

Charles E. Eesley

Office Address

475 via Ortega Ln.
Huang Engineering Center Rm. 355
Stanford, CA 94305
cee@stanford.edu

EMPLOYMENT

Stanford University 2009-current
Assistant Professor, Department of Management Science & Engineering. *David T. Morgenthaler Faculty Fellow*, in the Stanford Technology Ventures Program.

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management 2005-2009
Ph.D., 2009. Technology, Innovation and Entrepreneurship Program

Duke University 1998-2002
B.S., 2002. Major: Cognitive Neuroscience (Individualized)

AWARDS AND HONORS

Major Awards

2015 Inaugural Richard Schulze Distinguished Professorship Award
2012 Winner, National Natural Science Foundation of China (NSFC) Research Fund for International Young Scientists
2010 Winner, Best Dissertation Award. Business Policy and Strategy (BPS) Division, Academy of Management
2009 University of Virginia (UVA) Darden School of Business, Batten Institute Fellow Award

Other Awards

2016 Schulze Publication Award (Outstanding Teaching and Education Publication)
2014 Winner, Kauffman-Nesta Research Grant
2013 Fellowship Award from the Stanford Center at Peking University (SCP KU)
2009 Kauffman Foundation Dissertation Fellowship Award
2008 Winner, Best Student Paper award from the Society for the Advancement of Socio-Economics

Professional Service/Activities

- Strategic Management Journal Editorial Board. 2014-2017.
- Research Committee Member. BPS Division, *Academy of Management*, 2014-present.
- Research Committee Member. TIM Division, *Academy of Management*, 2014-present.
- Research Committee Member. Entrepreneurship Division, *Academy of Management*, 2010-2013.
- Co-organizer, West Coast Research Symposium (WCRS) Doctoral Consortium 2013-present.
- Organizer, Stanford SIEPR Social Science and Technology Seminar 2009-present.

- Ad-hoc Reviewer, *Organization Science*, *Strategic Management Journal*, *Management Science*, *Research Policy*, *Strategic Entrepreneurship Journal*, *Academy of Management Annual Meeting*
- US Department of State - Global Innovation Through Science and Technology (GIST) Program, instructor and mentor
- Stanford Center for International Development (SCID) Faculty Affiliate (2014-present)
- Presentation for the US - China Innovation Experts Group, SIEPR, Stanford University, March 17, 2011.
- Stanford Advisor for Diversifying Academia, Recruiting Excellence program, 2012
- University Chair, Dissertation Defense of Nathan Bronson, Computer Science Department, Stanford University, May 10, 2010.
- Co-organizer, National Bureau of Economic Research (NBER) Entrepreneurship Research Bootcamp, July 2009, (with Josh Lerner and Thomas Hellmann)
- Co-organizer, MIT Sloan Innovation and Entrepreneurship Seminar, 2007-08
- Professional Memberships and Research Affiliations: *Academy of Management*, *Strategic Management Society*, *INFORMS*, *Society for the Advancement of Socio-Economics*, *International Academy of Chinese Management Research*
- Startup Chile, Board Member, 2013-present.
- *Lessonface*, Board Member, 2013-current
- *Blackbird Technologies*, Board Member, 2013-2016

Refereed Journal Publications

1. Eesley, C.; Wang, Y. 2017. Social Influence in Entrepreneurial Career Choice: Evidence from Randomized Field Experiments on Entrepreneurial Mentorship. *Research Policy*, Vol. 46(3): pp. 636–650.
2. **Eberhart, R.**; Eesley, C. and Eisenhardt, K.M. 2017. Failure is an Option: Institutional Barriers to Failure, Bankruptcy, and New Firm Performance in Japan, *Organization Science*. Vol. 28(1): pp. 93-112.
3. **Armanios, D.**; Eesley, C.; Li, J; Eisenhardt, K.M. 2017, forthcoming. How entrepreneurs leverage institutional intermediaries in emerging economies to acquire public resources. *Strategic Management Journal*, doi:10.1002/smj.2575
4. Eesley, C. 2016. Institutional Barriers to Growth: Entrepreneurship, Human Capital and Institutional Change. *Organization Science*, Vol. 27(5): pp. 1290-1306.
5. Eesley, C.; **Li, J.B.**; Yang, D. 2016. Does Institutional Change in Universities Influence High-Tech Entrepreneurship?: Evidence from China's Project 985. *Organization Science*, Vol. 27(2): pp. 446-461.
6. Eesley, C., Yang, D.; Roberts, E.B.; Li, Tan. 2016. Understanding Entrepreneurial Process and Performance: A Cross-National Comparison of Alumni Entrepreneurship Between MIT and Tsinghua University. *Asian Journal for Innovation and Policy*, Vol. 5 Issue 2, p146-184.
7. Eesley, C.; Decelles, K.; Lenox, M. 2016. Through the Mud or in the Boardroom: Activist

Types and their Strategies in Targeting Firms for Social Change. *Strategic Management Journal*, Vol. 37(12): 2425-2440.

