, 2001
- "Inventory Management Under Market Size Dynamics," with R. Parker, *Management Science*, Vol. 54, No. 10, 1805-1821, 2008
- "Near-Optimal Dynamic Leadtime Quotation and Scheduling Under Convex-Concave Customer Delay Costs," with B. Ata, *Operations Research*, forthcoming

### PERSONAL INTERESTS:

Tava enjoys hiking, aerobics, cooking and reading. She is married with two daughters, Ebba and Kaia.



## LAMAR PIERCE

Assistant Professor of Strategy

email: pierce@wustl.edu

phone: 314.935.5205

Ph.D. Business 2005, University of California, Berkeley  
M.S. Business 2001, University of California, Berkeley  
B.S. Economics (*with honors*) 1997, University of Puget Sound  
B.A. Music (*magna cum laude*) 1997, University of Puget Sound

Lamar Pierce joined the Olin faculty in 2007 after visiting at Carnegie Mellon University for two years. Before earning his PhD at the University of California, Berkeley, he worked at Boeing in Seattle. Lamar's research focuses on two areas. First, he studies strategy through illegality – how firms and individuals use fraud and corruption for personal and financial gain. Second, he studies the competitive effects of vertical integration and strategic pricing in the automotive industry. Lamar currently teaches undergraduate management at Olin and has also taught MBA Strategy and Management of Technology at Carnegie Mellon.

### AREAS OF EXPERTISE:

Business Policy & Strategy • Behavioral Science  
• Organizational Behavior • Economics:  
Organizational Economics • Management Strategy

### RESEARCH FOCUS:

Business Strategy & Public Policy • Fraud &  
Corruption • Ethics • Incentives in Organizations  
• Consumer Finance • Automotive Industry

### COURSE:

Individual in a Managerial Environment

### SELECTED PUBLICATIONS:

- “The Abundance Effect: Unethical Behavior in the Presence of Wealth,” *Organizational Behavior and Human Decision Processes*, forthcoming
- “Dishonesty in the Name of Equity,” *Psychological Science*, forthcoming
- “Big Losses in Ecosystem Niches: How Core Firm Decisions Drive Complementary Product Shakeout,” *Strategic Management Journal*, Issue 30 (3), 323-347, 2009
- “Ethical Spillovers in Firms: Evidence from Vehicle Emissions Testing,” with J. Snyder, *Management Science*, Issue 54 (11), 1891-1903, 2008
- “Programmatic Risk-Taking by American Opera Companies,” *Journal of Cultural Economics*, Issue 24(1), 45-63, 2000
- “Dynamic Capabilities, Competence, and the Behavioral Theory of the Firm,” with C. Boerner, J. March and D. Teece, *The Economics of Choice, Change and Organization: Essays in Memory of Richard M. Cyert*, Edward Elgar Publishing, Ltd., 2002
- “Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help,” with F. Gino, *Organization Science*, 2009

### PERSONAL INTERESTS:

Lamar enjoys playing the piano, occasionally making jump shots and exploring the wilderness at his cabin in North Idaho.



## ROBERT A. POLLAK

*Hernreich Distinguished Professor of Economics*

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Ph.D. 1964, Massachusetts Institute of Technology

B.A. 1960, Amherst College

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Robert Pollak's research interests include environmental policy, demography and the economics of the family. Robert is the author of numerous articles in professional journals and three books: *From Parent to Child: Intrahousehold Allocations and Intergenerational Relations in the United States* (1995, with J. Behrman and P. Taubman), *Demand System Specification and Estimation* (1992, with T. Wales), and *The Theory of the Cost-of-Living Index* (1989). He is a fellow of the American Academy of Arts and Sciences, the American Association for the Advancement of Science, and the Econometric Society. Robert is a research associate of the National Bureau of Economic Research (NBER). He also served on the National Academy of Sciences Committee on the National Statistics Panel on Cost-of-Living Indexes and is now serving on the Standing Committee on Research and Evidentiary Standards. In addition, Robert has served as senior consultant to the Economics Initiative of the John D. and Catherine T. MacArthur Foundation. From 1997 to 2007, he co-chaired the MacArthur Foundation Network on the Family and the Economy, an interdisciplinary group of economists, sociologists and developmental psychologists studying the functioning of families. Pollak was awarded a fellowship for 1999-2000 by the John Simon Guggenheim Foundation. He was president of the Midwest Economics Association in 2002-2003 and will be president of the Society of Labor Economists in 2009-2010.

### AREAS OF EXPERTISE:

Business & Government • Economics:  
Environmental Economics, Microeconomics/  
Industrial Organization • Law & Economics  
• Political Economy • Public Affairs/Public Policy

### RESEARCH FOCUS:

Environmental Economics & Policy •  
Consumer Demand Analysis & Consumer  
Behavior • Demography • Labor Economics  
• Economics of the Family

### COURSE:

Business & the Environment

### SELECTED PUBLICATIONS:

- "Efficiency in Family Bargaining: Living Arrangements and Caregiving Decisions of Adult Children and Disabled Elderly Parents," with L. Pezzin and B. Schone, *CESifo Economic Studies*, 2007
- "Bargaining Around the Hearth," *Yale Law Journal*, Pocket Part 414, 2007
- "The American Family and Family Economics," with S. Lundberg, *Journal of Economic Perspectives*, 2007
- "Why Are Power Couples Increasingly Concentrated in Large Metropolitan Areas?," with J. Compton, *Journal of Labor Economics*, 2007
- "Family Bargaining and Taxes: A Prolegomenon to the Analysis of Joint Taxation," *Taxation and the Family*, forthcoming



## MAHER SAID

*Assistant Professor of Economics*

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Ph.D. Economics 2009, Yale University

M.Phil. Economics 2006, Yale University

M.A. Economics 2005, Yale University

B.A. Economics & Mathematics (*magna cum laude*) 2003,  
New York University

Maher Said will join the Olin faculty in 2010. Maher is currently a postdoctoral researcher at Microsoft Research New England. His doctoral dissertation at Yale University analyzed bidding behavior in dynamic auction markets, exploring the implications of dynamic buyer populations for the design of institutions and mechanisms. Maher's broader research interests include mechanism and market design, dynamic auctions, and game theory more generally.

### AREAS OF EXPERTISE:

Game Theory • Auctions & Mechanism Design  
• Microeconomics/Industrial Organization

### RESEARCH FOCUS:

Mechanism & Market Design • Dynamic Auctions & Mechanisms • Game Theory & Microeconomic Theory

### SELECTED PUBLICATIONS:

- "Auctions With Dynamic Populations: Efficiency and Revenue Maximization," working paper
- "Sequential Auctions With Randomly Arriving Buyers," working paper
- "Information Revelation in Sequential Ascending Auctions," working paper

### PERSONAL INTERESTS:

Maher enjoys traveling and exploring new cities. He also enjoys art galleries and learning about classical music.



