

July 2016

Lamar Pierce

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Olin Business School

Washington University in St. Louis
One Brookings Drive Box 1156
St. Louis, MO 63130

Employment

Olin Business School, Washington University in St. Louis

2014- Associate Professor of Organization & Strategy (with Tenure)
2010-2014 Associate Professor of Strategy (Untenured)
2007-2010 Assistant Professor of Strategy

McCombs School of Business, University of Texas at Austin

2011-2012 Harrington Fellow and Visiting Associate Professor

Carnegie Mellon University

2005-2007 Visiting Assistant Professor of Strategy

Editorial Positions

2014- Associate Editor, *Management Science*

2016- Associate Editor, *Strategic Management Journal*

Education

Haas School of Business, University of California, Berkeley

Ph.D in Business Administration, 2005

University of Puget Sound

B.S. in Economics, *Honors in Economics*, 1997; B.A. in Music, *Magna Cum Laude*, 1997

Academic Journal Publications

1. Moore, Celia, and Lamar Pierce (2016). "Psychological Reactance to Transgressors: When Norms of Leniency Lead to Harsher Punishment" *Frontiers in Psychology* 7: 550.
2. Gartenberg, Claudine, and Lamar Pierce. (2016). "Subprime Governance: Agency Costs in Vertically Integrated Banks and 2008 Mortgage Crisis" Forthcoming in *Strategic Management Journal*.
3. Erich, Roger, Eaton, Melinda, Mayes, Ryan, Pierce, Lamar, Knight, Andrew, Genovesi, Paul, Escobar, James, Mychalczuk, George, and Selent, Monica. (2016). "The Impact of Environment and Occupation on the Health and Safety of Active Duty Air Force Members-Database Development and De-Identification" Forthcoming in *Military Medicine*.
4. Bennett, Victor and Lamar Pierce. (2016). "Motivation Matters: Corporate Scope and Competition in Complementary Product Markets" *Strategic Management Journal* 37: 1304-1315

5. Pierce, Lamar, Todd Rogers, and Jason Snyder (2016). "Losing Hurts: The Happiness Impact of Partisan Electoral Loss." *Journal of Experimental Political Science* Forthcoming.
6. Gubler, Timothy, Ian Larkin, and Lamar Pierce. (2016). "Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment." *Organization Science* 27(2): 286-303.
7. Pierce, Lamar and Parasuram Balasubramanian. (2015) "Behavioral Field Evidence on Psychological and Social Factors in Dishonesty and Misconduct". *Current Opinion in Psychology*. 6: 70-76. (Invited Contribution)
8. Pierce, Lamar, Daniel Snow, and Andrew McAfee. (2015). "Cleaning House: The Impact of Information Technology on Employee Corruption and Productivity" *Management Science* 61(10): 2299-2319.
9. Pierce, Lamar and Jason Snyder. (2015). "Unethical Demand and Employee Turnover" *Journal of Business Ethics* 131(4): 853-869.
10. Gubler, Timothy, and Lamar Pierce. (2014) "Healthy, Wealthy, and Wise: Retirement Planning Predicts Health Improvements" *Psychological Science* 25(9): 1822-1830.
11. Chan, Tat, Jia Li, and Lamar Pierce. (2014). "Learning from Peers: Knowledge Transfer and Sales Force Productivity Growth" *Marketing Science* 33(4): 463-484.
12. Chan, Tat Y., Jia Li, and Lamar Pierce. (2014). "Compensation and Peer Effects in Competing Sales Teams" (with Tat Chan and Jia Li) *Management Science*. 60(8): 1965-1984.
13. Wiltermuth, Scott, Victor Bennett, and Lamar Pierce. (2013). "Doing as They Would Do: How the Ethical Preferences of Third-Party Beneficiaries Impact Ethical Decision-Making" *Organizational Behavior and Human Decision Processes* 122(2): 280-290.
14. Bennett, Victor, Lamar Pierce, Jason Snyder, and Michael Toffel. (2013). "Customer-Driven Misconduct: How Competition Corrupts Business Practices" *Management Science* 59(8): 1725-1742. (Lead Article)
15. Pierce, Lamar and Michael Toffel. (2013). "The Role of Organizational Scope and Governance in Strengthening Private Regulatory Monitoring" *Organization Science*. 24(5): 1558-1584.
16. Pierce, Lamar, Michael S. Dahl, and Jimmi Nielsen. (2013). "In Sickness and in Wealth: Psychological and Sexual Costs of Income Comparison in Marriage" *Personality and Social Psychology Bulletin* 39(3): 360-375.
17. Pierce, Lamar and Jason Snyder (2012) "Discretion and Manipulation by Experts: Evidence from a Vehicle Emissions Policy Change" *B.E. Journal of Economic Analysis & Policy* (Special Issue on Forensic Economics) 13(3).
18. Larkin, Ian, Lamar Pierce, and Francesca Gino. (2012). "The Psychological Costs of Pay-For-Performance: Implications for the Strategic Compensation of Employees." *Strategic Management Journal* 33(10): 1194-1214.
19. Pierce, Lamar (2012) "Organizational Structure and the Limits of Knowledge Sharing: Incentive Conflict and Agency in Car Leasing." *Management Science* 58(6): 1106-1121.
20. Gino, Francesca and Lamar Pierce. (2010). "Lying to Level the Playing Field: Why People May Dishonestly Help or Hurt Others to Restore Equity." *Journal of Business Ethics* 95 (1): 89-103.

