

## ELENA KULCHINA

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### EMPLOYMENT

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#### **Duke University, Fuqua School of Business, Durham, NC**

Assistant Professor, July 2012–present

Research Fellow, Duke Innovation and Entrepreneurship Initiative, July 2015–present

### EDUCATION

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#### **University of Toronto, Rotman School of Management, Toronto, ON, Canada**

PhD in Strategic Management, 2012

*Committee:* Olav Sorenson (co-chair), Joanne Oxley (co-chair), Mara Lederman, Tim Simcoe

*Dissertation:* Three Essays on Foreign Entrepreneurs

- *Winner, Best Dissertation Award, Academy of Management, Entrepreneurship Division*
- *Finalist, Best Dissertation Award, Academy of International Business*

#### **Far Eastern National University, Vladivostok, Russia**

BS in Economics (*Summa cum laude*), 2003

### RESEARCH INTERESTS

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Strategy, entrepreneurship, international business: Management of entrepreneurial ventures; management of multinational corporations; domestic and foreign entrepreneurs; immigrants and organizations; relational contracts; strategy and geography.

Empirical contexts: Denmark, Portugal, Russia, USA

### PUBLICATIONS

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Kulchina E. Do foreign entrepreneurs benefit their firms as managers? *Strategic Management Journal*, forthcoming.

Kulchina E. 2016. Personal preferences, entrepreneurs' location choices and firm performance. *Management Science*, 62(6): 1814–1829.

Kulchina E. 2016. A path to value creation for foreign entrepreneurs. *Strategic Management Journal*, 37(7): 1240–1262.

Kulchina E. 2014. Media coverage and location choice. *Strategic Management Journal*, 35(4): 596–605.

## PAPERS UNDER REVIEW AND WORKING PAPERS

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Kulchina E. and Oxley J. How effective are relational incentive contracts? Evidence from entrepreneurs in Russia.  
Revise and Resubmit at *Organization Science*.

Kulchina E. Is it worth trusting your manager?

Hernandez E. and Kulchina E. Immigrants and firm performance: Effects on foreign subsidiaries versus foreign entrepreneurial firms.

- Winner of the 2016 Temple/AIB Best Paper Award, *Academy of International Business*

Kulchina E. and Gjerløv-Juel P. Entrepreneur—a jockey or a horse owner?

## WORK IN PROGRESS

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Hiring strategies of entrepreneurs (with Ana Venancio)

Comparative advantage of foreign versus domestic CEOs in multinational firms (with Exequiel Hernandez)

Start-up accelerators (with Honggi Lee)

Time-zone effects on multinational firms (with Joanne Oxley)

## AWARDS AND HONORS

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|  |           |
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| Emerging Scholar Award, International Management Division, Academy of Management   | 2017      |
| University of Virginia (Darden) Batten Institute for Entrepreneurship and Innovation Fellowship (\$10,000)   | 2017      |
| Kauffman Junior Faculty Fellowship in Entrepreneurship Research (7 recipients; \$35,000) –an award to junior faculty making significant contributions to entrepreneurship research | 2016      |
| Winner of the 2016 Temple/AIB Best Paper Award, Academy of International Business (1 out of 1,000+ submissions)  | 2016      |
| Winner of the NFIB Doctoral Dissertation Award in Entrepreneurship, Academy of Management Entrepreneurship Division  | 2013      |
| Finalist for the Buckley and Casson Dissertation Award, Academy of International Business  | 2013      |
| Ontario Graduate Scholarship, Ontario Provincial Government, Canada (\$30,000)   | 2009–2011 |
| AIC Institute for Corporate Citizenship competitive research grant (\$10,000)  | 2008      |
| Graduate Student Endowment Fund Award, University of Toronto (\$15,000)  | 2008–2009 |
| University of Toronto Fellowship, Rotman School of Management (full tuition plus stipend for 6 years)  | 2006–2012 |
| Russian President Scholarship for one year of research in the USA (\$24,000)   | 2005–2006 |
| Kokushikan University Fellowship for research in Japan (\$30,000)  | 2004–2005 |
| Best Undergraduate Thesis Award, Far Eastern National University, Vladivostok, Russia (1 out of 100+ students)   | 2003      |
| Japanese Foundation Fellowship for training in Japan with leading IT companies   | 2002      |

