# ULYA TSOLMON

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Isenberg School of Management
University of Massachusetts
Amherst, MA 01003

## ACADEMIC EMPLOYMENT

**University of Massachusetts - Amherst, Isenberg School of Management** 2024-Present
Associate Professor of Strategy (Management Department)

**Washington University in St. Louis, Olin Business School** 2015-2024
Assistant Professor of Strategy (Strategy and Entrepreneurship Group)

## EDUCATION

**Duke University, The Fuqua School of Business** 2015
Ph.D. in Business Administration (Strategy)

*Committee*: Will Mitchell (co-chair), Sharon Belenzon (co-chair), Ashish Arora, Ronnie Chatterji, Russ Coff
*Awards:* 2016 Winner of the Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, the Academy of Management

**Brigham Young University**
Master of Public Policy (Economics and Research Methods emphasis)

**Brigham Young University, The Marriott School of Management**
Master of Organizational Behavior (joint with M.A. in International and Area Studies)

**Brigham Young University - Hawaii**
B.Sc. in International Business Management (Economics minor)

## RESEARCH AREAS

My research lies at the intersection of corporate strategy and the managerial labor market, focusing on how organizations shape and allocate managerial human capital.

## PUBLICATIONS

[1] Du, T. and U. Tsolmon. 2026. "Post-M&A Retention of Top Managers: The Role of Structural Knowledge." *Organization Science,* 37(3): 942–968. https://doi.org/10.1287/orsc.2024.18686

- Best Paper, STR Division of the Academy of Management 2023

[2] Tsolmon, U. 2024. "The Role of Information in the Gender Gap in the Market for Top Managers: Evidence from a Quasi-Experiment." *Strategic Management Journal*, 45(4): 680-715. https://doi.org/10.1002/smj.3563

- Distinguished Paper Award, the Strategic Management Division of the Academy of Management 2022
- Best Paper, STR Division of the Academy of Management 2022

[3] Tsolmon, U. and D. Ariely. 2022. "Health Insurance Benefits as a Labor Market Friction: Evidence from a Quasi-Experiment." *Strategic Management Journal,* 43(8): 1556-1574. http://dx.doi.org/10.1002/smj.3378

[4] Belenzon, S. and U. Tsolmon. 2016. "Market Frictions and Competitive Advantage of Internal Labor Markets." *Strategic Management Journal,* 37(7): 1280-1303. https://doi.org/10.1002/smj.2395

[5] Fabrizio, K. and U. Tsolmon. 2014. "An Empirical Examination of the Pro-Cyclicality of R&D Investment and Innovation." *The Review of Economics and Statistics,* 96(4): 662-675. http://dx.doi.org/10.1162/rest_a_00412

- Replicated successfully in *van Ophem, H., van Giersbergen, N., van Garderen, K. J., & Bun, M. (2019). The cyclicality of R&D investment revisited. Journal of Applied Econometrics, 34(2): 315-324.*

[6] Tsolmon, U. 2005. "Strategic Restructuring for Non-Profit Organizations: Mergers, Integrations, and Alliances." Invited Book Review. *The Academy of Management Review*, 30: 643-645.

## WORKING PAPERS & PROJECTS

[7] *Market Frictions and Managing Multi-Unit Firms: The Role of Trusted Managers*

- Revise & Resubmit

[8] *Organizational Barriers to Promotions of Women Managers: Role of Internal Structure* (with Tingyu Du)

- Revise & Resubmit

[9] *Best of Both Worlds: The Advantages of Hybrid CEOs in Multi-Unit Firms* (with Tingyu Du)

- Under review

[10] *Corporate Advantage from Human Capital Redeployment: A Revised Logic* (with Rocio Bonet and Tim Folta)

- Under review

[11] *Identity-Governance Arbitrage in For-Profit Acquisition of Religious Hospitals* (with Inna Smirnova, draft)

[12] *Layoffs and Firm Performance* (with Ritasha, data analysis stage)

[13] *AI and Managerial Decision-Making* (with Ritasha and Patel Gbedjemaiho, data analysis stage)

[14] *Why the Gap Persists at the Top: A Judgment-Based Theory of Leadership Inequality* (draft stage)

## RECENT COMPETITIVE AND INVITED PRESENTATIONS

CCC 2026 Discussant, Bocconi, Milan, June 2026

Chile Strategy Conference, Santiago, December 2025

Strategy Science Conference, Barcelona, June 2025

Academy of Management Paper sessions (STR), Chicago, August 2024

Corporate Strategy and Innovation Conference, the Wharton School, December 2023

SMS Conference, Toronto, September 2023

People and Organizations Conference, the Wharton School, September 2023

Academy of Management Paper sessions (STR), Boston, August 2023

Academy of Management PDW Co-Organizer, Boston, August 2023

Academy of Management STR Doctoral Consortium Faculty Panelist, Boston, August 2023

