

**BENJAMIN A. CAMPBELL**  
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## **ADDRESS**

Work: Fisher College of Business  
The Ohio State University  
744 Fisher Hall  
2100 Neil Ave  
Columbus, OH 43210

## **EDUCATIONAL BACKGROUND**

Ph.D. in Economics, 2002  
University of California, Berkeley

B.Sc. in Mathematics, 1996  
Ohio State University

## **EMPLOYMENT HISTORY**

Associate Professor of Management (2014-present)  
Director of the Graduate Business Minor in Health Sciences (2014-Present)  
Assistant Professor of Management (2007-2014)  
Max M. Fisher College of Business  
Ohio State University  
Columbus, OH

Assistant Professor of Management (2004-2007)  
The Wharton School  
University of Pennsylvania  
Philadelphia, PA

Post-Doctoral Researcher (2003-2004)  
Alfred P. Sloan Foundation - Longitudinal Employment-Household Dynamics Project

Visiting Researcher (2003-2004)  
California Economic Development Department

**PAPERS AND PUBLICATIONS****Papers**

- Campbell BA**, Kryscynski D, Olson, D. 2017. Bridging Strategic Human Capital and Employee Entrepreneurship Research: A Labor Market Frictions Approach. *Strategic Entrepreneurship Journal*. Forthcoming.
- Agarwal R, **Campbell BA**, Franco A, Ganco M. 2016. What Do I Take with Me: The Mediating Effect of Spin-out Team Size and Tenure on the Founder-Firm Performance Relationship. *Academy of Management Journal*, 59(3):1060-1087.
- Nominated for *Best Conference Paper for Practice Implications* at the 2012 Strategic Management Society meetings.
- Campbell BA**, Saxton BM, Banerjee P. 2014. Campbell, Resetting the Shot Clock: The Effect of Comobility on Human Capital. *Journal of Management*, 40:531-556.
- Finalist for *Best Conference Paper* at the 2010 Strategic Management Society meetings.
- Campbell BA**. 2013. Earnings Effects of Entrepreneurial Experience: Evidence from the Semiconductor Industry. *Management Science*, 59(2) 286-304.
- Runner-up for 2014 INFORMS-Industry Studies Association *Best Paper Prize*.
- Campbell BA**, Banerjee P. 2012. Knowledge Complementarities: Human Capital Management and R&D Investment in High-Technology Firms. *International Journal of Strategic Change Management*, 4(3/4) 335-355.
- Campbell BA**, Coff R, Kryscynski D. 2012. Re-thinking Competitive Advantage from Human Capital: How the Concept of Firm-Specificity Has Led Strategy Theorists Astray. *Academy of Management Review*, 37(3) 376-395.
- Carnahan S, Agarwal R, **Campbell BA**. 2012. The Effect of Firm Compensation Structures on Employee Turnover and Employee Entrepreneurship of Extreme Performers. *Strategic Management Journal*, 33(12):1411-1430.
- Campbell BA**, Ganco M, Franco A, Agarwal R. 2012. Who Leaves, to Go Where, and Does it Matter?: Employee Mobility, Employee Entrepreneurship and the Effects on Parent Firm Performance. *Strategic Management Journal*, 33(1):65-87.
- Winner, Emerald Citations of Excellence for 2015
  - Runner-up for *Best Conference Paper* at 2009 Strategic Management Society.
  - Nominated for *Best Conference Paper for Practice Implications* at 2009 Strategic Management Society.
- Banerjee P, **Campbell BA**. 2009. Inventor Bricolage and Firm Technology and Development. *R&D Management*, 39(5):473-487.
- Echambadi R, **Campbell BA**, Agarwal R. 2006. Encouraging Best Practice in Quantitative Management Research: An Incomplete List of Opportunities. *Journal of Management Studies*, 43(8):1801-1820.

Brown C, **Campbell BA**. 2002. The Impact of Technological Change on Work and Wages. *Industrial Relations*, 41(1):1-33.

