

MAXIM SYTCH

Management and Organizations • Ross School of Business • University of Michigan
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Employment:

University of Michigan, Ross School of Business

2014 – Present, Associate Professor, Department of Management and Organizations

2014 – Present, Michael R. and Mary Kay Hallman Fellow, Ross School of Business

2009 – 2014, Assistant Professor, Department of Management and Organizations

2012 – 2013, Sanford R. Robertson Assistant Professor of Management and Organizations

Education:

Ph.D. Management and Organizations, Kellogg School of Management, Northwestern University, 2009

M.B.A. (High Honors) 2002, Oklahoma City University

B.S.B. 2000, Oklahoma City University – Moscow State University (Ulyanovsk Branch)

Publications:

Sytch, Maxim. 2016. “The Architecture and dynamics of global networks.” In R. Ragozzino, L. Mesquita, and J. Reuer (Eds.), *Collaborative Strategy: A Guide to Strategic Alliances*, Edward Elgar.

Tatarynowicz, Adam, Maxim Sytch, and Ranjay Gulati. 2016. “Environmental demands and the emergence of social structure: Technological dynamism and interorganizational network forms.” *Administrative Science Quarterly*, 61(1): 52-86. Supplemental Data: <http://asq.sagepub.com/content/61/1/52/suppl/DC1>

Sytch, Maxim and Adam Tatarynowicz. 2014. “Friends and Foes: The Dynamics of Dual Social Structures.” *Academy of Management Journal*, 57(2): 585-613. Supplemental Data: <http://amj.aom.org/content/57/2/585/suppl/DC1>

Sytch, Maxim and Adam Tatarynowicz. 2014. “Exploring the locus of invention: The Structure and Dynamics of Network Communities and a Firm’s Invention Performance.” *Academy of Management Journal*, 57(1): 249-279.

Sytch, Maxim and Yong Hyun Kim. 2013. “Embeddedness.” In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.

Sytch, Maxim and Ranjay Gulati. 2013. “Markets as Networks.” In D. Teece and M. Augier (Eds.), *Palgrave Encyclopedia of Strategic Management*.

Sytch, Maxim, Adam Tatarynowicz, and Ranjay Gulati. 2012. “Toward a Theory of Extended Contact: The Incentives and Opportunities for Bridging Across Network Communities.” *Organization Science* 23: 1658-1681.

Gulati, Ranjay, Maxim Sytch, and Adam Tatarynowicz. 2012. “The Rise and Fall of Small Worlds: Exploring the Dynamics of Social Structure.” *Organization Science* 23:449-471.

Sag, Matthew, Tonja Jacobidi, and Maxim Sytch. 2009. “Exploring the Notion of IP Exceptionalism.” *California Law Review* 97: 801-856.

- Sytch, Maxim and Ranjay Gulati. 2008. "Creating Value Together." *Sloan Management Review* 50 (1): 12-13.
- Gulati, Ranjay, Maxim Sytch, and Parth Mehrotra. 2008. "Breaking Up is Never Easy: Planning for Exit in a Strategic Alliance." *California Management Review* 50(4): 147-163.
- Sytch, Maxim and Philipp Bubenzer. 2008. "Research on Strategic Alliances in Biotechnology: An Assessment and Review." In H. Patzelt and T. Brenner (Eds.), *Handbook of Bioentrepreneurship*, Springer: New York: 105-131.
- Gulati, Ranjay and Maxim Sytch. 2008. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." *Managerial and Decision Economics* 29: 165-190.
- Gulati, Ranjay and Maxim Sytch. 2007. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." *Administrative Science Quarterly* 52: 32-69.

Working Papers and Work In Progress:

- Sytch, Maxim. 2015. "Caveat Emptor: Too Close to the Lawyers' Den," Second Revise and Resubmit at *Organization Science*.
- Best Paper Award, Academy of Management, OMT Division, 2010.
- Sytch, Maxim and Yong Hyun Kim. 2015. "Quo Vadis? Venue Shopping in Litigation." Revise and Resubmit at *Administrative Science Quarterly*.
- Sytch, Maxim, Franz Wohlgezogen, and Edward Zajac. 2015. "The Hidden Power of Matrix Organizations: Exploring the Links between Intra- and Inter-Organizational Relational Structures." *Under Review*.
- Sytch, Maxim and Adam Tatarynowicz. 2015. "Handle with Care: The Robustness of Interorganizational Networks to Bridge Decay." Working Paper, Ross School of Business, University of Michigan.
- Sytch, Maxim and Russell Funk. 2015. "Interstitial Field Emergence and Conflictual Ties: The Evolution of Intellectual Property Disputes in Nanotechnology." Work in Progress.

