Timothy Gubler

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Academic Appointments

2019 –	**Assistant Professor of Strategy**, Marriott School of Business, Brigham Young University
2015 – 2019	**Assistant Professor of Management**, School of Business, University of California, Riverside

Education

2015 **Ph.D. in Strategy**, Washington University in St. Louis, St. Louis, MO. (2010 - 2015)
Dissertation: *The Role of Social Structure and Financial Incentives in Individual and Organizational Performance*
**Winner: *Robert J. Litschert Award* for Best BPS Doctoral Student Paper, Academy of Management 2015
Committee: Lamar Pierce (chair), Todd Zenger, Nick Argyres, Dan Elfenbein, and Adina Sterling

2013 **M.S. in Business Administration**, Washington University in St. Louis, St. Louis, MO.

2008 **B.A. in Economics**, Brigham Young University, Provo, UT.

Top Academic Journal Publications

1. Gubler, Timothy and Ryan Cooper *(2019)*. "Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions," *The Strategic Management Journal*, 40(13): 2287-2314.

2. Gubler, Timothy *(2019)*. "Connected, but Qualified? Social Affiliations, Human Capital, and Service Professional Performance," *Organization Science*, 30(5), 912-936.
**Winner of *Sumantra Ghoshal Best Paper Award*, BPS Division, Academy of Management, 2017
**Previous Title: "When Social Capital Hurts: The Role of Human Capital Experience and Fit"

3. Gubler, Timothy, Ian Larkin, and Lamar Pierce (2018). "Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity," *Management Science*, 64(11): 4967-4987.

4. Gubler, Timothy, Ian Larkin, and Lamar Pierce (2016). "Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment," *Organization Science*, 27(2): 286-303.

5. Gubler, Timothy, and Lamar Pierce (2014). "Healthy, Wealthy, and Wise: Retirement Planning Predicts Employee Health Improvements," *Psychological Science*, 25(9): 1822-1830.

Working Papers

6. "Anchoring on Historical Round Number Reference Points: Expert Experience Corrects for Pricing Bias While Market Forces Do Not" (with Scott Wiltermuth and Lamar Pierce). *Revision requested at Organization Science*. Available on SSRN and ResearchGate.

7. "Employee Dilemmas from Competing Organizational Objectives: Insights from Emergency Medical Services" (with Haibo Liu and Alexandru Roman). *Under Review at the Strategic Management Journal*. Available on SSRN and ResearchGate.

8. "Combining Individual and Firm-level Human Capital Resources: The Creation and Performance Benefits of Human Capital Alignment" (with Ryan Cooper and David Kryscynski). *Revising for submission*. Available on SSRN.

9. "Specialized Human Capital in Professional Services: Task Specificity and Firm Performance" (with Ryan Cooper). *Working paper*.

Proceedings, Book Chapters, and Other Publications

10. Cooper, Ryan, and Timothy Gubler (2020). "Specialized Human Capital in Professional Services: Task Specificity and Firm Performance," *Proceedings of the Eightieth Annual Meeting of the Academy of Management*, ed. Guclu Antinc.

11. Gubler, Timothy (2017). "Connected, but Qualified? Social Affiliations, Human Capital, and Service Professional Performance," *Proceedings of the Seventy-seventh Annual Meeting of the Academy of Management*, ed. Guclu Atinc.

12. Gubler, Timothy (2015). "Social Affiliations and Performance of Experts in Organizations," *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*, ed. John Humphreys.

13. Zenger, Todd, and Timothy Gubler (2013). "Agency Problems," *Palgrave Encyclopedia of Strategic Management*, eds. David Teece and Mie Augier. Palgrave Macmillan.

14. Nickerson, Jackson, Timothy Gubler, and Kurt Dirks (2013). "Trust and the Economic Theory of the Firm" in *Handbook of Advances in Trust Research*, eds. Aks Zaheer and Reinhard Bachman. Edward Elgar (Cheltenham).

15. Butler, Richard J., William G. Johnson, and Timothy Gubler (2009). "Economic Burden" in *Work and Cancer Survivors*, ed. Michael Feuerstein. New York: Springer.

Works in Progress. (Data Collected, But Not Yet Full Working Papers)

"Social Affiliations, Ethical Dilemmas, and Mortgage Risk in Utah." (with Lamar Pierce). *Data analysis stage. Initial results completed.*

"Coping with Tragedy: EMS Team Productivity Following Encounters with Death" (with Alexandru Roman and Haibo Liu). *Data analysis stage. Initial results completed.*

"How Badges and Awards Influence Contributor Reputation and Performance: Evidence from Stack Overflow" (with Inna Smirnova). *Data analysis stage. Early results completed.*

"Organizational Structure, Incentives, Sorting, and Emergency Medical Service Crew Performance" (with Alexandru Roman and Haibo Liu). *Some data gathered. Data collection stage.*

"Human Capital, Discrimination, and Federal Workers: A Big Data Approach" (with Joe Raffiee and Ryan Cooper). *Data gathered. Data analysis stage*

"Social Comparisons, Death, and Federal Workers" (with Joe Raffiee). *Data gathered. Data analysis stage*

"The Evolution and Growth of Silicon Slopes in Utah: A Human Capital Story." (with David Kryscynski, Shad Morris, Troy Nielson, and Jim Oldroyd). *Some data gathered. Data collection stage*

Teaching Cases

Baadsgaard, John, Timothy Gubler, and James Oldroyd. (2020). "Cutting out the MIDDLEMAN? Homie and the Residential Real Estate Industry in 2020." Brigham Young University. Provo, UT.

