Creating knowledge...
Inpiring individuals...
Transforming business.
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For more information on Olin Business School faculty members, visit the Faculty & Research area of our Web site at www.olin.wustl.edu.
A Message
From the Dean

I am delighted to introduce Olin Business School’s 2009-10 Faculty Directory. This comprehensive listing of our faculty is a testament to the impressive academic resources here at Olin.

The faculty members profiled in this directory are experts in their respective fields and are distinguished by a long-standing and active commitment to scholarly research, excellence in teaching and the highest level of service to students, alumni and business. The Olin faculty is also a team of close-knit, supportive colleagues who invigorate one another and our school on a daily basis with their esprit de corps and intellectual gravity.

Over the past two academic years, we have proudly and enthusiastically welcomed 27 outstanding new faculty members to the Olin team. This ongoing commitment to faculty growth and advancement is an important strategic plank in our vision to be recognized as one of the world’s best business schools.

Thank you for your partnership and support as we pursue the mission that has defined the business school since 1917 and drives our ultimate success:

Create knowledge…

Inspire individuals…

Transform business.

Mahendra R. Gupta
Dean and Geraldine J. & Robert L. Virgil Professor of Accounting & Management
Areas of Expertise

Accounting:
- Gauri Bhat p12
- Sudarshan Jayaraman p33
- Xuemin Martin p48
- Ron Shalvey p59

AUDITING:
- Ronald R. King p35
- Mark E. Soczew p79

CORPORATE GOVERNANCE:
- Philip H. Dybvig p24
- Radhakrishnan Gopalan
- Sudarshan Jayaraman p33

FINANCIAL REPORTING:
- Thomas D. Fields p73
- Richard Frankel p27
- Ronald R. King p35
- Chad Larson p40
- Mark E. Soczew p79

MANAGERIAL ACCOUNTING:
- Mahendra R. Gupta p31

REGULATION:
- Ronald R. King p35

Banking & Financial Institutions:
- Philip H. Dybvig p24
- Anjan Thakor p61

Behavioral Science:
- Markus Baer p11
- William P. Bottom p14
- J. Stuart Bunderson p15
- Michelle Duguid p23
- Hillary Anger
- Ellenben p26
- Joseph Goodman p29
- Selin Malkoc p47
- Jude McLean Parks p49
- Romel Mostafa p77
- Lamar Pierce p56
- Raymond T. Sparrowe p60

Business & Government:
- Robert A. Pollak p57

Business Education:
- William P. Bottom p14
- Philip H. Dybvig p24

Business Policy & Strategy:
- Nicholas S. Argyles p9
- Daniel Ellenben p25
- Anne Marie Knott p37
- James T. Little p44
- Glenn MacDonald p46
- Romel Mostafa p77
- Lamar Pierce p56
- Todd R. Zenger p65

Communication:
- Sharon McMullen
- Cannon p70
- Annette Vecch p80

Consumer Behavior:
- Selin Malkoc p47

Corporate Finance:
- Lubomir Litov p43
- M. Deniz Yavuz p64

CORPORATE GOVERNANCE:
- Todd Milbourn p50

Corporate Strategy:
- Anjan Thakor p61

Critical Thinking:
- Yossi Avni p10
- Jackson A. Nickerson p54
- Tava Lennon Olsen p35

Diversity:
- J. Stuart Bunderson p15
- Michelle Duguid p23
- Glenn MacDonald p46
- Jude McLean Parks p49

Economics:
- Alvin D. Murphy p51
- Rajeev Bhattacharya p70

ECONOMETRICS:
- Joseph Cullen p20
- Barton H. Hamilton p32

ECONOMIC DEVELOPMENT:
- James T. Little p44
- Romel Mostafa p77

ECONOMIC POLICY:
- James T. Little p44

ENVIRONMENTAL ECONOMICS:
- Kelly Bishop p13
- Joseph Cullen p20
- Robert A. Pollak p57

HEALTH ECONOMICS:
- Mahendra R. Gupta p31
- Barton H. Hamilton p32

INTERNATIONAL ECONOMICS:
- Armando Gomes p28
- James T. Little p44
- Romel Mostafa p77

MICROECONOMICS /
- INDUSTRIAL ORGANIZATION:

Microeconomics:
- Amitay Alter p8
- Kelly Bishop p13
- Joseph Cullen p20
- Armando Gomes p28
- Barton H. Hamilton p32
- Anne Marie Knott p37
- Dmitry Kulsov p39
- Glenn MacDonald p46
- Romel Mostafa p77
- Alvin D. Murphy p51
- Chakravarti
- Narasimhan p52
- Sherif Nasser p53
- Robert A. Pollak p57
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ORGANIZATIONAL ECONOMICS:
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- Nicholas S. Argyles p9
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- Romel Mostafa p77
- Todd R. Zenger p65

Entrepreneurism:
- Daniel Ellenben p25
- Radhakrishnan Gopalan
- Gopalan p30
- Barton H. Hamilton p32
- Clifford Holekamp p75
- Anne Marie Knott p37
- Jude McLean Parks p49
- Romel Mostafa p77

Finance/Investments:
- Rajeev Bhattacharya p70

ASSET PRICING:
- Long Chen p17
- M. Deniz Yavuz p64

CORPORATE FINANCE:
- Philip H. Dybvig p24
- Armando Gomes p28

DEVELOPMENT:
- James T. Little p44
- Romel Mostafa p77

FINANCIAL REGULATION:
- Todd Milbourn p50

Anjan Thakor p61

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FINANCIAL ECONOMICS:
- Heber Farnsworth p72
- Ohad Kadan p34
- Isaac Klebelsbelski p36
- Hong Liu p45

FINANCIAL INTERMEDIATION:
- Philip H. Dybvig p24
- Lubomir Litov p43

INVESTMENT/PARTNERSHIP/HOLDING COMPANY:
- Philip H. Dybvig p24
- Heber Farnsworth p72
- Michael R. Gordimer p73
- Ohad Kadan p34
- Isaac Klebelsbelski p36
- Hong Liu p45
- Danko Turic p62
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MERGERS & ACQUISITIONS:
- Lubomir Litov p43

OPTION PRICING:
- Philip H. Dybvig p24
- Heber Farnsworth p72
- Isaac Klebelsbelski p36
- Hong Liu p45
- Danko Turic p62
- Guofu Zhou p67

Human Resource Management/Industrial Relations:
- Markus Baer p11
- J. Stuart Bunderson p13
- Michelle Duguid p23
- Barton H. Hamilton p32
- Lee J. Konczak p75
- Glenn MacDonald p46
- Jude McLean Parks p49
- Todd R. Zenger p65

Information Technology:
- Mahendra R. Gupta p31
- Dmitry Kulsov p39
- Todd R. Zenger p65
- Fuqiang Zhang p66
Innovation & Growth:
Ken Harrington p74
Jackson A. Nickerson p54
Anjan Thakor p61

International Business:
Panos Kouvelis p38
James T. Little p44
David Meyer p76
Judi McLean Parks p49
Patrick Moreton p76

Law & Economics:
Radhakrishnan Gopalan p30
Ronald R. King p33
Robert A. Pollak p57

Leadership:
Hillary Anger Ellenbein p26
Lee J. Konczak p75
Jackson A. Nickerson p54

Management Development:
J. Stuart Bunderson p15
Lee J. Konczak p75
Judi McLean Parks p49
Raymond T. Sparrowe p60

Management Science:

Decision Analysis: Yossi Aviv p10
Sergio Chayet p71
Michael R. Gordiner p73
Mahendra R. Gupta p31
Panos Kouvelis p38
Danko Turcic p62

Math Programming: Yossi Aviv p10
Lingxiu Dong p22
Panos Kouvelis p38
Tava Lennon Olsen p55

Simulation Modeling: Yossi Aviv p10
Sergio Chayet p71
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Stochastic Processes: Yossi Aviv p10
Sergio Chayet p71
Philip H. Dybvik p24
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Management Strategy:
Nicholas S. Argyles p9
Daniel Ellenbein p25
Mahendra R. Gupta p31
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Panos Kouvelis p38
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Sherif Nassar p33

Marketing:
Tat Y. Chan p16
Samuel Chun p71
Michael Lewis p42
Sherif Nassar p33
John Norton p77
Ying Xie p63

Consumer Behavior & Decision Making: Cynthia Cryder p19
Joseph Goodman p29
Selin Malkoc p47

Consumer Products Marketing:
Chakravarthi Narasimhan p52

Distribution Channels:
Chakravarthi Narasimhan p52
John Norton p77

E-Commerce: Dmitri Kuksov p39
Chakravarthi Narasimhan p52

Marketing Management & Strategy:
Mahendra R. Gupta p31
Dmitri Kuksov p39
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Marketing Research: Cynthia Cryder p19
Selin Malkoc p47
Chakravarthi Narasimhan p52

Pricing:
Yossi Aviv p10
Dmitri Kuksov p39
Chakravarthi Narasimhan p52
Sherif Nassar p33

Monetary Policy: James T. Little p44

Motivation:
Markus Baer p11
J. Stuart Bunderson p15
Judi McLean Parks p49
Raymond T. Sparrowe p60
Todd R. Zenger p65

Negotiation:
William P. Bottom p14
Glenn MacDonald p46
Judi McLean Parks p49

Operations & Manufacturing Management:
Panos Kouvelis p38
Danko Turcic p62

Inventory Control, Production Planning & Scheduling:
Yossi Aviv p10
Sergio Chayet p71
Lingxiu Dong p22
Tava Lennon Olsen p55
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Operations Strategy:
Yossi Aviv p10
Sergio Chayet p71
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Revenue Management:
Yossi Aviv p10

Supply Chain Management:
Yossi Aviv p10
Lingxiu Dong p22
Panos Kouvelis p38
Tava Lennon Olsen p55
Fuqiang Zhang p66

Organizational Behavior:
William P. Bottom p14
J. Stuart Bunderson p15
Kurt T. Dirks p21
Michelle Duguid p23
Hillary Anger Ellenbein p26
Judi McLean Parks p49
Romel Mostafa p77
Todd R. Zenger p65

Team Development:
Markus Baer p11
William P. Bottom p14
J. Stuart Bunderson p15
Lee J. Konczak p75

Organizational Change & Development:
William P. Bottom p14
J. Stuart Bunderson p15
Lee J. Konczak p75
Glenn MacDonald p46
Judi McLean Parks p49

Organizational Design:
Nicholas S. Argyles p9

Political Economy:
Robert A. Pollak p57

Statistics/Econometrics:
Siddhartha Chib p18
Michael R. Gordiner p73
Barton H. Hamilton p32
Chakravarthi Narasimhan p52
Guofu Zhou p67

Technology Management:
Nicholas S. Argyles p9
Daniel Ellenbein p25
Mahendra R. Gupta p31
Anne Marie Knot p37
Panos Kouvelis p38
Glenn MacDonald p46
Romel Mostafa p77

Training & Development:
Annette Veech p80

Ying Xie

John Norton

Danko Turcic

Michelle Duguid

Selin Malkoc

Romel Mostafa

Glenn MacDonald

Yossi Aviv

Judi McLean Parks

Lee J. Konczak

Panos Kouvelis

Lingxiu Dong

Tava Lennon Olsen

J. Stuart Bunderson

Michael R. Gordinier

Yossi Aviv
Tenured & Tenure-Track Faculty
Amitay Alter joined the Olin faculty in 2009 after spending a year at the National Bureau of Economic Research, where he was a fellow with the Innovation Policy and the Economy Group. His research interests include industrial organization and organizational economics. His current research focuses on the role played by firms in organizing the production of venture capital services.

