



## Charles (Chuck) Eesley

Associate Professor of Management Science and Engineering

 Curriculum Vitae available Online

### CONTACT INFORMATION

- **Administrator**

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### Bio

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#### BIO

Chuck Eesley is an Associate Professor and W.M. Keck Foundation Faculty Scholar in the Department of Management Science and Engineering at Stanford University. As Associate Director of the Stanford Technology Ventures Program, his research focuses on the role of the institutional and university environment in high-growth, engineering-driven entrepreneurship. His research focuses on rethinking how the educational and policy environment shapes the economic and entrepreneurial impact of university engineering students and alumni. His field research spans China, Japan, South Korea, Chile, Bangladesh, Uganda, Ethiopia, Thailand and Silicon Valley and has received awards from the Schulze Foundation, the Technical University of Munich, and the Kauffman Foundation. He is a faculty affiliate at the Stanford Center on China's Economy and Institutions, the Woods Institute for the Environment and the Stanford King Center on Global Development. He is also a member of the Editorial Board for the Strategic Management Journal. His work has been published among other places in Organization Science, Strategic Management Journal, Research Policy, and Biological Psychiatry. He has also been an advocate and mentor for immigrants and historically under-represented groups in STEM, academia and the tech sector via programs such as Diversifying Academia, Recognizing Excellence (DARE), AAAS - Global Innovation through Science and Technology (GIST), and SURF among others. Before coming to Stanford, Prof. Eesley completed his Ph.D. at the M.I.T. Sloan School of Management. He earned a B.S. in neuroscience at Duke University and previously did research in fMRI at the Duke-UNC Brain Imaging and Analysis Center and at the Center for Health Policy at Duke University.

#### ACADEMIC APPOINTMENTS

- Associate Professor, Management Science and Engineering

#### ADMINISTRATIVE APPOINTMENTS

- Director (International), Stanford Technology Ventures Program (STVP), (2024- present)
- Research Committee, STR Division. Academy of Management, (2022-2024)
- Chair, Diversity, Equity and Inclusion Committee, Department of Management Science & Engineering, Stanford., (2020-2023)
- Organizer, Social Science & Technology Seminar (SIEPR), (2009-2018)
- Research Committee, ENT Division, Academy of Management, (2012- present)
- Research Committee, TIM Division Academy of Management, (2015- present)
- Lead Steering Committee, West Coast Research Symposium Doctoral Consortium, (2011-2016)
- Advisory Board, United States Department of State - Global Innovation through Science and Technology (GIST Network), (2014- present)

## HONORS AND AWARDS

- Stanford Teagle Fellow in Liberal Education, Stanford University (2022)
- Third Annual IACMR-RRBM Responsible Research in Management Award, IACMR-RRBM (2020)
- Institute for Advanced Studies Visiting Fellowship, Technical University of Munich (2019)
- Finalist, Best OMT Published Paper, Academy of Management (2018)
- TUM Research Excellence Award, Technical University of Munich (2018)
- Faculty Affiliate, Stanford Woods Institute for the Environment (2017-2019)
- Undergraduate Teaching Award, MS&E (2017)
- Richard Schulze Inaugural Distinguished Professorship Award, Richard Schulze Foundation (2015)
- Faculty Affiliate, Stanford Center for International Development (SCID) (2014-present)
- Kauffman-Nesta Research Grant winner - Randomized Controlled Trials in Entrepreneurship, Kauffman-NESTA (2014)
- Batten Institute Fellow, University of Virginia (UVA) Darden School of Business (2012)
- Research Fund for International Young Scientists, National Natural Science Foundation of China (NSFC) (2012)
- Lillie Award, Stanford University (2011, 2012)
- Technology and Innovation Management, IEEE International (2011)
- Best Dissertation Award Winner (Business Policy and Strategy Division), Academy of Management (2010)
- Dissertation Fellowship Award, Kauffman Foundation (2007)
- Best Paper Proceedings, Academy of Management (2005, 2006, 2010, 2012)

