

Benjamin L. Hallen

Curriculum Vita

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EDUCATION

Ph.D. in Strategy, Organizations, and Entrepreneurship, Stanford University, Department of Management Science and Engineering, June 2007

- Dissertation: "The Origin of Network Positions: How Entrepreneurs Raise Funds"
- Winner of Technology and Innovation Management (TIM) Division's Best Dissertation Competition (2008)
- Finalist in Business Policy and Strategy (BPS) Division's Dissertation Competition (2008) and Organization Science Dissertation Proposal Competition (2006)
- Dissertation Committee: Kathleen Eisenhardt (chair), Riitta Katila, Thomas Byers, Pamela Hinds

Master of Computer Science, University of Virginia, 2002

Bachelor of Science in Electrical Engineering (with highest distinction), University of Virginia, 2000

ACADEMIC EMPLOYMENT

Robert H. Smith School, University of Maryland

July 2007 – Present Assistant Professor of Management and Organization

RESEARCH, METHODS, AND TEACHING INTERESTS

My *research interests* focus on the strategies by which executives form and utilize network ties to acquire resources for new and low power organizations. Theoretically, I use a combination of strategy, organizational, and economic sociology theories.

My *methodological interests* focus on the complementary combination of inductive field-based methods and statistical, quantitative methods. Specifically, I am interested in the use inductive field-studies to develop insights that extend and push extant theories in unexpected ways. Then, using my computer science background, I seek to construct, integrate, and manipulate novel and complex relational databases to further develop and test these insights using statistical analyses.

My *teaching interests* include entrepreneurship (both core courses and venture finance), strategy, organizational behavior, and the management of technology.

AWARDS, GRANTS, AND FELLOWSHIPS

Winner of Technology and Innovation Management (TIM) Division's Best Dissertation Competition, 2008.
Finalist in Business Policy and Strategy (BPS) Division's Dissertation Competition, 2008.
Dingman Center for Entrepreneurship Research Competition (University of Maryland): Best Published Paper, 2008.
Graduate Research Board Summer Support Award (\$8,750) from the University of Maryland, 2008.
Distinguished Student Paper Award from the Business Policy and Strategy Division at the Academy of Management Annual Meeting, 2007.
Finalist in Organization Science Dissertation Proposal Competition, 2006.
Ewing Marion Kauffman Foundation Dissertation Fellowship, 2006.
Heitz Fellowship at Stanford University, 2005.
Stanford School of Engineering Fellowship, 2002.
Recipient of Dean's Fellowship for Masters at University of Virginia, 2000-2001.
1st Place finish in Darden School of Business Fall 2000 Business Concept Competition, 2000.
Selected as one of 50 Lawn Residents at University of Virginia. Awarded to 4th year undergraduates based on academic record and community involvement. Declined in order to graduate a year early. 2000.
Miller Award for Outstanding Electrical Engineering Student at the University of Virginia. 2000.
Tau Beta Pi (Engineering Honors Society), 1999.
Virginia Engineering Foundation's Biomimicry Research Award, 1999.
Rodman Scholar (Engineering Honors Program) at the University of Virginia.

RESEARCH AND PUBLICATIONS

Strategy and Entrepreneurship Research

Hallen, Benjamin (2008) "The Causes and Consequences of the Initial Network Positions of New Organizations: From Whom do Entrepreneurs Receive Investments" (Forthcoming in December 2008,

Administrative Science Quarterly)

- This paper had been previously presented as "The Origin of the Network Positions of New Organizations."
- An early version of this paper was published in the Academy of Management Meeting BPS 2007 best paper proceedings and received a distinguished student paper award from the BPS division at the 2007 AOM conference.

Hallen, Benjamin and Kathleen Eisenhardt (2009) "Catalyzing Strategies: How Entrepreneurs Motivate Inter-Organizational Relationship Formation and Secure Professional Investments." (currently being revised for submission in Spring 2009)

- An early version of this paper was published in the Academy of Management Meeting OMT 2008 best paper proceedings.

