

Graduate School of Business, Stanford University, 518 Memorial Way, Stanford, CA 94305-5015, USA.
Phone: +1-650-725 74 57. Fax: +1-650-725 79 79. Email: denrell@gsb.stanford.edu. Born 1970.

ACADEMIC POSITIONS

Aug. 2009-: Professor of Strategy and Decision Making, Said Business School, University of Oxford.

Sep. 2007-July 2009: Associate Professor of Organizational Behavior, Graduate School of Business, Stanford University.

Sep. 2003-Sep. 2007: Assistant Professor of Organizational Behavior, Graduate School of Business, Stanford University.

July 1998- Aug. 2003. Assistant Professor, Institute of International Business, Stockholm School of Economics, Sweden.

EDUCATION

Ph.D., April 1998, Stockholm School of Economics

Bachelor of Science in Management and Economics, June 1991
Lund University, Sweden

Bachelor of Arts in Philosophy, February 1991.
Lund University, Sweden

REFEREED PUBLICATIONS

1. Denrell, J. and Z. Shapira (2009). "Performance Sampling and Bimodal Duration Dependence." *Journal of Mathematical Sociology*, 33: 66-91.
2. Denrell, J. (2008). Perspective: Indirect Social Influence. *Science*, 321 (July 4): 47-48. (Solicited by the Editor).
3. Denrell, J. and B. Kovacs (2008). "Selective Sampling of Empirical Settings in Organizational Studies." *Administrative Science Quarterly*, 53 (March): 109-144.
4. Denrell, J. (2008). "Organizational Risk Taking: Adaptation versus Variable Risk Preferences." *Industrial and Corporate Change*, 17 (3): 427-466.
5. Denrell, J. and G. Le Mens (2007). "Interdependent Sampling and Social Influence." *Psychological Review*, 114 (2): 398-422.
6. Andersen, T, J. Denrell, and R. Bettis (2007). "Strategic Responsiveness and Bowman's Risk-Return Paradox." *Strategic Management Journal*, 28(4), 407-429.
7. Denrell, J. (2007). "Adaptive Learning and Risk Taking." *Psychological Review*, 114 (1): 177-187.

8. Denrell, J. (2005). "Why Most People Disapprove of Me: Experience Sampling in Impression Formation". *Psychological Review*, 112 (4), 951-978.
9. Denrell, J., Arvidsson, N., and U. Zander (2004). "Managing Knowledge in the Dark: An Empirical Examination of the Reliability of Competency Evaluations." *Management Science*, 50 (11), 1491-1503.
10. Denrell, J., C. Fang, and D. Levinthal (2004). "From T-Mazes to Labyrinths: Learning from Model-Based Feedback." *Management Science*, 50 (10), 1366-1378.
11. Denrell, J. (2004). "Random Walks and Sustained Competitive Advantage." *Management Science* 50 (7): 922-934.
12. Denrell, J., C. Fang, and S. Winter (2003). "The Economics of Strategic Opportunity." *Strategic Management Journal*, 24 (10): 977-990.
13. Denrell, J. (2003). "Vicarious Learning, Under-Sampling of Failure, and the Myths of Management," *Organization Science*, 14 (3): 227-243. (Lead Article).
14. Denrell, J. and J. G. March (2001). "Adaptation as Information Restriction: The Hot Stove Effect," *Organization Science*, 12 (5): 523-538. (Lead Article).
15. Denrell, J. (2000). "Radical Organization Theory: An Incomplete Contract Approach to Power and Organizational Design," *Rationality and Society*, 12: 39-61.

OTHER PUBLICATIONS

16. Denrell, J. (2005). "Selection Bias and the Perils of Benchmarking". *Harvard Business Review*, April, 2005, 114-119. (Paper Invited by the Editor)
17. Denrell, J. (2005). "Should We Be Impressed with High Performance?" *Journal of Management Inquiry*, 14 (3), 292-298. (Paper Invited by the Editor)
18. Denrell, J. (2004). "The Performance of Performance," *Journal of Management and Governance*, 8 (4), 345-349. (Paper Invited by the Editor)

BOOK CHAPTERS

19. Denrell, J. (2008). "Superstitious behavior as a byproduct of intelligent adaptation" Ch. 14 (pp. 271-286) in *The Oxford Handbook of Organizational Decision Making*. Edited by William Starbuck and Gerald Hodkinson. Oxford University Press.

