

MICHAEL D. HOWARD

Associate Professor of Management
Mays Business School
Texas A&M University
College Station, TX 77843-4221
Mobile: (503) 914-7130
Email: mhoward@mays.tamu.edu

EDUCATION

Michael G. Foster School of Business, University of Washington
2012 Ph.D. in Technology Entrepreneurship and Strategic Management, minor in Sociology
2010 Master of Science in Business Administration
University of Illinois at Urbana / Champaign
1997 Master of Business Administration
1993 Bachelor of Science, Aeronautical and Astronautical Engineering

AWARDS AND GRANTS

Honorable Mention for Best Paper Award, Strategic Management Society Costa Rica Special Conference:
*Network dynamics of knowledge dependence, cooperation and attack: The emergence of the
smartphone industry* (December, 2017)
Center for Governance, Institutions & Organizations Best Paper Award (with K. Xu, J.Y. Kim, & M.
Withers), International Management Division, Academy of Management Conference: *The role of
institutional logics in board interlock formation* (2017)
Mays Grand Challenge Grant, (with M. Withers), “Entrepreneurial Resource Dependence,” Mays
Business School, Texas A&M University (2017)
Distinguished Paper Award (with W. Boeker, S. Basu, & A. Sahaym), Business Policy and Strategy
Division, Academy of Management Conference: *The influence of founder collaborations on venture
knowledge quality* (2016)
Mays Summer Research Grant, Mays Business School, Texas A&M University (2016)

PUBLICATIONS

Withers, M., Kim, J.Y., Howard, M.D. 2018. “The evolution of the board interlock network following
Sarbanes-Oxley” *Social Networks*, 52: 56-67.
Park, H.D., Howard, M.D., Gomulya, D. 2018 “The impact of knowledge worker mobility on post-
acquisition breakthrough knowledge creation” *Journal of Management Studies*, 55: 86-107.
Howard, M.D., Withers, M.C., Tihanyi, L. 2017. “Knowledge dependence and the formation of director
interlocks” *Academy of Management Journal*, 60: 1986-2013.
Howard, M.D., Withers, M.C., Carnes, C., & Hillman, A. 2016. “Friends or strangers? It all depends on
context: A replication and extension of Beckman, Haunschild, and Phillips, 2004” *Strategic
Management Journal*, 37: 2222-2234.

- Howard, M.D., Steensma, H.K., Lyles, M., & Dhanaraj, C. 2016. "Learning to collaborate through collaboration: How allying with expert firms influences collaborative innovation within novice firms" *Strategic Management Journal*, 37: 2092-2103.
- Kim, J.Y., Howard, M.D., Boeker, W., & Cox Pahnke, E. 2016. "Understanding network formation in strategy research: Exponential random graph models" *Strategic Management Journal*, 37: 22-44.
- Sahaym, A., Howard, M.D., Basu, S., & Boeker, W. 2016. "The parent's legacy: Firm founders and technological choice" *Journal of Business Research*, 69: 2624-2633.
- Basu, S., Sahaym, A., Howard, M.D., & Boeker, W. 2015. "Parent inheritance, founder expertise, and venture strategy: Determinants of new venture knowledge impact" *Journal of Business Venturing*, 30: 322-337.
- Steensma, H.K., Howard, M.D., Lyles, M., & Dhanaraj, C. 2012. "The compensatory relationship between technological relatedness, social interaction, and knowledge flow between firms" *Strategic Entrepreneurship Journal*, 6: 291-306.

MANUSCRIPTS UNDER REVISION AND REVIEW

- Howard, M.D., Boeker, W., Andrus J. "The role of path dependence in cooperation and competition between firms" *second revision submitted, Academy of Management Journal*
- Garg, S., Howard, M.D., Cox Pahnke, E. "Venture boards: Impact on firm innovation" *first revision submitted, Strategic Management Journal*
- Withers, M., Howard, M.D., Tihanyi, L. "You've got a friend: Examining board interlock formation after financial restatements" *first revision under preparation, Organization Science*
- Howard, M.D., & Kolb, J. "Founder CEOs and new venture media coverage" *first revision under preparation, Strategic Entrepreneurship Journal*
- Boeker, W., Cox Pahnke, E., Howard, M.D., & Lahiri, A. "Collaboration and informal hierarchy in innovation teams: Product introductions in entrepreneurial ventures" *first revision submitted, Strategic Entrepreneurship Journal*
- Howard, M.D., & Lyles, M. "The enacted environment and the failure to address knowledge dependence" *under review, Academy of Management Journal*
- Howard, M.D., Sy, V. "Technology platforms, factions, and adversarial attack: Network dynamics in the smartphone industry" *under review, Strategic Management Journal*
- Howard, M.D. "Multilevel organizational research through social network meta-analysis" *under review, Organizational Research Methods*

