

## Jennifer (Jen) Rhymer

Curriculum Vita (July 2020)

Management Science and Engineering  
Stanford University

email: jrhymer@stanford.edu

### Academic Positions:

---

**Stanford University**, Department of Management Science and Engineering (MS&E)  
**Postdoctoral Scholar**, Work Technology and Organizations group 2020 - Present

### Education:

---

**University of Washington**, Michael G. Foster School of Business  
**Ph.D.** Technology Entrepreneurship/ Strategic Management 2020  
“*Location Independent Organizations: Designing Work across Space and Time*”  
Benjamin Hallen (Chair), David Sirmon, Warren Boeker, Sarah Elwood  
**M.S.** Business Administration 2017

**University of California at San Diego**, Jacobs School of Engineering  
**Ph.D.** Structural Engineering 2012  
“*Force Criterion Prediction of Damage for Carbon/Epoxy Composite Panels Impacted by High Velocity Ice*”  
Hyonny Kim (Chair), D. Benson, V. Lubarda, F. Lanza di Scalea, V. Nesterenko  
**M.S.** Structural Engineering 2009  
**B.S.** Structural Engineering, Aerospace Structures Emphasis 2007

**University of Sussex**, Department of Engineering and Design, Visiting student 2004 – 2005

### Research Interests:

---

Creation and development of adaptive organizations, sustainable social systems, and the future of work

- Theoretical focus: organizational design, information search, learning, and knowledge transfer
- Methodological focus: in-depth field work, simulations, and configurational analysis
- Contextual focus: distributed/virtual/remote organizations and technology systems

### Referred Publications:

---

- Murray, A., Rhymer, J., and Sirmon, D. (2020). Humans and Technology: Forms of Conjoined Agency in Organizations. *Academy of Management Review*. Forthcoming.

### **Papers Under Review:**

---

- Sirmon, D., Cox-Pahnke, E., Rhymer, J., and Campbell, JT. (2020). Many Paths to Success: How Young Technology Ventures' Resource Configurations Lead to Liquidity Events. (Revise and Resubmit at SEJ).

### **Working Papers:**

---

- Rhymer, J. (2020) Location Independent Organizations: Designing Collaboration across Space and Time.
- Rhymer, J., Murray, A., and Sirmon, D. (2020). Tokenization and the Future of Distributed Processes.

### **Projects in Development:**

---

- Designing Organizations for Creativity and Innovation (with Rebecca Karp)
  - Manuscript in development
- Remote Resources: The Strategic Management of Organizations without a Physical Location (with Ben Hallen)
  - Data analysis underway
- A Work Force Distributed: Designing Remote-First Employment
  - Data analysis underway
- Distributed Culture: The Development and Scaling of Remote-First Organizations
  - Data collection ongoing
- Entrepreneurial Advice Seeking: Using Informal Sources for Knowledge Search and Strategy Formation (with Tim Ott and Robert Hill)
  - Data collection ongoing

### **Published Conference Proceedings:**

---

- Murray, A., Rhymer, J., and Sirmon, D. (2019). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. **Proceedings of Collective Intelligence 2019**, Pittsburgh, PA.
- Rhymer, J. 2018. Scaling the Coordination of Location Independent Organizations. **Academy of Management Global Proceedings**, Tel Aviv (2018): 189.
- Rhymer, J., and Boeker, W. (2018). Coordination, Governance, and Trust: The Impact of Blockchain on Organizations. **Academy of Management Proceedings**, 1: 15695.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018). The Many Paths to Success: Early Resource Configurations and Venture Exit. **Academy of Management Proceedings**, 1: 17681.

## Media (Selected):

---

- Andrews, E. L. (2020 April 8). Companies scrambled to set up virtual workspaces. Is this the future? *Stanford Engineering Magazine*. Retrieved from <https://engineering.stanford.edu/magazine/>
- McNichols, J. (2018 September 26). Working from Mexico and other ways to avoid Seattle traffic and rent. *KUOW*. Retrieved from <https://www.kuow.org>

