

Robert N. Eberhart, Ph.D.

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Education

Stanford University, Department of Management Science and Engineering 2014
Ph.D. (Area: Organization Theory and Entrepreneurship)
Advisors: Kathleen Eisenhardt, Charles Eesley,
Committee: Woody Powell, William Miller, Yinyu Ye, John Weyant

Research Interests

I build on theories of institutions to explore two aspects of entrepreneurship: to discern the effect of institutional change on the types of ventures that are founded, their strategies, and their eventual trajectories, and how the phenomenon of entrepreneurship is transforming into a transcendent influence that informs organizational behavior in other fields

Academic Appointments

University of San Diego
Associate Professor
Faculty Director of the Ahlers Center on International Business
Knauss School of Business 2023-Present

University of California, Los Angeles
Visiting Associate Professor
Anderson School of Management 2022-2023

Stanford University
Associate Director of Research on Entrepreneurship and Society,
Graduate School of Business 2020 - 2022

Santa Clara University
Assistant Professor of Management, Leavey School of Business 2013 - 2020

Stanford University, Management Science and Engineering
Ph.D. Candidate 2010 - 2014

Publications (peer reviewed)

Weiss, T., Eberhart, R., Lounsbury, M., Nelson, A., Rindova, V., Meyer, J., Bromley, P., Atkins, R., Ruebottom, T., Jennings, J., Jennings, D., Toubiana, M., Shantz, A. S., Khorasani, N., Wadhwani, D., Tucker, H., Kirsch, D., Goldfarb, B., Aldrich, H., & Aldrich, D. (2023). **The Social Effects of Entrepreneurship on Society and Some Potential Remedies: Four Provocations.** *Journal of Management Inquiry*, 0(0).

Eberhart, Robert N., Stephen Barley, and Andrew Nelson. **"Freedom is just another word for nothing left to lose: Entrepreneurialism and the changing nature of employment relations."** *Entrepreneurialism and society: New theoretical perspectives*. Vol. 81. Emerald Publishing Limited, 2022. 13-41.

Eberhart, Robert N., and Armanios, Daniel E. (2021) **Certification relics: Entrepreneurship amidst discontinued certifications.** *Organization Science* 33.2: 746-765.

Eberhart, Robert N., Eesley, Charles.E. (2018) **The Dark Side of Institutional Intermediaries: Junior stock exchanges and entrepreneurship**, *Strategic Management Journal* 2018;1– 23

Eesley, C. E., Eberhart R., Cheng, J., Skousen, B. (2018) **Institutions and Types of Entrepreneurship: Interactive Influence of Regulatory and Non-regulatory Institutions** *Strategy Science* 3(2),

Eberhart, Robert N., Charles E. Eesley, and Kathleen M. Eisenhardt, (2017) **Failure Is an Option: Institutional Change, Entrepreneurial Risk, and New Firm Growth**, *Organization Science* 28.1: 93-112.

Eberhart, R, (2012) **Corporate Governance Systems and Firm Value: Empirical Evidence from Japan's Natural Experiment**, *Journal of Asia Business Studies*, 2012 Vol. 6 (2)

Conference Proceedings (peer reviewed)

Bovenberg, D., Rottner, R. Eberhart, R. **"Causal Claims from Observational Data: An Endogenous Treatment Effects Approach on a Matched Sample"** *Academy of Management Proceedings* 2020

Eberhart, Robert N., Charles E. Eesley, and Kathleen M. Eisenhardt, **Failure is an option: Failure barriers and new firm performance** *Academy of Management Best Paper Proceedings* 2012 (1), 14604, (2012)

Coles, R., Hiatt, S., Sine, W., Hoskinsson, R., Khanna, T., Canales, R., Eberhart, R., Kim, J., Eesley, C., Siegel, J. (2017) **Applications of the Institutional Approach to Entrepreneurship Across Global Contexts** *Academy of Management Proceedings* 2017 (1), 13607

Eberhart, R. **Compensating Conformity: regulatory reform and legitimacy** *Academy of Management Proceedings*. Vol. 2016. No. 1. *Academy of Management Proceedings*, 2016.