## RON SHALEV

*Assistant Professor of Accounting*

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Ph.D. Accounting 2007, Columbia University  
M.Phil. Accounting 2005, Columbia University  
E.M.B.A. 2002, Northwestern University and Tel Aviv University  
M.A. Economics 1995, Hebrew University, Jerusalem  
LL.B. 1994, Hebrew University, Jerusalem  
Lawyer 1995, Member of the Israeli Bar

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Ron Shalev joined the Olin Business School faculty in 2007. He received his doctoral degree from Columbia Business School at Columbia University in New York. His research interests include managerial discretion and accounting choices, earnings management, earnings quality, mergers and acquisitions, intangible assets and disclosure and financial statement analysis. Ron formerly was chief financial officer of Goldnet Communications and chief executive officer of CreditGuard in Tel Aviv, Israel.

### AREA OF EXPERTISE:

Accounting

### RESEARCH FOCUS:

Causes & Effects of Mergers & Acquisitions

• Intangible Assets • Managerial Discretion & Accounting Choices • Disclosure • Financial Statement Analysis

### COURSE:

Principles of Financial Accounting

### SELECTED PUBLICATION:

- “The Information Content of Business Combination Disclosure Level,” *The Accounting Review*, 2009

### PERSONAL INTERESTS:

Ron is fluent in French and Spanish, with a good command of Italian.



## RAYMOND T. SPARROWE

Associate Professor of Organizational Behavior

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phone: 314.935.6367

Ph.D. Business Administration 1998, University of Illinois at Chicago

M.B.A. Hotel, Restaurant & Institutional Management 1989,

Michigan State University

B.A. Psychology 1971, University of California

Before coming to Olin, Ray Sparrowe served as an assistant professor of management and labor relations at Cleveland State University. He has done consulting and design work for various cultural, educational and health care institutions throughout the United States. Ray serves on the editorial boards of the *Administrative Science Quarterly*, the *Academy of Management Journal* and the *Journal of Applied Psychology*.

### AREAS OF EXPERTISE:

Behavioral Science • Management Development  
• Motivation • Organizational Behavior

### RESEARCH FOCUS:

Leadership • Informal Relationships in  
Organizations • Group Processes & Outcomes

### COURSES:

Foundations for Leadership Effectiveness  
• Organizational Behavior & Design • Leadership

### SELECTED PUBLICATIONS:

- “Do Leaders’ Influence Tactics Relate to Members’ Cooperative Behaviors? It Depends on the Quality of the Relationship,” with M. Kraimer and B. Soetjpto, *Academy of Management*, Issue 6, 1194-1208, 2006
- “Two Routes to Influence: Integrating Leader-Member Exchange and Network Perspectives,” with R. Liden, *Administrative Science Quarterly*, Issue 4, 505-535, 2005
- “Authentic Leadership and the Narrative Self,” *The Leadership Quarterly*, Issue 3, 419-439, 2005
- “Social Networks and the Performance of Individuals and Groups,” with M. Kraimer, R. Liden and S. Wayne, *Academy of Management Journal*, Issue 2, 316-325, 2001
- “Process and Structure in Leader-Member Exchange,” with R. Liden, *Academy of Management Review*, Issue 2, 522-552, 1997

### PERSONAL INTERESTS:

Ray enjoys bicycling, Spanish guitar and ethnic foods.



## ANJAN THAKOR

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Professor of Finance

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phone: 314.935.7197

Ph.D. 1979, Northwestern University

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Before joining Olin Business School, Anjan Thakor was The Edward J. Frey Professor of Banking and Finance at the Ross School of Business, University of Michigan, Ann Arbor where he also served as chairman of the finance area. He has served on the faculties of Indiana University, Northwestern University and the University of California, Los Angeles. He has worked with many companies, including Whirlpool Corp., Allision Engine Co., Citigroup, RR Donnelley, Dana Corp., Anheuser-Busch, Zenith Corp., Lincoln National Corp., J.P. Morgan, Landscape Structures Inc., CIGNA, Borg-Warner Automotive, Waxman Industries, Reuters, The Limited, Ryder Integrated Logistics, AT&T, CH2M Hill, Takata Corp., Tyson Foods, Spartech and Bunge. He has also served as an expert witness in many federal cases involving banking litigation.

### AREAS OF EXPERTISE:

Banking & Financial Institutions • Finance/  
Investments: Corporate Finance • Corporate  
Strategy • Innovation & Growth

### RESEARCH FOCUS:

Corporate Finance • Financial Intermediation  
• Economics of Asymmetric Information

### COURSES:

Advanced Topics in Finance • Integrated Value  
Creation: The Wholomics Approach • Information  
Economics & Corporate Finance Theory •  
Strategies for Growth Value – Creating  
Growth Strategy

### SELECTED PUBLICATIONS:

- “Reputation and Discretion in Financial Contracting,” with A. Boot and S. Greenbaum, *American Economic Review*, 2003
- “The Entrepreneur’s Choice Between Private and Public Ownership,” with A. Boot and R. Gopalan, *Journal of Finance*, 2006
- “Capital Requirements, Monetary Policy and Aggregate Bank Lending: Theory and Empirical Evidence,” *Journal of Finance*, 1996
- “Financial Intermediation as Beliefs – Bridge Between Optimists and Pessimists,” with J. Coval, *Journal of Financial Economics*, 2005
- “Why Do Firms Issue Equity?,” with A. Ditmar, *Journal of Finance*, 2007

### PERSONAL INTERESTS:

Anjan enjoys painting, skiing and weight lifting.

Anjan Thakor was ranked the fourth most prolific author by Jean Heck and Philip Cooley in their article “Most Prolific Authors in the Finance Literature: 1959-2008.” The article assessed the most prolific authors of research publications in the top seven finance journals over the past 50 years.



## DANKO TURCIC

*Assistant Professor of Operations Management*

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Ph.D. Operations Research 2008, Case Western Reserve University

M.Sc. Mechanical Engineering 1993, Czech Technical University

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Danko Turcic's research focuses on the interface of operations and finance and applied game theory. His most recent work examines the role risk preferences play in supply chain contracting. Before completing his PhD, Danko was a vice president at the treasury department of U.S. Bancorp, where he worked on modeling of financial and operational risk.