CONFERENCE PROCEEDINGS

Illusory Correlation as the Outcome of Experience Sampling (with Jerker Denrell), in B. C. Love, K. McRae, & V. M. Sloutsky (Eds.), *Proceedings of the 30th Annual Conference of the Cognitive Science Society* (pp. 421-426). Austin, TX: Cognitive Science Society.

Denrell, J. (2004). "Risk Taking and Aspiration Levels: Two Alternative Null-Models." Best Paper Proceedings, Academy of Management Conference, 2004.

PAPERS UNDER REVIEW

Denrell, J. and C. Fang "Predicting the Next Big Thing: Success as a Signal of Poor Judgment"

WORKING PAPERS

Denrell, J. "Mean-Variance Preferences as the Outcome of Reinforcement Learning"

Denrell, J. and G. Le Mens "Biased Judgments as the Outcome of Optimal Sampling"

Denrell, J. and G. Le Mens "Illusory Correlations as the Outcome of Experiential Sampling"

Denrell, J. and G. Le Mens "Coordination, Learning, and Status-Quo Bias".

Denrell, J., C. Fang, and Z. Zhao "When is Sustained Performance Impressive? A Bayesian Analysis of Sustained Competitive Advantage"

Denrell, J. "Competitive Learning and Market Differentiation"

Denrell, J. "Learning from and by the Crowd"

Denrell, J. and G. Le Mens "Learning to be Myopic".

RESEARCH IN PROGRESS

Learning to generalize

Learning, Sampling, and Skewness Preferences

Correlation after Selection (with B. Barnett)

VISITING POSITIONS

Stern School of Business, New York University
Visiting Scholar, September 2002-December 2002.

The Wharton School, University of Pennsylvania
Visiting Scholar, January-April, 2000.

Nuffield College, Oxford University
Visiting Scholar, February-March, 1999.

Stanford University
Visiting Scholar, January 1996 – June 1997.

PROFESSIONAL ACTIVITIES

Associate Editor: *Management Science* (2006-)

Editorial Boards: *Organization Science*, 2000-, *Strategic Management Journal*, 2007-, *Computational and Mathematical Organization Theory*, 2003-.

Adhoc Reviewer: *Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, British Journal of Management, Computational and Mathematical Organization Theory, Games and Economic Behavior, Industrial and Corporate Change, Journal of Experimental Psychology, Journal of Management Studies, Management Science, Organization Science, Psychological Review, Psychological Science, Strategic Management Journal, Academy of Management Meetings.*

TEACHING**At Stanford:**

Organizational Learning (OB284). MBA Core Course, Spring 2006, 2007.
Organizational Learning (OB384). MBA elective, Spring 2004, 2006, 2007, 2008.
Dynamics of Organizations (OB271). Core MBA Course. Taught 3 sections Autumn 2004.
Co-taught with William Barnett and Glenn Carroll, Autumn 2003.
Perspectives on Organizations and Environment (OB674). PhD Course, Winter 2007
Models of Social Dynamics (OB674, OB683). PhD Course, Spring 2005, 2006.
Designing Organizational Research (R670). PhD Course, Winter 2004. Taught 3 sessions out of 10.

At Stockholm School of Economics:

Strategic Management: Strategy course for third year undergraduate students. Course Director (2000, 1999, 1998) and teacher (2000, 1999, 1998, 1997, 1995, 1995, 1994).
The Research Process: Doctoral course on research methods at the Stockholm School of Economics. Taught this course 2001 and 2002.
International Business and Strategy: Doctoral course at the Stockholm School of Economics, 1995.