Eberhart, R., Rottner, R. **Surviving or Thriving: Community Effects on New Firm Performance** *Academy of Management Proceedings* 2018 (1), 11877

Book Chapters

Eberhart, Robert N., Howard E. Aldrich, and Kathleen M. Eisenhardt. **"Entrepreneurialism and Society: An Introduction."** *Entrepreneurialism and Society: New Theoretical Perspectives*. Vol. 81. Emerald Publishing Limited, 2022. 1-11.

Eberhart, Robert N., Michael Lounsbury, and Howard E. Aldrich, eds. **Entrepreneurialism and society: New theoretical perspectives**. Emerald Publishing Limited, 2022.

Eberhart, Robert N., Michael Lounsbury, and Howard E. Aldrich, eds. **Entrepreneurialism and Society:**

Consequences and Meanings. Emerald Publishing Limited, 2022.

Eberhart, R.N. (2023) **Testing the Envelope: The Unanticipated Effects of Regulations on Entrepreneurship**, in the Handbook of Innovation and Regulation, Editor: Pontus Braunerhjelm, Swedish Entrepreneurship Forum, Elgar (*forthcoming*)

Eberhart, R.N., Eisenhardt, K., Eesley, C. (2014) **Institutional Change and Venture Exit: Implications for policy** in *Twenty Years of Entrepreneurship Research* Editor: Pontus Braunerhjelm, Swedish Entrepreneurship Forum

Eberhart, R.N., and G. Hoetker 2012 **Japanese Firms' Innovation Strategies in the Twenty-First Century: An Institutional View**, *Knowledge Perspectives of New Product Development*. Springer New York, 199-221.

Book Reviews

Eberhart, R. (2021) *Administrative Science Quarterly*, **The SAGE Handbook of Organizational Institutionalism, 2nd ed.** Thousand Oaks, CA: Sage, 2017. Royston Greenwood, Christine Oliver, Thomas B. Lawrence, and Renate E. Meyer (eds.). (*forthcoming*)

Eberhart, R.N. (2020) *Political Science Quarterly* **Beyond Technonationalism: Biomedical Innovation and Entrepreneurship in Asia** by Kathryn C. Iabata-Arens. Stanford, CA, Stanford University Press, 2019. *Political Science Quarterly* 135 (3), 538-539

Under Review

Eberhart, R., Armanios, D., Kim, S., Bhargava, V. **Do Sustained Performance Streaks Justify High CEO Pay?** revise and submit to Management Science

Eberhart, R. Lounsbury, M., and Rottner, R., **Legacy of the Samurai: Community Engagement, Employment, and New Firm Outcomes** revise and submit to Journal of Business Venturing

Working Papers and Continuing Research

Eberhart, R., Bruton, G. **“Reconceptualizing Entrepreneurship in Emerging Economies: Moving Beyond Neo-Liberal Economics and the Residue of Colonialism”**

Eberhart, R. Sine, W. **“Mimetic Isomorphism as a Process of Institutional Change”**

Foster, G., Eberhart, R., Deveraux, J. **“Organizational Challenges and Root Cause Interpretations: Evidence from a Longitudinal Study of Business Executives”**

Li, Z., Eberhart, R. Eesley, C., **Institutions and Maker Entrepreneurship**

Eberhart, R. Barley, S., Nelson, A. **“The Ideology of Entrepreneurship”**, book project in data collection, currently using latent Dirichlet analysis methods on business school curriculum and gathering data on gig/contract employees with US Census *in development for Princeton University Press*
Awards and Grants