Brown C, **Campbell BA**. 2001. Technical Change, Wages, and Employment in Semiconductor Manufacturing. *Industrial and Labor Relations Review*, 54(2): 450-65.

### Book Chapters

Andersson F, Brown C, **Campbell BA**, Chiang H, Park Y. 2010. How Good Are U.S. Jobs? Characteristics of Job Ladders across Firms in Five Industries. *Labor in the Era of Globalization*, edited by Clair Brown, Barry Eichengreen, and Michael Reich. University of Chicago Press.

Andersson F, Brown C, **Campbell BA**, Chiang H, Park Y. 2008. The Effect of HRM practices and R&D investment on Worker Productivity. *National Bureau of Economic Research Volume: Analysis of Firms and Employees: Quantitative and Qualitative Approaches*, edited by Stefan Bender, Julia Lane, Kathryn Shaw, Fredrik Andersson, and Till von Wachter. University of Chicago Press.

**Campbell BA**. 2005. Using Linked Employer-Employee Data to Study Entrepreneurial Issues. *Handbook of Entrepreneurship Research: Disciplinary Perspectives*, edited by Sharon Alvarez, Rajshree Agarwal, and Olav Sorenson. Springer.

Raphael S, Brown C, **Campbell BA**. 2000. High-Tech Industries in California: Panacea or Problem? *Policy Issues Facing the California Labor Market*, edited by Paul Ong and Jim Lincoln. Institute of Industrial Relations, UC-Berkeley.

### Working Papers

Starr E, Ganco M, **Campbell BA**. 2017. Management of Human Capital in the Context of Industry-Specific Skills and Within-Industry Mobility Barriers.

Zhong B, Saxton B, **Campbell BA**. 2017. The Role of International Experience on Individual Performance in Multinational Teams.

Agarwal R, Carnahan S, **Campbell BA**. 2017. All in the Tails? Pre-Entry Knowledge and the Distribution of Startup Performance.

Di Lorenzo F, Tartari V, **Campbell BA**. 2017. Cross-Employer Relational Capital and Employee Mobility.

Krscynski D, Coff R, **Campbell BA**. 2017. Utility Players and Utility Functions: Co-Specialized General Human Capital and Compensating Wage Differentials.

- Nominated for *Best Conference Paper* at the 2014 Strategic Management Society meetings

Ganco M, **Campbell BA**, Raffiee J. 2016. Internal Vs External Markets: How the Assembly of Initial Spin-Out Teams Impacts Spin-Out Survival.

**Campbell BA**, Coff R, Krscynski, D. 2014. NBA On Demand: The Impact of Human Capital on Consumer Willingness to Pay and Competitive Advantage.

- Nominated for *Best Conference Paper* at the 2013 Strategic Management Society meetings

Agarwal R, **Campbell BA**, Carnahan S, Franco A. 2013. Birds of a Feather Flock Together: Two-Sided Incomplete Information and Human Capital Composition over the Firm Lifecycle.

- Awarded Rector's Award for Most Innovative Paper at the 2011 DRUID Conference

## RESEARCH PRESENTATIONS

“All in the Tails? Pre-Entry Knowledge and the Distribution of Startup Performance”

- Strategic Management Society, 2016

“Management of Human Capital in the Context of Industry-Specific Skills and Within-Industry Mobility Barriers”

- Strategic Management Society, 2016
- Leuven University, 2016

“Internal Vs External Markets: How the Assembly of Initial Spin-Out Teams Impacts Spin-Out Survival”

- Academy of Management, Anaheim, Aug 2016.

“The Role of International Experience on Individual Performance in Multinational Teams”

- Academy of Management, Anaheim, Aug 2016.

“Knowledge Contexts of New Ventures: Composition and Performance of Industry-Academic Hybrid Spinouts”

- Academy of Management, Vancouver, Aug 2015.