**Areas of Expertise:**
Economics: Microeconomics/Industrial Organization • Economics: Organizational Economics

**Research Focus:**
Industrial Organization • Organizational Economics • Venture Capital

**Courses:**
The Economics of Human Resource Management • Economics of the Organization • Compensation, Incentives & Organization

**Selected Publications:**
- “Estimating the Return to Organizational Form in the California Venture Capital Industry,” working paper
- “The Organization of Venture Capital Firms,” working paper
- “The Effect of Access Regulation on Broadband Deployment,” working paper

**Personal Interests:**
Amitay enjoys hiking, reading and contemporary art.
Nick Argyres joined the Olin faculty in 2008. He was previously associate professor at Boston University School of Management. Before that, he was assistant professor at the Marshall School of Business, University of Southern California. Nick’s research is focused on topics in organizational strategy, organizational boundaries, contracting and interorganizational relationships, internal organization structure, technology and organization, and organizational dissent.

**Areas of Expertise:**
Organizational Strategy • Business/Corporate Strategy • Organizational Design

**Research Focus:**
Economic Theories of the Firm • Organizational Economics • Organizational Learning • Business Policy/Strategy • Technology Management

**Course:**
Business Strategy

**Selected Publications:**

**Personal Interests:**
Nick enjoys traveling and playing tennis, basketball, squash and the piano.
Yossi Aviv develops operations research models and methods and applies them to problems related to supply chain management and revenue management. His current research focuses on strategic inventory positioning in distribution networks, collaboration in supply chains and dynamic pricing. Yossi is a department editor in the Management Science flagship journal and serves on the editorial boards of all top journals in operations management. He has consulted in the defense and electronics industries.

**Areas of Expertise:**
- Critical Thinking
- Management Science: Decision Analysis, Math Programming, Simulation Modeling, Stochastic Processes
- Operations & Manufacturing Management: Inventory Control, Production Planning & Scheduling, Supply Chain Management, Revenue Management, Operations Strategy
- Marketing: Pricing

**Research Focus:**
- Production & Operations Management
- Logistics & Distribution Systems
- Supply Chain Management
- Decision Analysis
- Stochastic Processes
- Applied Decision Sciences

**Courses:**
- Operations Management
- Operations Planning & Control
- Inventory & Supply Chain Management Theory & Research
- Foundations of Supply Chain Management
- Decision Models

**Selected Publications:**
Before earning his doctorate, Markus Baer worked in the German automotive industry and consulted for firms in Europe and Asia as a member of a university-affiliated startup venture. His expertise lies in the areas of creativity and innovation.

**Areas of Expertise:**
Behavioral Science • Motivation • Organizational Behavior

**Research Focus:**
Organizational Behavior • Creativity & Innovation • Organizational Climate/Culture (e.g., Error Management Culture) • Social Networks

**Course:**
Organizational Behavior Within the Firm

**Selected Publications:**

**Personal Interests:**
Markus enjoys swimming, running and, above all, soccer. He is married and has a daughter.
Gauri Bhat joined Olin Business School in 2008 after graduating from the University of Toronto. She is a CFA charter holder, a Chartered Accountant and Management Accountant. Prior to joining academia, she worked for KPMG and Citibank. Gauri’s research focuses on topics in fair value accounting, financial reporting, disclosure, corporate governance, financial analysis and auditing. Her current work examines whether disclosures and corporate governance in commercial banks in the United States aid the investors in understanding fair value estimates.

**Area of Expertise:**
Financial Reporting

**Research Focus:**
Financial Reporting • Fair Value Accounting • Disclosures • Corporate Governance

**Course:**
Managerial Accounting

**Selected Publications:**
- “Impact of Disclosure and Corporate Governance on the Association Between Fair Value Gains and Losses and Stock Returns in the Commercial Banking Industry,” working paper
- “Risk Relevance of Fair Value Gains and Losses – a Variance Decomposition Analysis,” working paper

**Personal Interests:**
Gauri enjoys reading and movies. She is married to Aniruddha and has two daughters, Rama and Ira.
Kelly Bishop joined the Olin faculty in 2008. Before joining Olin, she received her PhD in economics from Duke University. Kelly's research focuses on location choice and environmental valuation.

**Area of Expertise:**
Environmental Economics

**Research Focus:**
Environmental Economics • Labor Economics • Public Economics • Applied Econometrics

**Course:**
Microeconomics

Kelly Bishop
Assistant Professor of Economics
email: kbishop@wustl.edu
phone: 314.935.8253

Ph.D. Economics 2008, Duke University
M.A. Economics 2002, University College Dublin
B.A. Economics (*with honors*) 2000, Barnard College, Columbia University

**Selected Publications:**
- “A Dynamic Model of Location Choice and Hedonic Valuation,” job market paper
- “Recovering the Marginal Willingness to Pay to Avoid Ozone: How Panel Data Can Be Used to Easily Estimate Hedonic Inverse Demand Functions,” with C. Timmins

**Personal Interests:**
Kelly enjoys traveling, cooking and exploring St. Louis with her husband, Alvin.
Bill Bottom joined Olin in 1988. He currently serves as chair of the organizational behavior area, having previously served as senior associate dean and director of the PhD program. His research addresses decision processes in the negotiation of deals and the resolution of disputes. He consults frequently with businesses regarding these issues as well as team development and organizational change. A member of the Academy of Management and American Psychological Society, he is associate editor of the journal *Organizational Behavior and Human Decision Processes*.

**Areas of Expertise:**
- Behavioral Science • Motivation, Negotiation & Conflict Resolution • Organizational Behavior
- Organizational Behavior: Team Development, Organizational Change & Development

**Research Focus:**
- Organizational Behavior • Behavioral Decision Theory, Negotiation & Conflict

**Courses:**
- Team Development & Assessment • Negotiations & Conflict Management

**Selected Publications:**

**Personal Interests:**
Bill enjoys spending time with his wife and three sons. He also enjoys playing golf and shooting hoops.
Stuart Bunderson teaches and conducts research on issues of informal leadership, organizational learning and leveraging human capital. Before coming to Olin, he worked in organization and management development at PepsiCo Inc.

**Areas of Expertise:**
- Behavioral Science
- Management Development
- Organizational Behavior
- Organizational Change & Development
- Team Development
- Leading Innovative Teams

**Research Focus:**
- Organizational Behavior
- Organizational Learning
- Power, Status & Influence in Organizations
- Leveraging & Coordinating Human Capital

**Courses:**
- Managing Power & Influence in Organizations
- Leadership & Influence in Organizations

**Selected Publications:**

**Personal Interests:**
Stuart is married and has four children. He enjoys hiking, skiing and anything that gets him outdoors.
Tat Chan was a teaching assistant while completing his doctoral studies at Yale University. He also served as a lecturer at Shue Yan College and at Open University in Hong Kong.

**Area of Expertise:**
Marketing

**Research Focus:**
Industrial Organization • Applied Econometrics • Applied Microeconomics Marketing

**Courses:**
Empirical Methods in Business • Database Marketing • Principles of Marketing • Marketing Strategy • Market Research • Data Analysis for Brand Management

**Selected Publications:**

**Personal Interests:**
Tat enjoys reading novels, watching movies, drinking wine and playing with his young sons.
Before joining Olin in 2008, Long Chen was an assistant professor at Michigan State University. Long’s business-world exposure includes two years working in an import and export corporation in China and one year as a professional trader for the commodity futures market.

**Area of Expertise:**
Corporate Finance

**Research Focus:**
Asset Pricing • Corporate Financing Decisions

**Courses:**
Investments • Investment Theory

**Selected Publications:**

**Personal Interests:**
Long enjoys spending time with his family, reading books, traveling, playing soccer and watching basketball.
Siddhartha Chib's research is in the area of Bayesian statistics and Markov chain Monte Carlo computational methods. He has published papers on a number of topics including the analysis of binary and ordinal data, Markov mixture models, stochastic volatility, Metropolis-Hastings algorithms and model choice. He is a fellow of the American Statistical Association.

**Area of Expertise:**
Statistics/Econometrics

**Research Focus:**
Bayesian Statistics & Econometrics • Markov Chain Monte Carlo Methods

**Courses:**
Using Data for Business Decision Making
• Analysis of Time Series Data • Seminar in Econometrics

**Selected Publications:**

**Selected Publications:**

**Personal Interests:**
Siddhartha is an avid chess player.
Cynthia Cryder joined the Olin faculty in 2009. She received her PhD in behavioral decision research from Carnegie Mellon University, where she was recognized with the Herbert A. Simon Distinguished Dissertation Award. Her research focuses on judgment and decision making, specifically decisions about spending, saving and charitable giving.

**Area of Expertise:**
Consumer Behavior

**Research Focus:**
Behavioral Decision Theory • Prosocial Behavior • Affect & Emotion • Incentives • Field & Internet Research Methodology

**Course:**
Principles of Marketing

**Selected Publications:**

**Personal Interests:**
Cynthia enjoys vegetable gardening and running.
Joseph Cullen  
Assistant Professor of Economics

email: jacullen@fas.harvard.edu  
phone: 617.495.2997

Ph.D. Economics 2009, University of Arizona  
M.A. Economics 2006, University of Arizona  
B.A. International Studies 2002, University of Idaho

Joseph will join the Olin faculty in early 2011. Having completed his PhD at the University of Arizona in 2009, he will be coming to Washington University by way of Harvard, where he is currently a fellow with the Harvard University Center for the Environment. Joseph’s research interests lie at the intersection of industrial organization and environmental economics. Using structural modeling, he investigates how environmental policies, or the lack of such policies, affect outcomes and competition in markets. To date, much of his research has been focused on electricity markets and carbon regulation.

**Areas of Expertise:**  
Industrial Organization  
Environmental Economics  
Applied Econometrics Methodology

**Research Focus:**  
Energy Economics  
Environmental Policy  
Dynamics  
Econometric Methods

**Courses:**  
Industrial Organization  
Microeconomics

**Selected Publications:**

- “Dynamic Response to Environmental Regulation in Electricity Markets,” working paper  
- “Measuring the Environmental Benefits of Wind Generated Electricity,” working paper  
- “Investment in New Generating Capital Under Environmental Regulation,” working paper  

**Personal Interests:**  
Joseph enjoys soccer, squash, playing music, and exploring the great outdoors with his wife, Danielle, and their daughters.
Kurt T. Dirks
Bank of America Professor of Managerial Leadership

email: dirks@wustl.edu
phone: 314.935.5206

Ph.D. 1997, University of Minnesota
M.S. Management 1993, Iowa State University
B.B.A. Finance 1990, Iowa State University

Kurt Dirks teaches and conducts research on issues related to leadership and teams. He has done workshops on his research on these topics to various audiences across the United States and Europe. Kurt serves on the editorial review boards of the Academy of Management Journal, the Journal of Applied Psychology, Organizational Behavior and Human Decision Processes and Organization Science.

Area of Expertise:
Organizational Behavior

Research Focus:
Leadership • Teams • Problem Solving

Course:
Managing Politics & Power in Organizations

Selected Publications:
- “When more blame is better than less: The implications of internal vs. external attributions for the repair of trust after a competence- vs. integrity-based trust violation,” with C. Cooper, D. Ferrin and P. Kim, Organizational Behavior and Human Decision Processes, Issue 99, 49-65, 2006

Personal Interests:
Kurt is married and has a son and a daughter.
Creating knowledge... Inspiring individuals... Transforming business.

Lingxiu Dong
Associate Professor of Operations & Manufacturing Management

e-mail: dong@wustl.edu
phone: 314.935.6336

Ph.D. 1999, Stanford University
M.S. 1995, Georgia Institute of Technology
B.E. 1993, University of Science and Technology of China

Lingxiu Dong’s research interests in supply chain management include control and design of the supply chain and the use of operational flexibility in various supply chain environments. Her most recent research in integrated risk management focuses on the joint use of operational and financial instruments to manage risk related to commodity and currency exchange rates.