### AREAS OF EXPERTISE:

Operations & Manufacturing Management • Inventory Control • Decision Analysis • Stochastic Processes • Portfolio Theory • Option Pricing

### RESEARCH FOCUS:

Interface of Operations & Finance • Supply Chain Contracting • Game Theoretic Operations Models • Operational Risk

### COURSE:

Operations Management

### SELECTED PUBLICATIONS:

- "Coordination of Inventory, Capital, and Dividends in Nascent Firms," with M.J. Sobel, under revision
- "Valuing Adaptive Quality and Shutdown Options in Production Systems," with P.H. Ritchken, under revision
- "Risk-Sensitive Supply Chain Coordination," with M.J. Sobel, 2008

### PERSONAL INTERESTS:

Danko enjoys road cycling, hiking and rowing.



## YING XIE

*Assistant Professor of Marketing*

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Ph.D. Marketing 2004, Kellogg School of Management,  
Northwestern University  
M.S. Retail Management 1999, Purdue University  
B.E. International Business 1996, Zhongshan University, P.R. China

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Ying Xie obtained her doctoral degree from the Kellogg School of Management, Northwestern University, where she also taught an introductory marketing course to undergraduate students. Before joining Olin, she taught various marketing courses at both the undergraduate and MBA levels at Rutgers University. Her recent research focuses on pharmaceutical marketing, social contagion and consumer behavior in financial decision making.

### AREAS OF EXPERTISE:

Marketing • Marketing Management & Strategy

### RESEARCH FOCUS:

Advertising • Consumer Behavior in Financial Decision Making • Marketing Response Modeling  
• Pharmaceutical Marketing • Sales Force Management • Social Contagion

### COURSE:

Marketing Strategy

### SELECTED PUBLICATIONS:

- “The Role of Targeted Communication and Contagion in Product Adoption,” with P. Manchanda and N. Youn, *Marketing Science*, 27 (6), 961-976, 2008
- “Hedging Your Bets: Assessing the Outcome,” with S. J. Grant, *Journal of Marketing Research*, 44(3), 516-524, 2007

### PERSONAL INTERESTS:

Ying enjoys reading and traveling.



## M. DENIZ YAVUZ

*Assistant Professor of Finance*

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Ph.D. 2006, Yale University

M.B.A. 2002, Yale University

M.A. Management 1997, Bogazici University, Istanbul

B.S. Industrial Engineering 1995, Bogazici University, Istanbul

Deniz Yavuz's research covers private equity, international corporate governance and empirical asset pricing. In private equity, he focuses on the matching process between private equity managers and venture firms and venture firms' choice of financial contracts. In international corporate governance, his research analyzes the effect of redistribution on the cost of equity and how family control of the financial system may have adverse implications for the efficiency of capital allocation and economic growth. He also does research in return predictability and momentum by testing the asset pricing implications of behavioral theories. Deniz has five years of work experience in corporate credits and project finance and was a consultant to the World Bank, investment banks and multinational companies in corporate governance, valuation and legal disputes. Before joining Olin he taught managerial finance and empirical corporate finance (PhD) courses at Arizona State University's W.P. Carey School of Business.

### AREAS OF EXPERTISE:

Valuation • Corporate Finance • Private Equity  
• Empirical Asset Pricing • Behavioral Finance  
• International Corporate Governance

### RESEARCH FOCUS:

Private Equity • International Corporate  
Governance • Empirical Asset Pricing

### COURSE:

Advanced Corporate Finance II – Financing

### SELECTED PUBLICATIONS:

- “Bank Control, Capital Allocation and Economic Performance,” with R. Morck and B. Yeung, working paper
- “Style Investing, Comovement and Return Predictability,” with S. Wahal, working paper
- “Financial Contracting and the Specialization of Assets,” with R. Marquez, working paper

### PERSONAL INTERESTS:

Deniz enjoys oil painting, skiing, table tennis and reading.



## TODD R. ZENGER

Robert & Barbara Frick Professor  
of Business Strategy

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Ph.D. 1989, University of California, Los Angeles  
B.A. 1983, Stanford University

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Todd Zenger's research focuses on topics in corporate strategy and growth, organizational design and incentives, and organizational boundaries. His current work examines the role of small firms in spawning entrepreneurship, the role securities analysts play in shaping strategy choices, and the relationship between contracts and the formation of trust. He currently serves as academic director for the EMBA Program and previously served as senior associate dean for Olin Business School. Todd is active in consulting and executive teaching, with a wide range of clients for the topics of business and corporate strategy.

### AREAS OF EXPERTISE:

Business Policy & Strategy • Economics:  
Organizational Economics • Human Resource  
Management/Industrial Relations • Information  
Technology • Management Strategy • Motivation  
• Organizational Behavior

### RESEARCH FOCUS:

Corporate Strategy • Economic Theories of the  
Firm • Compensation • Organizational Design  
• Business Strategy • Managing Technology

### COURSES:

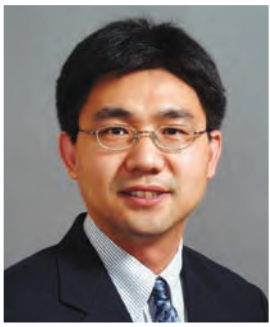
Strategies for Growth • Strategic Management

### SELECTED PUBLICATIONS:

- "Entrepreneurial Spawning of Scientists and Engineers: Stars, Slugs, and Small Firms" with D. Elfenbein and B. Hamilton, *Management Science*, forthcoming
- "Envy, Comparison Costs, and the Economic Theory of the Firm," with J. Nickerson, *Strategic Management Journal*, Issue 29(13): 1371-1394, 2008
- "Dealing With the Paradox of Embeddedness: The Role of Contracts and Trust in Facilitating Movement out of Committed Relationships," with S. Lazzarini and G. Miller, *Organization Science*, Issue 19(5): 709-728, 2008
- "A Knowledge-Based Theory of Governance Choice: The Problem Solving Approach," with J. Nickerson, *Organization Science*, Issue 15(6), 617-632, 2004
- "Order With Some Law: Complementarity vs. Substitution of Formal and Informal Arrangements," with S. Lazzarini and G. Miller, *Journal of Law, Economics, and Organization*, Issue 20(2), 261-298, 2004

### PERSONAL INTERESTS:

Todd is married with four children.