“Resource Accumulation Lags and the Value of Strategic Human Capital”

- Academy of Management, Vancouver, Aug 2015.

“Antecedents and Consequences of Employee Mobility and Employee Entrepreneurship”

- Kauffman Foundation, 2015.

“What Do I Take With Me?: The Mediating Effect of Spin-out Team Size and Tenure on the Founder-Firm Performance Relationship”

- Copenhagen Business School, 2014
- Utah Strategic Human Capital Conference, 2013
- Atlanta Competitive Advantage Conference, 2012
- Strategic Management Society, 2012
- University of Wisconsin, 2012
- University of South Carolina, Nov 2012
- Academy of Management, Montreal, Aug 2010.
- University of Illinois, Oct 2010

“NBA On Demand: The Impact of Human Capital on Consumer Willingness to Pay and Competitive Advantage.”

- Strategic Management Society, 2013.

- “Better the Devil You Know: Selection of Founding Team Members and Start-up Performance”
- Academy of Management, Atlanta, 2013.
- “Utility Players and Utility Functions: Co-Specialized General Human Capital and Compensating Wage Differentials”
- University of Minnesota, 2012
  - Academy of Management, Boston, 2012.
  - Atlanta Competitive Advantage Conference, 2012.
  - Ohio State Human Capital Conference, 2011.
  - Strategic Management Society, 2011.
- “Human Capital Bricolage in Resource-Constrained Firms”
- Academy of Management, Atlanta, 2013.
  - Ingenuity Conference, Burlington, Canada, 2011.
  - Babson College Entrepreneurship Research Conference, Syracuse, 2011.
- “Birds of a Feather Flock Together: Two-Sided Incomplete Information and Human Capital Composition over the Firm Lifecycle”
- Smith Entrepreneurship Conference, University of Maryland, Apr 2011
  - Atlanta Competitive Advantage Conference, May 2011.
- “Entrepreneurial Project Team Composition in New Technology-Based Ventures”
- Academy of Management, Aug 2012.
- “Functional Generalists, Technical Specialists and Knowledge Integration”
- Academy of Management, Montreal, Aug 2010.
- “Does Investment in Firm-Specific Human Capital Pay? Evidence from U.S. Management Faculty Salaries”
- Strategic Management Society Annual Meetings, Rome. Sep 2010.
  - Academy of Management, Atlanta, 2013.
- “Resetting the Shot Clock: Resetting the Shot Clock: The Effect of Co-Mobility on Individual Performance”
- Academy of Management, Aug 2011
  - Strategic Management Society Annual Meetings, Rome. Sep 2010.
- “Re-thinking Competitive Advantage from Human Capital: How the Concept of Firm-Specificity Has Led Theorists Astray”
- Atlanta Competitive Advantage Conference, May 2010.
- “The Effect of Firm Compensation Structures on Employee Mobility and Employee Entrepreneurship of Extreme Performers”
- BYU/UTAH Winter Strategy Conference. Feb 2010.
  - University of Illinois, May 2010
  - Atlanta Competitive Advantage Conference, May 2010.
  - Academy of Management, Montreal, Aug 2010.
  - Strategic Management Society Annual Meetings, Rome. Sep 2010.
  - Cornell University, Apr, 2011

“Who Leaves, to Go Where, and Does it Matter?: Employee Mobility, Employee Entrepreneurship and the Effects on Parent Firm Performance”

- University of Illinois, May 2009
- Academy of Management, Chicago, IL. Aug 2009.
- Strategic Management Society Annual Conference, Washington DC, Oct 2009.

“Inventor Bricolage and Firm Technology Development”

- Strategic Management Society Annual Meetings, San Diego, CA. Oct 2007.
- University of Illinois, Jan 2008.
- Academy of Management, Anaheim, CA. Aug 2008.

