

# BRIAN FOX

Bentley University, Department of Management  
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## EDUCATION

### UNIVERSITY OF CONNECTICUT

Ph.D., Management: Concentrations in Strategy and Entrepreneurship

### BABSON COLLEGE

Bachelor of Science in Business Management: Concentrations in Economics and Strategic Management

Storrs, CT

May 2017

Wellesley, MA

May 2008

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## ACADEMIC EXPERIENCE

### BENTLEY UNIVERSITY

Assistant Professor

Waltham, MA

July 2017 - Present

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## RESEARCH INTERESTS

Competitive Dynamics and Industry Structuring • Behavioral Theory • Firm and Industry Evolution • Strategic Entrepreneurship

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## DISSERTATION

Top management team tenure, competitive repertoires, and firm performance in the 3D printing industry (1988 – 2015)

Proposal Defense Date: December 2015; Dissertation Defense Date: April 2017

Dissertation Committee: Zeki Simsek, David Souder, Gregory Reilly, Richard Langlois

External Reviewers: Donald Hambrick, Sucheta Nadkarni

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## PUBLICATIONS

### Refereed

- 2022 Simsek, Z., Heavey, C, Fox, B., and Yu, T. (in press). Compelling Questions in Research: Seeing What Everybody Has Seen and Thinking What Nobody Has Thought. *Journal of Management* (Editorial). doi: 10.1177/01492063211073068.  
Heavey, C., Simsek, Z., Fox, B., & Herschel, M. (in press). Executive confidence: A multidisciplinary review, synthesis, and agenda for future research. *Journal of Management*. doi: 10.1177/01492063211062566.
- 2021 Fox, B., Grove, S., & Souder, D. (in press). When good deals need help getting done: Articulating side payment strategies. *Long Range Planning*. doi: 10.1016/j.lrp.2021.102072.  
Fox, B., Simsek, Z., & Heavey, C. (in press). Top Management Team Experiential Variety, Competitive Repertoires, and Firm Performance: Examining the Law of Requisite Variety in the 3D Printing Industry (1986-2017). *Academy of Management Journal*. doi: 10.5465/amj.2019.0734.  
Simsek, Z., Heavey, C. & Fox, B. (in press). Towards a managerial interfaces perspective of competitive action patterns. *Long Range Planning*. doi: 10.1016/j.lrp.2021.102141.  
Simsek, Z., Fox, B., & Heavey, C. (in press). Systematicity in Organizational Research Literature Reviews: A Framework and Assessment. *Organizational Research Methods*. doi: 10.1177/10944281211008652. Citations: Web of Science (WOS) – 0; Google Scholar (GS) – 4.
- 2018 Simsek, Z., Heavey, C., & Fox, B. 2018. Interfaces of strategic leaders: A conceptual framework, review, and research agenda. *Journal of Management* 44(1): 280 – 324. doi: 10.1177/0149206317739108. Citations: WOS – 20; GS – 44.
- 2017 Simsek, Z., Heavey, C., & Fox, B. 2017. (Meta-)framing strategic entrepreneurship. *Strategic Organization*, 15(4): 504 – 518. doi: 10.1177/1476127017711720. Citations: WOS – 15; GS – 15.
- 2015 Heavey, C., Simsek, Z., & Fox, B. 2015. Managerial social networks and ambidexterity of SMEs: The moderating role of a proactive commitment to innovation. *Human Resource Management*, 54(S1): 201-221. doi: 10.1002/hrm.21703. Citations: WOS – 48; GS – 83.  
Simsek, Z., Fox, B. C., & Heavey, C. 2015. “What’s past is prologue”: A framework, review, and future directions for organizational research on imprinting. *Journal of Management*. 41(1): 288-317. doi: 10.1177/0149206314553276. Citations: WOS – 94; GS – 188.

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## PRESENTATIONS

### Refereed

- 2021 Grove, S., Fox, B., Ranucci, R., & Souder, D. 2021. A Bilateral Perspective on Asymmetric Distance and Alliance Governance mode. Paper to be presented at the Academy of Management Annual Meeting, Virtual.  
Fox, B., Heavey, C., and Simsek, Z. 2021. Understanding Strategic Leaders’ Role in Competitive Dynamics: Towards an Interface Model. Paper presented at the Competitive Dynamics Conference, Helsinki, FI.

