

# NICHOLAS J. SWITANEK

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## EMPLOYMENT

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2008-present Visiting Assistant Professor, Management and Organizations, Kellogg School of Management  
2002-2003 Research Assistant, Stanford University, Stanford, CA  
2001-2002 Business Analyst, Guofuwang Technology, Beijing, China  
2000-2001 Assistant to CEO, Xin De Telecom, a Siemens joint venture, Beijing, China  
1999 Summer Associate, US Department of Commerce, Beijing Embassy, Beijing, China

## EDUCATION

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2008 Ph.D., Organizational Behavior, Stanford University, Graduate School of Business  
2007 M.S., Statistics, Stanford University  
1999 B.S., Mathematics, Magna cum Laude, University of Arizona  
1999 B.A., Philosophy, Magna cum Laude, University of Arizona

## DISSERTATION

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Faced with increasing numbers of green business initiatives and the diffusion of “market-based solutions” to problems in the natural environment, some environmental movement organizations continue to confront firms with litigation and lobbying, while others seek to collaborate with firms to reduce corporate environmental impacts. “Confrontational” and “collaborative” organizations lie at ends of an ideological spectrum. Drawing on research in organizational strategy and sociology, I develop theory and hypotheses, and test their implications with a unique longitudinal dataset I’ve collected on more than 14,000 environmental nonprofits in the U.S. I study the ecology of ideology-based competition between ideological factions and the prospects for innovation and collaboration with corporate entities.

*Reading Committee: Dr. William Barnett (Chair), Dr. Hayagreeva Rao, Dr. Walter W. Powell*

## HONORS AND AWARDS

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2007-2008 Levi Stevens Memorial Scholarship  
2006-2007 Stanford Center for Philanthropy and Civil Society PhD Fellowship  
*awarded to four PhD candidates in the social sciences*  
2005-2006 Werner P. Geigenmuller Fellowship  
2004-2005 Arthur L & Lenna T Dahl Fellowship  
2003-2004 Robert K. Jaedicke Award, Stanford University Graduate School of Business  
*awarded to one student in recognition of outstanding potential for scholarship*  
1999 Phi Beta Kappa, University of Arizona  
1998-1999 U.S. National Security Education Program Scholarship to Fudan and Beijing Universities, Shanghai and Beijing, China  
1998 Summer Fellow, Physical Oceanography, Woods Hole Oceanographic Institution, MA  
1996-97 Baden-Wuerttemberg/Arizona Scholarship, University of Freiburg, Germany  
1994-1998 National Merit Scholarship

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## WORK IN PROGRESS

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Switanek, N. "Confront or collaborate? Ideological competition among modern U.S. environmental movement organizations over green business strategy"

Switanek, N. & Barnett, W. "What doesn't kill you: How market and political institutions influence ideology-based competition"

Switanek, N. "In the balance: The effects of institutional composition on corporate strategic change"

## PRESENTATIONS

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2006 Switanek, N. "Shocks drive rules" Presented at James G. March Festschrift, Organization Science Winter Conference XII, Steamboat, Colorado

2005 Switanek, N. "Abundance and adversity: Organizational rule making in response to threats to the status quo" Presented at the London Business School Trans-Atlantic Doctoral Conference, London, England

## TEACHING EXPERIENCE

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2007 Teaching Assistant, Graduate School of Business, Stanford University  
**The Global Context of Management**, Prof. William Barnett

2007 Teaching Assistant, Graduate School of Business, Stanford University  
**MBA Core Strategy**, Prof. William Barnett

2006 Teaching Assistant, Graduate School of Business, Stanford University  
**MBA Core Strategy**, Prof. Chip Heath

2003 Teaching Assistant, Graduate School of Business, Stanford University  
**How Ideas Stick**, Prof. Chip Heath

## PROFESSIONAL SERVICE

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2005-2007 Founder and Director, Social Science Methodology Colloquium Series, sponsored by the Institute for Research in the Social Sciences at Stanford (IRiSS)

2005-present Graduate Student Steering Committee, Methods of Analysis Program in the Social Sciences

## PROFESSIONAL REFERENCES

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Dr. William Barnett  
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Stanford University  
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