

September 2009

LAMAR PIERCE

314-935-5205

pierce@wustl.edu

Olin Business School

Washington University in St. Louis

Box 1133

One Brookings Drive

St. Louis, MO 63130

Positions

Olin Business School, Washington University in St. Louis

2007-2009 Assistant Professor of Strategy

Tepper School of Business, Carnegie Mellon University

2005-2007 Visiting Assistant Professor of Strategy

Education

Haas School of Business, University of California, Berkeley

Ph.D in Business Administration, 2005

Masters of Science in Business Administration, 2001

Business and Public Policy Department

University of Puget Sound

B.S. in Economics, *Honors in Economics*, 1997

B.A. in Music, *Magna Cum Laude*, 1997

Journal Publications (in reverse chronological order)

1. Gino, F. and L. Pierce. (2009). "Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help" (with Francesca Gino) Forthcoming in *Organization Science*
2. Gino, F. and L. Pierce. (2009). "Dishonesty in the Name of Equity." *Psychological Science* 20 (9): 1153-1160
3. Gino, F. and L. Pierce. (2009). "The Abundance Effect: Unethical Behavior in the Presence of Wealth." *Organizational Behavior and Human Decision Processes* 109, 142-155.
4. Pierce, L. (2009). "Big Losses in Ecosystem Niches: How Core Firm Decisions Drive Complementary Product Shakeout." *Strategic Management Journal* 30 (3): 323-347.

5. Pierce, L. and J. Snyder. (2008). "Ethical Spillovers in Firms: Evidence from Vehicle Emissions Testing." *Management Science* 54 (11): 1891-1903.
6. Pierce, J.L. (2000). "Programmatic Risk-Taking by American Opera Companies" *Journal of Cultural Economics*. 24 (1). Feb. 2000: 45-63.

Book Chapters

7. Pierce, J.L., Boerner, C., and D. 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

Pierce, Lamar. "Organizational Structure and the Limits of Knowledge Exploitation: Evidence from Consumer Automobile Leasing." *Revise and resubmit at Management Science (4th Round)*

"Moving Beyond Agency Theory: Incorporating Psychology into an Integrated Framework of Compensation Strategy." (with Francesca Gino and Ian Larkin). *Revise and resubmit at Strategic Management Journal*

"Compensation and Peer Effects in Competing Sales Teams" (with Tat Chan and Jia Li). *Under review*

"Ethical Fit, Diversity, and Attrition: Evidence from the Vehicle Emissions Testing Market." (with Jason Snyder) *Under review*

"Expert Discretion and Strategic Measurement in Regulatory Enforcement" (with Jason Snyder)

"Building Reputations: Evidence from a Regression Discontinuity Design" (with Jason Snyder)

"Manufacturer Lease Pricing and Adverse Selection" (with Victor Bennett and Sherif Nasser)

"The Evolutionary Theory in Dynamic Capabilities" (with David J. Teece)

Work in Progress

"The Ethics of Strategic Positioning in Private Regulatory Enforcement" (with Michael Toffel)

"Organization, Information, and Discretion in Drunk-Driving Enforcement" (with Jason Snyder and Albert Yoon)

"Competition and Cooperation in Worker Learning" (with Tat Chan and Jia Li)

"Information and Compensation in Employee Social Comparisons" (with Francesca Gino and Ian Larkin)

"Field Studies on Interpersonal Corruption in Firms" (with Francesca Gino)

“Costs of Social Comparison in Labor Markets” (with Michael Dahl)

“Referral-Based Hiring and the Token Employee” (with Michelle Duguid)

“Black Market Strategies in Health Care Provision” (with Brian Chen and Jason Snyder)

“Race-Based Tournaments in Human Resource Awards” (with Michelle Duguid)

Invited Seminars

London Business School, April 2010

UC Berkeley, March 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

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

Fall 2007-2009: Individual in a Managerial Environment: Olin Business School, Washington University in St. Louis (Undergraduate Course)

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)

Spring 2005-2006: Corporate Strategy: Tepper School of Business, Carnegie Mellon University (Full-Time MBA Course)

Fall 2005: Corporate Strategy: Tepper School of Business, Carnegie Mellon University (Undergraduate Course)

Academic Honors

Intel Robert Noyce Fellow, 2003-04
Haas Outstanding Teaching Award, 1999-2000
Outstanding Graduate Student Instructor, 1999-2000
Phi Beta Kappa. 1996

Research Grants

Center for Ethics and Human Values 2008
Sloan Foundation E-commerce Grant 2003
IBER Research Grant 2002
Equipment Leasing Foundation Grant 2000
Sloan Foundation Grant 2000
Air Force Office of Scientific Research Grant 1999
Mellon Foundation Grant 1998-00
Bradley Foundation Grant 1998, 2002
Ph.D Program Grant 1998-99

Professional Service

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

Judge: 2005 Deloitte Case Challenge, 2006 McKinsey Operational Strategy Case Competition, 2008 Olin Freshman Case Competition

Occasional Reviewer: *Organization Science, Management Science, Journal of Economic Behavior and Organization, Industrial and Corporate Change, Journal of Cultural Economics, Organizational Behavior and Human Decision Processes*

