

ULYA TSOLMON

Olin Business School, Washington University in St. Louis
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ACADEMIC EMPLOYMENT

Washington University in St. Louis, Olin Business School 2015-Present
Assistant Professor of Strategy (Strategy and Entrepreneurship Group), tenure review in 2025

EDUCATION

Duke University, The Fuqua School of Business May 2015
Ph.D. in Business Administration (Strategy)
Committee: Will Mitchell (co-chair), Sharon Belenzon (co-chair), Ashish Arora, Ronnie Chatterji, Russ Coff
Dissertation: Gaining Competitive Advantage from Human Capital: Role of Markets and Firm Structure

- **2016 Winner of the Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, the Academy of Management**

Brigham Young University May 2009
Master of Public Policy (Economics and Research Methods emphasis)

Brigham Young University, The Marriott School of Management May 2004
Master of Organizational Behavior (joint with M.A. in International and Area Studies)

Brigham Young University Aug 1999
B.Sc. in International Business Management (Economics minor)

RESEARCH AREAS

My research interests intersect institutional market frictions, managerial labor markets, discrimination, multi-unit firm structure, and strategic human capital.

PUBLICATIONS

- [1] Tsolmon, U. 2017. "Being good is not enough: Overcoming bias in mobility and advancement of women top managers through organizational performance". *Academy of Management Proceedings*, No. 1.
- [2] Belenzon, S. and U. Tsolmon. 2016. "Market Frictions and Competitive Advantage of Internal Labor Markets". *Strategic Management Journal*, 37(7): 1280-1303.
- [3] Fabrizio, K. and U. Tsolmon. 2014. "An Empirical Examination of the Pro-Cyclicality of R&D Investment and Innovation". *The Review of Economics and Statistics*, 96(4): 662-675.
- [4] Tsolmon, U. 2005. "Strategic Restructuring for Non-Profit Organizations: Mergers, Integrations, and Alliances" invited book review. *Academy of Management Review*, 30: 643-645.

WORKING PAPERS

- [5] Tsolmon, U. and Ariely, D. 2021. "Health Insurance Benefits as a Labor Market Friction: Evidence from a Quasi-Experiment". Submitted 2nd R&R. *Strategic Management Journal*.

- [6] *Managing Multi-Unit Firms in Uncertain Environments: Role of Trusted Managers* (with Andrea Pattaconi), under review
- [7] *Deconstructing the Glass Ceiling: Evidence on the Gender Gap in the Market for Top Managers* (sole-authored)
- [8] *The Role of Firm Openness in the Markets for Managers* (sole-authored)
- [9] *Emotions as Information in the Market: Market Reactions to Emotional Expressions by Men and Women Executives* (with Christy Koval and Arden Leung)
- [10] *The January Effect: How the Timing of CEO Movements Affects CEO Acquisitiveness* (with Hengchen Dai and Tingyu Du)
- [11] *Organizational Barriers to Promotions of Women Managers: Role of Internal Structure* (with Seth Carnahan and Tingyu Du)
- [12] *Information Asymmetry and Segmented Managerial Labor Market* (with Iva Rashkova).
- [13] *Small Firms and Business Cycles: The Role of Human Capital Management Capabilities*

INVITED PRESENTATIONS

Research Seminar Series, University of Wisconsin-Madison, December 2021

AOM 2021 Presenter Symposium "Unpacking Internal Mobility: Drivers and Consequences of Employee Redeployment inside Organizations", August 2021

Research Seminar Series, Yeshiva University, 2020

Research Seminar Series, Krannert School of Business, Purdue University, 2019

People and Organizations Conference, the Wharton School, September 2019

Bocconi University Research Visit, May 2019

Research Seminar Series, Gies School of Business, University of Illinois at Urbana-Champaign, April 2019

SMS Conference, Paris, September 2018

Utah-BYU Winter Strategy Conference, March 2018

Academy of Management Paper session (BPS), Atlanta, Georgia, August 2017

SMS Special Conference, Milan, Italy, March 2017

Business Research Series: Research that Impacts Business, Olin Business School, Washington University in St. Louis, November 2016

People and Organizations Conference, the Wharton School, September 2016

BPS Dissertation Finalist symposium at the Academy of Management Conference, August 2016

Celebrating Faculty Research Event, Olin Business School, Washington University in St. Louis, March 2016

Midwest Strategy Conference, Washington University in St. Louis, June 2015

Strategy Research Seminar, London Business School, January 2015

Strategy Research Seminar, Marshall School of Business, University of Southern California, December 2014