## BOARDS, ADVISORY COMMITTEES, PROFESSIONAL ORGANIZATIONS

- Academic Director, ITRI-Stanford Platform. Industrial Technology Research Institute in collaboration with the Department of Industrial Technology (DOIT) and the Ministry of Economic Affairs (MOEA) of Taiwan (2013 - present)
- Review Board Member, National Science Foundation. Future of Work at the Human-Technology Frontier. Grant Review Panel. Office of Emerging Frontiers and Multidisciplinary Activities. (2020 - 2020)
- Member, Strategic Management Society (2010 - present)
- Advisory Committee, Chile's Ministry of the Economy (Production Development Corporation - CORFO). Startup Chile global accelerator program (2012 - 2017)
- Editorial Review Board, Strategic Entrepreneurship Journal (2021 - present)
- Editorial Board, Strategic Management Journal (2015 - present)
- Member, Academy of Management (2005 - present)

## PROFESSIONAL EDUCATION

- PhD, MIT , Sloan School of Management (2009)
- BS, Duke University , Biological Basis of Behavior (2002)

## LINKS

- Research Statement: <https://docs.google.com/document/d/15jL2Ef0aGw0zQioLXHMD2mny2I85NxxgHrJ0ySWDmEmQ/edit?usp=sharing>
- TUM Research Excellence Award: [https://drive.google.com/open?id=16lu0duJchn2lSqE6qjEG3l8ceiZlb4\\_9](https://drive.google.com/open?id=16lu0duJchn2lSqE6qjEG3l8ceiZlb4_9)
- Google Scholar: [https://scholar.google.com/citations?user=ENeJ\\_gkAAAJ&hl=en&oi=sra](https://scholar.google.com/citations?user=ENeJ_gkAAAJ&hl=en&oi=sra)

## Research & Scholarship

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## RESEARCH INTERESTS

- Economics and Education

- Higher Education
- Leadership and Organization
- Poverty and Inequality
- Research Methods
- Technology and Education

## **CURRENT RESEARCH AND SCHOLARLY INTERESTS**

I have focused on the theme of how the environment shapes entrepreneurial activity. In particular, two streams focused on how the institutional and university environment influences entrepreneurship. My work has primarily focused on formal, regulatory institutions and university entrepreneurship. While I have expanded on my work in this stream, I have broadened out this work to also include significantly more on the role of informal (socio-cognitive) institutions and entrepreneurship. In broadening my research, I have also drawn on new methods and new datasets. In particular my recent papers include randomized field experiments and data generated from digital platforms.

My research focuses on the influence of the institutional environment on entrepreneurship. There are ten papers in this stream. Specifically, I have sought to do leading work investigating the types of institutional change that encourage the founding of high growth, engineering-based firms. While I build on previous work in entrepreneurship that focuses on individual characteristics, network ties, and strategy, my major contribution is to demonstrate that institutional mechanisms matter. I have sought to open up new ground by showing that effective institutional change influences who starts firms, not just how many firms are started. I have repeatedly studied entrepreneurship in a single country (China, Chile, Japan, and the U.S.) before and after a major institutional change. My work is divided into three streams: (1) institutional change and entrepreneurship, (2) university environments, and (3) sustainability and environmental activism.