## FUQIANG ZHANG

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Manufacturing Management

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Ph.D. Operations & Information Management 2004,  
The Wharton School, University of Pennsylvania

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Fuqiang Zhang received his PhD in operations and information management from Wharton at the University of Pennsylvania. He joined Olin Business School in July 2007. Before that, he was a professor at the Merage School of Business, University of California, Irvine. Fuqiang's research interests are in supply chain management, which primarily deals with how to match supply with demand. The first part of his research focuses on how a firm should contract with upstream suppliers to ensure efficient and responsive supply, i.e., the supply side. The second part of his research is concerned with how to deal with strategic customer behavior that may affect a firm's operational strategies, i.e., the demand side. His research has been published in *Management Science*, *Manufacturing & Service Operations Management* and *Operations Research*.

### AREAS OF EXPERTISE:

Operations Strategy • Inventory Control  
• Production Planning & Scheduling  
• Information Technology

### RESEARCH FOCUS:

Outsourcing, Procurement & Supply Chain Contracting • Customer-Oriented Operations Models • Incentives in Operations Management  
• Stochastic Inventory Models

### COURSES:

Operations Management • Supply Chain Management • Management Science

### SELECTED PUBLICATIONS:

- "Strategic Customer Behavior, Commitment, and Supply Chain Performance," with X. Su, *Management Science*, forthcoming
- "Dynamic Capacity Management With Substitution," with R. Shumsky, *Operations Research*, forthcoming
- "Obtaining Fast Delivery in a Queuing System via Performance-Based Allocation of Demand," with G. Cachon, *Management Science*, Issue 53 (3), 408-420, 2007
- "Procuring Fast Delivery: Sole-Sourcing With Information Asymmetry," with G. Cachon, *Management Science*, Issue 52(6), 881-896, 2006
- "Competition, Cooperation and Information Sharing in a Two-Echelon Assembly System," *Manufacturing & Service Operations Management*, Issue 8(3), 273-291, 2006

### PERSONAL INTERESTS:

Fuqiang enjoys reading, traveling and playing badminton.



## GUOFU ZHOU

*Frederick Bierman & James E. Spears*  
Professor of Finance

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Ph.D. 1990, Duke University  
M.A. 1987, Duke University  
M.S. 1985, Academia Sinica, China  
B.S. 1982, Chengdu College of Geology, China

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Guofu Zhou joined Washington University in 1990 and has been teaching and conducting research at Olin Business School ever since. In 1997 he won MBA Teacher of the Year. His research interests are primarily in testing asset pricing models and valuing derivative securities. He was the first person to provide an exact test for one of the fundamental asset pricing models and one of the first to apply multivariate Bayesian theory in finance to test capital asset pricing models, to study the extent to which stock returns are predictable and to measure the pricing errors of the arbitrage pricing theory. Before his career in finance, Guofu worked as a mathematician and published work in number theory, functional analysis and partial differential equations.

### AREAS OF EXPERTISE:

Finance/Investments: Investment/Security Pricing/  
Portfolio Theory, Option Pricing, Statistics/  
Econometrics

### RESEARCH FOCUS:

Asset Pricing Tests • Asset Allocation • Portfolio  
Optimization • Bayesian Learning

### COURSES:

Options & Futures • Data Analysis for  
Investments • Real Option Valuation • Financial  
Economics • Derivative Securities • Mathematical  
Finance • Corporate Finance

### SELECTED PUBLICATIONS:

- “Bayesian Inference in Asset Pricing Tests,”  
with C. Harvey, *Journal of Financial Economics*,  
1990
- “Measuring the Pricing Error of the Arbitrage  
Pricing Theory,” with J. Geweke, *Review of  
Financial Studies*, 1996
- “Optimal Portfolio Choice With Parameter  
Uncertainty,” with R. Kan, *Journal of Financial  
and Quantitative Analysis*, 2007
- “Asymmetries in Stock Returns: Statistical  
Tests and Economic Evaluation,” with Y. Hong  
and J. Tu, *Review of Financial Studies*, 2007
- “Technical Analysis: An Asset Allocation  
Perspective on the Use of Moving Averages,”  
with Y. Zhu, *Journal of Financial Economics*, 2009

### PERSONAL INTERESTS:

Guofu enjoys reading novels, history, philosophy,  
playing cards, chess and lifting weights.



# Lecturers & Visiting Professors



**RAJEEV R. BHATTACHARYA**  
Senior Lecturer  
in Economics

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Ph.D. Economics 1995, University of Rochester  
M.A. Economics 1994, University of Rochester  
B.Stat. (Honors) 1988, Indian Statistical Institute,  
Calcutta



**SHARON McMILLEN CANNON**  
Lecturer in Management  
Communication

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phone: 314.935.8450

Ph.D. 2004, North Carolina State University  
M.Ed. 1986, University of Florida  
A.B. 1981, Washington University in St. Louis

Rajeev Bhattacharya is also a partner at Finance Scholars Group, a leading economics and finance consulting firm, and has over a decade of experience in consulting on financial economics and applied microeconomics. His academic research includes an article that has 267 citations in Google Scholar.

**AREAS OF EXPERTISE:**

Law & Economics • Applied Game Theory,  
Applied Microeconomics & Antitrust • Finance  
• Applied Econometrics

**RESEARCH FOCUS:**

Market Efficiency & Manipulation • Impact of  
Trades • Public Offerings of Stocks & Bonds •  
Excessive Fees & Best Execution by Mutual Funds  
• Options & Complex Derivatives • Insolvency &  
Fraudulent Conveyance • Valuation • Compliance

**COURSES:**

Managerial Economics • Microeconomics  
• Applied Game Theory • Competitive Value  
• Market Microstructure

**SELECTED PUBLICATIONS:**

- “A Formal Model of Trust Based on Outcomes,” with T. Devinney and M. Pillutla, *Academy of Management Review*, Vol. 23, No. 3, 1998
- “When Principals Elect Agents,” with R. Ball and G. MacDonald, *Econometric Society Australasian Meeting 1997 Proceedings*, Vol. 1
- “Non Monotonicity of Equilibrium Price – Two Static Models,” *Econometric Society Australasian Meeting 1996 Proceedings*, Vol. 1

Sharon Cannon directs Olin’s Management Communication Lab, a resource for all business students, and teaches oral and written management. Previously, she directed the Business Communication Center at Kenan-Flagler. She’s been a dean of students and director of leadership development as well as a speaking consultant to businesses, universities and individuals.