Hallen, Benjamin (2009) "Can Entrepreneurs Believe Their Impressions of Venture Capitalists? Does it Matter? Entrepreneur Evaluations and Network Safety Nets" (Working paper being revised for submission in Spring 2009 – Includes 3,385 ratings of 569 venture capitalists by anonymous entrepreneurs)

Hallen, Benjamin (2009) "The Purchase of Embeddedness: Can Venture Capitalists Buy Prominent Network Positions?" (Working paper being revised for submission in Spring 2009 – Analysis of relative deal terms offered by 569 venture capitalists and their corresponding syndication activity)

Hallen, Benjamin, Rory McDonald, and Emily Cox (2009) "Singular Beacons and Institutional Isomorphism: The Influence of the Yale Endowment and Venture Run-ups on Venture Capital Activity." (Working paper in preparation for submission in late Summer 2009 – Analysis completed on venture capital firm foundings and capital inflows from 1979 through 2006)

Hallen, Benjamin (2009) "Prior Entrepreneur Experience and Present Accountability: The Advantages of Early Venture Capital Investments for Serial Entrepreneurs." (Working paper in preparation - data collected on the founders, products, and investment histories of 170 Internet security ventures founded from 1997-2002)

Computer Science Publications

Sullivan, Kevin., Griswold, William., Cai, Yuanfang., and Hallen, Benjamin. (2001) "The Structure and Value of Modularity in Software Design", ACM SIGSOFT Symposium on the Foundations of Software Engineering, Vienna.

Luebke, David and Hallen, Benjamin. (2001) "Perceptually Driven Simplification for Interactive Rendering", Rendering Techniques, Ed. Steven Gortler and Karol Myszkowski, Springer-Verlag, London.

PRESENTATIONS

"Catalyzing Strategies: How Entrepreneurs Accelerate Inter-Organizational Relationship Formation to Secure Professional Investments," **Northwestern Management and Organizations (MORS) Seminar**, Evanston, IL, December 8, 2008 (Invited presenter)

"Catalyzing Strategies: How Entrepreneurs Accelerate Inter-Organizational Relationship Formation to Secure Professional Investments," Network Evolution Conference, **INSEAD**, Fontainebleau, France October 24-25, 2008 (Invited presenter)

"Catalyzing Strategies: How Entrepreneurs Accelerate Inter-Organizational Relationship Formation to Secure Professional Investments," **Wharton Entrepreneurship Seminar**, Philadelphia, PA, October 7, 2008 (Invited presenter)

"Catalyzing Strategies: How Entrepreneurs Accelerate Inter-Organizational Relationship Formation to Secure Professional Investments," West Coast Research Symposium, **Stanford University**, Palo Alto, CA, September 5-6, 2008

"Catalyzing Strategies: How Entrepreneurs Accelerate Inter-Organizational Relationship Formation to Secure Professional Investments," Academy of Management Annual Conference, Anaheim, CA, August 10-13, 2008

"How Entrepreneurs Form Relationships with Other Organizations: The Securing of Investments from Venture Capital and Corporate Investors", Greif Research Symposium, **University of Southern California**, Los Angeles, CA, March 20-22, 2008 (Invited presenter)

"How Entrepreneurs Form Relationships with Other Organizations: The Securing of Investments from Venture Capital and Corporate Investors", Mid-Atlantic Strategy Colloquium, **University of Virginia (Darden)**, Charlottesville, VA, November 30-December 1, 2007

"The Origin of the Network Positions of New Organizations", Academy of Management Annual Conference, Philadelphia, PA, August 3-8, 2007

"The Origin of the Network Positions of New Organizations", West Coast Research Symposium, **University of Washington**, Seattle, WA, September 7-9, 2007

"How Entrepreneurs Form Relationships with Other Organizations", Smith Entrepreneurship Conference, **University of Maryland**, College Park, MD, April 19-21, 2007

"The Origin of the Network Positions of New Organizations", Annual Conference on Entrepreneurship, Venture Capital and Initial Public Offerings **Harvard Business School**, Boston, MA, December 8-9, 2006 (One of 10 papers selected out of over 140 submissions)

"The Origin of the Network Positions of New Organizations", Stanford Technology Ventures Program Research Seminar, **Stanford Management University**, Stanford, CA, November 16, 2006

"The Origin of the Network Positions of New Organizations" (Poster), West Coast Research Symposium, **University of Washington**, Seattle, WA, September 7-9, 2006

“The Origin of the Network Positions of New Organizations”, Smith Entrepreneurship Conference, University of Maryland, College Park, MD, April 22, 2006

“The Origin of the Network Positions of New Organizations”, Atlanta Competitive Advantage Conference, Emory University, Georgia Tech, and Georgia State, Atlanta, GA, June 15-17, 2006

TEACHING EXPERIENCE

University of Maryland

BMGT 495 (Spring 2008): Introduction to Business Policy. Strategy capstone course for senior undergraduate business majors. Taught using case methodology. Course covered strategic decision making, five forces, resource-based view, alliances.