TEACHING CASES

Denrell J. and C. Tilghman (2004). *Note On Organizational Learning In Venture Capital.* Stanford Graduate School of Business Case E185.

DOCTORAL THESIS COMMITTEES**At Stanford Graduate School of Business:**

1. Gael Le Mens (Advisor)
2. Balazs Kovacs (Co-advisor)
3. Luo, Xiaoqu (committee, PhD June 2008)

At Stockholm School of Economics:

1. Stefan Jonsson. PhD: March 2003. Thesis: "Making and Breaking Norms: Competitive Imitation Patterns in the Swedish Mutual Fund Industry." *Lois Pandy Award*, OMT division and *Newman Award*, AOM, 2003.
2. Christian Czernich. PhD: June 2004. Thesis: "When Ideas Meet Organizations: The Survival of Entrepreneurial Ventures Inside Established Firms". Winner of the *Lischert Award* for best paper by a doctoral student submitted to the BPS Division, AOM 2003.

INVITED SEMINARS

Wharton School of Management, University of Pennsylvania, November 2008. Presented: Predicting the Next Big Thing: Success as a Signal of Poor Judgment.

Management Science & Innovation, University College London, November 2008.
Presented: Learning from Adaptive Samples.

Saïd Business School, University of Oxford, October 2008. Presented: Predicting the Next Big Thing: Success as a Signal of Poor Judgment.

Centre for Behavioural Decision Research, Carnegie Mellon University, January 2008.
Presented: Reinforcement Learning, Risk Taking, and Myopia.

Stern School of Business, New York University, December 2007. Presented: Learning from Adaptive Samples.

University of California Irvine. November 2007. Presented: Reinforcement Learning, Risk Taking, and Myopia.

Ross School of Business, Michigan University, November 2007. Presented: Symbolic Action, Identity Signals, and Polarization of Attitudes.

Fuqua School of Management, Duke University, November, 2006. Presented: Learning from Endogenous Samples.

Insead, France, October 2006. Presented: Learning from Endogenous Samples.

Yale School of management, October, 2006. Presented: Learning from Endogenous Samples.

Institute of International Business, Stockholm School of Economics, October 2006.
Presented: Interdependent Sampling and Social Influence.

University of Chicago Business School, Behavioral Science Workshop, April, 2006.
Presented: Learning from Endogenous Samples.

Kellogg School of Management, Northwestern University, Department of Organization and Management, March 2006. Presented: Interdependent Sampling and Social Influence.

Bocconi Business School, Milano, Italy, Department of Strategy, October 2005. Presented: Organizational Risk Taking: Learning versus Variable Risk Taking.

Michigan Business School. Department of Corporate Strategy and International Business. October 2004. Presented: Uncertainty Aversion in Experiential Learning

London Business School, Department of Strategy and International Management. June 2004. Presented: Random Walks and Sustained Competitive Advantage.

Stanford Psychology Department, April, 2004. Presented: Why Most People Disapprove of Me: Experience Sampling in Impression Formation.

Stanford Technology Ventures Program, April 2004. Presenting: The Economics of Strategic Opportunity.

Harvard Business School, Strategy Department. February 2004. Presented: Learning From Endogenous Observations.

Wharton School of Management, University of Pennsylvania. Management Department. November, 2003. Presented: Learning, Experimentation, and Risk Taking.

Haas School of Business, University of California at Berkeley. Organizational behavior and industrial relations group. October 2003. Presented: Experience Sampling in Impression Formation.

Insead, Entrepreneurship Area, Fountainbleau. June 2003. Presented: The Economics of Strategic Opportunity.

Copenhagen Business School. The Department of Industrial Economics and Strategy. April 2003. Presented: The Economics of Strategic Opportunity.

Stanford Graduate School of Business, Organizational Behavior Seminar, January 2003. Presented: The Self-Perpetuating Prophecy.

Stern School of Business, New York University, December 2002. Presented: Random Walks and Sustained Competitive Advantage.

Tuck School of Business, Dartmouth College, December 2002. Presented: Random Walks and Sustained Competitive Advantage.