My research changes the way we think about how the environment – formal institutions, informal institutions, and industry contexts – influences entrepreneurship. I am at the cutting edge in situating ventures within environments and showing how interactions between environments and entrepreneurs matter. I am among the first to argue and show that policies that foster high-growth entrepreneurship are different than those that spawn small businesses. If policy leaders wish to foster technology-based start-ups, then we must consider how institutions operate. My research shows that institutional changes can significantly influence the types of firms that are created, who creates them, and how they perform. My research challenges widely accepted ideas by highlighting taken-for-granted notions that are incomplete or misleading. My studies call into question the assumption that institutions that make it easier to start firms are unambiguously beneficial. My theoretical contributions include introducing such concepts as institutional barriers to growth, skill adequacy and context relevance. I lead the way in broadening our conception of entrepreneurship beyond the developed North American economies. I have contributed methodologically by (A) showing how to measure talent, (B) collecting data internationally, (C) using randomized field experiments, and (D) analyzing multi-industry databases with state-of-the-art statistics (instrumental variables, differences-in-differences). I have been a pioneer in overcoming the challenges of inferring causality by finding changes that altered the landscape for entrepreneurship, along with collecting novel data in international settings. I have been fortunate to see an impact of my scholarship, including over 4,599 Google Scholar citations. I plan to do more studies in developing economies, especially incorporating randomized field experiments, particularly with refugees and migrant populations. I was honored to receive the Schulze Distinguished Professorship Award, the goal of which is to "award funding to the country's most accomplished entrepreneurship scholars who are infusing into their teaching the results of the original and meaningful research they are conducting."

## **PROJECTS**

- Startup Chile - Stanford University (2/1/2015 - present)
- ITRI - Stanford platform - ITRI (2/1/2015)

## Teaching

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### COURSES

#### 2023-24

- Entrepreneurship without Borders: MS&E 272 (Spr)
- Fintech and Entrepreneurship in China: OSPHONGK 32 (Aut)
- Senior Project: MS&E 108 (Win)

#### 2022-23

- Entrepreneurship Doctoral Research Seminar: MS&E 372 (Spr)
- Entrepreneurship without Borders: MS&E 272 (Spr)
- Technology Entrepreneurship: ENGR 145, ENGR 145S (Aut)

#### 2021-22

- Entrepreneurship without Borders: MS&E 272 (Spr)
- Social Data Analysis: MS&E 379 (Spr)
- Technology Entrepreneurship: ENGR 145, ENGR 145S (Aut)

#### 2020-21

- ASES Entrepreneurship Bootcamp: MS&E 73SI (Aut)
- Entrepreneurship Doctoral Research Seminar: MS&E 372 (Spr)
- Entrepreneurship without Borders: MS&E 272 (Aut)
- Technology Entrepreneurship: ENGR 145, ENGR 145S (Spr)

### STANFORD ADVISEES

#### Postdoctoral Faculty Sponsor

Zhuoxuan Li

#### Doctoral Dissertation Advisor (AC)

Wajeeha Ahmad, Seyedeh Zahra Hejrati, Ayinwi Muma

#### Master's Program Advisor

Abi Archer, Giancarlo Benedetti, Caitlin Casey, Ray Du, Bethelehem Engeda, Siddharth Gehlaut, Naomi Girma, Katrina Kuo, Grant Schooling, Hui Shen, Michelle Vinocour

#### Doctoral (Program)

Naman Gupta

## Publications

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### PUBLICATIONS

- **Born into chaos: How founding conditions shape whether ventures survive or thrive when experiencing environmental change** *STRATEGIC ENTREPRENEURSHIP JOURNAL*  
Motley, D., Eesley, C. E., Koo, W.  
2023
- **In Institutions We Trust? Trust in Government and the Allocation of Entrepreneurial Intentions** *ORGANIZATION SCIENCE*  
Eesley, C., Lee, Y.

