

## ULYA TSOLMON

[utsolmon@wustl.edu](mailto:utsolmon@wustl.edu)

Olin Business School, Washington University in St. Louis  
Campus Box 1156, One Brookings Drive  
St. Louis, MO 63130-4899  
(314) 935-6335

### ACADEMIC EMPLOYMENT

---

**Washington University in St. Louis, Olin Business School** 2015-Present  
Assistant Professor of Strategy (Strategy Group), tenure review in 2024

### EDUCATION

---

**Duke University, The Fuqua School of Business** May 2015  
Ph.D. in Business Administration (Strategy)  
*Committee:* Sharon Belenzon (co-chair), Will Mitchell (co-chair), Ashish Arora, Ronnie Chatterji, Russ Coff  
*Dissertation:* Gaining Competitive Advantage from Human Capital: Role of Markets and Firm Structure

- **2016 Winner of the Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, the Academy of Management**

**Brigham Young University** May 2009  
Master of Public Policy (Economics and Research Methods emphasis)

**Brigham Young University, The Marriott School of Management** May 2004  
Master of Organizational Behavior (joint with M.A. in International and Area Studies)

**Brigham Young University** Aug 1999  
B.Sc. in International Business Management (Economics minor)

### RESEARCH AREAS

---

My research interests intersect managerial labor markets, strategic human capital, and innovation strategy.

### PUBLICATIONS

---

- [1] Belenzon, S. and U. Tsolmon. 2016. "Market Frictions and Competitive Advantage of Internal Labor Markets". *Strategic Management Journal*, 37(7): 1280-1303.
- [2] Fabrizio, K. and U. Tsolmon. 2014. "An Empirical Examination of the Pro-Cyclicality of R&D Investment and Innovation". *The Review of Economics and Statistics*, 96(4): 662-675.

### WORKING PAPERS

---

- [3] Tsolmon, U. 2017. "Being good is not enough: Overcoming bias in mobility and advancement of women top managers through organizational performance". *Academy of Management Proceedings*, No. 1. This study examines the role of organizational performance information in bridging the gender gap in mobility and advancement of top managers and finds that the gender gap in mobility between male

and female top managers does not close unless the firms female managers work at perform exceptionally well.

- [4] *Managers as skill-based and trust-based resources: Evidence from internal mobility in corporate groups* (with Sharon Belenzon and Andrea Pataconi). This paper examines within-firm factors affecting internal redeployment of managerial resources in a multi-unit firm by exploring how structural features and the nature of managerial resources interact to influence top managerial mobility in corporate groups.
- [5] *Institutional Antecedents to Firm Human Capital Policies: Evidence from Adoption of Health Insurance Benefits by Small Firms* (with Dan Ariely). This paper investigates strategic use of voluntary health insurance benefits by small and emergent firms for reducing employee turnover and increasing employee productivity in response to state-level unemployment insurance benefits.
- [6] *The role of firm openness in the markets for managers* (sole-authored). This paper examines the role of financial disclosure of performance by firms on top manager mobility into and out of firms and identifies tradeoffs associated with firm openness to factor markets. I construct and use managerial mobility data for about 500,000 managers in 120,000 business units of over 30,000 corporate groups.
- [7] *How the Timing of CEO Movements Affects Corporate Strategy: The January Effect on CEO Acquisitiveness* (with Hengchen Dai and Tingyu Du). This study examines whether the timing of new CEO starting date influences firms' acquisition strategy. We explore an empirical regularity of new CEOs assuming their position in January being more acquisitive but being less likely to complete acquisitions. We propose that assuming office in January (vs. other months) triggers a promotion mindset that makes new CEOs seek more opportunities for growth, become overconfident, and partake in more acquisitions. Preparing for submission.
- [8] *Why wait? Technological rivalry and the strategic delay of innovation* (with Kira Fabrizio). This paper examines innovation pro-cyclicality at the firm level and how incentives for strategic delay of innovations vary across firms.
- [9] *The organization of innovation across countries and industries* (with Sharon Belenzon and Patrick Bolton). This paper examines the relationship between ownership, corporate form, and innovation for a cross-section of private and publicly traded innovating firms in the US and 15 European countries.

## **WORK-IN-PROGRESS**

---

*Information Asymmetry and Segmented Managerial Labor Market* (with Iva Rashkova). This study uses simulations to determine the role of firm performance disclosure on managerial movements in the labor market. If some firms systematically provide information to the labor market, then these firms should have higher rate of transactions with the external labor market. Over time, these labor market transactions should concentrate among firms that provide information, thus resulting in a segmented labor market. Managerial labor market segmentation has important implications for managerial careers and appropriation of economic rents from managerial human capital by firms.

*Role of Language-Based Diversity in Top Management: Evidence from Earnings calls* (with Christy Koval). This study examines how markets react asymmetrically to display of emotions by male and female executives during earnings calls.

## **OTHER PUBLICATIONS**

---

Tsolmon, U. 2005. "Strategic Restructuring for Non-Profit Organizations: Mergers, Integrations, and Alliances" invited book review. *Academy of Management Review*, 30: 643-645.

