

RACHELLE C. SAMPSON

RH Smith School of Business
 University of Maryland
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ACADEMIC POSITIONS

UNIVERSITY OF MARYLAND, SMITH SCHOOL OF BUSINESS

Associate Professor (with tenure), 2010-present
 Assistant Professor, 2004-2010

GEORGETOWN UNIVERSITY, McDONOUGH SCHOOL OF BUSINESS

Senior Policy Scholar, Center for Business and Public Policy, 2018-present
 Visiting Associate Professor, 2017-18

NEW YORK UNIVERSITY, STERN SCHOOL OF BUSINESS

Assistant Professor, 1999-2004

EDUCATION

UNIVERSITY OF MICHIGAN, ANN ARBOR

School of Business Administration
 Ph.D., Business Administration, Dec. 1999

QUEENSLAND UNIVERSITY OF TECHNOLOGY, AUSTRALIA

School of Law
 Bachelor of Laws (JD equivalent), *Cum Laude*, Dec. 1992
 Admitted to the Australian Bar: February 1994

QUEENSLAND UNIVERSITY OF TECHNOLOGY, AUSTRALIA

School of Business Administration
 Bachelor of Business, Accounting, Dec. 1992

PUBLICATIONS**

Sampson, Rachele C. and Yuan Shi. (2020) "Are US firms becoming more short-term oriented? Evidence of shifting firm time horizons from implied discount rates, 1980-2013." *Strategic Management Journal* 1-33.

Media mentions:

- *McKinsey Quarterly* (15 November 2019): ["Five ways that ESG creates value."](#)
- *Pacific Standard* (12 June 2018): ["Is our focus on quarterly earnings hurting the economy?"](#)
- *Harvard Business Review* (13 December 2017): ["The Real Reasons Companies are so Focused on the Short Term."](#)
- *Bloomberg* (7 October 2016): ["Maybe Companies Aren't Too Focused on the Short Term."](#)
- *Vox* (3 October 2016): ["Short-term thinking in corporate America is strangling the economy."](#)

**Authorship order is alphabetical on all papers.

- Sampson, Rachelle C. and Yuan Shi. (2018) “Are Investor Time Horizons Shortening?” *Seattle University Law Review* 41(2):543-550.
- Sampson, Rachelle C. and Y. Maggie Zhou. (2018) “Public vs. Private Firms: Energy Efficiency, Toxic Emissions and Abatement Spending.” *Advances in Strategic Management: Sustainability, Stakeholder Governance and Corporate Social Responsibility* 38:37-68.
- Ryall, Michael D. and Rachelle C. Sampson. (2017) “Contract Structure for Joint Production: Risk and Ambiguity under Compensatory Damages.” *Management Science* 63(4):1232-53.
- Oxley, Joanne, Rachelle C. Sampson and Brian Silverman. (2009) “Arms Race or Détente? How Inter-firm Alliance Announcements Change the Stock Market Valuation of Rivals.” *Management Science* 55(8): 1321-37.
- Ryall, Michael D. and Rachelle C. Sampson. (2009) “Formal Contracts in the Presence of Relational Enforcement Mechanisms: Evidence from Technology Development Contracts.” *Management Science* 55(6): 906-25.
- Sampson, Rachelle C. (2007) “R&D Alliances & Firm Performance: The Impact of Technological Diversity and Alliance Organization on Innovation.” *Academy of Management Journal* 50(2): 364-86.
- Research profiled in “Maximizing Innovation in Alliances,” *MIT Sloan Management Review* (2004) 46(1):5-6.
- Sampson, Rachelle C. (2005) “Experience Effects and Collaborative Returns in R&D Alliances.” *Strategic Management Journal* 26(11): 1009-31.
- Sampson, Rachelle C. (2004) “The Cost of Misaligned Governance in R&D Alliances.” *Journal of Law, Economics and Organization* 20(2): 484-526.
- Sampson, Rachelle C. (2004) “Organizational Choice in R&D Alliances: Knowledge Based and Transaction Cost Perspectives.” *Managerial and Decision Economics* 25: 421-36.
- Oxley, Joanne E. and Rachelle C. Sampson. (2004) “The Scope and Governance of International R&D Alliances.” *Strategic Management Journal* 25(8-9): 723-49.
- Sampson, Rachelle C. (2003) “The Role of Lawyers in Strategic Alliances.” *Case Western Reserve Law Review* 53: 909-927.
- Mutti, Jack, Rachelle C. Sampson and Bernard Yeung. (2000) “The Effects of the Uruguay Round: Empirical Evidence from US Industry.” *Contemporary Economic Policy* 18(1): 59-69.