Areas of Expertise:
Management Science: Math Programming
• Operations & Manufacturing Management: Inventory Control, Operations Strategy, Production Planning & Scheduling

Research Focus:
Operations Management • Production & Distribution Systems • Supply Chain Management • Information in Supply Chains

Courses:
Management Science • Information Technology & Supply Chain Management

Selected Publications:

Personal Interests:
Lingxiu enjoys books, movies, music and travel.
Michelle Duguid joined the Olin faculty in 2009. She received her doctorate from Cornell University. She has two major research streams: group demography and social status and group creativity and decision making. The first line of work focuses on how group demography and status differences among group members shape individuals – perceptions, interactions and behaviors, and group relations. Her other area of research investigates group creativity and the quality of group decision making.

**Areas of Expertise:**
Behavioral Science • Diversity • Human Resource Management/Industrial Relations • Organizational Behavior

**Research Focus:**
Social Status & Group Dynamics • Group Creativity & Decision Making • Demographic Effects on Intergroup & Intragroup Relations • Social Categorization

**Course:**
Organizational Behavior Within the Firm

**Selected Publications:**
- “Political Correctness and Creativity in Demographically Homogenous and Heterogeneous Groups,” with J. Chatman and J. Goncalo, working paper

**Personal Interests:**
Michelle is a native of the island of Barbados and loves all water-related activities. She also enjoys all types of music, traveling and cooking.
Philip H. Dybvig
Boatmen’s Bancshares Professor of Banking & Finance
email: phild@phildybvig.com
Ph.D. 1979, Yale University
M.A., M.Phil. 1978, Yale University
B.A. 1976, Indiana University

Philip H. Dybvig is well-known for the Diamond-Dybvig model and his paper “Bank Runs, Deposit Insurance, and Liquidity” (1983), one of the most widely cited papers in finance and economics. The Diamond-Dybvig model shows how banks serve the economy by creating liquidity and how this liquidity creation subjects the banks to run if there is not any deposit insurance or other protection. Phil previously taught at Princeton University and was tenured at Yale University. He has published two textbooks and more than 35 articles in leading journals. He has consulted for government, organizations and individuals.

Areas of Expertise:
Banking & Financial Institutions • Business Education • Economics: Microeconomics/Industrial Organization • Finance/Investments: Corporate Finance, Investment/Security Pricing/Portfolio Theory, Option Pricing • Monetary Policy

Research Focus:
Banking • Corporate Finance • Financial Markets • Asset Pricing • Fixed-Income Securities • Industrial Organization • Portfolio Management

Courses:
Options & Futures • Derivative Securities • Options, Futures & Derivative Securities • Numerical Methods & Optimization in Finance

Selected Publications:
• “Consensus on Diverse Corporate Boards,” with N. Baranchuk, Review of Financial Studies, forthcoming

Personal Interests:
Phil’s leisure time is spent playing and composing music, cooking, taijiquan, and lifting weights.
Before joining Olin Business School, Dan Elfenbein taught in the MBA program at the University of California, Berkeley. He has also worked as an economist for the President’s Council of Economic Advisers and as a management consultant for the Monitor Group. Dan is a member of the Academy of Management and American Economic Association and serves as a referee for numerous academic journals. In addition to his many research interests, Dan has studied the economics of NFL ticket scalping online. In addition to his many research interests, Dan has studied the economics of online ticket scalping.

**Selected Publications:**

**Personal Interests:**
Dan lives in St. Louis with his wife and son. He appreciates modern translations of the writing of Miguel de Cervantes, the music of Johnny Cash, and the food at the original Dreamland BBQ.
Hillary Anger Elfenbein
Associate Professor of Organizational Behavior

email: helfenbein@wustl.edu
phone: 314.935.9248

Ph.D. Organizational Behavior 2001, Harvard University
M.A. Statistics 2001, Harvard University
B.A. Physics and Sanskrit Language 1994, Harvard University

Before joining Olin Business School, Hillary Anger Elfenbein was an associate professor at the University of California, Berkeley. Before beginning work on her PhD in organizational behavior, Hillary worked at Monitor Company for two years and spent six months doing nonprofit work in India.

Area of Expertise:
Organizational Behavior

Research Focus:
Emotions in the Workplace

Courses:
Leadership Competence • Seminar in Organizational Behavior

Selected Publications:

Personal Interests:
Hillary enjoys reading, bicycling and chasing after her son, Teddy.
Richard Frankel has taught at Olin since 2005. Before that he was a professor at the MIT Sloan School of Management and the University of Michigan, Ann Arbor. At Michigan and MIT, he received MBA Student Awards for Teaching Excellence. His principal teaching interest is financial accounting and reporting. His research focuses on valuation using accounting numbers and on corporate managers’ use of conference calls, earnings forecasts and pro forma earnings.

**Area of Expertise:**
Financial Accounting

**Research Focus:**
Accounting-Based Valuation • Voluntary Disclosure

**Courses:**
Business Analysis Using Financial Statements
• Applied Empirical Research in Accounting

**Selected Publications:**

**Personal Interests:**
Rich enjoys accounting, teaching and research.
Armando Gomes’ research program focuses on addressing questions in corporate finance and economics and applying game theory and economic tools to construct and evaluate models. Recurrent themes of his research are the study of asymmetric information and incentive problems and issues related to bargaining and contracting. His interest also lies in empirical research focusing on finance topics in which synergies with theory are an important element in uncovering and understanding questions.

**Areas of Expertise:**
Economics: International Economics, Microeconomics/Industrial Organization  
• Finance/Investments: Corporate Finance

**Research Focus:**
Corporate Finance • Mergers & Acquisitions  
• Corporate Governance • Economic Theory

**Courses:**
Mergers & Acquisitions • International Finance  
• Topics in Corporate Finance

**Selected Publications:**
• “Why Do Public Firms Issue Private and Public Securities?,” with G. Phillips, working paper  

**Personal Interests:**
Armando and his wife, Ruth, have two children, Giovani and Julia. He enjoys soccer, biking, swimming and tennis.
Joe Goodman joined the Olin faculty in 2008. Before joining Olin, Joe was assistant professor at the University of South Carolina. He received his PhD in Marketing from the McCombs School of Business at The University of Texas at Austin. His primary research interests are consumer behavior and judgment and decision-making, specifically the role of product assortment and variety in the decision making process and how consumption affects consumer happiness.

**Areas of Expertise:**
Behavioral Science • Marketing: Consumer Behavior & Decision Making

**Research Focus:**
Consumer Behavior & Decision Making
• Consumer Happiness • Product Assortment & Variety • Consumer Superstitions • Illusions of Control

**Courses:**
Principles of Marketing • Consumer Behavior

**Selected Publications:**
• “Happiness for Sale: Do Experiential or Material Purchases Lead to Greater Consumer Retrospective Happiness?,” with L. Nicolao and J. Irwin, conditionally accepted at the *Journal of Consumer Research*
• “Simplify or Intensify? The Effect of Best Seller Signage on Consumer Decision-Making From Large Product Assortments,” with S. Broniarczyk, L. McAlister and J. Griffin, working paper
• “The Effect of Include Versus Exclude Screening Strategies on Consideration Set Construction,” with S. Broniarczyk, working paper

**Personal Interests:**
Joe enjoys traveling, running and consuming in the natural habitat.
Radha Gopalan joined Olin in 2006 after receiving his PhD from the University of Michigan, Ann Arbor. Before receiving his PhD, he worked for five years in the project finance department of a leading Indian bank. He researches issues in theoretical and empirical corporate finance. Specifically, he examines questions related to a firm’s choice between public and private ownership, the benefits of a business group structure in emerging economies, and firm-bank relationships and the syndicated loan market.

**Areas of Expertise:**
Accounting: Corporate Governance  
Economics: Entrepreneurship  
Finance/Investments: Corporate Finance  
Law & Economics  
Financial Intermediation

**Research Focus:**
Corporate Governance  
Emerging Market Financial Systems  
Financial Intermediation  
Corporate Restructuring  
Entrepreneurial Finance

**Courses:**
Financial Economics  
Advanced Corporate Finance

**Selected Publications:**

**Personal Interests:**
Radha enjoys running, listening to music and spending time with his family.
MAHENDRA R. GUPTA
Dean of Olin Business School and
Geraldine J. & Robert L. Virgil
Professor of Accounting & Management

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phone: 314.935.6344

Ph.D. 1990, Stanford University
M.S. 1981, Carnegie Mellon University
B.S. 1978, Bombay University

Since joining the Olin Business School faculty in 1990, Mahendra Gupta has had his research published in leading academic journals in the United States and abroad. Students have awarded him the Reid Teaching Award eight times. He was named the dean of Olin Business School in 2005.

Mahendra has served on editorial boards for publications including The Accounting Review, the Journal of Management Accounting Research, Canadian Accounting Review and Accounting Horizons. He currently serves on the advisory committees for the Center for the Study of Ethics and Human Values and the Center for Health Policy.

In addition, Mahendra has been a consultant to numerous firms in the electronics, energy, chemical, consumer products, health care and service industries and to various international regulatory organizations.

AREAS OF EXPERTISE:
Managerial Accounting • Health Economics • Decision Analysis • Management Strategy • Marketing • Technology Management

RESEARCH FOCUS:
Managerial Accounting • Strategic Cost Management & Control • Decision Analysis

COURSE:
Strategic Cost Accounting & Control

SELECTED PUBLICATIONS:
• “Cash Constraints and Venture Capital Stage Investing,” with G. Foster and T. Davila, Creative Enterprise, 2007
• “Production Efficiencies and Pricing of Audit Services,” with N. Dopuch, D. Simunic and M. Stein, Contemporary Accounting Research, 2003

PERSONAL INTERESTS:
Mahendra enjoys reading, cooking and movies.
Before joining Olin, Bart Hamilton was an assistant professor of economics at McGill University for five years.

AREAS OF EXPERTISE:
Econometrics • Entrepreneurship • Health Economics • Microeconomics/Industrial Organization • Human Resource Management/Industrial Relations • Statistics/Econometrics

RESEARCH FOCUS:
Entrepreneurship • Health Economics • Labor Economics • Econometrics

COURSES:
Managerial Economics • Economics & the Organization • Compensation, Incentives & Organizations • Economics of Human Resource Management • Entrepreneurship, Compensation & Incentives • Olin Grand Rounds: The Business & Practice of Medicine

SELECTED PUBLICATIONS:


PERSONAL INTERESTS:
Bart enjoys reptile keeping and breeding, dogs, hiking, reading, and professional football.
SUDARSHAN JAYARAMAN
Assistant Professor of Accounting

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phone: 314.935.6116

Ph.D. Accounting 2007, University of North Carolina at Chapel Hill
M.B.A. 2001, Bentley College
Chartered Accountant 1997, Institute of Chartered Accountants of India
B.Com. 1995, Mumbai University

Sudarshan Jayaraman’s research interests lie in understanding the interaction between financial reporting outcomes and information-based trading in financial markets. His research has examined how properties of reported earnings such as income smoothing and big baths influence informed trading. His recent work explores the monitoring role of stock liquidity and how firms trade off between alternate monitoring mechanisms. Sudarshan joined Olin Business School in 2007. Before his academic career, Sudarshan worked as a senior analyst at HDFC Bank (Mumbai) and also with Citibank and KPMG.

