

**Wesley D. Sine**  
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## Education

2001 **Cornell University** Ph.D., Organizational Behavior  
Minor: Statistics

## Academic Appointments

2014 present Professor Johnson Graduate School of Management, Cornell University  
2008-present Founding Director Cornell Institute for Entrepreneurship and Innovation  
Associate Professor, Johnson Graduate School of Management, Cornell University  
2009-2010 Visiting Professor, INCAE University  
2003–2009 Assistant Professor, Johnson Graduate School of Management, Cornell University  
2000–2003 Assistant Professor, Smith School of Business, University of Maryland, College Park

## Principal Fields of Interest

**Research:** Organizational theory, entrepreneurship, international entrepreneurship, emergence and evolution of new technologies and industries, social construction of sustainability, entrepreneurial opportunity, institutional change, organizational structure and strategy, the structuration of new organizational fields, social movement organizations, and economic sociology.

### Teaching:

- **MBA:** Strategic management of technology and innovation, commercializing university technology, global innovation and technology commercialization, entrepreneurship, international entrepreneurship, social entrepreneurship, new venture strategy and growth, and organizational change. Financial technology hackathon
- **Executive Education:** Innovation, organizational learning, corporate venturing, organizational renewal and change, and managing organizational change.

## Published, Forthcoming, and Conditionally Accepted Papers

Hiatt, Shon R., and Wesley D. Sine. "Clear and present danger: Planning and new venture survival amid political and civil violence." *Strategic Management Journal* 35.5 (2014): 773-785. (earlier form published in the Academy of Management Conference Proceedings).

David, R., Sine, W., & Haveman, H. 2013 "Institutional change, form entrepreneurship, and the legitimation of new organizational forms." Forthcoming at [Organization Science](#).

Park, S., Sine, W.D., and Tolbert, P. 2011. "Determinants of organizational compliance with institutional pressures." Forthcoming. [Work and Occupations](#). (Winner of the Best Paper

Award from the Administrative Science Association of Canada.) Tolbert, P., David, R., and Sine, W.D. 2011. "Studying Choice and Change: The Intersection of Institutional Theory and Entrepreneurship Research." Organization Science: 1359-1367

Hiatt, Shon R., Wesley Sine, and Pamela Tolbert. 2009. "From Pabst to Pepsi: The Deinstitutionalization of Social Practices and the Emergence of Entrepreneurial Opportunities." Administrative Science Quarterly 54, no. 4 635-667. (Winner of the 2008 Best Paper Award from the Administrative Science Association of Canada.) (Shon is a student of mine that is now at Harvard-I was co-chair of his committee with Pam)

Sine, W.D., and Lee, B. 2009. "Tilting at windmills? The environmental movement and the emergence of the U.S. wind energy sector." Administrative Science Quarterly 54: 123-155 (Finalist for the best paper 2009 OMT division of AOM; winner of the Emerald Citation Award)

Mitsuhashi, H., Shane, S., and Sine, W.D. 2008. "Organizational governance form in franchising: is efficient contracting really the explanation?" Strategic Management Journal 29:1127-1136

Sine, W.D., David, R.J., and Mitsuhashi, H. 2007. "From plan to plant: Effects of certification processes on the likelihood of entrepreneurs reaching operational startup." Organization Science 18: 578–594.

Sine, W.D., Kirsch, D., and Mitsuhashi, H. 2006. "Revisiting Burns and Stalker: Formal structure and new venture performance in emerging economic sectors." Academy of Management Journal 49: 121–132. (David Kirsch

Sine, W.D., Haveman, H., and Tolbert, P. 2005. "Risky business? Entrepreneurship in the new independent-power sector." Administrative Science Quarterly 50: 200–232.

Sine, W.D., Shane, S., and Di Gregorio, D. 2003. "The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions." Management Science 49: 478–496.

Sine, W. D., and David, R. 2003. "Environmental jolts, institutional change, and the creation of entrepreneurial opportunity in the U.S. electric power industry." Research Policy 32: 185–207.

Cameron, K.S., and Sine, W.D. 1999. "A framework for organizational quality culture." Quality Management Journal 6: 7–25.

### **Papers in the Review Process**

Lee, B., Sine, W.D., and Tolbert, P. "Certifying the harvest: The role of standards-based certification organizations in the organic food industry." Carlos, W., Sine, W.D., and Lee, B. "The emergence of institutional structure and the evolving role of social movement organizations." Under first review at the Organization Science.

