

# Sharon F. Matusik

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## **Academic Employment:**

- 2004 – present      Assistant to Associate Professor of Management and Entrepreneurship  
Leeds School of Business, University of Colorado-Boulder.  
Boulder, CO.
- July, 2010 –  
December, 2010      Visiting Professor, Universidad del Desarrollo, Santiago, Chile
- 2007 – 2010      Ph.D. Program Director, Management and Entrepreneurship Division  
Leeds School of Business, University of Colorado-Boulder.  
Boulder, CO.
- 1998 – 2004      Assistant Professor of Strategic Management  
Jesse H. Jones Graduate School of Management, Rice University.  
Houston, TX.

## **Education:**

- June, 1998      Ph.D., Strategic Management  
University of Washington School of Business Administration, Seattle WA.
- 1986      B. A. (Honors), Colby College, Waterville, ME.  
Double Majors: Economics and English.

## **Selected Honors:**

- Tisone Scholar. 2011-2012 Academic Year.  
Frascona Teaching Award nominee, 2007, 2009, 2011  
Best paper in its track award, European Academy of Management Meetings, May 2004.  
INFORMS / Organization Science Dissertation Proposal Contest Finalist.  
Harvey Wilson/SHRM Foundation Doctoral Dissertation Research Grant.  
W. J. Pennington Scholarship.  
Evert McCabe Endowed Fellowship in Private Enterprise.  
Robert & Bonnie Slettedahl Endowed Fund Fellowship.  
Dean's Achievement Award. (awarded for GPA in Ph.D. coursework)

## **Research Interests:**

Strategic management, firm knowledge and innovation, entrepreneurship

## **Refereed Publications:**

Matusik, Sharon F. and Fitza, Markus *Diversification in the Venture Capital Industry: Leveraging knowledge assets under uncertainty.* Forthcoming in Strategic Management Journal.

Matusik, Sharon F., and Mickel, Amy. *Embracing or embattled by converged mobile devices? Users' experiences with a contemporary connectivity technology.* Forthcoming in Human Relations.

Swift, Michele, Balkin, David, and Matusik, Sharon F. 2010. *Knowledge orientations and the importance of goals in motivating knowledge sharing.* Journal of Knowledge Management

Fitza, Markus, Matusik, Sharon F., and Mosakowski, Elaine. 2009. *Do VCs Matter? Evidence from Performance Variance in Start-up Firms.* Strategic Management Journal. 30: 387-404.  
Selected as "exemplary research", ENT division and University of Connecticut conference on Research Exemplars.

King, Eden, Hebl, Mikki, George, Jennifer M. and Matusik, Sharon F. 2009. *Understanding Tokenism: Antecedents and Consequences of Psychological Climate of Gender Inequity.* Journal of Management

Matusik, Sharon F., George, Jennifer M. and Heeley, Michael B. 2008 *Values and Judgment Under Uncertainty: Evidence from Venture Capitalist Evaluations of Founders.* Strategic Entrepreneurship Journal. 2: 95-115.

Heeley, Michael B., Matusik, Sharon F. and Jain, Neelam. 2007. *Innovation, Appropriability, and the Underpricing of Initial Public Offerings.* Academy of Management Journal. 50: 209-225.

Matusik, Sharon F. and Heeley, Michael B. 2005. *Absorptive Capacity in the Software Industry: Identifying Dimensions that Affect Knowledge and Knowledge Creation Activities.* Journal of Management. 31:549-572.

Davila, Tony, Epstein, Marc J. and Matusik, Sharon F. 2004. *Innovation Strategy and the Use of Performance Measures.* Advances in Management Accounting. 13: 29-61.

Matusik, Sharon F. 2002. *An Empirical Investigation of Firm Public and Private Knowledge.* Strategic Management Journal. 23: 457-467.

Fuller, Sally Riggs, Edelman, Lauren B. and Matusik, Sharon F. 2000. *Legal Readings: Employee Interpretation and Mobilization of Law.* Academy of Management Review. 25: 200-216.

Collins, Paul, Ryan, Lori V. and Matusik, Sharon F. 1999. *Programmable Automation and the Locus of Decision-Making Power.* Journal of Management. 25(1): 29-54.

