

ASHTON L. HAWK

Department of Strategy, Entrepreneurship and Operations
Leeds School of Business
University of Colorado Boulder
995 Regent Drive, Koelbel Building
Boulder, CO 80309
ashton.hawk@colorado.edu

ACADEMIC POSITIONS

June 2016-present **University of Colorado Boulder**, Leeds School of Business
Assistant Professor (Tenure Track) of Strategy and Entrepreneurship

July 2010-May 2016 **The Ohio State University**, Fisher College of Business
Assistant Professor (Tenure Track) of Strategy

2009-2010 **The Ohio State University**, Fisher College of Business
Instructor (Tenure Track) of Strategy

EDUCATION

2010 **New York University**, Stern School of Business
Ph.D. in Management / Strategy
M.Phil. in Management / Strategy

2001 **Cornell University**, College of Arts and Sciences
B.A. in Economics and History

RESEARCH PAPERS

Publications

Ross J, Li T, **Hawk A**, Reuer J, “Resource Idling and Capability Erosion”, Forthcoming, *Academy of Management Journal*.

Hawk A, Reuer J, Garofolo A, “Intrinsic Speed Capabilities and Alliance Partner Attractiveness”, Forthcoming, *Strategic Organization*.

Hawk A, Reuer J, Garofolo A, “The Impact of Firm Speed Capabilities on the Decision to Go It Alone or Partner”, *Strategy Science*, **6**(3), 2021: 191-208 (Lead Article).

Lee Y, Fong E, Barney J, **Hawk A**, “Why Do Experts Solve Complex Problems Using Open Innovation? Evidence from the U.S. Pharmaceutical Industry”, *California Management Review*, **62**(1), 2019: 144-166.

Alcacer J, Chung W, **Hawk A**, Pacheco-de-Almeida G, “Applying Random Coefficient Models to Strategy Research: Identifying and Exploring Firm Heterogeneous Effects”, *Strategy Science*, **3**(3), 2018: 533-553.

Hawk A, Pacheco-de-Almeida G, “Time Compression (Dis)Economies: An Empirical Analysis”, *Strategic Management Journal*, **39**(9), 2018: 2489-2516.

Pacheco-de-Almeida G, **Hawk A**, Yeung B, “The Right Speed and its Value” (previously titled: “Speed and Tobin’s Q”), *Strategic Management Journal*, **36**(2), 2015: 159-176 (Lead Article).

Hawk A, Pacheco-de-Almeida G, Yeung B, “Fast Mover Advantages: Speed Capabilities and Entry into the Emerging Submarket of Atlantic Basin LNG”, *Strategic Management Journal*, **34**(13), 2013: 1531-1550.

Hawk A, Pacheco-de-Almeida G, Yeung B, “Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Submarket of Atlantic Basin LNG”, *Academy of Management BPS Division Best Paper Proceedings*, 2009.

Fogel K, **Hawk A**, Morck R, Yeung B, “Institutional Obstacles to Entrepreneurship”, *Oxford Handbook of Entrepreneurship*, edited by Mark Casson, Bernard Yeung, Anuradha Basu, Nigel Wadeson, Oxford University Press, 2005.

Working Papers

Reuer J, **Hawk A**, Li T, “Temporal Dynamics of Risk Allocation and Contracting in Startups’ Interorganizational Relationships”, Under 2nd Round Review, *Strategic Management Journal*.

Hawk A, Lahiri D, Pacheco-de-Almeida G, “The Half Life of Political Capital: An Examination of the Temporal Effects of Political Connections”, Revise and Resubmit, *Strategic Management Journal*.

Hawk A, Li T, Reuer J, “The Performance Implications of Partnering with a Fast Firm?”, Revise and Resubmit, *Strategy Science*.

Reuer J, **Hawk A**, Li T, “The Temporal Dynamics of Capability Showcasing and Entrepreneurial Exit”, In Preparation for Submission.

Garofolo A, Reuer J, **Hawk A**, “Time is Money! Exploring the Determinants of the Time to Complete an Acquisition”, In Preparation for Submission.

Garofolo A, Reuer J, **Hawk A**, “How Startups Recover from Terminated Acquisitions”, In Preparation for Submission.