Book Reviews:

- Gulati, Ranjay and Sytch, Maxim. 2007. "Handbook of Trust Research" by Reinhard Bachman and Akbar Zaheer (Eds.). *Academy of Management Review* 33 (1): 276-278.
- Sytch, Maxim and Niro Sivanathan. 2007. "Trust Under Pressure" by Katinka Bijlsma-Frankema and Rosalinde K. Woolthuis (Eds.). *Personnel Review* 36 (6): 996-1000.

Media/Press:

- Sytch, Maxim and Scott DeRue. 2010. "Ditch Performance Reviews? How About Learn to Do Them Well?" *Harvard Business Review Blog Series*, June 22.
- Gulati, Ranjay, Maxim Sytch, and Parth Mehrotra. 2007. "Preparing For the Exit." *The Wall Street Journal*, March 6 : R11.

Other Publications:

- Sytch, Maxim and Adam Tatarynowicz. 2012. "Friends and Foes: The Dynamics of Dual Social Structures," *Best Paper Proceedings of the Academy of Management Annual Conference*, Boston.

Sytc, Maxim. 2010. "Where Do Conflictual Ties Come From? Exploring the Role of Spatial Distribution of Principals and Mediating Agents." *Best Paper Proceedings of the Academy of Management Annual Conference*, Montreal. (Academy of Management, OMT Division, Best Paper Award, 2010)

Fitzgerald, Patrick W., Maxim Sytc, Stephanie Arnoldin, and Zephania Thompson. 2006. "Toward Understanding Sarbanes-Oxley and Business and Financial Ethics Requirements in a Post-Enron World." *Consumer Finance Law Quarterly* 60(1): 64-85.

Cases:

"Indus Towers: From Infancy to Maturity" (with Ranjay Gulati and Rachna Tahilyani). 2014. Harvard Business School Case N9-415-005, October 2.

"Friction and Frustration at TMG, Inc.: Leading and Motivating Teams" (with Scott DeRue). 2010. William Davidson Institute at the University of Michigan, Ross School of Business. 1-429-112.

PDWs and Symposia:

Organizer (together with Jesse Shore), Panel Session, "Diversity and Knowledge Creation," MIT-Wharton NSF Knowledge Conference, August 2014.

Chair, Paper Session, "Embeddedness and Overembeddedness." Academy of Management Conference, Orlando, 2013.

Social Network Analysis Workshop. "Interorganizational Networks." Academy of Management Conference, San Antonio, 2012.

Social Network Analysis Workshop. "Interorganizational Networks." Academy of Management Conference, San Antonio, 2011.

Social Network Analysis Workshop. "Interorganizational Networks." Academy of Management Conference, Montreal, 2010.

Chair, Paper Session. "Interorganizational Relations." Academy of Management Conference, Montreal, 2010.

Social Network Analysis Workshop. "Interorganizational Networks." Academy of Management Conference, Chicago, 2009.

Faciliator, Interactive Paper Session. "Interfirm Relations." Academy of Management Conference, Anaheim, August 2008.

Chair, Paper Session. "Interorganizational Ties and Firm Performance." Academy of Management Conference, Philadelphia, August 2007.

Organizer and Chair (together with Jennifer Kurkouski), Symposium. "Embeddedness and Interorganizational Tie Formation: Understanding the Existence and Nature of Interorganizational Agreements." August 2005.

- Endorsed as a showcase symposium by BPS and OMT divisions of Academy of Management.

Conference Presentations:

Sytc, Maxim and Yong Hyun Kim. "Quo Vadis? Venue Shopping in Litigation." Academy of Management Annual Conference, Orlando, August 2013.

Sytc, Maxim and Adam Tatarynowicz. "Friends and Foes: The Dynamics of Dual Social Structures." Academy of Management Annual Conference, Boston, August 2012.

