

## **PINO G. AUDIA**

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### **CURRENT ACADEMIC POSITIONS**

Professor of Management and Organizations, Tuck School of Business at Dartmouth

### **PAST ACADEMIC POSITIONS**

Faculty Director Center for Leadership, Tuck School of Business at Dartmouth  
Associate Professor of Business Administration, Tuck School of Business at Dartmouth  
Assistant Professor, Haas School of Business at University of California, Berkeley  
Assistant and Associate Professor of Organizational Behavior, London Business School

### **RESEARCH INTERESTS**

Organizational learning, decision making, entrepreneurship, economic geography

### **TEACHING AREAS**

**M.B.A.** Leadership, power and influence, decision making, organizational change

**Ph.D.** Organizational theory, economic sociology, entrepreneurship, research design and methods

### **AWARDS AND GRANTS**

- Academy of Management's award for most significant publication in the field of Organizational Behavior, 2001, winner
- Best paper published in the Academy of Management Journal, 2001, finalist
- Excellence in teaching award, Haas School of Business, 2002, 2003, 2004, 2005, and 2006.
- California Management Review's Accenture Award, 2007, finalist
- Best Paper Proceedings of the Academy of Management, 2012, "Mission accomplished? Attention to performance during the Iraq war."
- UC Berkeley XLAB (Experimental Social Science Laboratory) grant for research on "Decision makers' search behavior under conditions of performance ambiguity." Spring 2006.
- Kauffman Foundation grant for research on "Industrial Agglomerations and Entrepreneurship." Spring 2006.
- UC Berkeley research grants. 2002-03, 2003-04, 2004-05, 2005-06, 2006-07.

## REFEREED PUBLICATIONS

[ISI Web of Knowledge *Audia G* or *Audia PG* citations as of 4/29/2015: 899, excluding self-citations 878]

1. Pino G. Audia, Henrich Greve, and Sebastien Brion. 2015. Self-assessment, self-enhancement, and the choice of comparison organizations for evaluating organizational performance. Advances in Strategic Management, 32: 89-118.
2. Adam Kleinbaum, Alex H. Jordan, and Pino G. Audia. 2015. An altercentric perspective on the origins of brokerage in social networks: How perceived empathy moderates the self-monitoring effect. Organization Science, 26(4): 1226-1242.
3. Pino G. Audia and Jennifer Kurkoski. 2012. An ecological analysis of competition among U.S. communities. Industrial and Corporate Change, 21:187-215.
4. Alex H. Jordan and Pino G. Audia. 2012. Self-enhancement and learning from performance feedback. Academy of Management Review, vol. 37, 211-231.
5. John H. Freeman and Pino G. Audia. 2011. Community context and founding processes of banking organizations. Research in the Sociology of Organizations, vol. 33: 253-282.
6. Pino G. Audia and Atul Teckchandani. 2010. The effect of connected and isolated voluntary associations on economic activity in the United States: 1984 to 2000. Social Science Research, 39:1153-1163
7. Pino G. Audia and Chris I. Rider. 2010. Close, but not the same: Locally-headquartered organizations and agglomeration economies. Research Policy, 39: 360-374
8. Pino G. Audia and Sebastien Brion. 2007. "Reluctant to Change: Self-Enhancing Responses to Diverging Performance Measures. Organizational Behavior and Human Decision Processes, vol. 102, 255-269.
9. Pino G. Audia and Jack A. Goncalo. 2007. "Success and Creativity over Time: A Study of Inventors in the Hard Disk Drive Industry." Management Science, vol. 53, 1-15.
  - Reprinted in Hubert Gatignon (Ed.), *New Product and Services Development*. Sage Publications, November 2010.
10. Pino G. Audia, John H. Freeman, and Paul Reynolds. 2006. "Organizational Foundings in Community Context: Instruments Manufacturers and their Interrelationship with Other Organizations." Administrative Science Quarterly, vol. 51, 381-419
11. John H. Freeman and Pino G. Audia. 2006. "Community Ecology and the Sociology of Organizations." Annual Review of Sociology, vol. 32, 145-169.
12. Pino G. Audia and Henrich Greve. 2006. "Less Likely to Fail: Performance, Firm size, and Factory Expansion in the Shipbuilding Industry." Management Science, vol. 52, 83-94.
13. Martin J. Gannon, Edwin A. Locke, Amit Gupta, Pino Audia, and Amy L. Kristof-Brown. 2005. "Cultural Metaphors as Frames of Reference for Nations." International Studies of Management and Organization, vol. 35, 37-47.
14. Pino G. Audia and Chris I. Rider. 2005. "A Garage and an Idea: What More does an Entrepreneur Need?" California Management Review, vol. 48, 6-28.
  - Finalist for the California Management Review's Accenture Award
  - Reprinted in Spanish: "La leyenda del garaje." Gestion, Vol. 11, No. 3, May-June 2006
  - Featured in The Wilson Quarterly, Spring 2006, Fast Company, March 2007, NPR's This American Life, June 2009
15. Pino G. Audia and Edwin A. Locke. 2003. "Benefiting from Negative Feedback." Human