AREA OF EXPERTISE:
Accounting

RESEARCH FOCUS:
Accounting • Informed Trading • Stock Liquidity
• Agency Conflicts

COURSE:
Managerial Accounting

SELECTED PUBLICATION:
Ohad Kadan is an expert in the areas of market microstructure, corporate finance, game theory and the economics of information. His work in market microstructure studies the strategic interactions between traders in limit order and dealer markets. His work in corporate finance studies the strategic interactions between managers and investors as well as optimal compensation schemes. He has studied the effectiveness of stocks or stock options as incentives for managers. His work also examines the bias of financial analysts and the investment value of their research. In 2009, his research papers won the “Wharton School-WRDS Award for the Best Empirical Paper in Finance” and the “Analysis Group Award for the Best Paper on Financial Institutions and Markets.” Ohad is a member of the American Finance Association, the Society for Financial Studies and the Econometric Society. He received his PhD and MBA from The Hebrew University of Jerusalem.

**Areas of Expertise:**
Corporate Finance • Financial Economics • Investments

**Research Focus:**
Corporate Finance • Market Microstructure • Economics of Information • Game Theory

**Course:**
Investment Praxis

**Selected Publications:**

**Personal Interests:**
Ohad enjoys spending time with his family.
Ron King's research addresses how legal and market institutions affect the production and use of accounting information. His principal research method is experimental economics, a methodology that allows for the controlled investigation of economic theories. In addition to presenting at many U.S. universities, he has been invited to present research workshops in Australia, Canada, Israel, Japan, Taiwan and the United Arab Emirates. Ron is a member of various organizations and has done expert witness work related to financial accounting and auditing. He is associate editor or board member of various academic journals, including The Accounting Review, Auditing: A Journal of Practice and Theory, and Accounting Horizons.

**AREAS OF EXPERTISE:**
Accounting: Auditing, Financial Reporting, Regulation • Law & Economics

**RESEARCH FOCUS:**
Auditing • Experimental Economics • Business, Law & Economics

**COURSE:**
Financial Accounting

**SELECTED PUBLICATIONS:**
- “Product Cost Information and Cost-Based Decisions: An Experimental Investigation,” with M. Gupta, Contemporary Accounting Research, 1997

**PERSONAL INTERESTS:**
History of ancient conflicts, heavy metal music, tennis and bicycling.
Isaac Kleshchelski's research spans topics in asset pricing, macroeconomics and international finance and especially the linkages between these subfields. His recent work examines both theoretically and empirically the effect that risk and Knightian uncertainty have on asset prices. He also investigates the effects of labor market frictions on optimal capital structure decisions. In different work, he makes an attempt to rationalize observed exchange rates anomalies through the possibility of rare events in the foreign exchange markets.

**Areas of Expertise:**
Finance/Investments: Financial Economics
- Investment/Security Pricing/Portfolio Theory
- Option Pricing

**Research Focus:**
Asset Pricing • Macroeconomics
- International Finance

**Courses:**
Capital Markets • Financial Management

**Selected Publications:**
- “Robust Equilibrium Yield Curves,” with N. Vincent, 2008, working paper
- “Do Peso Problems Explain the Returns to the Carry Trade?,” with C. Burnside, M. Eichenbaum and S. Rebelo, 2008, working paper

**Personal Interests:**
Isaac is married with two children. He was born in Israel and enjoys tennis, table tennis, biking and reading.
Anne Marie Knott’s research examines the optimal environment and policies (economic, industrial and firm) for innovation. This interest stems from issues that arose during her earlier career in defense electronics at Hughes Aircraft Co. Before joining Olin, Anne Marie was an assistant professor of management at Wharton at the University of Pennsylvania.

**Areas of Expertise:**
- Business Policy & Strategy
- Economics: Microeconomics/Industrial Organization
- Entrepreneurship
- Management Strategy
- Technology Management

**Research Focus:**
- Innovation
- Research & Development
- Entrepreneurship
- Managerial Value

**Course:**
- Corporate Strategy

**Selected Publications:**

**Personal Interests:**
Anne Marie loves theater, live music and gravity sports (skiing and kayaking). She plays tennis and is learning to surf (for one state of the world) and golf (for the other).
Before joining Olin, Panos Kouvelis served as an associate professor at the Fuqua School of Business at Duke University and as an assistant professor at The University of Texas at Austin. He has published three books and over 80 papers in top-quality academic journals. Panos has held visiting appointments with the Graduate School of Business, University of Chicago, where he taught in the executive programs in Barcelona, Chicago and Singapore, WHU-Koblenz School of Management, Germany, and Singapore Management University, Singapore. He has consulted with and/or taught executive programs for Emerson, IBM, Dell Computers, Boeing, Hanes, Duke Hospital, Solutia, Express Scripts, Spartech, MEMC, Ingram Micro, Smurfit Stone, Reckitt & Colman, and Bunge on supply chain, operations strategy, inventory management, lean manufacturing, operations scheduling and manufacturing system design issues.

Areas of Expertise:
- Operations & Manufacturing Management
- Supply Chain Management
- Logistics
- Inventory Control
- Operations Strategy
- Management Strategy
- International Business
- International Operations & Logistics
- Global Outsourcing
- Technology Management
- Management Science
- Mathematical Programming
- Decision Analysis

Research Focus:
- Global Supply Chain Management
- Operations & Finance Interfaces
- Risk Management in Supply Chains
- Commodity Risk Management
- Operations Strategy
- Managing the Innovation Process
- Marketing/Manufacturing Interfaces
- Product Line Design
- Lean Manufacturing
- Inventory Control
- Operations Planning
- Project Management
- Cyclic Scheduling
- Manufacturing System Design
- Management Science: Optimization

Courses:
- Managing Operations
- Global Supply Chain Management
- Operations Strategy
- Managing the Innovation Process
- Managing Flexibility & Risk in Global Supply Chains
- Global Outsourcing
- Analytical Models in Operations Strategy & Technology Management
- Research Topics in Supply Chain & Revenue Management

Selected Publications:
- “Quality Based Competition, Profitability and Variable Costs,” Management Science, 52, 12, 1884-1895, 2006
Dmitri Kuksov was an instructor of a marketing management course while a PhD student at the University of California, Berkeley. His research investigates the effects of consumer search costs on competition as well as pricing and other competitive strategies of firms.

**Areas of Expertise:**
Economics: Microeconomics/Industrial Organization • Information Technology
Marketing: E-Commerce, Marketing Management & Strategy • Pricing

**Research Focus:**
Competitive Strategy • Consumer Information Processing • Customer Satisfaction • Brand Image • Internet Marketing

**Courses:**
Pricing Strategies • Pricing Decision Making & Implementation • Analytical Modeling in Marketing • Principles of Marketing • Pricing

**Selected Publications:**


**Personal Interests:**
Dmitri enjoys science fiction, volleyball, tennis, jazz and classical music.
Chad Larson joined the Olin faculty in 2008. Before joining Olin, he received his PhD in accounting from the University of Michigan, Ann Arbor. Chad’s research focuses on capital markets, financial accounting, institutional investors and earnings manipulations.

**Area of Expertise:**
Financial Accounting

**Research Focus:**
Accounting Misstatements, Manipulations & Fraud • Institutional Investors • Earnings Announcements • Financial Statement Analysis

**Course:**
Intermediate Financial Accounting Theory I

**Selected Publications:**
- “Predicting Material Accounting Manipulations,” with P. Dechow, W. Ge and R. Sloan, working paper

**Personal Interests:**
Chad enjoys soccer, traveling and scuba diving.
Anna Levine will join the faculty in 2010. She received her doctorate in economics from Stanford University and spent two years as a Robert Wood Johnson Scholar in health policy at Harvard University. Anna’s research focuses on how market structure and regulation impact the direction of innovation in the health care industry.

**Area of Expertise:**
Industrial Organization

**Research Focus:**
Industrial Organization • Applied Microeconomics • Health Economics

**Selected Publications:**
- “Licensing and Scale Economies in the Biotechnology Pharmaceutical Industry,” 2009, working paper
Before obtaining a PhD in marketing from Northwestern University, Michael Lewis earned an MBA from the University of Chicago and a master’s in industrial engineering from the University of Illinois at Urbana-Champaign. He was formerly an assistant professor at the University of Florida. His professional background also includes experience at Northwest Airlines. Michael’s research focuses on issues such as consumer response to loyalty programs, methods for customer valuation and dynamic pricing. His research has appeared in the Journal of Marketing Research, Management Science, Marketing Science, the Journal of Marketing and the Journal of Retailing.

AREAS OF EXPERTISE:
Marketing • Sports Marketing • Customer Relationship Management

RESEARCH FOCUS:
Customer Relationship Management • Revenue Management • Nonlinear & Dynamic Pricing

COURSE:
Marketing Management

SELECTED PUBLICATIONS:
• “Dynamic Customer Management and the Value of One-to-One Marketing,” with R. Khan and V. Sing, Marketing Science, forthcoming
• “The Influence of Loyalty Programs and Short-Term Promotions on Customer Retention,” Journal of Marketing Research, 281-292, 2004
Lubomir Litov  
Assistant Professor of Finance  

email: litov@wustl.edu  
phone: 314.935.5740  

Ph.D. Economics 2005, Stern School of Business, New York University  
M.Phil. Economics 2002, Stern School of Business, New York University  
B.C. International Business 1997, University of National and World Economy, Sofia, Bulgaria

Lubomir Litov’s current research focuses on the impact of managerial agency costs on corporate investment and financing policy decisions. He also has studied the causes of market manipulation, the performance evaluation of mutual fund managers and the impact of bondholder versus equity holder conflicts on the nature of corporate mergers and acquisitions.

**A REAS OF EXPERTISE:**  
Corporate Finance • Corporate Governance  
• International Finance • Behavioral Corporate Finance • Mergers & Acquisitions

**RESEARCH FOCUS:**  
Managerial Agency Costs on Corporate Investment • Financing Policy Decisions

**COURSES:**  
Mergers & Acquisitions • Advanced Financial Management

**SELECTED PUBLICATIONS:**
• “Can Mutual Fund Managers Pick Stocks? Evidence From Their Trades Prior to Earnings Announcements,” with M. Baker, J. Wachter and J. Wurgler, conditionally accepted at *Journal of Financial and Quantitative Analysis*

**PERSONAL INTERESTS:**  
Lubomir enjoys traveling, reading and spending time with his family.
Jim Little did his undergraduate work at the University of British Columbia and received his PhD from the University of Minnesota. Jim joined the Washington University faculty in 1971 and served on the faculty of the Department of Economics until 1982, when he joined the faculty of Olin. From 1983 to 1989, he served as associate dean for academic affairs. He is academic director of Olin Business School’s EMBA Program and directs the school’s European Programs. His current research interests include the study of the implications of globalization for corporate strategies, international finance, the economics of China and the European Union, and regulation of insurance companies.

**AREAS OF EXPERTISE:**

**RESEARCH FOCUS:**
Microeconomics • International Economics • Corporate Strategy • Insurance Regulation

**SELECTED PUBLICATIONS:**

**PERSONAL INTERESTS:**
Jim enjoys French and Chinese history and jazz.
Hong Liu did his undergraduate work at the University of Science and Technology of China and received his PhD from the University of Pennsylvania. Hong joined the Washington University faculty in 1998. He is the academic director of Olin Business School’s Master of Science in Finance Program. His current research interests include the study of liquidity premia, underdiversification, and optimal consumption and investment.

