

Andrew G. Earle

Department of Management
Paul College of Business & Economics
University of New Hampshire

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Academic Positions

University of New Hampshire - Paul College of Business & Economics	2013-
<i>Associate Professor of Strategic Management & Entrepreneurship</i>	2022-
<i>Assistant Professor of Strategic Management & Entrepreneurship</i>	2013-2022
Aalborg University, Denmark - Business School & Business Design Center	2022-2023
<i>Fulbright Scholar & Visiting Researcher</i>	
University of Oregon - Lundquist College of Business	2008-2013
<i>Graduate Research & Teaching Fellow</i>	

Education

University of Oregon - Lundquist College of Business	2013
<i>PhD in Management</i>	
Research Areas: Innovation, Technology Entrepreneurship, Strategy	
MBA (Beta Gamma Sigma)	2008
Concentration: Entrepreneurship	
Washington State University - School of Economic Sciences	2006
<i>MA in Economics</i>	
Research Areas: Innovation, Natural Resources, Economic Growth	
Western Washington University	2002
BA (Phi Eta Sigma and Golden Key)	
Majors: Economics and Communication	

Research Interests

Innovation-oriented strategy	Collaborative strategy and business models
Networks and ecosystems	Innovation for sustainability

Publications

Michael Russo, Andrew Earle, Brooke Lahneman, & Suzanne Tilleman. "Taking Root in Fertile Ground: Community Context and the Clustering of Hybrid Companies." *Journal of Business Venturing*, 37(2), 2022.

Keith Whittingham, Andrew Earle, Dante Leyva de la Hiz, & Alessia Argiolas. "Beacons of Hope or Ships in the Night? A systematic assessment of changes in corporate sustainability reports following the introduction of the United Nations Sustainable Development Goals." *Business Research Quarterly*, 2022.

Dante Leyva de la Hiz, J. Alberto Aragon-Correa, & Andrew Earle. "Innovating for Good in Opportunistic Contexts: The Case for Firms' Environmental Divergence." *Journal of Business Ethics*, 176(4), 2022.

- Andrew Earle & Dante Leyva de la Hiz. "The Wicked Problem of Teaching About Wicked Problems: Design-Thinking and Emerging Technologies in Sustainability Education." *Management Learning*, 52(5), 2020.
- Andrew Earle, Michael Merenda, Kevin Short, May-Win Thein, & Marc Sedam. "Lean Collaboration on Campus? A social Networks and Bricolage Approach." *Advances in Engineering Education*, Spring 2020.
- Andrew Earle, Dante Leyva de la Hiz & Yusi Turell. "Hybrid Business Models and the Public Science-Private Industry Interface." *Journal of Business Models*, 7(4), 2019. (Short Paper Series)
- Andrew Earle, Michael Merenda, & J. Matthew Davis. "Strategy-as-Process in a Technology Venture: A Case Study of Pivots, Pauses, Partners, and Progress." *Technology Innovation Management Review*, 9(1), 2019.
- Andrew Earle. "Stuck in the Middle: Using Middle Status Conformity to Unravel Conflicting Results in Innovation Diffusion Patterns." *Journal of Innovation Management*, 6(1), 2018.
- Yusi Turell & Andrew Earle. "Social Entrepreneurs and Field-Level Change: An Institutional Process Model of Social Entrepreneurship." In P. Phan, G. Markman, & M. Espina (eds.), *Social Innovation and Sustainability*. Edward Elgar Publishing, 2018.
- Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Hack, & Douglas Young. "'If Chemists Don't Do It Who's Going To?' Peer-Driven Occupational Change and the Emergence of Green Chemistry." *Administrative Science Quarterly*, 62(3), 2017.
- Andrew Earle "Expanding the Geographic Scope of University Entrepreneurship Research: Theoretical Justification and Empirical Evidence" *Journal of International Management Studies*, 12(1), 2017.
- Andrew Nelson, Andrew Earle, Jennifer Howard-Grenville, Julie Haack, & Douglas Young. "Do Innovation Measures Actually Measure Innovation? Obliteration, Symbolic Adoption, and Other Finicky Challenges in Tracking Innovation Diffusion" *Research Policy*, 43(6), 2014. (Earlier version published in *2012 Academy of Management Annual Meeting "Best Paper" Proceedings*.)

