

Oliver Hahl

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Experience

- 2014 -Current Assistant Professor of Organization Theory and Strategy
Carnegie Mellon University, Tepper School of Business
- 2020 (Winter) Visiting Faculty, Yale School of Management
- 2016-2018 Frank A. and Helen E. Risch Faculty Development Professorship
Carnegie Mellon University, Tepper School of Business
- 2013 - 2014 Post-Doctoral Fellow, Organizational Behavior and Theory Group
Carnegie Mellon University, Tepper School of Business

Education

- 2013 Massachusetts Institute of Technology (MIT), Sloan School of Management
Ph.D., Management (Economic Sociology Program)
Dissertation “Subverting Value Hierarchies: Essays on Causes and Responses to Shifts in Demand for Authenticity”
Committee: Ezra W. Zuckerman Sivan (Chair), Kate Kellogg, Renee Richardson Gosline
- 2008 Yale School of Management
Master of Business Administration (MBA)
- 2002 University of Pennsylvania, The Wharton School
Bachelor of Science in Economics

Published Papers

- Hahl, Oliver, Jae Kyung Ha. 2019. “Committed Diversification: Why Authenticity Insulates Against Penalties for Diversification” *Forthcoming. Organization Science*
- Galperin, Roman, Oliver Hahl, Adina Sterling, and Jerry Guo. 2019. “Too Good to Hire: Capability and Commitment Inferences in the Labor Market” *Forthcoming. Administrative Science Quarterly*
- Hahl, Oliver, Minjae Kim, and Ezra W. Zuckerman Sivan. 2018. “The Authentic Appeal of the Lying Demagogue: Proclaiming the Deeper Truth about Political Illegitimacy” *American Sociological Review* 83(1):1-33.
- Awarded 2019 Outstanding Recent Contribution in Social Psychology, American Sociological Association Social Psychology Section
- Hahl, Oliver, Ezra W. Zuckerman, and Minjae Kim. 2017. “Why Elites Love Authentic Lowbrow Culture: Overcoming High-Status Denigration with Outsider Art.” *American Sociological Review* 82(4):828-856.

Hahl, Oliver. 2016. "Turning Back the Clock in Baseball: The Increased Prominence of Extrinsic Rewards and Demand for Authenticity." *Organization Science* 27(4): 929-953.

Hahl, Oliver, Aleksandra "Olenka" Kacperczyk, and Jason Davis. 2016. "Knowledge Asymmetry and Structural Holes: Linking Network Perceptions to Position in Structural Holes." *Strategic Organization* 14(2):118-143.

Hahl, Oliver and Ezra W. Zuckerman. 2014. "The Denigration of Heroes? How the Status Attainment Process Shapes Attributions of Considerateness and Authenticity." *American Journal of Sociology* 120(2): 504-554.

Works in Progress

Campbell, Elizabeth and Oliver Hahl. "He's Overqualified, She's Highly Committed: The Effect of Job Candidate Gender and Capability on Perceptions of Firm and Career Commitment." *Revise and Resubmit Academy of Management Journal*

Verhaal, Cameron, Oliver Hahl, Cameron Verhaal, and Kevin J. Fandl. "Smoke and Mirrors: Institutional Change, Leader Iconicity, and Perceptions of Authenticity in the Market for Cuban Cigars" *Under Review*

Hahl, Oliver, Sae S. Park, and Sunkee Lee. "Ingroup 'Flexibility': Evidence of Social Influence in Third-Party Regulation Markets." *Under Review*

Hahl, Oliver and Sae S. Park. "What Do Scandals Do? Evidence From a Natural Experiment"

Young-Hyman, Trevor, Oliver Hahl, and Evan Gilbertson. "Nice If You Don't Already Have It: The Effects of Empowerment Language on Male and Female Applicant Behavior."

Hahl, Oliver and Pete Younkin. "Anomie and Authenticity: Overcoming the Dark Side of Commercial Success in Music."

Hahl, Oliver, Sae S. Park and Brandy Aven. "Out of My League: Why (and When) Low-Status Audiences Reject High-Status Offerings."

Hahl, Oliver, Minjae Kim and Ezra Zuckerman Sivan. "Authenticity of the Female Demagogue."

Hahl, Oliver and Renee Richardson Gosline. (2014) "May I Deviate, Please? Firm Status and the Efficacy of Assertive Versus Deferential Anticipatory Impression Management." Working Paper

Presentations (refereed conferences in italics)

2019

"Committed Diversification"

Northwestern Kellogg School of Management, Marketing Department (February 2019)

Oxford Said School of Business (March 2019)

INSEAD (March 2019)

"What Experiments Do for Organization Theory"

Organization Science Winter Conference, Phoenix AZ (March 2019)

"Ingroup 'Flexibility': Evidence of Social Influence in Third-Party Regulation Markets"

Organization Science Winter Conference, Phoenix AZ (March 2019 – Poster Session)

"He's Overqualified, She's Highly Committed"

Organization Science Winter Conference, Phoenix AZ (March 2019 – Poster Session)

"Nice If You Don't Already Have It"

Organization Science Winter Conference, Phoenix AZ (March 2019 – Poster Session)

2018

“Smoke and Mirrors”

Conference on Authenticity, Northwestern Kellogg School of Management (May 2018)

“Ingroup ‘Flexibility’: Evidence of Social Influence in Third-Party Regulation Markets”

Stanford University Macro OB Seminar Series (October 2018)

2017

“Why Elites Love Authentic Lowbrow Culture”

University of Pittsburgh Social Psychology Department Seminar Series (February 2017)

“Committed Diversification”

Winter Strategy Conference, BYU/University of Utah, Park City, UT (March 2017)

2016

“Committed Diversification”