Strategy Research Seminar, Columbia Business School, Columbia University, November 2014

Strategy Research Seminar, Foster School of Business, University of Washington, October 2014

CCC Doctoral Conference, Boston University, April 2014

“Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups”

SMS Special Conference, Tel-Aviv Israel, March 2014

“Managerial redeployment, ownership structure and family ties”

SMS Special Conference Doctoral Workshop, Tel-Aviv Israel, March 2014

“Information Disclosure and Managerial Mobility: Evidence from European Corporate Groups”

People and Organizations Conference, the Wharton School, Philadelphia, PA, October 2013

“Managerial redeployment, ownership structure and family ties”

Lecture and Workshop on "Mission Statements", the LEAD Summer Business Institute (SBI), Fuqua School of Business, Summer 2013

Academy of Management Paper session (BPS), Orlando, Florida, August 2013

“Does labor redeployment matter for firm boundaries? Evidence from European corporate groups”

Trans-Atlantic Doctoral Consortium (TADC), London Business School, London UK, May 2013

“Does labor redeployment matter for firm boundaries? Evidence from European corporate groups”

Israel Strategy Conference Doctoral Consortium (ISC), Tel-Aviv Israel, December 2012

SMS Doctoral consortium, Prague, Czech Republic, October 2012

Academy of Management Doctoral Consortium (BPS), Boston, MA, August 2012

Brigham Young University Graduate Research Symposium, Provo, UT, Fall 2008

“Integrating Game-Theoretic and Real Options Analysis in Strategic Decision-Making: Airbus, Boeing, and the Superjumbo Jet Market”

Hawaii International Conference on Business, Honolulu, Hawaii, May 2005

“Two Paths Diverge: Multicultural and Diversity Paradigm Implications for Organizational Capability”

“Learning Organizational Development and Change in Non-Corporate Context

TEACHING

Management 100: Individual in a Managerial Environment (Undergraduate required management course, Olin Business School): Fall 2015, Fall 2016, Fall 2017, Spring 2019, Spring 2020, Spring 2021

- Teaching Rating: 9.5/10

Executive MBA Foundations of Strategy (Fuqua School of Business): 2014

- Prepared and taught “Bitter Competition: Nutrasweet vs. the Holland Sweetener Company” HBS Case to executive MBAs
- Developed and taught “Business Intelligence and Analytics” curriculum that incorporates the use of big data and analysis to managerial strategic decision-making via utilization of state-of-the-art technology tools, such as Technology/IP search, LinkedIn, Twitter, and other publicly available big data. Taught analysis and visualization of data using Tableau software.
- Teaching Rating: 5.0/5.0

STUDENT ADVISING

PhD Dissertation Committee (UCLA Strategy): 2021

Tingyu Du

PhD Dissertation Committee (Olin Business School): 2018

Leo Kluppel, first placement- Assistant Professor of Strategy at the Ohio State University

Mentoring into PhD program (Olin Business School): 2016, 2017

Mentored undergraduate student on a research project and prepared for a PhD program in strategy.

Placement: UCLA Strategy PhD program.

PROFESSIONAL SERVICE

Editorial Board, Strategic Management Journal

Membership Engagement Officer for the Strategic Human Capital Interest Group, Strategic Management Society

Founder and Organizer, Women in Strategy Conference

Coordinator for CCC 2020-2021 Virtual Brown Bags

Reviewing for Strategic Management Journal, Management Science, Organization Science, Research Policy, Academy of Management Journal, Academy of Management Review

HONORS AND FELLOWSHIPS

Wiley Blackwell Outstanding Dissertation Award in Business Policy and Strategy, Academy of Management BPS Division, 2016 Winner

Olin Award Finalist, Washington University in St. Louis, 2018

PERSONAL

Languages: Russian (native); Mongolian (native)

Go Army, Beat Navy!

REFERENCES

Sharon Belenzon

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Fuqua School of Business, Duke University
Sharon.Belenzon@duke.edu

Ashish Arora

Rex D. Adams Professor of Business
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Fuqua School of Business, Duke University
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Ronnie Chatterji

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Will Mitchell

Anthony S. Fell Chair in New Technologies and
Commercialization
Rotman School of Management, University of Toronto
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Russell W. Coff

Wisconsin Naming Partners Chair in Strategic Management
University of Wisconsin-Madison School of Business
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Brian Silverman

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