- Resource Management Review, vol. 13, 631-646.
16. Pino G. Audia, Olav Sorenson, and Jerald Hage. 2001. "Tradeoffs in the Organization of Production: Multi-unit firms, Geographic Dispersion and Organizational Learning." Advances in Strategic Management, vol. 18, 75-105.
  17. Pino G. Audia, Edwin A. Locke, and Ken G. Smith. 2000. "The Paradox of Success: An archival and a laboratory study of strategic persistence following radical environmental change." Academy of Management Journal, vol. 43, 837-853.
    - Winner of the Academy of Management's award for most significant publication in the field of Organizational Behavior
    - Runner up for best paper published in the Academy of Management Journal
  18. Olav Sorenson and Pino G. Audia. 2000. "The Social Structure of Entrepreneurial Activity: Geographic Concentration of Footwear Production in the U.S., 1940-1989." American Journal of Sociology, vol. 106, 324-362.
    - Reprinted in D.B. Audretsch, S. Heblich, and O. Falck (eds.), *Innovation and Entrepreneurship*, Edward Elgar. Spring 2009.
  19. With Brodbeck, F.C., Frese M., Akerblom S. et al. 2000. "Cultural variations of leadership prototypes across 22 European countries." Journal of Occupational and Organizational Psychology, vol. 73, 1-29.
  20. G. Audia, Amy L. Kristof, Kenneth G. Brown, and Edwin A. Locke. 1996. "The Relationship of Goals and Micro-level Work Processes to Performance on a Multi-path, Manual Task." Journal of Applied Psychology, vol. 81, 483-497.
  21. Susan M. Taylor, G. Audia, and Anil Gupta. 1996. "The Impact of Longer Job Tenure on Managers' Organizational Commitment and Turnover." Organization Science, vol. 7, 632-648.

#### **NON-REFEREED PUBLICATIONS**

1. Train your people to take others' perspectives. 2012. Harvard Business Review, November.
2. Jack A. Goncalo, Lynne C. Vincent, and Pino G. Audia. 2010. Creativity as a constraint on future achievement. In D. Cropley, J. Kauffman, A. Cropley, and M. Runco (Eds.) The Dark Side of Creativity. Cambridge University Press.
3. Pino G. Audia and Jack A. Goncalo. 2007. Does success spoil inventors? IEEE Spectrum, May 2007.
4. Pino G. Audia and Chris I. Rider. 2006. "Entrepreneurs as Organizational Products Revisited." In R. Baum, M. Frese, & R. Baron (Eds.), *The Psychology of Entrepreneurship*. Lawrence Erlbaum Associates, p. 113-130.
5. Pino G. Audia. 2005. "Regression toward the Mean." In N. Nicholson, P. G. Audia, & M. M. Pillutla (Eds.), *The Blackwell Encyclopedia of Management. Organizational Behavior* (2nd edition), 2005.
6. Pino G. Audia. 2005. "Organizational Geography." In N. Nicholson, P. G. Audia, & M. M. Pillutla (Eds.), *The Blackwell Encyclopedia of Management. Organizational Behavior* (2nd edition), 2005.
7. Pino G. Audia. 2005. "Persistence." In N. Nicholson, P. G. Audia, & M. M. Pillutla (Eds.), *The Blackwell Encyclopedia of Management. Organizational Behavior* (2nd edition).
8. Pino G. Audia and Svenja Tams. 2002. "Goals, Feedback, and Performance Appraisal Across