“Moral Hazard and Spinouts”

- CRES-Second Annual Foundations of Business Strategy Conference, St. Louis, 2006.
- Strategic Management Society Annual Meetings, San Diego, CA. Oct 2007.

“Knowledge Complementarities: Internal R&D and External Human Resource Practices”

- Macro-HR Conference. Philadelphia, PA. Jun 2007.

“Linked Employer-Employee Data: New Opportunities for Research in Management”

- Academy of Management Annual Meetings, Honolulu, HI. Aug 2005.
- Strategic Management Society Annual Meetings, Orlando, FL. Oct 2005.

“The Relationship between HRM Practices and Firm R&D”

- American Economics Association Annual Meetings, Philadelphia, PA. Jan 2005.
- Society of Labor Economists Annual Meetings, San Francisco, CA. Jun 2005.
- Strategic Management Society Annual Meetings, Orlando, FL. Oct 2005.
- Sloan Industry Centers Annual Meetings, Cambridge, MA. Dec 2005.
- Academy of Management Annual Meetings, Atlanta, GA. Aug 2006.

"Stock Option Incidence and Local Labor Markets: A Study of the Information Technology Sector"

- American Economics Association Annual Meetings, Washington D.C. Jan 2003.
- Strategic Management Society Annual Meetings, Orlando, FL. Oct 2005.
- Academy of Management Annual Meetings, Atlanta, GA. Aug 2006.

“Is Working at a Start-up Worth It? Evidence from the Semiconductor Industry”

- Entrepreneurship from the Employee’s Perspective Workshop. Max Planck Institute of Economics Entrepreneurship, Growth, and Public Policy Group. Jena, Germany. Feb 2006.
- University of Pennsylvania, Wharton School, 2003
- Harvard Business School, 2003
- University of Illinois, 2003
- Carnegie Mellon University, 2003
- Federal Reserve Bank of Cleveland, 2003
- Federal Reserve Bank of Dallas, 2003
- Bureau of Labor Statistics, 2003

"Human Resources in the Semiconductor Industry"

- Sloan-LEHD workshop, Washington D.C. April 2002.

"Engineers' Voice in the Internet Economy"

- American Economics Association Annual Meetings, New Orleans, LA, Jan 2001.
- "Technological Change, Training, and Job Tasks in the Semiconductor Industry"
- International Industrial Relations Association 12th World Congress, Tokyo, May 2000.
- "The Impact of Technological Change on Work and Wages"
- American Economics Association Annual Meetings, New York, NY, Jan 2000.
- "The Evolution of Wage Structures in Semiconductor Companies"
- Sloan Human Resources Group Workshop, Madison, WI, March 1999.

## POPULAR MEDIA

- "Ohio Employment," *WCMH*, May 22, 2009.
- "Ohio Employment," *WBNS*, May 22, 2009.
- "National Jobs Outlook," *Fox Business News*, Nov 5, 2008 (live).
- "When to Hire Outside and When to Develop from Within," *Workforce Insights*, April, 2006.
- "Risk-free Reward? Wharton Researcher Finds Little Financial Downside in Startup Jobs," *Get it Started*, Feb 2006.
- "The Hiring Dilemma for High-Tech Firms: 'Make vs. Buy'," *Knowledge@Wharton*, Oct 2005.

## TEACHING EXPERIENCE

The Fisher College of Business, Ohio State University

MBA 812/MBA 812N/MBA 6241 – Organizations, Markets, and Management  
 BUSFIN 7702 – Applied Managerial Economics for Health Sciences  
 MHR 854 – Seminar in Human Resources Policy

*Outstanding Full-Time MBA Core Professor (2010, 2012, 2013)*  
*Outstanding Working Professional MBA Core Professor (2011, 2014, 2015)*  
*Pace Setters recipient of the Westerbeck Graduate Teaching Award (2011)*  
*Nominee for Alumni Award for Distinguished Teaching (2013)*

The Wharton School, University of Pennsylvania

Management 816 – Building Human Assets in Entrepreneurial Ventures.  
 Developed new course.