8. Eesley, C.; Hsu, D.; Roberts, E.B. 2014. The Contingent Effects of Top Management Teams on Venture Performance: Aligning Founding Team Composition with Innovation Strategy and Commercialization Environment. *Strategic Management Journal*, Vol. 35(12): pp. 1798-1817.
9. Eesley, C. and Roberts, E.B. 2012. Are You Experienced: When Does Talent vs. Experience Drive Entrepreneurial Performance, *Strategic Entrepreneurship Journal*, Vol. 6, No. 3, pp. 207-219.
10. Lenox, M. and Eesley, C. 2009. Private Environmental Activism and the Selection and Response of Firm Targets. *Journal of Economics Management and Strategy*, Vol. 18, No. 1, pp. 45-73.
11. Hsu, D.H.; Roberts, E.B.; Eesley, C. 2007. Entrepreneurs from Technology-Based Universities, *Research Policy*, Vol. 36, pp. 768–788.
12. Eesley, C. and M. Lenox, 2006. Firm Responses to Secondary Stakeholder Action, *Strategic Management Journal*, Vol. 27, No. 8, pp. 765-781.
13. Keefe, R., C.E. Eesley, M. Poe, 2005. Defining A Cognitive Function Decrement in Schizophrenia. *Biological Psychiatry*, Vol. 57, pp. 688-691.

Refereed Publications Under Peer Review

1. **Armanios, D.**; Eesley, C. Lowering Entry Barriers (but also Providing Resources): How Governments Spur Founding, *R&R at Administrative Science Quarterly*.
2. **Eberhart, R.**; Eesley, C. Too Much of a Good Thing: Institutional Change and New Firm Performance in Japan, *R&R at Organization Science*.
3. Yang, D.; Eesley, C.; Tian, X.; Roberts, E.B. Institutionalized Choice and Training for Entrepreneurship?: Evidence from China, 3rd round *R&R at Organization Science*.
4. Eesley, C.; Wu, L. Evidence from a Randomized Experiment on a MOOC Platform. *Under review at Information Systems Research*. (Winner, best PDW at AOM, Anaheim, 2016).
5. Eesley, Charles E.; **Wu, W.**; Yang, Delin. Changing Entrepreneurial Strategies to Developing Capitalist Institutions. *Under Review at SMJ*.
6. Eesley, C.; Hsu, D.H.; Roberts, E.B. Influences of Idea Source, Organization, and Commercialization Context on Venture Performance. *R&R at SMJ*

Working Papers

1. Lee, Y.S.; Eesley, C. The Impact of University Entrepreneurship Initiatives on Entrepreneurship and Innovation.
2. Yang, D.; Eesley, C.; **Yang, X.** Work Experience Spanning Organization Types and Entrepreneurship.
3. Eesley, C.; **Koo, W.;** Hsu, D. Top Management Teams and Strategic Change in Ventures.
4. **Leatherbee, M.;** Eesley, C. Remodeling the Iron Cage: Micro-Level Effects of Institutional Collisions. Evidence from Startup Chile.

Non-Refereed Publications

5. Eesley, C. and Hannah, DP. 2012. Review of: Winds of Change: The Environmental Movement and the Global Development of the Wind Energy Industry. By Ion B. Vasi, *Administrative Science Quarterly*, Vol. 57, pp. 359-362.
6. Eesley, C. and Bikard, M. 2010. "Exploring the Economic Experiment (II): Hypothesis Testing," *MIT Entrepreneurship Review*.
7. Roberts, E.B. and Eesley, C. 2009. Entrepreneurial Impact: The Role of MIT. Kauffman Foundation. Online publication <http://www.kauffman.org/what-wedo/research/2009/08/entrepreneurial-impact-the-role-of-mit>

