

## VITA

### J. Richard Harrison

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School of Management/ SM43  
The University of Texas at Dallas  
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### PROFESSIONAL INTERESTS

Research on organizational culture, corporate governance and control, top management behavior, competitive strategy, and computer simulation of organizational processes.  
Teaching organization theory and strategy.

### EDUCATION

Stanford University	Ph.D. Business (1986)
University of California at Berkeley	M.B.A. Program and Ph.D. Program, School of Business Administration (1977-79)
	Ph.D. Program, Department of Mathematics (1971-77)
University of Texas at Austin	Ph.D. Program, Department of Physics (1969-70)
University of Oklahoma	B.S. Mathematics with high honors (1969)
	B.S. Physics

### ADMINISTRATIVE POSITIONS

Area Coordinator, Organizations, Strategy, and International Management (1999-2001)  
Co-Coordinator, St. Petersburg (Russia) International Consortium of Universities (1993-95)  
Director, Russian Institute, University of Texas at Dallas (1992-96)  
Associate Dean for Academic Affairs, School of Management, University of Texas at Dallas (1991-95)  
Ph.D. Program Coordinator, Organizations, Strategy, and International Management, School of Management, University of Texas at Dallas (1986-91)  
Executive Director, Graduate Student Association, University of California at Berkeley (1976-78)

### HONORS AND AWARDS

International Academy of Sciences for Higher Education  
Foreign Academician, St. Petersburg (Russia) Academy of Engineering  
Halliburton Teaching Excellence Award, UTD School of Management  
Phi Beta Kappa

## **ACADEMIC POSITIONS**

Associate (1991-present) and Assistant (1985-91) Professor of Management, School of Management, University of Texas at Dallas  
Visiting Professor, Korea Advanced Institute of Science and Technology (December 2005)  
Visiting Scholar, Graduate School of Business, Stanford University (Summer 2002, Summer 2003)  
Visiting Scholar, Netherlands Institute for Advanced Studies (May 2001)  
Visiting Scholar, Applied Logic Laboratory, Center for Computer Science in Organization and Management, University of Amsterdam (Spring 1999)  
Visiting Scholar, Institute of Industrial Relations, University of California at Berkeley (Winter 1999)  
Visiting Scholar, Kellogg Graduate School of Management, Northwestern University (Fall 1998)  
Visiting Professor, Russian-American Graduate School of Management, St. Petersburg Technical University, St. Petersburg, Russia (Spring 1995)  
Assistant Professor, Department of Management and Policy, University of Arizona (1983-85)  
Instructor, School of Business and Management, Pepperdine University (1982)  
Lecturer, School of Business Administration, University of California at Berkeley (1981)  
Lecturer, Department of Management Sciences, California State University, Hayward (1979-81)

## **OTHER EMPLOYMENT**

Vice President, Siren Records (1976-78)

## **GRANTS**

“Cultural Transmission in an Organizational Setting: Exploring the Empirical Implications of a Formal Model” (with Jennifer Chatman and Glenn R. Carroll), Citigroup Behavioral Sciences Research Council, \$15,988 (1999-2001)  
“Russian-American Graduate School of Management,” United States Information Agency, \$293,536 (1994-96)

## **PROFESSIONAL AFFILIATIONS**

Academy of Management  
Strategic Management Society  
European Group for Organisational Studies  
European Social Simulation Association  
European Association for Decision Making

## PUBLICATIONS

### Books

J. Richard Harrison and Glenn R. Carroll. 2006. *Culture and Demography in Organizations*. Princeton, NJ: Princeton University Press.

### Journal Publications

Jiatao Li and J. Richard Harrison. 2008. "National Culture and the Composition and Leadership Structure of Boards of Directors." *Corporate Governance: An International Review* (forthcoming).

Jiatao Li and J. Richard Harrison. 2008. "Corporate Governance and National Culture: A Multi-country Study." *Corporate Governance: The International Journal of Business in Society* (forthcoming).

