

MIHAELA E. STAN

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EDUCATION

- Ph.D. (2010) **London Business School**, U.K.
Subject area: Strategic and International Management
Dissertation title: “*Linking Context to Learning: The impact formal structures and task complexity on organizational learning*”
Dissertation Committee: Phanish Puranam (Chair), Freek Vermeulen, Brandon Lee
- MBA (2005) **Brigham Young University**, U.S.A
▪ Courses in Strategy, Organizational Behaviour, Econometrics, Statistics
- BSc (2000) **Academia de Studii Economice (ASE)**, Romania

RESEARCH INTERESTS

- Strategy:** Managing and structuring organizations to improve learning and adaptive outcomes; Special focus on organizational learning outcomes
- Organization Theory:** Learning in multi-task environments; mechanisms of coordination; patterns of technological innovation
- Industries:** Healthcare: *in-vitro* fertilization providers (IVF); stratified medicine in HIV
Creative industries: comic book production, performing and visual arts

PUBLICATIONS AND MANUSCRIPTS IN PROGRESS

Stan, M., Puranam, P. (2014) “Linking Structure to Learning: The Impact of Integrators on Organizational Adaptation” - *second round of review at Strategic Management Journal*

Stan, M., Vermeulen, F. (2013) “Selecting at the gate: Difficult cases, Spillovers, and Organizational Learning” - *Organization Science, Volume 24 Issue 3, May-June 2013 Pages 796-812*

Stan, M. (2013). “Aiding Organizational Learning: The Case of Integrators in Fertility Care” - *BizStrategy Conference Proceedings (Singapore) - Global Science and Technology Forum (GSTF)*

Stan, M., Puranam, P. (2011) “Beyond Coordination: How Formal Integrators Shape Organizational Learning” – *DRUID Conference Proceedings*

Work in Progress:

Stan, M., Srikanth, K. (2014) “Taking time to do it right: The impact of time-compressing experience accumulation on organizational outcomes” - *for submission to Strategic Management Journal*

Stan, M. (2014) “Beyond Private and Public Healthcare: A Longitudinal Examination of UK Fertility Clinics”

Manee, A., Stan, M. (2014) “The role of task structure in coordinating group creative action”

Stan, M., Vanneste, B. (2014) “Vicarious learning in HIV care” – *targeted journal: Academy of Management Journal*

- Cotter, J., Stan, M., Vermeulen, F. (2014) “Does size matter? Disentangling firm size effects from learning economies”
- Stan, M. (2014) “SMURD Romania: Cross-functional work in emergency care” (*business case*)
- Stan, M. (2014) “Coordination in multi-team systems.” – *targeted journal: Organisation Science*
- Stan, M., Shah, S. (2014) “Creative inclinations and selecting a business career: Where do the creative types go?” - *for submission to Creativity Research Journal*
- Stan, M. (2013) “The Effects of Role Assignment on the Quality of Creative Outputs”

SELECTED PRESENTATIONS

Invited Seminar Presentations: London Business School (2013), Imperial College (2013), Università Cattolica Milano (2012), ESSEC Business School (2010), SKEMA - Sophia Antipolis (2010)

Conference Presentations:

- 2015 Stan, M., Srikanth, K. “Taking time to do it right: The impact of time-compressing experience accumulation on organizational outcomes”. *5th Annual Carnegie School of Organizational Learning Conference*, Pacific Grove, USA
- 2015 Stan, M. “Beyond Private and Public Healthcare: A Longitudinal Examination of UK Fertility Clinics”. *Strategic Management Society*, Santiago, Chile
- 2015 Stan, M., Mane, A. “The role of task structure in coordinating group creative action” - Organization Science Winter Conference – INFORMS, Park City, USA
- 2013 Stan, M., Srikanth, K. “Taking time to do it right: The impact of time-compressing experience accumulation on organizational outcomes.” *EURAM*, Istanbul, Turkey
- 2013 Stan, M. “Aiding Organizational Learning: The Case of Integrators in Fertility Care.” *Global Science and Technology Forum – BizStrategy Conference*, Singapore
- 2013 Stan, M. “Structuring Imagination: Exploring the Intersection between Group Structure and Creativity.” *APROS Conference*, Tokyo, Japan
- 2012 Stan, M. “Managing creativity by design: Benefits of group structuring for group creativity” *European Group of Organisation Studies*, Helsinki, Finland
- 2012 Stan, M. “The Effects of Role Assignment on the Quality of Creative Outputs.” *Hawaii International Conference on System Sciences*, Hawaii, U.S.A.
- 2011 Stan, M. “Managing group creativity by design: How artistic and evaluative logics play out in experimental comic strip production.” *Irish Academy of Management*, Dublin, Ireland
- 2011 Stan, M., Puranam, P. “Beyond Coordination: How Formal Integrators Shape Organizational Learning.” *DRUID Summer Conference*, Copenhagen, Denmark

AWARDS, GRANTS & PROFESSIONAL RECOGNITION

- 2014 **“Best industry studies paper”** – awarded by Industry Studies Association for the paper “*Selection at the Gate: Difficult Cases, Spillovers, and Organizational Learning*” (co-authored with Freek Vermeulen)
- 2013 **Media appearance in Financial Times:** “Short-term decisions can have unexpected consequences” - April 7, 2013, p.13; in print and [online](#)

- 2013 **Best Paper Award** from Global Science and Technology Forum (GSTF), BizStrategy Conference (Singapore)
- 2011 **Grant from the UK Technology Strategy Board** for a Stratified Medicine Business Platform (co-principal with Simcha Jong)
- 2011 **Teaching Award Nominee** – IMB Programme, University College London
- 2005-2008 **Marie Curie Fellowship** funded by EU's 6th Framework of Technological Development

RECENT TEACHING EXPERIENCE

- 2010-present **Lecturer** – University College London
- *MSIN1002 Communications and Behaviour in Organisations* (Student rating: 4.2/5)
- 2012-present **Dissertations** – University College London
- Internal examiner for PhD dissertation: Chia Yu Kou-Barrett
 - Advising BSc and MSc dissertations
- 2012 **Professional Certificate** for Teaching & Learning in Higher and Professional Education - The Institute of Education, University of London
- *Advanced Course in University and Professional Teaching*
 - *Designing Courses and Curricula*
 - *Advising PhD Students*
- 2009-present **Summer School Instructor** – London School of Economics
- *MG211 International Business Environment* - Student rating: 96% Good/Very Good (Departmental mean: 80%)
 - *MG106 Strategic Management* - Student rating: 93% Good/Very Good (Departmental mean: 80%)

PROFESSIONAL ACTIVITIES AND ASSOCIATIONS

Memberships

Industry Studies Association
 Academy of Management (OMT, BPS)
 European Group of Organisation Studies (EGOS)
 Strategic Management Society
 British Fertility Society
 EURAM

Reviewer

- Academy of Management - OMT Division (2009-present)
- Academy of Management - BPS Division (2009-2011)
- DRUID Conference (2010-2011)
- Trans-Atlantic Doctoral Conference (2006-2010)
- OLKC Doctoral Consortium (2009)

OTHER SKILLS & HOBBIES

Languages: Romanian (Native), English (Fluent)

Sports & Clubs: Running, fencing; Role-playing games, boardgames; Comic books, French illustrated novels