Management 691 – MBA Negotiations and Dispute Resolution  
 Management 291 – Undergraduate Negotiations and Dispute Resolution

Doshisha University Management School.

Course Developer - Managing Human Resources for Innovation (with Clair Brown).

Attended *Art and Craft of Discussion Leadership*, Harvard Business School, January 2006.

Attended *Teaching Forum Roadshow*, Instructor Barbara Lanebrown, February 2005.

## **RESEARCH AWARDS AND GRANTS**

National Science Foundation. 2016-2018. "Frictions, Facilitations and Fates: Career Lifecycles of Enterprising Workers in R&D Intensive Industries." Award amount under negotiation. (Co-principal investigator with Rajshree Agarwal, Seth Carnahan, and Martin Ganco.) Full project award: Under negotiation.

Kauffman Foundation. 2015-2018. "The Antecedents and Consequences of Individuals' Mobility & Entrepreneurship." \$153,753. (Co-principal investigator with Rajshree Agarwal, Seth Carnahan, Martin Ganco, and Florence Honore.) Full project award: \$650,193

National Science Foundation. 2012-2015. "Inter-Industry Differences in the Antecedents and Consequences of Industrial Scientists Mobility and Entrepreneurship Decisions." \$271,807. (Co-principal investigator with Rajshree Agarwal, Seth Carnahan, and Martin Ganco.) Full project award: \$852,471

Fisher Research Fellow. 2012, 2013, 2014, 2015

Fisher College of Business Small Grant. 2008, 2009, 2010, 2011, 2012. ~\$2,000.

National Institute of Standards and Technology's Technology Improvement Program Small Grants Scholarship Program. 2008. \$20,250 (co-principal investigator)

Kauffman Foundation, 2005. \$665,511 (co-investigator)

Wharton Center for Human Resources, 2005. \$5,000

## **PROFESSIONAL SERVICE**

### **Elected Positions**

Representative-at-Large for the Strategic Human Capital Interest Group in the Strategic Management Society (2011-2013).

Business Policy and Strategy Division Research Committee Member in the Academy of Management (2011-2013).

Representative-at-Large for the Entrepreneurship Interest Group in the Strategic Management Society (2006-2008).

### **Editorial Board Membership**

Strategic Entrepreneurship Journal (2011-)  
Associate Editor (2017-)

Organization Science (2016-)

Strategic Management Journal (2015-)



Strategic Organizations (2014-)

Journal of Management (2014-2017)

Academy of Management Journal (2013-)

IEEE Transactions on Engineering Management (2010-2017)

**Ad Hoc Reviewing:**

Academy of Management Journal

Academy of Management Review

Administrative Science Quarterly

Economic Development Quarterly

Entrepreneurship Research Journal

Human Relations

Human Resource Management

IEEE Transactions on Engineering Management

Industrial and Labor Relations Review

Industrial Relations

International Journal of Human Resource Management

Journal of Economic Behavior and Organization

Journal of Human Resources

Journal of Labor Economics

Journal of Management

Journal of Management Studies

Journal of Organizations, Law, and Economics

Management Science

Organization Science

Strategic Entrepreneurship Journal

Strategic Management Journal

Strategic Organization

National Science Foundation

Kauffman Dissertation Fellowship

SMS Strategic Human Capital IG

SMS Entrepreneurship and Strategy IG

SMS Knowledge and Innovation IG

SMS SRF Dissertation Award

Academy of Management ENT Division

Academy of Management BPS Division

Industry Studies Association Dissertation Award

**Professional Service**

New Theory on Managing Human Capital. Strategic Management Society, Invited Panelist (2016)

BPS Junior Faculty Paper Development Workshop. Academy of Management, Discussant (2016)

Giarratani Rising Star Award. Industry Studies Association, Committee Member (2016)

