

MICHELLE ROGAN

Imperial College Business School
South Kensington Campus
London SW7 2AZ
United Kingdom
m.rogan@imperial.ac.uk

52 Defoe Ave.
Kew TW9 4DT
Surrey
United Kingdom
michelle.rogan@gmail.com

EDUCATION

- 2006 Ph.D. in Strategic and International Management, London Business School, London, United Kingdom. Dissertation: *Acquiring Social Capital*
- 1994 B.A. in Psychology, Yale University, New Haven, Connecticut.

PROFESSIONAL EXPERIENCE

- 2019 – Imperial College Business School
Associate Professor of Strategy and Entrepreneurship
- 2017 – 2019 Kenan-Flagler Business School, University of North Carolina at Chapel Hill,
Associate Professor of Strategy and Entrepreneurship
Edward M. O’Herron Scholar
- 2016 – 2017 Kenan-Flagler Business School, University of North Carolina at Chapel Hill,
Visiting Associate Professor of Entrepreneurship and Family Enterprise
- 2015 – 2017 INSEAD, Associate Professor of Entrepreneurship and Family Enterprise
(w/Tenure)
- 2006 – 2015 INSEAD, Assistant Professor of Entrepreneurship and Family Enterprise
**Off tenure clock for maternity leave in 2009-2010 and 2011-2012*
- 2013 Stanford Graduate School of Business, Visiting Scholar

HONORS AND AWARDS

- 2019 MBA Teaching All Star Award, Kenan-Flagler Business School, UNC Chapel Hill
- 2017 MBA Teaching All Star Award, Kenan-Flagler Business School, UNC Chapel Hill
- 2014 3rd Prize “Corporate Sustainability” track in the oikos Case Writing Competition for "Accenture Development Partnerships" with C. Bode
- 2013 EFMD Case Competition, Winner of the "Corporate Social Responsibility" category for "Accenture Development Partnerships" with C. Bode

2006	Business Week/ecch European Case Award; Overall winner for “The transformation of BP,” with S. Ghoshal and L. Gratton
2005	Business Week/ecch European Case Award; Winner of the Strategy and General Management category for “The transformation of BP,” with S. Ghoshal and L. Gratton
2004-2005	Advanced Institute of Management Research (AIM) New Researcher Resource Support Fund, awarded £7000 research grant
2000-2004	London Business School PhD Scholarship

BIBLIOGRAPHY

REFERRED JOURNAL ARTICLES

1. Bode, C., Rogan, M. & J. Singh. 2019. Sustainable cross-sector collaboration: Building global platform for social impact. Forthcoming at *Academy of Management Discoveries*.
2. Park, B. S. & M. Rogan. 2019. Capability reputation, character reputation and exchange partners’ reactions to adverse events. *Academy of Management Journal*, 62(2): 553-578.
3. Mors, L., Rogan, M. & S. Lynch. 2018. Boundary spanning and knowledge exploration in a professional service firm. *Journal of Professions and Organizations*, 5(3): 184-205.
 - Winner of *Journal of Professions and Organizations* 2018 Best Paper Award.
4. Rogan, M. & L. Mors. 2017. Managerial networks and exploration in a professional service firm. *Organization Studies*, 38(2): 225-249.
5. Briscoe, F. & M. Rogan, M. 2016. Coordinating complex work: Knowledge networks, partner departures and client tie performance in a law firm. *Management Science*, 62(8): 2392-2411.
6. Bode, C., Singh, J. & M. Rogan. 2015. Corporate social initiatives and employee retention. *Organization Science*, 26(6): 1702–1720.
7. Rogan, M. & H. Greve. 2015. Resource dependence dynamics: Partner reactions to mergers. *Organization Science*, 26(1): 239-255.
8. Rogan, M. & L. Mors. 2014. A network perspective on individual level ambidexterity in organizations. *Organization Science*, 25(6): 1860-1877.
9. Sorenson, O. & M. Rogan. 2014. (When) do organizations have social capital? *Annual Review of Sociology*, 40:12.1–12.20.
10. Bode, C., Singh, J. & M. Rogan. 2014. Deep dive and back: Social impact projects and employee retention. *Academy of Management Annual Meeting Best Paper Proceedings*, 1-6.
11. Rogan, M. & O. Sorenson. 2014. Picking a (poor) partner: A relational perspective on acquisitions. *Administrative Science Quarterly*, 59(2): 301–329.
12. Rogan, M. 2014a. Executive departures without client losses: The role of multiplex ties in exchange partner retention. *Academy of Management Journal*, 57(2): 563–584.
13. Rogan, M. 2014b. Too close for comfort? The effect of embeddedness and competitive overlap on client retention post-acquisition. *Organization Science*, 25(1): 185-203.