REFEREED CONFERENCE PROCEEDINGS

- Sampson, Rachelle C. & Y. Maggie Zhou. (2015) “Public vs. Private Firms: Energy Efficiency, Toxic Emissions & Abatement Spending.” *Academy of Management Best Paper Proceedings*.
- Sampson, Rachelle C. (2002) “Experience, Learning and Collaborative Returns in R&D Alliances.” *Academy of Management Best Paper Proceedings*.

BOOK CHAPTERS

Ryall, Michael D. and Rachele C. Sampson (2006) “Do Prior Alliances Influence Contract Structure?” in A. Arino & J.J. Reuer (eds) *Strategic Alliances: Governance and Contracts*. London: Palgrave Macmillan.

OTHER MEDIA

Sampson, Rachele C. & Nathan Barrymore. “[If Black Lives Matter, Transform Your Leadership Team](#),” *The Hill*, 3 September 2020.

Sampson, Rachele C. & Witold J. Henisz. “[Redesigning Management Education for the Long Term](#),” *Stanford Social Innovation Review*, 25 September 2018.

Media mentions:

- *Forbes* (23 January 2019) “[A New Way to Teach Management](#).”

Sampson, Rachele C. “[What Buffett and Dimon get right and wrong on short-sighted finance](#),” *The Hill*, 13 June 2018.

Sampson, Rachele C. & Yuan Shi. “[Is Corporate Short-termism on the Rise in the U.S.?](#)” *The CLS Blue Sky Blog* (Columbia Law School Blog on Corporations and the Capital Markets), 18 October 2017.

Sampson, Rachele C. “[Short-term thinking in corporate America is strangling the economy](#),” *Vox.com*, 3 October 2016.

WORKING PAPERS

Corredoira, Rafael, Brent Goldfarb, Rachele C. Sampson and Yuan Shi. “The Changing Nature of Firm R&D: Short-termism and Technological Influence of US Firms.”

Barrymore, Nathan and Rachele C. Sampson. “ESG Performance and Labor Productivity: Exploring whether and when ESG affects firm performance.” Under review.

Goldfarb, Brent, Rachele C. Sampson and Arvids Ziedonis. “Technology Licensing Meets the Real World.”

WORK IN PROGRESS

Sampson, Rachele C. & Yuan Shi. “Short-termism Across Global Financial Markets.”

Sampson, Rachele C. & Kenny Nguyen. “The Role of Traits & Experience for Top Management Time Horizons.”

Sampson, Rachele C. “Firm Time Horizons and ESG Performance.”

INVITED & REFEREED PRESENTATIONS

2021

- London Business School
- International Forum on Consciousness: Consciousness of Connection - Awakening from Despair to Awe, BioPharmaceutical Technology Center Institute, invited speaker: Madison, WI

2020 (all canceled, deferred or online)

- International Forum on Consciousness: Consciousness of Connection - Awakening from Despair to Awe, BioPharmaceutical Technology Center Institute, invited speaker: Madison, WI (postponed to 2021)
- Alliance for Research on Corporate Sustainability, Annual Meeting: Milan, Italy
- Academy of Management, Annual Meeting: Vancouver, Canada
- TruValue Labs, ESG Investing Forum, invited speaker: New York, NY
- Strategic Management Society, Annual Meeting: London, UK

2019

- Moving the Market Symposium, Sustainability Accounting Standards Board (SASB), invited Research Spotlight: Fordham Law School, NY
- University of Minnesota, Carlson School of Business
- Rutgers Business School
- Utah/BYU Winter Strategy Conference, invited plenary
- Bank of America, The ROI of ESG Workshop, invited keynote: Washington, DC
- TruValue Labs, ESG Investing Forum, invited speaker: New York, NY