Cordoba, Arkangel “Drivers of policy implementation? The effect of social movement organizations, fractured polity and local isomorphic pressures”

### **Working Papers**

Patterson, K., Carlos, W. and Sine, W.D. “The dual identity burden: The adoption of technology licensing offices by research universities.”

Hiatt, S. and Sine, W.D. “Have gun—will travel: the impact of military ties on new venture performance and political risk in Latin America.” (second review at Organization Science

### **Books**

Sine, W.D. and David, R. 2010. *Institutions and Entrepreneurship*. Edited Volume (21): *Research in the Sociology of Work*. London, UK: Emerald Books.

### **Book Chapters**

Strang, D., and Sine, W.D. 2001. “Interorganizational institutions.” in Blackwell companion to organizations, edited by J. Baum. Oxford: Blackwell.

Lee, B.H., & Sine, W.D. 2007. “Constructing market opportunities: Environmental movements and the transformation of regional regulatory regimes.” Applied Evolutionary Economics and Economic Geography. Pp. 93-121. Edited by Frenken, K. Cheltenham, UK; and Northampton, MA: Edward Elgar.

Kaehr Serra C. David and Sine W.D. “**Institutional Theory and Entrepreneurship:**” **Taking Stock and Moving Forward** (*SAGE Handbook of Organizational Institutionalism (Second Edition)*)\*Forthcoming 2017

### **Research Projects**

Geography, natural resources, politics, and social movements: The diffusion of “green” legal climates in the United States 1978–2007.

Interpopulation competition and cooperation: Mexican maquiladoras and local entrepreneurial opportunity.

Cordoba, Arkangel Born Under Fire: Political Imprinting and Organizational Survival under Political Change

### **Teaching Experience**

2009-Present Executive Education:

- Chinese Executive Program-Creating an Innovative Organization
- Saudi Arabian Program-Entrepreneurship workshop (I designed and taught a 10 day workshop in Jeddah, Saudi Arabia for 2 consecutive years).

- 2004–present **Cornell University**
- Management of Technology and Innovation: Average Evaluation 4.7/5.
  - Commercializing University Technology: Average Evaluation 4.7/5
  - Global Technology Innovation and Technology Commercialization: 4.6/5

- 2009 **INCAE, Costa Rica**
- Innovation and Management

- 2000–2003 **University of Maryland, College Park**
- New Venture Creation
  - International Entrepreneurship

- 1999 **Cornell University**
- Lecturer: Complex Organizations and Their Environment

### **Teaching Cases**

Advion Science (with Laure Stroock)  
Distributed Energy Technology (with Laure Stroock)

### **Editorial Boards**

Organization Science (Senior Editor), Administrative Science Quarterly (Book Review editor), Academy of Management Review.

### **Ad Hoc Reviewer**

Management Science, Academy of Management Journal, American Sociological Review, American Journal of Sociology, Research Policy, Organization Studies, Social Forces.

### **Grants**

- 2010 **Zalaznick grant for entrepreneurship (\$4000)**. Entrepreneurship at Cornell
- 2008 **Entrepreneurship and institutions**. Einaudi Center for International Studies Seed Grant Competition (\$12,000).
- 2008 **Entrepreneurship and the informal economy in Latin America**. CISCO.
- 2008 **Political violence, entrepreneurial process, and activity**. Institute for Social Science, Cornell University (\$10,000).
- 2007 **Technology entrepreneurship and institutions**. J. Thomas Clark Professorship in entrepreneurship and personal enterprise (\$120,000).
- 2005–2007 **Student fellowships: USDA** (\$120,000).

- 2005      **Technology commercialization.** Cornell Center for Entrepreneurship and Personal Enterprise (\$7,500).
- 1999      **The genesis of organizational forms in virgin niches.** National Science Foundation Dissertation Improvement Grant (\$7,500).
- 1999      **From hierarchies to markets: The deregulation of the U.S. electric utility industry.** Research Grant, Cornell University (\$2,500).
- 1998      **Diffusion of management innovations across national borders.** Research Grant, Cornell University (\$2,500).
- 1995      **Strategic networks, entrepreneurship, and technology: Antecedents of successful organizational change in less developed nations.** Kennedy Center for International Studies (\$2,500).
- 1995      **The Basaisa experience: A new paradigm for international development.** Brigham Young University Grant for Graduate Research (\$4,500; competitive award).

