

Jen Rhymer

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Academic Positions:

University College London , UCL School of Management Assistant Professor, Strategy and Entrepreneurship	2022 - Present
Stanford University , Department of Management Science and Engineering (MS&E) Postdoctoral Scholar, Center for Work, Technology, and Organizations (WTO)	2020 - 2022

Education:

University of Washington , Michael G. Foster School of Business Ph.D. Technology Entrepreneurship and Strategic Management “Location-Independent Organizations: Designing Work across Space and Time” Committee: Benjamin Hallen (Chair), David Sirmon, Warren Boeker, Sarah Elwood Honors: OCIS Division Gerardine DeSanctis Dissertation Award (2021) OCIS Division William H. Newman Award Nominee (2021) M.S. Business Administration (2017)	2015 – 2020
University of California at San Diego , Jacobs School of Engineering Ph.D. Structural Engineering “Force Criterion Prediction of Damage for Carbon/Epoxy Composite Panels Impacted by High Velocity Ice” M.S. Structural Engineering (2009) B.S. Structural Engineering, Aerospace Structures Emphasis (2007)	2002 – 2012
University of Sussex , Department of Engineering and Design, Visiting student	2004 – 2005

Research Interests:

Sustainable organizational design – exploring the intersection of work, emerging technologies, and entrepreneurial ventures, with the intention of contributing to conversations related to the future of work, sustainability, organizational systems, and collaboration. Beginning with distinctive phenomenon, I examine questions using mixed methods with an emphasis on rich qualitative field work.

Referred Publications:

- Rhymer, J. (2023). Location Independent Organizations: Designing Collaboration across Space and Time. *Administrative Science Quarterly*. 68(1):1–43.
- Murray, A., Rhymer, J., and Sirmon, D. (2021). Humans and Technology: Forms of Conjoined Agency in Organizations. *Academy of Management Review*. 46(3): 552–571.
 - 2022 AMR Best Paper Award

- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2023). Interdependence and Equifinality: Young Technology Ventures' Resource Configurations and the Paths to Successful Exit. (Forthcoming at Strategic Entrepreneurship Journal).
 - 2018 AoM ENT Division Best Paper Award

Manuscripts Under Review:

- Bellavitis, C., Hallen, B., and Rhymer, J. (2023). Theorizing on the Diffusion of Complex Organizational Practices: Case of Remote Work Before COVID-19. (Under Review at Academy of Management Journal)
 - Best Paper Nomination, SMS London

Working Papers:

- Rhymer, J., Murray, A., and Sirmon, D. (2023). Synthetic Stakeholders: Engaging the Environment in Organizational Decision Making.
- Murray, A., Rhymer, J., and Sirmon, D. (2022). Tokenizing Information: How Organizations Coordinate with Distributed Ledger Technologies.

Projects in Development:

- A Work Force Distributed: Designing the Onboarding Remote-First Employee Experience
Multi-case qualitative study, data collection complete
- Organizational Proximity Perceived: Developing Distributed Work Connections
Multi-case qualitative study with simulation, data collection complete
- Distributed Work: A Task Assignment Perspective
Data collection

Honors & Awards (Selected):

- 2022, Academy of Management Review (AMR) Best Paper Award
- 2022, Best Paper Nomination, Strategic Management Society Annual Conference, London
- 2021, Gerardine DeSanctis Dissertation Award, OCIS Division, Academy of Management
- 2021, William H. Newman Award Nomination, OCIS Division, Academy of Management
- 2018, Best Paper Award, Academy of Management Annual Meeting, Chicago
- 2016, Best Paper Nomination, Strategic Management Society Annual Conference, Berlin
- 2010, Gordon Fellow, Bernard and Sophia Gordon Engineering Leadership Center
- 2008, AIAA Foundation William T. Piper, Sr. General Aviation Systems Graduate Award
- 2007, Jacobs School of Engineering Undergraduate Student Leadership Award

Teaching – Course Instructor:

University College London

- Managing the Growing Firm (MSc Entrepreneurship) Winter 2022

University of Washington

- Introduction to Entrepreneurship (Undergraduate) Fall 2017, 2018

Teaching – Other:

Guest Lectures

- Future of Work: Issues in Organizational Learning and Design
(Stanford University, Undergraduate, Melissa Valentine) Spring 2020, 2021
- Organizational Behavior: Evidence in Action
(Stanford University, Bob Sutton, MSc) Winter 2021
- Strategies for Scaling and Funding Ventures
(University of Washington, Ben Hallen, MSc) Spring 2021

University of Washington (Teaching Assistant)

- Entrepreneurship (EMBA 533, Ben Hallen) Spring 2018, 2019
- General Management and Strategy (EMBA 533, Suresh Kotha) Spring 2018
- Essentials of Entrepreneurship (GIX 530, Ben Hallen) Fall 2017, 2018
- Essentials of Strategy (GIX 530, David Sirmon) Fall 2018
- Entrepreneurship (TMMBA 530A, Ben Hallen) Winter 2017, 2018, 2019
- Introduction to Entrepreneurship (ENTRE 370, Emily Cox-Pahnke) Fall 2016
- International Management (EMBA 551 G, Kevin Steensma) Winter 2016

University of California, San Diego (Teaching Assistant)

- Aerospace Structural Mechanics II (SE 160B) Fall 2010
- Aerospace Structures Repair, Lecture and Lab (SE 171) Spring 2008
- Numerical, Computational and Graphical Tools (SE 102) Winter 2008
- Structural Mechanics III - Structural Dynamics (SE 101C) Fall 2007

Media (Selected):

- Browning, K. and Griffith, E. (2021 September 9). If You Never Met Your Co-Workers in Person, Did You Even Work There? *New York Times*. <https://www.nytimes.com/2021/09/08/business/remote-office-co-workers-working-from-home.html>
- Makadok, R. [Rich Makadok]. (2021, April 26). *AMR Origins Series - Episode 7 - Alex Murray, Jen Rhymer, & David Sirmon* [Video]. YouTube. <https://youtu.be/5Um-7AVQ1mo>
- Lufkin, B. (2021 April 8). How Asynchronous Communication Could Change your Workday. *BBC News*. Retrieved from <https://www.bbc.com/worklife/article/20210406-how-asynchronous-communication-could-change-your-workday>
- Kromer, E. (2020 Winter). The Way We'll Work. *UW Foster Business Magazine*. Retrieved from <https://foster.uw.edu/about-foster-school/publications/>
- Scheiber, N. (2020 July 26). Upsides for Some Remote Workers; Lost Pay and Security for Others *New York Times*. Retrieved from <https://www.nytimes.com/2020/07/26/business/economy/labor-remote-work-coronavirus.html>
- Andrews, E. L. (2020 April 8). Companies scrambled to set up virtual workspaces. Is this the future? *Stanford Engineering Magazine*. Retrieved from <https://engineering.stanford.edu/magazine/article/companies-scrambled-set-virtual-workspaces-future>
- McNichols, J. (2018 September 26). Working from Mexico and other ways to avoid Seattle traffic and rent. *KUOW*. Retrieved from <https://www.kuow.org/stories/working-from-mexico-and-other-ways-to-avoid-seattle-traffic-and-rent>

Service Activities:

Reviewer (ad hoc)

- Administrative Science Quarterly, Organization Science, Academy of Management Review, Academy of Management Journal, Management Science, Strategic Entrepreneurship Journal, Journal of Organizational Design
- AoM Annual Meetings, TIM Division Awards, SMS Annual Conferences

Stanford University

- Co-Organizer, Changing Nature of Work (CNOW) paper development workshop (2021)
- PhD student mentor

University of Washington

- Foster School Dean Search Committee, Graduate and Professional Student Representative (2018)
- PhD brown bag series organizer (2017 – 2019)
- Doctoral Business Student Association (2017 – 2019)
 - Representative, Graduate and Professional Student Senate
 - Representative, Foster School PhD Committee

University of California, San Diego

- Jacobs School Alumni Council (2010 – 2014)
- Manager, Composite Structures Research Lab (2007 – 2012)
- Chair, Structural Engineering Graduate Student Organization (2008 – 2012)
 - Representative, Graduate Student Association (University)
 - Representative, Student Advocated for Graduate Education (National)
- Founding Member, Jacobs Graduate Student Council (2007 – 2010)
- Project Manager, Triton Engineering Student Council (2005 – 2008)
 - Organizer, West Regional Conference, National Assoc. of Engineering Student Councils (2007)
- American Institute of Aeronautics and Astronautics (2005-2007)
 - Student chapter chair, Project team leader (Design, Build, Fly)

