CURRICULUM VITAE

JERRY GUO
jerry.guo@fs.de | www.jerrymguo.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. (2026). Organizational learning and knowledge transfer. *Oxford Bibliographies in Management*. Oxford University Press. https://doi.org/10.1093/9780197859056.003.0246

8. Guo, J., Frederiksen, A., & Frederiksen, L. (2026). New Venture Team Stability and Long-Run Organizational Growth. *Strategic Entrepreneurship Journal, 20*: 224-247. https://doi.org/10.1002/sej.70011

7. Argote, L., Guo, J., Haan, K.W., Rosengart, M.R., Teng, C.Y., & Kahn. J.M. (2026). Transactive Memory Systems and Hospital Trauma Team Performance: Shared Experience in Action Teams. *Organization Science, 37*(1): 48-70. 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

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.

[Capabilities, Structure, and Cognition]. Under Review.

Work in Progress

Resource Deployment in eSports Teams. (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

2026 Academy of Management, Strategic Management Society (panel organizer), Experimental Organization Science

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, Experimental Organization Science

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)

Editorial Activities

Associate Editor, *Journal of Organization Design*, 2026-

Editorial Board Member, *Organization Science*, 2022-
Meritorious Service Award, AY 2025-2026

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

Member, Academy of Management, OMT and STR divisions

Organizing Committee, Carnegie School of Organizational Learning Conference, 2026-

Scholar's Quest Lecture Committee, Carnegie School of Organizational Learning Conference, 2020-2026

Representative-at-Large, Behavioral Strategy Interest Group, Strategic Management Society, 2025-2026

EOS Masterclass Coordinator, Experimental Organization Science, 2023-2026

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