#### **Conference Presentations**

- 2011      **Against the Norm: The Diffusion of Commercialized Science in Higher Education** (with Chad Carlos and Kelly Patterson: Academy of Management Conference, San Antonio, Texas)
- 2011      **The Evolving Influence of Social Movement Organizations on the U.S. Wind Power Industry** (with Chad Carlos and Brandon Lee: Academy of Management Conference, San Antonio, Texas)
- 2011      **Military Ties, New Venture Performance, and Political Risk Management in Emerging Economies** (with Shon Hiatt: Academy of Management Conference, San Antonio, Texas)
- 2009      **Clear and present danger: The failure of political institutions and new-venture survival** (with Shon Hiatt; Administrative Sciences Association of Canada , Niagara Falls, Canada).
- 2008      **The institutional composition of entrepreneurial opportunity and outcomes** (New insights into theories of entrepreneurship; Academy of Management Conference, Anaheim, CA)
- 2008      **From Pabst to Pepsi: Social movements, entrepreneurial opportunity, and the emergence of the American soft drink industry** (with Shon Hiatt and Pamela Tolbert; Academy of Management Conference, Anaheim, CA)
- 2008      **From Deviant to Normative: The Diffusion of Commercialized Science in Higher Education** (with Kelly Patterson; Academy of Management Conference, Anaheim, CA).
- 2008      **Institutional infrastructure, entrepreneurial processes, and outcomes** (with Shon Hiatt; Academy of Management Conference, Anaheim, CA).

- 2007 **Clear and present danger: The failure of political institutions and new-venture survival** (with Shon Hiatt; Informal Economy, Underground Employment, Social and Economic Issues Conference, Paris, France).
- 2007 **Tilting At Windmills? The Environmental Movement and the Emergence of the U.S. Wind Energy Sector** (with Brandon Lee; Academy of Management Conference, Philadelphia, PA).
- 2007 **Rising Insurgencies** (with Shon Hiatt; Academy of Management Conference, Philadelphia, PA).
- 2007 **Determinants of organizational compliance with institutional pressures** (with Pamela Tolbert and Sangchan Park; Academy of Management Conference, Philadelphia, PA).
- 2007 **Soft, stiff, and in between: Social movements, entrepreneurial opportunity, and the emergence of the American soft drink industry** (with Shon Hiatt; Cornell-McGill Institutions and Entrepreneurship Conference).
- 2007 **Clear and present danger: The failure of political institutions, planning, and new venture survival** (with Shon Hiatt; Cornell-McGill Institutions and Entrepreneurship Conference).
- 2007 **Clear and present danger: The failure of political institutions and new-venture survival.** March 30, 2007 (with Shon Hiatt; Entrepreneurship and Emerging Economies Conference, Fort Worth, TX).
- 2007 **From plan to plant: Effects of certification on operational start-up in the emergent independent power sector** (with Robert David and Hitoshi Mitsuhashi; University of Wisconsin).
- 2006 **From plan to plant: Effects of certification on operational start-up in the emergent independent power sector** (with Robert David and Hitoshi Mitsuhashi; Academy of Management Meetings, Atlanta).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; Academy of Management Meetings, Atlanta).
- 2006 **From plan to plant. The effects of Certification on Operational Start-up in the Emergent Independent Power Sector** (with Robert David and Hitoshi Mitsuhashi; American Sociological Association, Montreal).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; American Sociological Association, Montreal).