Professional Associations

- American Institute of Aeronautics and Astronautics, San Diego Section (2007 – 2014)
 - Positions held: Section Chair, Region IV Rep., Public Policy, Newsletter Editor

Affiliations & Registrations

- Member, Academy of Management (OMT, CTO, TIM)
- Member, Strategic Management Society
- Member, Organizational Design Community
- Member, European Group for Organizational Studies
- Member, American Institute of Aeronautics and Astronautics
- EIT (Engineer in Training) Certification for California, October 2006

Consortia and Workshops:

Methodological Workshops

- Theoretical Organizational Models (TOM) Society Summer School in Computational Organization Science (2021, June). Virtual.
- SoCal QCA Workshop (2016 & 2017, March). Irvine, CA.

Doctoral Consortium and Workshops

- OMT Doctoral Consortium, Academy of Management (2019, August). Boston, MA.
- Doctoral Consortium Macro Track, Academy of Management (AoM) Startup to Scale up Conference, (2018, December) Tel Aviv, Israel.
- Doctoral Student Workshop, Strategic Management Society (SMS) 38th Annual Conference, (2018 September) Paris, France.
- OMT Dissertation Proposal Workshop, Academy of Management (2018, August). Chicago, IL
- TIM Doctoral Research Development Workshop, Academy of Management (2017, August). Atlanta, GA.
- 7th Annual Doctoral Consortium in Entrepreneurship Research & 12th Annual Smith Entrepreneurship Research Conference (2016, April). College Park, MD.
- Doctoral Student Workshop, West Coast Research Symposium (2016, September) Seattle, WA; Symposium (2017, September) Edmonton, Canada; (2018, September). Seattle, WA.

Management & Organization Invited Talks, Proceedings, and Presentations:

Conference Proceedings

- Murray, A., Rhymer, J., and Sirmon, D. (2019). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Proceedings Collective Intelligence 2019, Pittsburgh, PA.
- Rhymer, J. 2018. Scaling the Coordination of Location Independent Organizations. Academy of Management Global Proceedings, Tel Aviv (2018): 189.
- Rhymer, J., and Boeker, W. (2018). Coordination, Governance, and Trust: The Impact of Blockchain on Organizations. Academy of Management Proceedings, 1: 15695.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018). The Many Paths to Success: Early Resource Configurations and Venture Exit. Academy of Management Proceedings, 1: 17681.
- ENT Division Best Paper Award

Conference Presentations

- Rhymer, J., Murray, A., and Sirmon, D. (2022, August). Synthetic Stakeholders: Engaging the Environment in Organizational Decision Making. Oxford Reputation Symposium.
- Bellavitis, C., Hallen, B., and Rhymer, J. (2022, September). Startup Ventures and the Remote Workers they Hire. Presented at Strategic Management Society (SMS) 42nd Annual Conference, London
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2022, July). Interdependence and Equifinality: Young Technology Ventures' Resource Configurations and the Paths to Successful Exit. Presented at European Group for Organizational Studies (EGOS) 38th Colloquium, Vienna.
- Rhymer, J. (2021, August). Location Independent Organizations: Collaborating across Space and Time. Accepted for presentation at Academy of Management (AOM) Annual Meeting, Virtual.
- OCIS Division Gerardine DeSanctis Dissertation Award & William H. Newman Award Nominee
- Murray, A., Rhymer, J., and Sirmon, D. (2019, June). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Presented at 7th Annual ACM Collective Intelligence Conference. Pittsburgh, Pennsylvania. [Poster]