MANUSCRIPTS IN PREPARATION

- Howard, M.D., Li, J., Hitt, M.A., Ireland, R.D., Josefy, M., & Kuban, S. "Knowledge creation after acquisition: A knowledge structure perspective" *under preparation for submission to Academy of Management Journal*
- Berger, E.S.C. & Howard, M.D. "The diffusion of knowledge dependence through cross-national venture capital investors" *under preparation for submission to Organization Science*

Howard, M.D., Scoresby, R.B., Park, H.D. "Inventor migration to entrepreneurial ventures: The role of knowledge characteristics" *under preparation for submission*

Withers, M., Krause, R. & Howard, M.D. "The diffusion of the lead independent director through the board interlock network" *under preparation for submission*

CONFERENCE PROCEEDINGS

Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. (2016) "The influence of founder collaborations on venture knowledge quality" *Annual Meeting of the Academy of Management Best Paper Proceedings, BPS Division.*

Howard, M.D., Nance, D.B., Gomulya, D.M., Park, H.D. (2014) "Consequences of TMT dynamics: The failure to utilize innovation from technology acquisitions" *Annual Meeting of the Academy of Management Best Paper Proceedings, TIM Division.*

CONFERENCE PRESENTATIONS

Howard, M.D. (December, 2017) "Network dynamics of knowledge dependence, cooperation and attack: The emergence of the smartphone industry" *SMS Special Conference.* San Jose, Costa Rica.

Howard, M.D., Li, J., Hitt, M.A., Ireland, R.D., Josefy, M., & Kuban, S. (September, 2017) "Knowledge creation after acquisition: A knowledge structure perspective" *Strategic Management Society Conference.* Houston, TX.

Howard, M.D., Lyles, M. (September, 2017) "The enacted environment and the failure to address knowledge dependence" *Strategic Management Society Conference.* Houston, TX.

Xu, K., Withers, M., Kim, J.Y., & Howard, M.D. (August, 2017) "The role of institutional logics in board interlock formation" *Annual Meeting of the Academy of Management.* Atlanta, GA.

Howard, M.D., Berger, E.S.C. (June, 2017). "The diffusion of knowledge dependence through cross-national venture capital investors. *SMS Special Conference.* Banff, Alberta, Canada.

Xu, K., Withers, M., Kim, J.Y., & Howard, M.D. (June, 2017) "The role of institutional logics in board interlock formation: Comparing U.S. and Chinese directorate networks" *Sunbelt Conference of the International Network for Social Network Analysis.* Beijing, China.

Cox-Pahnke, E., Boeker, W., Howard, M.D., & Lahiri, A. (February, 2017) "Collaboration and status in innovation teams: Product introductions in entrepreneurial ventures" *Entrepreneurship and Collaboration Conference, Leeds School of Business.* Boulder, CO.

Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (September, 2016) "Friends in low places: Examining board interlock formation after financial restatements" *Annual Meeting of the Academy of Management.* Anaheim, CA.

Garg, S., Howard, M.D., Cox Pahnke, E. (August, 2016) "Venture boards: The impact of CVC-directors on venture innovation" *Annual Meeting of the Academy of Management.* Anaheim, CA.

Boeker, W., Howard, M.D., Basu, S., & Sahaym, A. (August, 2016) "The influence of founder collaborations on venture knowledge quality" *Annual Meeting of the Academy of Management.* Anaheim, CA.

