

# Daniel B. Sands

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## ACADEMIC APPOINTMENTS

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University College London, UCL School of Management  
Assistant Professor, Strategy & Entrepreneurship (2021-Present)

## EDUCATION

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New York University, Leonard N. Stern School of Business  
Ph.D., Strategy and Organization Theory (2021)  
M.Phil., Management and Organizations (2019)

Columbia University, Graduate School of Arts and Sciences  
M.A., Quantitative Methods in the Social Sciences (2011)

University of Arizona, Eller College of Management; College of Behavioral and Social Sciences  
B.S. in Business Administration, *cum laude and with honors*, Accounting; Finance (2009)  
B.A., *cum laude and with honors*, Economics; Political Science (2009)

## PUBLICATIONS

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- “Concept and Creativity: Proof-of-concept Demonstration and Aviation Innovation in the United States, 1894-1913.” (2025). Co-authored with Eunhee Sohn and Robert Seamans. *Research Policy* 54(5): 1-20.
- “Double-edged Stars: Michelin Stars, Reactivity, and Restaurant Exits in New York City.” (2025). *Strategic Management Journal* 46(1): 148-176.
- Research award, American Association of Wine Economists 2022
  - Finalist for creativity in research award, Strategic Management Society Conference 2020
  - Best paper award nomination, Strategic Management Society Conference 2020
- “Technology Adoption and Innovation: The Establishment of Airmail and Aviation Innovation in the United States, 1918-1935.” (2024). Co-authored with Eunhee Sohn and Robert Seamans. *Strategic Management Journal* 45(1): 3-35.
- Best paper award runner-up, Israel Strategy Conference 2022
  - Best paper award nomination, Strategic Management Society Conference 2017
- “Rating Systems and Increased Heterogeneity in Firm Performance: Evidence from the New York City Restaurant Industry, 1994-2013.” (2024). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. *Strategic Management Journal* 45(1): 36-65.
- “Seeing Value Through the Eyes of Others: Perceptions of Value and Rebidding in Online Auctions.” (2022). *Research in the Sociology of Organizations* 77: 229-250.

- “Competition as Sensemaking.” (2021). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. In *Competition: What It Is and Why It Happens*. Editors S. Arora-Jonsson, N. Brunsson, R. Hasse, and S. Lagerström. Oxford University Press: 26-47.
- Reviewed in *Administrative Science Quarterly*. “The Beauty of Competition.” Mark J. Zbaracki. 2023. *Administrative Science Quarterly* 68(2): 28-34.
  - Reviewed in *Organization Studies*. “Media Review: Competition: What it is and why it happens.” Jelena Brankovic. 2024. *Organization Studies* 45(6): 903-906.
- “Does Stylistic Similarity to Popular Competitors Affect Consumer Evaluations of Quality? Evidence from Online Movie Evaluations.” (2020). *Advances in Strategic Management* 42: 199-226.
- “Competitive Sensemaking in Value Creation and Capture.” (2018). Co-authored with Jason Greenberg, Gino Cattani, and Joseph Porac. *Strategy Science* 3(4): 632-657.
- Featured article in *Strategy Science*’s “Contributions to Doctoral Reading Lists.” Daniel A. Levinthal and Gwendolyn K. Lee. 2023. *Strategy Science* 8(1): 117-119.

## WORKING PAPERS AND PROJECTS

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- “Competition of Ideas: Technological Progress in the Early Twentieth Century”  
with Eunhee Sohn and Robert Seamans
- “An Ecology of Opinions: The History and Evolution of the New York City Restaurant Reviewing Industry”
- “Forks in the Road: Theorizing Distinctions among Competition, Rivalry, and Enmity”  
with Jeffrey Thomas
- “The Role of Third Party Evaluation in Markets: An Integrative Theoretical Framework”
- “Interorganizational Personnel Mobility and Institutional Change: How Parisian Haute Couture Fashion Transformed into Prêt-à-Porter, 1945-1973”  
with Frédéric Godart and Yue Zhao
- “Status and Evaluation in Markets: Evidence from a Regression Discontinuity Design”
- Best PhD paper award finalist, European Group for Organizational Studies 2018
- “Aging Populations, Innovation, and Entrepreneurship”
- “Making Sense of Competition: Evidence from Hurricane Sandy and Restaurants in New York City”  
with Jason Greenberg, Gino Cattani, and Joe Porac
- “CEO Turnover and Corporate Philanthropy”  
with Rob Salomon

## ACADEMIC AWARDS, HONORS, AND GRANTS

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- Best Dissertation Award, Industry Studies Association (2022)
- Finalist, Wiley Blackwell Outstanding Dissertation Award in Strategic Management, Academy of Management (2022)
- Runner-up, Best Paper Award in Entrepreneurship and Innovation for *Airmail and Innovation* (with Eunhee Sohn and Robert Seamans), Israel Strategy Conference (2022)