## Conference Presentations:

---

- Murray, A., Rhymer, J., and Sirmon, D. (2019, June). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Presented at 7<sup>th</sup> Annual ACM Collective Intelligence Conference. Pittsburgh, Pennsylvania. [Poster]
- Sirmon, D., Cox-Pahnke, E., Rhymer, J., and Campbell, JT. (2019, May). The Many Paths to Success: How Early Resource Configurations of Young Technology Ventures Affect the Likelihood and Speed to Reach Liquidity Events. Presented at Strategy Science Conference 2019. Salt Lake City, Utah.
- Rhymer, J. (2018, December). Asynchronous Coordination Practices of Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Tel Aviv, Israel.
- Rhymer, J. (2018, December). Cultural Embedding of Individuals in Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Doctoral Consortium Macro Track. Tel Aviv, Israel.
- Ott, T., Hill, R., and Rhymer, J. (2018, September). Entrepreneurial Advice Seeking: Seeking Outside Knowledge for Strategy Formation in Entrepreneurial Settings. Presented at Strategic Management Society (SMS) 38th Annual Conference, Paris.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented at Blockchain Technology & Organizations Research Symposium. University of Connecticut.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented at Academy of Management (AoM) 78th Annual Meeting, Chicago.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018, August). The Many Paths to Success: Early Resource Configurations and Venture Exit. Presented at Academy of Management (AoM) 78th Annual Meeting, Chicago.
  - ENT Division Best Paper Award
- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2017, September). Bundles of Resources as Recipes for Success: Resource Configurations and the Speed to an IPO. Presented at Strategic Management Society (SMS) 37th Annual Conference, Houston.

- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2016, September). Bundles of Resources as the Building Blocks of Success: Resource Configurations and New Venture Performance. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
- Murray, A., Rhymer, J., and Boeker, W. (2016, September). Unintended Incongruence or Strategic Decoupling? Narrative and Operational Alignment in Hybrid Organizations. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.  
- Best Paper Nomination
- Murray, A., Rhymer, J., and Boeker, W. (2016, May). I'll Believe It When I See It: The Case for Alignment between Impact Investor Projections and Actions. Presented at 2016 Sustainability, Ethics, and Entrepreneurship (SEE) Conference, Denver CO.

### **Invited Presentations:**

---

- Rhymer, J., Location Independent Organizations: Work across Space and Time. Presented at Stanford: WTO Colloquium. November, 2019.
- Rhymer, J., Murray, A., and Sirmon, D., Smart Technologies and Organizational Coordination: The Threshold of Human and Organizational Discretion. Presented at ETH Zurich. September, 2018.

### **Honors & Awards (Selected):**

---

- 2018, Best Paper Award, Academy of Management Annual Meeting, Chicago
- 2017, 2018, Boeing Fellowship in Business
- 2016, Best Paper Nomination, Strategic Management Society Annual Conference, Berlin
- 2015, 2016, F. Kemper Freeman Jr. Distinguished Leader PhD Fellowship
- 2010, Gordon Fellow, Bernard and Sophia Gordon Engineering Leadership Center
- 2008, 2009, California Space Grant Consortium Fellowship
- 2008, AIAA Foundation William T. Piper, Sr. General Aviation Systems Graduate Award
- 2007, Jacobs School of Engineering Undergraduate Student Leadership Award

### **Consortia and Workshops:**

---

- OMT Doctoral Consortium, Academy of Management (2019, August). Boston, MA.
- Doctoral Consortium Macro Track, Academy of Management (AoM) Startup to Scale up Conference, (2018, December) Tel Aviv, Israel.
- Doctoral Student Workshop, Strategic Management Society (SMS) 38th Annual Conference, (2018 September) Paris, France.
- Doctoral Student Workshop, 16<sup>th</sup> Annual West Coast Research Symposium (2018, September). Seattle, WA.
- OMT Dissertation Proposal Workshop, Academy of Management (2018, August). Chicago, IL

- TIM Doctoral Research Development Workshop, Academy of Management (2017, August). Atlanta, GA.
- Doctoral Student Workshop, 15<sup>th</sup> Annual West Coast Research Symposium (2017, September). Edmonton, Canada.
- SoCal QCA Workshop (2017, March). Irvine, CA.
- Doctoral Student Workshop, 14<sup>th</sup> Annual West Coast Research Symposium (2016, September). Seattle, WA.
- 7th Annual Doctoral Consortium in Entrepreneurship Research & 12th Annual Smith Entrepreneurship Research Conference (2016, April). College Park, MD.
- SoCal QCA Workshop (2016, March). Irvine, CA.

