

MICHELLE ROGAN

Saïd Business School
University of Oxford
Park End Street
Oxford OX1 1HP
United Kingdom

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

- 2024 - Saïd Business School, University of Oxford
Professor of Strategy
- 2023 - Imperial College Business School (on leave)
Professor of Strategy and Entrepreneurship
Academic Director, MSc Innovation, Entrepreneurship and Management
- 2019 – 2023 Imperial College Business School
Associate Professor of Strategy and Entrepreneurship
Academic Director, MSc Innovation, Entrepreneurship and Management
- 2017 – 2019 Kenan-Flagler Business School, University of North Carolina at Chapel Hill,
Associate Professor of Strategy and Entrepreneurship
Edward M. O’Herron Scholar
- 2015 – 2017 INSEAD, Associate Professor of Entrepreneurship and Family Enterprise (w/Tenure)
- 2013 Stanford Graduate School of Business, Visiting Scholar
- 2006 – 2015 INSEAD, Assistant Professor of Entrepreneurship and Family Enterprise
**Off tenure clock for maternity leave in 2009-2010 and 2011-2012*

HONORS AND AWARDS

- 2023 Imperial College London, Presidents Award for Excellence in Teaching
- 2020 Imperial College Business School Teaching Excellence Awards 2020, Best Online Teaching, London, UK
- 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, Research Grant
2000-2004	London Business School PhD Scholarship

BIBLIOGRAPHY

REFEREED JOURNAL ARTICLES

1. Bode, C., Rogan, M. & Singh, J. 2022. Up to no good? Gender, social impact work and employee promotions. *Administrative Science Quarterly*, 67(1): 82–130.
2. Bode, C., Rogan, M. & J. Singh. 2019. Sustainable cross-sector collaboration: Building global platform for social impact. *Academy of Management Discoveries*, 5(4): 396-414.
3. 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.
4. 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.
5. Rogan, M. & L. Mors. 2017. Managerial networks and exploration in a professional service firm. *Organization Studies*, 38(2): 225-249.
6. 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.
7. Bode, C., Singh, J. & M. Rogan. 2015. Corporate social initiatives and employee retention. *Organization Science*, 26(6): 1702–1720.
8. Rogan, M. & H. Greve. 2015. Resource dependence dynamics: Partner reactions to mergers. *Organization Science*, 26(1): 239-255.
9. Rogan, M. & L. Mors. 2014. A network perspective on individual level ambidexterity in organizations. *Organization Science*, 25(6): 1860-1877.
10. Sorenson, O. & M. Rogan. 2014. (When) do organizations have social capital? *Annual Review of Sociology*, 40:12.1–12.20.
11. 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.
12. Rogan, M. & O. Sorenson. 2014. Picking a (poor) partner: A relational perspective on acquisitions. *Administrative Science Quarterly*, 59(2): 301–329.
13. 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.
14. 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.
15. 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

16. Borchhardt, G., Kovacs, B. & M. Rogan. Expertise, competitive overlap and partner choice. Working paper. Under review at *Strategic Management Journal*.
17. Paek, C., Guler, I. & M. Rogan. Are entrepreneurs better start-up investors? Entrepreneurial career imprints and investment performance. Revise and resubmit at *Organization Science*.

RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

18. Bode, C., Pamphile, V. & M. Rogan. The indirect strategic human capital benefits of corporate social engagement.
 - Nominated for Best Paper, *Strategic Management Society* Annual Conference, London 2020
19. Nurguzhina, M., Jung, H., Rogan, M. & A. Ter Wal. Self-affirmation and networking of female entrepreneurs.
20. Rogan, M. & C. Bode. Artificial intelligence v. human endorsement effects on hiring decisions of minority applicants.
21. Rogan, M. Social capital and competitive advantage.

OTHER WORKS

- Rogan, M. & Bode, C. 2022. Could engaging in corporate social impact work damage your career? *IB Knowledge*. February 7, 2022 <https://www.imperial.ac.uk/business-school/ib-knowledge/management/could-engaging-corporate-social-impact-work-damage-your-career>
- Bode, C., Singh, J. and Rogan, M. 2021. Using Corporate Social Initiatives to Build a Purpose-Driven Organisation, *INSEAD Knowledge*, November 16, 2021. <https://knowledge.insead.edu/responsibility/using-corporate-social-initiatives-to-build-a-purpose-driven-organisation-17681>
- Rogan, M. and ter Wal, A. 2021. Three Ways To Boost Your Network In A Hybrid World. *Forbes*, September 2, 2021. <https://www.forbes.com/sites/imperialinsights/2021/09/02/3-ways-to-boost-your-network-in-a-hybrid-world/>
- Rogan, M. and ter Wal, A. 2021. How to prepare your network for life after the pandemic. *IB Knowledge*. May 17, 2021 <https://www.imperial.ac.uk/business-school/ib-knowledge/many-minds/how-prepare-your-network-life-after-the-pandemic>
- Broyd, R., Rogan, M and A. ter Wal. 2021. Imperial Future Matters Webinar: Is coronavirus destroying your network? January 20, 2021. <https://www.imperial.ac.uk/business-school/executive-education/events/imperial-future-matters-webinar-coronavirus-destroying-your-network/>
- Rogan, M. and ter Wal, A. 2021. The importance of being a slacker. *The European*. April 1, 2021. <https://the-european.eu/story-23604/the-importance-of-being-a-slacker.html>
- Rogan, M. and ter Wal, A. 2021. How to find the time to get your (net)work done. *We Are the City*. March 2021. <https://wearthecity.com/how-to-find-the-time-to-get-your-network-done/>
- 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

Self-affirmation and networking of female entrepreneurs (w/ Nurguzhina, M.)

