

# Daniel B. Sands

UCL School of Management | University College London  
Level 38, Office N5, One Canada Square  
London, E14 5AA, United Kingdom  
daniel.sands@ucl.ac.uk | www.danielbsands.com  
<https://www.mgmt.ucl.ac.uk/people/danielsands>

## ACADEMIC APPOINTMENTS

---

University College London, *UCL School of Management*  
Assistant Professor, Strategy & Entrepreneurship (2021-Present)

## EDUCATION

---

New York University, *Leonard N. Stern School of Business*

Ph.D., Strategy and Organization Theory (2021)

- Dissertation Committee: Gino Cattani (chair), Adam Brandenburger, Paul DiMaggio, Joseph Porac, Robert Seamans

M.Phil., Management and Organizations (2019)

Columbia University, *Graduate School of Arts and Sciences*

M.A., Quantitative Methods in the Social Sciences (2011)

- Thesis Advisor: David Stark

University of Arizona, *Eller College of Management; College of Behavioral and Social Sciences*

B.S. in Business Administration, *cum laude and with honors*, Accounting; Finance (2009)

- Thesis Advisor: Chris Demchak

B.A., *cum laude and with honors*, Economics; Political Science (2009)

- Theses Advisors: Price Fishback; Paulette Kurzer

## ACADEMIC ARTICLES

---

“Technology Adoption and Innovation: The Establishment of Airmail and Aviation Innovation in the United States, 1918-1935.” (2024). Co-authored with Eunhee Sohn and Robert Seamans. *Strategic Management Journal* 45(1): 3-35.

- Best paper award runner-up, Israel Strategy Conference 2022
- Best paper award nomination, Strategic Management Society Conference 2017

“Rating Systems and Heterogeneity in Firm Performance in the New York City Restaurant Industry, 1994-2013.” (2024). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. *Strategic Management Journal* 45(1): 36-65.

“Seeing Value Through the Eyes of Others: Perceptions of Value and Rebidding in Online Auctions.” (2022). *Research in the Sociology of Organizations* 77: 229-250.

“Does Stylistic Similarity to Popular Competitors Affect Consumer Evaluations of Quality? Evidence from Online Movie Evaluations.” (2020). *Advances in Strategic Management* 42: 199-226.

“Competitive Sensemaking in Value Creation and Capture.” (2018). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. *Strategy Science* 3(4): 632-657.

- Featured article in *Strategy Science’s* “Contributions to Doctoral Reading Lists.” Daniel A. Levinthal and Gwendolyn K. Lee. 2023. Volume 8(1): 117-119.

## BOOK CHAPTERS AND OTHER PUBLICATIONS

---

“Competition as Sensemaking.” (2021). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. In *Competition: What It Is and Why It Happens*. Edited by S. Arora-Jonsson, N. Brunsson, R. Hasse, and S. Lagerström. Oxford University Press (2021): 26-47.

- Reviewed in *Administrative Science Quarterly*. “The Beauty of Competition.” Mark J. Zbaracki. 2023. Volume 68(2): 28-34.

## WORKING PAPERS AND RESEARCH PROJECTS

---

“Double-edged Stars: Michelin Stars, Reactivity, and Restaurant Exits in New York City”

Status: R&R *Strategic Management Journal*

- Research award, American Association of Wine Economists 2022
- Finalist for creativity in research award, Strategic Management Society Conference 2020
- Best paper award nomination, Strategic Management Society Conference 2020

“Proof-of-Concept and Creativity: Aviation Innovation in the United States, 1894-1913”

with *Eunhee Sohn and Robert Seamans*

“Forks in the Road: Theorizing Distinctions among Competition, Rivalry, and Enmity”

with *Jeffrey Thomas*

“Interorganizational Personnel Mobility and Institutional Change: How Parisian Haute Couture Fashion Transformed into Prêt-à-Porter, 1945-1973”

with *Frédéric Godart and Yue Zhao*

“The Role of Third Party Evaluation in Markets: An Integrative Theoretical Framework”

“Competition of Ideas: Technological Progress in the Early Twentieth Century”

with *Eunhee Sohn and Robert Seamans*

“Status and Evaluation in Markets: Evidence from a Regression Discontinuity Design”

- Best PhD paper award finalist, European Group for Organizational Studies 2018

“Aging Populations, Innovation, and Entrepreneurship”

“Making Sense of Competition: Evidence from Hurricane Sandy and Restaurants in New York City”

with *Jason Greenberg, Gino Cattani, and Joe Porac*

“An Ecology of Opinions: The History and Evolution of the New York City Restaurant Reviewing Industry”