- Research Scholarship Award for *Michelin Stars and Restaurant Survival*, American Association of Wine Economists (2022)
- The Harold W. MacDowell Award for the “Ph.D. graduate who best exemplifies qualities of and dedication to scholarship,” NYU-Stern (2021)
- Finalist, Best Proposal Award for Creativity in Research for *Michelin Stars and Restaurant Survival*, SMS Competitive Strategy Interest Group (2020)
- Nominated, Best Paper Award for *Michelin Stars and Restaurant Survival*, SMS Annual Meeting (2020)
- Nominated, Best Doctoral Student Paper Award for *Michelin Stars and Restaurant Survival*, SMS Annual Meeting (2020)
- Doctoral Fellowship, NYU-Stern (2020-2021)
- Dale Zand Doctoral Student Award for Best Dissertation Proposal in Management, NYU-Stern (2019)
- Dissertation Research Fellowship from the Fubon Center for Technology, Business, and Innovation, NYU-Stern (2019)
- Joseph T. Taggart Fellowship, NYU-Stern (2019-2020)
- Finalist, Best Student Paper Award for *Status and Evaluation*, EGOS Annual Conference, Tallinn (2018)
- Nominated, Best Paper Award for *Airmail and Innovation* (with Eunhee Sohn and Robert Seamans), SMS Houston (2017)
- Leonard N. Stern Doctoral Fellowship, NYU-Stern (2015-2019)
- DaVinci Award for Graduating with Honors in Multiple Disciplines, The Honors College, University of Arizona (2009)
- McCord Scholar Award for Top Undergraduate Business Student, Eller College of Management, University of Arizona (2008)
- Eller Set-Aside Scholarship Award for Undergraduate Excellence, Eller College of Management, University of Arizona (2007)
- NASA Space Grant for Interplanetary Research; The Arizona Space Grant Consortium, University of Arizona (2007)

## PRESENTATIONS

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- Academy of Management Annual Meeting, Copenhagen, Denmark (Scheduled 2025)
- Academy of Management Annual Meeting, Chicago, Illinois (2024)
- European Group for Organizational Studies Annual Conference, Milan, Italy (2024)
- Academy of Management Annual Meeting, Boston, Massachusetts (2024)
- European Group for Organizational Studies Annual Conference, Cagliari, Italy (2023)
- Israel Strategy Conference, Herzliya, Israel (2022)
- American Association of Wine Economists Annual Meeting, Tbilisi, Georgia (2022)
- Academy of Management Annual Meeting, Seattle, Washington (2022)
- University of Amsterdam, Amsterdam Business School, Netherlands (2022)
- Uppsala University, Department of Business Studies, Sweden (2021)
- Carnegie Mellon Tepper School of Business Economic Sociology Conference, Virtual (2020)
- Strategic Management Society Annual Conference, Virtual (2020)
- Academy of Management Annual Meeting, Virtual (2020)
- European Group for Organizational Studies Annual Conference, Virtual (2020)
- Consortium for Competitiveness and Cooperation (CCC), Virtual (2020)
- Strategic Management Society Annual Conference, Minneapolis, Minnesota (2019)
- European Group for Organizational Studies Annual Conference, Edinburgh, United Kingdom (2019)
- Society for the Advancement of Socio-Economics Annual Conference, New York, New York (2019)
- Industry Studies Association Annual Conference, Nashville, Tennessee (2019)

- Stockholm Workshop on Competition Research, Stockholm, Sweden (2019)
- Behavioral Strategy Conference, Chapel Hill, North Carolina (2018)
- Strategic Management Society Annual Conference, Paris, France (2018)
- Academy of Management Annual Conference, Chicago, Illinois (2018)
- European Group for Organizational Studies Annual Conference, Tallinn, Estonia (2018)
- Medici Summer School in Management Studies, Bologna, Italy (2018)
- Society for the Advancement of Socio-Economics Annual Conference, Kyoto, Japan (2018)
- Trans-Atlantic Doctoral Conference at London Business School, London, United Kingdom (2018)
- East Coast Doctoral Conference in Management, New York City, New York (2018)
- Organization Science Winter Conference, Park City, Utah (2018)
- West Coast Research Symposium on Technology Entrepreneurship and Kauffman Doctoral Consortium, University of Alberta, Edmonton, Canada (2017)
- Creative Industries Conference, New York City, New York (2017)
- European Group for Organizational Studies Annual Conference, Copenhagen, Denmark (2017)
- East Coast Doctoral Conference in Management, New York City, New York (2017)
- Strategic Management Society Annual Conference, Berlin, Germany (2016)
- Academy of Management Annual Conference, Anaheim, California (2016)
- NYU-Columbia Management Doctoral Conference, New York City, New York (2016)
- Trans-Atlantic Doctoral Conference at London Business School, London, United Kingdom (2016)