**AREAS OF EXPERTISE:**

Business, Cross-Cultural & Gender  
Communication • Career Development

**COURSE:**

Management Communication • Teaching &  
Presentation Skills

**RECENT ACADEMIC PRESENTATIONS:**

- “Exploring Experiential Learning in the Management Communication Classroom,” Association for Business Communication, Portsmouth, VA. Nov. 2009
- “Performance Appraisals in the Business Communication Classroom: Strategic Communication in Action,” Association for Business Communication (ABC), Lake Tahoe, Nev., 2008
- “The Nuts and Bolts of Directing Business Writing and Speaking Centers,” ABC, Washington, D.C., 2007
- “Exploring the Use of Podcasts in Business Communication Centers and Classrooms,” ABC, Washington, D.C., 2008
- “Beyond Workshops: Using Podcasts and Tipsheets to Widen Your Campus Audience,” National Association of Communication Centers, Greensboro, N.C., 2007



**SERGIO CHAYET**  
Senior Lecturer in  
Operations &  
Manufacturing  
Management

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Ph.D. 1999/M.S. 1994 Industrial Engineering &  
Management, Northwestern University  
M.S. Physics 1992, University of Chicago  
B.S. Physics, Mathematics (*summa cum laude*)1988,  
Universidad Nacional Autonoma de Mexico



**SAMUEL CHUN**  
Senior Lecturer  
in Marketing

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Ph.D. Business Administration 1995,  
Washington University in St. Louis  
B.A. Economics 1985, Grinnell College

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Before joining Olin, Sergio Chayet served as an assistant professor at the University of Chicago Graduate School of Business. He was also a developer in the QCOOM project jointly sponsored by Motorola and the National Science Foundation. He has been an external consultant to ZS Associates.

**AREAS OF EXPERTISE:**

Decision Analysis • Simulation Modeling  
• Stochastic Processes • Inventory Control  
• Production Planning & Scheduling • Operations  
Strategy • Marketing-Operations Interface

**RESEARCH FOCUS:**

Strategic Planning for Production & Service  
Organizations Using Queueing & Game-Theoretic  
Models • Stochastic Models for Production  
Systems • Product Line Design • The Marketing-  
Operations Interface

**SELECTED PUBLICATIONS:**

- “Product Variety and Capacity Investments in Congested Production Systems,” with P. Kouvelis and D. Yu, under revision
- “Risk-Sensitive Sizing of Responsive Facilities,” with W. Hopp, *Naval Research Logistics*, Issue 55, 3, 2008
- “The Marketing-Operations Interface,” with W. Hopp and X. Xu, *Handbook of Quantitative Supply Chain Analysis: Modeling in the E-business Era*, 2004
- “Using an Optimized Queuing Model to Support Wafer Fab Design,” with W. Hopp, *IIE Transactions*, Issue 34, 2, 2002

Samuel Chun’s primary areas of focus are applied sales management and leadership, pricing, customer focus, general marketing management, and driving organic growth. Sam currently serves as instructor in graduate management programs at Olin Business School, where he has received several teaching awards for the courses he has developed. He is also the director of Custom Executive Programs and has extensive experience in creating executive education programs and developing field case studies. Since receiving his doctorate from Olin in 1995, Sam has served as director at American Express (2001-2002); president of InterMarkets, an Asia-based software company (1999-2001); and assistant professor of business administration at Harvard Business School (1995-2000). In addition to his focus on executive education, Sam is an active consultant to a variety of companies.

**COURSES:**

Advanced Marketing • Market & Consumer Focus



## CHARLES CUNY

Senior Lecturer  
in Finance

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Ph.D. 1990, Stanford University  
M.S. 1984, California Institute of Technology  
B.S. 1984, California Institute of Technology



## HEBER FARNSWORTH

Visiting Assistant  
Professor of Finance

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phone: 314.935.6394

Ph.D. 1997, University of Washington  
B.S. 1992, Brigham Young University

Charles Cuny previously taught at the University of California, Irvine, London Business School and Texas A&M.

### RESEARCH FOCUS:

Capital Structure • Financial Innovation  
• Venture Capital • Employee Stock Options  
• Stock Index Changes • Corporate Payout Policy

### COURSES:

Investment Theory • Introduction to Finance  
• Options & Futures • Financial Management  
• Advanced Corporate Finance • Capital Markets & Financial Management • International Finance

### SELECTED PUBLICATIONS:

- “Stock Options and Total Payout,” with G.S. Martin and J. Puthenpurackal, *Journal of Financial and Quantitative Analysis*, forthcoming
- “A Theory of Private Equity Turnarounds,” with E. Talmor, *Journal of Corporate Finance*, 2007
- “Why Derivatives on Derivatives? The Case of Spread Futures,” *Journal of Financial Intermediation*, 2006

### PERSONAL INTERESTS:

Charles enjoys reading, music, cinema and spending time with his family.

Before coming to Olin in 1998, Heber Farnsworth taught at The Ohio State University. In 2004 he left Olin to work in the money management industry with a focus on firms trying to manage the interest rate risk inherent in their liabilities. He is now back at Olin as a full-time visiting faculty member.

### AREA OF EXPERTISE:

Investments

### RESEARCH FOCUS:

Empirical Asset Pricing • Term Structure of Interest Rates • Mutual Fund Performance Evaluation

### COURSES:

Options, Futures & Derivative Securities  
• Mortgage Backed Securities • Fixed Income Securities • Advanced Fixed Income & Credit Risk Modeling • Numerical Methods & Optimization in Finance • Fixed Income Derivatives

### SELECTED PUBLICATIONS:

- “Portfolio Performance and Agency,” with J. Carpenter and P. Dybvig, *Review of Financial Studies*, 2009, forthcoming
- “The Dynamics of Credit Spreads and Ratings Migrations,” with T. Li, *Journal of Financial & Quantitative Analysis*, Issue No. 3, Vol. 42, 2007
- “The Term Structure With Semi-Credibile Targeting,” with R. Bass, *Journal of Finance*, Issue No. 2, Vol. 58, 2003
- “Performance Evaluation With Stochastic Discount Factors,” with W. Ferson, D. Jackson and S. Todd, *Journal of Business*, Issue No. 3, Vol. 75, 2002



**THOMAS D. FIELDS**  
Senior Lecturer  
in Accounting

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Ph.D. 2004/M.S. 1997, Northwestern University  
B.A. 1991/B.S. (*summa cum laude*) 1991,  
Washington University in St. Louis



**MICHAEL R. GORDINIER**  
Senior Lecturer  
in Management

email: gordinier@wustl.edu  
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Ph.D. 1980/M.S. 1977, University of Wisconsin  
B.A. 1975, Saint Louis University  
CLU & ChFC 1995, The American College  
M.B.A. 1990, Washington University in St. Louis

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Before joining Olin, Tom Fields taught at Kellogg School of Management at Northwestern University, Harvard Business School and the Johnson Graduate School of Management at Cornell University. He has worked as a CPA for PricewaterhouseCoopers, performing audit services for clients including Anheuser-Busch, Union Electric (Ameren Corp.) and SSM Health Care.

