

**CRISTIAN L. DEZSÓ**

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**1. PERSONAL INFORMATION****EMPLOYMENT**

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University of Maryland, Robert H. Smith School of Business (College Park, MD)	
Associate Professor (with tenure)	2014 – present
Assistant Professor	2007 – 2014
Cornerstone Research (Washington, DC)	
Associate	2006 – 2007
Babeş-Bolyai University (Cluj-Napoca, Romania)	
Assistant Lecturer	1996 – 1998

**EDUCATION**

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New York University, Leonard N. Stern School of Business (New York, NY)	
Ph.D., M.Phil. in Economics and International Business	2006
Central European University (Budapest, Hungary)	
M.A. in Economics	2000
Babeş-Bolyai University (Cluj-Napoca, Romania)	
B.Sc. in Business Economics	1996

**2. RESEARCH AND SCHOLARLY ACTIVITIES****REFEREED ARTICLES**

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- Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis (with David Gaddis Ross and Jose Uribe), *Forthcoming in the Strategic Management Journal*
- Location Choices under Strategic Interactions (with Juan Alcácer and Minyuan Zhao), *Strategic Management Journal*, February 2015, Volume 36(2), pp. 197-215.
- Firm Rivalry, Knowledge Accumulation, and MNE Location Choices (with Juan Alcácer and Minyuan Zhao), *Journal of International Business Studies*, June/July 2013, Volume 44(5), pp. 504-520.
- Fatherhood and Managerial Style: How a Male CEO's Children Affect the Wages of His Employees (with Michael S. Dahl and David Gaddis Ross), *Administrative Science Quarterly*, December 2012, Volume 57(4), pp. 669-693.
- Are Banks Happy when Managers Go Long? The Information Content of Managers' Vested Option Holdings for Loan Pricing (with David Gaddis Ross), *Journal of Financial Economics*, November 2012, Volume 106(2), pp. 395-410.
- Does Female Participation in Top Management Improve Firm Performance? A Panel Data Investigation (with David Gaddis Ross), *Strategic Management Journal*, September 2012, Volume 33(9), pp. 1072-1089.
- Technology Adoption with Multiple Alternative Designs and the Option to Wait (with Luís M. B. Cabral) *Journal of Economics and Management Strategy*, Summer 2008, Volume 17(2), pp. 413-441.

**REFEREED CONFERENCE PROCEEDINGS**

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- The What, the Who, and the How: Coordination Experience and Team Performance in the Electronic Game Industry (with Thorsten Grohsjean and Tobias Kretschmer), *Academy of Management Annual Meeting 2010 Best Paper Proceedings*.

## CRISTIAN L. DEZSÓ

### WORKING PAPERS

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- Revisiting Gender Wage Dynamics in Top Management (with David Gaddis Ross and Jose Uribe)
- Coordination Experience and Team Performance: Evidence from the Electronic Games Industry (with Thorsten Grohsjean and Tobias Kretschmer), *In Preparation for Resubmission at Strategic Management Journal after Receiving a Reject and Resubmit*
- Scapegoating and Firm Reputation, *In Preparation for Submission at Management Science*
- Entrenchment and Changes in Performance Following CEO Turnover, *Permanent Working Paper*

### PRESENTATIONS

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#### *Is there an Implicit Quota for Women in Top Management? A Large Sample Statistical Analysis*

- HEC Paris, May 2015
- INSEAD, November 2013
- 6<sup>th</sup> Wharton People and Organizations Conference, October 2013, Philadelphia, PA
- Strategic Research Initiative Annual Meeting, Columbia Business School, June 2013, New York, NY

#### *Like Daughter, Like Father: How the Gender of a CEO's Children Influences Employees' Wages*

- National University of Singapore Business School, December 2011
- George Mason University, Industrial/Organizational Psychology Department, September 2011
- Northwestern University, Kellogg School of Business, June 2011
- University of Michigan, Ross School of Business, May 2011

#### *Coordination Experience and Team Performance: Evidence from the Electronic Games Industry*

- Strategic Research Initiative – ASQ Workshop, June 2011, Annapolis, MD
- 3<sup>rd</sup> Wharton People and Organizations Conference, October 2010, Philadelphia, PA
- Academy of Management Conference, August 2010, Montreal, Canada
- University of Maryland Entrepreneurship Research Conference, April 2010, Maryland, MD

#### *Female Participation in Top Management and Firm Performance*

- Strategy Research Forum (SRF), May 2009, Annapolis, MD
- University of Michigan, Ross School of Business, December 2008
- Munich School of Management, Ludwig-Maximilian-University, May 2008, Munich, Germany

#### *Entrenchment and Changes in Performance Following CEO Turnover*

- Atlanta Competitive Advantage Conference, June 2008, Atlanta, GA
- IESE (December 2005), UCLA Anderson (January 2006), INSEAD (February 2006), Bocconi (March 2006)

#### *Technology Adoption with Multiple Alternative Designs and the Option to Wait*

- Munich School of Management, Ludwig-Maximilians-University, May 2008, Munich, Germany
- University of Maryland, Smith School of Business, January 2007, College Park, MD
- Harvard Business School Strategy Research Conference, October 2006, Boston, MA
- Academy of Management Conference, August 2004, New Orleans, LA
- Society of Economic Dynamics, July 2004, Florence, Italy
- International Industrial Organization Society, April 2004, Northwestern University, Chicago, IL