MICHAEL D. HOWARD

mhoward@mays.tamu.edu

- Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (April, 2016) "Friends in low places: Examining board interlock formation after financial restatements" *Sunbelt Conference of the International Network for Social Network Analysis*. Newport Beach, CA.
- Garg, S., Howard, M.D., Cox Pahnke, E. (September, 2015) "Venture boards: The impact of CVC-directors on venture innovation" *West Coast Research Symposium*. Seattle, WA.
- Josephy, M., Harrison, J., Howard, M.D., (September, 2015) "The effect of elite education ties on organizational networks" *Strategic Management Society Conference*. Denver, CO.
- Howard, M.D., Boeker, W., Andrus, J. (August, 2015) "Cooperation and competition among new ventures: The role of generational cohorts" *Annual Meeting of the Academy of Management*. Vancouver, BC.
- Howard, M.D., Scoresby, R.B. (August, 2015) "Technology and new venture spawning: How incumbent firm knowledge structure influences entrepreneurship" *Annual Meeting of the Academy of Management*. Vancouver, BC.
- Withers, M., Howard, M., Kim, J.Y. (June, 2015) "The origin and evolution of board interlock formation" *Sunbelt Conference of the International Network for Social Network Analysis*. Brighton, UK.
- Howard, M.D., Withers, M., Tihanyi, L. (September, 2014) "Knowledge dependence and the formation of board interlocks" *Strategic Management Society Conference*. Madrid, Spain.
- Park, H.D., Howard, M.D., Gomulya, D. (September, 2014) "When does acquisition lead to breakthrough knowledge creation?" *Strategic Management Society Conference*. Madrid, Spain.
- Boeker, W., Cox Pahnke, E., Howard, M.D., Kim, J.Y. (August 2014) "Understanding the structure and evolution of organizational networks: ERGMs." *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Howard, M.D., Xu, K. (August 2014) "Conflicting identities in new ventures: When academic founders may be a liability" *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Howard, M.D., Nance, D.B., Gomulya, D.M., Park, H.D. (August 2014) "Consequences of TMT dynamics: The failure to utilize innovation from technology acquisitions" *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Boeker, W., Howard, M.D., Lahiri, A., Cox Pahnke, E. (May 2014) "Prior collaboration, expertise, and status in new venture innovation" *Industry Studies Annual Conference*. Portland, OR.
- Gomulya, D., Howard, M.D. (March 2014) "The dynamics of attentional engagement, disengagement, and re-engagement: The effect of pace of VC financing on new venture innovation" *SMS Special Conference*. Tel-Aviv, Israel.
- Boeker, W., Cox Pahnke, E., Howard, M.D., & Lahiri, A. (September 2013) "Who's inventing and how? Human capital strategy and new venture commercial performance" *Strategic Management Society Conference*. Atlanta, GA.
- Howard, M.D., Steensma, H.K., Lyles, M., & Dhanaraj, C. (September 2013) "Learning to collaborate through collaboration: The influence of external alliance learning on internal innovation" *Strategic Management Society Conference*. Atlanta, GA.
- Boeker, W., Cox, E., Howard, M.D., & Kim, R. (August 2013) "Bankers or brokers? Firm knowledge and venture capital portfolio performance" *Annual Meeting of the Academy of Management*. Orlando, FL.

MICHAEL D. HOWARD
mhoward@mays.tamu.edu

- Lahiri, A., Howard, M.D., & Boeker, W. (August 2012) "The oversocialized founder? The impact of founder's coinventor network on new venture knowledge creation" *Annual Meeting of the Academy of Management*. Boston, MA.
- Howard, M.D., Sahaym, A., & Basu, S. (August, 2011) "Brotherly love or sibling rivalry: Genealogical ventures from common organizational parents" *Annual Meeting of the Academy of Management*. San Antonio, TX
- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August, 2011) "Geographic and technological proximity and the quality of knowledge of new ventures" *Annual Meeting of the Academy of Management*. San Antonio, TX
- Howard, M.D. (August 2010) "The impact of innovation and reputation on corporate social performance" *Annual Meeting of the Academy of Management*. Montreal, Canada
- Steensma, H.K., Howard, M.D., Lyles, M., & Dhanaraj, C. (August 2010) "The compensatory role of absorptive capacity and social embeddedness in learning from an alliance" *Annual Meeting of the Academy of Management*. Montreal, Canada
- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August 2010) "Knowledge inheritance and the quality of knowledge of new ventures" *Annual Meeting of the Academy of Management*. Montreal, Canada
- Howard, M.D. (August 2009) "Not invented here revisited: The bias against innovations from technology acquisitions" *Annual Meeting of the Academy of Management*. Chicago, IL
- Boeker, W., Basu, S., Howard, M.D., & Sahaym, A. (August 2009) "The parent's legacy: Firm founders and technological choice" *Annual Meeting of the Academy of Management*. Chicago, IL