Conference Presentations

"Combining Individual and Firm-level Human Capital Resources: The Creation and Performance Benefits of Human Capital Alignment"
Strategic Management Society Annual Meeting, 2021. Virtual
Academy of Management Annual Meeting, 2021. Virtual

"Employee Dilemmas From Competing Organizational Objectives: Insights from Emergency Medical Services"
Strategic Management Society Annual Meeting, 2021. Virtual
Academy of Management Annual Meeting, 2021. Virtual
Strategy Science Conference, 2021. Virtual
People and Organizations Conference, 2020. Virtual

"Anchoring on Historical Reference Points: How Round Number Prices from the Past Shape Future Negotiation Outcomes"
Strategic Management Society Annual Meeting, 2020. Virtual

"Specialized Human Capital in Professional Services: Task Specificity and Firm Performance"
Academy of Management Annual Meeting, 2020. Virtual.

"Social Affiliation and Mortgage Risk"
Academy of Management Annual Meeting, 2019. Boston, MA.

"Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions"
Strategic Management Society Annual Meeting, 2018. Paris, France.
Academy of Management Annual Meeting, 2018. Chicago, IL.

"Connected, but Qualified? Social Affiliations, Human Capital, and Service Professional Performance"
BYU/UofU Winter Strategy Conference, 2018. Park City, UT.
People and Organizations Conference, 2017. Philadelphia, PA.
Academy of Management Annual Meeting, 2017. Atlanta, GA.
Strategic Management Society Special Conference, 2017. Milan, Italy.

"Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity"
Strategic Management Society Special Conference, 2017. Milan, Italy.
People and Organizations Conference, 2016. Philadelphia, PA.
Academy of Management, 2014. Philadelphia, PA.
Midwest Strategy Meeting, 2014. Madison, WI.
Atlanta Competitive Advantage Conference, 2014. Atlanta, GA.

"Embeddedness, Experience, or Distance? Social Capital and Access to Valuable Transactions."
Academy of Management, 2016. Anaheim, CA.

Invited Session Panelist: "Seeing the Future in the Recent Past: Predicting Seminal Work."
Strategic Management Society Annual Meeting, 2015. Denver, CO.

"Leveraging Social Capital: How Transacting with Socially-affiliated Clients Impacts Expert and Firm Performance."
Academy of Management, 2015. Vancouver, Canada.

Strategic Management Society Annual Meeting, 2015. Denver, CO.

"The Benefits of Social Capital in Exchange Performance: Evidence from the Utah Real Estate Industry"
CCC (Consortium on Competitiveness and Cooperation), 2014. Boston, MA.

"Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment"
Strategic Management Society Annual Meeting, 2013. Atlanta, GA.
Academy of Management, 2013. Orlando, FL.
Atlanta Competitive Advantage Conference, 2013. Atlanta, GA.
Judgement and Decision Making, 2012. Minneapolis, MN. (Poster session)

Invited Presentations

Brigham Young University, 2014; University of California, Riverside, 2015; UCLA, 2015; University of Wisconsin–Madison, 2017; University of Southern California, 2018; Brigham Young University, 2018; Washington University in St. Louis, 2020

Media Coverage

New York Times, Wall Street Journal, Forbes(x2), NPR, St. Louis Post Dispatch(x2), USA Today, Huffington Post, MarketWatch, Business Insider, HBR Daily Stat

Teaching

Golden Apple Teaching Award–MBA Core. Student-led teaching award for top MBA professor. University of California, Riverside (2016-2017 Academic Year)

Strategy PhD Preparation Seminar (undergraduate and graduate students), BYU. 2021
Teaching Ratings: 5.0 out of 5.0. Department average: 4.4 - 4.6 out of 5.0. **New prep.

Strategy and Economics (core undergraduate strategy course for non-strategy major), BYU. 2021
Teaching Ratings: 4.5 out of 5.0. Department average: 4.4 - 4.6 out of 5.0

Strategy and Economics (core undergraduate strategy course for non-strategy major), BYU. 2020
Teaching Ratings: 4.2 out of 5.0. Department average: 4.4 - 4.6 out of 5.0. **New prep. **New institution.

