

## Ithai Stern - Curriculum Vitae

Management & Organizations Department  
Kellogg School of Management  
Northwestern University  
2001 Sheridan Road  
Evanston, IL 60208-2011

Tel: (847) 491-3243  
Fax: (847) 491-8896  
Email: [i-stern@kellogg.northwestern.edu](mailto:i-stern@kellogg.northwestern.edu)

---

### EDUCATION

- 2005      **Ph.D. in Management**  
University of Texas at Austin  
Areas of concentration: Strategic Management and Organization Theory
- 1998      **Master of Art, Peace Studies**  
University of Notre Dame
- 1997      **Bachelor of Science, Business Administration and Political Science**  
Hebrew University of Jerusalem, Israel

### ACADEMIC APPOINTMENTS

06/2005 – Present, Assistant Professor of Management, Kellogg School of Management,  
Northwestern University

### REFEREED PUBLICATIONS

Stern, I., & Henderson, A. D. 2004. Within-business diversification in technology-intensive industries. Strategic Management Journal, 25: 487-505.

Henderson, A. D., & Stern, I. 2004. Selection Based Learning: The co-evolution of internal and external selection in high-velocity environments. Administrative Science Quarterly, 49: 39-75.

Westphal, J. D. & Stern, I. 2006. The other pathway to the boardroom: Interpersonal influence behavior as a substitute for elite credentials and majority status in obtaining board appointments. Administrative Science Quarterly, 51: 169-204.

Westphal, J. D. & Stern, I. 2007. Flattery will get you everywhere (Especially if you are a male Caucasian): How ingratiation, boardroom behavior, and demographic minority status affect the likelihood of gaining board appointments at U.S. companies. Academy of Management Journal, 50: 1-22 (Finalist for the 2007 AMJ Best Paper Award).

Stern, I & Westphal, J.D. 2010. Stealthy Footsteps to the Boardroom: How the Backgrounds of Corporate Leaders Predict the Sophistication and Subtlety of their Interpersonal Influence Tactics, and the Consequences for Board Appointments. Administrative Science Quarterly, 55 (2010): 278–319.

### **PAPERS UNDER REVIEW OR REVISION**

Hyun Park, S., Westphal, J. D. & Stern, I. The Higher They Rise, the Harder They Fall: The Insidious Effects of Ingratiation Toward High Status Corporate Elites. Under Review and Resubmit at Administrative Science Quarterly (awaiting decision).

Stern, I. & Lungeanu, R. There Are Many Ways to Compete in the Technological Race: Firm Characteristics and R&D Vehicle Diversification. Under Reject and Resubmit at Strategic Management Journal.

Stern I, Dukerich, J, & Zajac, E. Unmixed Signals: How Reputation and Status Affect Alliance Formation. Under Reject and Resubmit at Strategic Management Journal.

### **REFEREED BEST PAPER PROCEEDINGS**

Westphal, J. D. & Stern, I. 2005. The Other Pathway to the Boardroom: Interpersonal Influence Behavior and Board Appointments. Academy of Management Meetings, Honolulu, HI.

Hyun Park, S., Westphal, J. D. & Stern, I. 2010. The Higher They Rise, the Harder They Fall: The Insidious Effects of Ingratiation Toward High Status Corporate Elites. Academy of Management Meetings, Montreal, Canada.

### **OTHER PUBLICATIONS**

Book review: Mergers and Acquisitions, Academy of Management Executive, May 2002, Vol. 16 Issue 2, pp. 171-174.

### **REFEREED CONFERENCE PRESENTATIONS**

Stern, I. & Lungeanu, R. There Are Many Ways to Compete in the Technological Race: Firm Characteristics and R&D Vehicle Diversification. Israel Strategy Conference, Haifa, December 2010. Strategic Management Society Rio Conference, Rio De Janeiro, Brazil, March 2011.

Stern, I., Dukerich, J. M. and Zajac Ed. Unmixed Signals: How Reputation and Status Affect Alliance Formation. Midwest Strategy Meetings, Chicago, May 2010. INSEAD Conference on Network Evolution 2.0, October 2010.

Hyun Park, S., Westphal, J. D. & Stern, I. The Higher They Rise, the Harder They Fall: The Insidious Effects of Ingratiation Toward Corporate Leaders. Academy of Management Meetings, Montreal, Canada, August 2010.

Stern, I., Dukerich, J. M. and Zajac Ed. When Stars Align: How Scientific Reputation and Status Affect Alliance Formation. Israel Strategy Conference, Beer-Sheba, December 2009.

Hyun Park, S., Westphal, J. D. & Stern, I. The Higher They Rise, the Harder They Fall: The Insidious Effects of Ingratiation Toward High Status Corporate Elites. Annual International Conference of the Strategic Management Society, Washington DC, October 2009.

