

DYLAN B. MINOR

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ACADEMIC POSITIONS

Anderson School of Management Adjunct Assistant Professor of Strategy	2018-current
Kellogg School of Management Assistant Professor Managerial Economics & Decision Sciences	2016-2018
Harvard Business School Visiting Assistant Professor, Strategy Unit	2015-2016
Kellogg School of Management Assistant Professor Managerial Economics & Decision Sciences	2012-2015
Kellogg School of Management Donald P. Jacobs Scholar	2011-2012

EDUCATION

University of California, Berkeley Doctor of Philosophy in Business Administration	2011
University of California, Berkeley Master of Science in Business Administration	2008
University of California, Santa Barbara BA in Mathematics/Economics (<i>Summa Cum Laude</i>)	2006

RESEARCH INTERESTS

Environmental Social Governance (ESG) factors, Corporate Social Responsibility (CSR) and Finance, Non-Market Strategy, Strategic Human Resource, Executive Incentives, and Business Ethics

CURRENT WORK

1. The Uncertainty of Corporate Sustainability Metrics (with Kelly Clark, Magali Delmas & Tyson Timmer) *Organization Studies* (revise & resubmit)
2. The Weight of Worldviews in Corporate Sustainability Indicators (with Kelly Clark, Magali Delmas & Tyson Timmer) Preparing for Submission

SELECTED ACADEMIC WORKS

1. "Do People Who Care About Others Cooperate More? Experimental Evidence from Relative Incentive Pay" (with Pablo Hernandez and Dana Sisak) *Experimental Economics*, Vol 20 (4),
2. "Corporate Governance and Executive Compensation for Corporate Social Responsibility" (with Bryan Hong and Frank Li) *Journal of Business Ethics*, Vol 136 (1)
3. "The Organization of Non-market Strategy" *Advances in Strategic Management on Strategy Beyond Markets*, Vol 34
4. "Selecting the Best? Spillover and Shadows in Elimination Tournaments" (with Jen Brown) *Management Science*, Vol 60 (12)
5. "Competing Matchmakers: An Experimental Analysis" (with Tanjim Hossain and John Morgan) *Management Science*, Vol 57 (11)
6. "CSR as Reputation Insurance: *Primum Non Nocere*" (with John Morgan) *California Management Review*, Vol 53 (3), [Finalist for the CMR's Best Article Award]
7. "Corporate Governance and the Rise of Integrating Corporate Social Responsibility Criteria in Executive Compensation: Effectiveness and Implications for Firm Outcomes" (with Caroline Flammer and Bryan Hong) *Strategic Management Journal*, Vol 40 (7) [Distinguished Paper award (AOM) and 2nd place Moskowitz Prize]
8. "The Value of Corporate Citizenship: Protection" *Harvard Business School Strategy Unit Working Paper No. 16-021*
9. "Misconduct in Financial Services: Differences Across Organizations" (with Jen Brown) *Harvard Business School Strategy Unit Working Paper, 16-022.*
10. "Criminal Background and Job Performance" (with Nicola Persico and Deborah Weiss) *IZA Journal of Labor Policy*, Volume 7 (8)
11. "Toxic Workers" (with Michael Housman) *Harvard Business School Strategy Unit Working Paper No. 16-057* [finalist for best paper, Wharton People Analytics Conference]
12. "Workplace Design: The Good, The Bad, and the Productive" (with Michael Housman) *Harvard Business School Working Paper 16-147* [second prize, Wharton People Analytics Conference]
13. "Political Identity and Trust" (with Pablo Hernandez) *Quarterly Journal of Political Science*,

Vol 15.

14. “Hold On or Set Them Free? Incentives and Constraints for Employee Mobility and Entrepreneurship” (with Matt Marx, Evan Starr, Minyuan Zhao, Rajshree Agarwal and Benjamin King) *Academy of Management*, Vol 2016.
15. “Economic Espionage” (with Konrad Grabiszewski) *Defense and Peace Economics*, Vol 30.
16. “A Test of Agency Theory: CEO Power, Firm Value, and Corporate Social Responsibility” (with Frank Li and Tao Li) *International Journal of Managerial Finance*, Vol 12.
17. “Finding the [Financial] Cost of Socially Responsible Investing” *The Journal of Investing*, Vol 16.
18. “Beware of Index Fund Fundamentalists” *The Journal of Portfolio Management*, Vol 27.
19. “A Learning Curve of the Market: Chasing Alpha of Socially Responsible Firms” (with Frank Zhichuan Li, Jun Wang and Chong Yu) *Journal of Economic Dynamics and Control*, Vol 109.
20. “CSR-Contingent Executive Compensation Contracts” (with Atif Ikram and Frank Li) *Journal of Banking & Finance*, 105655.
21. “CEO Power, Corporate Social Responsibility, and Firm Value: A Test of Agency Theory” (with Frank Li and Tao Li) *International Journal of Managerial Finance*, Vol 12.
22. “Using non-market actors at strategic “weapons” to increase firm performance: Theory and evidence” (with Sanjay Patnaik) *Brookings*. <https://www.brookings.edu/research/using-non-market-actors-as-strategic-weapons-to-increase-firm-performance-theory-and-evidence/>

