

# Matthew S. Bothner

## Address

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## Current employment

Professor of Strategy, July 2011–Present;  
Deutsche Telekom Chair in Leadership and HR Development, July 2011–Present;

## Education

PhD, Department of Sociology, Graduate School of Arts and Sciences, Columbia University, New York, NY, USA, 2002 (defended with distinction, December 2000).  
MA, Graduate School of Arts and Sciences, Columbia University, New York, NY, USA, 1998.  
MPhil, Graduate School of Arts and Sciences, Columbia University, New York, NY, USA, 1998.  
BA, (Summa cum laude), University Professors Program, Boston University, Boston, MA, USA, 1994.

## Past employment

Director of the Center for Sustainable Business and Leadership, ESMT Berlin, Germany, September 2019-February 2022.  
Acting Director of PhD Studies, ESMT Berlin, Germany, October 2015–March 2017.  
Visiting Professor of Organizations and Strategy, Booth School of Business, University of Chicago, Chicago, IL, USA, 2012–2013.  
Fellow, Center for the Study of Economy and Society, Cornell University, Ithaca, NY, USA, 2011.  
Visiting Associate Professor of Sociology, Cornell University, Ithaca, NY, USA, 2010–2011.  
Associate Professor of Organizations and Strategy, Booth School of Business, University of Chicago, Chicago, IL, USA, 2004–2010.  
Assistant Professor of Organizations and Strategy, Booth School of Business, University of Chicago, Chicago, IL, USA, 2000–2004

## Publications

### Peer reviewed journal articles

Shipilov, A., S. Li, M. Bothner, and N. Truong (2023). Network advantage: Uncontested structural holes and organizational performance in market crises. *Strategic Management Journal* 44 (13): 3122–3154.  
<https://doi.org/10.1002/smj.3538>  
Bothner, M., F. C. Godart, N. Askin, and W. Lee (2022). What is social status and how does it impact the generation of novel ideas? *Research in the Sociology of Organizations* 77: 111–136.

- Piezunka, H., W. Lee, R. Haynes, and M. Bothner (2018). The Matthew effect as an unjust competitive advantage: Implications for competition near status boundaries. *Journal of Management Inquiry* 27 (4): 378–381.
- Piezunka, H., W. Lee, R. Haynes, and M. Bothner (2018). The escalation of competition into conflict in competitive networks of Formula One drivers. *Proceedings of the National Academy of Sciences* 115 (15): E3361–E3367.
- Askin, N., and M. Bothner (2016). Status-aspirational pricing: The "Chivas Regal" strategy in US higher education, 2006–2012. *Administrative Science Quarterly* 61 (2): 217–253.
- Bothner, M., Y.-K. Kim, and W. Lee (2015). Primary status, complementary status, and organizational survival in the U.S. venture capital industry. *Social Science Research* 52 (4): 588–601.
- Askin, N., M. Bothner, and W. Lee (2015). Emergence of stratification in small groups. In *Emerging trends in the social and behavioral sciences: An interdisciplinary, searchable, and linkable resource*, ed. R. Scott and S. Kosslyn, 1–16. Hoboken: Wiley.
- Bothner, M., Y.-K. Kim, and E. B. Smith (2012). How does status affect performance? Status as an asset vs. status as a liability in the PGA and NASCAR. *Organization Science* 23 (2): 416–433.
- Bothner, M., J. Podolny, and E. B. Smith (2011). Organizing contests for status: The Matthew effect versus the Mark effect. *Management Science* 57 (3): 439–457.
- Bothner, M., E. B. Smith, and H. White (2010). A model of robust positions in social networks. *American Journal of Sociology* 116 (3): 943–992.
- Bothner, M., R. Haynes, W. Lee, and E. B. Smith (2010). When do Matthew effects occur? *Journal of Mathematical Sociology* 34 (2): 80–114.
- Hartmann, W., P. Manchanda, H. Nair, M. Bothner, P. Dodds, D. Godes, K. Hosanagar, and C. Tucker (2008). Modeling social interactions: Identification, empirical methods and policy implications. *Marketing Letters* 19 (3–4): 287–304.
- Bothner, M., J.-h. Kang, and T. Stuart (2007). Competitive crowding and risk taking in a tournament: Evidence from NASCAR racing. *Administrative Science Quarterly* 52 (2): 208–247.
- Bothner, M. (2005). Relative size and firm growth in the global computer industry. *Industrial and Corporate Change* 14 (4): 617–638.
- Bothner, M., T. Stuart, and H. White (2004). Status differentiation and the cohesion of social networks. *Journal of Mathematical Sociology* 28 (4): 261–295.
- Bothner, M. (2003). Competition and social influence: The diffusion of the sixth generation processor in the global computer industry. *American Journal of Sociology* 108 (6): 1175–1210.