INVITED PRESENTATIONS

- Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (June, 2016) "Friends in low places: Examining board interlock formation after financial restatements" University of Hohenheim. Stuttgart, Germany.
- Howard, M.D., Boeker, W., Andrus J. (June, 2016) "Understanding the boundaries and benefits of coopetition: Resource dependence and organizational siblings" Strategic Management Journal Workshop for the Special Issue on the Interplay of Competition and Cooperation. LUISS Business School. Rome, Italy.
- Withers, M., Howard, M.D., Tihanyi, L., Jones, L. (January, 2016) "Friends in low places: Examining board interlock formation after financial restatements" Rice University. Houston, TX.
- Howard, M.D., Withers, M., Tihanyi, L. (March, 2015) "Knowledge dependence and the formation of board interlocks" University of Texas at Dallas. Dallas, TX.

MEDIA MENTIONS

2017 *Investor's Business Daily*: "6 Critical Steps to Picking the Right Business Partner" (2 July)

TEACHING

Experience:

Mays Business School, Texas A&M University:

MICHAEL D. HOWARD

mhoward@mays.tamu.edu

- 2013 ~ Business and Corporate Strategy (Graduate course)
- 2013 ~ Strategic Management (Honors undergraduate capstone course)
- 2012 ~ Strategic Management (Undergraduate capstone course)

University of Washington, Foster School of Business:

- 2010 ~ 2011 Instructor, Strategic Management (Undergraduate capstone course)
- 2008 ~ 2010 Teaching Assistant for Dr. Charles Hill, Management Strategy (MBA and EMBA)
- 2008 Teaching Assistant for Dr. Mina Yoo, Introduction to Entrepreneurship (Undergraduate)

Embry Riddle Aeronautical University, Portland, OR:

- 2006 Instructor, International Business (Undergraduate elective)
- 2006 Instructor, Macroeconomics (Undergraduate required course)
- 2005 Instructor, Microeconomics (Undergraduate required course)

SERVICE & PROFESSIONAL AFFILIATIONS

- 2018 ~ Chair of the Mays Business School Entrepreneurship Curriculum Committee
- 2018 ~ Member of the Management Department faculty hiring committee
- 2018 ~ Member of the Doctoral Programs Committee
- 2017 ~ 2018 Management Department Guest Speaker Colloquium Coordinator
- 2017 Chair of the Management Department Strategic Planning Committee
- 2017 Member of the Center for New Ventures and Entrepreneurship Naming Gift Task Force
- 2015 ~ 2018 Co-chair of the MGMT 466 Coordination Committee
- 2015 ~ Doctoral dissertation committee member for Richard Scoresby, Jingyu (Sissi) Li
- 2015 ~ 2016 Member of the Management Department faculty hiring committee
- 2015 ~ Volunteered as a Management Department representative for Aggieland Saturday
- 2015 ~ Volunteered to assist Doctoral Programs Committee in Ph.D. applicant process
- 2015 ~ Volunteered as panel member for Ph.D. student orientation
- 2016 ~ Ad hoc reviewer, Academy of Management Journal
- 2012 ~ Ad hoc reviewer, Journal of Management Studies
- 2013 ~ Member of the Strategic Management Society
- 2009 ~ 2015 Reviewer, Annual Meeting of the Academy of Management: TIM and ENT Divisions
- 2007 ~ Member of the Academy of Management

CONSORTIA & SEMINAR PARTICIPATIONS

- Aug 2013 Technology and Innovation New Faculty Consortium, Academy of Management, Orlando FL
- Aug 2010 Technology and Innovation Management Doctoral Student Consortium, Academy of Management, Montreal, Canada
- Aug 2009 New Doctoral Student Consortium, Academy of Management, Chicago, IL
- Aug 2008 Summer Intensive Ph.D. Seminar in Entrepreneurship by Scott Shane, Cleveland, OH

INDUSTRY EXPERIENCE

- 1997 ~ 2004 Intel Corporation, Hillsboro, OR
 - Senior Finance Manager, Desktop Products Group (2002-2004)
 - Finance Manager, Technology and Manufacturing Group (1999-2002)
 - Senior Finance Analyst, Desktop Products Group (1997-1999)
- 1994 ~ 1995 Chiyoda International Corporation, Normal, IL
 - Project Engineer