Zhaing Lin, James A. Kitts, Haibin Yang, and J. Richard Harrison. 2008. "Elucidating Strategic Network Dynamics through Computational Modeling." *Computational and Mathematical Organization Theory*, 14: 175-208.

J. Richard Harrison, Zhaing Lin, Glenn R. Carroll, and Kathleen M. Carley. 2007. "Simulation Modeling in Organizational and Management Research." *Academy of Management Review*, 32: 1229-1245.

J. Richard Harrison. 2006. "Organisations, Agents, and the Evolution of Complexity." *Simulation Modelling Practice and Theory*, 14: 339-341.

J. Richard Harrison. 2004. "Models of Growth in Organizational Ecology: A Simulation Assessment." *Industrial and Corporate Change*, 13: 243-261.

J. Richard Harrison. 2002. "Organisational Processes." *Simulation Modelling Practice and Theory*, 10: 249-251.

Glenn R. Carroll and J. Richard Harrison. 2002. "Come Together? The Organizational Dynamics of Post-Merger Cultural Integration." *Simulation Modelling Practice and Theory*, 10: 349-368.

J. Richard Harrison and Glenn R. Carroll. 2002. "The Dynamics of Cultural Influence Networks." *Computational and Mathematical Organization Theory*, 8: 5-30.

Jeho Lee and J. Richard Harrison. 2001. "Innovation and Industry Bifurcation: The Evolution of R&D Strategy." *Industrial and Corporate Change*, 10: 115-149.

Galal M. Elhagrasy, J. Richard Harrison, and Rogene A. Buchholz. 1999. "Power and Pay: The Politics of CEO Compensation." *Journal of Management and Governance*, 2: 311-334.

## **Journal Publications (continued)**

- Glenn R. Carroll and J. Richard Harrison. 1998. "Organizational Demography and Culture: Insights from a Formal Model and Simulation." *Administrative Science Quarterly*, 43: 637-667.
- Glenn R. Carroll and J. Richard Harrison. 1994. "On the Historical Efficiency of Competition Between Organizational Populations." *American Journal of Sociology*, 100: 720-749.
- Marilyn R. Kaplan and J. Richard Harrison. 1993. "Defusing the Director Liability Crisis: The Strategic Management of Legal Threats." *Organization Science*, 4: 412-432.
- Glenn R. Carroll and J. Richard Harrison. 1993. "Evolution Among Competing Organizational Forms." *World Futures: The Journal of General Evolution*, 37: 91-110.
- J. Richard Harrison and Paul McIntosh. 1992. "Using Social Learning Theory to Manage Organizational Performance." *Journal of Managerial Issues*, 4: 84-105.
- J. Richard Harrison and Glenn R. Carroll. 1991. "Keeping the Faith: A Model of Cultural Transmission in Formal Organizations." *Administrative Science Quarterly*, 36: 552-582.
- J. Richard Harrison. 1990. "A Model of Sealed-Bid Auctions with Independent Private Value and Common Value Components." *Managerial and Decision Economics*, 11: 123-125.
- J. Richard Harrison, David L. Torres, and Sal Kukalis. 1988. "The Changing of the Guard: Turnover and Structural Change in the Top Management Positions." *Administrative Science Quarterly*, 33: 211-232.
- J. Richard Harrison. 1987. "The Strategic Use of Corporate Board Committees." *California Management Review*, 30: 109-125. Reprinted in Glenn R. Carroll and David Vogel (eds.), *Organizational Approaches to Strategy*: 109-125. Cambridge, Mass.: Ballinger, 1988.
- J. Richard Harrison and James G. March. 1984. "Decision Making and Postdecision Surprises." *Administrative Science Quarterly*, 29: 26-42. Reprinted in James G. March (ed.), *Decisions and Organizations*: 228-249. New York: Basil Blackwell, 1988.

## **Articles in Books**

- J. Richard Harrison and Gordon Walker. 2008. "The Role and Impact of Computer Simulation Modeling in Competitive Strategy Research." In G. Dagnino (ed.), *Elgar Handbook of Research on Competitive Strategy* (forthcoming).
- J. Richard Harrison and Glenn R. Carroll. 2001. "Modeling Organizational Culture: Demography and Influence Networks." Pp. 185-216 in C.L. Cooper, S. Cartwright, and P.C. Earley (eds.), *International Handbook of Organizational Culture and Climate*, New York: Wiley.