Research Awards

Academy of Management ONE Division "Research Impact on Practice Award" (Runner-up)

Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Haack and Douglas Young. "If Chemists Don't Do It, Who Is Going To?" Peer-driven Occupational Change and the Emergence of Green Chemistry."

Presidential Award for Responsible Research. International Association for Chinese

Management Research, Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Haack and Douglas Young. "'If Chemists Don't Do It, Who Is Going To?' Peer-driven Occupational Change and the Emergence of Green Chemistry."

Best Research Paper Award. GRONEN Research Conference. Michael Russo, Andrew Earle,

Brooke Boren and Suzanne Tilleman. "Geography, personal value, and hybrid companies: the local roots of enlightened entrepreneurship."

Best Research Paper Award. Sustainability, Ethics, and Entrepreneurship Conference.

Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Haack and Douglas Young. "Insider-Driven Change in Fields of Practice: Exploring the Case of Green Chemistry."

Conference Presentations

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| Keith Whittingham, Alessia Argiolas, Dante Leyva de la Hiz, & Andrew Earle. Parsing the Corporate Discourse and Social Responsible through the Lens of the UN SDGs. | 2023 |
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Mike Russo, Andrew Earle, Brooke Lahneman, & Suzanne Tilleman. The Role of Hybrid Companies in Local Entrepreneurial Ecosystems: Complements or Competitors? Academy of Management Annual Meeting	2022
Andrew Earle & Yusi Turell. "Network Orchestrators and Institutional Change Multilevel Opportunity Processes of Hybrid Organizations." Western Academy of Management Meeting.	2022
Mike Russo, Andrew Earle, Brooke Lahneman, & Suzanne Tilleman. The Role of Hybrid Companies in Local Entrepreneurial Ecosystems: Complements or Competitors? Academy of Management Annual Meeting	2020
Andrew Earle, Dante Leyva de la Hiz & Yusi Turell. "Hybrid Business Models and the Public Science-Private Industry Interface." Sustainability, Ethics, and Entrepreneurship Conference.	2020
Andrew Earle & Yusi Turell. "Network Orchestrators and Institutional Change Multilevel Opportunity Processes of Hybrid Organizations." Sustainability, Ethics, and Entrepreneurship Conference.	2020
Andrew Earle. "Network Orchestrators and Institutional Change Multilevel Opportunity Processes of Hybrid Organizations." Strategic Management Society Annual Meeting.	2019
Andrew Earle, Dante Leyva de la Hiz & Yusi Turell. "Hybrid Business Models and the Public Science-Private Industry Interface. Business Models Conference.	2019
Andrew Earle & Yusi Turell. "Scaling Up Impact: Multilevel Opportunity Processes in Social Entrepreneurship." Academy of Management Special Conference - <i>From Start-up to Scale-up Strategies: Coping with Organizational Challenges in a Volatile Business Environment</i> . (Paper accepted but not presented)	2018
Andrew Earle, Dante Leyva de la Hiz, & Yusi Turell. "Hybrid Organizations as Bridges at the Public Science – Private Industry Interface." Israel Strategy Conference.	2017
Andrew Earle, Michael Merenda, Kevin Short, May-Win Thein, & Marc Sedam. "Lean Collaboration on Campus? A social Networks and Bricolage Approach" European Entrepreneurship Education Conference.	2017
Andrew Earle, Michael Russo, & Jeffery Sohl. "Rivals or reinforcements: Are hybrid firms, traditional firms, and non-profit organizations substitutes or complements?" Sustainability, Ethics, and Entrepreneurship Conference.	2017
Andrew Earle, William Barnes, Mark Meckler, & Sam Holloway. "Crafting Sustainability with Passion and Purpose: The Seismic Brewing Case." Sustainability, Ethics, and Entrepreneurship Conference.	2017
Andrew Earle, Michael Merenda, Kevin Short, May-Win Thein, & Marc Sedam. "Lean Collaboration on Campus? A social Networks and Bricolage Approach" OPEN Conference.	2017
Andrew Earle & Zoran Perunovic. "Orchestrating Ambidexterity at the Confluence of Open & Closed Innovation Systems." Strategic Management Society special conference - <i>Strategy Challenges in the 21st Century: Innovation, Entrepreneurship, and Cooperation</i> .	2016
Michael Russo, Andrew Earle, Brooke Boren, & Suzanne Tilleman. Geography, personal value, and hybrid companies: the local roots of enlightened entrepreneurship. GRONEN Research Conference. (Best Research Paper Award)	2016

