

Christopher G. Law

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EDUCATION

University of North Carolina, Chapel Hill, NC

Kenan-Flagler Business School

PhD, Strategy and Entrepreneurship

2023 (expected)

Dissertation: “*Three Essays on Entrepreneurship*”

Proposal Defended June 2022

Committee: Chris Bingham (chair), Sekou Bermiss, Mahka Moeen, Arianna Marchetti, & Tim Ott

Brigham Young University, Provo, UT

Marriott School of Management

MBA

2018

BS in Business Management; Finance Emphasis

2012

RESEARCH INTERESTS

Strategic human capital, entrepreneurship, organizational culture, and minorities in entrepreneurship

DISSERTATION

My dissertation explores how founders and their teams create new ventures. My job market paper studies the social organizing phase of entrepreneurship. A company’s culture can eventually be an asset, but how is culture created in new organizations? Traditional studies of organizational culture study large and mature organizations but overlook organizations in their earliest days. My longitudinal study of eight new tech companies suggests that many “best practices” from management research or practitioners have negative cultural implications for new firms. The other chapters of my dissertation study founders. The first examines underrepresented minorities in high-growth entrepreneurship. Using career histories of highly similar college graduates, I find that Black women are more likely than those from other groups to become founders after working in a startup. I propose that being a startup joiner gives minorities the skills and confidence to found value-creating ventures. Lastly, I study cofounder dynamics. Research demonstrates the criticality of cofounders but also points to their relationship as the top reason firms fail. I follow five teams of cofounders for 18 months to learn how cofounders work together effectively (or not). Collectively, my multi-method research contributes to the literatures on human capital, entrepreneurship, organizational culture, and social inequalities.

RESEARCH

PUBLICATIONS

*Dyer, J., Kryscynski, D., Law, C., & Morris, S. (2021). Who Should Become a Business School Associate Dean? Individual Performance and Taking On Firm-Specific Roles. *Academy of Management Journal*, 64(5), 1605–1624

- * Denotes equal authorship contribution, order alphabetical

UNDER REVIEW

Hendricks, B., Law, C., & Bingham, C. Who is Alpha and Does it Matter? *Strategic Management Journal*

WORKS IN PROGRESS

Law, C. Culture Creation in New Organizations: A Multi-Case Inductive Study

- Job market paper
- Stage: Full manuscript, will update after 4/4 waves of data collected (Jan. 2023)

Law, C., Bermiss, Y. S., & Howell, T. Startup Experience as a Path to Entrepreneurship for Black Women

- Stage: Archival analysis complete, complementing with interviews for theory development

Law, C. How do Cofounders Work More (and Less) Effectively Together?

- Stage: Partial manuscript, will update after 4/4 waves of data collected (Jan. 2023)

CONFERENCES

People and Organizations Conference. <i>Presenter</i>	2022
Strategic Management Society. <i>Doctoral Workshop and Presenter</i>	2022
Academy of Management. <i>STR Doctoral Consortium</i>	2021
Strategy Science Conference. <i>Doctoral Workshop</i>	2021
Smith Entrepreneurship Research Conference. <i>Doctoral Consortium</i>	2021
Strategic Management Society. <i>Presenter</i>	2019
Academy of Management. <i>Presenter</i>	2019

AWARDS & GRANTS

Peggy Lee & Sunil Wahal Award Top up-and-coming doctoral student at UNC KFBS	2021
Kenan Institute Research Grant \$4,800 award to study culture formation within startups	2021

TEACHING EXPERIENCE

University of North Carolina, Kenan-Flagler Business School Business Strategy (Undergraduate). Sole instructor of two sections <ul style="list-style-type: none">• Evaluations: 4.3/5.0 and 4.2/5.0 from 87 students	2021
Duke University, Fuqua School of Business Strategy Implementation (MBA). Adjunct Instructor assisting John de Figueiredo	2022

SERVICE & AFFILIATIONS

Reviewer

Organization Science. <i>Ad-hoc reviewer</i>	2022-present
Academy of Management. <i>Annual meeting reviewer</i>	2022-present
Strategic Management Society. <i>Annual meeting reviewer</i>	2022-present

Membership

Academy of Management: STR, ENT, OMT, and TIM divisions	2017-present
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Strategic Management Society
Kenan-Flagler DEI Liaison

2019-present
2022-present

MANAGEMENT EXPERIENCE

Amazon.com, Seattle, WA <i>Assoc. Vendor Manager, US Fashion; Content Acquisition Manager, US Books</i>	2013-2016
Walmart, Bentonville, AR <i>Financial Analyst Intern</i>	2012
Lands' End, Madison, WI <i>Financial Analyst Intern</i>	2011

REFERENCES

Chris Bingham

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University of North Carolina Kenan-Flagler School of Business
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Sekou Bermiss

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David Kryscynski

Visiting Associate Professor of Strategy
Michigan Ross School of Business
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