- 2006 **Institutional ties as organizational social capital: Linkages to industry and professional associations** (with Robert David; Academy of Management Meetings, Atlanta).
- 2006 **Determinants of organizational compliance with institutional pressures: The employment of non-tenure-track faculty in institutions of higher education** (with Pamela Tolbert; Administrative Sciences Association of Canada, Banff, CA).
- 2006 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; BYU–University of Utah Strategy Conference).
- 2005 **Risky Business? Entrepreneurship in the new independent-power sector** (with Heather Haveman and Pamela Tolbert; INFORMS).
- 2005 **Risky Business? Entrepreneurship in the new independent-power sector** (with Heather Haveman and Pamela Tolbert; Stanford–University of Washington West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington).
- 2005 **The winds of change: Technical, political, and cultural antecedents of entrepreneurial activity in the emerging U.S. wind power industry** (with Brandon Lee; American Sociological Association Annual Meetings, Philadelphia).
- 2005 **The effects of density and crowding on market entry behavior in geographical space** (with Hitoshi Mitsuhashi; presented at the Annual Academy of Management Meetings, Honolulu, Hawaii).
- 2005 **Revisiting Burns and Stalker: Formal structure and new ventures in dynamic emerging industries** (with David Kirsch and Hitoshi Mitsuhashi; presented at the Annual Academy of Management Meetings, Honolulu, Hawaii).
- 2005 **Technical, political, and cultural regional variation and entrepreneurial activity** (with Brandon Lee; Smith Entrepreneurship Research Conference).
- 2005 **Institutional change, form entrepreneurship, and the legitimation of new organizational forms** (with Robert David and Heather Haveman; Administrative Sciences Association of Canada).
- 2004 **Love for sale: The social construction of endorsement regimes in the independent power industry** (with Hitoshi Mitsuhashi; Academy of Management Association).
- 2003 **Institutional influences on founding variation in the emerging independent power industry** (with Heather Haveman and Pamela Tolbert; American Sociological Association Annual Meetings, Atlanta).
- 2003 **“The role of resource dependency and organizational credibility on strategic conformity in Japanese venture capital firms”** (with Hitoshi Mitsuhashi; American Sociological Association Annual Meetings, Atlanta).

- 2002 **Institutional linkages and new venture survival** (with Robert David; American Sociological Association Annual Meetings, Chicago).
- 2002 **Institutional influences on founding variation in the emerging independent power industry** (with Heather Haveman and Pamela Tolbert; Annual Academy of Management Meetings, Denver).
- 2002 **The impact of institutional and status effects on organizational failure** (with David Kirsch and Hitoshi Mitsuhashi; Annual Academy of Management Meetings, Denver).
- 2002 **Can't buy me love: Legitimacy seeking strategies of new firms in a nascent industry** (EGOS, 2002 Barcelona).
- 2001 **Environmental jolts, institutional change, and the creation of entrepreneurial opportunity in the US electric power industry** (Technology Entrepreneurship Conference, University of Maryland, December, 2001).
- 2001 **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions** (National Bureau of Economic Research).
- 2001 **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions** (invited paper at a workshop cosponsored by Management Science and Carnegie Mellon University).
- 2001 **The halo effect and technology licensing: The influence of institutional prestige on the licensing of university inventions.** (with Scott Shane and Dante DiGreggio; presented at the American Sociological Society Annual Meeting, August, 2001).
- 2001 **"On the road again": Quality teams and national culture in a global bank** (with David Strang; presented at the American Sociological Society Annual Meeting, August, 2001).
- 2000 **From hierarchies to markets: The deregulation of the electric generating industry** (Academy of Management Annual Meetings, Toronto, Canada).
- 1999 **Determinants of organizational compliance with institutional pressures: The employment of non-tenure-track faculty in institutions of higher education** Tolbert; Academy of Management Annual Meetings, Chicago, IL).
- 1999 **Paths to deinstitutionalization: Forms, processes, and outcomes** (American Sociological Society Annual Meetings, Chicago, IL).
- 1998 **A framework for organizational quality culture** (Conference on Quality Management sponsored by Arizona State University and the Academy of Management).
- 1998 **The dark side of managerial fashion: A case study of fads, fashions, and fatigue in a large multinational corporation** (Academy of Management Annual Meetings., pre-conference activities, San Diego, CA).



- 1998      **Strategic networks, entrepreneurship, and technology: Antecedents of successful organizational change in less developed nations** (Academy of Management Annual Meetings, San Diego, CA).
- 1998      **Work and family interactions: Does the spillover effect really exist** (with Pam Tolbert; Academy of Management Annual Meetings, San Diego, CA).
- 1998      **Institutional competition and change: The deregulation of the U.S. electric utility industry** (American Sociological Society Conference Annual Meetings, San Francisco, CA).
- Legitimizing change: A comparison of three levels of interventions in rural Egypt** (Third World Studies Conference, University of Nebraska).
- 1995      **The Basaisa experience: A new paradigm for international economic development** (Presentation at the inter-disciplinary students of organizations conference, Chapel Hill, NC).

