

DEREK J. HARMON

Michigan State University
Broad College of Business
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ACADEMIC POSITIONS

Michigan State University, Broad College of Business Associate Professor of Management	2025 – present
University of Michigan, Ross School of Business Assistant Professor of Strategy	2016 – 2025
Sanford R. Robertson Assistant Professorship in Business Administration	2020 – 2021

EDUCATION

University of Southern California , Los Angeles, CA Ph.D. in Management & Organization	2016
University of St. Thomas , St. Paul, MN BA in Accounting; BA in Philosophy, <i>summa cum laude</i>	2006

RESEARCH

Journal Publications

15. Li, X., Lo, J., Harmon, D., & Narayanan, V. (2025) Entrepreneurial Market Leadership Claims, Cultural Resonance, and Investor Evaluations in Nascent Markets: The Goldilocks Effect. *Journal of Management Studies*. Accepted.
14. Etchanchu, H., Gutierrez, A., Harmon, D., & Ansari, S. (2025). How Historical Context Shapes Field-level Frames: A Comparative Study of France and Germany's Shale Gas Debates. *Organization Studies*. Accepted.
13. Harmon, D. & Mariani, M. (2024). Divergent Market Reactions to Abstract Language: A Multicountry Event Study of European Central Bank Communications. *Academy of Management Journal*, 67(6), 1553-1576.
12. Naumovska, I. & Harmon, D. (2024). Communication under Uncertainty and the Role of Founders' Information Advantage: Evidence from SPAC IPOs. *Strategy Science*, 9(2), 163-184.
 - Ghoshal Research and Practice Award Winner (2021, SMS)
 - [Coverage](#) in The Actuary Magazine (December 2025)
11. Frake, J. & Harmon, D. (equal authorship) (2024). Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department. *Management Science*, 70(6), 3856-3878.

10. Harmon, D., Rhee, E., & Cho, Y. (2023). Building a Bridge to the Future: Prospective Legitimation in Nascent Markets. *Strategic Management Journal*, 44(11), 2597–2633.
 - Nominated for best paper 2019 EGOS conference
9. Newman, D., Fast, N., & Harmon, D. (2020). When Eliminating Bias Isn't Fair: Algorithmic Reductionism and Procedural Justice in Human Resource Decisions. *Organizational Behavior and Human Decision Processes*, 160, 149-167.
 - Wharton People Analytics Conference Research Paper Competition, 2nd place (2018)
8. Harmon, D. (2019). When the Fed Speaks: Arguments, Emotions, and the Microfoundations of Institutions. *Administrative Science Quarterly*, 64(3), 542-575.
 - Winner of the *Administrative Science Quarterly* Dissertation Award (2019)
 - Winner of the Louis Pondy Best Dissertation Paper Award (2017, OMT)
 - Nominated for Newman Award for Best Paper Based on a Dissertation (2017, AOM)
 - Finalist for Wiley Blackwell Award for Outstanding Dissertation (2017, BPS)
 - Runner up at the INFORMS Dissertation Proposal Competition (2015)
7. Harmon, D., Haack, P., & Roulet, T. (2019). Microfoundations of institutions: A matter of structure vs. agency or level of analysis? *Academy of Management Review*, 44(2), 464-467.
6. Harmon, D. (2019). Arguments and Institutions. In *The Microfoundations of Institutions, Research in the Sociology of Organizations*. Emerald Group Publishing Limited.
5. Glaser, V., Fast, N., Harmon, D., & Green, S. (2016). Institutional Frame Switching: How Institutional Logics Shape Individual Action. In *How Institutions Matter!* (pp. 35-69), *Research in the Sociology of Organizations*. Emerald Group Publishing Limited.
4. Harmon, D., Green, S., & Goodnight, G. (2015). A Model of Rhetorical Legitimation: The Structure of Communication and Cognition Underlying Institutional Maintenance and Change. *Academy of Management Review*, 40(1): 76–95.
3. Harmon, D., Kim, P., & Mayer, K. (2015). Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects Trust and the Management of Relationships. *Strategic Management Journal*, 36(4): 497-517.
2. Kim, P. & Harmon, D. (2014). Justifying One's Transgressions: How Rationalizations Based on Equity, Equality, and Need Affect Trust After its Violation. *Journal of Experimental Psychology: Applied*, 20(4), 365-379.
1. Kim, P. & Harmon, D. (2012). The nature of collective reactions to potential transgressions. In Neale, M.A., & Mannix, E.A. (Eds.), *Research on Managing Groups and Teams: Looking Back and Moving Forward* (Volume 15). Greenwich, CT: JAI Press.