Sloan School of Management, MIT, Economic Sociology Seminar, November 2002. Presented: Exploration in Organizational Evolution: The Role of Environmental Turbulence.

Stanford Graduate School of Business, Organizational Behavior Seminar, October 2002. Presented: Random Walks and Sustained Competitive Advantage.

Norwegian School of Economics and Business, Bergen, November 2001. Presented: Random Walks and Sustained Competitive Advantage.

Wharton School of Management, University of Pennsylvania, April 2000. Presented: Adaptation as Information Restriction: The Hot Stove Effect.

Stanford Graduate School of Business, Organizational Theory Seminar, May 1999. Presented: Vicarious Learning, Under-sampling of Failure, and the Myths of Management.

Johnson Graduate School of Business, Cornell University, February 1998. Presented: Incentives and Hypocrisy: When Compensation Makes Signals Cheap.

CONFERENCE PRESENTATIONS

Academy of Management, Anaheim, August 2008. Presenting:

1. Organizer of showcase symposia, "Beyond Biases: the influence of experience on managerial decision making." (OB, OMT, MOC)
2. Competitive Learning and Market Differentiation (Paper Session, OMT, BPS)
3. How Concerns for Legitimacy Can Bias Assessments of Efficiency (Paper Session, OMT)
4. Simulation in Organization Theory: Editors' and Reviewers' Perspectives

American Sociological Association, Boston, August, 2008. Presenting: How Concerns for Legitimacy Can Bias Assessments of Efficiency.

Cognitive Science Society Conference, July, 2008, Washington. Presenting:

1. Reinforcement learning leads to mean-variance preferences (publication based oral presentation)
2. Illusory Correlations as the Outcome of Experiential Sampling (oral presentation)

University College London Conference on "Decisions from experience". London, January, 2008.

Economic Sciences Association, Tuscon, October 2007. Presented: Learning from Adaptive Sampling.

American Sociological Association, New York, August, 2007. Presented: Selective Sampling of Empirical Settings in Organizational Studies

Academy of Management, Philadelphia, August 2007. Presented:

1. Learning to Typecast: A Theory of Inefficient Typecasting (Paper Session, OMT)
2. Sampling Filters in Learning From Experience (Paper Session, OMT)
3. Organizer: Behavioral Strategy (Symposium, BPS)

ESCON Expert Meeting on Social Cognition and Social Rationality. Jerez de La frontera, Spain, May, 2007.

Strategic Management Society, Vienna, Austria, October, 2006. Presented in pre-conference panel on "Competitive heterogeneity and sustained performance".

Academy of Management, Atlanta, August 2006. Presented:

1. Population Selection Bias: The Case of Density Dependence (Paper Session, OMT)
2. Incompetence and Theories of Competitive Advantage (All Academy Symposium)
3. Discussant: General Theories of Competitive Advantage (Paper session, BPS)

Society for Mathematical Psychology, Vancouver, July 2006. Presented: Interdependent Sampling and Social Influence

Organization Science Winter Conference, Steamboat Springs, February, 2006. Presented: Learning from Endogenous Samples.

American Sociological Association, Philadelphia, August, 2005. Presented: Interdependent Sampling and Social Contagion (In section on Mathematical Sociology)

Academy of Management, Honolulu, August 2005. Presented:

1. Performance Sampling and Bimodal Duration Dependence. (Paper Session, OMT)
2. Interdependent Sampling and Social Contagion (Paper Session, OMT)
3. Strategic Responsiveness and Bowman's Risk-Return Paradox (Paper session, BPS)

Organizational Ecology Conference, Durham University, June, 2005. Presented: Density Dependence and Population Sampling Bias.

Strategy Conference, Washington University, St Louis, May, 2005. Discussant.