### Courses – Instructor:

---

#### University of Washington

- ENTRE 370: Introduction to Entrepreneurship (teaching rating: 4.4 / 5)      Fall 2017, 2018

### Courses –Teaching Assistant:

---

#### University of Washington

- Entrepreneurship (EMBA 533, Ben Hallen)      Spring 2018, 2019
- General Management and Strategy (EMBA 533, Suresh Kotha)      Spring 2018
- Essentials of Entrepreneurship (GIX 530, Ben Hallen)      Fall 2017, 2018
- Essentials of Strategy (GIX 530, David Sirmon)      Fall 2018
- Entrepreneurship (TMMBA 530A, Ben Hallen)      Winter 2017, 2018, 2019
- Introduction to Entrepreneurship (ENTRE 370, Emily Cox-Pahnke)      Fall 2016
- International Management (EMBA 551 G, Kevin Steensma)      Winter 2016

#### University of California, San Diego

- Aerospace Structural Mechanics II (SE 160B)      Fall 2010
- Aerospace Structures Repair, Lecture and Lab (SE 171)      Spring 2008
- Numerical, Computational and Graphical Tools (SE 102)      Winter 2008
- Structural Mechanics III - Structural Dynamics (SE 101C)      Fall 2007

### Service Activities:

---

#### Reviewer (ad hoc)

- Administrative Science Quarterly (2020)
- Academy of Management Review (2020)
- AoM Annual Meeting (2017, 2018, 2019, 2020)
- AoM Specialized Conferences (2018)

#### University of Washington

- Foster School Dean Search Committee, Graduate and Professional Student Senate Representative (2018)

- Doctoral Business Student Association (2017 – 2019)
  - Representative, Graduate and Professional Student Senate
  - Representative, Foster School PhD Committee

### **University of California, San Diego**

- Jacobs School Alumni Council (2010 – 2014)
- Manager, Composite Structures Research Lab (2007 – 2012)
- Chair, Structural Engineering Graduate Student Organization (2008 – 2012)
  - Representative, Graduate Student Association (University)
  - Representative, Student Advocated for Graduate Education (National)
- Founding Member, Jacobs Graduate Student Council (2007 – 2010)
- Project Manager, Triton Engineering Student Council (2005 – 2008)
  - Organizer, Western Regional Conference, National Association of Engineering Student Councils (2007)
- American Institute of Aeronautics and Astronautics (2005-2007)
  - Student chapter chair, Project team leader (Design, Build, Fly)

### **Professional Associations**

- American Institute of Aeronautics and Astronautics, San Diego Section (2007 – 2014)
  - Positions held: Section Chair, Region IV Rep., Public Policy, Newsletter Editor

### **Affiliations & Registrations**

- Member, Academy of Management (OMT, TIM, OCIS)
- Member, Strategic Management Society
- Member, American Institute of Aeronautics and Astronautics
- EIT (Engineer in Training) California, October 2006

### **Engineering Publications, Proceedings, and Presentations:**

---

#### *Referred Publications*

- Rhymer, J., and Kim, H. (2013). Prediction of Delamination Onset and Critical Force in Carbon/Epoxy Panels Impacted by Ice Spheres. *CMC: Computers, Materials & Continua*, 35(2), 87-117.
- Tippmann, JD., Kim, H and Rhymer, J. (2013). Experimentally validated strain rate dependent material model for spherical ice impact simulation. *International Journal of Impact Engineering*, 57, 43–54.
- Rhymer, J, Kim, H, and Roach, D. (2012). The damage resistance of quasi-isotropic carbon/epoxy composite tape laminates impacted by high velocity ice. *Composites Part A: Applied Science and Manufacturing*, 43(7), 1134-1144.
- Salamone, S., Bartoli, I., Di Leo, P., di Scalea, F. L., Ajovalasit, A., D’Acquisto, L., Rhymer, J., Kim, H. (2010). High-velocity impact location on aircraft panels using macro-fiber composite piezoelectric rosettes. *Journal of Intelligent Material Systems and Structures*, 21(9), 887-896.

