

# PETER A BOUMGARDEN, PhD

*Professor of Practice of Strategy and Organizations*

Washington University in St. Louis

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## Washington University in St Louis

Olin Business School  
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St. Louis, MO 63110

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## ACADEMIC POSITIONS

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Washington University in St. Louis

Olin Business School

*St. Louis, Missouri*

Professor of Practice,  
Strategy and Organizations

2018 - Present

Hope College

Department of Economics & Business

*Holland Michigan*

Associate Professor of Management

2016- 2018

Assistant Professor of Management

2010 - 2015

University of Michigan

Ross Business School

*Ann Arbor, Michigan*

Lecturer in Strategy

2018 - Present

Washington University in St. Louis

Olin Business School

*St. Louis, Missouri*

Visiting Professor of Org. Behavior

2016 - 2017

William Davidson Institute

University of Michigan

*Ann Arbor Michigan*

Faculty Affiliate

2014 – Present

## EDUCATION

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Washington University in St. Louis

*St. Louis, MO*

Ph.D. Organizational Behavior/Strategy

2010

Masters of Science in Business Administration

2008

Calvin College

*Grand Rapids, MI*

Bachelor of Arts, Business & Communication

2005

## ARTICLES IN REFEREED JOURNALS

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Mislin, A.A., Boumgarden, P., Jang, D., & Bottom, W.P. (2015). "Accounting for reciprocity in negotiation and social exchange." *Judgment and Decision-Making*.

Baker, V.L., **Boumgarden, P.A.** (2015) "A model for engaged executive education: A liberal arts perspective." *Academe*.

**Boumgarden, P.A.**, Nickerson, J, & Zenger, T. (2012) "Sailing into the wind: Exploring the relationships among ambidexterity, vacillation, and organizational performance." *Strategic Management Journal*.

Bunderson, J.S., **Boumgarden, P.A.** (2010) "Structure and learning in self-managed teams: Why bureaucratic teams might actually be better learners." *Organization Science*.

## BOOK CHAPTERS

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**Boumgarden, P.**, Johnson, K. "Earthly Peace in the Halls of the City Schools." *Corners in the City of God: Theology, Philosophy and The Wire* (Eugene: Cascade, 2013), eds. M. Werntz, M & J. Tran.

## EXTERNAL GRANT SUPPORT

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Peaslee, G., **Boumgarden, P.**, & Ritter, E. 2015. "Development of a Business Model for a Rapid Screening Test for PFCs" *NSF I-Corp*, Proposal #1523455 (\$50,000)

## MANUSCRIPTS UNDER REVIEW

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Gray, S, Bunderon, S., **Boumgarden, P.**, and Bechara, J. "Organizational restructuring as catalyst for cross-unit ties." Second Review at *Personnel Psychology*.

## MANUSCRIPTS IN PREPARATION

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**Boumgarden, P.**, Gray, S., Ranganathan, R. "Sending mixed signals: The importance of status homogeneity among investors in early state investors." Data collected and in process of analysis. Targeting *Strategic Management Journal* or *Administrative Science Quarterly*.

**Boumgarden, P.**, Bottom, B., Luckman, E. "Technology transfer in the social sciences: Business schools as facilitators in the translation of knowledge to practice." Data collected and in process of analysis. Manuscript in preparation, targeting *Administrative Science Quarterly*.

**Boumgarden, P.** & Hueth, B. "Board design and behavior in the cooperative organization." Data collected and in process of analysis and manuscript preparation.

**Boumgarden, P.** & Manlapig, E. "Learning and market design: Friends, rejection, and the long-term implications for organizational commitment." Data collected and in process of analysis.

**Boumgarden, P.** & Horn, J. "The empathetic strategist." Manuscript in preparation for *Harvard Business Review*.

**Boumgarden, P.** Zenger, T. & Nickerson, J. "Dynamics of execution." Manuscript in preparation for *Harvard Business Review*

## OTHER PUBLICATIONS

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**Boumgarden, P.** (2015, June 21). "How a Cartoon Caption Contest Can Make You a Better Writer." *Harvard Business Review Online*. < <https://hbr.org/2015/07/how-a-cartoon-caption-contest-can-make-you-a-better-writer> >

**Boumgarden, P.A.** (2014). "Girls and Sarah Coakley through a theological lens of desire." *Harvard Divinity Bulletin*.

