Dr. Joshua A. Downs

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| Phone: (1)630-452-4831  Email: [downsjos@msu.edu](mailto:downsjos@msu.edu) | 1280 Latham  Birmingham, MI 48009 |

# Education

**PhD** Strategy and Entrepreneurship May 2021

University of Illinois, Urbana-Champaign

Dissertation: “Three Essays on Asymmetric Information”

Committee: Deepak Somaya (co-chair), Joe Mahoney (co-chair), Steven Michael,

Ramanth Subramanyam

**MBA** University of Illinois, Urbana-Champaign May 2014

Concentrations: Strategy and Finance

**BS** Marietta College May 2004

Major: English, Minor: Management

# Research

**Dissertation: “Three Essays on Asymmetric Information”** 2021

* The Role of Residual Knowledge in the Resource- and Knowledge-based View
* Competing with Asymmetric Information: Implications of Employee Mobility on Subsequent Performance in Major League Baseball
* Do Cheaters Ever Prosper? Asymmetric Information from Illicit Competitive Intelligence and Organizational Performance

**“Did cheating help the Houston Astros win? Organizational misconduct, illicit competitive intelligence and organizational performance,”** Accepted @ AMD

**“In Crowds” Entrance Waves in Multi-Partner Alliances** Submission Pending

**Follow the Moneyball: Adoption of Analytics in Major League Baseball** Working Paper

**Residual Knowledge: Asymmetric Information on Prior Resources as a Source of Competitive Advantage** Working Paper

**Employee Mobility and Residual Knowledge** Working Paper, Target SMJ

**Best Practices in the Application of Sports Contexts to Advancing Management Theory** Working Paper

# Conference Presentations

**“In-Crowds”**  August, 2023  
 Academy of Management Annual Meeting

Boston, MA

**Do Cheaters Ever Prosper?**  August, 2023  
 Academy of Management Annual Meeting

Boston, MA

**Follow the Moneyball** March, 2023  
 Appalachian Research in Business Symposium

Radford University

**Do Cheaters Ever Prosper?**  March, 2022  
 Appalachian Research in Business Symposium

Eastern Kentucky University

**Do Cheaters Ever Prosper?**  April, 2021  
 Advancing Management Theory with Sports Data

Stockholm School of Economics

**Competing with Information Asymmetries** March, 2020  
 Leveraging Sports Contexts to Advance Management Research

Stockholm School of Economics

**Legitimacy Tradeoffs in Cross-Sector Alliances** June, 2017  
 Midwest Strategy Meeting

Iowa State University

**Entrance Waves in Multi-Partner Alliances** June, 2016  
 Midwest Strategy Meeting

University of Kansas

# Teaching Experience

**Michigan State University,** East Lansing, MI

**MGT 409: Business Policy and Strategic Management** Fall 2024-

* Senior level capstone course across the college
* Strategy frameworks presented alongside a case study-based practicum
* Harvard Business Publishing Cases and Textbook by Dess, McNamara, Eisner, & Lee

**Western Carolina University,** Cullowhee, NC

**MGT 495: Seminar in International Management** Fall 2021-Spring 2024

* Senior level course covering business concepts in international context
* Topics include PESTLE, market entry, strategy, supply chain, marketing, etc.
* Materials include Hill, Hult Textbook

**Western Carolina University,** Cullowhee, NC

**MGT 404: Strategic Management** Fall 2021-Spring 2024

* Senior capstone course for undergraduates across the College of Business
* Lectures on frameworks coupled with real world practicum consulting project
* Materials include Rothaermel’s Strategic Management

**University of Illinois,** Urbana-Champaign

**BADM 449: Business Strategy and Policy** Fall 2017

* Senior capstone course for undergraduates in the College of Business
* Lectures on frameworks coupled with Socratic approach to case analysis
* Materials include Rothaermel’s Strategic Management, HBS Case Studies

# Honors and Awards

**WCU College of Business Summer Research Grant** 2022

**Kenneth P. Santee Fellowship** 2016

**State Farm Foundation Fellowship** 2015

**Caterpillar Fellowship** 2014

# Professional Service

**WCU College of Business Scholarships and Awards Committee** Aug, 2022 – May, 2024

**BADM PhD Program Academic Representative** August, 2017 – May, 2018

**Reviewer for the Journal of Technology Transfer** January 2016-Present

# Professional Background

**University of illinois** Urbana-Champaign, IL

**Research Assistant** August, 2014 – Present

* Collecting and analyzing data for faculty in the Department of Business Administration’s Strategy & Entrepreneurship Group

**PURE STRATEGIES** Gloucester, MA

**Research Intern** May, 2013 – Sept, 2013

* Created framework for researching and developing profiles on sustainability initiatives by firms for product sustainability firm catering to Fortune 500 companies
* Presented results of research at quarterly meeting, firm decided to go ahead on new project to develop value creation tool for clients using research

**innovation immersion Consulting** Urbana-Champaign, IL

**Consultant** January, 2013 – January, 2014

* Consultant for student organizations that work with innovative technology firms based in international tech clusters and Fortune 500 companies
* Consulted Israeli healthcare technology startup on their go-to-market strategy; company adapted strategy going forward as a result
* Developed a data-driven marketing strategy for a continuing professional education services firm

**american prepaid legal services institute** Chicago, IL

**Meetings and Membership Coordinator** November 2011 – June 2012

* Managed publicity, logistics, and execution of annual meeting of over 100 attendants
* Managed membership marketing efforts, steadily increasing membership levels

**energy recovery technologies, LLC** Evanston, IL

**LEED Green Associate, Marketing/Research Coordinator** March 2009-November 2011

* Developed marketing plan for green startup, resulting in contingent sales agreements of nearly $20M
* Worked with management to create and present investor pitch presentations, taking first prize in Northwestern University’s Crowdpitch Competition and a finalist position in the Clean Energy Trust’s first Clean Energy Challenge
* Created competitive analysis reports comparing similar products’ engineering indicators to determine initial price point range

**Rivalfish, LLC** Chicago, IL

**Outreach Consultant/Contributing Editor** April 2005-January 2007

* Advised sports apparel startup on brand awareness and outreach
* Provided and edited online content for brand-attached, sports humor magazine that reached 150k unique monthly visitors
* Firm exited through acquisition by National Lampoon for 5x initial investment

**kaplan aspect/iLA** Chicago, IL/Ho Chi Minh City, VN

**TEFL Certified ESL Instructor for Children and Adults** September 2006-March 2009

* Taught ESL from predesigned and personally developed curricula, taught all age levels and proficiency levels, developed and taught Business English Elective for international students trying to pass TOEFL to study at U.S. Universities

# Professional Affiliations

Academy of Management

Strategic Management Society

Society for American Baseball Research

Education Committee Member, USGBC Chicago Chapter, July 2010-September 2012