14. Rogan, M. & L. Mors. 2009. The investment of individual resources in professional relationships. *Academy of Management Annual Meeting Best Paper Proceedings*, 1-6.

JOURNAL ARTICLES UNDER PEER REVIEW

15. Bode, C., Rogan, M. & J. Singh. Up to no good? Gender, social impact work and employee promotions. Revise and resubmit at *Administrative Science Quarterly*.

RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

16. Bode, C., Pamphile, V. & M. Rogan. The diffusion of strategic human capital outcomes of corporate social engagement.
17. Miceli, K., Rogan, M. & A. Nerkar. Overcoming the liabilities of gender: An empirical analysis of garage entrepreneurs. Data analysis.
18. Mors, L. & M. Rogan. Different ties, different constraints: Resource flows and financial performance in a global professional services firm. Working paper.
19. Rogan, M. & A. von Nordenflycht. Individual status and entrepreneurial entry: The mobility of award winning creative directors in the advertising industry. Working paper.
20. Won, S., Somaya, D. & M. Rogan. Stepping stones or stepping out? Gender and transitions to self-employment among patent attorneys. Data analysis.

OTHER WORKS

- Rogan, M. 2017. Rethinking network ties. *INSEAD Knowledge*, March 21, 2017. <http://knowledge.insead.edu/leadership-organisations/rethinking-network-ties-5551>
- Rogan, M. 2016. Book Review: The Oxford Handbook of Professional Service Firms. *Organization Studies*, 37(9): 1381-1384.
- Bode, C., Singh, J. & Rogan, M. Corporate Social Initiatives Facilitate Employee Retention. *Work in Progress (Blog of the American Sociological Association, Section on Organizations, Occupations, and Work)*, January 22, 2016. <http://workinprogress.oowsection.org/2016/01/22/corporate-social-initiatives-facilitate-employee-retention/>
- Rogan, M. & Schloderer, F. How important is education to entrepreneurial development? *INSEAD Knowledge*, July 20, 2015. <http://knowledge.insead.edu/blog/insead-blog/how-important-is-education-to-entrepreneurial-development-4164>
- Rogan, M. How strong internal networks can save client relationships. *INSEAD Knowledge*, July 3, 2015. <http://knowledge.insead.edu/strategy/how-strong-internal-networks-can-save-client-relationships-4147>
- Rogan, M. Keeping clients post-merger. *INSEAD Knowledge*, August 26, 2014. <http://knowledge.insead.edu/strategy/keeping-clients-post-merger-3533>
- Rogan, M. Keeping clients when the rainmaker leaves. *INSEAD Knowledge*, February 18, 2014. <http://knowledge.insead.edu/strategy/keeping-clients-when-the-rainmaker-leaves-3176>

PRESENTATIONS

PEER REVIEWED CONFERENCE PRESENTATIONS

Up to no good? Gender differences in promotions following participation in a corporate social initiative.