Academy of Management, New Orleans, August 2004. Presented:

1. Risk Taking and Aspirations: Two Alternative Null-Models. (Paper Session, BPS, Best Paper Proceedings)
2. Why Most People Disapprove of Me: Experience Sampling in Impression Formation. (Paper Session, OB)
3. Should we be Impressed with High Performance? (All Academy Symposia)

Society for Mathematical Psychology, Ann Arbor, August 2004. Presented: Uncertainty Aversion in Experiential Learning.

Organizational Ecology and Strategy Conference, Washington University, St Louis, April, 2004. Discussant.

Winter Strategy Conference, Park City Utah, March 2004. Presented: Random Walks and Sustained Competitive Advantage.

Strategic Management Society, Atlanta, November 2003. Presented: Learning and the Bowman Paradox.

Academy of Management, Seattle, August 2003. Presented: Exploration in Organizational Evolution: The Role of Environmental Turbulence (Paper session, OMT).

2003 Stanford Strategy Conference, February 2003. Presented: Vicarious Learning, Under-sampling of Failure, and the Myths of Management

Organization Science Winter Conference, February, 2003. Organized a Panel on "The Origins of Strategy and the Role of Foresight".

Strategy Conference, Cox School of Business, South Methodist University, October 2002. Presented: The Economics of Strategic Opportunity.

Academy of Management, Denver, 2002. Presented:

1. The Intelligence of Superstition (Paper session, OMT).
2. Discussant on a paper session in BPS on "Real Options and Strategic Dynamics"

EGOS, Barcelona, 2002. Presented: Exploration in Organizational Evolution: The Role of Environmental Turbulence, in the track on "Quantitative Models of Organizational Change".

Academy of Management, Washington, August 2001. Presented:

1. Random Walks and Sustained Competitive Advantage (Interactive paper session, BPS)
2. Learning in Labyrinths: Learning from Model Based Feedback (Paper Session, OMT)
3. Tracking Noise: Learning Biases in Turbulent Environments (Showcase Symposia, OMT)

Eurosim conference on Simulation Methods, Delft, June 2001. Presented: Organizational Adaptation and Loose Coupling.

Academy of Management, Toronto, August 2000. Presented: Adaptation as Information Restriction: The Hot Stove Effect, at an All Academy Symposia organized by *Organization Science*.

The Helsinki Conference on Knowledge and Innovation, May 2000. Presented: Adaptation as Information Restriction: The Hot Stove Effect.

The Roots and Branches of Organizational Economics, Scancor, Stanford University, September 1999. Presented: Incentives and Hypocrisy: When Compensation Makes Signals Cheap.

Academy of Management, Chicago, 1999. Presented: Vicarious Learning, Under-sampling of Failure, and the Myths of Management (Paper session, OMT)

Academy of Management, San Diego, 1998. Presented: The Devil and the Bible: The Strategic Use of Ideology, at the Academy of Management Review theory development workshop.

HONORS AND AWARDS

Award for extraordinary service to the editorial board review, *Organization Science*, 2008.
Award for extraordinary service to the editorial board review, *Organization Science*, 2007.
Award for extraordinary service to the editorial board review, *Organization Science*, 2006.

Academy of Management Best Papers Proceedings 2004. Best Papers Proceedings Business Policy & Strategy Division, New Orleans, August 2004.

Business Policy & Strategy Outstanding Reviewer Award. Academy of Management Conference, Denver, August 2002.

Received the Sweden-America Foundation Scholarship for doctoral studies at Stanford University, 1996.

Received "Nordbankens Belöningsstipendium" (scholarship) for outstanding performance in the doctoral program at Stockholm School of Economics.

Received, twice, "Thonerhjelmiska Stipendiet" (scholarship) for excellent performance at Lund University.

WORKING EXPERIENCE

Military Service in the Royal Swedish Cavalry, Stockholm. August 1991- November 1992.
Position: Officer in the Military Police. (Included participating in the Royal Change of Guards by Horse).

Tetra Laval, Tokyo, Summer 1991. Scholarship from Tetra Laval International.

IBM Corporation, Brussels, Summer 1990.

Svenska International PLC Merchant Bankers, London (Handelsbanken), Summer 1989.