Management Synthesis (MBA capstone class), University of California, Riverside. 2019
Teaching Ratings: 4.64 (5.00) out of 5.0. Department average: 4.20 out of 5.0

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside. 2019
Teaching Ratings: 4.60 (5.00) out of 5.0. Department average: 4.20 out of 5.0

Management Synthesis (MBA capstone class), University of California, Riverside. 2018
Teaching Ratings: 4.73 (5.00) out of 5.0. Department average: 4.17 out of 5.0

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside. 2018
Teaching Ratings: 4.65 (5.00) out of 5.0. Department average: 4.17 out of 5.0

Management Synthesis (MBA capstone class), University of California, Riverside. 2017
Teaching Ratings: 4.54 (5.00) out of 5.0. Department average: 4.12 out of 5.0. **New prep.

Strategic Management (core MBA strategy course), University of California, Riverside. 2017
Teaching Ratings: 4.58 (5.00) out of 5.0. Department average: 4.12 out of 5.0. **New prep.

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside. 2016
Teaching Ratings: 4.65 (5.00) out of 5.0. Department average: 4.15 out of 5.0. **New prep. **New institution.

Arranged and mentored consulting teams providing strategy consulting services for numerous companies, including Homie, Stronghold Engineering, FlyQuest Aviation, Rush Truck Centers, Diamond Wipes International, Mouvex, Walt Disney Studios, Salas O'Brien, Laserfiche, Amsino International, Amare Global, Quality Marble and Granite, Lexus of Riverside, ISCA Technologies, Boombang, the City of Corona, Community Connect, the Riverside Transit Authority, the Yanda Group, and Noah Holdings.

Honors and Awards

Innovative Learning Technology Initiative Grant (with Marlo Raveendran), University of California, Riverside, $107,000. (2018)

Omnibus Travel Grant, University of California, Riverside. (2018)

Sumantra Ghoshal Best Paper Award, BPS Division, Academy of Management Annual Meeting. (2017)

Omnibus Travel Grant, University of California, Riverside. (2017)

CFAR Research Grant (with Lamar Pierce and Claudine Gartenberg), Washington University in St. Louis, $4000. (2016)

Omnibus Travel Grant, University of California, Riverside. (2016)

Robert J. Litschert Award for Best BPS Doctoral Student Paper at the Academy of Management Annual Meeting. (2015)

Finalist: Strategic Human Capital Division Best Paper Prize, Strategic Management Society. (2015)

Center for Research in Economics and Strategy Research Grant, Washington University in St. Louis. (2015)

Moog Scholar for outstanding student progress, Washington University in St. Louis. (2013-2014)

Doctoral Fellowship, Washington University in St. Louis. (2010-2015)

Professional Experience

Company Manager and Licensed Electrician, *Gubler Electric, Inc.* 1999 – 2010
Expert witness work. 2013
Consulting projects: Silicon Slopes, Homie, Nutraceutical Companies, Commercial Laundry Cleaning Company.

University Service

BYU Undergraduate Teaching Committee Lead for Redesigning Non-Major Strategy Courses, 2021-current
BYU Management Scholars Database Administrator, 2020-current
BYU Management Seminar Series Co-Organizer, 2020-current
BYU/UofU Winter Strategy Conference Reviewer, 2020
Search Committee for Open Rank Position in Management, University of California, Riverside 2018-2019
Masters in Entrepreneurship and Innovation Development Committee, University of California, Riverside 2017-2019
Strategic Plan Implementation Committee, University of California, Riverside 2017-2019
Renovation Committee, University of California, Riverside, 2017-2019

Undergraduate Programs Committee, University of California, Riverside, 2016-2019
Open Call for Lecturers in Management Committee, University of California, Riverside, 2016-2017
Strategic Planning Committee, University of California, Riverside, 2016-2017
UCR Honors Adviser, Paulina Laroya
UCR MBA Internship Adviser (numerous)
PhD Committee Member: Amanda Ishak and Rui Yang

Academic Service

Editorial Review Board Member: *Organization Science*.

Ad-hoc Reviewer: *Management Science, Organization Science, Strategic Management Journal, Administrative Science Quarterly, Academy of Management Journal, Production and Operations Management, Review of Economics and Statistics, Organizational Behavior and Human Decision Processes, Human Relations, Academy of Management, and Strategic Management Society*

Elected Representative at Large, Strategic Human Capital Interest Group, Strategic Management Society, 2021-2023
Strategic Human Capital SMS IG Interviewer, 2019
Session chair (multiple conferences).
Symposium organizer at 2013 and 2014 Academy of Management Annual Meetings.

Memberships

Member of the Academy of Management, Strategic Management Society, and INFORMS

Languages and Foreign Experience

Volunteer Church Missionary in Taiwan from 2002-2004
Mandarin Chinese (proficient), German (elementary)

References

Lamar Pierce (PhD Committee Chair)
Professor of Strategy
Washington University in St. Louis
(314) 935-7321
pierce@wustl.edu

Todd Zenger
N. Eldon Tanner Chair in Strategy and Strategic Leadership
Presidential Professor
University of Utah
(801) 585-3981
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Paul Godfrey
William and Roceil Low Professor of Business Strategy
Strategy Group Leader
Brigham Young University
(801) 422-4522
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John Haleblian
Professor of Management, Department Chair
Associate Dean of Faculty
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