2022: 1-25

- **Entrepreneurial strategies during institutional changes: Evidence from China's economic transition** *STRATEGIC ENTREPRENEURSHIP JOURNAL*  
Wu, Y., Eesley, C. E., Yang, D.  
2021
- **How Do Institutional Carriers Alleviate Normative and Cognitive Barriers to Regulatory Change?** *ORGANIZATION SCIENCE*  
Armanios, D., Eesley, E.  
2021
- **Regional Migration, Entrepreneurship and University Alumni** *Regional Studies*  
Wu, Y., Eesley, C.  
2021
- **Understanding the motivations for open-source hardware entrepreneurship** *Design Science*  
Li, Z., Seering, W., Yang, M., Eesley, C.  
2021; 7 (e19)
- **Do university entrepreneurship programs promote entrepreneurship?** *STRATEGIC MANAGEMENT JOURNAL*  
Eesley, C. E., Lee, Y.  
2020
- **FOR STARTUPS, ADAPTABILITY AND MENTOR NETWORK DIVERSITY CAN BE PIVOTAL: EVIDENCE FROM A RANDOMIZED EXPERIMENT ON A MOOC PLATFORM** *MIS QUARTERLY*  
Eesley, C., Wu, L.  
2020; 44 (2): 661–97
- **Entrepreneurship in dynamic environments: A comparison between the U.S. and China.** *Quarterly Journal of Management* (#####)  
Wu, Y., Eesley, C. E., Eisenhardt, K. E.  
2020; 5 (2): 1-17
- **Connected, But Still Lagging: Rural Sellers During Platform Change.** *Strategic Management Journal*.  
Koo, W., Eesley, C.  
2020
- **The dark side of institutional intermediaries: Junior stock exchanges and entrepreneurship** *STRATEGIC MANAGEMENT JOURNAL*  
Eberhart, R. N., Eesley, C. E.  
2018; 39 (10): 2643–65
- **The persistence of entrepreneurship and innovative immigrants** *RESEARCH POLICY*  
Lee, Y., Eesley, C.  
2018; 47 (6): 1032–44
- **Institutions and Entrepreneurial Activity: The Interactive Influence of Misaligned Formal and Informal Institutions** *STRATEGY SCIENCE*  
Eesley, C. E., Eberhart, R. N., Skousen, B. R., Cheng, J. C.  
2018; 3 (2): 393–407
- **Impact: Stanford University's Economic Impact via Innovation and Entrepreneurship** *FOUNDATIONS AND TRENDS IN ENTREPRENEURSHIP*  
Eesley, C. E., Miller, W. F.  
2018; 14 (2): 130–278
- **A comparative analysis of Asian versus Asian American entrepreneurship: Evidence from Stanford University alumni** *Strategic, Policy and Social Innovation for a Post-Industrial Korea*  
Lee, Y., Eesley, C.  
Routledge.2018: 132–146
- **Brain drain, circulation, and linkage: Sequence analysis of Korean nationals graduating from Stanford University.** *Strategic, Policy and Social Innovation for a Post-Industrial Korea*  
Choi, J., Eesley, C.  
Routledge.2018: 115–131