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| Grant from Bureau of Educational and Cultural Affairs, U.S. Department of State (\$5,000)     | 2001      |
| Regional Government Undergraduate Scholarship, Russia (full tuition plus stipend for 6 years) | 1997–2003 |
| Gold Medal award graduating from high school, Russia (highest honor; 1 out of 100+ students)  | 1997      |

## **ACADEMIC PRESENTATIONS**

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### ***“Entrepreneur—a jockey or a horse owner?”***

- University of Maryland Smith Entrepreneurship Research Conference, 2017

### ***“Immigrants and firm performance: Effects on foreign subsidiaries versus foreign entrepreneurial firms”***

- University of Southern California, Marshall School of Business, Los Angeles, CA, 2017
- DRUID PDW, New York, NY, 2017
- Strategy and Business Environment Conference, Durham, NC, 2017
- Utah-BYU Winter Strategy Conference, Park City, UT, 2017
- UC Boulder Entrepreneurship and Collaboration Conference, Boulder, CO, 2017
- Emory University, Atlanta, GA, 2016
- Dartmouth College, Tuck School of Business, Hanover, NH, 2016
- George Washington University, Washington, DC, 2016
- London Business School, Strategy and Entrepreneurship group, London, UK, 2016
- Northeastern University, International Business and Strategy group, Boston, MA, 2016
- Stern School of Business, NYU, Conference on Emerging Market Multinationals, New York, NY, 2016
- University of Miami Global Strategy and Emerging Markets Conference, Miami, FL, 2016
- Strategy Research Forum, Newport, RI, 2016
- Academy of International Business (presented by co-author), New Orleans, LA, 2016
- Academy of Management (presented by co-author), Anaheim, CA, 2016

### ***“How effective are relational incentive contracts? Evidence from entrepreneurs in Russia”***

- Darden Entrepreneurship Conference, Washington, DC, 2016
- Conference on Empirical Legal Studies (CELS), Durham, NC, 2016

### ***“Is It Worth Trusting Your Manager?”***

- UC Berkeley, joint Fung Institute and Haas School of Business seminar, Berkeley, CA, 2015
- Junior Organization Theory Conference, University of Toronto, Toronto, Canada, 2015
- Duke University, Department of Sociology, Economic Sociology Workshop, 2015
- Academy of Management Annual Meeting, Vancouver, Canada, 2015
- International Society for New Institutional Economics (ISNIE) Conference, Cambridge, MA, 2015

***“A Path to Value Creation for Foreign Entrepreneurs”***

- University of North Carolina at Chapel Hill, Strategy and Entrepreneurship Seminar, 2014
- University of Illinois at Urbana-Champaign, Joint Strategy and International Business Seminar, 2014
- Academy of Management Annual Meeting Symposium, Philadelphia, PA, 2014

***“Agency Problems in Entrepreneurial Firms”***

- Academy of Management Annual Meeting, Philadelphia, PA, 2014
- International Society for New Institutional Economics (ISNIE) Annual Conference, Durham, NC, 2014
- Atlanta Competitive Advantage Conference (ACAC), 2014
- Duke Strategy Seminar, 2014

***“Personal preferences, entrepreneurs’ location choices and firm performance”***

*(also “Nonfinancial Benefits and Entrepreneur’s Choice of Manager”)*

- George Washington University, International Business Department, 2013
- Academy of Management Annual Meeting, Orlando, FL, 2013
- Atlanta Competitive Advantage Conference (ACAC), 2013
- CRES Foundation of Business Strategy Conference, 2013
- University of Maryland Smith Entrepreneurship Research Conference, 2013
- Duke University, Entrepreneurship and Innovation Seminar, 2013
- Duke University, Department of Sociology, Economic Sociology Workshop, 2013

***“Do It Yourself or Hire a Manager? Foreign Entrepreneur-CEO and Firm Performance”***

- Wharton School, University of Pennsylvania, 2012
- London Business School, 2012
- Stern School of Business, NYU, 2012
- Fuqua School of Business, Duke University, 2012
- McDonough School of Business, Georgetown University, 2012
- Fisher College of Business, Ohio State University, 2012
- Harvard Business School, 2011
- Stanford Graduate School of Business, Organizational Behavior group, 2011
- Richard Ivey School of Business, University of Western Ontario, 2011
- The Institute of International Business, Georgia State University, 2011
- Academy of Management Annual Meeting, San Antonio, TX, 2011

- CCC Doctoral Colloquium, MIT, Cambridge, MA, 2011

**“Media Coverage and Location Choice”**

(also “*Is No News Good News? Media Coverage and Foreign Firms’ Location Choice*”)