- Annual Meeting of the Academy of Management, August 2023

Artificial intelligence v. human endorsement effects on hiring decisions of minority applicants.

- INSEAD, Network Evolution Conference, Fontainebleau, France, November 2023
- Organizational Ecology Meeting (Nagymaros), University of Amsterdam, June 2023

The indirect strategic human capital benefits of corporate social engagement

- Wharton People & Organizations Conference, October 2022

Are entrepreneurs better start-up investors? Effects of entrepreneurial experience on investment performance.

- Strategic Management Society Annual Conference, September 2021
- Annual Meeting of the Academy of Management, August 2021

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

Are entrepreneurs better start-up investors? Entrepreneurial career imprints and investment performance

- Saïd Business School, University of Oxford, Oct 2022

The indirect strategic human capital benefits of corporate social engagement

- University College London, May 2022
- HEC Paris, May 2022

Expertise, competitive overlap and partner choice.

- USI Lugano, Nov 2021
- INSEAD Network Evolution Conference, Nov 2021
- HKUST Business School, Management Department Seminar Series, May 2021
- ESSEC, Management Department Seminar Series, April 2021
- London Business School, Strategy and Entrepreneurship Seminar Series, Nov 2020
- Bocconi University, Management and Technology Department Seminar Series, Oct 2020

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

- Imperial College Business School, January 2019
- 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 Business School, 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

- 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
- First faculty placement: Bocconi University

John Callaghan. Co-Chair, Imperial College

- Dissertation: Social Venture Growth and Survival
- Completion date, December 2023

Youthika Chauhan, Committee Member, UNC Chapel Hill

- Dissertation: Essays on social entrepreneurship in low- / low-middle-income countries
- Completion date, May 2021
- First placement: Post-doctoral Researcher, Gates Foundation

Tojin Eapen. Committee Member, UNC Chapel Hill

- Dissertation: Creativity, ideation and new product design
- Completion date, May 2020
- First faculty placement: University of Missouri-Columbia

Travis Howell. Committee Member, UNC Chapel Hill

- Dissertation: Founder dynamics
- Completion date, May 2020
- First faculty placement: UC Irvine

Deepak Jena. Committee Member, UNC Chapel Hill

- Dissertation: “Drug-hunting” by star scientists in the pharma industry
- Completion date, May 2019
- First faculty placement: India School of Business

Madina Nurguzina, Co-Chair, Imperial College

- Dissertation: Mentorship and networking behavior of female entrepreneurs

Catherine Paek. Committee Chair, UNC Chapel Hill

- Dissertation: Entrepreneurial identity and founder turnover
- Completion date, May 2022
- First faculty placement: Boise State

Brian S. Park. Committee Chair, INSEAD

- Dissertation: Organizational accidents
- Completion date, June 2016
- First faculty placement: Georgia State

Aleksandra Rebeka. Committee Member, UNC Chapel Hill

- Dissertation: Role of mental representations in decision making
- Completion date, May 2017
- First faculty placement: Tulane University

Shirish Sundaresan. Committee Member, UNC Chapel Hill

- Dissertation: Adoption of Innovations: The Effects of Complexity
- Completion date, May 2021
- First faculty placement: Georgia State

COURSE DEVELOPMENT, DIRECTION AND TEACHING

Imperial College Business School

- Academic Director, MSc Innovation, Entrepreneurship & Management (Full time, pre-experience, ~100 students)
- Innovation & Entrepreneurship core course (FTMBA, Weekend MBA, Saudi Aramco MBA)
- Innovation Management core course (MSc Management)
- Personal Innovation Development (MSc Innovation, Entrepreneurship and Management)
- Capstone Consulting Project Module (Weekend MBA)
- Socialisation into Research Seminar, 2021 (MRes/PhD)

Imperial College Executive Education

- Imperial Future Matters Webinar: Is coronavirus destroying your network?
- Client-specific Webinar: Developing your network to drive innovation
- Client-specific Webinar: Digital transformation and community
- Client-specific Programme: Leading Innovation

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

- Building Social Capital for Change, Leading Change Program
- Leveraging Social Capital, Women in Business Program

INSEAD Graduate Degree Programs

- Corporate Entrepreneurship (Developed new elective)
- Entrepreneurial Field Studies
- INSEAD-Sorbonne Business Foundations Certificate
- 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
- Faculty and Program Director: INSEAD-Princess Nourah University Pioneering Executive Leadership Programme (Multi-module Year Long Executive Leadership Programme for women in Saudi Arabia)
- Faculty and Program Director: INSEAD Social Entrepreneurship Program

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

Senior Editor, *Organization Science* (2022-)

Associate Editor, *Management Science*, Organizations Department (2017-2022)

Editorial Board Member, *Organization Science* (2017-2022), *Strategic Management Journal* (2019-), *Strategy Science* (2022-)

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:

- Management & Entrepreneurship Conversations, Imperial College Business School Conference, June 2023 (co-organizer)
- Strategic Management Society Annual Conference 2022, London, Theme Track Co-Chair: "The Future of Work in Open Organizations"
- 6th Annual Economic Sociology Conference (co-hosted by UNC Chapel Hill and Duke University) (2018)
- Annual Organizational Ecology Meeting (2016)
- INSEAD Doriot Entrepreneurship Conference (2015) (Founding organizer)
- INSEAD Entrepreneurship Forum (2015)
- INSEAD Network Evolution Conference (2008-2014)

Invited discussant:

- INSEAD Doriot Entrepreneurship Conference, France, 2022
- INSEAD Network Evolution Conference, Fontainebleau, France, 2018, 2021, 2023
- Strategy, Innovation and Entrepreneurship Workshop, May 2021

Member of the Academy of Management and Strategic Management Society

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 – B1), Japanese (basic)

Last updated January 22, 2024