

# CURRICULUM VITAE

JERRY GUO

[jerry.guo@fs.de](mailto:jerry.guo@fs.de) | [www.jerryguo.com](http://www.jerryguo.com)

---

## Employment

- July 2023 – Present                      Assistant Professor of Strategy  
Frankfurt School of Finance & Management
- July 2020 – July 2023                      Assistant Professor in Management  
Department of Management, Aarhus BSS  
Aarhus University

## Education

- 2020    Carnegie Mellon University (Tepper School of Business)  
Ph.D. Organizational Behavior & Theory
- 2011    United States Naval Postgraduate School  
M.A. Security Studies
- 2010    Dartmouth College  
B.A. Economics, Classical Archaeology

## Research Interests

Organizational learning, organizational routines, groups and teams, transactive memory systems, knowledge transfer

## Organizational Theory & Management Publications

9. Argote, L., Guo, J., & Park, J. (in press). Organizational learning and knowledge transfer. *Oxford Bibliographies in Management*. Oxford University Press.
8. Guo, J., Frederiksen, A., & Frederiksen, L. (2026). New Venture Team Stability and Long-Run Organizational Growth. *Strategic Entrepreneurship Journal*. <https://doi.org/10.1002/sej.70011>
7. Argote, L., Guo, J., Haan, K.W., Rosengart, M.R., Teng, C.Y., & Kahn, J.M. (2025). Transactive Memory Systems and Hospital Trauma Team Performance: Shared Experience in Action Teams. *Organization Science*. <https://doi.org/10.1287/orsc.2024.19022>
6. Guo, J., Argote, L., Kush, L., & Park, J. (2023). Communication networks and team performance: selecting members to network positions. *Frontiers in Psychology*, 14. [Special paper collection on the Carnegie Perspective.] <https://doi.org/10.3389/fpsyg.2023.1141571>
5. Argote, L., Guo, J., Park, S., & Hahl, O. (2022). The Mechanisms and Components of Knowledge Transfer: The Virtual Special Issue on Knowledge Transfer within Organizations. *Organization Science*, 33 (3), 873-1249. <https://doi.org/10.1287/orsc.2022.1590>

4. Fahrenkopf, E., Guo, J., & Argote, L. (2020). Personnel Mobility and Organizational Performance: The Effects of Specialist vs. Generalist Experience and Organizational Work Structure. *Organization Science*, 31 (6), 1313-1620. <https://doi.org/10.1287/orsc.2020.1373>
3. Galperin, R., Hahl, O., Sterling, A., & Guo, J. (2020). Too Good to Hire? Capability and Inferences about Commitment in Labor Markets. *Administrative Science Quarterly*, 65 (2), 2750313. <https://doi.org/10.1177%2F0001839219840022>
2. Argote, L., & Guo, J.M. (2016). Routines and transactive memory systems: Creating, coordinating, retaining, and transferring knowledge in organizations. *Research in Organizational Behavior*, 36, 65-84. <https://doi.org/10.1016/j.riob.2016.10.002>
1. Augier, M., & Guo, J. (2012). Geopolitics and Garbage Cans: Understanding the Essence of Decision Making in an Interdisciplinary and Psycho-Cultural Perspective. In *Research in the Sociology of Organizations*, Volume 36, A. Lomi and R. Harrison (Eds.), *The Garbage Can Model of Organizational Choice: Looking Forward at Forty*, 431-469. Bingley, UK: Emerald Group Publishing. [https://doi.org/10.1108/S0733-558X\(2012\)0000036019](https://doi.org/10.1108/S0733-558X(2012)0000036019)

### **Defense and National Security Publications**

3. Guo, J., Patterson, L., & Augier, M. (2025). Learning from failure when failure isn't an option. In *Everybody Fails But Not Everybody Learns*, K. Dahlin and Y. Chuang (Eds.), 208-218. Oxford, UK: Oxford University Press. <https://doi.org/10.1093/9780191995170.003.0011>
2. Augier M., McNab, R., Guo, J., & Karber, P. (2017). Defense spending and economic growth: Evidence from China, 1952-2012. *Defence & Peace Economics*, 28 (1), 65-90. <https://doi.org/10.1080/10242694.2015.1099204>
1. Augier, M., Guo, J., & Rowen, H. (2016). The Needham Puzzle Reconsidered: Organizations, Organizing, and Innovation in China. *Management and Organization Review*, 12 (1), 5-24. <https://doi.org/10.1017/mor.2016.5>

### **Working Papers**

Heterogenous Aspirations in Dyadic Search. (with T. Wahle). Preparing for submission.