- Sytch, Maxim and Adam Tatarynowicz. "Exploring the locus of innovation: The structure and dynamics of network communities and a firm's innovation performance." Academy of Management Annual Conference, San Antonio, August 2011.
- Tatarynowicz, Adam and Maxim Sytch. "Handle with Care. The Robustness of Interorganizational Networks to Bridge Decay." Complexity Conference, Northwestern University, March 2011.
- Sytch, Maxim. "Where Do Conflictual Ties Come From? Exploring the Role of Spatial Distribution of Principals and Mediating Agents." Academy of Management Annual Conference, Montreal, August 2010.
- Tatarynowicz, Adam, Ranjay Gulati, and Maxim Sytch. "The Evolution of Collaborative Interfirm Networks: Variations in Social Structure and Knowledge Diffusion." Midwest Strategy Meeting, Evanston, IL, May 2010.
- Sytch, Maxim. "Living in Two Worlds: Exploring the Duality of Social Structure and the Implications of Structural Congruence." Academy of Management Annual Conference, Chicago, August 2009.
- Sytch, Maxim. "Living in Two Worlds: Exploring the Duality of Social Structure and the Implications of Structural Congruence." Strategic Management Society Conference, Cologne, October 2008.
- Sytch, Maxim, Adam Tatarynowicz, and Ranjay Gulati. "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity." Academy of Management Annual Conference, Anaheim, August 2008.
- Sytch, Maxim, Adam Tatarynowicz, and Ranjay Gulati. "Where Do Brokers Come From? The Role of a Firm's Ability, Motivation, and Opportunity." INSEAD Network Evolution Conference, Fontainebleau, October 2008.
- Gulati, Ranjay, Maxim Sytch, and Adam Tatarynowicz. "The Rise and Fall of Small Worlds," Academy of Management Annual Conference, Philadelphia, August 2007.
- Sytch, Maxim. "Navigating the Web of Conflict and Cooperation: Social Structure and Dynamics of Alliance Formation." 14th Annual Consortium on Competitiveness and Cooperation, Georgia Institute of Technology, Atlanta, April 2007.
- Gulati, Ranjay and Maxim Sytch. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." Academy of Management Annual Conference, Atlanta, August 2006.
- Gulati, Ranjay and Maxim Sytch. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on Exchange Performance." The Sixth Annual Trans-Atlantic Doctoral Conference, London Business School, London, May 2006.
- Sytch, Maxim and Ranjay Gulati. "Can We Both Make It Work or Should We Be Worried? The Effects of Firms' Relational Capabilities on the Likelihood of Alliance Formation." Alliance Edge Conference, Toronto, Canada, September, 2005.
- Sytch, Maxim and Ranjay Gulati. "Can We Both Make It Work or Should We Be Worried? The Effects of Firms' Relational Capabilities on the Likelihood of Alliance Formation." Academy of Management Annual Conference, Honolulu, August 2005.
- Sytch, Maxim and Ranjay Gulati. "Do We Know Each Other or Are You Good Enough? The Effects of Firms' Relational Capability on the Likelihood of Alliance Formation." European Group of Organization Studies, Berlin, July 2005.
- Gulati, Ranjay and Maxim Sytch. "Does Familiarity Breed Trust? Revisiting the Antecedents of Trust." European Group of Organization Studies, Berlin, June 2005.

Invited Presentations:

Yale School of Management, April 2017 (scheduled)
INSEAD, May 2016
Australian Graduate School of Management, UNSW, January 2016
MIT, Sloan, April, 2015
NYU, Stern, February 2014
University of Tilburg, February 2014
INSEAD, February 2014
London Business School, January 2014
University of Pennsylvania, Wharton, January 2014
MIT-Wharton Knowledge Conference, July 2013
University of Washington, St. Louis, February 2013
University of Michigan, Hosmer Luncheon, February 2013
University of Michigan, Tauber Institute for Global Operations Advisory Board, September 2012
MIT-Wharton Knowledge Conference, July 2012
Utah Strategy Conference, March 2012
University of California, Irvine, February 2012
University of Chicago, Booth, (Markets & Organizations), February 2012
University of Michigan, Ross School of Business, Visiting Committee, March 2011
University of Michigan, Ross School of Business, Alumni Board of Governors, March 2011
University of Michigan, Hosmer Luncheon, March 2011
University of Michigan, Organization Studies and Political Science, Networks Workshop, Sept. 2010
University of Michigan, Strategy Department Brownbag, August 2010
University of Minnesota, Carlson (Strategy & Organization), February 2009
Dartmouth University, Tuck (Strategy & Management), January 2009
Harvard Business School (Strategy), January 2009
Harvard Business School (Organizational Behavior), January 2009
University of Pennsylvania, Wharton (Management), January 2009
University of Toronto, Rotman (Strategy), January 2009
University of Texas at Austin, McCombs (Management), January 2009
Boston College, Carroll (Organization Studies), December 2008
University of Michigan, Ross (Management & Organizations), December 2008
McGill University, Desautels (Strategy and Organization), December 2008

