

Timothy Gubler

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Academic Appointments

- 2019 – **Assistant Professor of Strategy**, Marriott School of Business, Brigham Young University
2015 – 2019 **Assistant Professor of Management**, School of Business, University of California, Riverside

Education

- 2015 **Ph.D. in Strategy**, Washington University in St. Louis, St. Louis, MO.
Dissertation: *The Role of Social Structure and Financial Incentives in Individual and Organizational Performance*
**Winner: Robert J. Litschert Award for Best BPS Doctoral Student Paper, Academy of Management 2015
Committee: Lamar Pierce (chair), Todd Zenger, Nick Argyres, Dan Elfenbein, and Adina Sterling
- 2013 **M.S. in Business Administration**, Washington University in St. Louis, St. Louis, MO.
- 2008 **B.A. in Economics**, Brigham Young University, Provo, UT.

Top Academic Journal Publications

- Gubler, Timothy and Ryan Cooper (2019). “Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions,” *The Strategic Management Journal*, 40(13): 2287-2314.
- Gubler, Timothy (2019). “Connected, but Qualified? Social Affiliations, Human Capital, and Service Professional Performance,” *Organization Science*, 30(5), 912-936.
**Winner of Sumantra Ghoshal Best Paper Award, BPS Division, Academy of Management, 2017
**Previous Title: “When Social Capital Hurts: The Role of Human Capital Experience and Fit”
- Gubler, Timothy, Ian Larkin, and Lamar Pierce (2018). “Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity,” *Management Science*, 64(11): 4967-4987.
- Gubler, Timothy, Ian Larkin, and Lamar Pierce (2016). “Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment,” *Organization Science*, 27(2): 286-303.
- Gubler, Timothy, and Lamar Pierce (2014). “Healthy, Wealthy, and Wise: Retirement Planning Predicts Employee Health Improvements,” *Psychological Science*, 25(9): 1822-1830.

Working Papers

- “Anchoring on Historical Reference Points: How Round Number Prices from the Past Shape Future Negotiation Outcomes.” (with Scott Wiltermuth and Lamar Pierce). *Preparing for resubmission, paper on SSRN*.
- “Employee Dilemmas From Competing Organizational Goals: Insights from Emergency Medical Services” (with Haibo Liu and Alexandru Roman). *Preparing for resubmission, paper on SSRN*.
- “The Creation and Performance Implications of Firm-Level Human Capital Resources: Evidence from Utah Real Estate” (with Ryan Cooper). *Preparing for submission*.

9. “Specialized Human Capital in Professional Services: Task Specificity and Firm Performance” (with Ryan Cooper). *Currently Revising Draft*.

Proceedings, Book Chapters, and Other Publications

10. Cooper, Ryan, and Timothy Gubler (2020). “Specialized Human Capital in Professional Services: Task Specificity and Firm Performance,” *Proceedings of the Eightieth Annual Meeting of the Academy of Management*, ed. Guclu Antinc.

11. Gubler, Timothy (2017). “Social Affiliations and Performance of Experts in Organizations,” *Proceedings of the Seventy-seventh Annual Meeting of the Academy of Management*, ed. John Humphreys.

12. Gubler, Timothy (2015). “Social Affiliations and Performance of Experts in Organizations,” *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*, ed. John Humphreys.

13. Zenger, Todd, and Timothy Gubler (2013). “Agency Problems,” *Palgrave Encyclopedia of Strategic Management*, eds. David Teece and Mie Augier. Palgrave Macmillan.

14. Nickerson, Jackson, Timothy Gubler, and Kurt Dirks (2013). “Trust and the Economic Theory of the Firm” in *Handbook of Advances in Trust Research*, eds. Aks Zaheer and Reinhard Bachman. Edward Elgar (Cheltenham).

15. Butler, Richard J., William G. Johnson, and Timothy Gubler (2009). “Economic Burden” in *Work and Cancer Survivors*, ed. Michael Feuerstein. New York: Springer.