Andrew Earle & Andrew Nelson. "Network Structure, Network Composition and Organizational Ambidexterity: From the Lab to the Market in Green Chemistry." TIM Division, Academy of Management Annual Meeting.	2015
Michael Russo, Andrew Earle, Brooke Boren, & Suzanne Tilleman. "Geography, Personal Values, and Hybrid Companies." ONE Division, Academy of Management Annual Meeting	2015
Andrew Earle. "Network-level organizational ambidexterity in Asian and Western Firms: Evidence from technology commercialization in chemistry." Asian Academy of Management Biannual Meeting.	2015
Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Haack, & Douglas Young. "Insider-Driven Change in Fields of Practice: Exploring the Case of Green Chemistry." Sustainability, Ethics, and Entrepreneurship Conference. (Best Research Paper Award)	2015
Andrew Earle. "Explore with Strangers, Exploit with Friends: Organizational Ambidexterity & Networks in Successful Technology Commercialization." INFORMS Annual Meeting	2014
Jennifer Howard-Grenville, Andrew Nelson, Andrew Earle, Julie Haack, & Douglas Young "Insider-Driven Change in Fields of Practice: Exploring the Case of Green Chemistry." West Coast Research Symposium on Technology Entrepreneurship.	2013
Andrew Nelson, Andrew Earle, Jennifer Howard-Grenville, Julie Haack, & Douglas Young. "Obliteration, Symbolic Adoption, and Other Finicky Challenges in Tracking Innovation Diffusion." TIM Division, Academy of Management Annual Meeting.	2012
Andrew Earle. "Which Networks Matter Most and When: Technology Commercialization in Green Chemistry." Annual Sustainability, Ethics, and Entrepreneurship Conference.	2012
Andrew Earle. "When Do Networks Matter For Successful Technology Commercialization?" Western Academy of Management meeting.	2012
Andrew Nelson, Andrew Earle, Jennifer Howard-Grenville, Julie Haack, & Douglas Young. "What's in a Name? Obliteration, Symbolic Adoption, and Other Finicky Challenges in Tracking Innovation Diffusion." West Coast Research Symposium on Technology Entrepreneurship.	2011
Andrew Earle. "Expanding the Geographic Scope of University Entrepreneurship Research: Theoretical Justification and Empirical Evidence." United States Association for Small Business and Entrepreneurship Conference.	2011
Andrew Earle. "Internal Discovery: Managers' Proactive Discovery of Opportunities Inside Organizational Boundaries." United States Association for Small Business and Entrepreneurship Conference.	2011
Mathew Metzger & Andrew Earle. "An Organizational Account of the Tail Wagging the Dog: Identity Maintenance Through Cultural Rejuvenation." Western Academy of Management meeting.	2011
Andrew Earle. "Administrative Capacity, Organizational Imprinting, and Clusters of Innovation in China." International Conference of Advanced Management Perspectives in Asia. (Paper accepted but not presented)	2010
Andrew Earle. "Stuck in the Middle: Using Middle Status Conformity to Unravel Conflicting Diffusion Patterns." TIM Division, Academy of Management Annual Meeting.	2010
Michael Russo & Andrew Earle. "The Geography of Sustainable Enterprise and the Concentration of the Mission-Driven Companies." ONE Division, Academy of Management Annual Meeting.	2010