- Spring 2008 (2.5 sections of 30 students each. Evaluations: 4.54/5.00 and 4.51/5.00).
- Spring 2009 (3 sections of 30 students each)

Stanford University, Teaching Assistantships

MS&E 270: Strategy in Technology-based Companies. Head teaching assistant for Kathleen Eisenhardt. Course covered the foundations of strategy, including industry structure, resource-based view, competitive interaction, and strategy as opportunity capture. Responsible for conducting classes (e.g., Standards and Network Effects), student review sessions, and company projects. Fall 2006.

MS&E 272: Venture Entrepreneurship. Head teaching assistant for Doug Mackenzie (Partner at Kleiner Perkins Caulfield and Byers and Adjunct Professor of Entrepreneurship). Course covered the valuation of ventures, the structuring of venture investments, staged investments, and liquidity events. Responsible for conducting classes (e.g., the valuation of ventures), student review sessions, and grading. Spring 2006.

MS&E 180: Organizational Behavior. Teaching assistant for Kathleen Eisenhardt. Course covered individual motivation, group dynamics, organizational decision making, and organizational design. Responsible for conducting classes (e.g., effective team decision making), student review sessions, and grading. Fall 2003, Fall 2004.

E145: High-Technology Entrepreneurship. Head teaching assistant for Thomas Byers and Randy Komisar (Partner at Kleiner Perkins Caulfield and Byers and Adjunct Professor of Entrepreneurship). Course covered opportunity recognition and evaluation, gathering resources, and managing ventures. Responsible for conducting classes (e.g., team effectiveness, finance and valuations, and effective presentations), student review sessions, and grading. Winter 2004, Winter 2005.

University of Virginia, Teaching Assistantships

CS 216: Program and Data Representation. Head teaching assistant for Ruth Anderson. Coordinated 11 other teaching assistants for a 150 student class. Lead weakly lab section for 30 students. Spring 2001.

CS 414: Operating Systems. Teaching assistant for Sang Son. Fall 2000.

INDUSTRY EXPERIENCE

Electronic Arts. Redwood City, California

June 2003 – September 2003

Assistant to Director of Development

Performed an internal analysis of the effectiveness and value of Electronic Art’s corporate executive development program. Analysis presented to CEO and other members of senior management. Work won national corporate university award (CUBIC Award, 2005).

Topik Solutions, Inc. Charlottesville, Virginia

November 2000 – August 2002

Co-founder, Chief Technology Officer, Interim CEO

Co-founder of company pioneering context-based advertising in email newsletters. Oversaw product design and development. Promoted by board to interim CEO after CEO and COO were released. Company went onto secure nearly \$1M in venture financing and reached profitability before being wound-down in 2007.

Eye Response Technologies, Inc. Charlottesville, Virginia

Summer Developer

Summer 1999, Summer 2000

Early employee of start-up commercializing “eye-mouse” technology developed at the University of Virginia. Drafted early corporate business plan for CEO as it transitioned from a university research project to a technology and service-based startup. Also assisted with technology development. Company is presently a profitable, ongoing concern with angel backing.

PROFESSIONAL AND SERVICE ACTIVITIES

University of Maryland

Strategy PhD Admissions Coordinator (2007-2008, 2008-2009)

Co-organizer of Department Research Day (Fall 2008)

Research Seminars

Coordinator, Stanford Technology Ventures Speaker Series

Organized, invited, and hosted academic speakers presenting research on strategy, organizational theory, and entrepreneurship.

Doctoral Consortia

Fifth West Coast Research Symposium on Technology Entrepreneurship, Seattle, WA, September 2006.

AOM OMT Division Doctoral Students Consortium. Atlanta, GA, August, 2006.

AOM TIM Division Doctoral Students Consortium. Honolulu, HI, August, 2005.

Membership

Academy of Management, BPS, OMT, and ENT divisions

Ad hoc Reviewer for

Administrative Science Quarterly (2008, 2009)

Organization Science (2009)

Strategic Management Journal (2008)

Academy of Management Annual Meetings (2005, 2006, 2007, 2008, 2009)