**AREA OF EXPERTISE:**

Accounting: Financial Reporting

**RESEARCH FOCUS:**

Accounting: Financial Reporting

**COURSES:**

Introduction to Financial Accounting • Strategic Cost Analysis

**SELECTED PUBLICATIONS:**

- "Empirical Research on Accounting Choice," with T. Lys and L. Vincent, *Journal of Accounting & Economics*, Issue 11(1-3), 225, 2001
- "An Empirical Evaluation of the Usefulness of Non-GAAP Accounting Measures in the Real Estate Investment Trust Industry," with S. Rangan and S. Thiagarajan, *Review of Accounting Studies*, Issue 3(1-2), 103, 1998
- "Voting Rules for the FASB," with R. King, *Journal of Accounting, Auditing & Finance*, Issue 11(1), 99, 1996

**PERSONAL INTERESTS:**

Tom enjoys fatherhood, bicycling and science fiction.

Michael Gordinier's unique approach to quantitative business education and his financial/estate planning consulting business reflect his physicist training. He has over 15 years of practical experience with such organizations as the Oak Ridge National Laboratory, McDonnell Douglas Corp., the U.S. Department of Energy and National Life Insurance Co.

**AREAS OF EXPERTISE:**

Finance/Investments: Investment/Security Pricing/Portfolio Theory • Management Science: Decision Analysis, Statistics/Econometrics

**COURSES:**

Managerial Statistics • Special Topics: Real Estate Finance, Personal Finance

**SELECTED PUBLICATIONS:**

- "Nuclear Fusion Power," with R. Meyers, *Encyclopedia of Physical Science & Technology*, 2004
- "Creative Uses of Life Insurance in Estate Planning: Irrevocable and Charitable Remainder Trusts," with S. Laiderman, *Missouri Society of CPA Insurance Conference*, 2004
- "Understanding the Investment Potential of Variable Universal Life Insurance," *Missouri Society of CPA Insurance Conference*, 2004

**PERSONAL INTERESTS:**

Michael enjoys golf, competitive and defensive firearms, antique furniture, shortwave radios, and discussing the proper roles for and authority of the federal government.



**BRUCE LEE HALL**  
*Professor of Health Care  
 Management and  
 Professor of Surgery  
 (School of Medicine)*

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A.B. (*magna cum laude*), Princeton University  
 M.B.A., Harvard University  
 Ph.D., Duke University  
 M.D., Duke University



**KENNETH HARRINGTON**  
*Managing Director, The  
 Skandalaris Center for  
 Entrepreneurial Studies  
 and Senior Lecturer in  
 Entrepreneurship*

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 phone: 314.935.9134

M.B.A. Finance & Marketing 1978,  
 University of Pennsylvania  
 B.S. Business Administration 1970,  
 University of Vermont

Bruce Hall obtained his AB from Princeton, his PhD and MD from Duke, and his MBA from Harvard. He trained in general surgery at Harvard and was on the faculty. He also worked for McKinsey & Co. In 2000, Bruce joined the Department of Surgery at Washington University/ Barnes-Jewish Hospital and Olin Business School.

**AREAS OF EXPERTISE:**

Bruce's clinical expertise includes endocrine and oncologic surgery. He's the associate chief of surgery at the Saint Louis VA Medical Center. He's also a senior fellow of the Center for Health Policy. His efforts include being director of peer review for the Department of Surgery and a national co-chair for the American College of Surgeons (ACS) National Surgical Quality Improvement Program (NSQIP). He serves on the ACS Patient Safety and Quality Committee, the National Quality Forum, the Joint Commission, and the ACS Surgical Outcomes Club.

**RESEARCH FOCUS:**

His research focuses on the evaluation of quality and utilization in medicine and surgery, particularly pertaining to individual providers and their contributions to the system. He also researches risk adjustment theory and is a national co-director of the Measurement and Evaluation Committee for the ACS-NSQIP.

**COURSES:**

Health Care Economics & Policy • Health Care Management • Olin Grand Rounds • Health Care Research Seminar

Ken Harrington has spent over 25 years as a senior executive for seven start-up companies. Since 2001 he has led the expansion of Washington University's Skandalaris Center for Entrepreneurial Studies. Since 2004 the Center has supported the founding of over one hundred ventures. Ken consults on university cross-campus entrepreneurship concepts, regional development, and innovation in large organizations.

**AREA OF EXPERTISE:**

Entrepreneurship • Social Entrepreneurship • Regional Innovation • International Community Development & Conservation

**RESEARCH INTERESTS:**

High Opportunity Commercial Entrepreneurship • Social Entrepreneurship • Entrepreneurial Community Development in High Poverty International Settings

**COURSES:**

Business Planning for New Enterprises (The Hatchery) • Social Entrepreneurship • Community Development & Environmental Preservation through Entrepreneurial Collaboration

**SELECTED PUBLICATION:**

"Rebuilding the American Dream, Restoring American Jobs and Competitiveness through Innovation and Entrepreneurship," with R. Skandalaris, 2006

**PERSONAL INTERESTS:**

Ken enjoys skiing, fly fishing and cooking.



**CLIFFORD  
HOLEKAMP**  
Senior Lecturer  
in Entrepreneurship

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phone: 314.935.6342

M.B.A. 2001, Washington University in St. Louis  
B.A. 1996, Washington & Lee University



**LEE J. KONCZAK**  
Senior Lecturer  
in Organizational  
Behavior & Leadership  
Development

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Ph.D. 1991/M.A. 1986, University of Missouri-St. Louis  
M.A. 1981, Central Michigan University  
B.A. 1976, Oakland University

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Cliff Holekamp grew up in Los Angeles and worked as an account executive for IBM in Tennessee. Since coming to St. Louis in 1999, he has been a founder or board member of several startup businesses in the fields of health care, retail, real estate and education. His work has earned him recognition from *Inc. Magazine* and the *St. Louis Business Journal*, along with entrepreneur of the year honors from the St. Louis County Economic Council. Cliff has been profiled or quoted in local and national publications. In 2007, he sold controlling interest in Foot Healers, the chain of podiatry centers that he had founded and managed, to an investor group and subsequently joined the faculty at Olin. Holekamp consults with startup and small businesses, is a frequent guest lecturer, and is actively involved as a judge and adviser in the Olin Cup competition and the Social Entrepreneurship and Innovation Competition.