Works in Progress

“Social Affiliations, Ethical Dilemmas, and Mortgage Defaults.” (with Lamar Pierce). *Data analysis stage*

“Organizational Structure, Incentives, Sorting, and Emergency Medical Service Crew Performance” (with Alexandru Roman and Haibo Liu). *Data analysis stage*

“Productivity Following EMS Encounters with Death” (with Alexandru Roman and Haibo Liu). *Data analysis stage*

“Human Capital, Discrimination, and Federal Workers: A Big Data Approach” (with Joe Raffiee and Ryan Cooper). *Data analysis stage*

Conference Presentations

“Employee Dilemmas From Competing Organizational Goals: Insights from Emergency Medical Services”
People and Organizations Conference, 2020. Virtual

“Anchoring on Historical Reference Points: How Round Number Prices from the Past Shape Future Negotiation Outcomes”
Strategic Management Society Annual Meeting, 2020. Virtual

“Specialized Human Capital in Professional Services: Task Specificity and Firm Performance”
Academy of Management Annual Meeting, 2020. Virtual.

“Social Affiliation and Mortgage Risk”
Academy of Management Annual Meeting, 2019. Boston, MA.

“Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions”

Strategic Management Society Annual Meeting, 2018. Paris, France.
Academy of Management Annual Meeting, 2018. Chicago, IL.

“Connected, but Qualified? Social Affiliations, Human Capital, and Service Professional Performance”
BYU/UofU Winter Strategy Conference, 2018. Park City, UT.
People and Organizations Conference, 2017. Philadelphia, PA.
Academy of Management Annual Meeting, 2017. Atlanta, GA.
Strategic Management Society Special Conference, 2017. Milan, Italy.

“Doing Well by Making Well: The Impact of Corporate Wellness Programs on Employee Productivity”
Strategic Management Society Special Conference, 2017. Milan, Italy.
People and Organizations Conference, 2016. Philadelphia, PA.
Academy of Management, 2014. Philadelphia, PA.
Midwest Strategy Meeting, 2014. Madison, WI.
Atlanta Competitive Advantage Conference, 2014. Atlanta, GA.

“Embeddedness, Experience, or Distance? Social Capital and Access to Valuable Transactions.”
Academy of Management, 2016. Anaheim, CA.

Invited Session Panelist: “Seeing the Future in the Recent Past: Predicting Seminal Work.”
Strategic Management Society Annual Meeting, 2015. Denver, CO.

“Leveraging Social Capital: How Transacting with Socially-affiliated Clients Impacts Expert and Firm Performance.”
Academy of Management, 2015. Vancouver, Canada.
Strategic Management Society Annual Meeting, 2015. Denver, CO.

“The Benefits of Social Capital in Exchange Performance: Evidence from the Utah Real Estate Industry”
CCC (Consortium on Competitiveness and Cooperation), 2014. Boston, MA.

“Motivational Spillovers from Awards: Crowding Out in a Multitasking Environment”
Strategic Management Society Annual Meeting, 2013. Atlanta, GA.
Academy of Management, 2013. Orlando, FL.
Atlanta Competitive Advantage Conference, 2013. Atlanta, GA.
Judgement and Decision Making, 2012. Minneapolis, MN. (Poster session)

Invited Presentations

Brigham Young University, 2014; University of California, Riverside, 2015; UCLA, 2015; University of Wisconsin–Madison, 2017; University of Southern California, 2018; Brigham Young University, 2018; Washington University in St. Louis, 2020

Media Coverage

New York Times, Wall Street Journal, Forbes(x2), NPR, St. Louis Post Dispatch(x2), USA Today, Huffington Post, MarketWatch, Business Insider, HBR Daily Stat

Teaching

Golden Apple Teaching Award–MBA Core (Student-led teaching award for favorite MBA professor), University of California, Riverside (2016-2017 Academic Year)

Strategy PhD Preparation Seminar (undergraduate and graduate students), BYU. 2020-21

Strategy and Economics (core undergraduate strategy course for non-strategy major), BYU. 2020-21

Strategy and Economics (core undergraduate strategy course for non-strategy major), BYU. 2019-20

Management Synthesis (MBA capstone class), University of California, Riverside. 2019
Teaching Ratings: 4.64 (5.00) out of 5.0. Department average: 4.20 (5.00) out of 5.0

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside. 2019
Teaching Ratings: 4.60 (5.00) out of 5.0. Department average: 4.20 (5.00) out of 5.0

Management Synthesis (MBA capstone class), University of California, Riverside. 2018
Teaching Ratings: 4.73 (5.00) out of 5.0. Department average: 4.17 (4.00) out of 5.0