<u>Winner of the 2020 Responsible Research in Management Award</u> , co-sponsored by the International Association for Chinese Management Research (IACMR) and the Community for Responsible Research in Business and Management (RRBM)	2020
<u>Recipient \$1,000,000 gift from Rocket Wagon Venture Studios to pursue research on entrepreneurship and society</u>	2021
<u>Nominated for the Thinkers50 Breakthrough Idea Award</u>	2021, 2023
<u>OMT Division Research Committee Service Award</u> , Academy of Management	2020
<u>Research Grant</u> for the Entrepreneurship Ideology Project, Oxford University	2019
<u>Best Published Theory Paper Award</u> (Finalist), Academy of Management, OMT Division	2018
<u>University Research Grant</u> , Santa Clara University	2019
<u>Dean's Outstanding Scholar Award</u> , Santa Clara University	2017
<u>Leavey Research Grant</u> , Santa Clara University	2017
<u>Outstanding Dissertation Award</u> , Academy of Management, BPS Division, finalist	2014
<u>Best Symposium Award</u> , Academy of Management, OMT Division, finalist	2015
<u>WAMMY Best Paper Award</u> , Western Academy of Management	2016
<u>Best Paper Proceedings Award</u> (top 10% of papers) Academy of Management	2012
<u>Best Student Paper Award</u> - Fondation du France – Japon de l'Hess	2012

Academic and Journal activities

Editorial Review Board – Strategic Entrepreneurship Journal	2023 - Present
Editor-in-Chief, Academy of Management Perspectives Special Issue on Entrepreneurship, Society, and Inequality	2022 - Present
Editorial Review Board - Organization Science	2017 - Present
Editor-in-Chief, "Reversing the Arrow" a book in the <i>Research on the Sociology of Organizations</i> series	2022
Visiting Faculty – Oxford Space Initiative, Said School of Business	2021 - Present
California Organizations and Organizing Conference – co-chair	2022 - Present
Research Committee – OMT Division, Academy of Management	2016 - 2021
Ad Hoc Reviewer	

- Administrative Science Quarterly
- Management Science
- Research Policy
- Strategic Management Journal
- Socio-Economic Review

Faculty Fellow – Japan Forum on Innovation and Technology
University of San Diego 2016 - Present

CCC conference doctoral student mentor 2019

Doctoral Award Committee – Industry Studies Association 2017 – Present

Advisory Board – Sustainability, Ethics, and Entrepreneurship Conference 2015 – Present

West Coast Research Symposium, Doctoral Student Mentor 2016 - Present

Visiting Faculty, Kobe University Graduate School of Business 2012 - Present

Research Associate, Columbia University 2013 - Present

Other activities

Vice Chairman, U.S. - Japan Joint Commission on Innovation and Entrepreneurship
- U.S. Department of State and the Ministry of Economics Trade and Industry 2011 - 2013

Faculty Advisor, Santa Clara Entrepreneurs Organization 2016 - 2019

Academic Advisor, Member of the Board, Green Bay Packers
- Titletown Tech Development 2015 - 2020

Board of Directors, DynEd, Inc. 2016 - Present

Executive Educator, Japan's METI EDGE Program 2015 - 2017

Advisory Board, Japan Innovation Network 2011 - Present

Board of Directors, Japan Society of Northern California 2012 - 2017

Academic Advisor, "New Growth Strategies in Japan Task Force",
American Chamber of Commerce in Japan 2008 - 2012

Academic Advisor, Board of Director's Training Institute in Japan 2010 - Present

Invited Presentations Conferences and Seminars

McGill University, Institutions and Entrepreneurship Conference
Keynote Plenary Paper June 2023

Organizations Conference, Athens Greece
"Entrepreneurship and Inequality" May 2023