Refereed Conference/Symposia Proceedings

1. Eberhart, R.N., Eesley, C.E., and Eisenhardt, K. 2012. "Failure IS an Option: Institutional Barriers to Failure and New Firm Performance." Academy of Management Best Paper Proceedings:1 1-1; doi:10.5465/AMBPP.2012.189.
2. Eesley, C.E. and D. Yang. 2011. "Changing Entrepreneurial Strategies to Developing Capitalist Institutions: A Look at Chinese Technology Entrepreneurs." First International Technology Management Conference, pp. 1016-1035. doi: 10.1109/ITMC.2011.5995998.
3. Eesley, C.E. and E.B. Roberts. 2010. "Cutting Your Teeth: Entrepreneurial Experience and Performance." Academy of Management Best Paper Proceedings:1 1-6; doi:10.5465/AMBPP.2010.54493446.
8. Eesley, C.E., 2009. "Who has 'the Right Stuff'? Human Capital, Entrepreneurship and Institutional Change in China." In PICMET Portland International Conference on Management of Engineering & Technology, pp.1919-1944. IEEE.
9. Eesley, C.E., 2008. "Entrepreneurs from a Chinese Technology-Based University: Job Roles and Entrepreneurship (Summary)." *Frontiers of Entrepreneurship Research*, 28(4), p. 6.
10. Eesley, C.E., 2008. "Who Jumps into the Sea and When? Entrepreneurship and Policy Change in China." In SASE Congress, electronic copy.

11. Eesley, C.E. and M. Lenox. 2006. "Secondary Stakeholder Actions and the Selection of Firm Targets." Academy of Management Best Paper Proceedings:1 B1-B6; doi:10.5465/AMBPP.2006.27176694.
12. Eesley, C.E. and E.B. Roberts, 2006. "Serial Entrepreneurs from MIT (Summary)," Frontiers of Entrepreneurship Research: 26(7), Article 4.
13. Eesley, C.E. and M. Lenox, 2005. "Secondary Stakeholders and Firm Self-Regulation," Academy of Management Best Paper Proceedings:1 E1-E6; doi:10.5465/AMBPP.2005.18783310.

Book Chapters in Print

1. Eberhart, R.N., Eisenhardt, K.M., and Eesley, C.E. 2014. "Institutional Change and Venture Exit: Implications For Policy." Ch. 10. In 20 years of Entrepreneurship Research, edited by Pontus Braunerhjelm, p. 127
2. Eesley, C.; Li, Jian Bai. 2013. "Technology Entrepreneurship in China" Handbook of East Asian Entrepreneurship edited by Fu-Lai Tony Yu and Ho-Don Yan, published by Routledge.
3. Eesley, C.; Hsu, D.; Roberts, E.B., "Bringing Ideas to Life," 2012. Chapter in IEEE International Recent Advances in Technology and Innovation Management. Wiley Publications. Page(s): 40-60. (Conference version. Top paper award)
4. Keefe, R. and Eesley, C. 2012. Neurocognitive Impairments. in Lieberman, Stroup, Perkins, eds., Essentials of Schizophrenia. American Psychiatric Publishing. Washington, DC.
5. Roberts, E.B. and Eesley, C. 2009. Entrepreneurial Impact: The Role of MIT. *Kauffman Foundation*.
6. Keefe, R. and Eesley, C. 2009. Neurocognition in Schizophrenia. in *Kaplan and Sadock's Comprehensive Textbook of Psychiatry*, Benjamin Sadock, M.D., Virginia A. Sadock, M.D., and Pedro Ruiz, M.D. Editors. Baltimore, MD: Lippincott, Williams, & Wilkins.
7. Sloan, F.A. and Eesley, C. 2007. Implementing a Public Subsidy for Vaccines. in *Pharmaceutical Innovation: Incentives, Competition, and Cost-Benefit Analysis in International Perspective*. edited by Frank A. Sloan and Chee-Ruey Hsieh. 107-126. New York: Cambridge University Press.
8. Sloan, F.A. and Eesley, C. 2006. Governments as Insurers in Professional and Hospital Liability Insurance Markets. In William M. Sage and Rogan Kersh, eds., *Medical Malpractice and the U.S. Health Care System--New Century, Different Issues*. 291-317. New York: Cambridge University Press.
9. Keefe, R. and Eesley, C. 2005. Neurocognitive Impairments. in *American Psychiatry*

Publishing Textbook of Schizophrenia. Ch. 13, 245-260. Edited by Jeffrey A. Lieberman, M.D., T. Scott Stroup, M.D., and Diana O. Perkins, M.D. American Psychiatric Publishing.