Other Publications

Harmon, D. (2020). The Hidden Cost of Transparency Pledges. *London School of Economics Business Review*.

Harmon, D. (2022). Book review of *Stewards of the Market: How the Federal Reserve Made Sense of the Financial Crisis*, by Mitchel Abolafia. *Administrative Science Quarterly*.

Working Papers

Song, J. & Harmon, D. Ambiguity in Entrepreneurial Pitches. Under 2nd round review @ *Strategic Management Journal*.

Gordon, S., Harmon, D., & Frake, J. Beyond Deterrence: Emotional Reactions to Punishing Misconduct in the Chicago Police Department. Under review @ *Administrative Science Quarterly*.

Harmon, D. & Song, J. Networks of Meaning: Advancing Semantic Network Analysis for Organizational Scholarship. Under review @ *Organization Science*.

Editorial Work

Harmon, D., Haack, P., Hannigan, T., & Etchanchu, H. Beyond Microfoundations and Macrofoundations: A Multi-level Theory of Institutions. Editors of accepted volume in *Research in the Sociology of Organizations*. Emerald Group Publishing Limited. (To be published 2026)

PRESENTATIONS

Song, J. & Harmon, D. Ambiguous Entrepreneurial Communication and Mobilizing Audience Support for Novel Ideas.

- 2024 at Notre Dame, Michigan State University, Penn State University

Frake, J. & Harmon, D. (equal authorship) Intergenerational Transmission of Organizational Misconduct: Evidence from the Chicago Police Department.

- 2022 at Academy of Management (Seattle, WA)
- 2021 at Henley Business School, New York University, Cornell, HEC Paris

Naumovska, I. & Harmon, D. Into the great unknown: When expressing more uncertainty improves entrepreneurial financing outcomes.

- 2021 at the Academy of Management (virtual)

Deliberations, Decisions, and Justifications: Transparency of the FOMC.

- 2020 at Stanford's GSB Organizational Behavior group

Harmon, D. & Rhee, E. Constructing New Valuation Metrics: Entrepreneurial Arguments and Stock Market Reactions in Nascent Markets.

- 2021 at London Business School
- 2020 at Seoul National University, the Academy of Management (virtual)

- 2019 at the Academy of Management (Boston, MA), the European Group for Organizational Studies (Edinburgh, Scotland), the Strategy Winter Conference (Salt Lake City, UT), the University of Michigan ICOS Seminar
- 2018 at the Organization Theory Junior Faculty Conference (Columbia University)

Harmon, D. & Mariani, M. The Power of Abstraction: European Central Bank Communications and the Heterogeneous Reactions across Stock Markets.

- 2019 at the University of Minnesota, the University of Michigan Internal Seminar
- 2018 at the Alberta Institutions Conference

Rhee, E. & Harmon, D. Compensatory Reframing and Stock Market Reaction: A Case of Failed M&A Attempts.

- 2017 at the Strategic Management Society (Houston, TX)
- 2016 at the Academy of Management (Anaheim, CA)

Harmon, D. When the Fed Speaks: Arguments, Emotions, and the Microfoundations of Institutions.

- 2019 at the Academy of Management (Boston, MA), the University of Michigan's Hosmer Hall Luncheon
- 2017 at the Academy of Management (Atlanta, GA)
- 2016 at the University of Alberta, HEC Lausanne
- 2015 at the University of Georgia, Aalto University, Cambridge University, HEC Paris, Michigan State University, Texas A&M, INSEAD, McGill, Arizona State University, University of Michigan, UCLA

Harmon, D. Linguistic Archaeology and Financial Markets: An Emerging Perspective.

- 2017 at the Tuck Junior Faculty Conference

Etchanchu, H. & Harmon, D. Rules of Engagement: A Dialogical Theory of Legitimation Crises and the French Shale Gas Debate.

- 2017 at the Fifth Austrian Early Scholars Workshop (Vienna, Austria)
- 2016 at the European Group for Organizational Studies (Naples, Italy)

Harmon, D. & Vaara, E. A Configurational Model of Communicative Legitimation.