University of Michigan “Legacy of the Samurai: how conflict between market and collectivist logics in communities affect ventures”	November 2022
Baylor University “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	October 2022
ESADE Barcelona “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	September 2022
Strategic Management Society “Institutions and Maker Entrepreneurship”	September 2022
Academy of Management “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	August 2022
EM Lyon, Invited Seminar “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	May 2022
University of North Carolina, Kenan-Flagler Business School “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	April 2022
London Business School, Invited Seminar “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	March 2022
Oxford University, Said Business School “Space Entrepreneurship; Th Hype and the Promise”	March 2022
HICSS-55 Conference Hawaii, “Institutions and Maker Entrepreneurship”	January 2022
17th Taiwan Symposium on Innovation Economics and Entrepreneurship, “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	November 2021
SCANCOR Seminar, “Freedom is Just Another Word for Nothing Left to Lose: Entrepreneurialism and the Changing Nature of Employment Relations”	October 2021
Research Seminar, University of Maryland, Entrepreneurialism and Worker "Freedom"	October 2021
Keynote Paper Presentation, International Conference on Entrepreneurship and Business Management, Zurich, “Legacy of the Samurai: how conflict between market and collectivist logics in communities affect ventures	October 2021

Thinkers50 Dialog, “Freedom is Just Another Word”	August 2021
2nd International Conference on Science, Engineering and Management, Keynote address	August 2021
Oxford University, Said School of Business, invited lecture on outer space Entrepreneurship	June 2021
Research Seminar, “The Many Myths about Japanese Entrepreneurship,” UC San Diego, Japan Forum on Innovation and Technology	June 2021
RRBM Conference, Group Leader	June 2021
Creative Distillation Talk, University of Colorado EP19: Suntory Hibiki, Entrepreneurialism and Worker "Freedom"	May 2021
RRBM Conference, Group Leader	April 2021
3rd International Conference on Applied Sciences, Engineering, Technology and Management (ICASETM 2021)	May 2021
Research Seminar, “Can Entrepreneurship be Taught? Initiatives to Foster Innovation in the U.S. and Japan,” UC San Diego, Japan Forum on Innovation and Technology	February 2021
Reversing the Arrow Annual Conference: Eberhart, R., Barley, S. Nelson, A. “The Ideology and Far-Reaching Effects of Entrepreneurship”	August 2020
Academy of Management Annual Meeting: “Reciprocal Community Benefits: Community Engagement, Employment, and New Firm Outcomes”	August 2020
Seminar presentation, “Can Entrepreneurship be Taught? Initiatives to Foster Innovation in the U.S. and Japan” Japan Forum on Innovation and Technology	February 2021
SCANCOR Seminar at Stanford University, “After the Party: The Interpretation and Classification of Firm Challenges”	October 2019
West Coast Research Symposium	September 2019
Lake Tahoe Conference on Reversing the Arrow – “Far Reaching Effects of Entrepreneurship”	August 2019
Academy of Management Annual Meeting: “Causal Claims from Observational Data” (with D. Bovenburg and R. Rottner)	August 2019
NTU-NTHU Symposium on Innovation and Entrepreneurship Conference	June 2019
Consortium on Competitiveness and Cooperation (CCC) Annual Conference	June 2019
Global Entrepreneurship and Innovation Research Conference, Darden	May 2019
Stanford University Sociology Dept Networks and Organizations	March 2019

Seminar

Academy of Management Annual Meeting; “Legitimacy Dynamics” (with D. Deephouse)	August 2018
Academy of Management Annual Meeting; “Surviving or Thriving: Community Effects on New Firm Performance” (w R. Rottner)	August 2018
Accelerating and Incubating Early Stage Entrepreneurship: Research Colloquium at University of Oregon – “Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	June 2018
Industry Studies Association “Surviving or Thriving: how local embeddedness alters venture outcomes and strategies” joint with R. Rottner	June 2018
University of California at Irvine Research Symposium “Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	May 2018
Consortium on Competitiveness and Cooperation (CCC) Annual Conference	March 2018
California Theory Workshop on Organizations and Organizing (CalO2), University of Southern California, Keynote Symposium, “The Far Reaching Effects of Entrepreneurship”	October 2017
European Innovation and Entrepreneurship Summit in Silicon Valley - Closing panelist	October 2017
Waseda University, Guest Lecture, Mitsubishi Research Institute, Keynote Address; “The Effects of Open Innovation on Society and Sustainability”	April 2017
University of Oregon Research Seminar - Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	March 2016
University of Alberta Research Seminar Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	Feb 2016
California Theory Workshop on Organizations and Organizing (CalO2), University of Southern California	Nov 2016
West Coast Research Symposium Eberhart, R. and Rottner, R.; “Surviving or Thriving: how local embeddedness alters venture outcomes and strategies”	Sept 2016
Academy of Management Annual Meeting Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	August 2016