Matusik, Sharon F. and Hill, Charles, W.L. 1998. *The Utilization of Contingent Work, Knowledge Creation, and Competitive Advantage.* Academy of Management Review. 23: 680-697.

### **Refereed Proceedings:**

Matusik, Sharon F. and Fitza, Markus. 2009. *Diversification and performance in the venture capital industry: An exploration of leveraging knowledge assets*. In (Eds.) Frontiers of Entrepreneurship Research.

Heeley, Michael B., Khorana, Ajay and Matusik, Sharon F. 1999. *Underpricing and the Long Run Financial Performance of IPOs: Information Asymmetry and Firm Inventive Capability*. In (Eds.) Reynolds, P.D., Bygrave, W.D., Manigart, S., Mason, C.M., Meyer, G. D., Sapienza, H. J., and Shaver, K. G. Frontiers of Entrepreneurship Research.

Matusik, Sharon F. *Motives, Use Patterns, and Effects of Contingent Resource Use in Entrepreneurial Firms*. 1997. In (Eds.) Reynolds, P.D., Bygrave, W.D., Carter, N.M., Davidsson, P., Gartner, W.B., Mason, C.M., and McDougall, P.P. Frontiers of Entrepreneurship Research.

### **Book Chapters / Invited papers:**

Matusik, Sharon F. *Managing Public and Private Firm Knowledge within the Context of Flexible Firm Boundaries*. 2002. In Choo, C. W. and Bontis, N. (Eds.) The Strategic Management of Intellectual Capital and Organizational Knowledge: A Collection of Readings. Oxford University Press.

### **Papers Currently Under Review:**

Matusik, Sharon F., Heeley, Michael B. and Fitza, Markus *CVC funding from the start-up perspective: A simple investment or a “payday” loan?* Under second review at Strategic Entrepreneurship Journal.

Swift, Michael, Matusik, Sharon F. and George, Jennifer. *Knowledge sharing from the sources' perspective: Understanding when knowledge sharing with others contributes to knowledge sources' creativity*. Under second review at Organization Science.

Pacheco, Desiree F. and Matusik, Sharon F. and Heeley, Michael B. *Country Matters: How National Institutions Influence the Productivity of Firm R&D* Under second review at Journal of International Business Studies.

### **Working Papers and Projects in Process:**

Matusik, Sharon F., Heeley Michael and Amoros, Ernesto. *Innovation and value appropriation in Latin America: When are the benefits “local”?*

Matusik, Sharon F., Heeley Michael and Bustamante, Carla. *VC Funding, Time Horizons And Technology Development: Implications For Start-ups' Long-run Performance*

Plummer, Larry and Matusik, Sharon F. *Know thy neighbor: Towards a theory of geographic scale and boundaries of agglomeration externalities.*

Matusik, Sharon F. and Pacheco, Desiree F. *Firm Search: The Missing Link Between Country Level Context and Firm Knowledge Creation.* Targeted for Organization Science

Plummer, Larry, Mosakowski, Elaine, Matusik, Sharon F. and Acs, Zoltan. *Start-ups at the gate: Examining the link between technological capabilities and agglomeration externalities.* Targeted for Strategic Management Journal.

Matusik, Sharon F. and Heeley, Michael B. *Mobility and Inventive Productivity: A Human, Experiential, and Combinative Capital Perspective on Knowledge Creation.* Targeted for Management Science

Heeley, Michael B. and Matusik, Sharon F. *Corporate Scope and Knowledge Creation: The Effect of Technological Diversity on Firm Platform and Incremental Inventive Value.* Targeted for Research Policy

#### **Conference Papers and Presentations:**

Matusik, Sharon F., Heeley Michael and Bustamante, Carla. 2011 *VC Funding, Time Horizons And Technology Development: Implications For Start-ups' Long-run Performance.* Babson College Entrepreneurship Research Conference. Syracuse, NY

Matusik, Sharon F., Heeley Michael and Amoros, Ernesto.. 2011 *Innovation and value appropriation in Latin America: When are the benefits "local"?*. Strategic Management Society's special conference on Latin America's role in the Global Economy, Rio de Janeiro, Brazil.