21. Gino, Francesca and Lamar Pierce. (2010). "Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help" *Organization Science* 21 (6): 1176-1194.
*Finalist for 2011 Best Publication in Organizational Behavior, Academy of Management
22. Gino, Francesca and Lamar Pierce. (2009). "Dishonesty in the Name of Equity." *Psychological Science* 20 (9): 1153-1160
23. Gino, Francesca and Lamar Pierce. (2009). "The Abundance Effect: Unethical Behavior in the Presence of Wealth." *Organizational Behavior and Human Decision Processes* 109, 142-155.
24. Pierce, Lamar (2009). "Big Losses in Ecosystem Niches: How Core Firm Decisions Drive Complementary Product Shakeout." *Strategic Management Journal* 30 (3): 323-347.
25. Pierce, Lamar and Jason Snyder. (2008). "Ethical Spillovers in Firms: Evidence from Vehicle Emissions Testing." *Management Science* 54 (11): 1891-1903.
26. Pierce, J. Lamar (2000). "Programmatic Risk-Taking by American Opera Companies" *Journal of Cultural Economics*. 24 (1). Feb. 2000: 45-63.

Book Chapters and Proceedings

27. Larkin, Ian and Lamar Pierce. (2016). "Compensation and Employee Misconduct: The Inseparability of Productive and Counterproductive Behavior in Firms." in *Organizational Wrongdoing*. Palmer, D., R. Greenwood, and K. Smith-Crowe, (eds.). Cambridge University Press.
28. Pierce, Lamar and Jason Snyder. (2013). "Historical Roots of Firm Access to Finance: Abridged Version." *Best Paper Proceedings of the Academy of Management*.
29. Pierce, J. Lamar, Chris Boerner, and David Teece. (2002). "Dynamic Capabilities, Competence, and the Behavioral Theory of the Firm." in Mie Augier and James G. March (eds.) *The Economics of Change, Choice and Structure: Essays in the Memory of Richard M. Cyert*. Cheltenham, U.K.: Edward Elgar Publishing, Ltd., 2002.

Working Papers

30. "Historical Roots of Firm Access to Finance: Evidence from the African Slave Trade" (with Jason Snyder) Revise and resubmit at *Review of Financial Studies*
31. "Trust and In-Group Favoritism in a Culture of Crime" (with Stephan Meier and Antonino Vaccaro) *Under Review*
32. "The Behavioral and Evolutionary Roots of Dynamic Capabilities" (with Felix Arndt and David J. Teece) Resubmitted to *Industrial and Corporate Change* (3rd Round)
33. "Traumatic Shocks and the Deep Historical Roots of Organizations" (with Leonardo Kluppel and Jason Snyder) Revise and resubmit at *Organization Science*
34. "Doing Well by Doing Good: The Impact of Employee Health on Productivity." (with Timothy Gubler and Ian Larkin) Under Review.

35. “Decreased Prosociality in Restaurants Following Mass Shootings in America.” (with Daniel Snow and Andrew McAfee) Under Review
36. “The Wages of Dishonesty: The Supply of Cheating Under High-Powered Incentives.” (with Parasuram Balasubramanian and Victor Bennett) Under Review

Invited Seminars

Johns Hopkins University: March 2015
Dartmouth University: March 2015
University of Michigan: March 2015
Georgia Tech: October 2014
University of Minnesota: March 2014
MIT: October 2013
Boston University: April 2013
HEC Lausanne: December 2012
University of California, Berkeley: January 2012
University of Toronto: December 2011
Harvard Business School: November 2011
Columbia Business School: October 2011
University of Illinois: April 2011
IESE: March 2011
HEC Lausanne: March 2011
University of Southern California: October 2010
London Business School: April 2010
University of North Carolina: December 2009
University of Texas at Dallas: October 2009
Emory University: October 2009
University of Bologna: May 2009
Harvard Business School: February 2009
Washington University in St. Louis: February 2007
University of Western Ontario: February 2007
Cornell University: February 2007
University of Washington: January 2007
University of Pittsburgh: October 2006
UCLA: January 2005
Harvard Business School: January 2005
Carnegie Mellon University: September 2004
Wharton Business School: February 2004
Vanderbilt University: February 2004