### **Working papers**

- Marquart, I., N. Truong, W. Lee, and M. Bothner (2022). Using Semantic Networks to Identify the Meanings of Leadership.
- Marquart, I. and M. Bothner (2021). Text analysis and deep learning: A network approach.
- Truong, N., I. Marquart, R. Haynes and M. Bothner (2021). When does catalyzing social comparisons cause growth?
- Truong, N. and M. Bothner (2021). Status similarity and conflict
- Askin, N. and M. Bothner. Peer effects in tournaments for status: Evidence from rank dynamics of US colleges and universities

### **Book chapters**

Bothner, M., and H. White (2001). Market orientation and monopoly power. In *Dynamics of organizations: Computational modeling and organization theories*, ed. A. Lomi and E. Larsen, 182–208. Menlo Park: AAAI Press.

### **Other publications**

Bothner, M., and H. Piezunka (2015). *Epinets: The epistemic structure and dynamics of social networks*. Review of *Epinets: The epistemic structure and dynamics of social networks*, by New York: Administrative Science Quarterly.

Bothner, M. (2012). Usain Bolt and the peril when your status rises too high.

### **Editorial services**

Editorial Board Member, *Administrative Science Quarterly*, 2017–present.

Co-editor of *Academy of Management Discoveries* Special Research Forum: A Whole Different Ball Game—Exploring the Modern Organizational Context Through the Lens of Sports, 2021-2023.

### **Reviewer services**

*Administrative Science Quarterly; American Journal of Sociology; American Sociological Review; Industrial and Corporate Change; Management Science; Organization Science; Social Networks; Social Science Research; Sociological Methods and Research.*

### **Research grants and fellowships**

Ernst & Young, Changing Perceptions: Dimensions of agile leadership, 2021-2023

Ernst & Young, Changing Perceptions: The New Semantics of Leadership in Digitally Connected World, 2019-2023

Principal, Kauffman Foundation, 2004–2010

National Endowment for the Humanities (NEH), 1993–1994

### **Honors and awards**

Mario Rese Best Teacher Award, Global Online MBA, ESMT European School of Management and Technology, 2024

Mario Rese Best Teacher Award, PTMBA 2022-2024, ESMT European School of Management and Technology, 2024

President's Honor Roll for Teaching Excellence (Received), Agile Leadership, EMBA 2022-2024, EMBA Program, ESMT European School of Management and Technology, Germany, 2024.

Mario Rese Best Teacher Award, Global Online MBA, ESMT European School of Management and Technology, 2023

Mario Rese Best Teacher Award, PTMBA 2021-2023, ESMT European School of Management and Technology, 2023

Teaching Excellence Award, Industry Immersion Africa, 2022

President's Honor Roll for Teaching Excellence, ESMT Berlin, 2012-2023.

Mario Rese Best Teacher Award, EMBA 2012-14, ESMT European School of Management and Technology, 2014.

Hillel J. Einhorn Awards for Excellence in Teaching, The University of Chicago, 2013.

Hillel J. Einhorn Awards, The University of Chicago, 2012.  
 Faculty Excellence Award, The University of Chicago, 2008.  
 Glueck Best Paper Award, *Status volatility and organizational growth in the U.S. venture capital industry*, Academy of Management, 2006.  
 FMC Scholar, The University of Chicago, 2005.  
 Faculty Excellence Award, The University of Chicago, 2004.  
 Charles E. Merrill Scholar, The University of Chicago, 2002.  
 Louis R. Pondy Award, Academy of Management, 2001.  
 Newman Award, Academy of Management, 2001.  
 Dissertation unanimously awarded Distinction, Columbia University, 2000.  
 Alex Inkeles Award for highest performance on comprehensive exams, Department of Sociology, Columbia University, 1998.  
 Alumni Merit Award, Boston University, 1994.  
 summa cum laude and Phi Beta Kappa, Boston University, 1994.