2018

- Aspen Institute, Art of the Corporate-Investor ESG Conversation Workshop, invited speaker: New York, NY
- Duke University, Fuqua School of Business
- Washington University, Olin School of Business
- University of Virginia, Darden School of Business
- Harvard Business School
- Alliance for Research on Corporate Sustainability (ARCS) Annual Meeting: MIT
- Academy of Management Annual Meeting: Chicago, IL

2017

- Berle IX Conference on Investor Time Horizons

2016

- Boston University, Questrom School of Management
- University of Pennsylvania, Wharton School
- Georgetown University, McDonough School of Business
- Academy of Management Annual Meeting: Anaheim, CA

2011

- University of Toronto, Rotman School of Management
- University of Michigan, Ross School of Business

2010

- Boston University, School of Management
- Fulbright Program, Hong Kong America Center

2008

- Duke University, Fuqua School of Business

- 2007
- Keynote speaker, Strategic and Operational Portfolio Management Annual Conference, Product Development Management Association, Clearwater, FL.
- 2006
- Academy of Management Annual Meeting, PDW on Creating Value Through Alliances, Atlanta, GA
- 2005
- Temple University, Fox School of Business and Management
 - IESE Business School, Barcelona, Conference on Strategic Alliances: Governance and Contracts
 - Academy of Management Annual Meeting: Honolulu, HI
- 2004
- Winter Strategy Conference, BYU-University of Utah
 - University of Pennsylvania, Wharton School, Department of Legal Studies
 - University of Maryland, Smith School of Business
 - International Society for New Institutional Economics (ISNIE) Annual Meeting: Tucson, AZ.
- 2003
- US Department of Justice, Antitrust Division
 - University of Pennsylvania, Wharton School
 - Ohio State University, Fisher Conference on Strategic Alliances
 - Strategy Research Forum, Washington University, St. Louis, MO.
 - Organization Science Fall Conference, Philadelphia, PA.
- 2002
- Case Western Reserve University Law School, George A. Leet Business Law Symposium (keynote speaker)
 - NBER conference on Corporate Alliances
 - International Society for New Institutional Economics (ISNIE) Annual Meeting: Cambridge, MA.
 - Academy of Management Annual Meeting: Denver, CO
 - Academy of International Business Annual Meeting: Phoenix, AZ
- 2001
- National Bureau of Economic Research
 - Columbia Law School, Colloquium on Theory in Law & Finance
 - Harvard Business School
 - University of California, Berkeley, Haas School of Business
 - University of Melbourne Business School
 - Queensland University of Technology, School of Business
 - Texas A&M University, Mays Business School
 - Duke University, Fuqua School of Business
 - IMD, Switzerland, Conference on Cooperative Strategies and Alliances
 - Strategy Research Forum, Northwestern University
- 2000
- Academy of International Business Annual Meeting: Phoenix, AZ
 - Academy of Management Annual Meeting: Toronto, Canada
- 1999
- Georgetown University, McDonough School of Business
 - Washington University, Olin School of Business
 - New York University, Stern School of Business

- University of Pennsylvania, Wharton School
- University of Minnesota, Carlson School of Business
- University of Maryland, Smith School of Business
- Ohio State University, Fisher School of Business
- University of Texas at Austin, McCombs School of Business
- Academy of Management Annual Meeting: Chicago, IL
- Western Economic Association Annual Meeting: San Diego, CA

TEACHING EXPERIENCE

MBA

University of Maryland, Smith School of Business

‘Managerial Economics’ Core MBA course on firm economics, 2004-present.

- Average evaluation: 3.9 out of 4
- Winner, Krowe Award for Teaching Excellence (2008, 2015, 2019)
- Nominated for the Krowe Award for Teaching Excellence (numerous years)
- Distinguished Teaching Award (2015, 2016, 2017, 2018, 2019, 2020)
- Top 15% Teaching Award (2005, 2007, 2008, 2009, 2010, 2011, 2013)
- Awarded “Most Effective Core Professor” by MBA students (2015, 2016, 2017, 2018)
- Listed in Poets & Quants, ‘Favorite Business School MBA Professors’ (2016)

University of Maryland, Smith School of Business

‘Sustainability: Economics & Strategy’ Elective MBA course on sustainability in business, 2008-2017. Fully **online** version developed/taught in 2017, 2021.