Michael Russo & Andrew Earle. "The Geography of Sustainable Enterprise and the Concentration of the Mission-Driven Companies." Group on Organizations & Natural Environment Conference.	2010
Andrew Earle, Julie Haack, Jennifer Howard-Grenville, Andrew Nelson, & Douglas Young. "Collaboration Patterns in Green Chemistry: A Social Network Approach". American Chemical Society Green Chemistry and Engineering Conference.	2010
Julie A. Haack, Susan Sutheimer, Jennifer Howard-Grenville, Andrew Earle, Douglas Young, & James E. Hutchison. "Green chemistry education materials: History of impacts of adoption." American Chemical Society Green Chemistry and Engineering Conference.	2010
Andrew Nelson, Jennifer Howard-Grenville, & Andrew Earle "Substituting production techniques: The emergence and diffusion of green chemistry". ONE Division, Academy of Management Annual Meeting.	2009
Michael Russo & Andrew Earle. "The Geography of Sustainable Enterprise and the Concentration of the Mission-Driven Companies." European Group for Organizational Studies.	2009

Grants

Fulbright Scholar, Danish-American Fulbright Commission.	2022-2023
Strategy Research Foundation Research in Organizations Scholar.	2018-2020
e-Fest Faculty Development Grants	2017 & 2018
Maturation of Innovations from Idea Generation to Commercialization at UNH. Innovation Corps Site Program (Co-PI). National Science Foundation.	2017-
Pathways to Innovation Program, National Science Foundation. Affiliated Faculty.	2015
Design Thinking and Innovation Networks, UNH Faculty Research Fellowship.	2015
Transcendent Values and Geographic Clustering, Strategy Research Foundation.	2013
Greening the UO's Venture Launch Pathway Program, National Collegiate Inventors and Innovators Alliance.	2012-2011
Innovation and Entrepreneurship at the University of Oregon: Cross Campus Inventory and Strategic Plan. National Collegiate Inventors and Innovators Alliance.	2010
How Science-Based Solutions Move To Broad Practice: Investigating the Diffusion and Legitimation of Green Chemistry. Meyer Fund for a Sustainable Environment.	2009

Teaching

Teaching Awards

<i>MBA Faculty Excellence Award (Full Time Program)</i>	2020-2021
<i>UNH Paul College Excellence in Teaching Award (Tenure Track)</i>	2020-2021
<i>MBA Faculty Excellence Award (Full Time Program)</i>	2017-2018

Doctoral Committees

Kristian Brøndum, Aalborg University (Denmark), Dissertation Title "Unlocking Innovation through Corporate Entrepreneurship: Exploring new tools, methods and approaches for identifying and enhancing intrapreneurial competencies."	2020-2021
Peter Thomsen, Aalborg University (Denmark), Dissertation Title: "Business Model Configurations – Paving the Road for Comparable Data on Business Models"	2019-2020

Primary Instructor

University of New Hampshire (Ratings on a 5-point scale) **Average Rating = 4.95**

Creating Winning Strategies – MBA Capstone (5 sections)

Overall Instructor Rating: 4.93

Strategic Management: Decision Making – Undergrad Capstone (18 sections)

Overall Instructor Rating: 4.97

Entrepreneurial Management – Undergraduate Elective (7 sections)

Overall Instructor Rating: 4.95

Launching New Ventures – Undergraduate Elective (1 section)

Overall Instructor Rating: 4.86

University of Oregon (Ratings on a 5-point scale)

New Venture Planning - MBA Entrepreneurship Track Requirement (1 section)

Instructional Quality Rating: 4.67

Instructor's Role Rating: 5.00

Business Strategy and Planning – Undergraduate Capstone (1 section)

Instructional Quality Rating: 4.87

Instructor's Role Rating: 4.80

Other Teaching Experience

University of New Hampshire

Holloway Prize Competition, Faculty Advisor (46 teams)