SCU/Stanford/UCSD Conference on Japanese Entrepreneurship Eberhart, R. and Rottner, R.; “Surviving or Thriving: how local embeddedness alters venture outcomes and strategies”	May 2016
Western Academy of Management – Academic presentation Eberhart, R. “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	March 2016
Stanford Networks and Organizations Seminar Invited speaker, “The Ideology and Far-Reaching Effects of Entrepreneurship”	Feb 2016
California Theory Workshop on Organizations and Organizing (CalO2), University of Southern California	2015
University of California at Berkeley Invited speaker on research on entrepreneurship	2015
Stanford University, SCANCOR; Invited speaker “Surviving or Thriving: how local embeddedness alters venture outcomes and strategies” joint with R. Rottner	2015
Oxford University, Said Business School “Surviving or Thriving: how local embeddedness alters venture outcomes and strategies” joint with R. Rottner	2015
Swedish Entrepreneurship Forum Keynote Lecture on bankruptcy law	2015
DRUID 2015, Rome “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	2015
Stanford-Sasakawa New Channels Dialogue Invited panelist on US-Japan Innovation	2015
West Coast Research Seminar “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”; Eberhart, R.	2014
Academy of Management, All Academy Seminar Selection, Institutional Change Seminar	2014
Strategic Management Society Special Conference Invited discussant	2014
Santa Clara Leavey Business School Research Seminar “Compensating Conformity: how institutional conformity mutes policies to create innovative ventures”	2014
Stanford Institute for Economic Policy Research Seminar “Compensating Conformity: how institutional conformity mutes	

policies to create innovative ventures	2014
Institute for New Economic Theory, Symposium	2013
MIT Technology, Innovation and Entrepreneurship Seminar “Institutions at the End of a Venture’s Life”	2013
ACCJ featured speaker, New Growth Strategy Task Force “Abenomics: What Works, What might Not”	2013
Pacific Salon Lecture, Japanese Consulate in San Francisco	2013
Stanford University 2nd annual Innovation and Entrepreneurship in Japan Conference with the U.S. Department of State and the METI Joint Conference	2012
Innovation and Entrepreneurship Commencement Conference for Japan, U.S. Department of State and the METI Joint Conference University of Tokyo	2011
West Coast Research Symposium, University of Southern California, Eberhart, Eesley, and Eisenhardt; “Failure Is An Option: Failure Barriers and New Firm Performance”	2012
Society for the Advancement of Socio-Economics 2012 conference, MIT, Eberhart, Eesley, and Eisenhardt; “Failure Is An Option: Failure Barriers and New Firm Performance”	2012
CASIC-CIBS China Business Conference at the Chinese University of Hong Kong, Eberhart, Eesley, and Eisenhardt; “Failure Is An Option: Failure Barriers and New Firm Performance”	2012
Kauffman Foundation’s International Research and Policy Roundtable, Liverpool UK	2012
Academy of International Business Annual Conference, Nagoya Japan Eberhart, Eesley, and Eisenhardt; “Failure <i>is</i> an Option: Failure Barriers and New Firm Performance”	2011
Invited discussant, Society for Advancement of Socio-Economics at MIT	2012
Sophia University Institute of Comparative Culture Lecture Series Institutional Reform and New Firm Performance: More or Better Firms? U.S.-Japan Dialogue	2011
Innovation, Entrepreneurship, and Job Creation, University of Tokyo	2010
Ayala Foundation, Panelist with A. Saxenian and M. Spence, “Growth Potential for the Philippines”	2010
U.S. Embassy in Japan, Presentation on entrepreneurial strategies 2010 Japan Venture Capital Association, “Venture Capital and Public Substitutes”	2010
Stanford Dialog on Entrepreneurial Change in Japan	2010