### **Articles in Books (continued)**

- J. Richard Harrison and Glenn R. Carroll. 2001. "Modeling Culture in Organizations: Formulation and Extension to Ecological Issues." Pp. 37-62 in Alessandro Lomi and Erik Larsen (eds.), *Dynamics of Organizations: Computational Modeling and Organization Theories*, Menlo Park, CA: AAAI Press/MIT Press.
- J. Richard Harrison and Max Bazerman. 1995. "Regression to the Mean, Expectation Inflation, and the Winner's Curse in Organizational Contexts." Pp. 69-94 in Roderick M. Kramer and David M. Messick (eds.), *Negotiation in Its Social Context*, Newbury Park, CA: Sage.

### **Papers in Refereed Proceedings**

- J. Richard Harrison and Orlando C. Richard. 2007. "Group Diversity Dynamics and Decision Quality." *Proceedings of the Fourth Conference of the European Social Simulation Association*.
- J. Richard Harrison and Orlando C. Richard. 2004. "Group Diversity Dynamics and Decision Quality." *Proceedings of the International Institute for Advanced Studies in Systems Research and Cybernetics*.
- J. Richard Harrison. 2002. "Group Diversity and Postdecision Surprise." *Proceedings of the International Institute for Advanced Studies in Systems Research and Cybernetics*.
- Glenn R. Carroll and J. Richard Harrison. 2001. "Come Together? The Organizational Dynamics of Post-Merger Cultural Integration." *Proceedings of the Eurosim 2001 Congress*.

### **CONFERENCE PAPERS**

- "Dominant Coalition Dynamics: The Politics of Organizational Adaptation and Failure," European Social Simulation Association, Brescia, September 2008.
- "Going, Going, Gone: Niche Characteristics and Mortality of Professional Sports Leagues" (with Mike Dobbs, Xia Zhao, and Jim Wade), European Group for Organisational Studies, Amsterdam, July 2008.
- "The Diffusion of Individual Practices in the Electronic Garbage Can: A Communicative Approach" (with Keri Stephens, Larry Browning, Jan-Oddvar Sørnes, and Alf Steinar Sætre), National Communication Association, Chicago, November 2007.
- "Ownership Structure and the Voluntary Adoption of Corporate Governance Reforms in the Post-Enron Era" (with Xia Zhao), Strategic Management Society, San Diego, October 2007.
- "Group Diversity Dynamics and Decision Quality" (with Orlando Richard), European Social Simulation Association, Toulouse, September 2007.
- "The Adoption of Supermajority-Independent Boards in the Post-Enron Era" (with Xia Zhao), Academy of Management, Philadelphia, August 2007.

