

Curriculum Vitae – Peter Snoeren

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U. of Amsterdam
Assistant Professor

HIGHLIGHTS

- My research forms the basis of a coherent research program on the effect of stakeholder orientation on firm growth and evolution. As a result, one paper won the 2016 BPS distinguished student paper award, and another paper was published in the *Global Strategy Journal*.
- Led a large-scale ongoing project (>15000 coding hours) to collect unique data on firm sustainability initiatives from CSR reports in various industries, which is used in one of my working papers targeting AMJ and can be used for future projects.
- Won excellent teacher award for my role in *Strategy Analytics*, which I created and taught with a junior colleague. Supervised Master theses, 3 students won best thesis award (out of 66 students, 127, and 164 students) in 3 periods that the award was handed out.
- Shown to be committed to service by serving as BPS Program specialist, assisting (ex)-program chairs Alfonso Gambardella, Brian Silverman, and Xavier Martin, and winning the BPS best reviewer award four times in a row.

EDUCATION

Ph.D.	Bocconi U., Milan (Italy), 2017 – Strategy
MRes	Tilburg U., Tilburg (Netherlands), 2012 – Strategy (Cum Laude)
MSc	Eindhoven U. of Technology, Eindhoven (Netherlands) – Industrial Engineering
BSc	Eindhoven U. of Technology, Eindhoven (Netherlands) – Industrial Engineering

POSITIONS HELD

2018 – Now	U. of Amsterdam, Amsterdam Business School, Amsterdam (Netherlands) Assistant Professor Department of International Strategy and Marketing
2016 – 2018	Tilburg U., TiSEM, Tilburg (Netherlands) Post-doc Researcher Department of Management

PUBLISHED PAPERS

2016	Zollo, M., Bettinazzi, E. L. M., Neumann, K., and Snoeren, P. Toward a Comprehensive Model of Organizational Evolution: Dynamic Capabilities for Innovation and Adaptation of the Enterprise Model. <i>Global Strategy Journal</i> , 6: 225–244. doi: 10.1002/gsj.1122.
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PROCEEDINGS

2018	“Exploring Conditions for Environmental Legitimacy: Evidence from the Energy Industry” with Bettinazzi, E. L. M., Jaqueminet, A., and Neumann, K. <i>Academy of Management Proceedings</i>
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WORKING PAPERS

“Stakeholder Orientation and Limits to Profitable Growth” with Zollo, M and Williams, C., Target *Organization Science*

- AOM BPS Distinguished student paper award

“Stakeholder Orientation and Firm Growth Rates” – Target *Strategic Management Journal*

“The Limits to Profitable Growth” – Reject and Resubmit at *Strategic Management Journal*

“Exploring Conditions for Environmental Legitimacy: Evidence from the Energy Industry” with Bettinazzi, E. L. M., Jaqueminet, A., and Neumann, K – Target *Organization Science*

- Nominated for AOM SIM Best Conference paper Award

“Adding Assets, Losing People: The Contingent Relationship Between M&A and Managerial Mobility” with Dionisi, B, Dutt, N, and Gambardella, A. – Target *AMD*

AWARDS AND SCHOLARSHIPS

Research

2018 AOM SIM Best Conference paper Award Nominee

2016 AOM BPS Distinguished student paper award (Top 3 out of all student papers)

Teaching

2018 Excellent Teacher Award (Tilburg University, course *Strategy Analytics*)

Grants and Scholarships

2015 Research Grant for PhD students (€19000/year)

2011 – 2015 Bocconi PhD scholarship (€13000/year)

2009 Center for Innovation Research Scholarship (€3000)

Service

2018 AOM BPS Outstanding Reviewer Award

2017 AOM BPS Outstanding Reviewer Award

2016 AOM BPS Outstanding Reviewer Award

2015 AOM BPS Best Reviewer Award

INVITED PRESENTATIONS

2017 “Stakeholder Orientation and Firm Growth Rates”, U. Of Amsterdam – Amsterdam (Netherlands), November

2016 “Stakeholder Orientation and the Limits to Value Creation from Growth” Sant’Anna School of Advanced Studies – Pisa (Italy), April

CONFERENCE PRESENTATIONS

2018 **Academy of Management (AoM) conference, Chicago (USA), August**

- “Exploring Conditions for Environmental Legitimacy: Evidence from the Energy Industry” with Bettinazzi, E. L. M., Jaqueminet, A., and Neumann, K.
- "Stakeholder Orientation's Differential Effect on Positive and Negative Employee Growth Rates"

2017 **Academy of Management (AoM) conference, Atlanta (USA), August**

- PDW distinguished speaker role: “The Sustainability of Firm’s Growth: Integrating Corporate and Stakeholder Strategies”
- “Stakeholder Orientation and Firm Growth Rates”
- “The Limits to Profitable Growth”
- “Adding Assets, Losing People: The Contingent Relationship Between M&A and Managerial Mobility” with Dionisi, B, Dutt, N, and Gambardella, A.