Matusik, Sharon F., Heeley, Michael and Fitza, Markus. 2010. *CVC From the Start-Up Perspective: A Quality or Mixed Signals* Strategic Management Society Annual Conference, Rome, Italy.

Matusik, Sharon F., Heeley, Michael and Fitza, Markus. 2010. *Conditional Effects of CVC Funding from the Start-up Perspective* Babson College Entrepreneurship Research Conference, Lausanne, Switzerland.

Fitza, Markus, Matusik, Sharon F., and Mosakowski, Elaine. 2009. *Do VCs Matter? Evidence from Performance Variance in Start-up Firms.* Selected as "exemplary research" and presented at ENT division and University of Connecticut conference on Research Exemplars.

Swift, Michael, Matusik, Sharon F. and George, Jennifer. 2009. *Understanding when knowledge sharing benefits knowledge sources' creativity.* Annual Academy of Management Meetings, Chicago, IL.

Matusik, Sharon F., Heeley, Michael and Fitza, Markus. 2009. *CVC from the Start-Up Perspective: A Quality or Mixed Signal?* Babson College Entrepreneurship Research Conference, Babson, MA.

- Plummer, Larry, Mosakowski, Elaine, Matusik, Sharon F. and Acs, Zoltan. 2008. *Start-ups at the gate: Examining the link between technological capabilities and agglomeration externalities*. Annual Strategic Management Society Conference, Cologne Germany.
- Matusik, Sharon F. and Fitza, Markus 2008. *Diversification and performance in the VC industry: An exploration of leveraging knowledge assets*. Annual West Coast Research Symposium on Technology Entrepreneurship, Palo Alto, CA. (Conference sponsored by Stanford University, University of Washington, University of Southern California, and University of Oregon)
- Matusik, Sharon F. and Fitza, Markus 2008. *Diversification in the Venture Capital Industry: The Influence of Knowledge Assets and Risk* Annual Academy of Management Meetings, Anaheim, CA.
- Matusik, Sharon F., Mickel, Amy and Harris, Amanda 2008. *Virtual Panopticon or Liberator: The Experiences of Converged Mobile Device (e.g., BlackBerry) Users* Annual Academy of Management Meetings, Anaheim, CA.
- Fitza, Markus, Matusik, Sharon F., and Mosakowski, Elaine. 2008. *Venture Capitalists' Influence on Start-up Success versus Failure*. Babson College Entrepreneurship Research Conference, Chapel Hill, NC.
- Fitza, Markus, Matusik, Sharon F., and Mosakowski, Elaine. 2007 *Measuring VC Effects: What Contributes to Start-Up Firms' Performance Variance?* Strategic Management Society Annual Conference, San Diego, CA.
- Matusik, Sharon F. and Fitza, Markus. 2007. *Diversification and performance in the VC industry: An exploration of leveraging knowledge assets* Babson College Entrepreneurship Research Conference, Madrid, Spain.
- Pacheco, Desiree and Matusik Sharon F. 2007. *R&D Productivity in Firms: The Role of Country Environments* Annual Academy of Management Annual Conference, TIM division, Philadelphia, PA.
- Heeley, Michael B., Matusik, Sharon F. and Jain, Neelam. 2006. *Innovation, Appropriability, and the Underpricing of Initial Public Offerings*. Annual West Coast Research Symposium on Technology Entrepreneurship, Seattle WA. (Conference sponsored by Stanford University, University of Washington, University of Southern California, and University of Oregon)
- Matusik, Sharon F., Pacheco, Desiree. 2006. *Knowledge creation in context: Institutional encouragement and firm heterogeneity as determinants of firm knowledge creation*. Strategic Management Society Annual Conference, Vienna, Austria.
- Matusik, Sharon F., George, Jennifer M. and Heeley, Michael B. 2006. *Values and the assessment of strategic opportunities: Evidence from venture capitalist evaluations of founders* Academy of Management Annual Conference, Entrepreneurship Division, Atlanta, GA.
- Swift, Michele, Balkin, David, and Matusik, Sharon F. 2006. *The Social Exchange of Knowledge: A Theoretical Model of Knowledge Source Sharing Behaviors*. Academy of Management Annual Conference, Organization and Management Theory Division, Atlanta, GA.

