

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

Maxim V. Sutch, associate professor of management and organizations, with tenure, Stephen M. Ross School of Business, is recommended for promotion to professor of management and organizations, with tenure, Stephen M. Ross School of Business.

Academic Degrees

Ph.D.	2009	Northwestern University, Management and Organizations, Evanston, IL
M.B.A.	2002	Oklahoma City University, Oklahoma City, OK
B.S.B.	2000	Oklahoma City University, Moscow State University, Ulyanovsk, Moscow

Professional Record:

2014 – Present	Associate Professor of Management and Organizations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2012 – 2013	Sanford R. Robertson Assistant Professor of Business Administration, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2009 – 2014	Assistant Professor of Management and Organizations, University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Sutch is an outstanding teacher who regularly receives excellent student evaluations in the core Management and Organizations course in the MBA program. He regularly receives scores of 4.9 or higher on a 5-point scale. What really stands out about his teaching record is his creativity and innovation. He was instrumental in the design of the Ross Leadership Challenge Initiative, a signature learning experience for MBA students. The Leadership Challenge is a multi-period interactive exercise in which students apply concepts they have learned in other core courses. Professor Sutch has also been a leader in the move to online teaching. In 2015, he co-developed a highly successful MOOC on “Leading People and Teams” and, in 2019, he co-developed a core course in the new Online MBA program. As part of that course, he created an innovative computer-based simulation on the topic of influence. He has also been at the forefront of developing online Executive Education courses.

Research: Professor Sutch’s research focuses on the origins and evolutionary dynamics of the dual social structure of markets that encompasses both collaborative and conflictual interorganizational relationships. He also investigates how network positions of firms and their organizational structures determine their behavior and performance; and the role of varying global network topologies in shaping performance consequences for entire communities of firms. In his recent work, he studies how companies influence their legal environments by leveraging social relationships between lawyers and judicial arbiters and how networked systems withstand shocks and recover from them.

In 2010, his study examining dynamics of influence in patent infringement litigation won the Best Paper Award from the Organization and Management Theory Division of the Academy of Management. In 2012, another study, which examined the relationship between network communities and firms' invention productivity, was a finalist for the Best Paper Award at the Israel Strategy Conference. In 2016, his paper on social structures interconnecting lawyers and federal judges in litigation was the finalist for the Best Paper on Entrepreneurship Award from the Organization and Management Theory Division of the Academy of Management.

Recent and Significant Publications:

- Sytch, Maxim. 2020. Caveat Emptor: The Hidden Disadvantage of Economic Clusters. Academy of Management, OMT Division, 2010. Book proposal. Under Review at Oxford University Press, August 2020.
- Uribe, Jose, Sytch, Maxim, and Kim, Young. 2020. "When Friends Become Foes: Collaboration as a Catalyst for Conflict." *Administrative Science Quarterly*, 65(3): 751-794.
- Funk, Russel, Maxim Sytch, and Joe Nahm. 2020. "Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors." Best Paper Award Finalist, Knowledge and Innovation, Strategic Management Society, 2019. Submission Target: *American Journal of Sociology*, August 2020.
- Sytch, Maxim and Yong Hyun Kim. 2020. "Quo Vadis? From the Schoolyard to the Courtroom." *Administrative Science Quarterly*, In Print. Finalist for the Best Paper on Entrepreneurship Award, Academy of Management, OMT Division, 2017.
- Sytch, Maxim and Adam Tatarynowicz. 2014. "Exploring the locus of invention: The Structure and Dynamics of Network Communities and a Firm's Invention Performance." *Academy of Management Journal*, 57(1): 249-279.

Service: Professor Sytch has a strong record of service within the Ross School and the academic community. When he was an assistant professor, he has served on important committees and task forces. Currently, he chairs the MBA Program Faculty Council. Since 2018, he has been an associate editor for *Administrative Science Quarterly*, a top-tier journal for organizational scholars. He has also been on the Editorial Board of several other important journals and has been recognized with several awards for excellent work as a reviewer.

External Reviewers:

Reviewer A: "He is an exciting scholar with a very good body of work behind him and equally importantly, ahead of him."

Reviewer B: "His research is methodologically rigorous and he has uncovered and documented some important performance consequences of social networks and relationships."

Reviewer C: "Not only has Professor Sytch published in the top academic journals, he also has published in the top practitioner journals... These are widely-read journals and his practitioner publications show his ability to translate his academic research into practical applications that resonate with managers."

Reviewer D: "His portfolio is one of the strongest files I have reviewed for promotion to full professor."

Reviewer E: "From a theoretical viewpoint, he can be credited with helping revitalize the attention to intermediate social structures and expanding the attention to the effects of negative ties to inter-organizational research through cleverly exploiting data on litigation between companies."

Reviewer F: "His data analysis methods are impressive, including empirical analyses and computational experiments. By reading his papers I get an impression that Prof. Sytch knows and understands his research settings and is able to produce insights that others cannot."

Reviewer G: "Dr. Sytch's work is of high quality, involving robust methods across different types of approaches. I am impressed by the ambition shown in his work across a range of related topics including social network dynamics, evolution, inequality, and knowledge creation."

Summary of Recommendation: With the support of the Executive Committee, I am pleased to recommend the promotion Maxim V. Sytch to professor of management and organizations, with tenure, Stephen M. Ross School of Business.



D. Scott DeRue
Edward J. Frey Dean of Business
Stephen M. Ross School of Business

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