**SUSAN LEE COHEN**

Susan.Cohen@uga.edu

Cell: (919)- 740 - 0082

**ACADEMIC EMPLOYMENT**

**University of Georgia, Terry College of Business**

Associate Professor of Management *(with tenure)*, 2024 – Present

Assistant Professor of Management, 2018 – 2024

**University of Richmond, Robins School of Business**

Assistant Professor of Management, 2014 – 2018

Visiting Lecturer of Management, 2013 – 2014

**The University of North Carolina at Chapel Hill**

Lecturer (Online MBA), 2013 – 2014

**EDUCATION**

**The University of North Carolina at Chapel Hill**, **Kenan-Flagler Business School**

Ph.D. in Strategy and Entrepreneurship, 2008-2013

**Northwestern University, Kellogg Graduate School of Management**

M.B.A. in Strategy and Entrepreneurship. 1994-1997

**University of Michigan**

B.A. in Applied Mathematics, 1987-1991

**RESEARCH**

**Published Work**

1. Miller, Amisha, Siobhan O’Mahony, and **Susan Cohen** (2023). Opening the Aperture: Explaining the Complementary Roles of Advice and Testing When Forming Entrepreneurial Strategy. *Organization Science*. Lead Article.
2. Hallen, Benjamin, **Susan Cohen**, and Sung Park (2023). Are Seed Accelerators Status Springboards for Startups? *Strategic Management Journal*.
3. O’Mahony, Siobhan, and **Susan Cohen** (2022). Navigating the Promises and Perils of Researching Emerging Phenomena in Strategy and Organizations. *Strategic Organization*.
4. Hallen, Benjamin, **Susan Cohen**, and Chris Bingham (2020). Do Accelerators Work? If so How? *Organization Science*.
5. **Cohen, Susan**, Chris Bingham, and Benjamin Hallen (2019). The Role of Accelerator Designs in Mitigating the Bounded Rationality of New Ventures. *Administrative Science Quarterly*.
6. **Cohen, Susan**, Daniel Fehder, Yael Hochberg, and Fiona Murray\* (2019). The Design and Impact of Startup Accelerators. *Research Policy*.
7. **Cohen, Susan,** and Mary Tripsas (2018). Managing Technological Transitions by Building Bridges. *Academy of Management Journal*.
8. **Cohen, Susan** (2013). What do Accelerators Do? Insights from Incubators and Angels. *Innovations: Technology Governance Globalization*.

*Google Scholar citation count: 3170*

**Working Papers**

1. **Cohen, Susan**. Pitch Tempos: How Pitching Shapes Entrepreneurial Strategy and Venture Outcomes. *Under second review*, *Strategic Management Journal*.
2. **Cohen, Susan,** and Rembrand Koning. Advice and the Bayesian Entrepreneur. Accepted book chapter, *MIT Press*.
3. **Cohen, Susan,** Hallen, Benjamin, and Sandy Yu. Do Accelerators Influence Founders’ Career Trajectories? *Reject and Resubmit*, *Strategic Management Journal*.
4. Murray, Alexander, **Susan Cohen**, and Farhan Iqbal†. How Early-Stage Ventures Manage Internal Legitimacy Jolts with Initial Resource Providers: Evidence from Kickstarter. *Revise and Resubmit*, *Strategic Entrepreneurship Journal*. (Nominated for best paper at SMS Special Conference in Berkeley).

**Work in Progress**

1. Clayton, Paige, **Susan Cohen**, and Ross Rubenstein. Do Merit Scholarships Increase Entrepreneurship Rates? For which Entrepreneurs and in what Regions? Kauffman Foundation Challenge Grant Recipient ($400,000).
2. Sharma, Shubha†, **Susan Cohen**, and James Matusik. Funny Money: Strategic Humor in Entrepreneurial Pitches.
3. **Cohen, Susan**, Alfonso Gambardella, and Ben Hallen. Bayesian Experimentation.