Sakhartov A, Li T, Reuer J, **Hawk A**, “Resource Redeployment in Single Business Firms: A Theoretical Model and Empirical Evidence from the Oil-Drilling Industry”, Under Review.

Current Projects

Reuer J, **Hawk A**, Li T, Ross J, “Go It Alone and Partner Experience Spillovers”, Research in Progress

PRESENTATIONS

“The Half Life of Political Capital: An Examination of the Temporal Effects of Political Connections”, with Debtanu Lahiri and Goncalo Pacheco-de-Almeida*, presented at Technical University of Munich in 2021. (* indicates presenter)

Panelist in symposium entitled “Exploring Strategic Rhythms in the Digital Economy”, presented at the Academy of Management Meetings 2021.

“Temporary Resource Suspension and Erosion of Firm Capability”, with Jan Ross, Toby Li* and Jeffrey Reuer, presented at the 2021 International Real Options Conference in Porto, Portugal. (* indicates presenter)

“The Half Life of Political Capital: An Examination of the Temporal Effects of Political Connections”, with Debtanu Lahiri and Goncalo Pacheco-de-Almeida*, presented at HEC-Paris in 2021. (* indicates presenter)

“The Half Life of Political Capital: An Examination of the Temporal Effects of Political Connections”, with Debtanu Lahiri and Goncalo Pacheco-de-Almeida*, presented at Duke University in 2021. (* indicates presenter)

“The Half Life of Political Capital: An Examination of the Temporal Effects of Political Connections”, with Debtanu Lahiri and Goncalo Pacheco-de-Almeida*, presented at INSEAD in 2021. (* indicates presenter)

“Political Connections and Persistence of Profitability”, with Debtanu Lahiri* and Gonçalo Pacheco-de-Almeida, presented at the 2020 Academy of Management. (* indicates presenter)

“Political Connections and Persistence of Profitability”, with Debtanu Lahiri* and Gonçalo Pacheco-de-Almeida, presented at the 2020 Strategic Management Society Meetings. (* indicates presenter)

“Time is Money! Exploring the Determinants of the Time to Complete an Acquisition”, with Jeffrey Reuer and Andrew Garofolo*, presented at the 2020 Academy of Management. (* indicates presenter)

“The Need for Speed and How to Get It: Firm Speed and the Decision to Go It Alone Versus Partner”, with Jeffrey Reuer and Andrew Garofolo, presented at the 2019 Academy of Management.

“The Need for Speed and How to Get It: Firm Speed and the Decision to Go It Alone Versus Partner”, with Jeffrey Reuer and Andrew Garofolo, presented at the 2019 Strategic Management Society Meetings.

“The Need for Speed and How to Get It: Firm Speed and the Decision to Go It Alone Versus Partner”, with Jeffrey Reuer and Andrew Garofolo, presented at the 2019 Leeds School of Business Summer Brownbag Research Seminar Series.

“The Need for Speed and How to Get It: Firm Speed and the Decision to Go It Alone Versus Partner”, with Jeffrey Reuer and Andrew Garofolo, presented at the 2019 Strategy Science Conference at the University of Utah.

“Building and Deploying Speed Capability: How and When Do Different Learning Experiences Matter?”, with Toby Li* and Jan-Michael Ross, presented at the 2019 Strategy Science Conference at the University of Utah. (* indicates presenter)

“Building and Deploying Speed Capability: How and When Do Different Learning Experiences Matter?”, with Toby Li* and Jan-Michael Ross, presented at the 2019 Academy of Management. (* indicates presenter)

“Building and Deploying Speed Capability: How and When Do Different Learning Experiences Matter?”, with Toby Li* and Jan-Michael Ross, presented at the 2019 Strategic Management Society Meeting. (* indicates presenter)

“Firm Learning and Firm Speed in Oil and Gas Drilling”, with Toby Li*, presented at the Strategic Management Society Meeting in Paris, 2018 (* indicates presenter)

“Solving Complex Problems Using Open Innovation: A Knowledge Divergence Perspective”, with Yeolan Lee*, Eric Fong, and Jay Barney, presented at the World Open Innovation Conference, 2018 (* indicates presenter)

“The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida*, presented at the Strategic Management Society Meeting in Berlin, 2016 (* indicates presenter)

“The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, presented at the Academy of Management Meeting 2016

