

ANDREW D. HENDERSON
Curriculum Vita

Office

McCombs School of Business
The University of Texas at Austin
CBA 4.226, B6300
Austin, TX 78712-1174
Cell: (512) 512-517-6271
E-mail: andy.henderson@mcombs.utexas.edu

Education

- 1996 Ph.D., Strategic Management, The University of Texas at Austin
- 1990 MBA, The University of Texas at Austin
- 1982 B.S., Electrical Engineering, Rice University

Research Interests

Sustained superior performance, organizational and industry evolution,
technological change, executive compensation, executive decision processes

Teaching Interests

Strategic management, longitudinal analysis, managing high-technology firms

Professional Experience

- 2006- Associate Professor, McCombs School of Business, The University of Texas at Austin.
 J. Anderson Fitzgerald Centennial Faculty Fellow
 MBA core course in strategic management
 MBA flex core course in corporate strategy and firm growth
 MSTC course in commercialization strategy
 DFW MBA course in strategic management
 BBA core course in strategic management
 BBA Honors core course in strategic management
 Ph.D. seminar in longitudinal analysis
- 1999-2006 Assistant Professor, McCombs School of Business, The University of Texas at Austin.
- 1996-1999 Assistant Professor, Graduate School of Business, Columbia University
- 1983-1991 Project Manager, R&D Scientist, International Business Machines Inc.
 Technical leadership, product planning, and system architecture for personal
 computers, printers, and engineering workstations

Publications

- Henderson, A. D., & Graebner, M. E. 2020. Entering a golden age of sustained superiority: Entrepreneurial creation or discovery? Organization Science (Articles in Advance), pp. 1-20.
- Henderson, A. D., Raynor, M., & Ahmed, M. 2012. How long must a firm be great to rule out chance? Benchmarking sustained superior performance without being fooled by randomness. Strategic Management Journal, 33: 387-406.
- Wowak, A. J., Hambrick, D. C., & Henderson, A. D. 2011. Do CEOs encounter within-tenure settling up? A multiperiod perspective on executive pay and dismissal. Academy of Management Journal, 54: 719-739.
- Raynor, M. E., Ahmed, M., and Henderson, A. D. Are “great” companies just lucky? April, 2009. Harvard Business Review.
- Lange, D., Boivie, S., and Henderson, A. D. 2009. The parenting paradox: How multibusiness diversifiers endorse disruptive technologies while their corporate children struggle. Academy of Management Journal, 52: 179-198.
- Henderson, A. D., Miller, D. and Hambrick, D. C. 2006. How quickly do CEOs become obsolete? Industry dynamism, CEO tenure and company performance. Strategic Management Journal, 27: 447-460.
- Henderson, A. D. and Stern, I. 2004. Selection-based learning: The coevolution of internal and external selection in high-velocity environments. Administrative Science Quarterly, 49: 39-75.
- Stern, I. and Henderson, A. D. 2004. Within-business diversification in technology-intensive industries. Strategic Management Journal, 25: 487-505.
- Henderson, A. D. and Fredrickson, J. W. 2001. Top management team coordination needs and the CEO pay gap: A competitive test of economic and behavioral views. Academy of Management Journal, 44: 96-117.
- Henderson, A. D. 1999. Firm strategy and age dependence: A contingent view of the liabilities of newness, adolescence and obsolescence. Administrative Science Quarterly, 44: 281-314.
- Haunschild, P. R., Henderson, A. D. and Davis-Blake, A. 1999. CEO demographics and acquisitions: Network effects of educational and functional background. In A. J. Leenders & S. M. Gabbay (eds.) Corporate Social Capital: 266-283.
- Henderson, A. D. and Fredrickson, J. W. 1996. Information-processing demands as a determinant of CEO compensation. Academy of Management Journal, 39: 575-606.

Papers in Refereed Conference Proceedings

Henderson, A. D., Raynor, M., & Ahmed, M. 2009. How long must a firm be great to rule out luck? Benchmarking sustained superior performance without being fooled by randomness. Academy of Management Best Paper Proceedings.

Hendron, M. G., Bednar, M. K. and Henderson, A. D. 2005. How aspiration levels affect response to a punctuating technological change: An empirical test. Academy of Management Best Paper Proceedings.