- 2016 Strategic Management Society Conference, Berlin (Germany), September**
- “Toward a Comprehensive Model of Organizational Evolution: Dynamic Capabilities for Innovation and Adaptation of the Enterprise Model” with Zollo, M., Bettinazzi, E. L. M., Neumann, K.
- Academy of Management (AoM) conference, Anaheim (USA), August**
- “Stakeholder Orientation and the Limits to Value Creation from Growth” (Awarded BPS distinguished student paper award)
- EGOS Colloquim, Naples (Italy), July**
- “Toward a Comprehensive Model of Organizational Evolution: Dynamic Capabilities for Innovation and Adaptation of the Enterprise Model” with Zollo, M., Bettinazzi, E. L. M., Neumann, K.
- CCC doctoral conference, Milan (Italy), June**
- “Stakeholder Orientation and the Limits to Profitable Growth”
- 2015 Academy of Management (AoM) conference, Vancouver (Canada), August**
- “Does Stakeholder Orientation Increase the Capability to Achieve Profitable Growth?”

CAMPUS TALKS

- 2018** “Acquisition Portfolio’s”, Brown Bag Seminar, Tilburg U., Tilburg (Netherlands), May
- 2017** “Stakeholder Orientation and Firm Growth Rates”, Brown Bag Seminar, Bocconi U., Milan (Italy), April
- “Stakeholder Orientation and Firm Growth Rates”, Brown Bag Seminar, Tilburg U., Tilburg (Netherlands), April
- 2016** “Stakeholder Orientation and the Limits to Profitable Growth”, Study Days workshop, Bocconi U., Milan (Italy), July
- 2015** “Does Stakeholder Orientation Increase the Capability to Achieve Profitable Growth?”, Study Days workshop, Bocconi U., Milan (Italy), July

TEACHING EXPERIENCE

- 2017 Strategy Analytics (Master level course)**
 Course co-creator, co-lecturer (with Junior Assistant Professor)
- Fall semester teaching rating 4.4/5 (excellent teacher award received)
 - Intense data science course
 - Topics include: Tree analysis, text analysis, clustering, co-occurrence modeling, logistic regression, nearest neighbors
 - 6 self-created, time-intensive, practical tutorials (can be scaled down)
- 2013 – 2016 Teaching Assistant**
 Organizational Theory (3rd year Bachelor course, Bocconi University, Milan, Italy)
 Professor Franz Wohlgezogen
 Guest Lecturer
- 2012 – 2016 Teaching Assistant**
 Management (1st year Bachelor course, Bocconi University, Milan, Italy)
 Professors Daniele Amore, David Bardolet, Marta Maras, Davide Ravasi

RESEARCH EXPERIENCE

2013 – 2016 Observatory Manager, Golden Research Center (Bocconi, Italy)

Rewards:

- Access to unique data on firm sustainability initiatives coded from CSR reports (>15000 coding hours)

Responsibilities:

- Select and train data coders
- Expansion of observatory to other schools
- Represent observatory at (golden) meetings
- Various administrative tasks

SERVICE TO THE FIELD

2013 – 2017 Assistant to BPS Program Chair, AOM Conference

2016-2017: Professor Xavier Martin

2015-2016: Professor Mary Benner (reduced role)

2014-2015: Professor Brian Silverman

2013-2014: Professor Alfonso Gambardella

Responsibilities:

- Help setup editorial rules and execute them
- Help with award selection
- Created algorithm to organize papers into tracks
- Schedule sessions
- Various administrative tasks

2018-Present Ad Hoc Reviewer Journal of International Business Studies

2017-Present Ad Hoc Reviewer Long Range Planning

2016-2018 Master thesis supervision

Spring 2017: Student Kelly De La Haye won best thesis award (out of 66 students)

Fall 2017: Student Wouter Francken won best thesis award (out of 127 students)

Spring 2018: Student Dries vd. Lof won best thesis award (out of 164 students)

2017 Reviewer ARCS conference

2012-2018 Reviewer AOM Conference

2017: Outstanding Reviewer award

2016: Outstanding Reviewer award

2015: Best Reviewer Award

2015-2018 Reviewer SMS conferences

LANGUAGES

Dutch:	Native
English:	Fluent, CEF C2, IELTS 9 equivalent, 2017
Italian:	Conversational
German:	Basic

SOFTWARE AND PROGRAMMING LANGUAGES

Office: Excellent
Matlab: Good
Stata: Excellent
R: Basic

Visual Basic: Good
Python: Basic
Java: Basic

REFERENCES

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