Areas of Expertise:
Finance/Investments: Financial Economics • Investment/Security Pricing/Portfolio Theory • Option Pricing

Research Focus:
Optimal Consumption & Investment With Frictions • Asset Pricing, Market Microstructure

Courses:
Options & Futures • Derivative Securities • Advanced Derivative Securities

Selected Publications:

Personal Interests:
Hong enjoys spending time with his family, playing table tennis and playing bridge.
**Glenn MacDonald**

John M. Olin Distinguished Professor of Economics & Strategy

email: macdonald@wustl.edu
phone: 314.935.7768

Ph.D. Economics 1979, University of Rochester
M.A. Economics 1978, University of Rochester
Honors B.A. Economics and Mathematics (summa cum laude) 1975, York University

Before joining Olin, Glenn MacDonald was professor of economics and management at the W. E. Simon School of Business, University of Rochester, and professor of economics at the University of Western Ontario. He has worked with many companies, including Bausch & Lomb, Carrier, Chase Manhattan Bank, Citibank, Corning, Eastman Kodak, Harris Corp., General Motors, IBM, Litton Industries, Monsanto, Rochester Gas and Electric, Frontier Communications, Xerox, and Xerox’s PARC.

**Areas of Expertise:**
- Business Policy & Strategy • Diversity
- Economics: Microeconomics/Industrial Organization • Organizational Economics
- Human Resource Management/Industrial Relations • Management Strategy • Negotiation, Organizational Change & Development
- Technology Management

**Research Focus:**
- Industry Evolution • Strategy & Value Appropriation • Microeconomics/Industrial Organization • Investor Protection • Compensation

**Courses:**
- Managerial Economics: Incentives, Markets & Competition • Economics of Entertainment
- Microeconomics • Market Competition & Value Appropriation

**Selected Publications:**

**Personal Interests:**
Glenn is married with two children. He enjoys music and cooking. For fun he runs and plays guitar.
Selin Malkoc holds a BA in business administration from Bilkent University in Turkey and a PhD in marketing from the University of North Carolina at Chapel Hill’s Kenan-Flagler Business School. Before joining Olin, Selin was an assistant professor at the Carlson School of Management, University of Minnesota. Her research specialties include judgment and decision making, intertemporal choice, the role of consumer mind-sets and representations, and intuitive decision making. Selin’s research has appeared in the *Journal of Marketing Research* and *Psychological Science*, among other outlets.

**Areas of Expertise:**
Marketing Research • Behavioral Science • Consumer Behavior

**Research Focus:**
Consumer Behavior • Behavioral Decision Making • Intertemporal Preferences

**Course:**
Market Research

**Selected Publications:**

**Personal Interests:**
Selin enjoys salsa dancing, swimming and cooking.
Xiumin Martin joined Olin Business School in 2007 after receiving her doctorate from the University of Missouri-Columbia. While working on her PhD, Xiumin won numerous outstanding research awards and an outstanding teaching award. Before her work toward her doctorate, Xiumin worked at Deloitte and Touche Tohmatsu in Shanghai as an auditor. She is a Chinese Institute certified public accountant.

**Area of Expertise:**
Accounting

**Research Focus:**
Financial Accounting • Voluntary Disclosure • Accounting Information in Assets Valuation

**Course:**
Principles of Financial Accounting

**Selected Publications:**

**Personal Interests:**
Xiumin enjoys reading biographies, listening to classical and contemporary music, and doing home interior design.
Judi McLean Parks
Reuben C. & Anne Carpenter Taylor Professor of Organizational Behavior

email: mcleanparks@wustl.edu
phone: 314.935.7451

Ph.D. 1990, University of Iowa
M.A. 1988, University of Iowa
B.B.A. 1985, Iowa State University

Judi McLean Parks previously taught at the Industrial Relations Center at the University of Minnesota; Cornell University; and Institute d'Administration des Entreprises, Université Jean Moulin Lyon III in Lyon, France.

Areas of Expertise:
Behavioral Science • Diversity • Entrepreneurism
• Human Resource Management/Industrial Relations • International Business • Management Development • Motivation • Negotiation
• Organizational Behavior • Organizational Change & Development

Research Focus:
Organizational Behavior • Conflict Management & Dispute Resolution • Psychological Contracts & Workplace Justice • Diversity & Sociocultural & Cross-Cultural Management Factors • Revenge in the Workplace • Organizational Identity

Courses:
Managing Across Cultures • Negotiation & Conflict Management • Internal Negotiations

Selected Publications:
• “Behavioral Integrity and Elasticity in the ‘Rules of the Game,’” with D. Gallagher and L. Ma, working paper
• “Power Corrupts ... Or Does It? The Influence of Power and Sex on the Perceived Acceptability and Reputational Effects of Questionable Negotiation Tactics,” with L. Ma, working paper
• “The Name Game: Employability Evaluations of Prototypical Applicants with Stereotypical Female and Male First Names,” with J. Kleist, S. Showail, F. Smith and F. Tabak, Sex Roles, 2005

Personal Interests:
Judi’s hobbies include genealogy, gourmet cooking, antiquing, classical music, gardening and tracking bears (with a camera). She has two children, Jason and Heatheryann, and two grandchildren, Julia and Kenan.
Todd Milbourn taught at London Business School and the University of Chicago before coming to Olin.

**Areas of Expertise:**
- Corporate Finance
- Valuation
- Corporate Governance
- CEO Compensation

**Research Focus:**
- Corporate Finance
- Executive Compensation
- Credit Ratings
- Managerial Career Concerns

**Courses:**
- Advanced Financial Management
- Financial Management
- Advanced Corporate Finance 3
- Corporate Financial Management
- Sports Management

**Selected Publications:**

**Personal Interests:**
Todd enjoys spending time with his family and both watching and participating in sports. Todd also serves as a director on the board of the St. Louis Military Officers Support Foundation.
Alvin D. Murphy
Assistant Professor of Economics

email: murphya@wustl.edu
phone: 314.935.6306

Ph.D. Economics 2008, Duke University
M.A. Economics 2002, University College Dublin, Dublin, Ireland
B.A. Economics and Political Science 2000, Trinity College, Dublin, Ireland

Alvin Murphy joined the Olin faculty in 2008. Before joining Olin, Alvin earned his Ph.D at Duke University. His research interests include public and urban economics as well as industrial organization.

Areas of Expertise:
Public Economics • Industrial Organization

Research Focus:
Public Economics • Industrial Organization
• Urban Economics • Applied Econometrics

Course:
Competitive Industry Analysis

Selected Publication:

Personal Interests:
Alvin enjoys reading, traveling and playing billiards.
Chakravarthi Narasimhan was an assistant and associate professor at the University of Chicago from 1981 to 1988. His principal research interest is in the economic analysis of marketing problems. He builds models, measurements and metrics to quantify firms’ and consumers’ responses to marketing strategies in competitive markets. Several of his papers have won the Best Paper of the Year Award or were finalists. He was chosen Teacher of the Year by the MBA graduating class of 1991 and has been recognized by the Graduate Students Senate for Excellence in Mentoring three times.

**Areas of Expertise:**
• Statistics/Econometrics

**Research Focus:**
Supply Chain Strategies Under Uncertainty
• Competitive Strategies • E-Strategies
• Competitive Pricing & Promotions • Strategic Role of Private Labels • Empirical Evaluation of Marketing Strategies

**Courses:**
Marketing Strategy • PhD Seminar in Marketing

**Selected Publications:**
- “Intra-Firm Coordination of Product Management in a Supply Chain,” with L. Dong and K. Zhu, working paper
- “Connectivity and Interconnectivity,” with T. He and D. Kuksov, working paper

**Personal Interests:**
Chakravarthi is an avid sports fan. He plays tennis and likes to travel and hike.
Sherif Nasser’s research focuses on media and entertainment issues. Particularly, he studies the effects of competitive pressures on advertising clutter, the pricing of digital entertainment products and how online social networks serve as media for transmitting product information. Before joining Olin, Nasser taught Marketing Principles at New York University while finishing his doctoral studies there. He currently teaches New Product Management to undergraduate students and Creating & Marketing Innovative Products & Services to MBA students.

**Areas of Expertise:**
Marketing: Advertising/Media Management, Pricing, Marketing Management • Strategy Economics: Microeconomics/Industrial Organization

**Research Interests:**
Media Management • Advertising • Pricing • Social Networks • Competitive Strategies

**Courses:**
New Product Management • Creating & Marketing Innovative Products & Services • Marketing Strategies for Innovative Products & Services

**Selected Publications:**
• “How Competitive Pressures Among Media Channels Create Advertising Clutter,” with E. Muller and H. Assael, working paper
• “The Profitability of Uniform Pricing for Differentiated Goods: Why the Movie Industry Had It Right,” with N. Economides, working paper
• “Used Markets and Product Innovation in Durable Goods Markets,” with Y. Chen, working paper
• “Online Social Interactions and the Generation of Word-of-Mouth,” with Y. Chen, working paper
• “Pricing Digital Entertainment Products: A Theoretical Investigation of the Effects of Unbundling Music,” with N. Economides, working paper

**Personal Interests:**
Sherif enjoys reading, film, squash, woodworking and traveling.
Jackson Nickerson joined Olin Business School in 1996. He teaches strategic management courses on innovation, management of life science, organizational strategy and critical thinking. His research focuses on why firms choose different organizational structures and the performance implications of these choices, with a special emphasis on knowledge, innovation and problem solving. His most ambitious research to date involves pharmaceutical manufacturing and Food and Drug Administration (FDA) oversight. His research has won numerous awards, including the inaugural Olin Award Recognizing Research That Transforms Business. Jackson's research is found in leading academic journals including Administrative Science Quarterly, Journal of Political Economy, Management Science, Organization Science, Strategic Management Journal and Strategic Organization. His research on the FDA has been discussed in BusinessWeek and has led to tangible changes in the way the FDA oversees pharmaceutical manufacturing.

**Areas of Expertise:**
- Business & Corporate Strategy
- Innovation
- Critical Thinking
- Leadership

**Research Focus:**
Jackson's research focuses on why leaders choose different organizational structures and the performance implications of these choices, with a special emphasis on knowledge, innovation and problem solving.

**Courses:**
- Strategic Management
- Strategic Management of Innovation
- Critical Thinking & Process & Modeling for Effective Decision Making

**Selected Publications:**

**Personal Interests:**
Jackson enjoys spending time with his family, bicycling and woodworking.
Tava Lennon Olsen
Professor of Operations & Manufacturing Management

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phone: 314.935.4732

Ph.D. 1994, Stanford University
M.S. 1992, Stanford University
B.Sc. (honours) 1990, University of Auckland, New Zealand

Tava Olsen grew up in New Zealand and earned her undergraduate degree there. She received a PhD from Stanford University and then taught for a number of years in the Industrial and Operations Engineering Department at the University of Michigan, Ann Arbor, before joining Olin in 2001. Tava’s research has a particular focus on stochastic models of both production and service systems, and lately she has been working on modeling competitive systems using stochastic games. She serves on a number of editorial boards of operations journals.

Areas of Expertise:
Management Science: Math Programming, Simulation Modeling, Stochastic Processes
• Operations & Manufacturing Management: Inventory Control, Production Planning & Scheduling; Operations Strategy

Research Focus:
Supply Chain Management, Pricing & Inventory Control • Stochastic Models of Production, Service & Telecommunications Systems • Queueing Theory • Stochastic Games

Courses:
Managing Projects • Operations Management in Service Industry • Critical Thinking for Leaders • Critical Thinking Processes & Modeling for Effective Decision Making

Selected Publications:
• “Coordinating Production and Delivery Under a (z,Z)-type Vendor Managed Inventory System,” with M. Fry and R. Kapuscinski, M&SOM, 2001

Personal Interests:
Tava enjoys hiking, aerobics, cooking and reading. She is married with two daughters, Ebba and Kaia.
Lamar Pierce joined the Olin faculty in 2007 after visiting at Carnegie Mellon University for two years. Before earning his PhD at the University of California, Berkeley, he worked at Boeing in Seattle. Lamar’s research focuses on two areas. First, he studies strategy through illegality – how firms and individuals use fraud and corruption for personal and financial gain. Second, he studies the competitive effects of vertical integration and strategic pricing in the automotive industry. Lamar currently teaches undergraduate management at Olin and has also taught MBA Strategy and Management of Technology at Carnegie Mellon.