- 2020 Simsek, Z. and Fox, B. 2020. Big Data for Strategy and Management: Towards a Theory-guided Approach for Progress. Paper accepted to the Strategic Management Society Annual Conference, London, UK. (withdrawn due to COVID)
- Heavey, C., Fox, B., and Simsek, Z. 2020. Executive Confidence and Firm Performance: Do Economic and Resource Conditions Make a Difference? Paper to be presented at the European Academy of Management Annual Meeting, Dublin, Ireland. (Conference postponed)
- 2019 Fox, B., Heavey, C., Simsek, Z., & Herschel, M. 2019. Investigating the Boundary Conditions of CEO Core Self-Evaluation: A Two-Study Approach. Paper presented at the Strategic Management Society Annual Conference, Minneapolis, MN. \*Nominated for a Best Paper Prize.
- Fox, B., Simsek, Z., & Heavey, C. 2019. Founder Pre-Entry Experience and New Venture Innovation Over Time: An Examination of Multiple Paths. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- Grove, S., Fox, B., & Souder, D. 2019. Coordination Equilibria: Facilitating Value-Creating Deals. Paper presented at the Strategic Management Society Special Conference, Frankfurt, Germany.
- Fox, B., Simsek, Z., & Souder, D. 2019. Competitive Action Repertoires and Firm Performance: The Evolving Role of Stakeholders and Competitors over the Industry Life Cycle. Paper presented at the Industry Studies Association Annual Conference, Nashville, TN.
- 2018 Fox, B., Simsek, Z., & Heavey, C. 2018. Top management tenure and competitive repertoires across the 3D printing industry life cycle. Paper presented at the Strategic Management Society Annual Meeting, Paris, France.
- Fox, B., Simsek, Z., & Souder, D. 2018. Firm repertoires and performance: The influence of complementarity and competition. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
- Fox, B. Grove, S., & Souder, D. 2018. Searching for the best deal: Finding superior returns via coordinated action. Paper accepted for the European Academy of Management Annual Meeting, Reykjavik, Iceland (not presented due to scheduling conflicts).
- 2017 Grove, S., Fox, B., & Souder, D. 2017. Coordination equilibria: Formalizing a path forward for value creation. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Fox, B. 2017. Top management team tenure, competitive repertoires, and firm performance in the 3D printing industry. Paper presented at the Industry Studies Association Annual Conference, Washington DC.
- 2016 Fox, B., Simsek, Z., & Heavey, C. 2016. New venture team congenital knowledge and venture innovation: Exploring governing mechanisms. Paper presented at the Strategic Management Society Annual Meeting, Berlin, Germany.
- Simsek, Z., Fox, B., & Heavey, C. 2016. A review, integrative framework, and future directions for research on competitive actions. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Heavey, C., & Fox, B. 2016. Alliance capabilities and corporate entrepreneurship: The pivotal influence of top managers. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Simsek, Z., Heavey, C., & Fox, B. 2016. Clarifying strategic entrepreneurship as an organizational construct: An integrative review, action-level specification, and implications for firm performance and future research. Paper presented at the European Academy of Management Annual Meeting, Paris, France.
- Heavey, C., Fox, B., Simsek, Z., & Hambrick, D. C. 2016. CEO core self-evaluation and the rise and fall of Irish firms, 2005 to 2009. Paper presented at the European Academy of Management Annual Meeting, Paris, France.
- 2015 Fox, B., Simsek, Z., & Heavey, C. 2015. The genesis of innovative ventures: A founding team imprinting perspective. Paper presented at the Academy of Management Annual Meeting, Vancouver, Canada.
- Heavey, C., Fox, B., Simsek, Z., & Hambrick, D. C. 2015. Exuberance in the corner office: CEO core self-evaluation and the rise and fall of Irish firms, 2005-2009. Paper presented at the Academy of Management Annual Meeting, Vancouver, Canada.
- 2014 Heavey, C., Simsek, Z., & Fox, B. 2014. A resource-based model of alliance portfolios and growth of small and medium-sized enterprises. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Simsek, Z., Heavey, C., & Fox, B. 2014. An action-level specification and implications of strategic entrepreneurship for performance. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Fox, B. 2014. Whose shoulders are we standing on? Conceptualizing and demonstrating article impact in organization studies. Paper presented at the European Academy of Management Annual Meeting, Valencia, Spain.

