

# Christopher G. Law

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(480) 861-9777

## EDUCATION

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### University of North Carolina, Chapel Hill, NC

Kenan-Flagler Business School

PhD, Strategy and Entrepreneurship

2023

Dissertation: *“Three Essays on Entrepreneurial Organizing”*

Winner of 2023 Responsible Research in Business & Management Dare to Care Dissertation Scholarship (\$10,000)

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

### Brigham Young University, Provo, UT

Marriott School of Management

MBA

2018

BS, Business Management; Finance Emphasis

2012

## ACADEMIC APPOINTMENTS

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### Texas A&M, College Station, TX

Mays Business School

Assistant Professor of Management

2023-present

Instructor of MGMT 466: Strategic Management

## RESEARCH INTERESTS

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New venture creation; founders; organizational culture; strategic human capital; underrepresented groups in business

## RESEARCH

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### 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

- \* Equal authorship contribution, ordered alphabetical
- Recipient of the Lee & Wahil Award (\$1000) from UNC’s Kenan-Flagler Business School

### UNDER REVIEW

Hendricks, B., **Law, C.**, & Bingham, C. “Who is Alpha and Does it Matter?”

- Stage: Reject and Resubmit at *Strategic Management Journal*

### **Law, C.** “The Emergence of Organizational Culture”

- Job market paper
- Finalist, Ed Schein Best PhD Paper Award
- Supported by the Kenan Institute for Private Enterprise
- Winner of the Giarratani Rising Star award from the Industry Studies Association
- Stage: Under review at *Strategic Management Journal*

### WORKS IN PROGRESS

#### **Law, C.,** Bermiss, Y. S., & Howell, T., Bingham, C. “Startups as a Path to Entrepreneurship for Black Women”

- Supported by the Responsible Research in Business & Management Dare to Care Scholarship
- Stage: Archival analysis complete, complementing with interviews for theory development

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

- Supported by the Kenan Institute for Private Enterprise
- Stage: Partial manuscript, all data has been collected

### CONFERENCE PRESENTATIONS

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Berkeley Culture Conference. Presenter. “The Emergence of Organizational Culture.” UC Berkeley, January 2023.

Washington University & Brookings Commission Conference on Women and Underrepresented Minorities in High-Growth Entrepreneurship. Presenter. “Startups as a Path to Entrepreneurship for Black Women.” Washington DC, November 2022

Kenan Institute Business & Society Research Seminar. Presenter. “The Creation of Organizational Culture in New Organizations.” UNC, October 2022

People and Organizations Conference. Presenter. “Creation of Organizational Culture in New Organizations.” Wharton, October 2022

Strategic Management Society Annual Conference. Presenter. “How Do More (and Less) Effective Cofounders Work Together?” London, September 2022

Strategic Management Society Annual Conference. Presenter. “Culture Creation in New Organizations.” London, September 2022

Strategic Management Society Annual Conference. Invited Participant. Doctoral Workshop. London, September 2022

- Granted full coverage of conference fees based on quality of dissertation proposal

Academy of Management Conference. Invited participant. STR Doctoral Consortium. Online, 2021

Strategy Science Conference. Invited participant. Doctoral Workshop. Online, April 2021

Smith Entrepreneurship Research Conference. Invited participant. Doctoral Consortium. Online, April 2021

Strategic Management Society Annual Conference. Presenter. “Learning from Failure: Exploring Differences in Governance Structures.” Minneapolis, September 2019

Academy of Management Conference. Presenter. "Who Benefits Most From Making Firm-Specific Investments? The Case of Business School Associate Deans." Boston, August 2019

## AWARDS & GRANTS

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<b>Giarratani Rising Star award from the Industry Studies Association</b> \$1,000 honorarium for my research on culture within startups	2023
<b>Responsible Research in Business &amp; Management Dare to Care Dissertation Scholarship</b> \$10,000 award to extend my dissertation research	2023
<b>Peggy Lee &amp; Sunil Wahal Award</b> Best published paper by a PhD student	2021
<b>Kenan Institute Research Grant</b> \$4,800 award to study culture formation within startups	2021

## TEACHING EXPERIENCE

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<b>Duke University, Fuqua School of Business</b> Strategy Implementation (MBA). Adjunct Instructor assisting John de Figueiredo	2022
<b>University of North Carolina, Kenan-Flagler Business School</b> Business Strategy (Undergraduate). Sole instructor of two sections <ul style="list-style-type: none"><li>Evaluations: 4.3/5.0 and 4.2/5.0</li></ul>	2021
Leading and Managing (MBA). Group facilitator <ul style="list-style-type: none"><li>Evaluations: 4.8/5.0</li></ul>	2021-2023

## SERVICE & AFFILIATIONS

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<b>Reviewer</b> 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
<b>Membership</b> Academy of Management: STR, ENT, OMT, and TIM divisions	2017-present
Strategic Management Society	2019-present
Kenan-Flagler DEI Liaison <ul style="list-style-type: none"><li>Implementing a monthly speaker/workshop series for students, faculty, and staff of KFBS to share their experiences as gender/racial minorities, LGBTQ+, first-generation students, international students, parents while students, or students/professionals dealing with neurodivergence. The purpose of the session is to create more belonging and empathy while reducing social stigma.</li></ul>	2022-present

## MANAGEMENT EXPERIENCE

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<b>Amazon.com</b> , Seattle, WA	2013-2016
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*Assoc. Vendor Manager, US Fashion.* P&L ownership over a financial category within the Jewelry category while offering account support to three buyers managing 300 jewelry brands. Worked directly with ~200 entrepreneurs to grow their business on Amazon. Managed the Disney account and exceeded the annual sales plan by 10x.

*Content Acquisition Manager, US Books.* Collaborated with publishers to optimize their supply chain and improve the customer experience by moving from physical inventory to Print on Demand fulfillment.

**Walmart, Bentonville, AR** 2012

*Financial Analyst Intern, International Real Estate.* Collaborated with teams in India, Japan, Brazil, Mexico and the UK to calculate the IRR of land acquisition proposals for future Walmart locations. Prepared the 2011 audit of international land acquisitions.

**Lands' End, Madison, WI** 2011

*Financial Analyst Intern, Corporate FP&A.* Helped create the 3-year forecast presented to Sears Holding Corp. Led a cross-functional team to develop a strategy to increase margin by 67% for the European segment of a \$15M SBU.

## LANGUAGES

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Spanish – Fluent

## REFERENCES

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### **Chris Bingham**

Phillip Hettleman Distinguished Professor of Strategy and Entrepreneurship  
University of North Carolina Kenan-Flagler School of Business  
Email: [chris\\_bingham@kenan-flagler.unc.edu](mailto:chris_bingham@kenan-flagler.unc.edu)

### **Sekou Bermiss**

Associate Professor of Strategy and Entrepreneurship  
University of North Carolina Kenan-Flagler School of Business  
Email: [sekou\\_bermiss@kenan-flagler.unc.edu](mailto:sekou_bermiss@kenan-flagler.unc.edu)

### **David Kryscynski**

Associate Professor of Strategy  
Rutgers Business School  
Email: [dk.hr@rutgers.edu](mailto:dk.hr@rutgers.edu)