



Charles (Chuck) Eesley

Associate Professor of Management Science and Engineering

 Curriculum Vitae available Online

CONTACT INFORMATION

- **Administrator**

Sarina Gaeta - Administrative Associate

Email sarinag@stanford.edu

Tel (650)725-1624

Bio

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 part of the Stanford Technology Ventures Program, his research focuses on the role of the institutional and university environment in high-growth, technology entrepreneurship. Prof. Eesley was selected in 2015 as an Inaugural Schulze Distinguished Professor. His National Science Foundation of China and Kauffman award supported research focuses on rethinking how the educational and policy environment shapes the economic and entrepreneurial impact of university alumni. Over the past three years, Prof. Eesley has been playing a growing role in national and international meetings on fostering high-tech entrepreneurship, including advising the U.S. State Department in the Global Innovation through Science and Technology (GIST) program, Chile (CORFO), Taiwan (ITRI), and the Korean Ministry of Science and Technology. He is a member of the Editorial Board for the Strategic Management Journal. Before coming to Stanford, Prof. Eesley completed his Ph.D. at the M.I.T. Sloan School of Management in 2009 where he won BPS Division and Kauffman Dissertation Awards for his work on high-tech entrepreneurship in China.

He started his first company while earning a Bachelor's degree from Duke University in 2002 (Biological Basis of Behavior). Prof. Eesley spent 2002-2005 doing research at the Duke University Medical Center (schizophrenia) and Duke's Center for Health Policy (vaccine innovation). His work has been published among other places in Organization Science, Strategic Management Journal, Research Policy, and Biological Psychiatry. Prof. Eesley previously was an entrepreneur (Lobby 10, Sun Dance Genetics, Learning Friends), early employee (NovoEd.com), board member/advisor (Blackbird - acquired by Etsy, LessonFace.com), and investor (Flagship Ventures, Lux Capital). NovoEd.com launched around his online course, which was the first entrepreneurship MOOC and has taught over 200,000 students in over 100 countries. He currently serves as an independent board director on public as well as private companies in online education and AI/Deep Learning. He has given invited talks in forums with the Prime Minister of Slovenia and keynote addresses in Taiwan, China, and Brazil. His research findings have been featured in outlets such as Forbes (2011, 2012, 2013, 2015), Bloomberg, Smart Money, Stanford News, 2012, 2016, Wall Street Journal, SFGate, The Independent, Boston.com (Bill Gates), Inc. magazine, and the Chronicle of Higher Education.

ACADEMIC APPOINTMENTS

- Associate Professor, Management Science and Engineering

ADMINISTRATIVE APPOINTMENTS

- 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

- 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

- 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 and Teaching Statement: <https://drive.google.com/a/stanford.edu/file/d/14XdnguC-wi3TYOBtMWGvksQqKi011G7G/view?usp=drivesdk>
- My web site: <https://cee.people.stanford.edu>
- TUM Research Excellence Award: https://drive.google.com/open?id=16lu0duJchn2lSqE6qjEG3l8ceiZlB4_9

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

My research focuses on the influence of the external environment on entrepreneurship. Specifically, I have sought to be a leader in investigating the types of environments that encourage the founding of high growth, technology-based firms. Although I build on previous work that focuses on individual characteristics, network ties, and strategy, my major contribution is to demonstrate that institutions matter. I have broken new ground in 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) formal institutions (policies and regulations), (2) university and industry environments, and (3) informal institutions (social movements).

STREAM 1: My research in this stream advances theory by introducing novel mechanisms (e.g. barriers to growth and failure, institutional inconsistency), introducing new concepts (e.g. skill adequacy and context relevance) and in theorizing that institutional changes that lower barriers to growth and to failure alter who becomes an entrepreneur, the type of firms, and performance.

STREAM 2: My work in this stream changes the way we think about team composition as well as what characteristics lead to venture performance by linking their impacts to industry environments.

STREAM 3: In this stream, I explored how social movement organizations can change firms.

My research changes the way we think about how the environment – formal institutions, informal institutions, and industry contexts – influences entrepreneurship. I am a leader in situating ventures within environments and showing that 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 about entrepreneurship 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, and that experienced, diverse founding teams are always superior. 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 1,574 Google Scholar citations. In future work, I plan to do more studies incorporating software development for data collection and digital platforms for randomized experiments (underway with NovoEd.com, Alibaba, and Qingfan.com) focusing on issues related to strategic change and entrepreneurship training. 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)
- Failure IS an Option - Stanford University (2/1/2014 - present)
- ITRI - Stanford platform - ITRI (2/1/2015)

Teaching

COURSES

2018-19

- Technology Entrepreneurship: ENGR 145 (Aut)

2017-18

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

2016-17

- Social Data Analysis: MS&E 379 (Spr)
- Technology Entrepreneurship: ENGR 145 (Win)

2015-16

- Entrepreneurship Doctoral Research Seminar: MS&E 372 (Spr)
- Technology Entrepreneurship: ENGR 145 (Spr)

STANFORD ADVISEES

Doctoral Dissertation Reader (AC)

Jiang Bian, Robert Bremner, Chenchen Pan, Jason Rathje, Ron Tidhar, Eric Volmar

Doctoral Dissertation Advisor (AC)

Khonika Gope, Tyler Whittle, Willow Wu

Master's Program Advisor

Boryana Dineva, Josey Hu, Sean Li, Gregory Soh

Doctoral (Program)

Seyedeh Zahra Hejrati, Carrington Motley

Publications

PUBLICATIONS

- **For Startups, Adaptability and Mentor Network Diversity can be Pivotal: Evidence from a Randomized Experiment on a MOOC Platform** *MISQ*
Eesley, C., Wu, L.
2019
- **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
- **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
- **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
- **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
- **Neurocognitive Impairments** *Essentials of Schizophrenia*
Keefe, R., Eesley, C. E.
American Psychiatric Publishing. Washington, DC, 2012..2012
- **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.
- **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
- **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
- **Entrepreneurial impact: The role of MIT** *Now Publishers Inc*
Roberts, E. B., Eesley, C. E.
2011; 1-2 (7)