Cultures,” in M. Gannon & K. Newman (Eds.), Handbook of Cross-Cultural Management, Blackwell Publishers, 2002

9. Martin Gannon and Pino Audia. 2000. “The Cultural Metaphor: A Grounded Method for Analyzing National Cultures,” in P. C. Earley & H. Singh (Eds.), Innovations in International and Cross-Cultural Management, Sage Publications.

## **BOOKS**

- The Blackwell Encyclopedia of Management. Organizational Behavior (2nd edition), coedited with Nigel Nicholson and Madan Pillutla, 2005

## **MANUSCRIPTS AND RESEARCH IN PROGRESS**

- The symbolic management of performance: Public opinion and attention to performance during the Iraq war. With Mary Kate Stimmler (Google Inc.).
- The diffusion of an invisible corporate practice: Evidence from stock backdating, 1981-2005. With Fiona Yao (University of Illinois).
- Self-enhancement and the choice of idiosyncratic social comparisons. With Sebastien Brion (IESE, Spain) and Horacio Rousseau (IESE, Spain)
- Tie reciprocation inside organizations. With Adam Kleinbaum (Tuck).
- Attractiveness and social networks. With Adam Kleinbaum (Tuck) and Alex H. Jordan (Tuck)
- Status, centrality in mobility networks, and analysts’ accuracy. With Matteo Prato (University of Lugano, Switzerland).
- Civil society’s response to mafia murders and anti-mafia organizations in Palermo, 1980-2010. With Giambattista Dagnino (University of Catania, Italy).

## **EDITORIAL BOARDS**

Administrative Science Quarterly, Organization Science, Strategic Organization

## **COURSES TAUGHT**

- Personal Leadership (Core Course, Full time MBA)
- Personal Leadership (Master Health Care Delivery Science)
- Becoming a Leader (Elective, Full time MBA)
- Leading Organizations (Core Course, Full Time MBA)
- Macro Organizational Behavior (Ph.D. Seminar)
- Leadership in Technology Organizations (Elective Course, Full Time MBA and Executive MBA)
- Foundation of Business Research (Ph.D. Seminar)
- Modules for Executives on Leadership, Power and Influence, Strategic Decision Making, and Organizational Change (Senior Executive Programs, Advanced Development Programs, and Company Programs)

## **SERVICE**

- Founder and Faculty Director Center for Leadership, Tuck School of Business at Dartmouth, 2009-2014
- Member of the Strategic Planning Committee, Tuck School of Business at Dartmouth, 2010-2011, 2011-2012

- Co-organizer and speaker at the inaugural conference of the Council on Business and Society – Tuck’s alliance with ESSEC in France, Fudan in China, Keio in Japan, and Mannheim in Germany – hosted on November 16-17 2012, Paris
- Talks to Tuck and Dartmouth Alumni, Tuck Board of Overseers, and Tuck MBA Advisory Board
- Member of Dartmouth Medical School Curriculum Redesign Task Force, 2010 – 2012
- Member of Tuck MBA task force, 2012-2013
- Member of Tuck Personnel & Tenure Subcommittee, 2012-13
- Member of Tuck Executive Committee, Tuck School of Business at Dartmouth, 2008-09
- Chair or co-chair of the OB Search Committee, Tuck School of Business at Dartmouth, 2008-09 and 2010-2011
- Ph.D. Faculty Advisor, UC Berkeley, 2003-2006
- Teaching mentor, UC Berkeley, 2003-06
- Hiring committee member, UC Berkeley and Dartmouth, 2004-05, 2005-06, 2007-08, 2011-2012
- School-wide appointment committees, UC Berkeley, 2004-05 and 2005-06
- School-wide Assistant Professor Representative, UC Berkeley, 2004-05