- 2015 at the European Group for Organizational Studies (Athens, Greece)

Harmon, D. & Kim, P. Moving Beyond Intentionality: How Violations of Action versus Inaction Affect Trust Repair.

- 2014 at the Academy of Management (Philadelphia, PA)
- 2014 at the International Association of Conflict Management (Leiden, Netherlands)

Harmon, D. & Kim, P. Making Sense of Contract Violations: How an Agreement Is Originally Achieved Affects the Likelihood of Trust Repair.

- 2014 at the Western Academy of Management (Napa, CA)
- 2013 at the Academy of Management (Orlando, FL)

Harmon, D., Kim, P., & Mayer, K. Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects the Likelihood of Trust Repair.

- 2012 at Strategic Management Society (Prague, Czech Republic), the Academy of Management (Boston, MA), the Western Academy of Management (La Jolla, CA)

Kim, P. & Harmon, D. Competence, Integrity, and Benevolence: The Implications of Past Depictions, Natural Construals, and Logical Differentiations for Trust Repair.

- 2013 at the International Association for Conflict Management (Tacoma, WA)
- 2012 at the Academy of Management (Boston, MA)

Kim, P., & Harmon D. Trust repair via distributive justice rationales: The contingent implications of equity, equality, and need.

- 2013 at the International Association for Conflict Management (Tacoma, WA)
- 2012 at the Academy of Management (Boston, MA)
- 2011 at the SoCal Ph.D. Doctoral Consortium at the University of Southern California (Los Angeles, CA)

WORKSHOPS AND SYMPOSIA

- Panelist and discussant at conference on “The Next Decade of Legitimacy Research: Advancing the Multilevel Theory of Legitimacy.” Lausanne, Switzerland (2023).
- Panelist at “Discourse-Based Inquiry: Rhetorical, Narrative, and Dialogic Research Design in Multiple Disciplines” PDW. Academy of Management in Seattle, WA (2022).
- Presenter at “Experiments in Institutional Theory and Strategy Research” PDW. Academy of Management in Seattle, WA (2022).
- Presenter at “Content and Textual Analysis in Organizational Research: Techniques and Applications” PDW. Academy of Management in Seattle, WA (2022).
- Panelist at “Top Executive Emotion in Strategic Management: Theory, Measurement, and Future Research” symposium. Academy of Management in Seattle, WA (2022).
- Co-organizer of “Language, Meaning, and Organizing: Exploring Multi-Level Theorizing and Analysis” PDW. Academy of Management, virtual (2021).
- Presenter at “Content and Text Analysis in Organizational Research: Techniques and Applications” PDW. Academy of Management, virtual (2021).
- Presenter at “Experiments in Institutional Theory and Strategy Research” PDW. Academy of Management, virtual (2021).
- Panelist at “Science Denial: Causes, Courses, and Remedies. A Route Map for Organizational Scholars” symposium. Academy of Management, virtual (2021).
- Panelist at “Information Disclosure in Strategic Management” symposium. Academy of Management, virtual (2021).
- Co-organizer of “Microinstitutions: unpacking the building blocks of organizations and institutional fields” sub-theme. European Group for Organizational Studies, virtual (2021).
- Presenter at “OMT Doctoral Consortium.” Academy of Management, virtual (2020).
- Co-organizer of “Language, Meaning, and Organizing: Linguistic Theories and Methods of Organizing” PDW. Academy of Management, virtual (2020).
- Co-organizer of “Alternative Institutionalism: Theory, Methods, and Topics” symposium. Academy of Management, virtual (2020).