“CEO Turnover and Corporate Philanthropy”

with *Rob Salomon*

“Price and Pricing in the New York City Restaurant Industry”

with *Jason Greenberg, Gino Cattani, and Joe Porac*

## ACADEMIC AWARDS, HONORS, AND GRANTS

---

- Runner-up, Best Paper Award in Entrepreneurship and Innovation for *Airmail and Innovation* (with Eunhee Sohn and Robert Seamans), Israel Strategy Conference (2022)
- Best Dissertation Award, Industry Studies Association (2022)

- Finalist, Wiley Blackwell Outstanding Dissertation Award in Strategic Management, Academy of Management (2022)
- Research Scholarship Award for *Michelin Stars and Restaurant Survival*, American Association of Wine Economists (2022)
- The Harold W. MacDowell Award for the “Ph.D. graduate who best exemplifies qualities of and dedication to scholarship,” NYU-Stern (2021)
- Finalist, Best Proposal Award for Creativity in Research for *Michelin Stars and Restaurant Survival*, SMS Competitive Strategy Interest Group (2020)
- Nominated, Best Paper Award for *Michelin Stars and Restaurant Survival*, SMS Annual Meeting (2020)
- Nominated, Best Doctoral Student Paper Award for *Michelin Stars and Restaurant Survival*, SMS Annual Meeting (2020)
- Doctoral Fellowship, NYU-Stern (2020-2021)
- Dale Zand Doctoral Student Award for Best Dissertation Proposal in Management, NYU-Stern (2019)
- Dissertation Research Fellowship from the Fubon Center for Technology, Business, and Innovation, NYU-Stern (2019)
- Joseph T. Taggart Fellowship, NYU-Stern (2019-2020)
- Finalist, Best Student Paper Award for *Status and Evaluation*, EGOS Annual Conference, Tallinn (2018)
- Nominated, Best Paper Award for *Airmail and Innovation* (with Eunhee Sohn and Robert Seamans), SMS Houston (2017)
- Leonard N. Stern Doctoral Fellowship, NYU-Stern (2015-2019)
- DaVinci Award for Graduating with Honors in Multiple Disciplines, The Honors College, University of Arizona (2009)
- McCord Scholar for Top Undergraduate Business Student, Eller College of Management, University of Arizona (2008)
- Eller Set-Aside Scholarship for Undergraduate Excellence, Eller College of Management, University of Arizona (2007)
- NASA Space Grant for Interplanetary Research; The Arizona Space Grant Consortium, University of Arizona (2007)

## RESEARCH PRESENTATIONS

---

- European Group for Organizational Studies Annual Conference, Cagliari, Italy (2023)
- Israel Strategy Conference, Herzliya, Israel (2022)
- American Association of Wine Economists Annual Meeting, Tbilisi, Georgia (2022)
- Academy of Management Annual Meeting, Seattle, Washington (2022)
- University of Amsterdam, Amsterdam Business School, Amsterdam, Netherlands (2022)
- Uppsala University, Department of Business Studies (2021)
- Carnegie Mellon Tepper School of Business Economic Sociology Conference, Virtual (2020)
- Strategic Management Society Annual Conference, Virtual (2020)
- Academy of Management Annual Meeting, Virtual (2020)
- European Group for Organizational Studies Annual Conference, Virtual (2020)
- Consortium for Competitiveness and Cooperation (CCC), Virtual (2020)
- Strategic Management Society Annual Conference, Minneapolis, Minnesota (2019)
- European Group for Organizational Studies Annual Conference, Edinburgh, United Kingdom (2019)
- Society for the Advancement of Socio-Economics Annual Conference, New York City, New York (2019)
- Industry Studies Association Annual Conference, Nashville, Tennessee (2019)
- Stockholm Workshop on Competition Research, Stockholm, Sweden (2019)
- Behavioral Strategy Conference, Chapel Hill, North Carolina (2018)
- Strategic Management Society Annual Conference, Paris, France (2018)
- Academy of Management Annual Conference, Chicago, Illinois (2018)
- European Group for Organizational Studies Annual Conference, Tallinn, Estonia (2018)
- Medici Summer School in Management Studies, Bologna, Italy (2018)
- Society for the Advancement of Socio-Economics Annual Conference, Kyoto, Japan (2018)

- Trans-Atlantic Doctoral Conference at London Business School, London, United Kingdom (2018)
- East Coast Doctoral Conference in Management, New York City, New York (2018)
- Organization Science Winter Conference, Park City, Utah (2018)
- West Coast Research Symposium on Technology Entrepreneurship and Kauffman Doctoral Consortium, University of Alberta, Edmonton, Canada (2017)
- Creative Industries Conference, New York City, New York (2017)
- European Group for Organizational Studies Annual Conference, Copenhagen, Denmark (2017)
- East Coast Doctoral Conference in Management, New York City, New York (2017)
- Strategic Management Society Annual Conference, Berlin, Germany (2016)
- Academy of Management Annual Conference, Anaheim, California (2016)
- NYU-Columbia Management Doctoral Conference, New York City, New York (2016)
- Trans-Atlantic Doctoral Conference at London Business School, London, United Kingdom (2016)