AREAS OF EXPERTISE:
Business Policy & Strategy • Behavioral Science • Organizational Behavior • Economics: Organizational Economics • Management Strategy

RESEARCH FOCUS:
Business Strategy & Public Policy • Fraud & Corruption • Ethics • Incentives in Organizations • Consumer Finance • Automotive Industry

COURSE:
Individual in a Managerial Environment

SELECTED PUBLICATIONS:
• “Dishonesty in the Name of Equity,” Psychological Science, forthcoming
• “Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help,” with F. Gino, Organization Science, 2009

PERSONAL INTERESTS:
Lamar enjoys playing the piano, occasionally making jump shots and exploring the wilderness at his cabin in North Idaho.
Robert Pollak’s research interests include environmental policy, demography and the economics of the family. Robert is the author of numerous articles in professional journals and three books: From Parent to Child: Intrahousehold Allocations and Intergenerational Relations in the United States (1995, with J. Behrman and P. Taubman), Demand System Specification and Estimation (1992, with T. Wales), and The Theory of the Cost-of-Living Index (1989). He is a fellow of the American Academy of Arts and Sciences, the American Association for the Advancement of Science, and the Econometric Society. Robert is a research associate of the National Bureau of Economic Research (NBER). He also served on the National Academy of Sciences Committee on the National Statistics Panel on Cost-of-Living Indexes and is now serving on the Standing Committee on Research and Evidentiary Standards. In addition, Robert has served as senior consultant to the Economics Initiative of the John D. and Catherine T. MacArthur Foundation. From 1997 to 2007, he co-chaired the MacArthur Foundation Network on the Family and the Economy, an interdisciplinary group of economists, sociologists and developmental psychologists studying the functioning of families. Pollak was awarded a fellowship for 1999-2000 by the John Simon Guggenheim Foundation. He was president of the Midwest Economics Association in 2002-2003 and will be president of the Society of Labor Economists in 2009-2010.

Areas of Expertise:
- Business & Government
- Economics: Environmental Economics, Microeconomics/Industrial Organization
- Law & Economics
- Political Economy
- Public Affairs/Public Policy

Research Focus:
- Environmental Economics & Policy
- Consumer Demand Analysis & Consumer Behavior
- Demography
- Labor Economics
- Economics of the Family

Course:
- Business & the Environment

Selected Publications:
Maher Said will join the Olin faculty in 2010. Maher is currently a postdoctoral researcher at Microsoft Research New England. His doctoral dissertation at Yale University analyzed bidding behavior in dynamic auction markets, exploring the implications of dynamic buyer populations for the design of institutions and mechanisms. Maher’s broader research interests include mechanism and market design, dynamic auctions, and game theory more generally.

**AREAS OF EXPERTISE:**
- Game Theory
- Auctions & Mechanism Design
- Microeconomics/Industrial Organization

**RESEARCH FOCUS:**
- Mechanism & Market Design
- Dynamic Auctions & Mechanisms
- Game Theory
- Microeconomic Theory

**SELECTED PUBLICATIONS:**
- “Auctions With Dynamic Populations: Efficiency and Revenue Maximization,” working paper
- “Sequential Auctions With Randomly Arriving Buyers,” working paper
- “Information Revelation in Sequential Ascending Auctions,” working paper

**PERSONAL INTERESTS:**
Maher enjoys traveling and exploring new cities. He also enjoys art galleries and learning about classical music.
Ron Shalev joined the Olin Business School faculty in 2007. He received his doctoral degree from Columbia Business School at Columbia University in New York. His research interests include managerial discretion and accounting choices, earnings management, earnings quality, mergers and acquisitions, intangible assets and disclosure and financial statement analysis. Ron formerly was chief financial officer of Goldnet Communications and chief executive officer of CreditGuard in Tel Aviv, Israel.

**Area of Expertise:**
Accounting

**Research Focus:**
Causes & Effects of Mergers & Acquisitions
- Intangible Assets
- Managerial Discretion & Accounting Choices
- Disclosure
- Financial Statement Analysis

**Course:**
Principles of Financial Accounting

**Selected Publication:**

**Personal Interests:**
Ron is fluent in French and Spanish, with a good command of Italian.
Before coming to Olin, Ray Sparrowe served as an assistant professor of management and labor relations at Cleveland State University. He has done consulting and design work for various cultural, educational and health care institutions throughout the United States. Ray serves on the editorial boards of the Administrative Science Quarterly, the Academy of Management Journal and the Journal of Applied Psychology.

**AREAS OF EXPERTISE:**
Behavioral Science • Management Development • Motivation • Organizational Behavior

**RESEARCH FOCUS:**
Leadership • Informal Relationships in Organizations • Group Processes & Outcomes

**COURSES:**
Foundations for Leadership Effectiveness • Organizational Behavior & Design • Leadership

**SELECTED PUBLICATIONS:**

**PERSONAL INTERESTS:**
Ray enjoys bicycling, Spanish guitar and ethnic foods.
Before joining Olin Business School, Anjan Thakor was The Edward J. Frey Professor of Banking and Finance at the Ross School of Business, University of Michigan, Ann Arbor where he also served as chairman of the finance area. He has served on the faculties of Indiana University, Northwestern University and the University of California, Los Angeles. He has worked with many companies, including Whirlpool Corp., Allision Engine Co., Citigroup, RR Donnelley, Dana Corp., Anheuser-Busch, Zenith Corp., Lincoln National Corp., J.P. Morgan, Landscape Structures Inc., CIGNA, Borg-Warner Automotive, Waxman Industries, Reuters, The Limited, Ryder Integrated Logistics, AT&T, CH2M Hill, Takata Corp., Tyson Foods, Spartech and Bunge. He has also served as an expert witness in many federal cases involving banking litigation.

**Areal of Expertise:**
Banking & Financial Institutions • Finance/Investments: Corporate Finance • Corporate Strategy • Innovation & Growth

**Research Focus:**
Corporate Finance • Financial Intermediation
• Economics of Asymmetric Information

**Courses:**
Advanced Topics in Finance • Integrated Value Creation: The Wholonics Approach • Information Economics & Corporate Finance Theory • Strategies for Growth Value – Creating Growth Strategy

**Selected Publications:**

**Personal Interests:**
Anjan enjoys painting, skiing and weight lifting.

Mark Thakor was ranked the fourth most prolific author by Jean Heck and Philip Cooley in their article “Most Prolific Authors in the Finance Literature: 1959-2008.” The article assessed the most prolific authors of research publications in the top seven finance journals over the past 50 years.
Danko Turcic’s research focuses on the interface of operations and finance and applied game theory. His most recent work examines the role risk preferences play in supply chain contracting. Before completing his PhD, Danko was a vice president at the treasury department of U.S. Bancorp, where he worked on modeling of financial and operational risk.

**Areas of Expertise:**
- Operations & Manufacturing Management
- Inventory Control
- Decision Analysis
- Stochastic Processes
- Portfolio Theory
- Option Pricing

**Research Focus:**
- Interface of Operations & Finance
- Supply Chain Contracting
- Game Theoretic Operations Models
- Operational Risk

**COURSE:**
Operations Management

**Selected Publications:**
- “Coordination of Inventory, Capital, and Dividends in Nascent Firms,” with M.J. Sobel, under revision
- “Valuing Adaptive Quality and Shutdown Options in Production Systems,” with P.H. Ritchken, under revision
- “Risk-Sensitive Supply Chain Coordination,” with M.J. Sobel, 2008

**Personal Interests:**
Danko enjoys road cycling, hiking and rowing.
Ying Xie
Assistant Professor of Marketing

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phone: 314.935.7321

Ph.D. Marketing 2004, Kellogg School of Management, Northwestern University
M.S. Retail Management 1999, Purdue University
B.E. International Business 1996, Zhongshan University, P.R. China

Ying Xie obtained her doctoral degree from the Kellogg School of Management, Northwestern University, where she also taught an introductory marketing course to undergraduate students. Before joining Olin, she taught various marketing courses at both the undergraduate and MBA levels at Rutgers University. Her recent research focuses on pharmaceutical marketing, social contagion and consumer behavior in financial decision making.

Areas of Expertise:
Marketing • Marketing Management & Strategy

Research Focus:
Advertising • Consumer Behavior in Financial Decision Making • Marketing Response Modeling • Pharmaceutical Marketing • Sales Force Management • Social Contagion

Course:
Marketing Strategy

Selected Publications:
• “The Role of Targeted Communication and Contagion in Product Adoption,” with P. Manchanda and N. Youn, Marketing Science, 27 (6), 961-976, 2008

Personal Interests:
Ying enjoys reading and traveling.
M. DENIZ YAVUZ
Assistant Professor of Finance

email: deniz.yavuz@wustl.edu
phone: 314.935.6339

Ph.D. 2006, Yale University
M.B.A. 2002, Yale University
M.A. Management 1997, Bogazici University, Istanbul
B.S. Industrial Engineering 1995, Bogazici University, Istanbul

Deniz Yavuz’s research covers private equity, international corporate governance and empirical asset pricing. In private equity, he focuses on the matching process between private equity managers and venture firms’ choice of financial contracts. In international corporate governance, his research analyzes the effect of redistribution on the cost of equity and how family control of the financial system may have adverse implications for the efficiency of capital allocation and economic growth. He also does research in return predictability and momentum by testing the asset pricing implications of behavioral theories. Deniz has five years of work experience in corporate credits and project finance and was a consultant to the World Bank, investment banks and multinational companies in corporate governance, valuation and legal disputes. Before joining Olin he taught managerial finance and empirical corporate finance (PhD) courses at Arizona State University’s W.P. Carey School of Business.

AREAS OF EXPERTISE:
Valuation • Corporate Finance • Private Equity
• Empirical Asset Pricing • Behavioral Finance
• International Corporate Governance

RESEARCH FOCUS:
Private Equity • International Corporate Governance • Empirical Asset Pricing

SELECTED PUBLICATIONS:
• “Bank Control, Capital Allocation and Economic Performance,” with R. Morck and B. Yeung, working paper
• “Style Investing, Comovement and Return Predictability,” with S. Wahal, working paper
• “Financial Contracting and the Specialization of Assets,” with R. Marquez, working paper

PERSONAL INTERESTS:
Deniz enjoys oil painting, skiing, table tennis and reading.

COURSE:
Advanced Corporate Finance II – Financing
Todd Zenger's research focuses on topics in corporate strategy and growth, organizational design and incentives, and organizational boundaries. His current work examines the role of small firms in spawning entrepreneurship, the role securities analysts play in shaping strategy choices, and the relationship between contracts and the formation of trust. He currently serves as academic director for the EMBA Program and previously served as senior associate dean for Olin Business School. Todd is active in consulting and executive teaching, with a wide range of clients for the topics of business and corporate strategy.

**Areas of Expertise:**

- Business Policy & Strategy
- Economics: Organizational Economics
- Human Resource Management/Industrial Relations
- Information Technology
- Management Strategy
- Motivation
- Organizational Behavior

**Research Focus:**

- Corporate Strategy
- Economic Theories of the Firm
- Compensation
- Organizational Design
- Business Strategy
- Managing Technology

**Courses:**

- Strategies for Growth
- Strategic Management

**Selected Publications:**


**Personal Interests:**

Todd is married with four children.
Fuqiang Zhang received his PhD in operations and information management from Wharton at the University of Pennsylvania. He joined Olin Business School in July 2007. Before that, he was a professor at the Merage School of Business, University of California, Irvine. Fuqiang’s research interests are in supply chain management, which primarily deals with how to match supply with demand. The first part of his research focuses on how a firm should contract with upstream suppliers to ensure efficient and responsive supply, i.e., the supply side. The second part of his research is concerned with how to deal with strategic customer behavior that may affect a firm’s operational strategies, i.e., the demand side. His research has been published in Management Science, Manufacturing & Service Operations Management and Operations Research.