Fitza, Markus, Matusik, Sharon F., and Mosakowski, Elaine. 2006. *Do VCs Matter?* Babson College Entrepreneurship Research Conference, Bloomington, IN.

King, Eden, Beier, Margaret, Matusik, Sharon F., George, Jennifer M, and Hebl, Mikki. 2006. *Influence of volitional arrangements and personality on attitudes and performance.* Society of Industrial Organizational Psychologists (SIOP) Conference, Dallas, Texas

King, Eden, Hebl, Mikki, George, Jennifer and Matusik, Sharon F. 2006. *Understanding Tokenism: Antecedents and Consequences of Psychological Climate for Gender Inequity.* (Part of symposium, *Perceptions of discrimination at work: Prevalence, correlates, and consequences*) Society of Industrial Organizational Psychologists (SIOP) Conference, Dallas, Texas

Matusik, Sharon F., Heeley, Michael B. and Plummer, Lawrence. 2005 *A Combinative and Human Capital Perspective on Knowledge Creation: Evidence from Inventor Mobility.* Academy of Management annual conference, Technology and Innovation Management Division, Honolulu, HI

Heeley, Michael B. and Matusik, Sharon F. 2004 *Corporate Scope and Knowledge Creation: The Effect of Technological Diversity on Firm Platform and Incremental Inventive Value.* Strategic Management Society Conference, San Juan Puerto Rico, October 2004.

Matusik, Sharon F., George, Jennifer and Heeley, Michael B. 2004. *The Payoffs to Founder Human and Social Capital Investments in Business Plan Evaluations.* Babson Kauffman Entrepreneurship Research Conference, Glasgow, Scotland.

Matusik, Sharon F. and Fuller, Sally R. 2004. *Contested Control: An Exploration into the Power Balance in Alternative Work Arrangements.* European Academy of Management annual conference, St. Andrews, Scotland.

*This paper received a best paper award in its track at the conference.*

Matusik, Sharon F. 2003. *Quantitative Research on Firm Knowledge.* For the Professional Development Workshop *Addressing the Challenge of Studying Knowledge in Management Research: Learning from Different Methodological Approaches.* Academy of Management annual conference, OMT Division (along with MOC and ODC), Seattle, WA.

Matusik, Sharon F. 2003. *Making Do With Less: Maximizing Research Productivity with Limited Research Resources.* Co-organizer along with Kaye Schoonhoven of Professional Development Workshop. Academy of Management annual conference, BPS and OMT Divisions, Seattle, WA.

Matusik, Sharon F. and Fuller, Sally F. 2002. *The Nexus of Work Arrangement Preferences and Demand for Skills: A Foundation for Examining Alternative Work.* Academy of Management annual conference, OMT Division (along with HR and Careers), Denver, CO.

*This paper's session was designated as a Showcase symposium.*

King, Eden, Hebl, Michelle R., George, Jennifer M. and Matusik, Sharon F. 2002. *Negative Consequences of Gender Discrimination in Male-Dominated Organizations: A Field Study.* Society of Industrial Organizational Psychologists (SIOP) Conference, Toronto, Canada.