### Conference Proceedings

- Rhymer, J., Kim, H. (2012). “Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice” Proceedings of 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, AIAA2102-1376. Honolulu, Hawaii.
- Bartoli, I., Salamone, S., Lanza di Scalea, F., Rhymer, J., & Kim, H. (2011). Impact force identification in aerospace panels by an inverse ultrasonic guided wave problem. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841F-79841F-11.
- Salamone, S., Bartoli, I., Rhymer, J., Lanza di Scalea, F., & Kim, H. (2011). Validation of the piezoelectric rosette technique for locating impacts in complex aerospace panels. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841E-79841E-11.
- Rhymer, J., Kim, H. (2010). “High Velocity Ice Impact Damage Resistance Comparison of Unidirectional and Woven Carbon/Epoxy Composite Panels” Proceedings of the American Society for Composites: Twenty-Fifth Technical Conference, Dayton, OH.
- Salamone, S., Bartoli, I., Lanza di Scalea, F., Rhymer, J., & Kim, H. ((2010). “Impact Force Identification on Aerospace Panels” Proceedings from ASME 2010 International Mechanical Engineering Congress.
- Bartoli, I., Salamone, S., Mezzanotte, M., Lanza di Scalea, F., Kim, H., & Rhymer, J. (2010). Impact force identification on isotropic and composite panels. *Health Monitoring of Structural and Biological Systems 2010*, 7650(1), 765007-765007-12.

### Other Publications

- Rhymer, J, and Kim, H. (2012) Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. *Dynamic Effects in Composites 1*, Ed. Dahsin Liu. 123-137.
- Bartoli, I., Salamone, S., Di Leo, P., Mezzanotte, M., Lanza Di Scalea, F., Kim, H., Rhymer, J., Phillips, R., Ajovalasit, A., & D'Acquisto, L. (2009). Impact Force Identification and Location on Isotropic and Composite Panels. In *Structural Health Monitoring 2009* (Vol. 2, pp. 1902-1909). Fu-Kuo Chang.
- J. Rhymer, D. Innamorato, H. Kim, G. Benzoni “SRMD 2009/02 [and SRMD 2009/01, SRMD 2008/12, SRMD 2008/11, SRMD 2008/10, SRMD 2008/09],” *Messier Dowty B787 Landing Gear Brace Static Test Report*. (Proprietary).  
UC San Diego Project Manager for FAA certification of aircraft landing gear braces (2007-2009).

### Presentations

- Rhymer J., Kim, H. (2012). Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice. Presented at 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, Honolulu HI.

- Rhymer J., Kim, H. (2011). Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. Presented at the American Society for Composites: Twenty-Sixth Technical Conference, Dayton OH.
- Rhymer J., Kim, H. (2011) “Damage Prediction and Scaling of Ice Impact Forces onto Composite Structures.” (Poster) Jacobs School Research Expo.
- J Rhymer J., Kim, H. (2010) “Scaling of Contact Forces Generated by Ice Impacts onto Composite Structures and the Identification of Failure Threshold Energies.” (Poster) Jacobs School Research Expo.
- Rhymer. J. (2009) “Impact Force Scaling,” Presented at 47<sup>th</sup> AIAA Aerospace Sciences Meeting, Orlando, FL.

### **Professional, Consulting, and Personal Experience:**

---

#### **Enspired.co**

**June 2014 – September 2015**

Personal experience of investigating the entrepreneurial community and potential new ventures

- Traveled in US and internationally exploring coworking spaces and entrepreneur communities
- Advised on the development of creative projects including a vegan travel book, a vegan product platform, and 3D printed products for the visually impaired
- Explored potential venture of online educational tools aimed at entrepreneurial makers and engineers

#### **Noble Environmental Technologies, Director of R&D**

**October 2012 – May 2014**

Early stage clean technology company, material manufacturer, design services (ecorglobal.com)

- IP strategy, patents filed, responses managed, international trademarks
- Managed Cradle to Cradle innovation award application and certification
- Product development and costing, manufacturing facility optimization
- Manage partnerships with universities and research institutions
- High performance material testing, development, and certifications

#### **The Aerospace Corporation, Intern/ Member of Technical Staff**

**July-September, 2007-2011**

Federally funded research and development center that provides support for space missions

- Development of a rocket motorcase model for finite element analysis
- FEA on dynamic systems for data correlation and failure analysis
- Development of subroutine for ABAQUS analysis of composite degradation
- Internal research on honeycomb material and effective sandwich panel properties