- Economic Sociology Conference, Georgetown University, October 2017
- Organizational Ecology Meeting, Universidad Carlos III de Madrid, June 2017
- People and Organizations Conference, Wharton, Philadelphia, PA. September 2016

Individual status attainment and entrepreneurial entry: The mobility of award winning creative directors in the advertising industry

- INSEAD Entrepreneurship Conference, Fontainebleau, France. October 2015
- People and Organizations Conference, Wharton, Philadelphia, PA. October 2015
- Organizational Ecology Meeting, Sabanci University, Istanbul, Turkey, June 2015
- Strategic Management Society Copenhagen Special Conference, June 2014
- Annual Meeting of the Academy of Management, Philadelphia, PA. August 2014
- Novak Druce Annual PSF Conference, Brookings Institute, Washington, DC August 2014

(Un)avoidable: Reputation and exchange partners' reactions to the potential for stigma following organizational accidents.

- Annual Meeting of the Academy of Management, Philadelphia, August 2014

Coordinating complex work: Knowledge networks, partner departures and client tie performance in a law firm

- INSEAD Network Evolution Conference, Fontainebleau, France, October 2014
- People and Organizations Conference, Wharton, Philadelphia, PA. October 2013

Picking a (poor) partner: A relational perspective on acquisitions

- INSEAD Network Evolution Conference, Fontainebleau, France, October 2012

A network perspective on individual level ambidexterity in organizations (The ambidexterity of managers' networks.)

- Strategic Management Society Lake Geneva Special Conference, Lausanne, Switzerland, April 2013
- Novak Druce Annual PSF Conference, Said Business School, July 2011

The investment of individual resources in professional relationships.

- Smith School of Business (U Maryland) Entrepreneurship Conference. College Park, MD, USA, April 2011
- INSEAD Network Evolution Conference, Fontainebleau, France, October 2008
- Annual Meeting of Academy of Management, Chicago, IL, August 2009

Too close for comfort? The effect of embeddedness and on competitive overlap client retention post-acquisition

- INSEAD Network Evolution Conference, Fontainebleau, France, October 2010
- Annual Meeting of Academy of Management, Philadelphia, PA, August 2007
- Clifford Chance Conference on Professional Service Firms, IESE, Barcelona, Spain, June 2006
- DRUID, Copenhagen, Denmark, June 2006

- Trans-Atlantic Doctoral Conference, London Business School, May 2005

Network ownership and new business development

- Annual Meeting of Academy of Management, Philadelphia, PA. August 2007
- EURAM Annual Conference, Paris, France. May 2007
- Annual Meeting of Academy of Management, Atlanta, GA. August 2006
- Annual Meeting of Academy of Management, Honolulu, HI, August 2005

Acquiring social capital

- Clifford Chance Conference on Professional Service Firms, Saïd Business School, University Of Oxford, July 2005
- Annual Meeting of Academy of Management, Honolulu, HI, August 2005

Network ownership and exploration

- Annual Meeting of Academy of Management, New Orleans, LA, August 2004

The effect of individual network ownership on exploration

- Trans-Atlantic Doctoral Conference, London Business School, May 2004
- Strategic and International Management Seminar Series, London Business School, November 2002

Acquiring social capital: Value creation and value appropriation post-acquisition

- Annual Meeting of Academy of Management, Denver, CO., August 2002

INVITED PRESENTATIONS

Overcoming the liabilities of gender: An empirical analysis of garage entrepreneurs.

- Kenan-Flagler Business School, University of North Carolina, Strategy and Entrepreneurship Brown Bag Seminar Series, Dec 2018
- Duke Innovation and Entrepreneurship Workshop, Duke University, Nov 2018

Capability reputation, character reputation and exchange partners' reactions to adverse events

- Ross School of Business, University of Michigan, April 2018

Up to no good? Gender, social impact work and employee promotions.