## **SYMPOSIA**

### Refereed

- 2017 Fox, B. Heavey, C., & Simsek, Z. 2017. Interfaces of Strategic Leaders: Past, Present, and Future Research Agenda. Presenter symposium at the Academy of Management Annual Meeting, Atlanta, GA.
- 2016 Simsek, Z., Heavey, C. & Fox, B. 2016. Interfaces of strategic leaders: Developing a future research agenda. Presenter symposium at the Academy of Management Annual Meeting, Anaheim, CA.
- 2015 Heavey, C., Simsek, Z., & Fox, B. 2015. Scholarship with impact. Presenter symposium at the European Academy of Management Annual Meeting, Warsaw, Poland.

## PROFESSIONAL WORKSHOPS

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Organizer, Strategy Research on Interfaces – Strategic Leaders and Beyond, Summer 2016; 2017  
Participant, BPS Dissertation Consortium, Summer 2016  
Participant, BPS Doctoral Consortium, Summer 2015  
Participant, Strategic Research Initiative PhD Bootcamp, Summer 2015  
Participant, Seminar in Strategic Entrepreneurship, University College Dublin, Summer 2013

## HONORS AND AWARDS

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### Academy of Management

Outstanding Reviewer for the Strategic Management Division, 2018

### Bentley University

Recipient, Faculty Affairs Committee (FAC) Development Grant, Spring 2018

### University of Connecticut

University of Connecticut School of Business Hall of Fame Inductee, 2017

PhD Program-wide Outstanding Ph.D. Student Scholar Award: 2015–2016

Anthony Esposito Student Development Scholarship, 2014–2016

Research Assistantship, Adviser: Zeki Simsek, 2012–2016; David Souder, 2016–2017

Management Department Outstanding Ph.D. Student Scholar Award: 2013–2015

University Pre-Doctoral Fellowship, 2013–2014

### Babson College

Presidential Scholar 2004 - 2008

Economics Achievement Award, Rudolph A. Johnson Strategic Management Award, Shelby Cullom Davis Foundation Award 2008

## TEACHING EXPERIENCE

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	<u>Score/Comparison /Scale Max.</u>
<u>Bentley University (average score, compared to overall course average)</u>	
MBA Global Strategy (GR604), Fall 2021 (asynchronous online course)	5.3/ 5.6 /6.0
Global Strategy (GB410), Fall 2021 (hybrid)	5.7/ 5.4 /6.0
Global Strategy (GB410), Spring 2021 (synchronous online, averaged over two sessions)	5.6/ 5.6 /6.0
MBA Global Strategy (GR604), Spring 2020 (COVID asynchronous online course)	5.2/ 5.5 /6.0
Global Strategy (GB410), Spring 2020 (COVID partially synchronous online course)	5.8/ 5.6 /6.0
MBA Global Strategy (GR604), Fall 2019 (asynchronous online course)	5.6/ 5.6 /6.0
Global Strategy (GB410), Fall 2019	5.7/ 5.7 /6.0
MBA Global Strategy (GR604), Spring 2019 (asynchronous online course)	5.8/ 5.8 /6.0
Global Strategy (GB410), Spring 2019	5.6/ 5.7 /6.0
Global Strategy (GB410), Fall 2018 (averaged over two sections)	5.8 /5.6 /6.0
Global Strategy (GB410), Spring 2018 (averaged over two sections)	5.7/ 5.6/ 6.0
Global Strategy (GB410), Fall 2017 (averaged over two sections)	5.6 /5.4 /6.0
<u>University of Connecticut (median score, compared to university average of medians)</u>	
Instructor, Venture Consulting, Fall 2016	
Instructor, Venture Consulting, Fall 2015	5.0/ 4.4 /5.0
Instructor, Strategy, Policy & Planning, Spring 2015	5.0/ 4.1 /5.0
Instructor, Independent Study: Fall 2014	4.0/ 4.2 /5.0
Instructor, New Venture Management: Spring 2014	N/A (one student)
Instructor, Venture Planning, Management, & Growth: Fall 2013	5.0/ 4.1 /5.0
TA, Venture Consulting: Fall 2012 – Spring 2015, Spring 2016	5.0/ 4.0 /5.0 N/A

