

TREY CUMMINGS

Carey Business School ◊ Johns Hopkins University ◊ Harbor East Campus
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RESEARCH INTERESTS

Microfoundations of Innovation, Innovation Incentives, Internal Governance, Top Management Teams

ACADEMIC POSITION

Assistant Professor of Management & Organization *July 2020-present*
Johns Hopkins University - Carey Business School
Baltimore, MD

Visiting Assistant Professor in Management *July 2019-June 2020*
Tulane University - A.B. Freeman School of Business
New Orleans, LA

EDUCATION

Washington University in St. Louis - Olin Business School *2019*
Ph.D., Strategy
University of Arkansas - Sam M. Walton College of Business *2004*
MBA
University of Arkansas *2002*
Bachelor of Science, Chemical Engineering

PEER REVIEWED PUBLICATIONS

Cummings, Trey and Anne Marie Knott (2018) "Outside CEOs and innovation", Strategic Management Journal 39(8): 2095-2119. — **Winner-Perfect Pitch Competition, Sumantra Ghoshal Conference**

ADDITIONAL PUBLICATIONS

Cummings, Trey and Jackson Nickerson. "An Exploration of Brain Science and its Contributions to Strategic Management and Thinking" 2017. In Guclu Atinc (Ed.), Best Paper Proceedings of the Seventy-seventh Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.S

DISSERTATION

Title: Microfoundations of Innovation in Organizations
Committee Chair: Anne Marie Knott
Committee Members: Nick Argyres, Jackson Nickerson, Lamar Pierce, & Henry Sauermann (ESMT)
-Finalist for 2020 STR Division Best Dissertation Award at the Academy of Management
-Finalist for 2020 TIM Division Best Dissertation Award at the Academy of Management
-Finalist for 2018 Organization Science/INFORMS Dissertation Proposal Competition

WORKING PAPERS

Cummings, Trey. "Rocketing to the Top: Promotion Tournament Rewards and Innovation at NASA" (Job Market Paper / Dissertation Chapter 1) [Preparing for Submission to Strategic Management Journal]

Balasubramanian, Parasuram, **Trey Cummings**, and Lamar Pierce. "Organizational Structure and Evidential Value in Scientific Research" (**Finalist for 2019 SMS Knowledge and Innovation IG Best PhD Paper Proposal Prize**) [Preparing for Submission to Management Science]

Cummings, Trey and Jackson Nickerson. "A Schematic Model of Thinking for Designing Organizational Decision-Making Processes" *Previously named "An Exploration of Brain Science and its Contributions to Strategic Management and Thinking"*

Kluppel, Leonardo and **Trey Cummings**. "A New Direction or Lack of Direction? The Story of Innovation with Outsider CEOs" (Dissertation Chapter 3)

Cummings, Trey. "Innovation Strategy and R&D Structure: The Effect of Long-Term Institutional Ownership on R&D Structure" (Dissertation Chapter 2)

WORK IN PROGRESS

"A Theory of Internal Innovation Governance" (w/ Jackson Nickerson)

"The Influence of CEO Overconfidence on R&D Structure"

"Decreased Cooperation and Information Sharing with CEO Tournaments"

DATA GATHERING & ANALYSIS

"Firm Scope and the Decline of Corporate Science" (w/ Nick Argyres)

CONFERENCE PRESENTATIONS

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| Academy of Management Annual Meeting, Virtual Microfoundations of Innovation in Organizations (STR best dissertation competition) Microfoundations of Innovation in Organizations (TIM best dissertation competition) | Aug 2020 |
| Wharton Technology and Innovation Conference, Philadelphia, PA Rocketing to the Top: Promotion Tournament Rewards and Innovation at NASA | Apr 2019 |
| Strategic Management Society Special Conference, Las Vegas, NV A New Direction or Lack of Direction: The Story of Innovation with Outsider CEOs | Mar 2019 |
| INFORMS Annual Conference, Phoenix, AZ Microfoundations of Innovation in Organizations (dissertation proposal competition) | Nov 2018 |
| Academy of Management Annual Meeting, Chicago, IL Innovation Strategy and R&D Structure Rocketing to the Top: Promotion Tournament Rewards and Innovation at NASA | Aug 2018 |
| Consortium for Competitiveness and Cooperation (CCC), Berkeley, CA Innovation Strategy and R&D Structure | Mar 2018 |
| Strategic Management Society Annual Meeting, Houston, TX Outside CEOs and Innovation | Oct 2017 |
| Academy of Management Annual Meeting, Atlanta, GA An Exploration of Brain Science | Aug 2017 |
| Darden-Cambridge Entrepreneurship & Innovation Conference, Cambridge, UK Outside CEOs and Innovation | Jun 2017 |
| Sumantra Ghoshal Conference - London Business School, London, UK Outside CEOs and Innovation | May 2017 |
| Academy of Management Annual Meeting, Anaheim, CA Outside CEOs and Innovation | Aug 2016 |
| Organization Science Winter Conference, Park City, UT A Theory of Internal Innovation Governance | Feb 2016 |

INVITED PRESENTATIONS

2019: Johns Hopkins University (Carey Business School), University of Arkansas (Walton College of Business)

2018: University of Colorado (Leeds School of Business), ESMT Berlin, University of Virginia (Darden School of Business), University of Washington (Foster School of Business), Pennsylvania State University (Smeal College of Business), University of Nebraska

TEACHING EXPERIENCE

Johns Hopkins University

BU.151.720 Corporate Strategy (2 sections)

Scheduled Fall 2020

Tulane University

MGMT 4010 Strategic Management (1 section)

Spring 2020

MGMT 4180 Management of Technology & Innovation (1 section)

Spring 2020

MGMT 4010 Strategic Management (2 sections)

Fall 2019

HONORS & AWARDS

Finalist - Academy of Management STR Division Best Dissertation Competition Aug 2020
Academy of Management Annual Conference - Virtual

Finalist - Academy of Management TIM Division Best Dissertation Competition Aug 2020
Academy of Management Annual Conference - Virtual

First Place - PhD Job Market Paper Presentation Competition May 2019
Washington University Olin Business School

Finalist - Organization Science/INFORMS Dissertation Proposal Competition Nov 2018
INFORMS Annual Conference - Phoenix, AZ

First Place - PhD Job Market Poster Presentation Competition Oct 2018
Washington University Olin Business School

Moog PhD Scholar Award 2017-2018
Washington University Olin Business School

Most Managerially Relevant Paper Pitch - Ghoshal Conference, London May 2017
Outside CEOs and Innovation

Best Paper Proceedings - Academy of Management, Atlanta, GA Aug 2017
An Exploration of Brain Science & its Contributions to Strategic Management & Thinking

EDITORIAL ACTIVITIES

Ad Hoc Journal Reviewer: Organization Science, Strategic Entrepreneurship Journal, Industrial and Corporate Change, Organizational Behavior and Human Decision Processes

Ad Hoc Conference Reviewer: Academy of Management Annual Meeting 2017, 2018
STR and TIM Groups

MEMBERSHIPS & ASSOCIATIONS

Consortium for Competitiveness and Cooperation (CCC), Academy of Management (AoM), Strategic Management Society (SMS)

PROFESSIONAL EXPERIENCE

The Boeing Company: St. Louis, MO / Seattle, WA / Charleston, SC
Financial Analyst 2004 - 2011
Management 2011 - 2014

PERSONAL INTERESTS

Cycling, running, golfing, and traveling with my wife Sarah and son Brooks