



“Our students benefit from a large faculty-to-student ratio relative to other Strategy PhD programs. This means more attention—and the ability to work with multiple faculty before deciding on a dissertation topic.”

—Nicholas Argyres, Vernon W. and Marion K. Piper Professor of Strategy



At Olin, we believe that great Strategy PhD candidates have a fundamental drive to impact business practice. Our students, like our faculty, have diverse undergraduate training, including economics, chemistry, engineering, and mathematics. We strongly promote interdisciplinary and collaborative research among PhD students and faculty across business disciplines, and with other areas and schools at Washington University.

In our program, strategy is studied at both the firm and individual levels—examining how organizations create and capture value, which arises from differing strategies, organizational designs, and environmental conditions. While firm performance is observed at the market level, the microfoundations of this performance lie in the behavior and organization of individuals and resources within the firm. The organization of these factors influences performance in innovation, firm structure, and human productivity.

The Center for Research in Economics and Strategy (CRES) advances the understanding of firms and markets by supporting scientific research employing state-of-the-art analytical and empirical methods. Intended for publication in top-tier academic journals, CRES-sponsored research addresses substantive questions in many areas of economics and strategy. In addition to research assistance, which includes PhD student funding and data collection, CRES supports frequent presentations of internal and external research, national and international short-term visitors, CRES Fellows, and a website that includes extensive research listings.

Collaborative Research—Strategy Faculty and PhD Students

Working Papers:

- Kluppel, L.*, Pierce, L., Snyder, J. (2016). Traumatic Shocks and the Deep Historical Roots of Organizations. Revise and resubmit, *Organization Science*
- Knott, A., Vieregger, C.*, All Hail Large Firms: Reconciling the Firm Size and Innovation Debate. Invited for revision, *Strategic Management Journal*

Published Papers:

- Gubler, T.*, Larkin, I., Pierce, L. (2016). Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment. *Organization Science*, 27(2): 286-303.
- Gubler, T.*, Pierce, L. (2014). Healthy, Wealthy, and Wise: Retirement Planning Predicts Health Improvements. *Psychological Science*, 25(9), 1822-1830.
- Nickerson, J.A., Boumgarden, P.*, Zenger, T.R. (2012). Sailing Toward Exploration and Exploitation: Achieving Ambidexterity through Organizational Vacillation. *Strategic Management Journal*, 33(6), 587-610
- Pierce, L., Balasubramanian, P.* (2015). Behavioral Field Evidence on Psychological and Social Factors in Dishonesty and Misconduct. *Current Opinion in Psychology*, 6: 70-76.
- Gubler, T.*, Larkin, I., Pierce, L. Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity. *Management Science*, forthcoming
- Balasubramanian, P.*, Bennett, V. M., Pierce, L. (2017). The Wages of Dishonesty: The Supply of Cheating under High-Powered Incentives. *Journal of Economic Behavior & Organization*, 137, 428-444

*Indicates current or former student



CHAIR: Anne Marie Knott

Robert and Barbara Frick Professor of Business

PhD, University of California-Los Angeles

Research interests: innovation, R&D, entrepreneurship, managerial value

Nicholas Argyres

Vernon W. and Marion K. Piper Professor of Strategy

PhD, University of California-Berkeley

Research interests: strategy and structure, vertical integration, contracting and interorganizational arrangements, strategy and the institutional environment, information technology and organization, organizational politics

Pech Colatat

Assistant Professor of Strategy

PhD, Massachusetts Institute of Technology

Research interests: organizational theory, economic sociology, organizational learning, social networks, medical sociology, social epidemiology

Daniel W. Elfenbein

Associate Professor of Strategy

PhD, Harvard University

Research interests: governance of complex transactions, markets for intellectual property, innovation and technological change, university-industry technology transfer, incentives in organizations

Tarek Ghani

Assistant Professor of Strategy

PhD, University of California-Berkeley

Research interests: market and institutional development in emerging economies

Jackson A. Nickerson

Frahm Family Professor of Organization and Strategy and Brookings Non-Resident Senior Scholar in Government Studies

PhD, University of California-Berkeley

Research interests: business strategy organization choice and performance, corporate survival, new institutional economics, intellectual capital management, management of innovation and technology

Lamar Pierce

Professor of Organization and Strategy

PhD, University of California-Berkeley

Research interests: business strategy and public policy, fraud and corruption, ethics, incentives in organizations

Ulya Tsolmon

Assistant Professor of Strategy

PhD, Duke University

Research interests: internal markets and governance of multiunit firms, strategic human capital and firm boundaries, innovation strategy