Social Venture Innovation Challenge, Faculty Mentor (8 Teams)

Business Strategy Honors Projects (10 students)

University of Oregon

Coordinator for *Engaging Asia* Seminar - MBA Requirement for Engaging Asia Study Tour

Workshop Designer (w/ Andrew Nelson) for Greening the UO's Venture Launch

Pathway Program - MBA Technology Entrepreneurship Fellows Program

Curriculum Developer (w/ Jennifer Howard-Grenville) for MBA course in Industrial Ecology

Tutor for the Bradock Tutor Center

Accenture plc

Curriculum Developer for Sustainable Supply Chain learning module (w/ Nagesh Murthy)

Curriculum Developer for Industrial Ecology module (w/ Jennifer Howard-Grenville)

Curriculum Developer for Sustainable Business learning module (w/ Mike Russo)

Service

Chair, UNH Holloway Prize business proposal competition	2016-
Co-PI, UNH NSF I-Corps Site	2016-
Member, UNH Paul College AACSB Accreditation Taskforce	2022-
Faculty Coordinator, UNH Hamel Center for Interdisciplinary Undergraduate	2022-2023
Faculty Fellow for Corporate Innovation, UNH Ecenter	2022-2023

Paul College Rep, UNH Undergraduate Research Conference	2016-2022
Member, UNH NSF Pathways to Innovation Team	2016-2020
Co-Chair, UNH Holloway Prize business proposal competition	2015-2016
Founder & Faculty Advisor, UNH Innovation, Creativity, & Entrepreneurship Club (UNH ICE)	2014-2018
Member, UNH Center for Social Innovation and Enterprise steering committee	2015-2017
Member, UNH Holloway Prize Steering Committee	2013-2016
Member, Paul College Analytics taskforce	2014-2016
Judge and Moderator, UNH Holloway Prize competition	2013-2015
Faculty Representative, Center for Sustainable Business Practices, Engaging Asia Study Tour	2011
Faculty Representative, Lundquist Center for Entrepreneurship, Engaging Asia Study Tour	2011
Student Representative, University of Oregon, NSF Partnerships for Innovation Program	2010
Invited Reviewer for Understanding Social Entrepreneurship: The Relentless Pursuit of Mission in an Ever Changing World. Routledge Publishing.	2010
Ad Hoc Reviewer for Journal of Management, Management Learning, Journal of Business Ethics, Academy of Management Annual Meeting (BPS, ENT, and, TIM divisions), USASBE Annual Conference, West Coast Research Symposium on Technology Entrepreneurship	2009-
Preliminary round judge, New Venture Championship Business Plan Competition	2009-
Semi-finals judge, MBA Venture Quest Business Plan Competition	2009
Preliminary round judge, Undergraduate Venture Quest Business Plan Competition	2009
Elevator pitch judge, MBA Venture Quest Business Plan Competition	2008
President, Oregon MBA Association	2007-2008
Student representative, Oregon MBA curriculum committee	2006-2008

Other Awards and Honors

Faculty Scholar - UNH Research and Engagement Academy
 Outstanding Reviewer – Academy Management Entrepreneurship Division
 Doctoral Student Teacher of the Year - Lundquist College of Business
 First Place - New Venture Championship International Business Plan Competition
 Second Place - Hong Kong University of Science & Technology Business Plan Competition
 Fourth Place - Cincom Spirit of Enterprise MBA Business Plan Competition
 Quarterfinalist - Moot Corp Business Plan Competition
 Third Place - MBA Venture Quest Business Plan Competition
 Beta Gamma Sigma International Honor Society
 Lundquist Entrepreneurial Scholarship - Lundquist College of Business
 Outstanding First Year MBA Student - Oregon MBA
 Visionaries Scholarship - Oregon MBA

Professional Affiliations

Academy of Management (TIM, BPS, ENT ONE Divisions)
 Strategic Management Society
 Business Model Society