**Boumgarden, P.,** (2013, June 9). "Five ways to get the most out of your internship." *FoxNews.com*. < <http://www.foxnews.com/opinion/2013/06/09/five-ways-to-get-most-out-your-internship/>>

**Boumgarden, P** & Branch, J. (2013). "Collective Impact or Coordinated Blindness" *Stanford Social Innovation Review Online*. <[http://www.ssireview.org/blog/entry/collective\\_impact\\_or\\_coordinated\\_blindness](http://www.ssireview.org/blog/entry/collective_impact_or_coordinated_blindness)>.

**Boumgarden, P.A.** (2012, May 29). [Review of the book *Conversations about calling*, by V.M. Myers]. *Markets and Morality*.

**Boumgarden, P.A.** (2012). "The wordsmith's two-edged power." *Harvard Divinity Bulletin*.

**Boumgarden, P.A.** (2012, May 29). [Review of the book *When I was a child I read books*, by M. Robinson]. *Christian Century*.

## CONFERENCE PRESENTATIONS

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- **Boumgarden, P.A.** Hand, M. "Political Campaign Entrepreneurship: Opportunistic and Strategic Approaches to Campaign Finance." Effectuation Annual Conference, Darden Business School, Duke University, Charlottesville, VA, June 2018.
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- **Boumgarden, P.A.** "Using Story-Telling to Create Differentiation: Learning to Create and Communicate Unarticulated Consumer Value." Financial Professional Association, Northern California, Annual Conference, San Francisco, CA, May 2015.
- Gray, S., Bunderson, S. **Boumgarden, P.A.**, & Bechara, J. "Organizational restructuring as catalyst for cross-unit ties" Academy of Management Annual Conference, Philadelphia, PA, August 2014. Paper Symposium "Leadership and strategic change: Different perspectives on restructuring organizations."
- Bunderson, J.S., **Boumgarden, P.A.**, & Sanner, B. "Building a case for structure and hierarchy as enablers of expression, reflection and speaking up" Academy of Management Annual Conference, Boston, MA, August 2012. Paper Symposium "Different forms and contingencies of voice."
- Mislin, A.A., **Boumgarden, P.A.**, & Jang, D. "Social exchange in negotiation: How relational accounts influence negotiator behavior." Academy of Management Annual Conference, Boston, MA, August 2012. Paper Symposium "Anger in negotiations: The effect of culture, personality, and motives."
- **Boumgarden, P.A.**, Nickerson, J., & Zenger, T. "Sailing into the wind: Exploring the relationships among ambidexterity, vacillation, and organizational performance." Strategic Management Journal Conference on Organizational Structure and Strategy. Harvard Business School, Boston, MA. October 2010. Presented by Todd Zenger.
- **Boumgarden, P.A.**, Dirks, K.T., Scherer, L. & Lambert, A. "The persistence of distrust following false allegations and implications for race." Academy of Management Annual Conference, Chicago, IL, August 2009. Paper Symposium "Distrust in Organizations: Empirical Developments." Presented by **Peter Boumgarden**.
- **Boumgarden, P.A.** "Is the effect of network diversity diverse? The impact of strategic focus on learning in decision-making organizations. Midwest Academy of Management, St. Louis, MO, August 2008. Presented by **Peter Boumgarden**.
- **Boumgarden, P.A.**, Nickerson, J., & Zenger, T. "Sailing towards exploration and exploitation: Achieving ambidexterity through organization vacillation." Academy of Management Annual Conference, Anaheim, CA, August 2008. Paper Symposium "Organizational Learning, Heterogeneity, and New Organizational Forms." Presented by **Peter Boumgarden**.

