

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

2016

Ph.D. in Management & Organization

University of St. Thomas, St. Paul, MN

2006

BA in Accounting; BA in Philosophy, *summa cum laude*

RESEARCH

Journal Publications

15. Li, X., Lo, J., Harmon, D., & Narayanan, V. (2026) Entrepreneurial Market Leadership Claims, Cultural Resonance, and Investor Evaluations in Nascent Markets: The Goldilocks Effect. *Journal of Management Studies*. Accepted.
14. Etchanchu, H., Aranda, A., Harmon, D., & Ansari, S. (2026). How Historical Context Shapes Field-level Frames: A Comparative Study of France and Germany's Shale Gas Debates. *Organization Studies*, 47(1), 33-60.
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.

Manuscripts Under Review

3. Gordon, S., Harmon, D., & Frake, J. Punishment Without Deterrence: Moral Gray Zones and Peer Misconduct in the Chicago Police Department. *Administrative Science Quarterly*. Second round revise and resubmit.
2. Song, J. S. & Harmon, D. Ambiguity in Entrepreneurial Pitches: A Semantic Network Approach. *Strategic Management Journal*. Second round revise and resubmit.
1. Harmon, D. & Song, J. S. Networks of Meaning: Advancing Semantic Network Analysis for Organizational Scholarship. *Academy of Management Journal*. Under review.

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*.

Editorial Work

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

Data and Software

SemNA: Semantic Network Analysis. Desktop application (macOS and Windows) that builds explicit co-occurrence and latent word-embedding semantic networks from text and computes structural network measures. Text is processed locally. Available at semna.org; Python package available to researchers on request.

Monetary Policy Transmission Database (MPTD). Corpus of 28,568 Federal Reserve communications (approximately 284 million words, 1913 – present) across 20 channels, updated nightly. Available at whenthefedspeaks.com and via Zenodo, <https://doi.org/10.5281/zenodo.21429749>. CC BY 4.0.

EDGAR Attention Records (EAR). Relational dataset of attention to U.S. public firms, constructed from approximately 21.5 billion SEC EDGAR access log records, 2003 – June 2017. Each record identifies the filing firm, the document retrieved, the time of retrieval, and the requesting party. Public deposit and dataset paper in preparation.

HONORS AND AWARDS

- Top Instructor Award for the undergraduate program, Michigan State University (2026).
- Top Instructor Award for the MBA program, Michigan State University (2026).

- 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:

- Strategic Management (MGT 409, undergraduate) [Top Instructor Award]
- Strategic Management (MBA 850, MBA) [Top Instructor Award]

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

- Faculty Research Committee, Broad College, 2026 – present
- 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
• Staff and senior auditor of mutual and hedge funds	
Honeywell International , Golden Valley, MN	2004 – 2006
• Financial analyst	

PERSONAL INTERESTS AND HOBBIES

woodworking; philosophy; cooking; coffee; saltwater aquariums