

**Andrew M. Hess**

Curriculum Vitae

Williams School of Commerce, Economics, and Politics

Washington & Lee University, Lexington VA, 24450

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Web: <http://www.wlu.edu/williams-school/business-administration/faculty-and-staff/profile?ID=x2975>

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EDUCATION

PhD in Strategic Management, College of Management, Georgia Institute of Technology, 2008

Master of Business Administration, Mays School of Business, Texas A&M University, 2003

Bachelor of Arts, Washington and Lee University, 1997

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DISSERTATION

Essays on Dynamic Capabilities: The role of intellectual human capital in firm innovation

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ACADEMIC EXPERIENCE

2014-Present Associate Professor of Business Administration at the Williams School of Commerce, Economics, and Politics, Washington & Lee University

2008-2014 Assistant Professor of Management at the McIntire School of Commerce, University of Virginia

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RESEARCH INTERESTS

Innovation  
Social Innovation  
Strategic Renewal  
Intellectual Human Capital  
Scientific Discovery

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TEACHING INTERESTS

Social Entrepreneurship  
Business Strategy  
Corporate Strategy  
International Business

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RESEARCH

*Awards & Grants*

2013 Awarded research grant from Batten Institute at the Darden School of Business – University of Virginia

2011 Awarded research grant from Batten Institute at the Darden School of Business – University of Virginia

2010 Awarded research grant from Batten Institute at the Darden School of Business – University of Virginia

2008 Alfred P. Sloan Foundation's Industry Studies Best Paper Prize

2008 Israel Strategy Conference Best Paper Prize

2007 Ewing Marion Kauffman Foundation Entrepreneurship Dissertation Fellowship

2007 Georgia Tech College of Management Graduate Student Instructor of the Year

### Publications

Hess M., Hess A.M. (2019) The Consequences of Accounting Failure for Innovation: A Multi-Level Analysis. *Accounting Horizons*.

Hess A.M. (2018) "Falling Awake: Does Desperation lead to Opportunity?" *International Journal of Innovation Management*: 1850001.

Hess, M., Hess A.M (2016) "Stakeholder-Driven Strategic Renewal" with Megan F. Hess *International Business Research*, 9(3): <http://dx.doi.org/10.5539/ibr.v9n3p53>

Bateman, T., Hess, A.M. (2015) Different Personal Propensities among Scientists Relate to Deeper and Broader Knowledge Contributions *Proceedings of the National Academy of Sciences*, 112(12).

Hess, A.M. & Rothaermel, F.T. (2012) Intellectual Human Capital and the Diffusion of Biotechnology: Trends and Patterns, 1974-2006 –*IEEE – Transactions on Engineering Management*, 59:1: 65-76.

Hess, A.M. & Rothaermel, F.T. (2011) When Are Assets Complementary? Star Scientists, Strategic Alliances and Innovation in the Pharmaceutical Industry, *Strategic Management Journal*, 32:8: 895-909.

Rothaermel, F.T., Hess, A.M. (2010). Combining innovation strategies. *MIT Sloan Management Review*, Spring.

Rothaermel, F.T., and Hess, A.M. (2010). "Het combineren van innovatiestrategieën Sommige innovatiemethoden gaan goed samen, andere beslist niet. De keus voor een strategie vraagt dus om zorgvuldige afweging. Voor succesvolle innovatie is geen one-size-fits-all-recept." *Management Executive*, 8, no. 4: 36.

Rothaermel, F.T., Hess, A.M. (2009). Finding an innovation strategy that works. *Wall Street Journal*, August 17.

Rothaermel, F. T., & Hess, A.M. (2007). Building dynamic capabilities: Innovation driven by individual, firm, and network level effects. *Organization Science*, 18: 898-921.

### Refereed Conference Proceedings

2013 Paper accepted for publication in the *Academy of Management Proceedings*: “Distinguishing Broad and Deep Productivity: Individual Differences in Working Between and Within Knowledge Domains”

2008 Paper accepted for publication in the *Academy of Management Proceedings*: “Building dynamic capabilities: Innovation driven by individual, firm, and network level effects.”