- Co-organizer of “The future of analyzing talk: Linguistic theories and methods in organizing” sub-theme. European Group for Organizational Studies, virtual (2020).
- Co-organizer of “Language, Meaning, and Organizing: The Future of Linguistic Theories, Data, and Methodologies” PDW. Academy of Management in Boston, MA (2019).
- Co-organizer of “Cutting-Edge Linguistic Methods: Taking Stock of Advances in the Study of Meaning Structures” symposium. Academy of Management in Boston, MA (2019).
- Presenter at “Getting Emotional: Theorizing About and From Data at the Intersection of Emotions and Institutions” PDW. Academy of Management in Boston, MA (2019).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Boston, MA (2019).
- Presenter at “Micro-Institutional Processes” symposium. Academy of Management in Boston, MA (2019).
- Presenter at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Edinburgh, Scotland (2019).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Chicago, IL (2018).
- Co-organizer of “Strategic Communication: A Dialogue on Theories, Data, and the Future of Analyzing Talk” symposium. Academy of Management in Chicago, IL (2018).
- Presenter at “OMT Doctoral Consortium.” Academy of Management in Atlanta, GA (2017).
- Discussant at “Talk as Data: New Approaches to Analyzing Text to Advance Theory” PDW. Academy of Management in Atlanta, GA (2017).
- Attendee at “OMT Junior Faculty Consortium.” Academy of Management in Anaheim, CA (2016).
- Co-organizer of “Revisiting Symbolic Management: Strategic Communication in Financial Markets” symposium. Academy of Management in Anaheim, CA (2016).
- Presenter at “Experiments in Institutional Theory and Strategy Research” symposium. Academy of Management in Anaheim, CA (2016).
- Attendee at “Ph.D. Student Workshop.” West Coast Research Symposium in Seattle, WA (2015).
- Attendee at “BPS Division Dissertation Consortium.” Academy of Management in Vancouver, CA (2015).
- Presenter at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Athens, Greece (2015).
- Attendee at “Ph.D. Student Workshop.” European Group for Organizational Studies in Athens, Greece (2015).
- Attendee at “Ph.D. Student Workshop.” Alberta Institutions Conference (2015).
- Attendee at “Medici Summer School in Management Studies.” Bologna, Italy (2015).
- Co-organizer of “Trust Development and Repair in Organizations,” symposium. Academy of Management in Philadelphia, PA (2014).
- Attendee at “OMT Division Doctoral Consortium.” Academy of Management in Philadelphia, PA (2014).
- Attendee at “Experimental Research in Institutional Theory” PDW. European Group for Organizational Studies in Rotterdam, the Netherlands (2014).
- Attendee at “Ph.D. Student Research Development Workshop.” Atlantic Competitive Advantage Conference in Atlanta, GA (2012).
- Attendee at “Andrew Hayes Statistics Workshop.” University of Southern California (2011).

HONORS AND AWARDS

- Teaching grant from the Center for Ethical and Socially Responsible Leadership, Michigan State University (\$4,000) (2025).
- Research grant from the Ross School of Business, University of Michigan (\$45,000, with Justin Frake) (2023).
- Neary Teaching Excellence Award for Masters of Management, University of Michigan (2021).
- Ghoshal Research and Practice Award Winner, Strategic Management Society (2021).
- AMR Outstanding Reviewer award (2021, 2022).
- AMJ Outstanding Reviewer award (2021).
- Research Committee Service Award, OMT Division, AOM (2021).
- Winner of the *Administrative Science Quarterly* Dissertation Award (2019).
- Wharton People Analytics Conference Research Paper Competition, 2nd place (2018).
- Winner of the Louis PONDY Best Dissertation Paper Award; OMT Division AOM (2017).
- Nominated for William H. Newman Award for Best Paper Based on a Dissertation (2017).
- Finalist for the Wiley Blackwell Award for Outstanding Dissertation Research Award, BPS Division, AOM (2017).
- Award for Excellence in Teaching, University of Southern California (2016).
- Teaching Award, Marshall School of Business (2016).
- The Order of the Aretè Award for Scholarship, University of Southern California (2016).
- Ph.D. Achievement Award, University of Southern California (\$2500) (2016).
- Runner up at the INFORMS Dissertation Proposal Competition (2015).
- University of Southern California's Award for Excellence in Teaching (2015).
- Marshall Ph.D. Teaching Award, recognizes top two student instructors (2015).
- The Manning Endowed Fellowship recipient (2015 – 2016).
- Student Research Award (\$2,500), Lloyd Greif Center for Entrepreneurship (2015).
- Alberta Institutions Conference travel stipend (\$500), OMT Division AOM (2015).
- Best Graduate Student Paper as Lead Author, International Association for Conflict Management, Leiden, Netherlands, "Moving Beyond Intentionality: How Violations of Action versus Inaction Affect Trust Repair," with Kim, P. (2014).
- Dispute Resolution Research Center (DRRC) Scholarship, sponsored by Northwestern University, International Association for Conflict Management, Leiden, Netherlands (2014).
- Faculty Research Award (\$4,000), Greif Center for Entrepreneurship, with Kim, P. (2012).
- National Science Foundation Grant, "Breaking the Letter vs. Spirit of the Law: How the Interpretation of Contract Violations Affects Trust and the Management of Relationships," Ph.D. Student Development Workshop, Atlanta Competitive Advantage Conference (2012).
- Best Conference Paper Award Nomination, Strategic Management Society, "The Role of Institutional Identities and Frames in Contracting," with Weber, L. & Glaser, V. (2011).