## UNIVERSITY TEACHING

---

- [1] *Strategy by Design* (UCL School of Management, Core Course, Undergraduate, 2022)
- Instructor Rating: 4.8/5.0
- [2] *Strategy Formulation* (Columbia Business School, Core Course, MBA, 2022)
- Instructor Ratings: 4.8/5.0; 4.3/5.0
- [3] *Strategy Formulation* (Columbia Business School, Elective, Undergraduate, 2022)
- Instructor Rating: 4.5/5.0
- [4] *Management and Organizations* (NYU Stern School of Business, Core Course, Undergraduate, 2019)
- Instructor Rating: 4.6/5.0

Undergraduate Thesis Supervision (UCL School of Management): 3 Students

Additional Teaching Fellow/Assistant Experience: Data Driven Decision Making (NYU-Stern, MS in Business Analytics), Game Theory (NYU-Stern, MBA and EMBA), International Business Studies (NYU-Stern, Undergraduate), Economics of Finance and Banking (Barnard, Undergraduate)

## ACADEMIC SERVICE

---

*Reviewer:* Strategic Management Journal; Organization Science; Administrative Science Quarterly; Industrial and Corporate Change; Research Policy; Socio-Economic Review; Innovation: Organization and Management; International Journal of Human-Computer Interaction; Strategic Management Society Annual Meetings; Academy of Management Annual Meetings

- Outstanding Reviewer Award, STR Division, The Academy of Management Annual Meeting (2020)
- ABCD Top Reviewer Award, OMT Division, The Academy of Management Annual Meeting (2016, 2018)

*Symposia Organizer/Facilitator:* Studying the Fashion Industry, Strategy Division Symposium, Academy of Management Annual Meeting (2023); Managing your Dissertation, Strategy Division Workshop, Academy of Management Annual Meeting (2023); Experimental Research in Organizational Studies, European Group for Organizational Studies Colloquium (2019)

*Committees:* Industry Studies Association Best Paper in Innovation and Entrepreneurship Award Review Committee (2023)

*UCL SoM Departmental Service:* SoM Project Ethics Reviewer (2023); S&E Faculty Search Recruitment Co-Chair (2022, 2023); S&E Research Seminar Coordinator (2022-2023); S&E Teaching Assistant Hiring Committee (2022); S&E Doctoral Admissions Reviewer (2022, 2023)

*NYU-Stern Departmental Service:* M&O Doctoral Brownbag Organizer (2017); M&O Doctoral Admissions Reviewer (2016-2020); M&O Representative for the Doctoral Student Activities Committee (2016-2017)

## MILITARY EXPERIENCE

---

United States Army / Army Reserve / Army National Guard

*Rank:* Major | *Branch:* Infantry | *Time in Service:* 16+ Years [2007–present]

- Ranger-qualified field grade infantry officer with more than a decade of military experience, including leadership in direct combat operations. Currently assigned to the United States Army Reserve. Officer commission received through ROTC. Designated an Army Distinguished Military Graduate (DMG) for the 2009 commissioning year. Professional military

education includes Basic Officer Leadership Course II (honor graduate), Infantry Basic Officer Leadership Course, Maneuver Captains Career Course, and the Command and General Staff College Intermediate Level Education Common Core and Advanced Operations Course (superior graduate), as well as Army Ranger (class 05-10), SERE-C, Parachutist, and Instructor qualifications. Prior assignments include command and staff leadership positions with experience in platoon through brigade level operations

*Selected Prior Military Assignments:*

Commander, *Officer Candidate School (OCS), 2/106<sup>th</sup> Regional Training Institute (RTI), NYARNG*

- Commanding officer of OCS for The State of New York [2018–2021]. Responsible for selection, training, and assessment of Army Officer Candidates, as well as for providing mentorship and guidance to OCS cadre
- Additional duties included planning, supervision, and instruction in areas such as leadership, management processes, military history, and small unit tactics/operations

Platoon Leader, *1-279 IN BN, 45<sup>th</sup> Infantry Brigade Combat Team, OKARNG*

- Officer in charge of platoon deployed to Paktia Province, Afghanistan. Led over 100 combat patrols in support of Operation Enduring Freedom between 2011 and 2012
- Served as advisor to Afghan National Army and Afghan National Police forces. Planned and led joint, interagency, and multi-national combat operations