Conference Presentations

Utah/BYU Winter Conference: February 2015
BDRM: July 2014
Academy of Management: August 2014
American Economic Association Meetings: January 2014
Judgment and Decision Making: November 2013
UC Berkeley Fraud and Misconduct Conference, October 2013
SMS Conference, September 2013
Academy of Management, August 2013
Strategy and Business Environment Conference, May 2013
Institutions and Innovation Conference, November 2012

SMS Conference: October 2012
Academy of Management Conference: August 2012
Utah Strategy Conference: March 2012
Institutions and Innovation Conference: November 2011
University of Washington Management and Organization Summit: September 2011
Academy of Management: August 2011
Wharton West Supply Chain Conference: March 2011
Organization Science Winter Conference: February 2011
Judgment and Decision Making: November 2010
BDRM Conference, Pittsburgh, PA: June 2010
Washington State Drug Recognition Program, Olympia, WA: March 2010
Academy of Management: August 2009
Conference on Network Ethics, Lisbon, Portugal: June 2009
Strategy and the Business Environment Conference: March 2009
Institutions and Innovation Conference: November 2008
INFORMS: October 2008
Academy of Management: August 2008
Strategy and the Business Environment Conference: February 2008
Institutions and Innovation Conference: November 2007
Academy of Management: August 2007
Institutions and Innovation Conference: November 2006
INFORMS: October 2006

Teaching Experience

Spring 2016: Business and Government (EMBA Core Residency): 9.2/10 overall teaching

Spring 2014-Spring 2016: Strategic Management (EMBA Shanghai Core): 10/10 overall teaching

Spring 2014-Spring 2015: Strategic Management (MBA Core Course): 9/10 overall teaching

Spring 2013-Spring 2015: Ethics in Action: Brookings Executive Education: 9.4/10 overall teaching.

Spring 2013: Strategic Personnel Management: Olin Business School, Washington University (Ph.D Course)

Spring 2011-Spring 2015: Ethics and Organizations: Olin Business School, Washington University (Executive MBA Course) --- 9.5/10 overall teaching score.

Fall 2007- Fall 2013: Individual in a Managerial Environment: Olin Business School, Washington University in St. Louis (Undergraduate Course) --- 10/10, 10/10, 9/10, 9/10 overall teaching.

Spring 2007: Strategy and Management of Technological Innovation: College of Engineering, Carnegie Mellon University (Masters Course)

Summer 2005-2006: Corporate Strategy: Tepper School of Business, Carnegie Mellon University (Evening MBA Course) 4.8/5 4.2/5 overall teaching score.

Spring 2005-2006: Corporate Strategy: Tepper School of Business, Carnegie Mellon University (Full-Time MBA Course) 4.6/5 4.5/5 overall teaching score.

Fall 2005: Corporate Strategy: Tepper School of Business, Carnegie Mellon University (Undergraduate Course) 4.8/5 4.6/5 overall teaching score.

Academic Honors

Network for Business Sustainability Research Impact on Practice Award, 2014
Finalist: AOM Best Paper (International Division), 2013
Reid Chair for Teaching Excellence, Olin Business School, 2012-2013
Harrington Fellowship, UT Austin, 2011-2012
Finalist: AOM Outstanding Publication in Organizational Behavior, 2011
Intel Robert Noyce Fellow, 2003-04
Haas Outstanding Teaching Award, 1999-2000
Outstanding Graduate Student Instructor, 1999-2000
Phi Beta Kappa. 1996

Research Grants

Danish Research Council 2013 (Key Personnel)
U.S. Air Force (Key Personnel)
Harrington Fellowship 2011-2012 (Fellow)
Center for Ethics and Human Values 2008 (PI)
IBER Research Grant 2002 (PI)
Equipment Leasing Foundation Grant 2000 (Co-PI)

Professional Service

Editorial Board: Organizational Behavior & Human Decision Processes

Member: Academy of Management, American Economic Association, Society for Judgment and Decision Making, Strategic Management Society

Occasional Reviewer: *Quarterly Journal of Economics, Journal of Law and Economics, Organization Science, Journal of Economic Behavior and Organization, Journal of Law, Economics, & Organization, Industrial and Corporate Change, Journal of Cultural Economics, Academy of Management Journal, Journal of Consumer Psychology, Journal of Experimental Psychology, Journal of Business Ethics, Personality and Social Psychology Bulletin*

Personal

Citizenship: American

Family: Married

Languages: English (Native), Italian (Conversational), French (Elementary)