#### *Scapegoating in Organizations*

- Ph.D. Transatlantic Conference, May 2004, London Business School, London, UK
- Consortium on Competitiveness and Cooperation (CCC), April 2004, Emory University, Atlanta, GA

### HONORS AND AWARDS

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- Ford Foundation/Aspen Institute Global Scholar Network Fellowship, 2005 – 2006
- New York University, Stern School of Business, Bogen Fellowship, 2004 – 2005
- New York University, Stern School of Business Doctoral Fellowship, 2000 – 2004
- Diploma with Distinction (magna cum laude), Central European University, Budapest, Hungary, 2000
- Open Society Foundation Scholarship, Central European University, Budapest, Hungary, 1998 – 2000
- National Scholarship & Merit Diploma, Babes-Bolyai University, Cluj-Napoca, Romania, 1991 – 1996

## CRISTIAN L. DEZSÓ

### PROFESSIONAL SERVICE

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- Ad hoc reviewer: *Strategic Management Journal*, *Management Science*, *Organization Science*, *Quarterly Journal of Economics*, *Review of Economic Studies*, *Journal of Economics and Management Strategy*, *Journal of International Business Studies*, *Journal of Industrial Economics*, *International Journal of Industrial Organization*, *Economic Journal*, and *Journal of the European Economic Association*

### MEDIA COVERAGE

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- Is there an Implicit Quota for Women in Top Management? A Large-Sample Statistical Analysis (with David Gaddis Ross and Jose Uribe)  
Featured in *The Wall Street Journal*, *The Washington Post*, *Los Angeles Times*, *Boston Globe*, *New York Magazine*, *Huffington Post*, *Money Magazine*, *Glamour Magazine*, *Business Insider*, *The Week*, *Science Daily*, *The Sunday Times*, *The Guardian*, *The Telegraph*, *Daily Mail*
- Fatherhood and Managerial Style: How a Male CEO's Children Affect the Wages of His Employees (with Michael Dahl and David Gaddis Ross)  
Featured in *The New York Times* x 2, *The Economist*, *The Wall Street Journal* x 2, *Financial Times*, *The Boston Globe*, *Time*, *The Atlantic*, *Forbes*, *Bloomberg BusinessWeek*, *Bloomberg Business*, *Daily Mail*, *Le Monde*, *CBS News*
- Does Female Participation in Top Management Improve Firm Performance? A Panel Data Investigation (with David Gaddis Ross)  
Featured in *The New York Times*, *The Washington Post*, *The Atlantic*, *Boston Globe*, *Forbes*, *Catalyst*, *OECD*, *McKinsey*, *The Shriver Report*, *Ernst & Young*, *McKinsey Quarterly*
- Entrenchment and Changes in Performance Following CEO Turnover  
Featured in *BusinessWeek*

### 3. TEACHING AND ADVISING

#### COURSES

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##### *International Business* (elective EMBA & OMBA)

- Winter '14 (4.80), Winter '15 (4.66)

##### *Global Economic Environment* (core MBA)

- Full Time: Fall '12 (4.65, 4.53), Winter '11 (4.50, 4.45, 4.40)
- Part Time: Summer '14 (4.75, 4.41, 4.61), Summer '13 (4.40, 4.64), Spring '12 (4.62, 4.55), Summer '11 (3.91, 4.34), Spring '11 (4.51), Summer '10 (3.96, 4.20), Spring '10 (3.98), Summer '09 (4.08, 4.40), Spring '09 (4.43), Spring '08 (4.19)

##### *Industry Analysis* (elective MBA)

- Fall '14 (3.09, 3.52, 3.59 – out of 4)

##### *Public Policy and Business Opportunities* (elective MBA)

- Part Time: Fall '13 (4.59, 4.77)

##### *Business and Government* (U)

- Spring '08 (4.43, 4.40)

#### COURSES DEVELOPED

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*International Business* (EMBA/OMBA)      Smith School of Business, University of Maryland  
Executive and Online MBA elective

*Industry Analysis* (MBA)      Smith School of Business, University of Maryland  
Full Time and Part Time MBA elective

*Public Policy & Business Opportunities* (MBA)      Smith School of Business, University of Maryland  
Part Time MBA elective

## **CRISTIAN L. DEZSÓ**

### TEACHING AWARDS

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- Winner, Krowe Award for Teaching Excellence, University of Maryland, 2012
- Top 15% Teaching Award, University of Maryland, 2011 and 2012

### STUDENT ADVISING

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- Seth Carnahan, Ph.D. 2013, first position at University of Michigan, Ross School of Business
- Daniel Olsen, Ph.D. expected in 2016
- Individual Study Project for several MBA students
- Smith Experience Consulting Project, Spring 2013, Spring 2014

## **4. SCHOOL SERVICE**

### RESEARCH

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- Cross-Disciplinary Seminar Series in Strategy and Entrepreneurship, Organizer, 2013-present
- Summer Seminar Series, Organizer, 2010-2012

### ADMINISTRATION

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- Faculty Council, Member, 2013-2015
- Faculty Recruiting, Logistics, Business and Public Policy Department, Fall 2009, Fall 2010, Fall 2014
- Ph.D. Student Recruiting, Management and Organizations Department, Fall 2012 and Fall 2013