Stern, I. & Henderson, A. D. The Impact of Perceived Familiarity on Executives' Decisions to Form and Terminate Joint Ventures. Academy of Management Meetings, Chicago, IL, August 2009.

Stern, I. & Westphal, J. D. Leaders' Backgrounds, Influence Tactics' Sophistication, and Consequences for Board Appointments. Academy of Management Meetings, Chicago, IL, August 2009.

Wohlgezogen, F. & Stern, I. The Public Face of Partnership: The Impact of External Feedback on JV Termination Decisions. Academy of Management Meetings, Chicago, IL, August 2009.

Stern, I. & Henderson, A. D. Honeymoons and Hangovers: The Impact of Perceived Familiarity on Executives' Decisions to Form and Terminate Joint Ventures. Utah-BYU Winter Strategy Conference, March, 2009.

Wohlgezogen, F., Stern, I., Galinsky, A., & Gulati, R. 2007. A Matter of Reaction: Stakeholders' Feedback and JV Termination Decisions. Israel Strategy Conference, Tel-Aviv, December 2008.

Baldi, C., Stern I, & Dukerich, J. Mascot love: Common educational background and alliance formation. West Coast Research Symposium, Stanford University, September 2008. INSEAD Conference on Network Evolution, October 2008.

Stern, I. & Dukerich, J. M. Reputation, Self-Efficacy, and Alliance Formation between Biotechnology Companies and Pharmaceutical Firms. 8th Annual Wharton Technology Conference, April 2008. 3rd Annual MIT Sloan BPS Mini Conference, May 2008. Sumantra Ghoshal Conference on Managerially-Relevant Research, London Business School, May 2008.

Stern, I., Pozner, J-E., & Henderson, A. D. Organization characteristics and susceptibility to frequency-based pressures: a test of competing hypotheses. Israel Strategy Conference, Jerusalem, December 2007.

Stern, I. & Pozner, J-E. Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses. Academy of Management Meetings, Philadelphia, PA, August 2007.

Stern, I., & Henderson, A. D. Fatal Attraction, Social Pressures, and Joint-Ventures' Termination. Academy of Management Meetings, Philadelphia, PA, August 2007.

Stern, I. & Dukerich, J. M. Matchmaking under Uncertainty: Scientists' Academic Credentials and Alliance Formation between Pharmaceutical and Biotechnology Firms. Reputation Institute's 11<sup>th</sup> International Conference, Oslo, Norway, June, 2007.

Stern, I., & Henderson, A. D. All that Glitters is not Gold: Scientists' Academic Status Attributes and Alliance Formation between Pharmaceutical and Biotechnology Firms. Academy of Management Meetings, Atlanta, GA, August 2006.

Westphal, J. D. & Stern, I. Flattery Will Get You Everywhere (Especially if You are a Male Caucasian): How Ingratiation, Behaviors that Contribute to Effective Corporate Governance, and Demographic Minority Status affect the Likelihood of Gaining Board Appointments at U.S. Companies. Academy of Management Meetings, Atlanta, GA, August 2006.

Stern, I., & Henderson, A. D. All that Glitters is not Gold: Scientists' Academic Status Attributes and Alliance Formation between Pharmaceutical and Biotechnology Firms. Alliance Edge Conference, Toronto, Canada, September 2005.

Westphal, J. D. & Stern, I. The Other Pathway to the Boardroom: Interpersonal Influence Behavior and Board Appointments. Academy of Management Meetings, Honolulu, HI, August 2005 (Also published in Best Papers Proceedings).

Stern, I., Henderson, A. D., and Westphal, J. Learning through variance in high-velocity environments: cross-product comparisons and future product performance. Annual International Conference of the Strategic Management Society, Puerto Rico, October 2004.

Stern, I. The Joint-Venture Paradox: Parent-firm Characteristics and Joint Venture Performance. CCC Colloquium, Goizueta Business School, Emory University, Atlanta, April 24, 2004.

Stern, I., & Henderson, A. D. Within-business diversification in technology-intensive industries. Annual meetings of the Academy of Management, Denver, CO, August 2002.

Henderson, A. D., & Stern, I. Internal and external selection environments: An evolutionary perspective on firm-level and population-level change. Annual meetings of the Academy of Management, Washington, DC, August 2001.

## **INVITED PRESENTATIONS**

Stern, I., Dukerich, J. M. and Zajac Ed. Unmixed Signals: How Reputation and Status Affect Alliance Formation. Università degli Studi di Bologna, Dipartimento di Scienze Aziendali Bologna - Italy, November 2010.

Stern, I., Dukerich, J. M. and Zajac Ed. Unmixed Signals: How Reputation and Status Affect Alliance Formation. Arizona State University, October 2010.

Stern I, Dukerich, J, & Zajac, E. When Stars Align: How Scientific Reputation and Status Affect Alliance Formation. University of Maryland, March, 2010.