Presentations

Invited Plenary Talks and Distinguished Lectures

1. Keynote Speaker. Chinese Society for Management of Technology (CSMOT) 25th Anniversary Conference. Joys and Perils of Cross-Boundary Innovation, Hsinchu, Taiwan, Nov. 2015.
2. Keynote Speaker. Dominican Republic, Office of Science and Technology. Impact: Stanford University's Economic Impact via Entrepreneurship and Innovation. Santo Domingo, DR., March 2013.
3. Keynote address, Inaugural International Conference on Innovation and Entrepreneurship: Theory and Practice Relevant to China. Hosted by Lancaster University and Wuhan University. Wuhan, China, July 2012.
4. Keynote Speaker. University of Sao Paulo, Brazil. University – Industry Partnerships: MIT and Stanford, May 2012.

Other Presentations

1. Eesley, Charles; Wu, Willow; Yang, Delin. 2017 Changing Entrepreneurial Strategies to Developing Capitalist Institutions. Academy of Management Best Paper Proceedings: forthcoming.
2. Eesley, C.; Wu, Lynn. Entrepreneurial Adaptation and Social Networks: Evidence from a Randomized Experiment on a MOOC Platform. Innovation Growth Lab Conference. Harvard Business School. Dec. 8, 2016.
3. Armanios, D.; Eesley, C. Lowering Entry Barriers (but also Providing Resources): How Governments Spur Founding. West Coast Research Symposium (WCRS), University of Washington, Seattle, WA. Sept. 2016
4. Academy of Management, Anaheim, CA. Aug. 2016
 - a. Eesley, Charles E. and Wu, Lynn, Entrepreneurial Adaptation and Social Networks: Evidence from a Randomized Experiment on a MOOC Platform (February 28, 2016). (Winner, best PDW - MED Division at Academy of Management, Anaheim, 2016).
 - b. Lowering Entry Barriers (But also Providing Resources): How Governments Spur Funding (with Daniel Armanios)
 - c. Effects of Strategic Change on Venture Performance. Early Venture Evolution PDW at AOM, 2016
 - d. Institutionalized Choice and Entrepreneurship (with Delin Yang and Xiaocong Tian)
5. Rice University, 6th Annual Emerging Markets Strategy Conference. "Institutionalized Choice and Entrepreneurship" May, 2016
6. University of Maryland, Entrepreneurship Conference. Discussant.
7. Eesley, Charles E.; Jamber Li; Delin Yang. Does Institutional Change in Universities Influence High-Tech Entrepreneurship?: Evidence from China's Project 985

- a. Pacific Conference for Development Economics. 2016. Stanford Center for International Development (SCID)
- b. Ghoshal Conference, London Business School. June 2nd, 2013
- c. Challenges for the Chinese Government. Stanford Center for International Development (SCID). May 9-10th, 2013, Tsinghua University, Beijing, China.
- d. Wharton Technology Conference. April 19, Philadelphia, PA
- e. Strategic Management Society Conference. Dec. 2013, Guangzhou, China
8. Entrepreneurial Adaptation and Social Networks: Evidence from a Randomized Experiment on a MOOC Platform. Kauffman Emerging Scholars Conference. Kansas City, MO. Feb. 2016
9. Successes and Failures of Public Policies for Innovation and Entrepreneurship. Startup Chile Conference. March 21st, 2013. Santiago, Chile
10. R.N. Eberhart, C.E. Eesley, K. Eisenhardt. 2012. Failure IS an Option: Institutional Barriers to Failure and New Firm Performance. Academy of Management Best Paper Proceedings, 2012 2012:1 1-1; doi:10.5465/AMBPP.2012.189. (only the top 10% of presented papers).
11. C.E. Eesley and D. Yang. 2012. "Changing entrepreneurial strategies to developing capitalist institutions: A look at Chinese technology entrepreneurs," Strategic Management Society Conference
12. Presentation for a meeting hosted by Stanford School of Engineering Dean Jim Plummer for a delegation, 2010.
13. Presentation for the Stanford Engineering Venture Fund, Winter, 2010
14. C.E. Eesley and E.B. Roberts. "Cutting Your Teeth: Entrepreneurial Experience and Performance." Academy of Management Best Paper Proceedings, August 1, 2010 2010:1 1-6;doi:10.5465/AMBPP.2010.54493446. (only the top 10% of presented papers), Montreal, 2010.
15. C.E. Eesley and M. Lenox. "Secondary Stakeholder Actions and the Selection of Firm Targets." Academy of Management Best Paper Proceedings, August 1, 2006. (only the top 10% of presented papers), Atlanta, 2006.
16. C.E. Eesley, and M. Lenox, "Secondary Stakeholders and Firm Self-Regulation," Academy of Management Conference Best Paper Proceedings, August 1, 2005. (only the top 10% of presented papers), Honolulu, 2005.
17. C.E. Eesley and E.B. Roberts, "Serial Entrepreneurs from MIT (Summary)," *Frontiers of Entrepreneurship Research*: Vol. 26: Iss. 7, Article 4.
18. C.E. Eesley, D. Hsu, E.B. Roberts, "Focus or Diversify? Aligning Founding Teams with Strategy and Environment." Darden Innovation and Entrepreneurship Research Conference. Charlottesville, VA, 2012
19. C.E. Eesley and D. Yang. Changing entrepreneurial strategies to developing capitalist institutions: A look at Chinese technology entrepreneurs.
 - a. Technology Management Conference (ITMC), 2011 IEEE International. San Jose, 2011
 - b. Wharton Strategy and the Business Environment Conference, U. Penn., 2011.