### **PhD supervision**

Marquart, Ingo. ESMT European School of Management and Technology, Berlin, Germany, October 2015–June 2022.  
 Truong, Nghi. ESMT European School of Management and Technology, Berlin, Germany, October 2013–December 2021.  
 Huang, Jing. ESMT European School of Management and Technology, Berlin, Germany, 2011–2018.  
 Askin, Noah. *Essays on status dynamics in American higher education*. University of Chicago, Chicago, IL, USA, October 2014.  
 Smith, Edward Bishop. *Amplified Interfaces: Essays on Organizational Identity and the Sociology of Hedge Funds*. University of Chicago, Chicago, IL, USA, 2010.  
 Lee, Wonjae. *Triadic Closure and Performance in Networks of Competition*. University of Chicago, Chicago, IL, USA, 2009.  
 Kim, Young-Kyu. *An Examination of Status Dynamics in the U.S. Venture Capital Industry*. University of Chicago, Chicago, IL, USA, 2008.  
 Kang, Jeong-han. *Status Inconsistency and Middle-Status Variation in Strategic Behavior in Economic Markets*. University of Chicago, Chicago, IL, USA, 2006.  
 Ozdemir, Salih. *Social Balance Sheet and Syndication in the U.S. Venture Capital Industry*. University of Chicago, Chicago, IL, USA, 2006.

### **Presentations**

#### **Peer reviewed paper presentations**

*A model of robust positions in social structure*

- 01/01/09: Seminar on Organizational Behavior, Yale School of Management, New Haven, CT, USA.
- 10/16/07: Conference on the Emergence of Social Organization, University of Chicago Graduate School of Business, Anaheim, CA, USA.

*Applied research methods in network analysis*

- 03/09/14: SMS Special Conference, Recanti Business School, Tel Aviv University, Tel Aviv, Israel.

*How does status affect inertia?*

- 08/11/06: American Sociological Association annual meeting, ASA, Montreal, Canada.

*Losing to losers: Embarrassment and performance in Formula 1 racing*

- 08/05/14: Academy of Management Annual Meeting, AoM, Philadelphia, PA, USA.

*Peer effects in tournaments for status: Evidence from rank dynamics of U.S. colleges and universities*

- 07/07/13: Nagymaros (Organizational Ecology) Conference, Corvinus University of Budapest, Budapest, Hungary.

*Performance of network position after external shock*

- 08/10/18: 78th Annual meeting of the Academy of Management (2018), Academy of Management, Chicago, IL, USA.

*Primary status, complementary status, and capital acquisition in the U.S. venture capital industry*

- 09/19/08: Conference on Governance, Leadership and Networks, The Wharton School, Philadelphia, PA, USA.
- 01/01/08: Seminar on Strategy, University of Maryland, Ithaca, NY, USA.
- 08/14/06: Academy of Management Annual Meeting, AoM, Atlanta, GA, USA.

*Status-aspirational pricing: The 'Chivas Regal' strategy in U.S. higher education*

- 03/13/14: Business and Public Policy in a Global Economy Conference, McDonough School of Business, Georgetown University, Washington, DC, USA.
- 06/16/13: First Lugano Conference on Organizations, Università della Svizzera Italiana, Lugano, Switzerland.

*When do Matthew effects occur?*

- 08/12/08: Academy of Management Annual Meeting, AoM, Anaheim, CA, USA.
- 08/02/08: American Sociological Association Annual Meeting, ASA, Boston, MA, USA.

## **Research seminars**

*The Evolving Meanings of 'Women' in Business Discourse, 1945-2023*

- 10/10/24: Brown Bag Seminar, College of Business, City University of Hong Kong, Hong Kong
- From Rosie the Riveter to Lean In: Shifts in the Meanings of Women in Business Discourse, 1945-2023*
- 04/15/24: INCITE seminar, Incite at Columbia University, New York City, NY, USA.

*A model of robust positions in social structure*

- 01/01/09: Seminar on Organizational Behavior, Yale School of Management, New Haven, CT, USA.

*Cross-national cultural differences and interactions in the sharing economy*

- 04/06/17: Research seminar, Columbia University, New York, NY, USA.

*Primary status, complementary status, and capital acquisition in the U.S. venture capital industry*

- 02/14/08: Research Seminar, CSES Center for the Study of Economy and Society, Ithaca, NY, USA.
- 01/01/08: Seminar on Strategy, University of Maryland, Ithaca, NY, USA.
- 01/01/06: Research Seminar, Carnegie Mellon Tepper School of Business, Pittsburgh, PA, USA.
- 01/01/06: Research Seminar, Harvard Business School, Boston, MA, USA.
- 01/01/06: Research Seminar, Northwestern University, Evanston, IL, USA.