AREAS OF EXPERTISE:
Operations Strategy • Inventory Control
• Production Planning & Scheduling
• Information Technology

RESEARCH FOCUS:
Outsourcing, Procurement & Supply Chain Contracting • Customer-Oriented Operations Models • Incentives in Operations Management
• Stochastic Inventory Models

COURSES:
Operations Management • Supply Chain Management • Management Science

SELECTED PUBLICATIONS:
• “Strategic Customer Behavior, Commitment, and Supply Chain Performance,” with X. Su, Management Science, forthcoming

PERSONAL INTERESTS:
Fuqiang enjoys reading, traveling and playing badminton.
Guofu Zhou joined Washington University in 1990 and has been teaching and conducting research at Olin Business School ever since. In 1997 he won MBA Teacher of the Year. His research interests are primarily in testing asset pricing models and valuing derivative securities. He was the first person to provide an exact test for one of the fundamental asset pricing models and one of the first to apply multivariate Bayesian theory in finance to test capital asset pricing models, to study the extent to which stock returns are predictable and to measure the pricing errors of the arbitrage pricing theory. Before his career in finance, Guofu worked as a mathematician and published work in number theory, functional analysis and partial differential equations.

**Areas of Expertise:**
Finance/Investments: Investment/Security Pricing/Portfolio Theory, Option Pricing, Statistics/Econometrics

**Research Focus:**
Asset Pricing Tests • Asset Allocation • Portfolio Optimization • Bayesian Learning

**Courses:**
Options & Futures • Data Analysis for Investments • Real Option Valuation • Financial Economics • Derivative Securities • Mathematical Finance • Corporate Finance

**Selected Publications:**

**Personal Interests:**
Guofu enjoys reading novels, history, philosophy, playing cards, chess and lifting weights.
Creating knowledge...Inspiring individuals...Transforming business.
Lecturers & Visiting Professors
Rajeev Bhattacharya is also a partner at Finance Scholars Group, a leading economics and finance consulting firm, and has over a decade of experience in consulting on financial economics and applied microeconomics. His academic research includes an article that has 267 citations in Google Scholar.

**AREAS OF EXPERTISE:**
- Law & Economics
- Applied Game Theory
- Applied Microeconomics & Antitrust
- Finance
- Applied Econometrics

**RESEARCH FOCUS:**
- Market Efficiency & Manipulation
- Impact of Trades
- Public Offerings of Stocks & Bonds
- Excessive Fees & Best Execution by Mutual Funds
- Options & Complex Derivatives
- Insolvency & Fraudulent Conveyance
- Valuation
- Compliance

**COURSES:**
- Managerial Economics
- Microeconomics
- Applied Game Theory
- Competitive Value
- Market Microstructure

**SELECTED PUBLICATIONS:**

Sharon Cannon directs Olin’s Management Communication Lab, a resource for all business students, and teaches oral and written management. Previously, she directed the Business Communication Center at Kenan-Flagler. She’s been a dean of students and director of leadership development as well as a speaking consultant to businesses, universities and individuals.

**AREAS OF EXPERTISE:**
- Business, Cross-Cultural & Gender Communication
- Career Development

**COURSE:**
- Management Communication
- Teaching & Presentation Skills

**RECENT ACADEMIC PRESENTATIONS:**
Sergio Chayet
Senior Lecturer in Operations & Manufacturing Management

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phone: 314.935.6769

Ph.D. 1999/M.S. 1994 Industrial Engineering & Management, Northwestern University
M.S. Physics 1992, University of Chicago
B.S. Physics, Mathematics (summa cum laude) 1988, Universidad Nacional Autonoma de Mexico

Before joining Olin, Sergio Chayet served as an assistant professor at the University of Chicago Graduate School of Business. He was also a developer in the QCOOM project jointly sponsored by Motorola and the National Science Foundation. He has been an external consultant to ZS Associates.

Areas of Expertise:
Decision Analysis • Simulation Modeling • Stochastic Processes • Inventory Control • Production Planning & Scheduling • Operations Strategy • Marketing-Operations Interface

Research Focus:
Strategic Planning for Production & Service Organizations Using Queueing & Game-Theoretic Models • Stochastic Models for Production Systems • Product Line Design • The Marketing-Operations Interface

Selected Publications:
• “Product Variety and Capacity Investments in Congested Production Systems,” with P. Kouvelis and D. Yu, under revision
• “Using an Optimized Queuing Model to Support Wafer Fab Design,” with W. Hopp, IIE Transactions, Issue 34, 2, 2002

Samuel Chun
Senior Lecturer in Marketing

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phone: 314.935.8875

Ph.D. Business Administration 1995, Washington University in St. Louis
B.A. Economics 1985, Grinnell College

Samuel Chun’s primary areas of focus are applied sales management and leadership, pricing, customer focus, general marketing management, and driving organic growth. Sam currently serves as instructor in graduate management programs at Olin Business School, where he has received several teaching awards for the courses he has developed. He is also the director of Custom Executive Programs and has extensive experience in creating executive education programs and developing field case studies. Since receiving his doctorate from Olin in 1995, Sam has served as director at American Express (2001-2002); president of InterMarkets, an Asia-based software company (1999-2001); and assistant professor of business administration at Harvard Business School (1995-2000). In addition to his focus on executive education, Sam is an active consultant to a variety of companies.

Courses:
Advanced Marketing • Market & Consumer Focus
Charles Cuny previously taught at the University of California, Irvine, London Business School and Texas A&M.

**Research Focus:**
- Capital Structure
- Financial Innovation
- Venture Capital
- Employee Stock Options
- Stock Index Changes
- Corporate Payout Policy

**Courses:**
- Investment Theory
- Introduction to Finance
- Options & Futures
- Financial Management
- Advanced Corporate Finance
- Capital Markets
- Financial Management
- International Finance

**Selected Publications:**

**Personal Interests:**
Charles enjoys reading, music, cinema and spending time with his family.

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Before coming to Olin in 1998, Heber Farnsworth taught at The Ohio State University. In 2004 he left Olin to work in the money management industry with a focus on firms trying to manage the interest rate risk inherent in their liabilities. He is now back at Olin as a full-time visiting faculty member.

**Research Focus:**
- Empirical Asset Pricing
- Term Structure of Interest Rates
- Mutual Fund Performance Evaluation

**Courses:**
- Options, Futures & Derivative Securities
- Mortgage Backed Securities
- Fixed Income Securities
- Advanced Fixed Income & Credit Risk Modeling
- Numerical Methods & Optimization in Finance
- Fixed Income Derivatives

**Selected Publications:**
Before joining Olin, Tom Fields taught at Kellogg School of Management at Northwestern University, Harvard Business School and the Johnson Graduate School of Management at Cornell University. He has worked as a CPA for PricewaterhouseCoopers, performing audit services for clients including Anheuser-Busch, Union Electric (Ameren Corp.) and SSM Health Care.

**Area of Expertise:**
Accounting: Financial Reporting

**Research Focus:**
Accounting: Financial Reporting

**Courses:**
Introduction to Financial Accounting • Strategic Cost Analysis

**Selected Publications:**

**Personal Interests:**
Tom enjoys fatherhood, bicycling and science fiction.

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Michael Gordinier’s unique approach to quantitative business education and his financial/estate planning consulting business reflect his physicist training. He has over 15 years of practical experience with such organizations as the Oak Ridge National Laboratory, McDonnell Douglas Corp., the U.S. Department of Energy and National Life Insurance Co.

**Areas of Expertise:**
Finance/Investments: Investment/Security Pricing/Portfolio Theory • Management Science: Decision Analysis, Statistics/Econometrics

**Courses:**
Managerial Statistics • Special Topics: Real Estate Finance, Personal Finance

**Selected Publications:**

**Personal Interests:**
Michael enjoys golf, competitive and defensive firearms, antique furniture, shortwave radios, and discussing the proper roles for and authority of the federal government.
Bruce Lee Hall  
Professor of Health Care Management and Professor of Surgery (School of Medicine)  

email: hallb@wustl.edu  
phone: 314.935.5682  
A.B. (magna cum laude), Princeton University  
M.B.A., Harvard University  
Ph.D., Duke University  
M.D., Duke University  

Bruce Hall obtained his AB from Princeton, his PhD and MD from Duke, and his MBA from Harvard. He trained in general surgery at Harvard and was on the faculty. He also worked for McKinsey & Co. In 2000, Bruce joined the Department of Surgery at Washington University/Barnes-Jewish Hospital and Olin Business School.  

Areas of Expertise:  
Bruce’s clinical expertise includes endocrine and oncologic surgery. He’s the associate chief of surgery at the Saint Louis VA Medical Center. He’s also a senior fellow of the Center for Health Policy. His efforts include being director of peer review for the Department of Surgery and a national co-chair for the American College of Surgeons (ACS) National Surgical Quality Improvement Program (NSQIP). He serves on the ACS Patient Safety and Quality Committee, the National Quality Forum, the Joint Commission, and the ACS Surgical Outcomes Club.  

Research Focus:  
His research focuses on the evaluation of quality and utilization in medicine and surgery, particularly pertaining to individual providers and their contributions to the system. He also researches risk adjustment theory and is a national co-director of the Measurement and Evaluation Committee for the ACS-NSQIP.  

Courses:  
Health Care Economics & Policy • Health Care Management • Olin Grand Rounds • Health Care Research Seminar

Kenneth Harrington  
Managing Director, The Skandalaris Center for Entrepreneurial Studies and Senior Lecturer in Entrepreneurship  

email: harrington@wustl.edu  
phone: 314.935.9134  
M.B.A. Finance & Marketing 1978, University of Pennsylvania  
B.S. Business Administration 1970, University of Vermont  

Ken Harrington has spent over 25 years as a senior executive for seven start-up companies. Since 2001 he has led the expansion of Washington University’s Skandalaris Center for Entrepreneurial Studies. Since 2004 the Center has supported the founding of over one hundred ventures. Ken consults on university cross-campus entrepreneurship concepts, regional development, and innovation in large organizations.  

Area of Expertise:  
Entrepreneurship • Social Entrepreneurship • Regional Innovation • International Community Development & Conservation  

Research Interests:  
High Opportunity Commercial Entrepreneurship • Social Entrepreneurship • Entrepreneurial Community Development in High Poverty International Settings  

Courses:  
Business Planning for New Enterprises (The Hatchery) • Social Entrepreneurship • Community Development & Environmental Preservation through Entrepreneurial Collaboration  

Selected Publication:  
“Rebuilding the American Dream, Restoring American Jobs and Competitiveness through Innovation and Entrepreneurship,” with R. Skandalaris, 2006  

Personal Interests:  
Ken enjoys skiing, fly fishing and cooking.
Cliff Holekamp grew up in Los Angeles and worked as an account executive for IBM in Tennessee. Since coming to St. Louis in 1999, he has been a founder or board member of several startup businesses in the fields of health care, retail, real estate and education. His work has earned him recognition from Inc. Magazine and the St. Louis Business Journal, along with entrepreneur of the year honors from the St. Louis County Economic Council. Cliff has been profiled or quoted in local and national publications. In 2007, he sold controlling interest in Foot Healers, the chain of podiatry centers that he had founded and managed, to an investor group and subsequently joined the faculty at Olin. Holekamp consults with startup and small businesses, is a frequent guest lecturer, and is actively involved as a judge and adviser in the Olin Cup competition and the Social Entrepreneurship and Innovation Competition.