- Matusik, Sharon F. and Heeley, Michael B. 2001. *Absorptive Capacity and Firm Knowledge: Separating the Multiple Components of the Absorptive Capacity Construct*. Academy of Management annual conference, Business Policy & Strategy Division, Washington DC.
- Matusik, Sharon F. and Heeley, Michael B. 2001. *Inventor Mobility and Inventive Productivity: When Does it Pay to Hire a Star?* In Academy of Management Symposium, *Navigating Scylla and Charybdis: On the Challenges of Doing Mixed Method Research*. Academy of Management annual conference, Research Methods Division, Washington DC.
- Heeley, Michael B., Matusik, Sharon F., and Hansen, Gary S. 2001. *Investigating the Impact of Technological Diversity on the Magnitude and Type of Firm Inventive Output*. Academy of Management annual conference, Technology and Innovation Division, Washington DC.
- D'Avila, Antonio, Epstein, Marc and Matusik, Sharon F. 2001. *A Contingent Model of Innovation Strategy and Performance: An Empirical Analysis*. European Institute for Advanced Studies of Management Conference on Performance Measurement and Management Control. Nice, France.
- Matusik, Sharon F. 2001. *Resource Acquisition: Resources and Entrepreneurship*. Session Facilitator. Organization Science Winter Conference on Organizations and Entrepreneurship, Steamboat Springs, CO.
- Matusik, Sharon F. 2000. *Absorptive Capacity and Firm Knowledge: Separating the Effects of Public Knowledge, Flexible Firm Boundaries, and Firm Absorptive Abilities*. Organization Science Winter Conference, Keystone, CO.
- Matusik, Sharon F. 1999. *Ephemeral Resources and Firm Knowledge: The Case of the Contingent Workforce*. Academy of Management annual conference, Business Policy & Strategy Division, Chicago, IL.
- Heeley, Michael B., Matusik, Sharon F., and Hansen, Gary S. 1999. *Technological vs. Product-Market Diversification: Economies of Scope for Innovation*. Academy of Management annual conference, Business Policy & Strategy Division, Chicago, IL.
- Heeley, Michael B., Khorana, Ajay, and Matusik, Sharon F. 1999. *Underpricing and Long-run Financial Performance of IPOs: The Role of Intellectual Capital in Reducing Information Asymmetry*. Babson-Kauffman Foundation Entrepreneurship Research Conference, Columbia, SC.
- Matusik, Sharon F. 1998. *Strategies and Changes in Entrepreneurial Businesses*. Annual Southern Management Association meetings session co-discussant with Gary S. Hansen.
- Matusik, Sharon F. 1998. *Competition, Transaction Costs, and Performance Outcomes*. Annual Academy of Management meetings session chair.
- Matusik, Sharon F. 1997. *Motives, Use Patterns, and Effects of Contingent Work Use in Entrepreneurial Firms*. Annual Babson-Kauffman Foundation Entrepreneurship Research Conference.

Fuller, Sally Riggs, Edelman, Lauren and Matusik, Sharon F. 1997. *The Internal Legal Culture of Organizations: A Multi-Level Theoretical Model*. Annual American Sociological Association Conference.

Matusik, Sharon F. 1996. *The Growth of the Contingent Work Force and our Theories of Organizational Boundaries: A Challenge or a Confirmation?* Stanford Center for Organizations Research Conference.

Matusik, Sharon F. and Berman, Shawn. 1996. *Exploring the Institutional Foundations of Corporate Social Responsibility*. International Association of Business and Society (IABS) Conference.

Fuller, Sally Riggs, Edelman, Lauren and Matusik, Sharon F. 1996. *The Internal Legal Culture of Organizations*. Law and Society Association and Research Committee on Sociology of Law Joint Conference.

Matusik, Sharon F. 1995. *Employees and Employers Who Won't Commit: An Exploration of the Contingent Workforce*. Stanford Center for Organizations Research Conference.

Sakson, Jane and Matusik, Sharon F. 1995. *The Contingent Workforce: Issues, Concerns, and Theoretical Perspectives*. Academy of Management Conference Caucus.

Collins, Paul and Matusik, Sharon F. 1995. *Technology and Innovation Management Teaching Workshop--The Basics*. Academy of Management Preconference TIM Teaching Workshop.

### **Invited Presentations: Academic**

Matusik, Sharon F. March 2010. Research consortium of Universidad del Desarrollo, Universidad Adolfo Ibáñez and Universidad de Chile, Santiago, Chile.

Matusik, Sharon F. March 2009. University of California, Santa Barbara. Engineering and Technology Management Program.

Matusik, Sharon F. March 2008. Instituto de Empresa, Madrid, Spain.

Matusik, Sharon. November 2007. Lundquist College of Business, University of Oregon, Eugene, Oregon.