- Sirmon, D., Cox-Pahnke, E., Rhymer, J., and Campbell, JT. (2019, May). The Many Paths to Success: How Early Resource Configurations of Young Technology Ventures Affect the Likelihood and Speed to Reach Liquidity Events. Presented at Strategy Science Conference 2019. Salt Lake City, Utah.
- Rhymer, J. (2018, December). Asynchronous Coordination Practices of Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Tel Aviv, Israel.
- Rhymer, J. (2018, December). Cultural Embedding of Individuals in Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Doctoral Consortium Macro Track. Tel Aviv, Israel.
- Ott, T., Hill, R., and Rhymer, J. (2018, September). Entrepreneurial Advice Seeking: Seeking Outside Knowledge for Strategy Formation in Entrepreneurial Settings. Presented at Strategic Management Society (SMS) 38th Annual Conference, Paris.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented at Blockchain Technology & Organizations Research Symposium. University of Connecticut.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented at Academy of Management (AoM) 78th Annual Meeting, Chicago.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018, August). The Many Paths to Success: Early Resource Configurations and Venture Exit. Presented at Academy of Management (AoM) 78th Annual Meeting, Chicago.
- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2017, September). Bundles of Resources as Recipes for Success: Resource Configurations and the Speed to an IPO. Presented at Strategic Management Society (SMS) 37th Annual Conference, Houston.
- Campbell, JT., Cox-Pahnke, E., Sirmon, D., and Rhymer, J. (2016, September). Bundles of Resources as the Building Blocks of Success: Resource Configurations and New Venture Performance. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
- Murray, A., Rhymer, J., and Boeker, W. (2016, September). Unintended Incongruence or Strategic Decoupling? Narrative and Operational Alignment in Hybrid Organizations. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
 - Best Paper Nomination
- Murray, A., Rhymer, J., and Boeker, W. (2016, May). I'll Believe It When I See It: The Case for Alignment between Impact Investor Projections and Actions. Presented at 2016 Sustainability, Ethics, and Entrepreneurship (SEE) Conference, Denver CO.

Invited Talks – Academia

- Rhymer, J., Location Independent Organizations: Designing Collaboration across Space and Time.
 - University of North Carolina Chapel Hill (UNC), Strategy & Entrepreneurship. December 2021.
 - Massachusetts Institute of Technology (MIT), System Dynamics. December 2021.
 - McGill University, Organizational Behavior. November 2021.
 - University College London (UCL), Strategy & Entrepreneurship. November 2021.

- Cambridge University, Organizational Theory & Information Systems (OCIS). November 2021.
 - Johns Hopkins, Management & Organization. November 2021.
 - University of British Columbia (UBC), Org Behavior & Human Resources. November 2021.
 - Singapore Management University (SMU), Strategy & Organization. October 2021.
 - Stanford University, Management Science & Engineering (MS&E), Work, Technology, & Organization (WTO) Colloquium. November 2019.
- Rhymer, J., Murray, A., and Sirmon, D., Smart Technologies and Organizational Coordination: The Threshold of Human and Organizational Discretion. Presented at ETH Zurich. September 2018.

Invited Talks – Industry

- Rhymer, J., Organizations, Work, and Emerging Technologies. Presented at Stanford MediaX, Theme Conversation for AISIN. September 2021.
- Rhymer, J., Exploring Collaboration via Organizations and Emerging Technologies. Presented at Stanford MediaX, Theme Conversation for Facebook: Research at the Intersection of Human Science and Information Technology for Creativity, Collaboration, and AI. August 2021.
- Rhymer, J., Distributed Collaboration. Presented at Stanford SLAC Senior Management Team Strategy Retreat. February 2021.
- Rhymer, J., Location Independent Organizations: Collaborating across Space and Time. Presented at Stanford: CITL. August 2020.

Engineering Publications, Proceedings, and Presentations:

Referred Publications

- Rhymer, J., and Kim, H. (2013). Prediction of Delamination Onset and Critical Force in Carbon/Epoxy Panels Impacted by Ice Spheres. *CMC: Computers, Materials & Continua*, 35(2), 87-117.
- Tippmann, JD., Kim, H and Rhymer, J. (2013). Experimentally validated strain rate dependent material model for spherical ice impact simulation. *International Journal of Impact Engineering*, 57, 43–54.
- Rhymer, J, Kim, H, and Roach, D. (2012). The damage resistance of quasi-isotropic carbon/epoxy composite tape laminates impacted by high velocity ice. *Composites Part A: Applied Science and Manufacturing*, 43(7), 1134-1144.
- Salamone, S., Bartoli, I., Di Leo, P., di Scalea, F. L., Ajovalasit, A., D’Acquisto, L., Rhymer, J., Kim, H. (2010). High-velocity impact location on aircraft panels using macro-fiber composite piezoelectric rosettes. *Journal of Intelligent Material Systems and Structures*, 21(9), 887-896.