“The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, presented at the BYU-Utah Strategy Conference 2016

“The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, presented at the Darden and Cambridge Judge Entrepreneurship and Innovation Research Conference 2016

“The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, presented at the Leeds School of Business, University of Colorado Boulder in 2016

“How Much Does it Cost to Catch Up: An Empirical Analysis of Time-Cost Elasticities”, presented in PDW “Researching the Organization of Energy: Dirty, Clean and In-Between” with Gonçalo Pacheco-de-Almeida, at the Academy of Management Meeting 2014

“How Much Does it Cost to Catch Up: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, Paper presented at the Midwest Strategy Meeting in Madison, WI, 2014

“How Much Does it Cost to Catch Up: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, Paper presented at the Industry Studies Association Conference in Portland, OR, 2014

“How Much Does it Cost to Catch Up: An Empirical Analysis of Time-Cost Elasticities”, with Gonçalo Pacheco-de-Almeida, Paper presented at the Strategic Management Society Meeting in Atlanta, GA, 2013

“Applying Random Coefficient Models to Strategy Research: Testing for Firm Heterogeneity, Predicting Firm-Specific Coefficients, and Estimating Strategy Trade-Offs”, with Juan Alcacer, Wilbur

Chung* and Gonalo Pacheco-de-Almeida, Paper presented at the Strategic Management Society Meeting in Atlanta, GA, 2013 (* indicates presenter)

“The Front End of Competitive Advantage: The Right Speed and its Value” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at the Industry Studies Association Conference in Kansas City, 2013

“Time-To-Market and Product Innovativeness in Pharmaceutical New Drug Development Projects”, with Yeolan Lee* and Jay Barney, Paper presented at Darden Entrepreneurship and Innovation Research Conference, 2013 (* indicates presenter)

“Time-To-Market and Product Innovativeness in Pharmaceutical New Drug Development Projects”, with Yeolan Lee* and Jay Barney, Paper presented at the Atlanta Competitive Advantage Conference (ACAC), 2013 (* indicates presenter)

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at Midwest Strategy Meetings in Columbus, Ohio, 2012

“Fast Mover Advantages: Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG” with Gonalo Pacheco-de-Almeida* and Bernard Yeung, Paper presented at SMS Extension Meeting in Ft. Lauderdale, FL, 2011 (* indicates presenter)

“Fast Mover Advantages: Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at Strategic Management Society Meeting, 2010

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida* and Bernard Yeung, Paper presented at HBS Strategy Conference, 2010 (* indicates presenter)

“Fast Mover Advantages: Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at Darden Entrepreneurship and Innovation Research Conference, 2010

“Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at Academy of Management Meeting, 2009

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented at Strategic Management Society Meeting, 2008

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida* and Bernard Yeung, Paper presented at Academy of Management Meeting, 2008 (* indicates presenter)

“Fast Mover Advantages: Firm Heterogeneity in Speed Capabilities and Entry into the Emerging Subfield of Atlantic Basin LNG”, Paper presented at Academy of Management Meeting, 2008

“Speed Capabilities and Firm Competition”, Presentation of overview of dissertation and “Speed and Tobin’s Q” paper, coauthored with Gonalo Pacheco-de-Almeida and Bernard Yeung, to the CCC Doctoral Colloquium, 2008

“Speed Capabilities and Firm Competition”, Presentation of overview of dissertation and “Speed and Tobin’s Q” paper, coauthored with Gonalo Pacheco-de-Almeida and Bernard Yeung, to the LBS Trans-Atlantic PhD Conference, 2008

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida* and Bernard Yeung, Paper presented to NYU Cross-Disciplinary Strategy Seminar, 2008 (* indicates presenter)

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida* and Bernard Yeung, Paper presented to Atlanta Competitive Advantage Conference (ACAC), 2008 (* indicates presenter)

“Speed and Tobin’s Q” with Gonalo Pacheco-de-Almeida and Bernard Yeung, Paper presented to NYU Stern summer PhD seminar, 2007.