**Area of Expertise:**
Entrepreneurism

**Courses:**
Introduction to Entrepreneurship • Business Planning for New Enterprises (The Hatchery)

**Personal Interests:**
Cliff is a vice chair on the board of trustees at City Academy School and enjoys playing squash, traveling and outdoor sports.

Before joining Olin, Lee Konczak worked at Anheuser-Busch Cos. as an internal human resources/organizational development consultant and manager. His last position there was director of executive development and employee selection systems. Before joining Anheuser-Busch, Lee worked as an independent consultant, and he has held senior management positions with the Missouri Department of Mental Health.

**Areas of Expertise:**
Leadership • Team Development • Employee Screening & Selection

**Research Focus:**
Development of High Potential Leaders
• Assessing Team Effectiveness • Personality Predictors of Performance

**Courses:**
EMBA Orientation, Reflection & Capstone
• Building Leadership Competence • Coaching Workshop • Leading Change • The Olin Experience • Personal Leadership

**Selected Publication:**
• “Blending Science and Practice in Developing an Instrument to Assess Customer Service,” with T. Macan and J. Breaugh, working paper

**Personal Interests:**
Lee is married and has one son, who lives and works in Chicago. Lee enjoys good food and wine, travel, and college football.
Before joining Olin, David Meyer was a professor of sociology at Brown University.

**Research Focus:**
Financial Networks in Asia • Chinese Business Networks • Asian Business Networks

**Courses:**
International Business • Global Economy • Asian Business Networks

**Selected Publications:**
- “Hong Kong’s Transformation as a Financial Centre,” *Hong Kong SAR’s Monetary & Exchange Rate Challenges*, 2009
- “Networked Machinists: Forging High-Technology Industries in Antebellum America,” Johns Hopkins University Press, 2006
- “Hong Kong: Global Capital Exchange,” *Global Networks, Linked Cities*, 2002
- “Hong Kong as a Global Metropolis,” Cambridge University Press, 2000

**Personal Interests:**
David lives in St. Louis with his wife. He takes advantage of the many delights in St. Louis and is an avid sports fan. For reading pleasure, he likes junk novels, especially mysteries and spy thrillers.

Prior to his doctoral studies Patrick Moreton was a management consultant in San Francisco and a research fellow at the Harvard Graduate School of Business Administration. He has written more than a dozen Harvard Business School case studies in finance, business ethics and business-government regulation. Since 2004, he has been based in Shanghai, where he is the program director for Olin’s Executive MBA Shanghai program.

**Areas of Expertise:**
International Business • Strategic Management • Talent Development in China

**Research Focus:**
Economic & Organizational Models of Business Strategy

**Selected Publications:**

**Personal Interests:**
Patrick is an avid reader who also enjoys traveling and fine dining.
Romel Mostafa’s primary area of research involves the mechanisms that foster birth and growth of competitive industries, especially in the context of less developed nations. He also explores how behavioral biases affect decision making, leading to suboptimal financial outcomes.

**Areas of Expertise:**
- Behavioral Sciences • Business Policy & Strategy
- Economic Development • Entrepreneurship • International Economics • Management Strategy
- Technology Management

**Research Focus:**
- Entrepreneurship • Corporate Strategy • Industry Evolution • Economic Development • Behavioral Economics

**Course:**
- Individual in a Managerial Environment

**Selected Publications:**
- “Ingredients of Explosive Industry Growth: Evidence From the Bangladesh Garment Industry,” working paper

John Norton joined Olin in 2009 after 11 years as a vice president at the Connaught Group in Manhattan and three years as COO of Wirthlin-Reynolds, a research firm. Before that, his 12-year academic career included service on the faculties of the University of Virginia, the University of Chicago and George Mason University, teaching MBA and executive courses on most aspects of marketing.

**Areas of Expertise:**
- Marketing • Channels • Communications • Sales Management • Business-to-Business Marketing

**Research Focus:**
- Diffusion of Innovation • Communications Strategy • Channel Management

**Selected Publications:**
Keith Sawyer, a professor of psychology and education at Washington University in St. Louis, is one of the country’s leading scientific experts on creativity. He combines this scientific expertise with a strong hands-on background in real-world creativity. Keith has published widely on collaboration and creativity, including with his latest book, Group Genius: The Creative Power of Collaboration. His research has been featured on CNN and Fox News and in Time and other media.

**Research Interests:**
Psychology of Creativity • Team Processes of Collaborative Groups • Collaboration & Learning • Organizational Innovation

**Selected Publications:**
- “Educating for Innovation,” Thinking Skills and Creativity, 1, (1), 41-48, 2006
- “Creative Teaching: Improvisation in the Constructivist Classroom,” Educational Researcher, 33, (2), 12-20, 2004

Before joining Olin, Eli Snir taught quantitative courses at Southern Methodist University. He is interested in viable structures for online procurement markets, economic aspects of trading in these markets and contractual mechanisms in supply chains. He has applied these concepts to understanding the role of information technology in health care.

**Areas of Expertise:**
Economics of Information Systems • Management Science: Statistics, Decision Analysis, Operations

**Research Focus:**
Economics of Information Systems • Supply Chain Management • Health Care

**Course:**
Managerial Statistics (I and II)

**Selected Publications:**

**Personal Interests:**
Eli and his wife have three sons. They have lived in Israel, Philadelphia, Dallas and now St. Louis. He enjoys traveling in the United States and abroad with his family.
Mark Soczek was an instructor at Kellogg School of Management at Northwestern University and at Michigan Tech University. Formerly he was a staff accountant at Ernst & Whinney and a consultant to Learning Insights LLC.

**Area of Expertise:**
Accounting: Auditing & Financial Reporting

**Research Focus:**
Corporate Disclosure Policy • Financial Reporting

**Courses:**

**Selected Publication:**
“Disclosure Within the Information Environment,” undefended dissertation, 2004

**Personal Interests:**
Mark is an avid baseball fan, racquetball player and Christmas tree farmer.

Earl Spiller is currently Distinguished Professor of Accounting at the University of South Carolina. He began his academic career at the Olin Business School at Washington University in St. Louis, serving on its faculty for 18 years. He was also on the faculty at Indiana University for 11 years, six as Chair of the Accounting Department, before moving to South Carolina. He has taught in a number of international MBA programs in Europe and Asia.

**Research Focus:**
• Financial Accounting • Managerial Accounting • Accounting Education

**Courses:**
MBA Financial Accounting • MBA Managerial Accounting

**Selected Publications:**
• “Validation of Factors Relevant to the Exemption of Accounting Courses in MBA Programs,” with E. Chewning, *Journal of Accounting Education*, 1999

**Personal Interests:**
Earl enjoys music and spectator sports.
Annette Veech worked as an evaluation specialist at Arthur Andersen & Co. She also worked in training and development, external client consulting, and program evaluation at Maritz Performance Improvement Co. She now teaches full time at Washington University and consults with professional organizations and companies.

**Areas of Expertise:**
Communications • Training & Development

**Courses:**
Effective Managerial Communication • Strategic & Crisis Communication • Advance Business Cases: Conquering & Communication Understanding Problems

**Selected Publications:**
- “Managerial Communication Strategies,” *An Applied Casebook*, 2004
- “The Promise of Quality: Using Evaluation to Improve the Client-Supplier Relationship,” *Performance and Instruction*, 2004

**Personal Interests:**
Annette enjoys sports, fiction and charitable work.

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**Annette Veech**
Senior Lecturer in Business Communication

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phone: 314.935.6370

Ph.D. 1988, University of Illinois at Urbana-Champaign
M.S. 1978, Southern Illinois University Edwardsville
B.S. 1976, Southern Illinois University Edwardsville
Adjunct Professors, Courtesy Appointments & Emeriti Professors
Adjunct Professors, Courtesy Appointments & Emeriti Professors

**ADJUNCT PROFESSORS**

**SETH ABRAHAM**
Adjunct Professor of Sports Management

**DAVID ANDOLFATTO**
Adjunct Professor of Economics

**LYDA BIGELOW**
Adjunct Professor of Organization & Strategy

**ABHUIT BISWAS**
Adjunct Professor of Marketing

**THOMAS BOMAN**
Adjunct Professor of Accounting

**PETER BOUMGARDEN**
Doctoral Student, Organizational Behavior

**SANFORD BOXERMAN**
Adjunct Professor of Business Law

**DAVID A. BUTLER**
Adjunct Professor of Quality Management

**RACHEL CAMPAGNA**
Doctoral Student, Organizational Behavior

**CYNTHIA CHARLTON**
Adjunct Professor of Business Communication

**JEREMY DEGENHART**
Adjunct Professor of Finance

**ABIGAIL DOOLITTLE**
Adjunct Professor of Marketing

**WILLIAM EMMONS**
Adjunct Professor of Finance

**PETER FINLEY**
Adjunct Professor of Entrepreneurship

**WILLIAM FINNIE**
Adjunct Professor of Strategy

**RONALD FISHER**
Adjunct Professor of Labor & Employment Law

**DAVID FRITSCH**
Adjunct Professor of Management

**ROBERT GULOVSEN**
Adjunct Professor of Marketing

**CAROL JOHANEK**
Adjunct Professor of Marketing

**MARY ELLEN JOYCE**
Adjunct Professor of Leadership and Director, Executive Programs, Brookings Executive Education

**NEVADA KENT IV**
Adjunct Professor of Accounting

**MARK LEWIS**
Adjunct Professor of Finance

**LEAH LORENDO**
Adjunct Professor of Business Communication

**BETUL LUS**
Boeing Center Research Associate

**STEVEN MALTER**
Director of Student Development

**MARK MCLAREN**
Adjunct Professor of Accounting

**DOUG MENENDEZ**
Adjunct Professor of Accounting

**CAROL MORELAND**
Adjunct Professor of Business Communication

**CYRIL NARISHKHIN**
Adjunct Professor of Operations & Manufacturing Management

**PAUL PASE**
Adjunct Professor of Organizational Behavior
Donald Paule
Adjunct Professor of Business Law

David Pearson
Adjunct Professor of Accounting

Sally Pinkard
Associate Director, Undergraduate Career Services

David Polidoian
Adjunct Professor of Entrepreneurship

Robert Portnoy
Adjunct Professor of Human Resources Management

Janet Sanders
Adjunct Professor of Business Communication

Anthony Sardella
Adjunct Professor of Business

Peter Schoettle
Adjunct Professor and Director, Policy Programs, Brookings Executive Education

Martin K. Schneider
Adjunct Professor of Marketing

William Streeter
Adjunct Professor of International Business

Sharon Tucker
Adjunct Professor of Human Resources Management

Yajun Wang
Doctoral Student, Finance

Cynthia Wichelman
Adjunct Professor of Business & Medicine and Assistant Professor of Emergency Medicine (School of Medicine)

Stuart D. Yoak
Adjunct Professor of Professional Ethics and Executive Director of the Center for the Study of Ethics & Human Values

Courtsey Appointments

Michele Boldrin
Joseph Gibson Hoyt Distinguished Professor of Economics in Arts & Sciences

David Levine
John H. Biggs Distinguished Professor of Economics

John Nachbar
Professor of Economics

Hillary Sale
Walter D. Coles Professor of Law

Emeriti Professors

Nicholas Baloff
Professor Emeritus of Business & Public Administration

Nicholas Dopuch
Hubert C. & Dorothy R. Moog Professor Emeritus of Accounting

Stuart Greenbaum
Former Dean and Bank of America Professor Emeritus of Managerial Leadership

Ambar G. Rao
Fossett Distinguished Professor Emeritus of Marketing

Robert L. Virgil
Dean Emeritus of the John M. Olin School of Business and Professor Emeritus of Accounting

John E. Walsh Jr.
Professor Emeritus of Management