## Conference Papers (continued)

- “A Garbage Can Model of Information Communication Technology Choice: From Qualitative Data to Computer Simulation (with Larry Browning, Jan-Oddvar Sørnes, Alf Steinar Sætre, and Keri Stephens), International Communications Association, Dresden, June 2006.
- “Going, Going, Gone: Niche Characteristics and Mortality of Professional Sports Leagues” (with Michael E. Dobbs and Xia Zhao), Academy of Management, Honolulu, August 2005.
- “Group Diversity Dynamics and Decision Quality” (with Orlando Richard), International Institute for Advanced Studies in Systems Research and Cybernetics, Baden-Baden, July 2004.
- “Stability and Vulnerability in Terrorist Networks,” Academy of Management, Denver, August 2002.
- “Cooling Out the Mark: The Dynamics of Post-Aquisition Cultural Assimilation,” (with Glenn Carroll), European Group for Organisational Studies, Barcelona, July 2002.
- “Come Together? The Organizational Dynamics of Post-Merger Cultural Integration” (with Glenn Carroll), Identifying Culture Conference, Stockholm, June 2002.
- “Competitive Landscapes for Bifurcation and Partitioning Processes,” Organization Science Winter Conference, Steamboat Springs, February 2002.
- “The Influence of Social Networks on Cultural Transmission and Enculturation: An Empirical Investigation” (with Jennifer Chatman, Glenn Carroll, and Gwendolyn Lee), Academy of Management, Washington, DC, August 2001.
- “Come Together? The Organizational Dynamics of Post-Merger Cultural Integration” (with Glenn Carroll), Eurosim 2001, Delft, June 2001.
- “Exit or Loyalty: The Effects of Compensation on CEO Turnover” (with Maria Hasenhuttl), Academy of Management, Toronto, August 2000.
- “Losing the Game: Mortality of Professional Sports Leagues” (with Mike Dobbs), Academy of Management, Toronto, August 2000.
- “The Dynamics of Cultural Influence Networks” (with Glenn Carroll), Computational Analysis of Social and Organizational Systems Conference, Pittsburgh, July 2000.
- “Alternative Approaches to Ecological Theory: Logical and Simulation Analyses” (with Laszlo Polos), Computational Analysis of Social and Organizational Systems Conference, Pittsburgh, July 2000.
- “Undermining the American Shareholder Rights Movement: The Reassertion of Managerial Hegemony” (with Maria Hasenhuttl and Diane McNulty), European Group for Organisational Studies, Helsinki, July 2000.
- “National Cultural Variation: Measurement and Managerial Implications” (with Habte Woldu), International Applied Business Research Conference, Puerto Vallarta, March 2000.
- “Modeling Organizational Culture: Demography and Influence Networks” (with Glenn Carroll), Academy of Management, Chicago, August 1999.
- “Innovation, Adaptation, and Industry Evolution,” Prince Bertil Symposium on Intertemporal Trade-Offs in Social Systems, Skeviks Gard, Sweden, June 1999.
- “The Concept of Simulation in Organizational Research,” Scandinavian Consortium for Organizational Research Conference, Palo Alto, September 1998.
- “Using Computer Simulations to Study Organizational Foundings,” Academy of Management, San Diego, August 1998.
- “The Concept of Simulation in Organizational Sociology,” World Congress of Sociology, Montreal, July 1998.

## Conference Papers (continued)

- “Simulating Organizational Growth in Ecological Models,” European Group for Organisational Studies, Maastricht, July 1998.
- “Corporate Governance and National Culture: A Multi-Country Study of the Structure of Boards of Directors” (with J. T. Li), Strategic Management Society, Barcelona, October 1997.
- “Innovation and Industry Bifurcation: The Emergence of Strategic Groups” (with Jeho Lee), International Conference on Complex Systems, Nashua, NH, September 1997.
- “The Dynamics of Dominant Coalitions in Organizations,” International Conference on Computer Simulation and the Social Sciences, Cortona, Italy, September 1997.
- “The Genesis of Strategic Groups: An Evolutionary Perspective” (with Jeho Lee), Stanford Strategic Management Conference, Palo Alto, February 1997.
- “Dominant Coalition Dynamics: The Politics of Organizational Adaptation and Failure,” Academy of Management, Cincinnati, August 1996.
- “Interaction Effects in Generalized Linear Models” (with Larry Mitchell), Academy of Management, Cincinnati, August 1996.
- “Anomalies in Prospect Theory: Risk Preferences in Strategic Decision Behavior” (with Laurie Ziegler), International Seminar on Risk in Human Judgement and Decision Making, Leeds, May 1996.
- “Cultural Transmission and Structural Differentiation” (with Glenn Carroll), Academy of Management, Vancouver, August 1995.
- “Manufacturing Dissent: The Emergence of Organizational Subcultures” (with Glenn Carroll), European Group for Organisational Studies, Istanbul, July 1995.
- “Dominant Coalition Dynamics,” INFORMS Mathematical Organization Theory Workshop, Los Angeles, April 1995.
- “Keeping Score on the Institutional Investor Movement” (with Debjani Biswas, Rohini Dey, and Diane McNulty), Academy of Management, Dallas, August 1994.
- “Organizational Demography and Culture” (with Glenn Carroll), American Sociological Association, Los Angeles, August 1994.
- “Organizational Demography and Culture: The Inherent Link?” (with Glenn Carroll), TIMS Mathematical Organization Theory Workshop, Chicago, May 1993.
- “Defusing the Director Liability Crisis: The Strategic Management of Legal Threats” (with Marilyn Kaplan), ORSA/TIMS, San Francisco, November 1992.
- “Chance and Rationality in Organizational Evolution” (with Glenn Carroll), American Sociological Association, Pittsburgh, August 1992.
- “Evolution Among Competing Organizational Forms” (with Glenn Carroll), Public Choice Society, New Orleans, March 1992.
- “Corporate Board Interlocks and Business Relationships” (with Marilyn Kaplan), Academy of Management, Miami, August 1991.
- “The Structure of the Board of Directors of Multinational Firms: A Multi-Country Study” (with J.T. Li), Academy of Management, Miami, August 1991.
- “Paying the Piper: A Multi-Level Analysis of CEO Compensation” (with Galal Elhagrasy and Rogene Buchholz), Academy of Management, San Francisco, August 1990.
- “Cross-National Consequences of Cultural Transmission Dynamics” (with Glenn Carroll), Western Academy of Management International Conference, Shizuoka, Japan, June 1990.
- “Director Liability, Legislation, and Litigation: Consequences for the Board” (with Marilyn Kaplan), Western Academy of Management, Salt Lake City, March 1990.