#### Working Papers

Hess, A.M., Real Options or Fallen Angels: Analyzing the Complexities of Learning from Project Terminations – submitted

Hess, A.M., McCann, E. What happens in Vegas: Unpacking the antecedents to NFL head coach terminations – submitted

#### Conference Attendance and Presentations

“Active Learning Approaches in Strategy”

- Academy of Management Conference 2019 – Boston, MA

“The Language of Conscious Capitalism”

- Bucknell University – Digital Humanities Conference - 2018

“Social Entrepreneurship and the Liberal Arts”

- Middlebury College, Annual Symposium at the Center for Social Entrepreneurship, VT (June 2016)

“Breadth and Depth in Knowledge”

- Academy of Management Conference, Orlando, FL (August 2013)

“Does Desperation Lead to Opportunity”

- Sumantra Ghoshal Conference - London Business School (May 2011)
- Wharton Technology Conference – University of Pennsylvania (March 2009)
- Atlanta Competitive Advantage Conference, Emory University (May 2009)
- Academy of Management Conference, Chicago, IL (August 2009)

“Ambidexterity and Innovative Performance”

- Strategic Management Society Conference, Cologne, Germany (October 2008)
- Academy of Management Conference, Chicago, IL (August 2009)

“Falling Awake: Understanding the complexities of learning from failure”

- Strategic Management Society Conference Common Ground Session, San Diego, CA (October 2007)
- Academy of Management Conference Symposium, Philadelphia, PA (August 2007)

“Understanding the Role of the Individual in Building Firm Dynamic Capabilities”

- University of Wisconsin – Madison
  - Seminar Series: Initiative for Studies in Technology Entrepreneurship (April 2007)

“Future Directions of Innovation Research”

- Member of Plenary Panel - Organization Winter Conference (February 2007)

“Building Dynamic Capabilities: Innovation Driven by Individual, Firm, and Network Level Effects”

- Conference on Creating and Managing the Biotechnology Venture, Rensselaer Polytechnic Institute (October 2006)
- Strategic Management Society Conference, Vienna, Austria (October 2006)
- Academy of Management Conference, Atlanta, GA (August 2006)
  - Best Paper Proceedings: Academy of Management Conference
- Atlanta Competitive Advantage Conference, Emory University (June 2005)
- Harvard Business School Corporate Entrepreneurship Conference, Harvard Business School, (Dec. 2005)

- REER Conference, Georgia Institute of Technology (Dec. 2005)

#### BY INVITATION ONLY CONFERENCES ATTENDED

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Sumantra Ghoshal Conference – London Business School: London (June 2011)

Strategic Human Resources Conference - The Wharton School: Philadelphia (June 2007)

Doctoral Consortia – Strategic Management Society Conference: Vienna (October 2006)

Doctoral Consortia – Academy of Management Conference (TIM division): Atlanta (August 2006)

Doctoral Consortia – Annual Conference on Corporate Strategy (ACCS): Berlin (May 2006)

International PhD Seminar – Vrije Universiteit, Amsterdam (June 2005)

Entrepreneurship PhD Seminar: Case Western Reserve University (August 2004) – Awarded  
Kauffman Foundation Scholarship

#### ACADEMIC SERVICE

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Academy of Management Strategy Teaching Committee Member

Editorial Board – Strategic Management Journal

Ad-hoc reviewer for Management Science, Strategic Management Journal, Journal of Management, Organization Science, Academy of Management Journal, Journal of Management Studies,

#### BUSINESS EXPERIENCE

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1999 – 2001 Assistant Vice President, Silicon Valley Bank - Newton, MA

Silicon Valley Bank specializes in funding early-stage firms in a number of technology niches, including communications and online services, computers and peripherals, semiconductors, and software. My responsibilities were to oversee and manage a portfolio of roughly 20 software and telecommunications start-ups. I was responsible for underwriting, analysis of business plans, company projections and capital budgeting. I worked directly with venture capital firms to assess the financial viability and credit worthiness of our clients.

1997 – 1999 Banking Officer, Media and Communications Group, Fleet Financial Group – Boston, MA

The Media and Communications Group, part of Fleet's Corporate Finance Division, was the fourth largest U.S. lender to the media, telecommunications, cable and publishing industries. I graduated from a 6-week corporate credit training program. I served as an analyst in the Media and Communications Group. I worked on a portfolio of 15 telecommunications, entertainment and film companies. My primary duties included underwriting (focused on credit and financial analysis), researching industries and markets, and supporting the primary relationship manager.