

PROMOTION RECOMMENDATION
The University of Michigan
Stephen M. Ross School of Business

Felipe A. Cszaszar, assistant professor of corporate strategy, Stephen M. Ross School of Business, is recommended for promotion to associate professor of corporate strategy, with tenure, Stephen M. Ross School of Business.

Academic Degrees

Ph.D.	2009	University of Pennsylvania, Wharton School
M.A.	2007	University of Pennsylvania
M.B.A.	1997	U. Adolfo Ibanez, Chile

Professional Record:

2011-Present	Assistant Professor of Corporate Strategy, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2009-2011	Assistant Professor of Strategy, INSEAD, France

Summary of Evaluation:

Teaching: Professor Cszaszar has been a very successful and valuable teacher at the Ross School. His teaching has consisted primarily of the core strategy course in the daytime MBA program (STRAT 502), and the World Economy course (STRAT 503), which is a floating core class in the daytime MBA program and a required course in the part-time MBA program. He has also taught the BBA World Economy course (STRAT 301), and a PhD elective. Professor Cszaszar's performance in teaching the World Economy course has been consistently outstanding, with an average "Q8" rating of 4.73 across 13 sections of the course. He has also earned good ratings in the core strategy course, with an average rating of 4.36 across nine sections. Moreover, his ratings in this course have been especially strong in the last two years (4.52 on average). Professor Cszaszar has made significant improvements to the curricula of these courses that better align the course content and assignments with the premise of action-based learning. In addition, he has incorporated his cutting-edge research on decision-making structures into the curricula. Overall, Professor Cszaszar is an excellent instructor whose courses combine rigor with cutting edge content that reflects the latest research in strategy, and delivers this content using innovative pedagogical methods. He has become an extremely valuable teacher for the Ross School.

Research: Professor Cszaszar is a productive scholar who is conducting rigorous and important research on interesting strategic problems that are relevant to practicing managers. He has six publications in A-level journals, including two solo-authored papers, and a seventh publication in a good practitioner journal. As many of the reviewers commented, this is a high level of productivity in strategy. Professor Cszaszar has developed a coherent body of work that is quite distinctive in its conceptual themes, theoretical approach, and methodology. He also has several, very promising papers in the pipeline. Professor Cszaszar is a productive scholar whose work has made very important contributions to our understanding of the micro-level foundations of strategy and performance, and we share the reviewers' very positive assessment. Overall, we believe that

Professor Csaszar is an outstanding scholar whose work is characterized by consistently high standards of rigor, theoretical sophistication and significance, and managerial relevance.

Recent and Significant Publications:

Adner, R., Csaszar, F. A., and Zemsky, P. (2014). "Positioning on a multi-attribute landscape." *Management Science* 60(11) 2794-2815.

Csaszar, F. A. and Eggers, J. P. (2013). "Organizational decision making: An information aggregation view." *Management Science* 59(10) 2257-2277.

Csaszar, F. A. (2013). "An efficient frontier in organization design: Organizational structure as a determinant of exploration and exploitation." *Organization Science* 24(4) 1083-1101.

Csaszar, F. A. (2012). "Organizational structure as a determinant of performance: Evidence from mutual funds." *Strategic Management Journal* 33(6) 611-632.

Csaszar, F. A. and Siggelkow, N. (2010). "How much to copy? Determinants of effective imitation breadth." *Organization Science* 21(3) 661-676.

Service: Professor Csaszar has made valuable service contributions to the Ross school. He coordinated the strategy seminar series in 2011 and the strategy brown bag seminar series in 2012 and 2015. He has served as coordinator of the core strategy course in the daytime MBA program (STRAT 502) since 2013. Professor Csaszar is currently serving as the primary adviser to a first-year PhD student, and previously served on the dissertation committee of another PhD student. He has also served on the PhD exam committee (2014) and the PhD admissions committee (2013 and 2014). He has served on the community values committee since 2014, and participated in a number of student-organized events, including the "From MBA to CEO" panel organized by the Ross Indian Subcontinent Association.

In addition, Professor Csaszar has made notable service contributions outside the university. He serves on the editorial board of two top strategy journals – *Organization Science* and *Strategy Science* – and served as a guest associate editor for the strategy department of *Management Science*. Professor Csaszar was honored with a meritorious service award from that journal. He has served as one of six members of the Teaching Committee of the Business Policy and Strategy (BPS) Division at the Academy of Management, the largest professional association of strategy scholars with more than 5,000 members. He also served as a faculty panelist in the 2011 "Managing your Dissertation" workshop and the 2012 Doctoral Consortium of the BPS division. His participation in these workshops, like his appointments to editorial boards of top journals, are significant distinctions for an assistant professor in strategy, and indicate the high visibility of his work and the esteem in which he is held by his colleagues in the field of strategic management.

External Reviewers:

Reviewer A: "Felipe is a productive scholar who does high quality research on important problems. He is starting to provide intellectual leadership to the field. He appears to be an excellent teacher. I encourage you to promote Felipe Csaszar to Associate Professor with tenure."

Reviewer B: "...Professor Csaszar, in a relatively short period of time, has established himself as one of the rising stars in the strategy field. Professor Csaszar has an outstanding record also on other dimensions. He is an effective teacher, as his rating reveal. He is a strong contributor to the

community of strategy scholars... In sum, the evidence suggests that Professor Csaszar is fully deserving of a promotion to tenured associated professor at a top-tier institution. I therefore support this decision with great and unequivocal enthusiasm.”

Reviewer C: “...Professor Csaszar fully deserves to be promoted to tenured Associate Professor... Professor Csaszar’s research deals with extremely important issues of managerial and organizational decision making that are not well understood. In addition to having the vision to see and pursue an important new area of research, Professor Csaszar carries out his research with a great deal of precision in order to draw credible conclusions. Professor Csaszar has been gaining visibility and recognition for his research in the academic strategy management community. ...this is a very strong case for tenure... I believe that Professor Csaszar’s research would meet the requirements for promotion to tenured Associated Professor at my institution.”

Reviewer D: “His work is uniformly excellent and makes valuable contributions to the field. Professor Csaszar has been very productive. He has demonstrated an ability to publish in the leading journals in the strategy field. He has what looks like a robust pipeline that bodes well for his future research output. What separates Professor Csaszar from the others...is the fundamental nature of the questions he is asking and his ability to connect major streams of literature to generate new insights. I have no doubt that his publication record and research agenda would earn him tenure at institutions I have been affiliated with... In my opinion, he is more than deserving for promotion to Associate Professor with tenure at Michigan.”

Reviewer E: “...I have the very highest regard for Professor Csaszar, and I particularly like the rigor and precision that he brings to the field of business strategy. He is a deep thinker and one of the best [junior] scholars in the field today... I have no doubt that Professor Csaszar would be promoted to tenure at my own institution. I personally support Professor Csaszar’s case for tenure with much enthusiasm.”

Summary of Recommendation:

Professor Csaszar is widely recognized as an excellent scholar who is conducting cutting edge research on important strategic problems, a very successful teacher, and a very good citizen in the Ross School and in the larger academic community. With this in mind, I recommend Felipe A. Csaszar for promotion to associate professor of corporate strategy, with tenure, Stephen M. Ross School of Business.

Alison Davis-Blake

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Edward J. Frey Dean of Business
Stephen M. Ross School of Business

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