Matusik, Sharon F. October 2007. *Innovation, Appropriability, and the Underpricing of Initial Public Offerings*. Ivey School of Business, University of Western Ontario, London Ontario Canada. (presented with Michael Heeley)

Matusik, Sharon F. 2002. *Maximizing Scope Economies: The Effect of Technological Diversity on Firm Platform and Incremental Inventive Value*. Mays Business School, Texas A & M University.

### **Invited Presentations: Academic Service**

Matusik, Sharon F. 2008. *Editorial Board Panelist*. Joint session of ENT doctoral student and junior faculty consortium. Annual Academy of Management meetings, Anaheim, CA.

Matusik, Sharon F. 2007. *Doing Great Research*. OMT doctoral consortium. Annual Academy of Management meetings, Philadelphia, PA.

Matusik, Sharon F. 2007. *Managing and Focusing Your Career*. ENT doctoral consortium. Annual Academy of Management meetings, Philadelphia, PA..

Matusik, Sharon F. 2006. *OMT doctoral consortium panelist. Also presented "Selecting and managing research collaborations"*. Annual Academy of Management meetings, Atlanta, GA.

### **Invited Presentations: Practitioner and/or Programmatic**

Matusik, Sharon F. 2010. *Teaching Entrepreneurship: Innovations Across Multiple Models*. Association of MBAs' Annual Latin America Conference for Deans and Directors. Vina del Mar, Chile.

Matusik, Sharon F. 2010. *Enhancing an International Reputation for Excellence in Entrepreneurship*. Universidad del Desarrollo, Santiago, Chile.

Matusik, Sharon F. 2009. *Venture capitalists' diversification and performance*. Rocky Mountain Venture Capitalists' Association bi-annual meeting.

Matusik, Sharon F. 2002. *Riding the Roller Coaster of Business Cycles*. Plenary session, International Association of Drilling Contractors and Society of Petroleum Engineers annual (IADC/SPE) conference.

Matusik, Sharon F. 2002. *Competitive Tactics for a Changing Economic Landscape*. Alumni College, Jones School of Management, Rice University.

Matusik, Sharon F. 2000. *Strategy in Thought and Action*. Shell Annual Learning Conference.

### **Teaching Interests:**

Strategic management, innovation, entrepreneurship.

### **Teaching Experience:**

Leeds School of Business, University of Colorado, June 2004 – Present.

### **PhD Teaching Experience:**

#### **Professional Development Seminar in Management (ORMG7800).**

Complete development and delivery of Ph.D. level course for incoming doctoral students on the domain, norms, and practices of the management field. This course aims to socialize students to the profession. Topics covered include an overview of the field of management, how to write for journals, understanding the journal review process, how to find an academic job, teaching fundamentals and how to balance teaching with research, how to be a reviewer, what goes into a good dissertation, and how to develop and manage coauthoring relationships (Fall, 2008).

#### **Doctoral Seminar in Organization Theory (ORMG7320).**

Complete development and delivery of Ph.D. level course on the history, and major theories and mechanisms in the field of organization theory. This course covers theories such as contingency theory, resource dependence, institutional theory, organizational ecology, knowledge and transaction cost based views of the firm, and networks. It also covers mechanisms such as organizational learning, sensemaking, cognition, and culture. Emphasis is on understanding the major tenets of the theories/mechanisms, their major contributions and limitations, and the applicability of them to current issues. (Spring 2006, Spring, 2008)

#### **Doctoral Seminar in Research Design and Methods (ORMG7830).**

Complete development and delivery of Ph.D. level course on the techniques and considerations associated with research in the field of management and entrepreneurship. It covered major aspects of research design (overview of the scientific method and philosophy of science, hypothesis construction and testing, the role of theory, validity and reliability) major modes of data collection (surveys, labs, archival data, qualitative studies), and common approaches to data analysis (regression, factor analysis, dealing with count data for dependent variables, dealing with unobservables, analyzing network data). Emphasis is on developing an understanding of the whole research process including formulating research questions, developing an approach to test these questions, and applying appropriate data analysis techniques. The course draws on many examples of how specific techniques are used in our top journals, covering issues such as what methods are appropriate to test certain questions, what information is presented along with each type of modeling, and how to interpret results. (Spring, 2005; Spring, 2007)