**GRANTS, AWARDS, AND FELLOWSHIPS**

* Kauffman Foundation Challenge Grant ($400,000), 2022
* TUM Research Excellence Award in Innovation, Entrepreneurship, and Leadership of the Peter Pribilla Foundation, Finalist, 2021
* UGA Innovation Creativity and Design Thinking Research Community Seed Grant ($500), 2021
* Kauffman Foundation Junior Faculty Fellow ($35,000), 2018 - 2022
* Kauffman Foundation Grant ($95,813), 2015 - 2018
* Robins School MBA Professor of the Year, 2016
* Best Paper Award, Academy of Management Technology & Innovation Management, 2014
* Batten Fellow, Darden School of Business, University of Virginia ($5,000), 2012 - 2013
* Tanner Award for Excellence in Undergraduate Teaching, UNC at Chapel Hill ($5,000), 2012
* Distinguished Reviewer, Academy of Management Entrepreneurship Division, 2012
* National Institute of Science and Technology Scholarship ($6,000), 2010 - 2011
* Future Faculty Fellowship, UNC at Chapel Hill, 2010
* Beta Gamma Sigma Kauffman Foundation Fellowship, Finalist, 1997

**REPORTS AND ONLINE ARTICLES**

* Cohen, Susan, Chris Bingham, and Benjamin Hallen. What Sets Successful Startup Accelerators Apart? *Harvard Business Review*, March 24, 2024.
* Seed Accelerator Rankings Reports, 2015-2018 (with Yael Hochberg and Dan Fehder).
* Hochberg, Yael, Susan Cohen, and Dan Fehder. These are the Top 20 U.S. Accelerators. *TechCrunch*, March 17, 2015.
* Hochberg, Yael, Susan Cohen, and Dan Fehder. The Top 20 Accelerators in the U.S. *Harvard Business Review*, March 31, 2015.

**INVITED TALKS**

* MIT Bayesian Entrepreneurship Meeting, 2024
* National Science Foundation REAP, 2024
* Purdue University, 2023
* Georgia State University Entrepreneurship Research Group, 2022
* The University of Pennsylvania Wharton School, 2021
* Syracuse University, 2021
* Technical University of Munich, 2021
* IESEG School of Management, Paris, France, 2021
* Boston University, 2018
* University of Georgia, 2017
* University of Virginia, 2013
* Massachusetts Institute of Technology Sloan School of Management TIES, 2013
* George Washington University, 2012
* University of Richmond, 2012-2013

**CONFERENCE PRESENTATIONS**

* Cohen, Susan. Pitch Tempos: How Pitching Shapes Entrepreneurial Strategy and Venture Outcomes. Academy of Management, Chicago, Illinois, 2024; Druid, Nice, France, 2024.
* Cohen, Susan, and Benjamin Hallen. Candid Search. Academy of Management PDW, Boston, Massachusetts, 2023.
* O’Mahony, Siobhan, and Susan Cohen. Navigating the Promises and Perils of Researching Emerging Phenomena in Strategy and Organizations. Academy of Management PDW, 2022.
* Cohen, Susan. Learning from Narratives: How Developing “The Pitch” Stimulates Learning in New Ventures. Strategic Management Society Summer Seminar Series, Strategy & Entrepreneurship IG, Virtual, 2021; Academy of Management PDW, 2021; Strategy Science, Harvard Business School, Virtual, 2021; West Coast Research Symposium (Canceled due to Covid), 2021; Strategic Management Society Annual Meeting, Virtual, 2021; International Symposium on Process Organization Studies, Virtual, 2021; Academy of Management Annual Meetings, Virtual, 2020.
* Miller, Amisha, Siobhan O’Mahony, and Susan Cohen. Translating External Advice into Action: How Learning Informs Entrepreneurial Strategy. Academy of Management Annual Meeting PDW, 2022; Georgia State University Entrepreneurship Research Group, 2022; Academy of Management Annual Meeting, 2021; Industry Studies Association, canceled due to Covid, 2021; Strategic Management Society Annual Meeting, Virtual, 2020; The University of Michigan Strategy Seminar, 2020.
* Hallen, Benjamin, and Susan Cohen. Marketplace Platforms in the Presence of Social Networks: The Impact of Accelerators on Venture Capital Investment Syndicate Formation. Academy of Management PDW, 2021; Industry Studies Association, canceled due to Covid; Strategic Management Society Annual Meeting, Virtual, 2020.
* Cohen, Susan, and Isin Guler. Learning to Hit Homeruns: Evidence from Batches of Ventures Participating in Accelerator Programs. Strategic Management Society Annual Meeting, Paris, France, 2018.
* Hallen, Benjamin, and Susan Cohen. Do Accelerators Reshape Early Ventures’ Networks? Academy of Management Annual Meetings, Chicago, Illinois, 2018.
* Cohen, Susan, Christopher Bingham, and Benjamin Hallen. Mitigating the Bounded Rationality of New Ventures: The Role of Accelerator Designs. Academy of Management Annual Meetings, Atlanta, Georgia, 2017; Colorado Entrepreneurship and Collaboration Conference, Boulder, Colorado, 2017; Strategic Management Society Annual Meeting, Denver, Colorado, 2015; Atlanta Competitive Advantage Conference, Atlanta, Georgia, 2015.
* Hallen, Benjamin, Susan Cohen, and Chris Bingham. Do Accelerators Accelerate? A Study of Venture Accelerators as a Path to Success. Imperial College Innovation and Entrepreneurship Conversation, 2018 (Keynote); Darden Judge Entrepreneurship and Innovation Research Conference, Cambridge, United Kingdom, 2015; Emory Colloquium on Entrepreneurship and Accelerators, Atlanta, Georgia, 2015; Academy of Management, Philadelphia, Pennsylvania, 2014; Wharton Technology Conference, Philadelphia, Pennsylvania, 2014; West Coast Research Symposium, Seattle, Washington, 2013.
* Cohen, Susan. How do Accelerators Accelerate Organizational Learning? Smith Entrepreneurship Research Conference, College Park, Maryland, 2014; Academy of Management, Orlando, Florida, 2013; Atlanta Competitive Advantage Conference, Atlanta, Georgia, 2013; George Washington University, 2012 (Invited); University of Virginia, 2013 (Invited); Massachusetts Institute of Technology (MIT) TIES, 2013 (Invited).
* Cohen, Susan, and Mary Tripsas. Managing Technological Transitions by Building Bridges. West Coast Research Symposium, Seattle, Washington, 2015; University of Richmond, Richmond, Virginia, 2013 (Invited); Academy of Management, Orlando, Florida, 2013; Academy of Management, Boston, Massachusetts, 2012; Darden Entrepreneurship and Innovation Research Conference, Charlottesville, Virginia, 2012; Strategic Management Society, Miami, Florida, 2011.
* Turning the Page on Industry Formation: A Population Analysis of the Nascent e-Text Industry. Academy of Management, Chicago, Illinois, 2009.
* Novel Topics or Risky Business: Building Theory from Emerging Phenomena Evidence from Accelerators. Academy of Management Annual Meetings, Boston, Massachusetts, 2019.
* A Platform to Study Lean: Accelerators, Lean Startups and Innovation Strategy. Academy of Management Annual Meetings, Atlanta, Georgia, 2017.