Conference on Authenticity, UVA (May 2016)

2015

“Committed Diversification”

Academy of Management (August 2015),

Junior Organization Theory Workshop for Junior Faculty, Toronto, Canada (October 2015)

“Why Elites Love Authentic Lowbrow Culture”

American Sociological Association Conference (August 2015)

2014

“Why Elites Love Authentic Lowbrow Culture”

Academy of Management (August 2014),

Junior Organization Theory Workshop for Junior Faculty, Berkeley CA (November 2014)

2013

“Turning Back the Clock”

NYU Stern School of Management, Management Department Seminar (January 2013),

Carnegie Mellon University, Tepper School of Business OBT Seminar (March 2013)

2012

“Turning Back the Clock”

Harvard/MIT Economic Sociology Seminar (October 2012),

Chicago University, Booth School Organizations and Markets Workshop (December 2012),

Yale School of Management OB Seminar (December 2012)

“The Denigration of Heroes”

International Network of Analytical Sociologists Conference at Columbia University (June 2012),

American Sociological Association Conference (August 2012) – Group Processes Session

2011

“May I Deviate Please?”

Harvard/MIT Economic Sociology Seminar (June 2011),
American Sociological Association Conference (August 2011) – Creative Economy Session

“Knowledge Asymmetry in Brokerage”

Academy of Management (August 2011) – Presented by Olenka Kacperczyk,
American Sociological Association Conference (August 2011) – Presented by Jason Davis

Memberships

Academy of Management (Sections: OMT, STR)

American Sociological Association (Section: Economic Sociology, Social Psychology)

Other Academic

Fellowships/Awards:

Frank A. and Helen E. Risch Faculty Development Professorship, Carnegie Mellon University, Tepper School of Business (2016-18)

MIT Sloan Research Fellowship (2008-2012)

MIT Sloan Economic Sociology Program Research Fellowship (2008-2013)

Peer Review:

Organization Science, Editorial Review Board

Ad-hoc reviewer for *American Journal of Sociology*, *American Sociological Review*, *Management Science*, *Organization Science*, *Journal of Management*, *Theory and Society*, *Social Forces*, *Administrative Science Quarterly*, and *Organization Studies*.

Reviewer for Organization and Management Theory Division, Academy of Management

University Service:

Co-Organizer CMU Tepper OBT Seminar Series (2015-19)

Faculty Coordinator OBT PhD Program (2016-19)

Undergraduate Business Curriculum Review Committee (2014-16)

Organizer MIT Economic Sociology Working Group (2011-2012)

Teaching

2014-15	Carnegie Mellon University, Tepper School of Business Awards: Gerald L. Thompson Excellence in Teaching Award (Undergraduate Programs, Tepper School of Business)
Spring and Fall 2014	Courses: Course 70-311: Intro to Organizational Behavior (Undergraduate)

- Fall 2015 Description: This course examines the factors that influence individual and group behavior within an organization as well as how organizations interact with each other or with customers in a market. Topics covered include organizational structure, social networks, organizational and national culture, group behavior, decision-making, and organizational or firm strategy.
- Fall 2014, 2018 Course 47-891: Special Topics in Organizational Behavior: Sociology of Strategy (PhD)
Description: The seminar has three interlocking aims. Students who take the seminar should: (a) gain a greater appreciation for the intellectual foundation that supports the application of sociological concepts and frameworks to the study of markets, and competitive behavior and outcomes; (b) develop critical skills for the evaluation of cutting-edge work in this research community; (c) and be better prepared to join this community if they so desire. In sum, the class is about cultivating a *taste* for research in this community, which involves appreciating why researchers are doing what they are doing, distinguishing good from bad work, and applying those lessons to one's own research (which should also be applicable to other areas of social science).
- Spring 2017, 2019 Course 47-948: Writing Persuasive Arguments for the Behavioral Sciences (PhD)
Description: Through this course, students will discuss and learn about the various aspects of writing research papers for the behavioral sciences. Students often get considerable training on designing empirical strategies and producing and describing results. This course focuses on the various other aspects of writing as an academic. These include the "front end" of a paper, writing reviews, and responding to reviewers' comments. To that end, we will discuss different strategies to frame, develop and execute an argument to motivate various types of empirical designs and methods. We will also discuss the process of submitting to journals, writing reviews and responding to reviewer letters.
- Summer 2015 Course 45-973: Architecture of Competitive Advantage (MBA)
Fall 2015 Description: This course investigates approaches that firms use to deal with the modern economy, identifying the types of (often) hidden sources of advantage firms must recognize to thrive in a modern economy. By using a hands-on case-based approach, this course helps students develop the ability to identify sources of advantage by looking at the unique character and characteristics of firms and how these aspects create (or do not create) advantage. This course is targeted to those interested in careers in strategy – whether it be in the service industries like consulting, investment banking or private equity, or as a functional role in organizations.
- Fall 2016-18 Course 45-770: Corporate Strategy (MBA Core, Online-Hybrid MBA Core, Part Time MBA)
Summer 2017-19 Description: This course focuses on how firms create, capture, and deliver value in business environments. We focus on analytical frameworks and techniques to evaluate business situations and develop strategies to improve organizations. Specifically, we consider the scope of a firm's activities, the markets the firm does and does not serve, the resources the firm deploys, and the internal and external factors that determine the firm's chances of success. Students adopt the perspective of a general manager, at times of a business unit and at others of an entire company, focused on long-term profitability. We also consider the organizational challenges that arise from differences in corporate vs. business unit perspectives. This course is foundational to interested in any business career – whether it be in the service industries like consulting, investment banking or private equity, as a business unit or general manager in a company (perhaps your own), or as a functional role in an organization.