- c. University of Virginia, Darden School of Business, Batten Institute Innovation and Entrepreneurship Conference, Charlottesville, VA, 2010
 - d. Sixth Annual Smith Entrepreneurship Research Conference. Univ. of Maryland, 2010
20. C.E. Eesley. "The Future of Technology Entrepreneurship Research," Invited presentation at MIT's TIES group 50th anniversary. April 1st, 2011.
21. C.E. Eesley, Who has 'The Right Stuff'? Human Capital, Entrepreneurship and Institutional Change in China.
- a. Organization Science Winter Conference. Feb. 8, 2012
 - b. Carnegie Mellon SETChange, Nov. 2011
 - c. World Bank - Entrepreneurship and Growth Conference. Washington, DC. Nov. 19-20th, 2009
 - d. 15th Annual CCC Doctoral Colloquium. Carnegie Mellon. April 11-13th, 2008
 - e. SASE Student Paper Award, Costa Rica, June, 2008
 - f. Babson Conference on Entrepreneurship Research (BCERC), June, 2008.
 - g. Georgia Tech Roundtable on Engineering and Entrepreneurship Research. Atlanta, GA. Nov. 2007
22. C.E. Eesley, D. Hsu, E.B. Roberts. Bringing Entrepreneurial Ideas to Life.
- a. London Business School Ghoshal Strategy Conference, London, 2010
 - b. BYU-Utah Strategy Conference. Salt Lake City, Utah, 2010
 - c. Organization Science Winter Conference. Steamboat Springs, CO, 2010
23. C.E. Eesley, E.B. Roberts. Cutting Your Teeth: Learning From Entrepreneurial Experiences. West Coast Research Symposium. Seattle, WA. Sept. 8-10th, 2009
24. C.E. Eesley and M. Lenox. Secondary Stakeholder Actions and the Selection of Firm Targets, Institutional Mechanisms of Industry Self-Regulation Conference. Dartmouth, Feb. 24-25th, 2006
25. C.E. Eesley. Who Jumps into the Sea and When?: Entrepreneurship and Policy Change in China.
- a. 15th Annual CCC Doctoral Colloquium. Carnegie Mellon. April 11-13th, 2008
 - b. PICMET Outstanding Student Paper Award. Cape Town, South Africa, 2008

Work Experience

<i>NovoEd.com</i> – Director of Partner Development	(2 days/week) Jan.-Sept. 2014
<i>Flagship Ventures</i> – Associate (Venture Capital)	2007-2009
<i>Lobby 10, LLC</i> – Founder/CEO	2007-2009
<i>Lux Capital</i> – Entrepreneur-in-Residence (Venture Capital)	2006-2007
<i>Learning Friends</i> - Co-Founder/CFO	2005-2006
<i>Duke University Center for Health Policy, Law, and Management</i> Research Assistant to the Director, Dr. Frank Sloan, Professor of Economics	2004-2005

Duke University Medical Center, Brain Imaging and Analysis Center 2002-2004
Research Assistant to Dr. Richard Keefe, Professor of Psychiatry

Sun Dance Genetics – Founder/CEO 2001-2002
Biotechnology Startup, 1st Prize: Duke Startup Challenge (\$50,000)

Teaching Experience

E145. Technology Entrepreneurship – Undergraduate engineering course and also first MOOC in entrepreneurship on NovoEd.com

MS&E 372. Doctoral seminar in Entrepreneurship

MS&E 379. Social Data Analysis

MS&E 108. Senior Thesis Project Class

MIT Sloan School of Management 15.024 - Applied Economics for Managers, Sloan Fellows class -*Teaching Assistant for Thomas Stoker*, Summer 2009.