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside. 2018
Teaching Ratings: 4.65 (5.00) out of 5.0. Department average: 4.17 (4.00) out of 5.0

Management Synthesis (MBA capstone class), University of California, Riverside. 2016-17
Teaching Ratings: 4.54 (5.00) out of 5.0. Department average: 4.12 (4.00) out of 5.0

Strategic Management (core MBA strategy course), University of California, Riverside. 2016-17
Teaching Ratings: 4.58 (5.00) out of 5.0. Department average: 4.12 (4.00) out of 5.0

Competitive and Strategic Analysis (core undergraduate strategy course), University of California, Riverside.
2016-17
Teaching Ratings: 4.65 (5.00) out of 5.0. Department average: 4.15 (4.00) out of 5.0

Arranged and mentored MBA consulting teams providing strategy consulting services for numerous companies, including Homie, Stronghold Engineering, FlyQuest Aviation, Rush Truck Centers, Diamond Wipes International, Mouvex, Walt Disney Studios, Salas O'Brien, Laserfiche, Amsino International, Amare Global, Quality Marble and Granite, Lexus of Riverside, ISCA Technologies, Boombang, the City of Corona, Community Connect, the Riverside Transit Authority, the Yanda Group, and Noah Holdings.

Honors and Awards

Omnibus Travel Grant, University of California, Riverside
2018

Sumantra Ghoshal Best Paper Award, BPS Division, Academy of Management Annual Meeting, Atlanta, GA
2017

Omnibus Travel Grant, University of California, Riverside
2017

CFAR Research Grant (with Lamar Pierce and Claudine Gartenberg), Washington University in St. Louis, \$4000
2016

Omnibus Travel Grant, University of California, Riverside
2016

Recipient of Robert J. Litschert Award for Best BPS Doctoral Student Paper at the Academy of Management Annual Meeting, Vancouver, Canada
2015

Finalist: Strategic Human Capital Division Best Paper Prize, Strategic Management Society, Denver, CO
2015

Center for Research in Economics and Strategy Research Grant, Washington University in St. Louis
2015

Moog Scholar for outstanding student progress, Washington University in St. Louis
2013-2014

Doctoral Fellowship, Washington University in St. Louis
2010-2015

Professional Experience

Company Manager and Licensed Electrician, *Gubler Electric, Inc.* 1999 – 2010

University Service

BYU Management Scholars Database Administrator, 2020-
BYU Management Seminar Series Co-organizer, 2020-2021
BYU/UofU Winter Strategy Conference Reviewer, 2020
Search Committee for Open Rank Position in Management, 2018-2019
Member of Masters in Entrepreneurship and Innovation Development Committee, 2017-2019
Member of Strategic Plan Implementation Committee, 2017-2019
Member of Renovation Committee, University of California, Riverside, 2017-2019
Member of the Undergraduate Programs Committee, University of California, Riverside, 2016-2019
Member of the Open Call for Lecturers in Management Committee, University of California, Riverside, 2016-2017
Member of Strategic Planning Committee, University of California, Riverside, 2016-2017
Honors Adviser, Paulina Laroya
MBA Internship Adviser (numerous)
PhD Committee Member: Amanda Ishak and Rui Yang

Academic Service

Elected Representative at Large, Human Capital Interest Group, Strategic Management Society, 2021-2023
Strategic Human Capital SMS IG Interviewer, 2019
Session chair (multiple conferences).
Symposium organizer at 2013 and 2014 Academy of Management Annual Meetings.

Ad-hoc Reviewer: Management Science, Organization Science, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Human Relations, Academy of Management, and Strategic Management Society

Memberships

Member of the Academy of Management and Strategic Management Society since 2013

Skills and Experience

Statistical methods and programs (STATA, SAS, R, iMacros, Python, ArcGIS)
Consulting (unrelated to teaching): Homie, Nutraceutical Companies, Regional Commercial Laundry Cleaning Company, 2011-2015; Expert witness assistant, 2013

Languages and Foreign Experience

Lived in Taiwan from 2002-2004
Mandarin Chinese (proficient), German (elementary)

References

Lamar Pierce (PhD Committee Chair)
Professor of Strategy
Washington University in St. Louis
(314) 935-7321
pierce@wustl.edu

Todd Zenger
N. Eldon Tanner Chair in Strategy and Strategic
Leadership
Presidential Professor
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Stanford University
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