### **Symposiums and Conferences Organized**

- 2008      **Institutions and Entrepreneurship** (with Robert David). McGill University June 24–26 in Montreal, Canada. 35 papers were presented and over 70 people from around the world attended.
- 2007      **Institutions and Entrepreneurship** (with Robert David). Cornell University, July 2007. 25 papers were presented and over 70 people from around the world attended.
- 2002      **A multidiscipline approach to entrepreneurial failure** (with David Kirsch and Hitoshi Mitsuhashi).
- 1999      **Processes of institutional change in organizations** (with Pam Tolbert; Academy of Management Annual Meetings, Chicago, IL).
- 1998      **The personal becomes professional (and vice versa): Managing work-family relationships** (with Pam Tolbert; Academy of Management Annual Meetings, San Diego, CA).
- 1995      **Latin American business conference** (with Warner Woodworth; Brigham Young University, Provo, UT).

### **Invited Talks**

- 2016      King Saud University  
2016      University of Texas  
s      University of Virginia  
2015  
2015      Singapore Management University  
2011      University of Michigan  
2011      Duke  
2011      London Business School

2010 Stanford Graduate School of Business  
 2010 INCAE  
 2009 Research Exemplars in Entrepreneurship, University of Connecticut  
 2009 Nanjing University  
 2009 Northwestern University Kellogg School of Business  
 2009 University of Virginia Darden School of Business  
 2008 London School of Business  
 2008 University of California, Irvine  
 2008 University of Wisconsin  
 2007 INFORMS  
 2007 Cornell Department of Biomedical Sciences  
 2007 Tuck School of Management, Dartmouth College  
 2006 University of Maryland  
 2006 University of Washington  
 2006 London Business School  
 2006 Brigham Young University  
 2005 Sustainable Agriculturally Based Bioindustry Cluster, Cornell University  
 2004 Universidad de los Andes, Bogota, Colombia  
 2004 University of New York Buffalo Baldy Center for Law and Social Policy  
 2003 Chicago Graduate School of Business, University of Chicago  
 2003 University of Maryland Sociology Department  
 2003 Harvard Business School, Harvard University  
 2003 INSEAD  
 2003 McCombs School of Business, University of Texas at Austin  
 2003 University of Washington Business School, University of Washington  
 2000 Smith School of Business, University of Maryland, College Park  
 2000 Olin School of Business, Washington University  
 2000 Sloan School of Management, Massachusetts Institute of Technology  
 2000 London Business School

### **Honors and Awards**

2011 United States of America Department of State, Entrepreneurship Delegate for Morocco, Algeria, and Tunisia.  
 2010 Emerald Citation Award (Tilting at Windmills)  
 2009 Best Paper of the Year Runner up (Organizations and Management, Academy of Management) for Tilting at Windmills.  
 2008 Best Paper Award, Administration Sciences Association of Canada  
 2007 ISS Faculty Fellow (Fall 2008), Cornell University  
 2006 J. Thomas Clark Professorship in Entrepreneurship and Personal Enterprise  
 2005 Best paper award Administration Sciences Association of Canada

- 2004 Johnson Graduate School of Management Air Products Faculty Fellow
- 1998 Best Paper Award, Conference on Quality Management, Academy of Management, Arizona State University
- 1995 Graduate Research Fellow, Brigham Young University (one of five university-wide)
- 1994–1996 Marriott School of Management Scholarship
- 1994–1996 Kennedy Center for International Studies Scholarship
- 1992 Honors Scholarship
- 1991–1992 President, Honors Student Council

**Professional Memberships**

- American Sociological Association
- Academy of Management
- European Group on Organizations
- INFORMS

**Professional Service**

- 2011 Business Policy and Strategy, Academy of Management Dissertation Consortium
- 2008 Panelist, “Teaching OMT,” OMT/MOC Junior Faculty & Doctoral Consortium
- 2008 Panelist, New doctoral consortium, Organization and Management Theory Division of the Academy of Management
- 2007 Panelist, Ph.D. consortium, Organization and Management Theory Division of the Academy of Management
- 2007 INFORMS professional development workshop: “How to do high quality research on entrepreneurship”
- 2007 INFORMS professional development workshop: “Teaching students technology entrepreneurship”

**Languages** Spanish and Arabic

**References** Kim Cameron, University of Michigan, Ann Arbor, MI  
 Heather Haveman, Columbia University, New York, NY  
 Pamela Tolbert, Cornell University, Ithaca, NY  
 David Whetten, Brigham Young University, Provo, UT