Honors and Awards:

Academy of Management, OMT Division, Finalist for Best Paper on Entrepreneurship Award, 2016
Organization Science Outstanding Reviewer Award, 2015
Nominated for the Golden Apple Award, a University-wide Award for Outstanding Teaching, 2015
Michael R. and Mary Kay Hallman Fellow, 2014
Academy of Management Journal Outstanding Reviewer Award, 2014
Ross Executive Education Teaching Impact Award (Open Enrollment Programs), 2014
Top 40 Business School Professors Under 40 in the World, *Poets & Quants*, *CNN Money*, 2014
Sanford R. Robertson Professorship, school-wide, junior faculty award to recognize career achievement and outstanding performance in research and teaching, 2012
Nominated for Teaching Excellence Award, Ross Full-Time MBA program, 2010, 2011, 2013, 2014
Finalist for the Best Paper Award at the 4th Israel Strategy Conference, 2010

Academy of Management, OMT Division, Best Paper Award, 2010
Academy of Management, OMT Division, Finalist for Louis R. Pondy Award, 2010
Best Reviewer Award, Business Policy and Strategy Division, Academy of Management, 2004, 2005, 2006, 2007
Best Reviewer Award, Organization and Management Theory Division, Academy of Management, 2005, 2006, 2007, 2013

Northwestern University, Kellogg School of Management

Merv Shalowitz Research Fellowship, 2008
Department Nominee for Presidential Fellowship, Northwestern University, 2006
OMT/MOC Consortium, Academy of Management, 2008
SMS Dissertation Workshop, 2007
BPS Dissertation Consortium, Academy of Management, 2007
CCC Doctoral Colloquium, 2007
OMT Doctoral Dissertation Consortium, Academy of Management, 2006

Oklahoma City University

Delta Mu Delta National Honor Society Scholar, 2002
W.W. and Rose Woodworth Scholar (full scholar), 2000-2002
President's Honor Roll – all semesters

Moscow State University (Ulyanovsk Branch)

Ranked first in graduating class, 2001
Honors Stipend, 1995-1999

Professional Service:

Editorial Board, Administrative Science Quarterly, 2012-present
Editorial Board, Organization Science, 2012-present
Editorial Board, Academy of Management Journal, 2013-present
Editorial Board, Strategic Management Journal, 2013-present
Chair, Administrative Science Quarterly Contribution Award Committee, 2015
OMT Doctoral Student Consortium, Faculty Participant, Academy of Management, 2014, 2015
Research Committee, Organization and Management Theory, Academy of Management, 2010-present
Best Published Paper Committee, Organization and Management Theory, Academy of Management, 2012

Ad hoc Reviewer for:

- *Academy of Management Review*
- *American Journal of Sociology*
- *Management Science*
- *California Management Review*
- Academy of Management Annual Conference
- Strategic Management Society Annual Conference
- The Netherlands Organization for Scientific Research (NWO) of the Dutch Ministry of Education

- Study of Russian Journals in Management, administered by the New Economic School and the Russian Ministry of Education

University of Michigan

ICOS Guest Curator, University of Michigan, 2015

School of Kinesiology Recruiting Committee, 2014

University of Michigan Undergraduate Research Opportunity Program 2010-present

Ross School of Business

MBA Concentrations Committee, 2015

MBA Program Advisory Committee, 2014-2015

MBA Core Curriculum Redesign Task Force, 2014-2015

Chair, Interdisciplinary Faculty Recruiting Committee, 2014

Management and Organizations Faculty Recruiting Committee, 2014

Faculty Advisor for MBA Food, Beverage and Agribusiness Club, 2014-present

Orientation for incoming Full-Time MBA students, Mock Case Sessions (two sections), August 2013

Orientation for incoming Global MBA students, June 2013

Orientation for incoming Part-Time MBA students, May 2013

Core Faculty Task Force, 2012

Multidisciplinary Action Learning Project (MAP) Case Competition Judge, September 2012