**SERVICE ACTIVITIES**

**Associate Editor**

* Strategic Management Journal, 2024 - Present

**Editorial Review Boards**

* Strategic Management Journal, 2021 - Present
* Strategic Entrepreneurship Journal, 2021 - Present
* Organization Science, 2020 - Present

**Ad-hoc Reviewing**

* Strategy Science
* Research Policy
* Administrative Science Quarterly
* Academy of Management Journal
* Journal of Business Venturing
* Entrepreneurship Theory and Practice
* Sloan Management Review
* Academy of Management Annual Meeting’s Technology and Innovation Management and Entrepreneurship divisions including TIM Best Paper Award (2009 - 2023)
* Strategic Management Society Annual Meeting, various years

**Grant Reviewing**

* Strategic Management Society Research in Organizations (RIO), 2018-2019
* Batten Institute Fellows Program at the Darden School of Business, 2018
* Small Business Administration, 2015
* National Science Foundation’s Science of Science and Innovation Policy, 2014-2015

**Professional Activities and Associations**

* Representative-at-large (Elected position), Academy of Management Technology and Innovation Management Division, Term 2021-2023
* Member of the Research Committee, Academy of Management Technology and Innovation Management Division, Term 2020-2021
* Representative-at-large, Strategic Management Society Entrepreneurship and Strategy Interest Group, Term 2019-2021 (Elected position)
* Faculty Panelist, Strategic Management Society Entrepreneurship and Strategy Interest Group: “Pitch Your Research”
* Mentor, TechStars Atlanta, GA, 2019-2021
* Member, Academy of Management
* Member, Strategic Management Society