## Conference Papers (continued)

- “Keeping the Faith: A Model of Cultural Transmission in Formal Organizations” (with Glenn Carroll), American Sociological Association, San Francisco, August 1989.
- “Interlocking Directorates and Corporate Performance” (with Marilyn Kaplan), Strategic Management Society, Amsterdam, October 1988.
- “Board Size and Composition Revisited,” Academy of Management, Chicago, August 1986.
- “Industry Structure, Firm Performance, and Top Management Turnover: Analysis and Strategic Implications” (with David Torres), Strategic Management Society, Barcelona, October 1985.
- “A Structural Analysis of Boards of Directors of Financial Institutions” (with Sal Masoud), Academy of Management, Boston, August 1984.
- “Behavioral Sources of Expectation Inflation,” Western Academy of Management, Vancouver, April 1984.
- “Strategic Behavior and Corporate Governance,” Strategic Management Society, Paris, October 1983.
- “Signal, Noise, and Postdecision Disappointment” (with James G. March), Conference of Economy, Organization, and Local Government, Sigtuna, Sweden, June 1982.

## INVITED RESEARCH PRESENTATIONS

European University Institute (Florence)	University of Alberta (Edmonton)
Jiao Tong University (Shanghai)	University of California at Berkeley
Korea Advanced Institute of Science and Technology	
Long Beach State University	University of California at Irvine
Northwestern University	University of Chicago
St. Petersburg Technical University	University of Groningen
St. Petersburg University	University of Illinois at Champaign-Urbana
Stockholm School of Economics	University of Michigan
Tsinghua University (Beijing)	University of Texas at Austin

## EDITORIAL POSITIONS

- Area Editor for Social and Behavioral Sciences, *Simulation Modelling Practice and Theory* (2003-present)
- Editorial Board, *Organization Science* (2006-present)
- Editorial Board, *Computational and Mathematical Organization Theory* (2003-2007)
- Editorial Board, *Administrative Science Quarterly* (1998, 1999)
- Guest Editor, *Simulation Modelling Practice and Theory*, 10 (Nos. 5-7, 2002): 249-471; 14 (No. 4, 2006): 339-480; 16 (No. 2, 2008): 173-256.