Ross Leadership Initiative Session Chair, August 2012

Departmental Brown Bag Seminar Coordinator, 2011-present

Management and Organizations PhD Admissions Committee, 2009-2011

Management and Organizations Core Course Coordinator, 2010, 2012

Doctoral Program Research Grant Proposal Reviewer, 2010

Faculty Advisor for MBA Family Business Club, 2010-2012

Ph.D. Student Supervision:

Mijeong Kwon, First-Year Faculty Advisor, Ross School of Business, Management and Organizations (in progress)

Cassandra Aceves, Dissertation Committee Co-Chair, Ross School of Business, Management and Organizations (in progress)

Yong Hyun Kim, Dissertation Committee Member, Ross School of Business, Management and Organizations (in progress)

Ashley Hardin, Dissertation Committee Member, Ross School of Business, Management and Organizations (in progress)

Eun Woo Kim, IERP Committee Member, Ross School of Business, Management and Organizations (in progress)

Theodore DeWitt, IERP Committee Member, Ross School of Business, Management and Organizations

Cassandra Aceves, IERP Committee Member, Ross School of Business, Management and Organizations

Yong Hyun Kim, IERP Committee Member, Ross School of Business, Management and Organizations

Heeyon Kim, Dissertation Committee Member, Ross School of Business, Strategy Department

John Chen, Dissertation Committee Member, Ross School of Business, Strategy Department (University of Florida)

Russell Funk, Dissertation Committee Member, University of Michigan, Sociology Department (University of Minnesota)

Pranav Garg, Dissertation Committee Member, Ross School of Business, Strategy Department

Suntae Kim, IERP Committee Member, Ross School of Business, Management and Organizations

Helena Burr, Dissertation Committee Member, University of Michigan Sociology Department (Northwestern University, Northwestern Institute on Complex Systems)

Research Grants:

ICOS Research Grant, 2012

Ross School of Business Large Research Grants, 2010, 2011

Ross School of Business Small Research Grant, 2010

Heizer Center for Entrepreneurship Research Grants, Kellogg School of Management, 2006, 2007, 2008

Dispute Resolution Research Center Grant, Kellogg School of Management, 2006

Center for Technology and Innovation Management Research Grant (NSF grant program), Northwestern University, 2006

Center for Biotechnology Grant, Kellogg School of Management, 2005

Conference Travel Grants, Northwestern University Graduate School, 2005, 2006

Professional Affiliations:

Academy of Management

American Sociological Association

INFORMS

Strategic Management Society

Teaching Experience:

University of Michigan, Ross School of Business:

Full-time core MBA course, "Leading People and Organizations," ~80 students per section

Ratings /5.0

- Fall 2015: 4.9, 4.9, 4.9
- Fall 2014: 5.0, 4.9, 4.9
- Fall 2013: 4.5, 4.9, 4.9
- Fall 2012: 4.9, 4.9, 4.8
- Fall 2011: 5.0, 5.0, 4.8
- Fall 2010: 4.5, 4.3, 4.8
- Fall 2009: 4.1, 4.4, 4.8

"Management and Organizations for Lawyers," University of Michigan Law School 4.7/5 (Law) & 4.4/5 (Ross)

Emerging Leaders Program, "Building and Leveraging Professional Relationships," 2010-2013

Co-Director, Strategic Leaders Programs, 2015-2017

University of Michigan, Ross School of Business on Coursera

- [Leading People and Teams](#) (2015-present).

Northwestern University, Kellogg School of Management:

Part-time MBA, “Leadership in Organizations,” ~ 40 students per section

Ratings /10.0

- Spring 2009: 9.2
- Summer 2008: 9.4

Executive Program, Center for Non-Profit Management, “Creating and Managing Strategic Alliances,” 2007-2008

Executive Program, Center for Non-Profit Management, “Leading through Social Capital,” 2008

Executive Program, Center for Non-Profit Management, “Leading Strategic Change,” 2009

Full-time MBA Program, Graduate Initiatives in Management, Joint Ventures Module, Case Discussion “Trouble in Paradise,” February 2008

PhD Program, Macro-Methods Class (Social Network Analysis Module), 2005, 2007

Teaching Training

Teaching Roundtables at OMT Junior Faculty Consortium, Academy of Management Conference, August 2010

Art and Craft of Discussion Leadership, Case Teaching Method Workshop, Harvard Business School, March 2008

Industry Experience:

Merrill Lynch & Co., Inc., Oklahoma City, Oklahoma, 2001-2002

The Central Bank of the Russian Federation, Ulyanovsk, Russia, 1999