## **INVITED PRESENTATIONS**

---

Research Seminar Series, Krannert School of Business, Purdue University, 2019

People and Organizations Conference, the Wharton School, September 2019

Bocconi University Research Visit, May 2019

Research Seminar Series, Gies School of Business, University of Illinois at Urbana-Champaign, April 2019

SMS Conference, Paris, September 2018

Utah-BYU Winter Strategy Conference, March 2018

Academy of Management Paper session (BPS), Atlanta, Georgia, August 2017

SMS Special Conference, Milan, Italy, March 2017

Business Research Series: Research that Impacts Business, Olin Business School, Washington University in St. Louis, November 2016

People and Organizations Conference, the Wharton School, September 2016

BPS Dissertation Finalist symposium at the Academy of Management Conference, August 2016

Celebrating Faculty Research Event, Olin Business School, Washington University in St. Louis, March 2016

Midwest Strategy Conference, Washington University in St. Louis, June 2015

Strategy Research Seminar, London Business School, January 2015

Strategy Research Seminar, Marshall School of Business, University of Southern California, December 2014

Strategy Research Seminar, Columbia Business School, Columbia University, November 2014

Strategy Research Seminar, Foster School of Business, University of Washington, October 2014

CCC Doctoral Conference, Boston University, April 2014  
"Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups"

SMS Special Conference, Tel-Aviv Israel, March 2014  
"Managerial redeployment, ownership structure and family ties"

SMS Special Conference Doctoral Workshop, Tel-Aviv Israel, March 2014  
"Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups"

People and Organizations Conference, the Wharton School, Philadelphia, PA, October 2013  
"Managerial redeployment, ownership structure and family ties"

Lecture and Workshop on "Mission Statements", the LEAD Summer Business Institute (SBI), Fuqua School of Business, Summer 2013

Academy of Management Paper session (BPS), Orlando, Florida, August 2013  
"Does labor redeployment matter for firm boundaries? Evidence from European corporate groups"

Trans-Atlantic Doctoral Consortium (TADC), London Business School, London UK, May 2013

“Does labor redeployment matter for firm boundaries? Evidence from European corporate groups”

Israel Strategy Conference Doctoral Consortium (ISC), Tel-Aviv Israel, December 2012

SMS Doctoral consortium, Prague, Czech Republic, October 2012

Academy of Management Doctoral Consortium (BPS), Boston, MA, August 2012

Brigham Young University Graduate Research Symposium, Provo, UT, Fall 2008

“Integrating Game-Theoretic and Real Options Analysis in Strategic Decision-Making: Airbus, Boeing, and the Superjumbo Jet Market”

Hawaii International Conference on Business, Honolulu, Hawaii, May 2005

“Two Paths Diverge: Multicultural and Diversity Paradigm Implications for Organizational Capability”

“Learning Organizational Development and Change in Non-Corporate Context

## **TEACHING EXPERIENCE**

---

*Management 100: Individual in a Managerial Environment* (Undergraduate required management course, Olin Business School): Fall 2015, Fall 2016, Fall 2017, Spring 2019

- Teaching Rating: 9/10

*Executive MBA Foundations of Strategy* (Fuqua School of Business): Sharon Belenzon 2014

- Prepared and taught “Bitter Competition: Nutrasweet vs. the Holland Sweetener Company” HBS Case to executive MBAs
- Developed and taught “Business Intelligence and Analytics” curriculum that incorporates the use of big data and analysis to managerial strategic decision-making via utilization of state-of-the-art technology tools, such as Technology/IP search, LinkedIn, Twitter, and other publicly available big data. Taught analysis and visualization of data using Tableau software.
- Teaching Rating: 5.0/5.0

## **STUDENT ADVISING**

---

*PhD Dissertation Committee* (Olin Business School): 2018

Leo Kluppel, first placement- Assistant Professor of Strategy at the Ohio State University

*Mentoring into PhD program* (Olin Business School): 2016, 2017

Mentored undergraduate student on a research project and prepared for a PhD program in strategy. Placement: UCLA Strategy PhD program.

## **PROFESSIONAL SERVICE**

---

Editorial Board, Strategic Management Journal

Representative-at-Large for the Strategic Human Capital Interest Group, Strategic Management Society

Membership Engagement Officer for the Strategic Human Capital Interest Group, Strategic Management Society

Founder and Organizer, Women in Strategy Conference

Reviewing for Strategic Management Journal, Management Science, Organization Science, Research Policy, Academy of Management Journal, Academy of Management Review

## HONORS AND FELLOWSHIPS

---

Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, Academy of Management BPS Division, 2016 Winner

## PERSONAL

---

Go Army, Beat Navy!

## REFERENCES

---

### **Sharon Belenzon**

Associate Professor of Strategy  
Fuqua School of Business, Duke University  
(919) 660-7845  
[Sharon.Belenzon@duke.edu](mailto:Sharon.Belenzon@duke.edu)

### **Ashish Arora**

Rex D. Adams Professor of Business  
Administration  
Fuqua School of Business, Duke University  
(919) 660-7746  
[Ashish.Arora@duke.edu](mailto:Ashish.Arora@duke.edu)

### **Ronnie Chatterji**

Professor of Strategy  
Fuqua School of Business, Duke University  
(919) 660-7903  
[Ronnie@duke.edu](mailto:Ronnie@duke.edu)

### **Will Mitchell**

Anthony S. Fell Chair in New Technologies  
and Commercialization  
Rotman School of Management, University  
of Toronto  
(416) 978-3253  
[William.Mitchell@rotman.utoronto.ca](mailto:William.Mitchell@rotman.utoronto.ca)

### **Russell W. Coff**

Wisconsin Naming Partners Chair in Strategic  
Management  
University of Wisconsin-Madison School of  
Business  
(608) 263-6437  
[RCoff@bus.wisc.edu](mailto:RCoff@bus.wisc.edu)

### **Kira Fabrizio**

Associate Professor of Strategy and  
Innovation  
School of Management, Boston University  
(617) 358-6649  
[kfab@bu.edu](mailto:kfab@bu.edu)