Organizational Routines, Transactive Memory Systems, and New Task Performance. Preparing for submission.

### **Work in Progress**

Coordinating Specialists and Generalists: Evidence from eSports. (with D. Kalanoski).

Team Stability and Routine Adoption. (with P. Audia and N. Beck).

Meta-knowledge Updating and Task Change. (with K. Tanaka).

Learning from Peers. (with T. Wahle and R. Klingebiel).

## **Seminar Presentations**

- 2024 Rotterdam School of Management
- 2023 ETH Zurich, Amsterdam Business School, SKEMA
- 2022 University of Southern Denmark, Maastricht University
- 2020 Interacting Minds Center (Aarhus University)
- 2019 University of Pittsburgh School of Medicine, Aarhus BSS, University of Hawaii, IE Business School

## **Conference Presentations and Facilitation**

- 2025 Organization Science Winter Conference (panel organizer), Carnegie School of Organizational Learning, Academy of Management, Strategic Management Society (panel organizer)
- 2024 DRUID, EGOS, Academy of Management (symposium co-organizer, with T. Wahle and R. Klingebiel), Strategic Management Society
- 2023 Carnegie School of Organizational Learning, Strategic Management Society
- 2022 Academy of Management (symposium co-organizer, with S. Edris and T. Wahle)
- 2021 Academy of Management
- 2020 Academy of Management
- 2019 Organization Science Winter Conference, INGroup, Academy of Management, Carnegie School of Organizational Learning, Carnegie Conference in Honor of Jim March
- 2018 Carnegie School of Organizational Learning
- 2017 Organization Science Winter Conference, Academy of Management (symposium co-organizer, with E. Fahrenkopf), Carnegie School of Organizational Learning
- 2016 Medici Summer School

## **Teaching**

*Frankfurt School of Finance and Management*

Course coordinator

Strategy & Organization (BSc Core, 2024-Present)

*Aarhus BSS, Aarhus University*

Course coordinator

Leading a Learning Organization (MSc elective, 2021/2022)

Additional teaching

Strategic Management of Technological Innovation (MSc Core, guest lecturer, 2023)

Business Development: Innovation and Strategy (MSc Core, guest lecturer, 2021/2022)

Project Supervision

Methods in Management and Organisation Research (MSc Core), Fall 2020/2021/2022

Business-to-Business Marketing Research Methods (MSc Core), Fall 2020/2021

*Tepper School of Business, Carnegie Mellon University*

Organizational Behavior (Undergraduate Business Core, 2017)

**Reviewing Activities**

Editorial Board Member, *Journal of Organization Design*, 2025-

Editorial Board Member, *Organization Science*, 2022-2025

Ad-hoc reviewer for: *Management Science*, *Strategic Management Journal*, *Strategic Entrepreneurship Journal*, *Management and Organization Review*, *Industrial and Corporate Change*, *Frontiers in Psychology*, *Small Group Research*, Academy of Management Annual Meeting, Strategic Management Society Annual Conference, Interdisciplinary Network for Group Research (INGRoup) Annual Conference

**Memberships and Service to the Profession**

Representative-at-Large, Behavioral Strategy Interest Group, Strategic Management Society, 2025-

Scholar's Quest Lecture Committee, Carnegie School of Organizational Learning Conference, 2020-

EOS Masterclass Coordinator, Experimental Organization Science, 2023-

Member, Academy of Management, OMT and STR divisions

Co-organizer, Danish Junior Faculty Consortium, Sandbjerg Gods, Denmark, 2022

Co-organizer, Carnegie Conference in Honor of James March, October 4-5, 2019, Pittsburgh, PA.

Student assistant for Organization Science Winter Conference XXIII, February 2-5, 2017, Park City, UT