### **PhD Student Advising Experience:**

<b><u>Student</u></b>	<b><u>Placement</u></b>	<b><u>My Position</u></b>
Desiree Pacheco	Portland State University, 2009.	Chair
Markus Fitza	Bentley University, 2010	Co-chair
Tandy Dilwoth	Defended, 2010.	Committee member
Asad Aziz	Colorado State University (non-tenure track), 2008	Committee member
Joy Godesiabois	Northeastern University, 2007	Committee member
Larry Plummer	Clemson University, 2007	Committee member
Michele Swift	Oregon State University, 2007	Committee member

Mike Haynie	Syracuse University, 2006	Committee member
Denis Gregoire	Georgia State University, 2005	Committee member
	<i>Denis' dissertation won the Heizer best dissertation award from the ENT division of the Academy of Management in 2006</i>	
Erik Monsen	Post-doc at Max Plank Institute, Germany, 2005	Committee member

### **MBA Teaching Experience:**

#### **Corporate Strategy (MBAC6050).**

Complete development and instruction of MBA core strategy course. Course covers competitive environment analysis, assessment of firm resources and capabilities, competitive dynamics, as well as the formulation, execution, control and evaluation of corporate, global, and business-level strategy of the firm. (Spring, 2008, 2009, 2010)

#### **Projects in Entrepreneurial Companies: Honors Seminar in Entrepreneurial Action Learning (MBAX6190).**

Complete development and delivery of MBA elective course using an action learning pedagogy. The course provides first-hand experience to students working alongside executives in an entrepreneurial setting. I work with the Deming Center for Entrepreneurship to pair students up with companies that will provide an opportunity to gain exposure to executive level decision making processes while completing a project for this company. The goal of this experience is to expose students to the multiple facets of entrepreneurship at an executive level and to integrate MBA coursework with this experience. While students gain first hand experience, they complete a project within a company that draws on the skills they have gained through their work and educational experiences. Students are selected to participate in this course based on academic excellence, commitment to entrepreneurship, and general leadership abilities. (Spring, 2006, 2007, 2008, 2009, 2010)

### **Undergraduate Teaching Experience:**

**Strategic Management (MGMT4000).**

Complete development and instruction of business strategy and policy course. This course covers formulation, execution, control, and evaluation of corporate, global, and business-level strategy of the firm. Emphasis is on identification, analysis, and resolution of important strategic issues. Spring 2006-2007 courses includes an extensive on-line simulation in which student teams develop and execute a strategy for an electronic sensor company for eight fiscal years. (Spring 2005, 2006, 2007)

Assistant Professor of Strategic Management, Jesse H. Jones Graduate School of Management, Rice University, July 1998 – June 2004.

**MBA for Executives Teaching Experience:****Strategy Formulation and Implementation (MGMT 871).**

Complete development of second business strategy and policy course in degreed MBA for Executives program. This course covers formulation, execution, control, and evaluation of corporate, global, and business-level strategy of the firm. Emphasis is on identification, analysis, and resolution of important strategic issues. (1998-2004)

**Structural Aspects of Organizational Behavior (MGMT 911).**

Complete development and instruction of first year organization theory course in degreed MBA for Executives program. This course covers the relationship of firm formal and informal structure and coordination and control methods within the environmental, technological, and strategic context of the firm. Special emphasis is given to knowledge and intellectual capital issues. (1998-2001)

**MBA Teaching Experience:****Strategic Management (MGMT 570).**

Complete development and instruction of first-year business strategy and policy course. This course covers formulation, execution, control, and evaluation of corporate, global, and business-level strategy of the firm. Emphasis is on identification, analysis, and resolution of important strategic issues. (2002-2004)

**Strategy Formulation and Implementation (MGMT 571).**

Complete development and instruction of second-year capstone business strategy and policy course. This course covers formulation, execution, control, and evaluation of corporate, global, and business-level strategy of the firm. Emphasis is on identification, analysis, and resolution of important strategic issues. (1998-2001)