- **Social influence in career choice: Evidence from a randomized field experiment on entrepreneurial mentorship** *RESEARCH POLICY*  
Eesley, C., Wang, Y.  
2017; 46 (3): 636-650
- **Failure Is an Option: Institutional Change, Entrepreneurial Risk, and New Firm Growth** *ORGANIZATION SCIENCE*  
Eberhart, R. N., Eesley, C. E., Eisenhardt, K. M.  
2017; 28 (1): 93-112
- **THROUGH THE MUD OR IN THE BOARDROOM: EXAMINING ACTIVIST TYPES AND THEIR STRATEGIES IN TARGETING FIRMS FOR SOCIAL CHANGE** *STRATEGIC MANAGEMENT JOURNAL*  
Eesley, C., DeCelles, K. A., Lenox, M.  
2016; 37 (12): 2425-2440
- **Institutional Barriers to Growth: Entrepreneurship, Human Capital and Institutional Change** *ORGANIZATION SCIENCE*  
Eesley, C.  
2016; 27 (5): 1290-1306
- **Does Institutional Change in Universities Influence High-Tech Entrepreneurship? Evidence from China's Project 985** *ORGANIZATION SCIENCE*  
Eesley, C., Li, J. B., Yang, D.  
2016; 27 (2): 446-461
- **Understanding Entrepreneurial Process and Performance: A Cross-National Comparison of Alumni Entrepreneurship Between MIT and Tsinghua University** *Asian Journal for Innovation and Policy*  
Eesley, C., Yang, D., Roberts, E., Li, T.  
2016; 5 (2): 146-184
- **How entrepreneurs leverage institutional intermediaries in emerging economies to acquire public resources** *Strategic Management Journal*  
Armanios, D., Eesley, C., Li, J., Eisenhardt, K.  
2016
- **THE CONTINGENT EFFECTS OF TOP MANAGEMENT TEAMS ON VENTURE PERFORMANCE: ALIGNING FOUNDING TEAM COMPOSITION WITH INNOVATION STRATEGY AND COMMERCIALIZATION ENVIRONMENT** *STRATEGIC MANAGEMENT JOURNAL*  
Eesley, C. E., Hsu, D. H., Roberts, E. B.  
2014; 35 (12): 1798-1817
- **Entrepreneurship Education Comes of Age on Campus: The Challenges and Rewards of Bringing Entrepreneurship to Higher Education**  
Torrance, W. E., Rauch, J., Aulet, W., Blum, L., Burke, B., D'Ambrosio, T., Eesley, C. E.  
2013
- **Are You Experienced or Are You Talented?: When Does Innate Talent versus Experience Explain Entrepreneurial Performance?** *STRATEGIC ENTREPRENEURSHIP JOURNAL*  
Eesley, C. E., Roberts, E. B.  
2012; 6 (3): 207-219
- **Review of: Winds of Change: The Environmental Movement and the Global Development of the Wind Energy Industry** *Administrative Science Quarterly*  
Eesley, C., E., Hannah, D., P.  
2012; 57: 359-362
- **Neurocognitive Impairments** *Essentials of Schizophrenia*  
Keefe, R., Eesley, C. E.  
American Psychiatric Publishing. Washington, DC, 2012..2012
- **Bringing Ideas to Life** *IEEE International Recent Advances in Technology and Innovation Management*  
Eesley, C. E., Hsu, D., Roberts, E. B.  
Wily Publications.2012: 40-60
- **Entrepreneurial Impact: The Role of MIT - An Updated Report** *Foundations and Trends in Entrepreneurship*  
Roberts, E., B., Eesley, C., E.  
2011; 7 (1-2): 1-149

- **Private Environmental Activism and the Selection and Response of Firm Targets.** *Journal of Economics Management and Strategy*  
Lenox, M., Eesley, C., E.  
2009; 18 (1): 45-73
- **Neurocognition in Schizophrenia** *Kaplan and Sadock's Comprehensive Textbook of Psychiatry*  
Keefe, R., Eesley, C. E.  
edited by Sadock, B., Sadock, V. A., Ruiz, P.  
Baltimore, MD: Lippincott, Williams, & Wilkins.2009
- **Entrepreneurs from technology-based universities: Evidence from MIT** *Research Policy*  
Hsu, D. H., Roberts, E. B., Eesley, C. E.  
2007; 5 (36): 768-788
- **Implementing a Public Subsidy for Vaccines** *Pharmaceutical Innovation: Incentives, Competition, and Cost-Benefit Analysis in International Perspective*  
Sloan, F. A., Eesley, C. E.  
edited by Sloan, F. A.  
New York: Cambridge University Press.2007: 107-126
- **Firm Responses to Secondary Stakeholder Action** *Strategic Management Journal*  
Eesley, C. E.  
2006; 27 (8): 765-782
- **Governments as Insurers in Professional and Hospital Liability Insurance Markets** *Medical Malpractice and the U.S. Health Care System--New Century, Different Issues*  
Sloan, F. A., Eesley, C. E.  
edited by Sage, W. M.  
New York: Cambridge University Press.2006: 291-317
- **Defining a cognitive function decrement in schizophrenia** *Biological psychiatry*  
Keefe, R. S., Eesley, C. E., Poe, M. P.  
2005; 6 (57): 688-691
- **Entrepreneurial Impact: The Role of MIT**  
Roberts, Edward, B., Eesley, Charles, E.