Kauffman New Entrepreneurial Growth Conference, Invited Panelist (2015)

- Dissertation Prize. Industry Studies Association, Committee Member (2016)
- Antecedents and Consequences of Team Formation in Entrepreneurial Contexts. Academy of Management Symposium, Co-organizer (2015)
- Workplace Commitment in Entrepreneurial Settings. Academy of Management Symposium, Co-organizer (2015).
- Where is the Strategic Human Capital Field Moving? Invited keynote speaker at Copenhagen Business School HOPE conference (2014)
- How to Retain Key Employees? An Economist's View. Invited speaker at Copenhagen Business School NOCA workshop (2014)
- What is Human Capital, Really? Economic and Psychological Views of Our Key Construct, Strategic Management Society Interest Group Panel, Panelist (2013)
- Where Are We Going Next in Strategic Human Capital Research?, Strategic Management Society Interest Group Panel, Panelist (2013)
- Defining and Expanding the Conceptual Space of Strategic Human Capital, Academy of Management Symposium, Panelist (2013).
- Utah Strategic Human Capital Conference, Organizer (2013).
- Star Employees and Competitive Advantage: the Good, the Bad, and the Ugly, Academy of Management Symposium, Co-organizer (2012).
- Linked Employee-Employer Data and Strategic Human Capital, Strategic Management Society PDW, Organizer (2012).
- Impact of the Acquisition & Loss of Human Capital: Putting a new spin on things, Strategic Management Society, Facilitator (2012).
- The dynamics of dynamic capabilities, Strategic Management Society, Session Chair (2012).
- World Business Council for Sustainable Development, U.S. Annual Conference. Invited Panelist (2012).
- The Value Proposition of Human Capital: A Conference of the Strategic Human Capital Interest Group, Strategic Management Society, Ohio State University. Co-organizer (2011).
- Business Policy and Strategy Division Doctoral Consortium at the Academy of Management. Co-organizer (2010, 2011).
- Value Creation, Value Appropriation and Bargaining: Micro, Macro and Dynamic Perspectives, Academy of Management PDW. Facilitator and Panelist (2011).
- Employee Mobility and Value Creation, Academy of Management Showcase Symposium. Organizer (2010).

- Showcase Symposium on Employee Mobility and Entrepreneurship, Academy of Management Showcase Symposium. Organizer (2010).
- Technology and Innovation Management Division Doctoral Consortium, Academy of Management. Presenter (2009).
- High-Tech/High-Potential Businesses, Academy of Management. Session Chair (2009).
- Innovation & Strategic Renewal: Resources and Performance, Academy of Management. Session Discussant (2009).
- Symposium on Human Capital at Atlanta Competitive Advantage Conference. Organizer (2009).
- Human Resource Management and Firm Performance, Academy of Management. Session Chair (2008).
- Atlanta Competitive Advantage Conference. Session Discussant (2008, 2009).
- Symposium on Mobility and Competitive Advantage at Academy of Management Meetings. Co-Organizer (2009).
- Academy of Management Meetings. Session Discussant (2009).
- People and Organizations Research Interest Group, Academy of Management Symposium, Co-organizer (2008).
- The Human Capital Conference. Founder and Co-organizer (2008, 2009).
- Integrating HR/OB/ODC and Entrepreneurship: A Research Incubator, Academy of Management Symposium, Panelist (2007).
- Early Career Development Committee of the Sloan Industry Studies Program, Member. (2006 - 2009), Chairperson. (2008 - 2009).
- Human Capital in Nascent Firms, Max Planck Summer Entrepreneurship Institute, Invited Instructor (2006)
- Overcoming Quantitative Challenges in Entrepreneurship Research, Strategic Management Society PDW, Panelist (2006).
- Linked Macro and Micro Firm Data: New Opportunities for Research in Strategic Management, Strategic Management Society PDW, Co-organizer (2005).

**Member**

Academy of Management  
Strategic Management Society