FELLOWSHIPS AND AWARDS

- Best Proposal Award, SMS Cooperative Strategies Interest Group, 2019 Strategic Management Society Conference in Minneapolis
- Outstanding Reviewer Award, Business Policy and Strategy Division, Academy of Management, 2017
- Fisher Summer Research Award 2015
- Fisher Research Fellow 2014
- Letter of Commendation for Excellence in Teaching from OSU Fisher Associate Dean, 2010, 2011, 2012.
- SMS Best Conference Paper Award Honorable Mention (one of four), 2010 Strategic Management Society Conference in Rome.
- Research Funding Award from PhD Doctoral Office for Dissertation Research, 2008-2009
- Nadler Fellowship, New York University, Stern School of Business, 2008-2009
- Best Paper Award in Management, LBS Trans-Atlantic PhD Conference, 2008
- Letter of Commendation for Excellence in Teaching from NYU Stern PhD Director, 2007
- New York University, Stern School of Business, Doctoral Fellowships, 2004 – 2008
- Selected Participant – CCC Doctoral Colloquium, Carnegie Mellon University, 2008
- Selected Participant – Doctoral Consortium, Strategic Management Society, 2007
- Selected Participant – Doctoral Consortium, Academy of Management Division of BPS, 2008
- Selected Participant – Doctoral Consortium, Academy of Management Division of TIM, 2007
- Berkley Center-Ewing Marion Kauffman Research Grant with Professor Gino Cattani, 2007
- Strategic Management Doctoral Workshop Fellowship for SMS Conference, 2007
- CASOS Fellowship for CASOS Summer Institute at Carnegie Mellon University, 2006
- Ewing Marion Kauffman Foundation Fellowship for Summer Intensive Ph.D. Seminar in Entrepreneurship, Case Western Reserve University, 2006
- Cum Laude, with Distinction in All Subjects, Cornell University, 2001

TEACHING EXPERIENCE

Assistant Professor at CU Boulder: Competitive Strategy (Undergraduate)

Teaching Ratings:

- Fall 2021: Undergraduate (Remote) – no overall score due to COVID
- Spring 2021: Undergraduate (Hybrid In Person/Remote) – no overall score due to COVID
- Fall 2020: Undergraduate (Hybrid In Person/Remote) – no overall score due to COVID

- Spring 2020: Undergraduate (Hybrid In person/Remote) – no overall score due to COVID
- Fall 2019: Undergraduate 5.51/6.0
- Summer 2019: Undergraduate 6.0/6.0
- Spring 2019: Undergraduate 5.73/6.0
- Fall 2018: Undergraduate 5.54/6.0
- Spring 2018: Undergraduate 5.75/6.0
- Fall 2017: Undergraduate 5.95/6.0, 5.61/6.0
- Spring 2017: Undergraduate 6.0/6.0, 5.7/6.0

Assistant Professor at OSU Fisher: Corporate Diversification (MBA), Strategic Management (Undergraduate), Business Policy (Undergraduate)

Associate Dean's Commendation Letter for Excellence in Teaching: 2012, 2011, 2010

Teaching Ratings:

- Spring 2016: MBA 5.0/5.0, 4.9/5.0; Undergraduate 4.7/5.0, 4.5/5.0, 4.5/5.0, 4.5/5.0
- Spring 2015: MBA 4.9/5.0, 4.5/5.0; Undergraduate 4.7/5.0, 4.5/5.0, 4.4/5.0, 4.4/5.0
- Spring 2014: MBA 5.0/5.0, 4.6/5.0; Undergraduate 4.7/5.0, 4.5/5.0, 4.4/5.0, 4.3/5.0
- Spring 2013: MBA 4.7/5.0, 4.3/5.0; Undergraduate 4.7/5.0, 4.5/5.0, 4.4/5.0, 4.3/5.0
- 2011-2012: Undergraduate average teaching rating 4.2/5.0
- 2010-2011: Undergraduate average teaching rating 4.2/5.0
- 2009-2010: Undergraduate average teaching rating 4.4/5.0

PhD Student Instructor at NYU Stern: International Business Management.

Received Excellent Teaching Recognition letter from NYU Stern Doctoral Program Director

Teaching Rating: 6.1/7.0.

