

ELENA KULCHINA

North Carolina State University, Poole College of Management
 2801 Founders Dr, Raleigh, NC 27695
elena.kulchina@ncsu.edu
<http://kulchina.com>

EMPLOYMENT

North Carolina State University, Poole College of Management, Raleigh, NC

Associate Professor (with tenure), 2020-present
 Assistant Professor, 2019-2020

Duke University, Fuqua School of Business, Durham, NC

Faculty Affiliate, 2019-present
 Assistant Professor, 2012-2018
**Off tenure clock for maternity leave in 2018.*
 Research Fellow, Duke Innovation and Entrepreneurship Initiative, 2015-2018

EDUCATION

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

PhD in Strategic Management, 2012

Dissertation: Three Essays on Foreign Entrepreneurs.

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

- *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

Strategy, entrepreneurship, international business: Management of entrepreneurial ventures; founders' role in start-ups; domestic and foreign entrepreneurs; management of multinational firms; relational contracts; strategy and geography; immigrants and organizations. Empirical contexts: Denmark, Portugal, Russia, Spain, USA

PUBLISHED AND FORTHCOMING PAPERS

Hernandez E. and Kulchina E. 2020. Immigrants and foreign firm performance: Effects on foreign subsidiaries versus foreign entrepreneurial firms. *Organization Science*, 31(4): 797-820.

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

Kulchina E. and Oxley J. 2020. Relational contracts and managerial delegation: Evidence from foreign entrepreneurs in Russia. *Organization Science*, 31(3): 628-648.

Kulchina E. 2017. Do foreign entrepreneurs benefit their firms as managers? *Strategic Management Journal*, 38: 1588-1607.

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.

REFEREED BOOK CHAPTERS

Kulchina E. Collaboration inside the firm: Founders and managers of entrepreneurial ventures. In Jeffrey J. Reuer, Sharon F. Matusik, and Jessica Jones (eds.) The Oxford Handbook of Entrepreneurship and Collaboration. Oxford University Press, forthcoming.

PAPERS UNDER REVIEW AND WORKING PAPERS

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

Kulchina E. and Venancio A. Top managers in entrepreneurial firms: Who is running the show?

Kulchina E. Is it worth trusting your manager?

WORK IN PROGRESS

How does working at a start-up change individual's career? (with Florence Honore)

Hiring strategies of entrepreneurs (with Ana Venancio)

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

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

What role do founders play in their ventures *after* founding? (with Pernille Gjerløv-Juel and Olav Sorenson)

- Funded by the Kauffman Foundation Research Grant

AWARDS AND HONORS

MIE Department Research Leadership Award, NC State University	2020
Kauffman Foundation Research Grant (\$60,000) to study what role founders play in their firms	2017-2022
University of Virginia (Darden) Batten Institute for Entrepreneurship and Innovation Fellowship (3 recipients; \$10,000)—an award to experts and high-potential thought leaders in the areas of entrepreneurship and innovation	2017
Emerging Scholar Award, International Management Division, Academy of Management	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
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

Invited Speaker/Invited Discussant

- AoM STR Dissertation Consortium, invited panelist and faculty mentor, forthcoming
- AoM IM Division Emerging Scholars Pre-Conference Session, invited panelist, forthcoming
- BYU-Utah Winter Strategy Conference, invited discussant, Park City, UT, 2020
- IBEGIN Conference, invited keynote panelist, Temple University, Philadelphia, PA, 2018
- DRUID, invited discussant, New York, NY, 2017
- Conference on Empirical Legal Studies (CELS), invited discussant, Durham, NC, 2016
- CRES Foundation of Business Strategy Conference, invited discussant, Washington University in St. Louis & Harvard, 2014

“Entrepreneur—a jockey or a horse owner?”

- Babson College Entrepreneurship Research Conference, Knoxville, TN, (cancelled due to covid)
- Duke – UNC Innovation & Entrepreneurship Research Symposium, Durham, NC, 2019
- Rutgers University, Department of Management & Global Business, NJ, 2019
- Purdue University, Krannert School of Management, West Lafayette, IN, 2019
- SMS Annual Meeting, Minneapolis, MN, 2019
- DRUID, Copenhagen, Denmark, 2019 (presented by co-author)
- Strategy Research Forum, Toronto, Canada, 2019
- Strategy Science Conference, Salt Lake City, UT, 2019
- University of Virginia, Darden, Charlottesville, VA, 2018
- UC Boulder, Leeds School of Business, Boulder, CO, 2018
- NC State University, Poole College of Management, Raleigh, NC, 2018
- University of Maryland Smith Entrepreneurship Research Conference, 2017

“Top managers in entrepreneurial firms: Who is running the show?”

- Strategic Management Society Annual Meeting, 2017 (presented by co-author)
- Academy of Management Annual Meeting, 2018 (presented by co-author)

“Regional trust and multinational firms”

- Strategy and Business Environment Conference, Austin, TX, (cancelled due to covid)

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

- Rice University Strategy Symposium on Emerging Markets, Houston, TX, 2019
- University of Southern California, Marshall School of Business, Los Angeles, CA, 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
- 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
- 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

NC State University:

- Creating Value in Organizations (MBA)—2020—current
- Business Policy and Strategy (Undergraduate)—2019—current

Duke University

- 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

- Editorial Board Member: *Strategic Management Journal* (from 2016)
- Editorial Board Member: *Academy of Management Review* (from 2017)
- Editorial Board Member: *Academy of Management Discoveries* (from 2020)
- Ad-hoc reviewer for *Management Science*, *Organization Science*, *Administrative Science Quarterly*, *Research Policy*, *Industrial and Corporate Change*, *Journal of International Business Studies*, *Journal of Business Venturing*
- Academy of Management, STR Division Research Committee member, 2018-2019
- Representative at Large of the SMS Entrepreneurship & Strategy Interest Group, 2017-2019
- Co-organizer of the Wharton Conference on Migration, Organizations, and Management, 2018-present
- Co-organizer of the Strategy Research Forum, 2017
- Co-organizer of the Annual University of Toronto, Rotman Alumni Reunion at the AoM Meeting, 2014-present
- Judging panel member of the Industry Studies Association (ISA) Best Paper award (Innovation & Entrepreneurship track) and INFORMS Organization Science Dissertation Proposal Competition
- 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

- Poole College MBA Curriculum Committee, 2019–present
- Poole College, MIE Department Strategic Goal Working Group, 2019–present
- 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
- Helped organize and served on a panel of the Duke MBA Students Asia Business Conference, 2015

OTHER ACADEMIC EXPERIENCE

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

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

PREVIOUS PUBLICATIONS

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 Primorskiy Kray 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: 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

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