**AREA OF EXPERTISE:**

Entrepreneurism

**COURSES:**

Introduction to Entrepreneurship • Business Planning for New Enterprises (The Hatchery)

**PERSONAL INTERESTS:**

Cliff is a vice chair on the board of trustees at City Academy School and enjoys playing squash, traveling and outdoor sports.

Before joining Olin, Lee Konczak worked at Anheuser-Busch Cos. as an internal human resources/organizational development consultant and manager. His last position there was director of executive development and employee selection systems. Before joining Anheuser-Busch, Lee worked as an independent consultant, and he has held senior management positions with the Missouri Department of Mental Health.

**AREAS OF EXPERTISE:**

Leadership • Team Development • Employee Screening & Selection

**RESEARCH FOCUS:**

Development of High Potential Leaders  
• Assessing Team Effectiveness • Personality Predictors of Performance

**COURSES:**

EMBA Orientation, Reflection & Capstone  
• Building Leadership Competence • Coaching Workshop • Leading Change • The Olin Experience • Personal Leadership

**SELECTED PUBLICATION:**

- “Developing Next Generation Leaders: High Priority on High Potentials,” *The Industrial-Organizational Psychologist*, 47(2), 2009
- “Blending Science and Practice in Developing an Instrument to Assess Customer Service,” with T. Macan and J. Breaugh, working paper

**PERSONAL INTERESTS:**

Lee is married and has one son, who lives and works in Chicago. Lee enjoys good food and wine, travel, and college football.



**DAVID MEYER**  
Senior Lecturer  
in Management

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phone: 314.935.6323

Ph.D. 1970, University of Chicago  
M.A. 1967, Southern Illinois University Carbondale  
B.A. 1965, Concordia University, River Forest



**PATRICK MORETON**  
Associate Dean &  
Managing Director,  
Executive MBA Shanghai  
and Senior Lecturer in  
Management

email: moreton@wustl.edu

Ph.D. 2002, University of California, Berkeley  
M.B.A. 1991, Harvard University  
B.A. 1983, University of California, San Diego

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Before joining Olin, David Meyer was a professor of sociology at Brown University.

**RESEARCH FOCUS:**

Financial Networks in Asia • Chinese Business Networks • Asian Business Networks

**COURSES:**

International Business • Global Economy • Asian Business Networks

**SELECTED PUBLICATIONS:**

- “Hong Kong’s Transformation as a Financial Centre,” *Hong Kong SAR’s Monetary & Exchange Rate Challenges*, 2009
- “Structural Changes in the Economy of Hong Kong Since 1997,” *China Review*, Vol. 8, 7-29, 2008
- “Networked Machinists: Forging High-Technology Industries in Antebellum America,” John Hopkins University Press, 2006
- “The Roots of American Industrialization,” Johns Hopkins University Press, 2003
- “Hong Kong: Global Capital Exchange,” *Global Networks, Linked Cities*, 2002
- “Hong Kong as a Global Metropolis,” Cambridge University Press, 2000

**PERSONAL INTERESTS:**

David lives in St. Louis with his wife. He takes advantage of the many delights in St. Louis and is an avid sports fan. For reading pleasure, he likes junk novels, especially mysteries and spy thrillers.

Prior to his doctoral studies Patrick Moreton was a management consultant in San Francisco and a research fellow at the Harvard Graduate School of Business Administration. He has written more than a dozen Harvard Business School case studies in finance, business ethics and business-government regulation. Since 2004, he has been based in Shanghai, where he is the program director for Olin’s Executive MBA Shanghai program.

**AREAS OF EXPERTISE:**

International Business • Strategic Management • Talent Development in China

**RESEARCH FOCUS:**

Economic & Organizational Models of Business Strategy

**SELECTED PUBLICATIONS:**

- “What’s in the Air: Interlicense Synergies in the FCC’s Broadband PCS Spectrum Auctions,” with P. Spiller, *Journal of Law and Economics*, 1998

**PERSONAL INTERESTS:**

Patrick is an avid reader who also enjoys traveling and fine dining.



**ROMEL MOSTAFA**  
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 B.A. 2001, Lawrence University



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Ph.D. Management Science 1986, The University  
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 M.S. Management Science 1982, The University  
 of Texas at Dallas  
 B.S. Psychology 1971, University of North Texas

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Romel Mostafa's primary area of research involves the mechanisms that foster birth and growth of competitive industries, especially in the context of less developed nations. He also explores how behavioral biases affect decision making, leading to suboptimal financial outcomes.

**AREAS OF EXPERTISE:**

Behavioral Sciences • Business Policy & Strategy  
 • Economic Development • Entrepreneurship •  
 International Economics • Management Strategy  
 • Technology Management

**RESEARCH FOCUS:**

Entrepreneurship • Corporate Strategy •  
 Industry Evolution • Economic Development  
 • Behavioral Economics

**COURSE:**

Individual in a Managerial Environment

**SELECTED PUBLICATIONS:**

- "Ingredients of Explosive Industry Growth: Evidence From the Bangladesh Garment Industry," working paper
- "Myopic Risk-Seeking: The Impact of Narrow Decision Bracketing on Lottery Play," with E. Haisley and G. Loewenstein, *Journal of Risk and Uncertainty*, 37(1), 2008
- "Subjective Relative Income and Lottery Ticket Purchases," with E. Haisley and G. Loewenstein, *Journal of Behavioral Decision Making*, 21 (1), 2008

John Norton joined Olin in 2009 after 11 years as a vice president at the Connaught Group in Manhattan and three years as COO of Wirthlin-Reynolds, a research firm. Before that, his 12-year academic career included service on the faculties of the University of Virginia, the University of Chicago and George Mason University, teaching MBA and executive courses on most aspects of marketing.

**AREAS OF EXPERTISE:**

Marketing • Channels • Communications • Sales  
 Management • Business-to-Business Marketing

**RESEARCH FOCUS:**

Diffusion of Innovation • Communications  
 Strategy • Channel Management

**SELECTED PUBLICATIONS:**

- "A Diffusion Theory Model of Adoption and Substitution for Successive Generations of High Technology Products," with F Bass, *Management Science*, 33, 9, 1987 (TIMS College on Marketing John D.C. Little Award)
- "Optimal Timing of Incremental Innovation," with L. Wilson, *Marketing Science*, 8, 1, 1989
- "Evolution of Technological Generations: The Law of Capture," with F Bass, *Sloan Management Review*, 33, 2, 1992
- "The Application of Means-End Theory in Industrial Marketing," with T. Reynolds, *Understanding Consumer Decision-Making: Application of the Means-End Perspective to Marketing and Advertising Strategy*, 2001



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 B.S., Massachusetts Institute of Technology



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Ph.D. 2000, University of Pennsylvania  
 M.Sc. 1996, Technion-Israel Institute of Technology  
 B.Sc. (*cum laude*) 1991, Technion-Israel Institute  
 of Technology

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Keith Sawyer, a professor of psychology and education at Washington University in St. Louis, is one of the country's leading scientific experts on creativity. He combines this scientific expertise with a strong hands-on background in real-world creativity. Keith has published widely on collaboration and creativity, including with his latest book, *Group Genius: The Creative Power of Collaboration*. His research has been featured on CNN and Fox News and in *Time* and other media.