- Average evaluation: 4.94 out of 5
- Distinguished Teaching Award (2015, 2016, 2017)
- Top 15% Teaching Award (2008, 2009, 2010, 2011, 2013)

Georgetown University, McDonough School of Business

‘Firm Analysis & Strategy’ Core MBA course on firm economics and strategy, 2017-2018.

- Average evaluation: 4.8 out of 5

New York University, Stern School of Business

‘Corporate Strategy Analysis’ Core MBA strategy course, 2002-2004.

- Average evaluation: 6.1 out of 7

New York University, Stern School of Business

‘Multinational Business Management’ Bracket-core MBA course on international strategy and political economy, 1999-2004.

- Average evaluation: 6.4 out of 7

EXECUTIVE EDUCATION

University of Maryland, Smith School of Business

‘Sustainability & Strategy’ Short program on firm sustainability, 2011.

Motorola Broadband, Finance Group

‘International Business’ Seminar on international expansion at Motorola, 2005.

New York Times, Strategic Planning Group
'Managing Strategic Alliances' Multi-day seminar on contracting and managing alliances for senior management at the New York Times, 2002.

UNDERGRADUATE

University of Maryland, School of Business
'Sustainability Solutions: Business Lab' Honors course on developing start-ups to solve sustainability related problems, 2015.

- Average evaluation: 3.96 out of 4

University of Michigan, School of Business Administration

'The World Economy' Global business environment course for BBA students, 1997.

- Average evaluation: 4.6 out of 5

DOCTORAL

University of Maryland, Smith School of Business

'Industrial Organization Economics: Applications to Strategy' 2019-present.

- Average evaluation: 4.0 out of 4

University of Maryland, Smith School of Business

'Organizational Economics for Strategy' 2012-2016.

- Average evaluation: 4.0 out of 4

University of Maryland

Guest classes and special topic classes in multiple departments, including Logistics, Business & Public Policy, Management & Organization, Geography, Fall 2008-present

MISCELLANEOUS

University of Maryland

Numerous programs both for faculty development and students within the business school and across campus on **sustainability and firm strategy**, Fall 2008-present

DOCTORAL THESIS COMMITTEES

Nathan Barrymore (Managerial Economics, University of Maryland) "How Top Management and Investors Shape Environmental Performance and Reporting." In progress.

Roxanne Jaffe (Managerial Economics, University of Maryland), "Competition, Firm Financial Condition and Location Strategy." In progress.

R. Anthony Gibbs (Management, University of Maryland), "Individual-level Effects of Earnings Management on Strategic Change." In progress.

Yuan Shi (Management, University of Maryland), "Essays on the Consequences of Market Democratization." Placement: Assistant Professor, Cornell University.

Mahka Moeen, (Management, University of Maryland), "Reconfiguration Strategies for Entrepreneurial Entry and Creation of New Industries." Placement: Assistant Professor, University of South Carolina.

Daniel Malther, (Management, University of Maryland), “Status Spillovers, Identity Creation and Professional Success.” Placement: Assistant Professor, Harvard Business School.

Susan Perkins (Management and Economics, NYU), “Using Experience to Build Market Specific Knowledge: Evidence from the Brazilian Telecommunications Industry.” Placement: Assistant Professor, Northwestern University.

Minyuan Zhao (Economics, NYU), “Essays on Multinational Research and Development.” Placement: Assistant Professor, University of Minnesota.

Robert Salomon (Management and International Business, NYU), “Spillovers from Foreign Market Participation: Assessing the Impact of Exporting and Firm Heterogeneity on Innovative Outcomes.” Placement: Assistant Professor, University of Southern California.