- George Washington University, Dec 2018
- SCANCOR Seminar Series at Stanford University, April 2017
- Fuqua Strategy Seminar Series, Duke University, April 2017
- Foster School of Business, University of Washington, March 2017

Individual status attainment and entrepreneurial entry: The mobility of award winning creative directors in the advertising industry

- Strategy and Entrepreneurship Seminar Series, Kenan-Flagler Business School, University of North Carolina, January 2016
- London Business School, October 2015
- Imperial College, October 2015
- INSEAD Organization Theory Seminar, February 2015

(Un)avoidable: Reputation and exchange partners' reactions to the potential for stigma following organizational accidents.

- Booth School of Business, University of Chicago, March 2015

Coordinating complex work: Knowledge networks, partner departures and client tie performance in a law firm

- Smeal College of Business, Penn State. October 2013
- Stanford Graduate School of Business, October 2013
- INSEAD Entrepreneurship Workshop, May 2013
- London Business School, April 2014

A network perspective on individual level ambidexterity in organizations (The ambidexterity of managers' networks.)

- INSEAD, Fontainebleau, France, May 2011

The investment of individual resources in professional relationships.

- INSEAD Entrepreneurship Workshop, Singapore, April 2009
- Fuqua Strategy Seminar Series, Duke University, Durham, NC, April 2009

Resource dependence dynamics: Partner reactions to mergers (Stability and change in power relations: Partner reactions to power moves)

- INSEAD Strategy and Entrepreneurship Seminar Series, Fontainebleau, France, December 2010

TEACHING RECORD

DOCTORAL SUPERVISION

Christiane Bode. Committee Member, INSEAD

- Dissertation: Corporate social initiatives
- Completion date, June 2015
- Faculty at Bocconi University

Tojin Eapen. Committee Member, UNC Chapel Hill

- Dissertation: Creativity, ideation and new product design
- Expected completion date, May 2020

Travis Howell. Committee Member, UNC Chapel Hill

- Dissertation: Founder dynamics
- Expected completion date, May 2021

Deepak Jena. Committee Member, UNC Chapel Hill

- Dissertation: "Drug-hunting" by star scientists in the pharma industry
- Completion date, May 2019

Catherine Paek. Committee Chair, UNC Chapel Hill

- Dissertation: Entrepreneurial identity and founder turnover
- Expected completion date, May 2022

Brian S. Park. Committee Chair, INSEAD

- Dissertation: Organizational accidents
- Completion date, June 2016
- Faculty at Georgia State

Aleksandra Rebeka. Committee Member, UNC Chapel Hill

- Dissertation: Role of mental representations in decision making
- Completion date, May 2017
- Faculty at Tulane University

Shirish Sundaresan. Committee Member, UNC Chapel Hill

- Dissertation: Adoption of Innovations: The Effects of Complexity
- Expected completion date, May 2020

COURSE DEVELOPMENT, DIRECTION AND TEACHING

Kenan-Flagler Business School, University of North Carolina at Chapel Hill Graduate Degree Programs

- Strategic Innovation (3 MBA sections and 1 Undergrad section)
- Organization Theory (PhD seminar)
- Research Socialization Seminar, Fall 2017 (PhD seminar)

University of North Carolina Executive Education

- Faculty for Building Social Capital for Change, Leading Change Program
- Faculty for Leveraging Social Capital, Women in Business Program (Average enrollment 20 participants)

INSEAD Graduate Degree Programs

- Corporate Entrepreneurship (Developed new elective; 2 MBA sections of 48 students per year and 1 EMBA section of 50 students)
- Entrepreneurial Field Studies (1 section of 35 students per year)
- INSEAD-Sorbonne Business Foundations Certificate (1 section of 20 participants)
- Supervision of Independent Study: MBA and EMBA

INSEAD Executive Education

- Faculty in Open Enrolment Programs (Learning to Lead; Achieving Outstanding Performance) and select Company Specific Programs (Average enrollment 25 participants)
- Faculty and Program Director: INSEAD-Princess Nourah University Pioneering Executive Leadership Programme (Multi-module Year Long Executive Leadership Programme for 35 women in Saudi Arabia)
- Faculty and Program Director: INSEAD Social Entrepreneurship Program (2 sections of 25 participants)

TEACHING MATERIALS

Accenture Development Partnerships. (with C. Bode) INSEAD case, 10/2012-5912, 20 pp.