*Primary status, complementary status, and organizational survival in the U.S. venture capital industry*

- 02/08/11: CBS Management Seminar, Columbia Business School, Columbia University, New York, NY, USA.

*School status and tuition for U.S. colleges and universities: Hedonic and stochastic growth models*

- 10/19/11: Seminar in Comparative Institutional Analysis, University of Lund, Department of Economics, Lund, Sweden.

*Status and self-presentational pricing*

- 04/03/13: OB Research Seminar, INSEAD, Singapore, Singapore.

*Status and self-presentational pricing: How status affects tuition of U.S. colleges and universities, 2006-2012*

- 04/09/13: Brown Bag Seminar - Finance, ESMT European School of Management and Technology, Berlin, Germany.

*Status-aspirational pricing: The 'Chivas Regal' strategy in U.S. higher education*

- 05/29/14: Research Seminar, Saïd Business School, University of Oxford, Oxford, UK.
- 01/22/14: Research Seminar, IESE Business School, University of Navarra, Barcelona, Spain.

*Strife from structural equivalence: Evidence from collisions in Formula 1 racing*

- 01/20/16: Research Seminar, Imperial College London, London, UK.
- 11/12/15: Research Seminar, Saïd Business School, University of Oxford, Oxford, UK.
- 06/08/15: Research Seminar, Universidad Carlos III, Madrid, Spain.
- 04/30/15: Research Seminar, INSEAD, Fontainebleau, France.
- 04/29/15: Brown Bag Seminar, European School of Management and Technology, Berlin, Germany.

*When does competition escalate into dangerous conflict?*

- 03/16/17: Research Seminar, Cass Business School, London, UK.

### **Keynote addresses and plenary sessions**

*Explorers and exploiters / innovation and execution*

- 07/02/15: ESMT Annual Forum 2015, ESMT, Berlin, Germany.

*Status and leadership*

- 07/01/14: LDP 2014 Kick-Off-Conference, Magyar Telekom HQ, Budapest, Hungary.

### **Other presentations**

*A primer on status in social networks: Recent developments and hot topics*

- 10/22/16: Author & Presenter, Forum on Networks-Institutions, Business Ethics and the Cutting-edge of Organization Theory, Xi'an Jiaotong University, Xi'an, China.

*How can sports data be useful for advancing management theory?*

- 04/23/21: (Author & Presenter), Advancing Management Theory with Sports Data, Imperial College Business School, London, UK.

*How does status affect performance? Status as an asset vs. status as a liability in the PGA and NASCAR*

- 01/10/06: Author & Presenter, Organizations and Markets Workshop, Intra-Organizational Networks (ION), University of Chicago Graduate School of Business, Chicago, IL, USA.

*How does status affect the price of college?*

- 06/30/12: Author & Presenter, INFORMS Revenue Management and Pricing Section Conference, Institute for Operations Research and the Management Sciences, Berlin, Germany.

*Peer effects in tournaments for prestige: Evidence from dynamics in ranks of U.S. colleges and universities*

- 07/05/12: Author & Presenter, 28th EGOS Colloquium, European Group for Organizational Studies (EGOS), Helsinki, Finland.

*Peer effects in tournaments for status: Evidence from U.S. colleges and universities*

- 07/05/12: Author & Presenter, 28th EGOS Colloquium, European Group for Organizational Studies (EGOS), Helsinki, Finland.

*Primary status, complementary status, and capital acquisition in the U.S. venture capital industry*

- 01/01/07: Author & Presenter, Colloquium on Organizational Behavior and Industrial Relations, Haas School of Business, University of California, Berkeley, CA, USA.

*School status and tuition for U.S. colleges and universities*

- 01/01/10: Author & Presenter, not known, Cornell University, Ithaca, NY, USA.

*Shaping the social architecture of a start-up: What raises the social multiplier*

- 08/10/18: Presented by Coauthor, 78th Annual meeting of the Academy of Management (2018), Academy of Management, Chicago, IL, USA.

*Status similarity and sabotage*

- 05/08/15: Author & Presenter, Business and Public Policy Workshop, ESMT European School of Management and Technology, Georgetown University, INSEAD, ESADE, Berlin, Germany.

*Using sport data to advance management theory*

- 08/05/16: Author & Presenter, 76th Annual Meeting of the Academy of Management, AOM, Anaheim, CA, USA.

**Languages**

English (native)

December 5, 2024