Henderson, A. D. and Benner, M. J. 2000. The evolution of risk and return: Modeling the temporal unfolding of gains and losses. Academy of Management Best Paper Proceedings.

Papers Under Review or Revision

Working Papers and Projects Underway

Henderson, A. D., Oladimeji, T., & Graebner, M. E. 2020. Schumpeterian fade: Has it become harder for newer firms to join the elite? Last revised in Oct. 2020. Presented at Management WIP in Sept. 2020. Will submit to Strategic Management Journal in Nov. 2020.

Henderson, A. D., & Graebner, M. E. 2020. Last revised July 2020. Buying time? Time compression attempts in post-IPO evolution. Will submit to Organization Science or Strategic Entrepreneurship Journal in 1Q 2021.

Jeong, S., & Henderson, A. D. Last revised April, 2020. Juggling act: CEO cognitive complexity and organizational ambidexterity. We are adding a new measure and will submit to Organization Science in 2021. (The first author just moved to Univ. of Georgia this semester, so revision is taking longer than initially planned.)

Lee S. Y., & Henderson, A. D. 2020. Last revised October, 2020. Performance implications of resource interaction in entrepreneurial firm partnerships with venture capital firms. (Rejected at Management Science Fast Track, but invited as a revised submission to the standard review process. Submission planned in 1Q2021).

Henderson, A. D. Two flavors of greatness: Forms and frequency of sustained superior firm performance. Last revised September, 2020. Compustat analyses complete, and formal simulation modeling underway. Target: Strategic Management Journal.

Book Reviews

“Territories of profit: communications, capitalist development, and the innovative enterprises of G. F. Swift and Dell Computer” by Gary Fields. Reviewed in Administrative Science Quarterly, 49: 479-480, 2004.

Academic and Professional Awards

- 2019 Faculty Honor Roll, Undergraduate program
- 2016 Faculty Honor Roll, DFW MBA program
- 2016 Faculty Honor Roll, Undergraduate program
- 2014 Faculty Honor Roll, DFW MBA program
- 2013 Faculty Honor Roll, DFW MBA program
- 2012 Faculty Honor Roll, DFW MBA program;
McCombs Faculty Research Leave
- 2008 J. Anderson Fitzgerald Centennial Fellowship
- 2008 MBA Teaching Honor Roll, DFW program
- 2005 Nominated for McCombs School of Business CBA Foundation Research Excellence
Award for Assistant Professors, The University of Texas at Austin
- 2005 Dean's Fellow, McCombs School of Business
- 2001 Outstanding Reviewer Award, Academy of Management BPS Division
- 2000 Outstanding Reviewer Award, Academy of Management BPS Division
- 1997 Finalist, Best Paper from a Dissertation Award, Academy of Management OMT Division
- 1994 State Farm Foundation Doctoral Dissertation Fellowship
- 1994 Finalist, ORSA/TIMS Best Dissertation Proposal Competition
- 1994 The University of Texas Continuing Fellowship
- 1990 Dean's Award for Academic Excellence in MBA Program, The University of Texas at Austin
- 1989 Sord Scholar Award for Performance in MBA Core Classes, The University of Texas at Austin
- 1989 Phi Kappa Phi Honor Society, The University of Texas at Austin
- 1988 IBM Outstanding Technical Achievement Award
- 1986 IBM Entry Systems Division Formal Award
- 1984 IBM Information Products Division Achievement Award
- 1981 Eta Kappa Nu Electrical Engineering Honor Society, Rice University
- 1978-82 Cohn National Merit Scholar, Rice University

Professional Activities and Affiliations

- Review board member, Strategic Management Journal, 2011-2020
- Review board member, Strategic Entrepreneurship Journal, 2020-
- Discussant, BPS Division, 2008
- Faculty panelist, New Faculty Consortium, BPS Division, 2007
- Research Committee member, Academy of Management, BPS Division, 2006-2007
- Discussant, Academy of Management meetings, BPS Division, 2006
- Reviewer for Best Dissertation Competition, Academy of Management, 2005
- Ad-hoc reviewer for, Academy of Management Journal, Academy of Management Review,
Administrative Science Quarterly, Management Science, Organization Science, and
Strategic Management Journal
- Reviewer and session chair for 2002 Academy of Management Meetings, TIM Division
- Reviewer for 2001 Academy of Management Meetings, BPS Division
- Reviewer for 2000 Academy of Management Meetings, BPS Division
- Reviewer for 1999 INFORMS Best Dissertation Competition