**Winner of the "Corporate Social Responsibility" category EFMD Case Writing Competition 2013*

**3rd Prize "Corporate Sustainability" track oikos Case Writing Competition 2014*

Corporate Entrepreneurship: Steven Birdsall at SAP. (with M. Hansen, D.L. Louie and N. von Bernuth). INSEAD case, 12/2013-6022. 12 pp.

Caveat Emptor: Interpublic Group's acquisition of True North Communications. (with B. Lovas) 19 pp.

Corporate Entrepreneurship: Designing an entrepreneurial organisation. Background/review note. INSEAD, 08/2010-5612, 10 pp.

Corporate Entrepreneurship: The implementation challenge for new businesses inside firms. Background/review note. INSEAD, 08/2010-5734, 11 pp.

- Corporate Entrepreneurship: Accelerating new business building inside firms.
Background/review note. INSEAD, 08/2010-5735, 10 pp.
- Corporate Entrepreneurship: Leading entrepreneurship. Background/review note. INSEAD,
08/2010-5736, 11 pp.
- Dmatek: The HomeFree Business.(with D. Nahmias & P. Jokela) INSEAD and The Caesarea
Edmond Benjamin De Rothschild Research Center. INSEAD case, 05/2008-5518.
- New Business Building at PricewaterhouseCoopers. (with A. M. Murphy) INSEAD, Pre-Release
Version, 22 pp.
- OgilvyOne: Integrating the enterprise. (with S. Ghoshal & L. Gratton) London Business School,
ECCH 902-020-1, 23 pp.
- Philips Active Crystals. (with P. Silberzahn) INSEAD case, 05/2009-5614, 13 pp.
- Sun Microsystems: Driving innovation through open strategies. (with S. Ghoshal) London
Business School, ECCH 302-034-1, 15 pp.
- The transformation of BP. (with S. Ghoshal & L. Gratton) London Business School,
ECCH 302-033-1, 28 pp.
**Overall winner of the Business Week/ecch European Case Award*

PROFESSIONAL SERVICE AND ACTIVITIES

- Associate Editor, *Management Science*, Organizations Department (2017-)
- Editorial Board Member, *Organization Science* (2017-), *Strategic Management Journal* (2019-)
- Regular reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*
- Academy of Management BPS Executive Committee Member (2016-2018)
- Academy of Management OMT Research Committee Member (2015-2017)
- Conference organizer:
- 6th Annual Economic Sociology Conference (co-hosted with Duke) (2018)
 - Annual Organizational Ecology Meeting (2016)
 - INSEAD Doriot Entrepreneurship Conference (2015)
 - INSEAD Network Evolution Conference (2008-2014)
- Member of the Academy of Management, Strategic Management Society, INFORMS and
American Sociological Association

OTHER WORK EXPERIENCE

- 2001-2004 *Research and teaching assistant*, London Business School, London.
- 1996-2000 Accenture (formerly Andersen Consulting), San Francisco, California.
Consultant, Change Management Practice
Faculty, Introductory Change Management School, Accenture, St. Charles,
Illinois.

**Formally recognized for contributions to development of Andersen Consulting
Northern California Change Management Practice*
- 1995-1996 Catholic Healthcare West, San Francisco, California.
Help Desk Manager, Corporate Headquarters
- 1994-1995 The Body Shop, Honolulu, Hawaii and San Francisco, California.

Assistant Manager

1990-1994

Research assistant

- Yale University Infant Lab, New Haven, Connecticut.
- Developmental Psychology Department, University of California at Berkeley.
- National Institute of Childhood Health & Human Development, Educational Testing Services, Princeton, New Jersey.

Languages: English (native), French (functional), Japanese (basic)

Last updated October 7, 2019