Stern, I. & Henderson, A. D. Honeymoons and Hangovers: The Impact of Perceived Familiarity on Executives' Decisions to Form and Terminate Joint Ventures. Utah-BYU Winter Strategy Conference, March, 2009.

Stern I, & Dukerich, J. All that Glitters is not Gold: Scientists' Academic Status Attributes and Alliance Formation between Pharmaceutical and Biotechnology Firms. University of Chicago, February 2006, Perdue University, November, 2006.

Stern, I., & Henderson, A. D. Within-business diversification in technology-intensive industries. Hebrew University of Jerusalem, Israel, June 2003.

## **WORK IN PROGRESS**

Stern, I., Henderson, A. D. and Galinsky, A. Honeymoons and Hangovers: The Impact of Perceived Familiarity on Executives' Decisions to Form and Terminate Joint Ventures. Northwestern University, working paper.

Theeke, M., Fredrickson, J.W., & Stern, I. Profiting from Prediction: The Influence of Predictive Ability on Financial Performance. University of Texas at Austin, working paper.

Baldi, C., Stern I, & Dukerich, J. Mascot love: Common educational background and alliance formation. University of Texas at Austin, working paper.

Stern, I., Pozner, J-E., & Henderson, A. D. Organization characteristics and susceptibility to frequency-based pressures: a test of competing hypotheses. Northwestern University, working paper.

Stern, I & James, S. R&D Disclosures and Executives' Departure. Data collection complete.

Wohlgezogen, F., Stern, I., Galinsky, A., & Gulati, R. A Matter of Reaction: Stakeholders' Feedback and JV Termination Decisions. Data collection underway.

Stern, I., Lungeanu, R., & Rhee, L. Managerial human capital utilization and firms' change profiles. Data collection underway.

Waldman, D., Stern, I., & Berson, Y. Reconsidering the Question of Whether Leadership Really Matters. Data collection underway.

Sasson, A., & Stern, I. Smart Money? On the relationship between competent capital, competent board and firm performance. Data collection underway.

## **TEACHING AND RESEARCH EXPERIENCE**

2006-present **Northwestern University**  
"Leading the Strategic Change Process" (MORS-452)

2003 **The University of Texas at Austin**  
Instructor – "Managerial Policy and Strategy" (MAN-374)

1999-2003 **The University of Texas at Austin**  
Research assistant.

1997-1998     **The University of Notre Dame**  
Teaching assistant

## **RESEARCH GRANTS**

“Smart Money? On the relationship between competent capital, competent board and firm performance” (With Sasson, A.). March 2011. Centre for corporate governance research at BI Norwegian Business School, 300,000 NOK.

“The Effects of Shareholders’ Reactions to Joint Venture Announcements on the Decision whether to Continue or Terminate the Venture” (with Wohlgezogen, F., Galinsky, A., & Gulati, R.). January 2007-present. Funded by Heizer Center for Entrepreneurship, \$3000.

“The Effects of Scientist Reputation on the Likelihood of Alliance Formation between Biotech Firms and Major Pharmaceutical Companies” (with Janet Dukerich), January 2004-May 2005. Funded by IC<sup>2</sup>, \$43,430.

“Joint-Venture Paradox: Parent-firm Characteristics and Joint Venture Performance.” January 2003-May 2005. Funded by the Kelleher Center for Entrepreneurship, Growth, and Renewal, \$8000.

Bonham Dissertation Grant: University of Texas at Austin, \$1000.

## **HONORS AND AWARDS**

2004-2011     Research referenced or discussed in media outlets including BusinessWeek, US News and World Report, CNN, CNBC, Fast Company, and National Public Radio.

2008            Finalist for the AMJ 2007 Best Paper Award.

2003-2004     Recipient of the William S. Livingston Graduate Fellowship for Outstanding Doctoral Students, University of Texas, Austin, \$22,000.

1999-2000     George P. Huber Fellowship, University of Texas, Austin, \$5,000.

1999-2000     Preemptive Fellowship, University of Texas, Austin, \$2750.

1997-1998     Hesburgh International Scholarship, University of Notre Dame, , IN, \$30,000.

1997            Graduation with distinction from the Hebrew University of Jerusalem, Israel.

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Academy of Management Journal, Editorial board member, 2010- present

Strategic Management Journal, Editorial board member, 2010- present

Cofounder and co-organizer of the Israel Strategy Conference ([www.isc.org.il](http://www.isc.org.il)).

Cofounder and co-organizer of the first Midwest Strategy Meetings (MSM), held at the Kellogg School of management, Northwestern University, May 2010.

Member of the Academy of Management and Strategic Management Society.

Ad hoc Reviewer: Organization Science, Academy of Management (Business Policy and Strategy, Organization and Management Theory).