**Action Learning Project (ALP).**

Supervised five MBA teams in their first year action learning project. Each Spring semester, all first year MBAs were required to participate in a project-based class in which companies put forth real problems they needed MBA assistance to address. The projects ranged from feasibility studies on expanding into a new market, scenario planning that involved new technological frontiers and changing competitors, market analysis for a new project launch, and strategic audit of a firm's portfolio of business activities. (2000)

### **Non-degree Executive Education Teaching Experience:**

- **Rice Program for Managers: Strategy Implementation.**
- **Marathon Leadership Program: Strategy Implementation.**
- **Shell Business Leadership Development Program: Building Shared Vision.**  
Complete development and instruction of day long customized programs focusing in on key elements of how to implement the strategy of the firm through organizational design, establishing control and measurement systems, as well as building a cohesive organizational culture and shared vision.

### **Additional Professional Experience:**

**Consulting.** Employee Benefits Consultant, 1986 - 1993.

Managed a group of consultants. Responsibilities included conferring with clients on employee benefit plan design issues, on-going accounting functions, legal compliance, communication to employees, and aligning organizational goals with plan provisions. Employed by Hewitt Associates (national consulting house) and ADQ, Inc. (regional firm in New England).

National Science Foundation Grant Research Assistant, 1995 - 1998. Department of Management & Organization, University of Washington School of Business and Center for the Study of Law & Society, University of California-Berkeley.

Predocctoral Research Associate, 1993 - 1995. Department of Management & Organization, University of Washington School of Business.

### **Professional Service: Professional Association Leadership**

Chairperson for Knowledge and Innovation Track, Strategic Management Society. 2011.

Program Chair for Knowledge and Innovation Track, Strategic Management Society. 2010. Annual Strategic Management Society Meetings, Rome, Italy.

Associate Program Chair for Knowledge and Innovation Track, Strategic Management Society. 2009. Annual Strategic Management Society Meetings, Washington DC

Matusik, Sharon F. 2009. *Selected as senior scholar to mentor doctoral students on their current work in progress* . Strategic Entrepreneurship Society Meetings. Washington DC.

Matusik, Sharon F. 2009. *Selected as senior scholar to mentor doctoral students on their current work in progress* . ENT doctoral student consortium. Annual Academy of Management meetings, Chicago, IL.

### **Professional Service: Reviewing**

Babson College Entrepreneurship Research Conference Review Board. 2011-2013.

Strategic Management Society. Reviewer for Best Paper by a Doctoral Student. 2010.

Kauffman Dissertation Fellowship Program. Reviewer, 2010.

Editorial Board Member, Academy of Management Journal. 2007-present.

Editorial Board Member, Academy of Management Review. 2008-present.

Babson Conference for Entrepreneurship Research, Reviewer: 2005, 2007 – present.

Reviewer for TIM division best dissertation award, 2006

Reviewer for funding grant request, Social Sciences and Humanities Research Council of Canada, 2006.

Reviewer for INFORMS/Organization Science dissertation proposal contest, 1998, 2001-06.

Ad-hoc reviewer for Academy of Management Review.

Ad-hoc reviewer for Administrative Science Quarterly

Ad-hoc reviewer for American Journal of Sociology.

Ad-hoc reviewer for Journal of Management.

Ad-hoc reviewer for Journal of Management Studies.

Ad-hoc reviewer for Organization Science.

Ad-hoc reviewer for Management Science.

Ad-hoc reviewer for Strategic Management Journal.

Reviewer for the annual Academy of Management Meetings. 1996 - 2006. (BPS, OMT, ENT, and/or TIM divisions. Review for one to three divisions each year.)

Reviewer for the Entrepreneurship Division. Southern Academy of Management Meetings, 1998

### **Additional Professional Service**

2000-2004 Faculty Sponsor, National Association of Women MBAs (formerly GWIB) chapter at Rice University.

- 2001-2004 Faculty Sponsor, Consulting Club of the Jones School at Rice University.
- 2002-2004 Board of Directors Member, Graduate Women in Business National Organization.  
(Now called National Association of Women in Business (NAWMBA).)