## **DISSERTATIONS SUPERVISED**

- Kathryn Kiefer Eggleston. 1993. *Performance and Survival in the Hospital Industry: Organizational Response to PPS*.
- James Edward Lunney III. 1997. *Corporate Director Turnover in Large Corporations*.
- John Timothy Goines. 1998. *Institutional Constraints and Opportunities: An Examination of Domestic and Cross-Border Mergers and Acquisitions of Large Manufacturing Firms in Europe (1985-1994)*.
- Marilyn Rose Kaplan. 1998. *Interorganizational Cooperation: A Multitheoretical Perspective on Joint Ventures*.
- Michael E. Dobbs. 1999. *The Organization of Professional Sports Leagues: Mortality and Founding Rates, 1871-1997*.
- Lei Li. 2003. *Internationalization Dynamics of U.S Firms: Efficiency and Performance* (Co-Chaired with Alan Rugman).
- M. Alix Valenti. 2003. *Determinants of Corporate Director Appointments: A Multi Model Approach*.
- Nancy Kucinski. 2004. *Interests, Institutions, and Friends of the Court: An Analysis of Organizational Factors Related to Amicus Curiae Participation*.
- Xia Zhao. 2006. *The Voluntary Adoption of Corporate Governance Reforms in the Post-Enron Era*.
- Maria Hasenhuttl. *Three Papers on Corporate Governance*. In progress.

## **COURSES TAUGHT**

### **Undergraduate**

Business Strategy, Organizational Behavior, Organizational Psychology, Organizations and Environments, Organizational Analysis for Public Administration, Strategic Management for Public Administration, Introduction to Computer Science

### **Masters**

Managing Organizations, Power and Politics in Organizations, Organizational Behavior, Organization Theory, Corporate Strategy, Organizations and Environments, Organizational Analysis for Engineers and Scientists, Applied Management Theory for Russia

### **Doctoral**

Organization Theory, Macro-Organizational Empirical Investigation, Organizational Simulation, Corporate Governance, Organizational Decision Making

### **Executive**

Organization Design and Effectiveness, Power and Politics in Organizations, Competitive Strategy

## **SERVICE**

### University of Texas System

Faculty Advisory Council to the University of Texas System Board of Regents (1990-93); Co-Chair, Governance Committee; Member, Executive Committee

UTD Representative to the Council of Faculty Governance Organizations (1989-93)

### University of Texas at Dallas

Committee on Distance Learning (1999-2001); Vice Chair (1999-2000)

Planning Committee for Cultural Diversity Programs (1993)

Committee on Information Resources; Chair, Subcommittee on Office Automation and Telecommunications (1991-92)

Committee on Educational Policy (1991-92)

*Ad Hoc* Committee on Program Reviews (1992)

*Ad Hoc* Committee on Program Retrenchment Policy (1989-92)

Undergraduate Core Curriculum Advisory Committee (1990-91)

Academic Council (1989-90)

Academic Senate (1988-90)

Committee on Administration and Organization of Lower Division Instruction (1989-90)

Institutional Review Board (1986-90); Vice Chair (1989-90)

Administrative Structure Subcommittee for UTD Self-Study (1986-87)

### Committees Chaired in the UTD School of Management

Library and Facilities Committee (1990-91, 1997-98)

Academic Policy and Planning Committee (1991-1995)

AACSB Accreditation Task Force (1991-94)

*Ad Hoc* Center Review Committee (1992-93)

Curriculum Committee (1991-92)

### International

Scientific Committee, European Social Simulation Association, 2007, 2008

Faculty, Qualitative Camp 2006, Henningsvær, Norway

Scientific Committee, Eurosim, 2001

## Other Service

“The Battle of Timbercreek” (documentary film, in progress)  
Professional Development Workshop, “Simulation in Organization Theory,” Academy of Management (2006, 2007, 2008)  
Consultant, Office of Net Assessment, Department of Defense (2002)  
Consultant, Baylor University Medical Center (1996)  
Election Judge, Dallas County (1990-95)  
Russian-American Chamber of Commerce, Dallas Chapter (1992-95)  
Consultant, Rockwell International (1994)  
Consultant, BancOne (1993)  
Consultant, Memorial Hospital of Southern Oklahoma (1987-92)  
Director, TPF Corporation (1984-85); Chair, Settlement Committee; Member, Audit Committee