**Symposium / Conference Participation and Organization**

* Panelist, Bayesian Entrepreneurship Conference, MIT, Cambridge, MA, 2024
* Discussant, BYU Winter Strategy Conference, Park City, Utah, 2023
* Discussant, INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France, 2022
* Organizer, Entrepreneurial Strategy Formation Panel, Strategic Management Society Annual Meeting, Virtual, 2020
* Panelist, Lean Startups and Innovation Strategy PDW, Academy of Management, Virtual, 2020
* Chair and Panelist, Digital Technologies and Platforms: Reshaping Entrepreneurship Business Models and Ecosystem, Academy of Management, Vancouver, 2020 (Canceled)
* Panelist, Reconsidering the Nature and Role of Entrepreneurial Support Organizations, Academy of Management, Vancouver, 2020 (Canceled)
* Discussant, Walk-in Strategy Teaching Clinic, Academy of Management, Vancouver, 2020 (Canceled)
* Organizer, Organizational Learning in Entrepreneurial Firms, Strategic Management Society Annual Meeting, Minneapolis, MN, 2019
* Session Facilitator, Collaboration and Innovation, Strategic Management Society Annual Meeting, Minneapolis, MN, 2019
* Organizer, Generating Novel Theory from Hot Topics, Academy of Management, Boston, MA, 2019
* Discussant, Crowdfunding Entrepreneurship Division, Academy of Management, Atlanta, GA, 2017
* Organizer, Accelerating research on accelerators, Professional Development Workshop, Entrepreneurship Division, Academy of Management, Orlando, FL, 2013
* Session Chair, New Product Development Value Creation and Timing, TIM Division, Academy of Management, Boston, MA, 2012
* Coordinated the Mid-Atlantic Strategy Colloquium Doctoral Workshop, Chapel Hill, NC, 2011

**Service to the University of Georgia**

* University Council, 2024 – Present
* PhD Student Recruiting, 2018 – Present
* Journal List Review Committee, 2022-2023
* Faculty Search Committee Member, 2019, 2020, 2021
* Member, UGA Innovation Creativity and Design Thinking Research Community, 2020-2021
* Performance Appraisal Committee, 2020

**Advising**

* Dissertation Committee, Farhan Iqbal, 2023 (Placed at Indiana University)
* Dissertation Committee Member, Marta Martin, Maryland University (Expected Graduation 2026)
* Dissertation Committee Member, Joonho Oh, University of North Carolina at Chapel Hill, Department of Public Policy (Expected Graduation 2025)

**TEACHING EXPERIENCE**

**University of Georgia**

* ENTR 7515: PMBA Entrepreneurship, 2019 - 2024 (Avg. Instructor Evaluation = 4.9/5)
* ENTR 7990: PMBA Design Thinking, 2022 - 2024 (Avg. Instructor Evaluation = 4.7/5)
* EMBA 7800: EMBA Entrepreneurship, 2023 - 2024 (Avg. Instructor Evaluation = 4.7/5)
* MNGT 9330: PhD Seminar in Entrepreneurship and Innovation, 2020, 2022, 2023 (Avg. Instructor Evaluation = 5/5)
* MNGT 5560: BBA International Strategy, 2019, 2020 (Avg. Instructor Evaluation = 4.4/5)

**University of Richmond**

* MNGT 347: Undergraduate Entrepreneurship and Innovation, 2015-2018
* MBA 539: MBA Managing Innovation, 2015
* MBA 539: MBA New Venture Creation, 2016-2018
* BUAD 497: Undergraduate Strategic Management Capstone, 2013-2015
* *2016 MBA Professor of the Year*

**University of North Carolina at Chapel Hill**

* Online MBA 835: Entrepreneurship, Facilitated synchronous online discussions, 2013-2014
* BSBA 698: Strategic Management, Winter Term 2011
* *2012 UNC Tanner Award Recipient ($5,000)*

**SELECTED MEDIA COVERAGE**

* **Financial Times**, May 2022: Prologue pushes ahead with start-up accelerator despite tech sell-off. Quoted.
* **Brookings**, February 2016: Accelerating growth: Startup accelerator programs in the United States. Think tank policy paper that highlighted several of my papers and projects.
* **Research Chatter Podcast** (Podcast of Strategic Management Society), July 21, 2015: Highlighted then working paper “Do accelerators accelerate?” in their discussion of venture accelerators.
* **Knowledge@Wharton**, 2016: Disrupting the disruptors: Startup accelerators feel pressure to evolve. References my working paper “Accelerating startups: The seed accelerator phenomenon.”
* **Wall Street Journal**, June 2014: Tech startups benefit from accelerator boom.
* **Economist**, January 2014: Accelerators getting up to speed.
* **Wall Street Journal**, November 2014: Techstars graduates’ survival rates: What the numbers show.

*Media covering the Seed Accelerator Rankings:*

* **TechCrunch and Strictly VC**, March 2016: Your favorite accelerator programs ranked.
* **Forbes**, 2015: The best startup accelerators of 2015.
* **Inc.**, March 2014