

TREY CUMMINGS

Carey Business School ◊ Johns Hopkins University ◊ Harbor East Campus
treycummings@jhu.edu

RESEARCH INTERESTS

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

ACADEMIC POSITIONS

Assistant Professor of Management & Organization

Johns Hopkins University - Carey Business School
Baltimore, MD

*July 2020-present
(Off Clock 2020 & 2023)*

Visiting Assistant Professor in Management

Tulane University - A.B. Freeman School of Business
New Orleans, LA

July 2019-June 2020

EDUCATION

Washington University in St. Louis - Olin Business School

Ph.D., Strategy

2019

University of Arkansas - Sam M. Walton College of Business

MBA

2004

University of Arkansas

Bachelor of Science, Chemical Engineering

2002

PEER-REVIEWED PUBLICATIONS

Cummings, Trey and Jackson Nickerson (2024). "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.

WORKING PAPERS

Balasubramanian, Parasuram, Trey Cummings, and Lamar Pierce. "Organizational Structure and Evidential Value in Scientific Research" [Revise & Resubmit at Strategic Management Journal]

Cummings, Trey. "Rocketing to the Top: Promotion Tournament Rewards and Innovation at NASA" [Under Review at Management Science]

Cummings, Trey and Leonardo Kluppel. "The Secret is Out: What US Census/NSF Surveys Tell Us About When and Why Firms Care About Trade Secrets"

Cummings, Trey and Leonardo Kluppel. "Long-Term Incentives to Innovate: Top Down or Bottom Up?"

SELECT WORK IN PROGRESS

"Governance of Innovation with Probity Hazards" (w/ Jackson Nickerson & Robert Wuebker)

"Innovation Strategy and R&D Structure: The Effect of Long-Term Institutional Ownership on R&D Structure"

DATA PROJECTS IN PROCESS

US Census Data Project: "The Impact of Short-termism on Inputs and Outcomes of Firm R&D"

[1]"Patents and Secrets: Complements or Substitutes Following Trade Secret Protection Laws?"

[2]"IP Protection and Firm Incentives: Impact of Trade Secret and Antitakeover Legislation"

[3]"The Impact of Industry Competition on the Type of R&D Spending and IP Protection"

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

CONFERENCE PRESENTATIONS

Strategic Management Society, Istanbul, Turkey The Secret is Out	Oct 2024
Academy of Management Annual Meeting, Chicago, IL Long-Term Incentives to Innovate	Aug 2024
DRUID, Nice, France The Secret is Out	Jun 2024
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 OutOside 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 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.667.400 Undergraduate Business Capstone 2024

BU.151.620 Strategic Management 2023, 2024

BU.151.720 Corporate Strategy 2020, 2021, 2022, 2023

Tulane University

MGMT 4010 Strategic Management 2019, 2020

MGMT 4180 Management of Technology & Innovation 2020

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

PROFESSIONAL SERVICE & ACTIVITIES

Faculty Director: Johns Hopkins Undergraduate Business Minor Program 2021-present

Committee Chair: Carey Business School M&O Faculty Hiring Committee 2022

Course Developer: Online Corporate Strategy Course 2022

Member: Carey Business School Management & Organization Faculty Hiring Committee 2021

Co-organizer: Carey Business School Management Speaker Seminar Series 2020-2023

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: Management Science, Organization Science, Strategic Management Journal, Research Policy, Strategic Entrepreneurship Journal, Industrial and Corporate Change, Organizational Behavior and Human Decision Processes

Ad Hoc Conference Reviewer: Academy of Management Annual Meeting, Strategic Management Society Annual Meeting, DRUID Annual Meeting

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