## UNIVERSITY TEACHING

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*Strategy by Design* (UCL School of Management, Core Course, Undergraduate, 2022, 2023, 2024)

*Strategy Formulation* (Columbia Business School, Core Course, MBA, 2022)

*Strategy Formulation* (Columbia Business School, Elective, Undergraduate, 2022)

*Management and Organizations* (NYU Stern School of Business, Core Course, Undergraduate, 2019)

Undergraduate Thesis Supervision (UCL School of Management): 3 Students

Additional Teaching Fellow/Assistant Experience: Data Driven Decision Making (NYU-Stern, MS in Business Analytics), Game Theory (NYU-Stern, MBA and EMBA), International Business Studies (NYU-Stern, Undergraduate), Economics of Finance and Banking (Barnard, Undergraduate)

## ACADEMIC SERVICE

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*Editorial Review Board:* Strategic Management Journal (2024-2026)

*Reviewer:* Administrative Science Quarterly; Industrial and Corporate Change; Innovation: Management Science; Organization and Management; International Journal of Human-Computer Interaction; Journal of Business Ethics; Journal of Wine Economics; Organization Science; Research Policy; Socio-Economic Review; Strategic Management Journal; Academy of Management Annual Meetings; Strategic Management Society Annual Meetings

- Outstanding Reviewer Award, STR Division, The Academy of Management Annual Meeting (2020)
- ABCD Top Reviewer Award, OMT Division, The Academy of Management Annual Meeting (2016, 2018)

*Symposia Organizer/Facilitator:* Studying Creative Industries, Organization and Management Theory Division Symposium, Academy of Management Annual Meeting (2024); Academy of Management Discoveries Special Issue Workshop (2024); Studying the Fashion Industry, Strategy Division Symposium, Academy of Management Annual Meeting (2023); Managing your Dissertation, Strategy Division Workshop,

Academy of Management Annual Meeting (2023); Experimental Research in Organizational Studies, European Group for Organizational Studies Colloquium (2019)

*External Committees:* Industry Studies Association Best Paper in Innovation and Entrepreneurship Award Review Committee (2023, 2024)

*UCL SoM Departmental Service:* SoM Project Ethics Reviewer (2023, 2024); S&E Faculty Search Chair (2022, 2023, 2024); S&E Research Seminar Coordinator (2022-2023); S&E Teaching Assistant Hiring Committee (2022); S&E Doctoral Admissions Reviewer (2022, 2023); PhD Upgrade Committees (2)

*NYU-Stern Departmental Service:* M&O Doctoral Brownbag Organizer (2017); M&O Doctoral Admissions Reviewer (2016-2020); M&O Representative for the Doctoral Student Activities Committee (2016-2017)

## **MILITARY SERVICE**

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United States Army / Army Reserve / Army National Guard

*Rank:* Lieutenant Colonel | *Branch:* Infantry | *Time in Service:* 18+ Years [2007–present]

- Ranger-qualified field grade infantry officer with nearly two decades of military experience, including leadership in direct combat operations. Currently assigned to the United States Army Reserve. Officer commission received through ROTC (scholarship recipient). Designated an Army Distinguished Military Graduate (DMG) for the 2009 commissioning year. Professional military education includes Basic Officer Leadership Course II (honor graduate), Infantry Basic Officer Leadership Course, Maneuver Captains Career Course, and the Command and General Staff College Intermediate Level Education Common Core and Advanced Operations Course (superior graduate), as well as Army Ranger (class 05-10), SERE-C, Parachutist, and Instructor qualifications (Basic Army Instructor Badge). Awards and decorations include the Bronze Star Medal, Meritorious Service Medal, and Combat Infantryman Badge

*Selected Prior Military Assignments:*

- Instructor, 7<sup>th</sup> Intermediate Level Education (ILE) Detachment, 7<sup>th</sup> Mission Support Command, USAR  
Instructor of United States and international field grade officers assigned or deployed to Army Europe, Army Africa, and Army Central areas of responsibilities. Provided professional Intermediate Level Education (Command and General Staff College DDE) military instruction designed to develop officers' capabilities in building and leading organizations under mission command in unified land operations
- Company Commander, Officer Candidate School (OCS), 2/106<sup>th</sup> Regional Training Institute (RTI), NYARNG  
Commanding officer of OCS for The State of New York between 2018 and 2021. Responsible for selection, training, and assessment of army officer candidates, as well as for providing mentorship and guidance to OCS cadre. Additional duties included planning, supervision, and instruction in areas such as leadership, management processes, military history, and small unit tactics/operations
- Platoon Leader, 1-279 IN BN, 45<sup>th</sup> Infantry Brigade Combat Team, OKARNG  
Officer in charge of platoon deployed to Paktia Province, Afghanistan. Led over 100 combat patrols in support of Operation Enduring Freedom between 2011 and 2012. Served as advisor to Afghan National Army and Afghan National Police forces. Planned and led joint, interagency, and multi-national combat operations