Teaching Assistant, International Business Management (Professor Rob Salomon, NYU)

DOCTORAL COMMITTEE MEMBERSHIP

- Andrew Garofolo, Strategy and Entrepreneurship, CU Boulder
- Jing Deng, Strategy and Entrepreneurship, CU Boulder, placed at Georgetown University McDonough School of Business (post doc position)
- Kun (Quin) Zhang, Strategy and Entrepreneurship, CU Boulder, placed at HKUST (tenure track position)
- Shaohua Lu, Management (Strategy Group), OSU, placed at Leavey School of Business at Santa Clara University (tenure track position)
- Ting Xiao, Management (Strategy Group), OSU, placed at Guanghua School of Management at Peking University (tenure track position)
- Yeolan Lee, Management (Strategy Group), OSU, placed at University of Alabama in Huntsville (tenure track position)
- Sungho Kim, Management (Strategy Group), OSU, placed at Southern Illinois University Edwardsville (tenure track position)

OTHER SERVICE AND MEMBERSHIPS

- Academy of Management Strategic Management Division Research Committee 2022-2023
- CU Boulder: Strategy and Entrepreneurship PhD Admissions Committee 2022

- CU Boulder: New Faculty Teaching Mentor 2021-2022
- CU Boulder: Co-coordinator of Strategy and Entrepreneurship External Speaker Research Seminar Series 2020-2022
- CU Boulder: Revamped Undergraduate Competitive Strategy Class for Hybrid/Remote Delivery 2020-2021
- CU Boulder: Attended Numerous Seminars on Remote/Hybrid Teaching Methods 2020-2021
- CU Boulder: Worked with Colleagues to Revamp/Develop Undergraduate Corporate Strategy Class 2020-2021
- CU Boulder: Co-coordinator of Strategy and Entrepreneurship PhD Research Brown Bag 2019-2020
- CU Boulder: Undergraduate Curriculum Planning Committee 2018-2021
- CU Boulder: Chair of a Primary Unit Evaluation Committee for Instructor Reappointment 2018, 2019, 2020, 2021
- CU Boulder: Point Person on Sophomore Curriculum Committee for New Sophomore Strategic and Entrepreneurial Thinking MOD 2018
- CU Boulder: Worked with Colleagues to Develop New Sophomore Strategy and Entrepreneurship Base Class 2017-2018
- CU Boulder: Strategy and Entrepreneurship Hiring committee 2016-2017
- CU Boulder: Research Data committee 2016-2017
- CU Boulder: Worked with Colleagues to Develop New Competitive Strategy Class 2016-2017
- OSU: Chase Chair in Strategy Hiring Committee 2014-2016
- OSU: Discovery Theme in Sustainability and Strategy Hiring Committee 2014-2016
- OSU: Innovation and Entrepreneurship Hiring Committee 2015-2016
- OSU: Coordinator of Undergraduate Capstone Strategic Management Course 2015-2016
- OSU: Worked with Dean's office in AACSB accreditation data collection in Undergraduate Capstone Strategic Management Course 2014-2016
- OSU: Assisted in Coordination of Undergraduate Capstone Strategic Management Course 2012-2014
- OSU: Department Representative to Undergraduate Core Committee 2015-2016
- OSU: Co-Chair, MHR Department Speaker Series 2012-2013
- Ad Hoc Reviewer: *Strategic Management Journal*, *Strategy Science*, *Management Science*, *Strategic Entrepreneurship Journal*, *MIT Sloan Management Review*, *British Journal of Management*, *Strategic Organization*, *Journal of Management Studies*, *International Business Review*, Academy of Management Entrepreneurship, Strategic Management, and Technology and Innovation Management Divisions, Strategic Management Society Entrepreneurship and Strategy, Cooperative Strategy, Corporate Strategy, and Competitive Strategy Interest Groups
- Memberships: Academy of Management, Strategic Management Society, Industry Studies Association

OTHER RESEARCH EXPERIENCE

- **Research Practicum**, NYU Stern School of Business
Research Assistant for Gonçalo Pacheco-de-Almeida, 2006-2008
- **Research Practicum**, NYU Stern School of Business
Research Assistant for Gino Cattani, 2005-2006
- **Research Practicum**, NYU Stern School of Business
Research Assistant for Joe Porac, 2005-2006
- **Research Practicum**, NYU Stern School of Business

- Research Assistant for Melissa Schilling, 2004-2005
- **National Bureau of Economic Research**, Cambridge, MA
Research Assistant for Paul Gompers (HBS), Andrew Metrick (Wharton), 2003-2004