- Organization Ecology Workshop, Verona, Italy, 2009
- Academy of International Business Annual Meeting, San Diego, CA, 2009

**“Foreign Firms in the Russian Economy”**

- Institute for Russian Studies, Tokyo, Japan, 2005

**“The Impact of the Territory Resource Potential and Risks on Local Entrepreneurship and Regional Budget Tax Income”**

- Annual Conference in Economics and Business, FENU, Vladivostok, Russia, 2004

**“Relative Rating Indicator in the Analysis of the Company Financial Stability”**

- Annual Conference in Economics and Business, FENU, Vladivostok, Russia, 2003

**TEACHING**

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Selected Topics in Strategy (PhD seminar)—2014–2016

Foundations of Strategy (Weekend Executive MBA)—2013–2016

Principles of Strategy (Master of Management Studies)—2013

**PROFESSIONAL SERVICE**

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- Editorial Board Member: *Strategic Management Journal* (from 2016); *Academy of Management Review* (from 2017)
- Ad-hoc reviewer for *Management Science*, *Organization Science*, *Research Policy*, *Industrial and Corporate Change*, *Academy of Management Review*, *Journal of International Business Studies*
- Academy of Management, BPS Division Research Committee member, 2018-2019
- Representative at Large of the SMS Entrepreneurship & Strategy Interest Group, 2017-2018
- Co-organizer of the Strategy Research Forum, 2017
- Judging panel member of the Industry Studies Association (ISA) Best Paper award (Innovation & Entrepreneurship track), 2017
- Member of the Strategy Research Forum, Academy of Management, Academy of International Business, Strategic Management Society, Society for Institutional and Organizational Economics (former ISNIE)

## UNIVERSITY SERVICE

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- Fuqua School of Business Summer Seminar Series organizer, 2015–2016
- Fuqua Strategy Group External Speaker Series organizer, 2014–2016
- Faculty Recruiting, Strategy Group, Fuqua, Duke University, 2012–2016
- PhD Recruiting, Strategy Group, Fuqua, Duke University, 2012–2017

## OTHER ACADEMIC EXPERIENCE

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**University of Toronto, Rotman School of Management**, Toronto, ON, Canada

*Visiting Lecturer* in Outsourcing (MBA)—Spring 2009

*Teaching Assistant* in International Business, Outsourcing, Venture Capital (MBA)—2007–2011

*Research Assistant* to Joanne Oxley and Olav Sorenson—2007–2008

**San Diego State University**, San Diego, CA, USA

*Visiting Scholar*—2005–2006

**Kokushikan University, Graduate School of Business Administration**, Tokyo, Japan

*Visiting Scholar*—2004–2005

## INDUSTRY AND GOVERNMENT EXPERIENCE

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|---|---------------------|
| Regional Government, Economic Development Department, Vladivostok, Russia<br><i>Senior Research Analyst</i>                   | 2003–2004           |
| American NGO Project Harmony Inc., Vladivostok, Russia<br><i>Project Manager</i>  | 2001–2003           |
| Central Bank of Russia, Department of Regional Economic Analysis, Vladivostok, Russia<br><i>Research Analyst (internship)</i> | 2001, 2002,<br>2003 |
| Far Eastern Center for Economic Development, Vladivostok, Russia<br><i>Research Analyst</i>                                   | 1999–2001           |

## PREVIOUS PUBLICATIONS

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Business environment of Primorskii Krai cities and districts. *Bulletin of Asian Studies*, 2005(3): 97–128.

Business environment ranking—the example of Primorskii Krai cities and districts. *Pacific Science Review*, 2004(2): 322–325.

Rating method in the industry financial analysis, and its application to Primorskii Krai industries. *Pacific Science Review*, 2001(3): 71–74.

Increase in the world oil prices, and its influence on the inflation rates in Russia. *Pacific Science Review*, 2000(2): 116–118.

The role of the USA and IMF in reforming Russian economy: Goals and results. In *Russia and the USA on the Boundaries of the XX–XXI Centuries: Conditions, Problems, Vistas*, Yekaterinburg, 1999: 62–69.

**Book:**

*Fundamentals of Management in Scientific and Educational Institutions*. 2008. Vladivostok, Russia: Dalnauka. (with Voznesensky S. and Kulchin Y.) (in Russian)

**MEDIA**

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Praise It and They'll Come, *Moscow Times*, November 11, 2013.