**RESEARCH INTERESTS:**

Psychology of Creativity • Team Processes of Collaborative Groups • Collaboration & Learning  
 • Organizational Innovation

**SELECTED PUBLICATIONS:**

- *Cambridge Handbook of the Learning Sciences*, editor, New York: Cambridge University Press, 2006
- *Explaining Creativity: The Science of Human Innovation*, New York: Oxford University Press, 2006
- "Educating for Innovation," *Thinking Skills and Creativity*, 1, (1), 41-48, 2006
- "Creative Teaching: Improvisation in the Constructivist Classroom," *Educational Researcher*, 33, (2), 12-20, 2004

Before joining Olin, Eli Snir taught quantitative courses at Southern Methodist University. He is interested in viable structures for online procurement markets, economic aspects of trading in these markets and contractual mechanisms in supply chains. He has applied these concepts to understanding the role of information technology in health care.

**AREAS OF EXPERTISE:**

Economics of Information Systems • Management Science: Statistics, Decision Analysis, Operations

**RESEARCH FOCUS:**

Economics of Information Systems • Supply Chain Management • Health Care

**COURSE:**

Managerial Statistics (I and II)

**SELECTED PUBLICATIONS:**

- "Costly Bidding in Online Markets for IT Services," with L. Hitt, *Management Science*, Vol. 49, No. 11, 1504-1520, 2003
- "The Use of Flexible Manufacturing Capacity in Pharmaceutical Product Introductions," with C. Chambers and A. Ata, *Decision Sciences*, Vol. 40, No. 2, 243-268, 2009

**PERSONAL INTERESTS:**

Eli and his wife have three sons. They have lived in Israel, Philadelphia, Dallas and now St. Louis. He enjoys traveling in the United States and abroad with his family.



**MARK E. SOCZEK**  
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Accounting and Director  
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B.S.B.A. 1987, Michigan Technological University  
A.B.D., Northwestern University



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Ph.D. Business Administration 1960,  
University of Michigan  
M.B.A. (*high distinction*) 1957, University of Michigan  
B.A. (*high honors, honors in economics*) 1956,  
Ohio Wesleyan University

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Mark Soczek was an instructor at Kellogg School of Management at Northwestern University and at Michigan Tech University. Formerly he was a staff accountant at Ernst & Whinney and a consultant to Learning Insights LLC.

**AREA OF EXPERTISE:**

Accounting: Auditing & Financial Reporting

**RESEARCH FOCUS:**

Corporate Disclosure Policy • Financial Reporting

**COURSES:**

Business Analysis Using Financial Statements  
• Financial Statement Analysis • Financial Accounting • Fraud Prevention & Internal Controls • Principles of Financial Accounting • Intermediate Financial Accounting • Advanced Accounting Problems • Financial Issues in Leasing • Management Center Practicum • Taylor Community Consulting Project

**SELECTED PUBLICATION:**

- “Disclosure Within the Information Environment,” undefended dissertation, 2004

**PERSONAL INTERESTS:**

Mark is an avid baseball fan, racquetball player and Christmas tree farmer.

Earl Spiller is currently Distinguished Professor of Accounting at the University of South Carolina. He began his academic career at the Olin Business School at Washington University in St. Louis, serving on its faculty for 18 years. He was also on the faculty at Indiana University for 11 years, six as Chair of the Accounting Department, before moving to South Carolina. He has taught in a number of international MBA programs in Europe and Asia.

**RESEARCH FOCUS:**

- Financial Accounting • Managerial Accounting • Accounting Education

**COURSES:**

MBA Financial Accounting • MBA Managerial Accounting

**SELECTED PUBLICATIONS:**

- Six editions of a textbook, *Financial Accounting: Basic Concepts*, 1966-1997
- “Mooresville Honda Company: A Case in Forensic Accounting,” with M. Coller and G. Harrison, *Journal of Accounting Education*, 2004
- “Financial Accounting Rate of Return and Financial Leverage,” with G. Luoma, *Journal of Accounting Education*, 2002
- “Validation of Factors Relevant to the Exemption of Accounting Courses in MBA Programs,” with E. Chewning, *Journal of Accounting Education*, 1999

**PERSONAL INTERESTS:**

Earl enjoys music and spectator sports.



## ANNETTE VEECH

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Ph.D. 1988, University of Illinois  
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M.S. 1978, Southern Illinois University Edwardsville

B.S. 1976, Southern Illinois University Edwardsville

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Annette Veech worked as an evaluation specialist at Arthur Andersen & Co. She also worked in training and development, external client consulting, and program evaluation at Maritz Performance Improvement Co. She now teaches full time at Washington University and consults with professional organizations and companies.

### **AREAS OF EXPERTISE:**

Communications • Training & Development

### **COURSES:**

Effective Managerial Communication • Strategic & Crisis Communication • Advance Business Cases: Conquering & Communication  
Understanding Problems

### **SELECTED PUBLICATIONS:**

- "Managerial Communication Strategies," *An Applied Casebook*, 2004
- "Who's on First: The Management Bottom Line," *Performance and Instruction*, 2004
- "The Promise of Quality: Using Evaluation to Improve the Client-Supplier Relationship," *Performance and Instruction*, 2004

### **PERSONAL INTERESTS:**

Annette enjoys sports, fiction and charitable work.



Adjunct  
Professors,  
Courtesy  
Appointments  
& Emeriti  
Professors

# Adjunct Professors, Courtesy Appointments & Emeriti Professors

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### LYDA BIGELOW

Adjunct Professor of Organization & Strategy

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Adjunct Professor of Finance

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### WILLIAM EMMONS

Adjunct Professor of Finance

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Adjunct Professor of Entrepreneurship

### WILLIAM FINNIE

Adjunct Professor of Strategy

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Adjunct Professor of Human Resources Management

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John H. Biggs Distinguished Professor of Economics

**JOHN NACHBAR**

Professor of Economics

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February 2010