TEACHING

Michigan State University

Courses taught:

- Business Policy & Strategic Management (MGT 409, undergraduate)

University of Michigan

Courses taught:

- Corporate Strategy (MBA)
- Strategy (Master of Management) [Neary Teaching Excellence Award]
- Corporate Strategy (undergrad)
- Business Strategy (undergrad)

PhD Seminars:

- Microfoundations of Strategy and Organization Theory
- Language, Meaning, and Strategy

Faculty Advisor (for Action Based Learning)

University of Southern California

Leading Organizations (undergrads) [Marshall Ph.D. Teaching Award]

Leading Organizations (TA for Jody Tolan)

Organizational Behavior MBA (TA for Scott Wiltermuth)

SERVICE

Service to the Field

- Editorial board member for:
 - *Administrative Science Quarterly*, 2022 – present
 - *Organization Science*, 2021 – present
 - *Academy of Management Review*, 2020 – present
 - *Academy of Management Journal*, 2019 – present
 - *Strategic Organization*, 2025 – present
- Ad hoc reviewer for:
 - *Journal of Management*, *Journal of Management Studies*, *Journal of Management Inquiry*, *Organization Studies*, *Organization Theory*, *Management Science*, *Strategic Management Journal*
 - Academy of Management Conference
 - Strategic Management Society Conference
- Service positions:
 - Rep at Large, SMS Behavioral Strategy, 2021 – 2023
 - Listserv Moderator, AOM OMT Division, 2015 – 2019
 - Communications Chair, AOM OMT Division, 2015 – 2018
 - Blogger, AOM OMT Division, 2012 – 2015
- Other service:
 - Junior Faculty Organization Theory Conference, Organizer at the University of Michigan, 2022

Service to Michigan State University

- Fixed Term Faculty Hiring Committee, 2025
- Dissertation Committee (Hung-Chang Lin)

Service to University of Michigan

- Hosmer Lecture Series, Co-organizer, 2022 – 2024
- Student Belonging Task Force, Co-facilitator, 2023

- Uplift Committee for PhD Student Wellbeing, 2018 – 2022
- Dissertation Chair (Yun Ha Cho, placement: University of Indiana)
- Dissertation Committee (Gareth Keeves, Raji Kunapuli, Teddy Dewitt, Pablo Sanz)
- Strategy Brown Bag Coordinator, 2018 – 2019
- Strategy Senior Hiring Committee, 2018 – 2019
- PhD Student Admissions Committee, 2018 – 2023
- Strategy Seminar Series Coordinator, 2017 – 2018, 2020 – 2021, 2023 – 2024

Service to the University of Southern California

- Marshall School of Business, Student President for all Ph.D. students, 2012 – 2015
- Management & Organization Ph.D. Student Seminar, Organizer, 2013 – 2015
- Marshall School of Business Salon Speaker Series, Co-organizer, 2015 – 2016

PROFESSIONAL AFFILIATIONS

- Academy of Management, member, 2011 – present
- Strategic Management Society, member, 2011 – present
- European Group for Organizational Studies, member, 2014 – present

PROFESSIONAL CERTIFICATIONS

- Certified Public Accountant (License #24152), Minnesota Board of Accountancy

PRIVATE SECTOR WORK

Ernst & Young LLP , Minneapolis, MN	2006 – 2010
<ul style="list-style-type: none"> • Staff and senior auditor of mutual and hedge funds 	
Honeywell International , Golden Valley, MN	2004 – 2006
<ul style="list-style-type: none"> • Financial analyst 	

PERSONAL INTERESTS AND HOBBIES

woodworking; cooking; philosophy; coffee; saltwater aquariums; vizslas