## SERVICE, CERTIFICATIONS, AND MEMBERSHIPS

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Ad Hoc Reviewer, Academy of Management Journal	2016 – Present
Ad Hoc Reviewer, Organization Science	2018 – Present
Ad Hoc Reviewer, Strategic Organization	2018 – Present
Ad Hoc Reviewer, Journal of Business Venturing	2018 – Present
Ad Hoc Reviewer, Group and Organization Management	2017 – Present
AoM 2013 Annual Meeting – New Doctoral Student Consortium (NDSC) Program Committee Member	2011
Certified Management Accountant (CMA)	2012
Certified Six Sigma Green Belt (CSSGB)	2008, 2016
Member, Omnicron Delta Epsilon; Beta Gamma Sigma	Various

Member, European Academy of Management (EURAM); Strategic Management Society; Academy of Management (STR, RMD)

Inactive Member: American Society for Quality, Institute for Management Accountants

## PROFESSIONAL EXPERIENCE

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### **BEACON HILL STRATEGISTS, LLC**

**Boston, MA**

**SPECIALIZE IN COMPLEX STATISTICAL PROJECTS; ALSO ENGAGE IN PERIODIC SPEAKING ARRANGEMENTS**

2017 - Present

#### Founder

- Provide input in developing appropriate scopes of work and detailed work-plans for project execution
- Assist in the development of analysis methodologies to be performed by others, with quality control
- Construct and test statistical and econometric models in support of ongoing litigation or risk assessment

### **NAVIGANT CONSULTING, INC. (NYSE: NCI)**

**Boston, MA**

**ANALYZE DATA, CONSTRUCT MODELS AND SYNTHESIZE RELEVANT FINDINGS FOR CLIENTS**

2008 - 2017

#### Senior Consultant

#### **Determined the Impact of Contractor Mismanagement of a \$400MM Natural Gas Power Plant**

- Managed team of peers and synthesized findings into deliverables including reports, exhibits and graphics
- Participated in fact-finding interviews to determine sequence of events and causal links
- Assisted in development of damages methodology, computed direct and consequential damages of \$75MM
- Delivered presentations of findings to clients and legal counsel in preparation for arbitration

#### **Performed Benchmarking and Best Practices Analysis for \$1B Canadian Engineering Firm**

- Led effort to investigate strategic options regarding pursuit of classified contracts with the US Government
- Interviewed key corporate-level personnel to determine current policies, practices and informal procedures
- Developed and presented report of findings to client, focusing on structural reorganization

#### **Developed Statistical Models and Reports Analyzing Feasibility of Alternative Energy Opportunities**

- Performed review of data and underlying assumptions provided by parties seeking ARRA funding for renewable energy opportunities
- Researched proposed technologies and validated potential savings; constructed confirmatory savings models
- Coordinated the transfer of analytical results to the state agencies in charge of funding allocations

#### **Construction Practice Development Database**

- Developed comprehensive sales proposal management and resume management system for the purposes of improving the firm's existing practice development processes
- Interfaced with senior leadership within and across practices and functional areas

### **PREPDECKS, INC.**

**Boston, MA**

#### Co-Founder

2011 – 2013

### **NEW ENGLAND CONSULTING GROUP**

**Westport, CT**

#### Summer Project Manager

Jun -Aug 2007

#### **Developed Marketing Strategy for \$120MM Pharmaceutical Firm**

- Coordinated efforts of three partners in order to analyze all aspects of client's marketing strategy
- Constructed models to provide alternate scenarios of growth, ROIC and resultant shareholder value
- Presented plans to client's Board of Directors to increase EBIT by 25% per annum

### **ACCENTURE (NYSE: ACN)**

**London,**

#### Intern, Life and Sciences Division

**England**

#### **Modeled NHS Cost Savings for Proactive Chronic Care Treatments in the UK**

Jun -Aug 2006

- Determined market size, growth and potential savings for major chronic disease populations
- Presented savings opportunity of £546MM/annum and supporting research to senior partners