- **Boumgarden, P.A.**, Nickerson, J., & Zenger, T. "Sailing towards exploration and exploitation: Achieving ambidexterity through organization vacillation." HBS Strategy Research Conference, October 2007. Presented by Jackson Nickerson.
- Bottom, W.P., Mislin, A., & **Boumgarden, P.A.** "A behavioral theory of negotiation." The International Association for Conflict Management, July 2007. Budapest, Hungary. Presented by Bill Bottom.

## PROFESSIONAL AFFILIATIONS

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- Academy of Management (2005- )
  - Organization and Management Theory Division
  - Strategic Management
  - Organizational Behavior Division
- International Network for Social Network Analysis (2009-10)

## SELECT LIST OF COMPANY WORK

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### *Executive Education Partnerships*

- Washington University in St. Louis (Olin Business School)
- William Davidson Institute, University of Michigan
- University of Notre Dame
- CorpU
- Luxembourg School of Business

### *Consulting/ Advising / Executive Education*

- Herman Miller
- Vera Bradley
- Edward Jones / Edward Jones Canada
- CCA Global
- Bunge Global
- Charles Schwab
- Oracle
- UniCredit
- BBVA
- United States Transportation Command (military logistics coordination)
- Shape Corp.

### *Research*

- Bunge Global
- Bunge North America
- Intel
- New York Stock Exchange
- Vera Bradley

*Student Project Teams*

- Google IoT
- Steelcase
- Stryker
- Herman Miller
- Gordon Food Service
- Edward Jones
- Art Prize
- City Redesign of Ada, Michigan
- HealthBridge

*Organizational Board Service*

- Pine Rest Mental Health Hospital Foundation – 4<sup>th</sup> Largest Behavioral Health Hospital
- Living Stones Academy – Christian K-6 Private School
- River City Improv – West Michigan’s Largest / Longest Running Improv Comedy Troupe

**ACADEMIC AWARDS**

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- National Science Foundation
  - Entrepreneurial Mentor (2015)
- Hope College
  - Competitive Faculty Merit Raise / Award (2011, 2012, 2013, 2014, 2015, 2016)
  - Ruch Faculty Scholar for Supporting Excellence in Research (2017-18)
- Washington University in St. Louis, Olin Business School
  - 2009-2010 Moog Scholar for excellence in research by PhD candidate
  - 2005-2010 Doctoral Candidate Full Research Fellowship
  - Nominated: Most Engaging / Interesting Professor during Visiting Professor Year

**ACADEMIC SERVICE**

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*Ad Hoc Review*

- Journal
  - Organization Science (2009- )
  - Journal of Management (2014-)
  - Organizational Behavior and Human Decision Processes (2009- )
  - Human Resource Management (2013- )
- Conferences
  - Academy of Management Conference, Managerial and Organizational Cognition Division- (2009- Present)
  - Academy of Management Conference, Organizational Theory Division (2011-13)
  - The International Association for Conflict Management, Annual Conference- (2009- Present)

*University Service*

- Washington University- Olin Business School, Graduate School Representative (2007 – 2009)
- Hope College- Greek Judicial Board (2011- 2014)
- Hope College- Student Concert Series Faculty Advisor (2014 – Present)

## TEACHING EXPERIENCE

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### Teaching Experience

#### *Hope College:*

- Strategic Value Creation – Healthcare Focus Fall 2017- Current
- Management Perspectives & Theory Fall 2010 – Current
- Marketing Management/ Strategy Spring 2011 – Current
- Honors Management Research Fall 2012
- Entrepreneurship Consulting Practicum (ArtPrize as Client) Spring 2012

#### *University of Michigan / Ross Business School*

- Strategic Management Winter 2018- Current

#### *Washington University in St. Louis/ Olin Business School:*

- Marketing Strategy Spring 2017
- Organizational Behavior Fall 2016 – Spring 2017
- Quantitative Business Analysis Fall 2008
- Negotiations Fall 2009

#### *Luxembourg School of Business:*

- Management and Organization Fall 2015, 2016, 2017

### Teaching Interests:

- Strategic Management
- Leadership in Organizations
- Organizational Behavior
- Negotiations
- Power and Politics
- Social Entrepreneurship / Social Enterprise
- Business and Healthcare