

TOM STEINBERGER

EDUCATION

University of California, Irvine, Paul Merage School of Business

PhD in Strategy, September 2017.

Dissertation Committee: Margarethe Wiersema (Chair), Gerardo Okhuysen, Melissa Mazmanian.

Yonsei University, Graduate School of International Studies

MA, Management, March 2006.

Duke University

BA, History, May 2001.

VISITING POSITIONS

University of Michigan, Ross School of Business

Visiting Scholar, September 2017 – Present.

Northwestern University, Medill School of Journalism (San Francisco Campus)

Visiting Scholar, October 2016 – March 2017.

RESEARCH INTERESTS

- Routines & capabilities (Capabilities development; Organizational routines & learning)
- Structure & functioning of organizations (Organizational design; Theory of the firm)
- Artificial intelligence (Firms' use of AI technologies in developing and scaling capabilities)

PAPERS UNDER REVIEW

1. Steinberger T. & Wiersema, M. 2017. "Process over Content: Platform Strategies for Extending Organizational Capabilities" (theory) (under review, *Academy of Management Review*)

WORKING PAPERS

2. Steinberger, T. 2017. "Models of Search from the Early Artificial Intelligence Literature as a Basis for Formalizing Organizational Capabilities" (theory) (target: *Strategic Management Journal*) (Dissertation Paper #1, Job Market Paper)
3. Wolf, C. & Steinberger, T. 2017. "Collaborative Rationalization: The Effects of Hierarchical Representations of Practice on Digital Innovation Processes" (qualitative) (target: *Information Systems Research*)
4. Steinberger, T. 2017. "Conceptualizing Modularity as a Strategy For Long-Run Change." (qualitative) (target: *Academy of Management Journal*) (qualitative) (Dissertation Paper #3)
5. Steinberger, T. & Okhuysen, G. 2017. "Capabilities as Ecological Action: Framing the Design of Organizational Routines in Korean Cooking" (qualitative) (target, *Organization Science*) (Dissertation Paper #2)

OTHER RESEARCH IN PROGRESS

6. Steinberger, T. 2017. "Shaping the Landscape: A Formal Model of Augmenting Organizational Learning with Artificial Intelligence" (draft written; target: *Management Science*) (formal modeling) (to be worked on with Professor Felipe Csaszar (U. Michigan), fall 2017).
7. Steinberger, T. & Wiersema, M. 2017. "Integrating Insights from Artificial Intelligence Theories into Strategy: A Research Agenda." (outline written; target: *Strategic Management Review* – invited submission) (theory)
8. Steinberger, T. 2017. "Developing Learning Capabilities in Platforms and Infrastructures." (outline written; target: *Administrative Science Quarterly*) (conceptual)
9. Steinberger, T. & Wolf, C. 2017. "Performing Rationality: Logic and Processes for Codifying Routines." (draft written; target: *Strategic Management Journal*) (qualitative)

TEACHING

Instructor:

- New Venture Management (MGMT190) UC Irvine (undergraduate, 80 students). Course evaluations: 3.88/4.00. (Curriculum self-designed, course content equivalent to Entrepreneurship)

Teaching Assistant:

- New Venture Management, MGMT190, UC Irvine (undergraduate) (Fall 2015; Winter, 2016).
- Principles of Strategic Management, MGMT210, UC Irvine: MBA (Fall 2012) Executive MBA (Fall, 2013; Spring, 2016); Healthcare Executive MBA (Winter, 2014, Winter, 2015; Spring, 2017).
- Introduction to Strategic Management (MGMT110) UC Irvine (undergraduate): (Winter, 2012; Winter, 2013; Fall, 2016; Fall, 2017; Winter, 2017).

CONFERENCE PRESENTATIONS

- "Layers of Exploration: Landscape Design beyond Boundaries." August 2017. *Baugh-Ratio Colloquium*, Stockholm, Sweden (organized by Professors Jay Barney and Peter Klein).
- "Collaborative Rationalization: Representations as Scripts for Action in a Korean Homebrewing Community." August 2016. *Academy of Management Annual Conference*, Anaheim, California.
- "Replication Platforms: Designing Routines across Geographic Space." August 2015. *Academy of Management Annual Conference*, August 2015, Vancouver, Canada.
- "Algorithmic and Situated Approaches to Organizational Design." August 2015. *Academy of Management Annual Conference*, Vancouver, Canada.
- "Designing the Transfer of Routines across Contexts." July 2015. *European Group for Organizational Studies (EGOS) Colloquium*, Athens, Greece.
- "Replication Platforms: Designing Routines across Geographic Space." September 2014. *Strategic Management Society Annual Conference*, Madrid, Spain. (with Margarethe Wiersema)
- "Designing for Situated Embodied Action: Artisanal and Chain Korean Rice Bowls." March 2014. *Laguna Knowledge Conference* (organized by Professors Paul Carlile and David Obstfeld), Laguna Beach, US.
- "Emergence without Self-Organization: Complex 'Reactive' Systems." *Organization Science Winter*

Conference (Poster Presentation), February 2014, Steamboat Springs, US. (with Margarethe Wiersema).

“A Knowledge-Based Approach to Organizational Complexity”, *Strategic Management Society Annual Conference*. September 2013, Atlanta, US. (with Margarethe Wiersema).

“Why Do Chains Exist? Replication of Routines at Spatially Dispersed Organizations.” February 2013. *Organization Science Winter Conference* (Plenary Panel Session), Steamboat Springs, US.

“Governance and the Long-Run Performance of IPO Firms: The Impact of Prestigious-Affiliated Venture Capital.” November 2012. *Strategic Management Society (SMS) Annual Conference*. Prague, Czech Republic. (with Libby Weber).

DOCTORAL CONSORTIA

- West Coast Research Symposium on Technology Entrepreneurship, Seattle, US, September 2013.
- Strategic Management Society Asia Conference, Singapore (invited paper) June 2012.
- Atlanta Competitive Advantage Conference (ACAC) (invited paper) May 2012.

SERVICE

- Academy of Management Annual Meeting, Reviewer (2012, 2013, 2014, 2016).

REFERENCES

Margarethe Wiersema

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