POPULAR ARTICLES

1. “Want to Excel in ESG? Craft a “Green Ocean” Strategy. (with Pablo Hernandez-Lagos) *Harvard Business Review*. <https://hbr.org/2022/06/want-to-excel-in-esg-craft-a-green-ocean-strategy>
2. “Data From 3.5 Million Employees Shows How Innovation Really Works” (with Paul Brook & Josh Bernoff) *Harvard Business Review*. <https://hbr.org/2017/10/data-from-3-5-million-employees-shows-how-innovation-really-works>
3. “Want to Be More Productive? Sit Next to Someone Who Is” (with Jason Corsello). *Harvard Business Review*. <https://hbr.org/2017/02/want-to-be-more-productive-sit-next-to-someone-who-is>
4. “CEOs with Lots of Stock Options Are More Likely to Break Laws” *Harvard Business Review*. <https://hbr.org/2016/05/ceos-with-lots-of-stock-options-are-more-likely-to-break-laws>
5. “From Netscape to eHarmony: The High Risks and Big Rewards of Platform Markets” *Strategy + Business*, Issue 73

BUSINESS CASES

1. “The Volcker Rule: Financial Crisis, Bailouts, and the Need for Financial Regulation” (with Nicola Persico) Kellogg School of Management case #5-412-753. Targeted Courses: Non-market Strategy.
2. “Truly Human Leadership at Barry-Wehmiller” (with Jan Rivkin) Harvard Business School case #9-717-420. Targeted Courses: Strategy, Corporate Social Responsibility, and Non-market Strategy
3. “Upwork: Creating the Human Cloud” (with David Yoffie) Harvard Business School case #9-718-402. Targeted Courses: Strategy and Technology Strategy

PARTIAL MEDIA COVERAGE

ABC, Academic minute, Bloomberg, CBS, Chicago Tribune, CNBC, Financial Times, Forbes, Fortune, Harvard Business Review, Harvard Business School Working Knowledge, Harvard Gazette, Human Resource Executive, INC.com, NPR (All Things Considered), Quartz, USA Today, Wired, and Washington Post

TEACHING

INTERESTS

Strategy, non-market strategy, human resource management, corporate social responsibility and ethics

TEACHING

Harvard Business School

MBA Core Strategy

Kellogg School of Management (Northwestern University):

MBA Strategic Management in Nonmarket Environments

Anderson School of Management (UCLA):

Executive MBA Strategy and Executive MBA Non-Market Strategy

ACADEMIC SERVICE

Conference Chair and Host for the *Alliance for Research on Corporate Sustainability (ARCS)* 2014-2015

Committee member for *Business Strategy and the Non-market Environment (SBE)*, 2014-2019

Board member for the *Alliance for Research on Corporate Sustainability (ARCS)*, 2011-2019

Referee for *Business & Society*, *California Management Review*, *Econometrica*, *Economic Inquiry*, *Economic Theory*, *Economica*, *Journal of Economics & Management Strategy*, *Journal of Economic Behavior & Organizations*, *Journal of Industrial Economics*, *Journal of Law, Economics & Organization*, *Journal of Mathematical Economics*, *Journal of Public Economics*, *Quarterly Journal of Political Science*, *Management Science*, *Review of Economic Studies*, *Scandinavian Journal of Economics*, *Strategic Management Journal*, and *Theoretical Economics*

INDUSTRY EXPERIENCE

Omega Financial Group
Santa Barbara, California

Founder and Chief Strategist

Argos Global Advisors
Santa Barbara, California

Founder and Chief Investment Officer

CURRENT OUTSIDE ACTIVITIES

Founder, Chief Strategist, and chief investment officer of [Omega Financial Group](#), a wealth management firm managing approximately \$400 million in assets. February 2010-present.

Founder and chief investment officer of Argos Global Advisors, a quant hedge fund based on non-market strategy factors, managing approximately \$10 million in assets. March 2017-present.

Academic Consulting: Ebay, Federated Investors, Joyce Foundation, and Spigit. January 2016-present.

Expert Witness Consulting: Two separate cases in regard to corporate citizenship that privately settled.

PERSONAL

Family: Married (Caroline Minor) with one child (Julia) and one dog (Daisy)

Citizenship: USA

Favorite sport to watch and play: tennis

Current Philanthropic Service: *Board Member*, Anacapa School, Justin Fox Ministries and Opera Santa Barbara.