Session chair, 1999 Academy of Management Meetings, BPS Division
Participant, Case Teaching Workshop, Harvard University, 1998
Participant, Academy of Management Junior Faculty Consortium, 1997

Service

Dissertation chair for Temitope Oladimeji, 2020
University Writing Flag committee, 2018-2020
PhD comprehensive exam committee, 2020
PhD curriculum committee, 2020
Promotion Committee chair for Ram Ranganathan, 2019
Executive Committee, 2017-2019
Teaching evaluation committee for Professor Francisco Polidoro, 2019
Teaching evaluation committee for Instructor John Doggett, 2019
Dissertation chair for Sae Young Lee, 2019 (placed at CEIBS)
PhD recruiting committee, 2014-2019
Dissertation chair for Seung Jeong, 2015-2018 (placed at Georgia State)
McCombs Teaching Award selection committee, 2016, 2018
Memorial Resolution committee for James Fredrickson, 2018
McCombs Undergraduate Programs committee, 2016-2018
PhD comprehensive exam committee, 2014-2018
Teaching evaluation committee for Professor Francisco Polidoro, 2017
Teaching evaluation committee for Instructor Dennis Passovoy, 2017
Faculty recruiting committee, 2017
McCombs Peer Teaching Observation and Mentoring committee, 2016
Teaching evaluation committee for Instructor Steve Courter, 2015
Third-year review committee chair for Sekou Bermiss, 2013, 2014
Macro area coordinator, 2009-2013
Promotion committee chair for Francisco Polidoro, 2012
Third year review committee chair for Craig Crossland, 2011
Academic Committee of the University Graduate Assembly, Fall 2010
Undergraduate curriculum review committee, 2010
Third year review committee for Francisco Polidoro, 2010
Management Department Executive Committee member, 2009-11
Dissertation chair for Bruce Rudy, 2008-11
Dissertation co-chair for Jonathan Sims, 2010-11
Dissertation committee member: Alex Stone, David Chandler, Jake Brower, Saim Kashmiri,
2009-11
Promotion committee member for Melissa Graebner, 2009
Promotion committee member of Luis Martins, 2009
McCombs School teaching awards committee, 2009-10
Coordinator for strategy and OT faculty hiring, 2008-09
Management department Graduate Advisor and Chair of the Graduate Studies Committee, 2006-
09
Promotion committee member for Violina Rindova, 2008
Dean's Faculty Advisory Committee, 2007-08
Management Department Executive Committee member, 2006-08
McCombs School MBA Policy Committee, 2005-08
Presenter, 2006 UT new faculty orientation – teaching and the tenure process
McCombs Research Awards committee member, 2006

Tenure committee member for Martin Kilduff, Violina Rindova, 2006
Promotion committee member for Pamela Haunschild, 2005
Three-year review committee member for Stewart Miller, 2005
Panel member, “How to interview a company,” Fall 2003 MBA Plus Program
Management Department Executive Committee member, 2002
Dissertation co-chair (with Alison Davis-Blake) for Ithai Stern (placed at Northwestern University)
Dissertation committee member for Pamsy Hui, Poonam Khanna, Sai Yayavaram (all Management), and Maria Merino and Pravin Nath (Marketing)
BBA Honors Thesis committee member for Vikas Kalra (2002)
Dissertation committee member for Mary Benner (Columbia University, placed at Wharton)
Dissertation committee member for Mathew Hayward (Columbia University, placed at London Business School)

Invited Presentations

Schumpeterian fade: Has it become harder for newer firms to join the elite? McCombs Management department WIP, 2020.

Buying time? Time compression attempts in post-IPO evolution. McCombs Management department WIP, 2019.

Entering a golden age of sustained superiority: Entrepreneurial creation or discovery? McCombs Management department WIP, 2017.

How long must a firm be great to rule out luck? Benchmarking sustained superior performance without being fooled by randomness. Annual meetings of the Academy of Management, Chicago, IL, 2009.

The impact of perceived familiarity on executives' decisions to form and terminate joint ventures. Annual meetings of the Academy of Management, Chicago, IL, 2009.