Stanford Kyoto Trans-Asian Dialogue “Energy, Environment, and Economic Growth in Asia”	2009
U.S. Embassy in Japan, entrepreneurial data presentation	2009
Panelist, “The Impact of Entrepreneurs in Asia on the Evolution of Global Technology Development”, Stanford University	2009
<i>News Media</i>	
San Jose Mercury News, “Venture Capital Helped Fuel Silicon Valley: is it also Destroying it?”	Feb 2020
ABC News, “Amazon Headquarters”	Dec 2018
ABC News, “Elon Musk to Take Tesla Private”	August 2018
KTVU Fox News, “Tesla CEO Elon Musk announces plan to take company private”	August 2018
KNTV Bay Area 11 News, “Tesla Stock Trading Halted”	August 2018
ABC News, KGO In-studio expert interview – “Facebook CEO Mark Zuckerberg's second day of testimony on Capitol Hill”	April 2018
ABC News, “Facebook and leadership”	March 2018
Medill Reports Chicago, “The Growth & Challenges of Entrepreneurship in Japan”	March 2017
KLIV Radio, Comments on the Zuckerberg lawsuit June 2016	
NPR, “Marketwatch” December 26, 2015, comments on Japan’s economy	
Editorial, <i>Tax credit a nonstarter for electric cars</i> , in over 30 newspapers	Nov 2015
NPR, “All Things Considered”, Toshiba Scandal	July 2015
USA Today Japan’s Toshiba Executives Resign	July 2015
San Jose Mercury News, SV 150: Silicon Valley’s Record Profits Funneled to Investor’s Bank Accounts	March 2015
New York Times, “ <i>Start-Up Spirit Emerges in Japan</i> ”	Dec 2012
Nihon Keizai Shimbun, “ <i>Entrepreneurship is Alive?</i> ”	October 2012
Beacon Reports, “ <i>Entrepreneurship in Japan: Separating Fact from Fiction</i> ”	May 2014
MIT Entrepreneurship Review, “ <i>Where are all the entrepreneurs gone in Japan</i> ”	March 2012

Brookings Institution, “ <i>Recovering Nation: Battered Japan Searches for Bearings</i> ”,	April 2011
Forbes Magazine, “Searching For Entrepreneurship in Japan”	May 2009
India Times, “ <i>Japanese Entrepreneurs Receive a Tentative Embrace</i> ”	Dec 2013
Brookings Institution, “Recovering Nation: Battered Japan Searches for Bearings”	April 2011

Teaching

University of California, Los Angeles

- Entrepreneurial Finance, MBA level
- Cleantech Entrepreneurship, MBA level
- Global Entrepreneurship, MBA level

Stanford University

- Graduate School of Business, Executive Education
- Ph.D. Seminar on Economic Sociology

Santa Clara University

- Social Benefit Entrepreneurship (MGMT 3506) MBA Level
- International Business (MGMT 80)
- Entrepreneurship Theory (MGMT 164)

Kobe University

- PHD Seminars - Strategic Entrepreneurship and Sustainability
SESAME Management Program

Memberships

Academy of Management

IDEaS Forum, University of Alberta

Strategic Management Society

Society for the Advancement of Socio-Economics

Institute for Operations Research and the Management Sciences

Business Experience

WineInStyle (KK), Chief Executive Officer 1999 – 2007

Japanese startup using advanced supply chain management methods to gain competitive advantage. Three venture capital rounds. Became the largest independent distributor of California wines in Japan. Acquired in May 2007 by a group of Japanese firms and U.S. investors.

Stanford Professor George Foster prepared a business case for this company: (case # E401 Stanford University, available from Harvard Business School Press).

Semiconductor industry business executive: *Performance Semiconductors, Inc., Applied Materials, Inc., Plantronics, Inc.*