Conference Proceedings

- Rhymer, J., Kim, H. (2012). “Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice” Proceedings of 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, AIAA2102-1376. Honolulu, Hawaii.
- Bartoli, I., Salamone, S., Lanza di Scalea, F., Rhymer, J., & Kim, H. (2011). Impact force identification in aerospace panels by an inverse ultrasonic guided wave problem. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841F-79841F-11.
- Salamone, S., Bartoli, I., Rhymer, J., Lanza di Scalea, F., & Kim, H. (2011). Validation of the

piezoelectric rosette technique for locating impacts in complex aerospace panels. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841E-79841E-11.

- Rhymer, J., Kim, H. (2010). “High Velocity Ice Impact Damage Resistance Comparison of Unidirectional and Woven Carbon/Epoxy Composite Panels” Proceedings of the American Society for Composites: Twenty-Fifth Technical Conference, Dayton, OH.
- Salamone, S., Bartoli, I., Lanza di Scalea, F., Rhymer, J., & Kim, H. ((2010). “Impact Force Identification on Aerospace Panels” Proceedings from ASME 2010 International Mechanical Engineering Congress.
- Bartoli, I., Salamone, S., Mezzanotte, M., Lanza di Scalea, F., Kim, H., & Rhymer, J. (2010). Impact force identification on isotropic and composite panels. *Health Monitoring of Structural and Biological Systems 2010*, 7650(1), 765007-765007-12.

Other Publications

- Rhymer, J, and Kim, H. (2012) Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. *Dynamic Effects in Composites 1*, Ed. Dahsin Liu. 123-137.
- Bartoli, I., Salamone, S., Di Leo, P., Mezzanotte, M., Lanza Di Scalea, F., Kim, H., Rhymer, J., Phillips, R., Ajovalasit, A., & D'Acquisto, L. (2009). Impact Force Identification and Location on Isotropic and Composite Panels. In *Structural Health Monitoring 2009* (Vol. 2, pp. 1902-1909). Fu-Kuo Chang.
- J. Rhymer, D. Innamorato, H. Kim, G. Benzoni “SRMD 2009/02 [and SRMD 2009/01, SRMD 2008/12, SRMD 2008/11, SRMD 2008/10, SRMD 2008/09],” *Messier Dowty B787 Landing Gear Brace Static Test Report*. (Proprietary).
UC San Diego Project Manager for FAA certification of aircraft landing gear braces (2007-2009).

Presentations

- Rhymer J., Kim, H. (2012). Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice. Presented at 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, Honolulu HI.
- Rhymer J., Kim, H. (2011). Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. Presented at the American Society for Composites: Twenty-Sixth Technical Conference, Dayton OH.
- Rhymer J., Kim, H. (2011) “Damage Prediction and Scaling of Ice Impact Forces onto Composite Structures.” (Poster) Jacobs School Research Expo.
- J Rhymer J., Kim, H. (2010) “Scaling of Contact Forces Generated by Ice Impacts onto Composite Structures and the Identification of Failure Threshold Energies.” (Poster) Jacobs School Research Expo.
- Rhymer. J. (2009) “Impact Force Scaling,” Presented at 47th AIAA Aerospace Sciences Meeting, Orlando, FL.

Professional and Consulting Experience:

The Work Innovation Lab (Asana), Research Partner

October 2022 – Present

Collaborating with industry experts, executives, and other academics to impact how the future of work is defined and implemented now

Enspired.co**June 2014 – September 2015**

Personal development and exploration of potential new ventures

- Traveled in US and internationally, supporting coworking spaces and entrepreneur communities
- Advised on the development of creative projects including a vegan travel book, a vegan product platform, and 3D printed products for the visually impaired
- Explored development of online educational tools aimed at entrepreneurial makers and engineers

Noble Environmental Technologies, Director of R&D**October 2012 – May 2014**

Early stage clean technology company, material manufacturer, design services (ecorglobal.com)

- IP strategy, patents filed, responses managed, international trademarks
- Managed Cradle to Cradle innovation award application and certification
- Product development and costing, manufacturing facility optimization
- Manage partnerships with universities and research institutions
- High performance material testing, development, and certifications

The Aerospace Corporation, Intern/ Member of Technical Staff**July – September, 2007-2011**

Federally funded research and development center that provides support for space missions

- Development of a rocket motorcase model for finite element analysis
- FEA on dynamic systems for data correlation and failure analysis
- Development of subroutine for ABAQUS analysis of composite degradation
- Internal research on honeycomb material and effective sandwich panel properties