The adoption of corporate social responsibility: Competitive strategy as a determinant of firm behavior. Annual meetings of the Academy of Management, Philadelphia, PA, 2007.

Aging and the variability of a firm's sales growth: Evolution in a high-velocity industry. Annual meetings of the Academy of Management, Philadelphia, PA, 2007.

Fatal attraction, social pressures, and joint venture termination. Annual meetings of the Academy of Management, Philadelphia, PA, 2007.

Convergence and divergence: The evolution of performance variability. Sept., 2005. The University of Texas at Austin Management Department Brown Bag Series.

How aspiration levels affect response to a punctuating technological change: An empirical test. Hendron, M. G., Bednar, M. K., & Henderson, A. D. Annual meetings of the Academy of Management, Honolulu, Hawaii, HA, August 2005.

Learning through variance in high-velocity environments: Cross-product comparisons and future product performance. Annual meeting of the Strategic Management Society, San Juan, Puerto Rico, 2004.

Help or hindrance? The effect of corporate parentage on business mortality. Annual meetings of the Academy of Management, Seattle, WA, August 2003. Presented earlier (March 2003) at The University of Texas at Austin Management Department Brown Bag Series.

Within-business diversification in technology-intensive industries. Annual meetings of the Academy of Management, Denver, CO, August 2002. Presented earlier (March 2002) at The University of Texas at Austin Management Department Brown Bag Series.

Internal and external selection environments: An evolutionary perspective on firm-level and population-level change. Annual meetings of the Academy of Management, Washington, DC, August 2001.

The evolution of risk and return: Modeling the temporal unfolding of gains and losses. Annual meetings of the Academy of Management, Toronto, Canada, August 2000.

Temporal dynamics of CEO tenures. Annual meetings of the Academy of Management, Chicago, IL, August 1999.

Temporal dynamics of CEO tenures. Sociological Economics Colloquium, Columbia University, February 1999.

Firm strategy and age dependence: A contingent view of the liabilities of newness, adolescence, and obsolescence. The University of Texas at Austin, February 1999.

Firm strategy and age dependence: A contingent view of the liabilities of newness, adolescence, and obsolescence. Emory University, January 1999.

A social status perspective on CEOs' educational background, career tenure, and acquisition tendencies. Annual meetings of the Academy of Management, San Diego, CA, August 1998.

Firm strategy and age dependence: A contingent view of the liabilities of newness, adolescence, and obsolescence. Annual meetings of the Academy of Management, Boston, MA, August 1997.

TMT coordination needs and the CEO pay gap: A competitive test of tournament and distributive justice theories. Annual meetings of the Academy of Management, Boston, MA, August 1997.

Uniqueness vs. conformance: The role of technology strategy in coping with highly disruptive episodes. Annual meetings of the Academy of Management, Cincinnati, OH, August 1996.

Starting up and starting over: The role of technology strategy in coping with highly disruptive events. Best Dissertation Proposal Workshop at the annual meeting of ORSA/TIMS, Detroit, MI, October 1994.

CEO backgrounds and corporate diversification moves. Annual meetings of the Academy of Management, Dallas, TX, August 1994.

Managerial complexity as a determinant of CEO compensation. Annual meeting of the Academy of Management, Atlanta, GA, August 1993.

Acquisition context and the extensiveness of acquisition evaluations. Annual meeting of the Academy of Management, Las Vegas, NV, August 1992.

Executive and Other Off-load Teaching

MSTC program, Commercialization Strategy course, 2018-2019.

Texas MBA at Dallas/Fort Worth, BA 388T, Strategic Management core course, 2005-2016.

Indian Institute of Planning and Management, Advanced Global Management Program.

November 2010; September 2010.

ESCP Europe, Leading for Innovation Program. February 2009.

Essilor Corp. Integrated Business Leadership Program, August 2008.

Grants and Funding

Faculty Research Leave recipient, Spring 2012.

Dean's Faculty Fellow, Fall 2009.

Dean's Faculty Fellow, Fall 2005.

Summer support (2002-04) and research funding from the Herb Kelleher Center for Entrepreneurship, Growth, and Renewal for investigation of "Risk taking and product diversification by entrepreneurial firms in high-velocity industries."