Strategy Science Conference, Munich, June 2023

AOM STR Virtual Symposium on Strategic Human Capital, February 2023

INSEAD Entrepreneurship and Family Enterprises Seminar, December 2022

HEC Paris, MHR Department Seminar Series, December 2022

Corporate Strategy and Innovation Conference, the Wharton School, December 2022

People and Organizations Conference, the Wharton School, October 2022

SMS Conference, London, September 2022

SMS Special Conference Panelist, Madrid, September 2022

Academy of Management Paper sessions (STR), Seattle, Washington, August 2022

SMS Special Conference, Milan, June 2022

14th Sumantra Ghoshal Strategy Conference, London Business School, May 2022

## TEACHING

*Doctoral Seminar in Innovation and Entrepreneurship* (Management Department, Isenberg School of Management) Spring 2026

*Doctoral Seminar in Organizational Theory* (Management Department, Isenberg School of Management) Spring 2025

*MGMT 494BI: Business Policy and Strategy* (required undergraduate capstone course, Isenberg School of Management): Spring 2025, Fall 2025

*Management 100: Individual in a Managerial Environment* (required undergraduate management course, Olin Business School, WashU): 2015- 2024

*Doctoral Seminar in Strategic Human Capital and Research Process* (Strategy and Entrepreneurship Group, Olin Business School, WashU) Spring 2020

*Executive MBA Foundations of Strategy* (Fuqua School of Business, Duke University): 2014

## STUDENT ADVISING

*PhD Advisor (UMASS Strategy):* 2024-Present
Ritasha, 2nd year PhD student in Strategy

*PhD Dissertation Committee* (UCLA Strategy): 2024
Tingyu Du, first placement- Assistant Professor at Cal Poly in San Luis Obispo

*PhD Dissertation Committee* (Olin Business School): 2018
Leo Kluppel, first placement- Assistant Professor of Strategy at the Ohio State University

*Mentoring into PhD program* (Olin Business School): 2016, 2017
Mentored undergraduate students on a research project and prepared for a PhD program in strategy. Placement: UCLA Strategy PhD program.

## PROFESSIONAL SERVICE

Editorial Review Board, Strategic Management Journal (since 2017)

Editorial Review Board, Organization Science (since 2022)

Chair, Knowledge and Innovation Interest Group, Strategic Management Society 2026-2027 (elected)

Program Chair, Knowledge and Innovation Interest Group, Strategic Management Society 2025-2026 (elected)

Associate Program Chair, Knowledge and Innovation Interest Group, Strategic Management Society 2024-2025 (elected)

Research Committee Member, the STR Division at the AoM, 2023-2026 (elected)

Membership Engagement Officer for the Strategic Human Capital Interest Group, Strategic Management Society 2019-2023

- Initiated and established the IG's successful Mentoring Programs for pre-tenure faculty and doctoral students. I ran the programs for 4 years.
- Received an Outstanding Service Award from the Strategic Management Society

Rep-at-Large for the Strategic Human Capital Interest Group, Strategic Management Society (elected)

Founder and Organizer, Women in Strategy and Entrepreneurship (WiSER) Conference

- 2019, Washington University in St. Louis
- 2024, University of Wisconsin-Madison

Faculty Mentor at CCC 2022 (Toronto) and CCC 2025 (Boston) (invited)

Coordinator for CCC 2020-2021 Virtual Brownbags

Reviewing for Strategic Management Journal, Management Science, Organization Science, Strategy Science, Research Policy, The Review of Economics and Statistics, Academy of Management Journal, Academy of Management Review

Seminar Series Coordinator for the Strategy and Entrepreneurship Group at WashU: 2016-1017; 2018-2019; 2021-2022; 2022-2023

Search Committee Member, Strategy and Entrepreneurship Group at WashU: 2016-2018

Doctoral Admissions Committee Member, Strategy and Entrepreneurship Group at WashU: 2015-2022

Search Committee Member, Management Department, Isenberg School of Management at UMASS: 2024

Research Working Group, Management Department, Isenberg School of Management at UMASS: 2024-2025

Seminar Series Coordinator for the Management Department at UMass: 2024-2025; 2025-2026

ADVANCE Faculty Fellow at UMass: 2025-2026

Innovation Research Working Group Coordinator, Management Department, Isenberg School of Management at UMASS: 2025-2026

Master Certified Academic Coach and Mentor

## AWARDS AND HONORS

Outstanding Service Award from the Strategic Management Society for the work as the Membership Engagement Officer, 2023

Best Paper Award, the Strategic Management Division, the Academy of Management, 2023

Distinguished Paper Award, the Strategic Management Division, the Academy of Management, 2022

Best Reviewer Award, Competitive Strategy IG, the Strategic Management Society, 2022

Winner of the 2016 Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, Academy of Management BPS Division

Olin Award Finalist, Washington University in St. Louis, 2018

## REFERENCES

**Sharon Belenzon**
Fuqua School of Business, Duke University
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**Ronnie Chatterji**
Fuqua School of Business, Duke University
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**Ashish Arora**
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**Russell W. Coff**
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