HONORS & AWARDS

2018	PwC Inquires Grant (\$20,000)
2008, 2015 & 2019	Krowe Award for Teaching Excellence, University of Maryland
2015, 2016, 2017, 2018, 2019 & 2020	Distinguished Teaching Award, University of Maryland
2015, 2016, 2017 & 2018 2012	Voted “Most Effective Core Professor” by MBA students Distinguished PhD Alumni Award, University of Michigan (single award given annually to a PhD graduate of the business school)
2015-present	Chief Operating Officer, Strategy Research Initiative (elected)
2005	General Research Board Research Award, University of Maryland
2003	Faculty Research Grant, New York University
2000	Solomon Center Faculty Research Grant, New York University
Numerous	Top 15% Teaching Award, University of Maryland

EDITORIAL & REFEREEING ACTIVITIES

Editorial Positions:

Management Science, Associate Editor, Business Strategy (2017-present)

Editorial Boards:

Strategic Management Journal (2011-present)

Organization Science (2008-2016)

Ad hoc referee:

Management Science, *Administrative Science Quarterly*, *American Sociological Review*, *Journal of Economic Behavior and Organization*, *Journal of Law, Economics and Organization*, *Academy of Management Journal*, *Journal of Economics and Management Strategy*, *Research Policy*, *Journal of International Business Studies*, *National Science Foundation*, *INFORMS Dissertation Competitions*

PROFESSIONAL SERVICE

RH Smith School of Business, University of Maryland

2021-present	Merit Review Committee for Assistant Professors
2020	College Review Committee for Promotion & Tenure
2019-present	Faculty Council (elected committee for faculty governance)
2016-2020	PhD Oversight Committee
2015-2016	Chair, Teaching Enhancement Committee
2015-2016	Chair, Faculty Search Committee, LBPP Department
2015-2017	Academic Director, Managerial Economics PhD Program
2014, 2015	College Review Committees for Promotion & Tenure
2013-2015	Teaching Enhancement Committee
2010-2011	Chair, Faculty Search Committee, LBPP Department
2009-2011	Faculty Council
2009	Krowe Award for Teaching Excellence Committee
2008, 2009	Faculty Merit Review Committee
2004-2017	Co-Organizer, Cross Disciplinary Strategy Seminar
2010-2011	PhD Curriculum Task Force
Numerous	Area Review Committees for Promotion & Tenure
Numerous	Faculty Search Committee, LBPP Department

McDonough School of Business, Georgetown University

2017-2018	Social Enterprise Initiative Advisory Committee
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University of Maryland

2010-2011	Sustainability Working Group, University of Maryland (university-wide committee to establish an undergraduate program in sustainability)
2009-2017	Faculty Mentor, Facilitator and Resource Expert, “Chesapeake Project,” Initiative and annual workshop to increase sustainability throughout the curriculum (http://www.sustainability.umd.edu/education-research/chesapeake-project)
Numerous	Panelist & Coordinator for Social Enterprise Symposium Conference (annual university-wide conference on social enterprise & sustainability)
Numerous	Panelist and faculty member for student run organization on environmental sustainability (Net Impact)

New York University

Numerous	Faculty recruiting committees
Numerous	Panel moderators and faculty membership in student run organization on women in business (e.g., Stern Women in Business)

External

2015-2018	Chief Operating Officer, Strategy Research Initiative (http://strategyresearch.net/)
2015	Co-organizer, Annual Meeting of the Strategy Research Initiative, New York, NY
2010	Co-organizer, Annual Meeting of the Strategy Research Initiative, Annapolis, MD
2010	Co-organizer, PDW on Quality in Strategy Research, Academy of Management Annual Meeting, Montreal, Canada
2006-2008	BPS Executive Committee (elected), Academy of Management
2004-2005	BPS Research Committee (elected), Academy of Management
Numerous	Co-organizer, Annual Meeting of the Strategy Research Initiative, Annapolis, MD
Numerous	Co-Organizer, Strategy Research Forum

Numerous Academy of Management, Coordinator & Panelist, Consortia for Junior Faculty /
Doctoral Students / New Doctoral Students
Numerous Academy of Management, INFORMS & Academy of International Business, Reviewer
for Dissertation Competitions

OTHER PROFESSIONAL EXPERIENCE

1992-1994 Consultant, Ernst & Young
Brisbane, Australia
1990-1991 Attorney, Corrs Chambers Westgarth
Brisbane, Australia
1989-1990 Law Clerk, Public Defenders Office
Brisbane, Australia