

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 POSITIONS

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 Jackson Nickerson (forthcoming). "A Protocol Mechanism for Solving the "Right" Strategic Problem", Strategic Management Review.

Cummings, Trey and Anne Marie Knott (2018) "Outside CEOs and Innovation", Strategic Management Journal 39(8): 2095-2119.

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

WORKING PAPERS

Cummings, Trey. "Rocketing to the Top: Promotion Tournament Rewards and Innovation at NASA" [Under Review at Strategic Management Journal (Reject & Resubmit)]

Balasubramanian, Parasuram, Trey Cummings, and Lamar Pierce. "Organizational Structure and Evidential Value in Scientific Research" [Under Review at Strategic Management Journal]
-Finalist for 2019 SMS Knowledge and Innovation IG Best PhD Paper Proposal Prize

SELECT WORK IN PROGRESS

- ”Technology-Process Fit for Open Strategic Thinking” (w/ Jackson Nickerson & Andrew Van de Ven)
”Determinants of R&D: Industry, Firm, and Corporate Effects” (w/ Leonardo Kluppel & Ming Zhu Wang)
”Innovation Strategy and R&D Structure: The Effect of Long-Term Institutional Ownership on R&D Structure”

CONFERENCE PRESENTATIONS

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

INVITED SEMINARS

- 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 (1 section)	Spring 2022
BU.151.720 Corporate Strategy (2 sections)	Fall 2021
BU.151.720 Corporate Strategy (1 section)	Spring 2021
BU.151.720 Corporate Strategy (1 section)	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 Academy of Management Annual Conference - Virtual	Aug 2020
Finalist - Academy of Management TIM Division Best Dissertation Competition Academy of Management Annual Conference - Virtual	Aug 2020
First Place - PhD Job Market Paper Presentation Competition Washington University Olin Business School	May 2019
Finalist - Organization Science/INFORMS Dissertation Proposal Competition INFORMS Annual Conference - Phoenix, AZ	Nov 2018
First Place - PhD Job Market Poster Presentation Competition Washington University Olin Business School	Oct 2018
Moog PhD Scholar Award Washington University Olin Business School	2017-2018
Most Managerially Relevant Paper Pitch - Ghoshal Conference, London Outside CEOs and Innovation	May 2017
Best Paper Proceedings - Academy of Management, Atlanta, GA An Exploration of Brain Science & its Contributions to Strategic Management & Thinking	Aug 2017

PROFESSIONAL SERVICE & ACTIVITIES

Faculty Director: Johns Hopkins Undergraduate Business Minor Program	2021-present
Member: Carey Business School Management & Organization Faculty Hiring Committee	2021
Co-organizer: Carey Business School Management Speaker Seminar Series	2020-2022
PDW Co-organizer: TIM Doctoral Research Development Workshop	2021 AoM Annual Meeting
PDW Co-organizer: STR Managing Your Dissertation Workshop	2021 AoM Annual Meeting
Panelist: STR Doctoral Consortium	2021 AoM Annual Meeting

EDITORIAL ACTIVITIES

Ad Hoc Journal Reviewer: Industrial and Corporate Change, Management Science, Organizational Behavior and Human Decision Processes, Organization Science, Research Policy, Strategic Entrepreneurship Journal	
Ad Hoc Conference Reviewer: Academy of Management Annual Meeting STR and TIM Groups	2017, 2018
Ad Hoc Conference Reviewer: Strategic Management Society Annual Meeting	2021, 2022

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