

MIHAELA E. STAN

Assistant Professor in Management Science and Innovation
University College London
Gower Street, London, WC1E 6BT
Tel: +44 (0)20 3108 1117; Fax: +44 (0)20 7679 3209
Email: m.stan@ucl.ac.uk

EDUCATION

- Ph.D. (2010) **London Business School**, U.K.
Subject area: Strategic and International Management
Dissertation title: “*Linking Context to Learning: The impact formal structures and task complexity on organizational learning*”
Dissertation Committee: Phanish Puranam (Chair), Freek Vermeulen, Brandon Lee
- MBA (2005) **Brigham Young University**, U.S.A
▪ Courses in Strategy, Organizational Behaviour, Econometrics, Statistics
- BSc (2000) **Academia de Studii Economice (ASE)**, Romania (Cum laude)

RESEARCH INTERESTS

- Strategy:** Managing and structuring organizations to improve learning and adaptive outcomes; Special focus on organizational learning outcomes
- Organization Theory:** Learning in multi-task environments; mechanisms of coordination; patterns of technological innovation
- Industries:** Healthcare: *in-vitro* fertilization providers (IVF); stratified medicine in HIV
Creative industries: comic book production, performing and visual arts

PUBLICATIONS AND MANUSCRIPTS IN PROGRESS

- Stan, M., Puranam, P. (2014) “Linking Structure to Learning: The Impact of Integrators on Organizational Adaptation” - *first round of review at Strategic Management Journal*
- Stan, M., Vermeulen, F. (2013) “Selecting at the gate: Difficult cases, Spillovers, and Organizational Learning” - *Organization Science, Volume 24 Issue 3, May-June 2013 Pages 796-812*
- Stan, M. (2013). “Aiding Organizational Learning: The Case of Integrators in Fertility Care” - *BizStrategy Conference Proceedings (Singapore) - Global Science and Technology Forum (GSTF)*
- Stan, M., Puranam, P. (2011) “Beyond Coordination: How Formal Integrators Shape Organizational Learning” – *DRUID Conference Proceedings*

Work in Progress:

- Cotter, J., Stan, M., Vermeulen, F. (2014) “Does size matter? Disentangling firm size effects from learning economies” - *for submission to Academy of Management Journal*
- Stan, M., Vanneste, B. (2014) “Vicarious learning in HIV care” - *for submission to Academy of Management Journal*
- Stan, M. (2014) “SMURD Romania: Cross-functional work in emergency care” (*business case*)
- Stan, M. (2014) “Coordination in multi-team systems.” - *for submission to Organisation Science*

Stan, M., Shah, S. (2014) “Creative inclinations and selecting a business career: Where do the creative types go?” - *for submission to Creativity Research Journal*

Stan, M., Lee, E. (2013) “Bottom-up learning: The role of private investments in UK healthcare trusts”

Stan, M., Srikanth, K. (2013) “Taking time to do it right: The impact of time-compressing experience accumulation on organizational outcomes” - *for submission to Academy of Management Journal*

Stan, M. (2013) “The Effects of Role Assignment on the Quality of Creative Outputs” - *for submission to Creativity Research Journal*

SELECTED PRESENTATIONS

Invited Seminar Presentations: London Business School (2013), Imperial College (2013), Università Cattolica Milano (2012), ESSEC Business School (2010), SKEMA - Sophia Antipolis (2010)

Conference Presentations:

- 2013 Stan, M., Srikanth, K. “Taking time to do it right: The impact of time-compressing experience accumulation on organizational outcomes.” *EURAM*, Istanbul, Turkey
- 2013 Stan, M. “Aiding Organizational Learning: The Case of Integrators in Fertility Care.” *Global Science and Technology Forum – BizStrategy Conference*, Singapore
- 2013 Stan, M. “Structuring Imagination: Exploring the Intersection between Group Structure and Creativity.” *APROS Conference*, Tokyo, Japan
- 2012 Stan, M. “Managing creativity by design: Benefits of group structuring for group creativity” *European Group of Organisation Studies*, Helsinki, Finland
- 2012 Stan, M. “The Effects of Role Assignment on the Quality of Creative Outputs.” *Hawaii International Conference on System Sciences*, Hawaii, U.S.A.
- 2011 Stan, M. “Managing group creativity by design: How artistic and evaluative logics play out in experimental comic strip production.” *Irish Academy of Management*, Dublin, Ireland
- 2011 Stan, M., Puranam, P. “Beyond Coordination: How Formal Integrators Shape Organizational Learning.” *DRUID Summer Conference*, Copenhagen, Denmark
- 2010 Stan, M., Puranam, P. “On Structural Means of Coordination – Validating the Impact of Integrators on Organizational Learning Outcomes.” *Israel Strategy Conference*, Haifa, Israel.
- 2010 Stan, M. “Linking Structure to Learning: The Impact of Integrators on Organizational Learning.” *Annual Conference of the Academy of Management*, Montreal, Canada
- 2010 Stan, M., Vermeulen, F. “Selection at the gate: Difficult cases, Spillovers and Organizational Learning.” *DRUID Summer Conference*, London, U.K.

AWARDS, GRANTS & PROFESSIONAL RECOGNITION

- 2014 **“Best industry studies paper”** – awarded by Industry Studies Association for the paper “*Selection at the Gate: Difficult Cases, Spillovers, and Organizational Learning*” (co-authored with Freek Vermeulen)
- 2013 **Media appearance in Financial Times:** “Short-term decisions can have unexpected consequences” - April 7, 2013, p.13; in print and [online](#)

- 2013 **Best Paper Award** from Global Science and Technology Forum (GSTF), BizStrategy Conference (Singapore)
- 2011 **Grant from the UK Technology Strategy Board** for a Stratified Medicine Business Platform (co-principal with Simcha Jong)
- 2011 **Teaching Award Nominee** – IMB Programme, University College London
- 2005-2008 **Marie Curie Fellowship** funded by EU's 6th Framework of Technological Development

RECENT TEACHING EXPERIENCE

- 2010-present **Lecturer** – University College London
- *MSIN1002 Communications and Behaviour in Organisations* (Student rating: 4.2/5)
- 2012-present **Dissertations** – University College London
- Internal examiner for PhD dissertation: Chia Yu Kou-Barrett
 - Advising BSc and MSc dissertations
- 2011-present **Professional Certificate** for Teaching & Learning in Higher and Professional Education - The Institute of Education, University of London
- *Advanced Course in University and Professional Teaching*
 - *Designing Courses and Curricula*
 - *Advising PhD Students*
- 2009-present **Summer School Instructor** – London School of Economics
- *MG211 International Business Environment* - Student rating: 96% Good/Very Good (Departmental mean: 80%)
 - *MG106 Strategic Management* - Student rating: 93% Good/Very Good (Departmental mean: 80%)

PROFESSIONAL ACTIVITIES AND ASSOCIATIONS

Memberships

Industry Studies Association
 Academy of Management (OMT, BPS)
 European Group of Organisation Studies (EGOS)
 Strategic Management Society
 British Fertility Society
 EURAM

Reviewer

- Academy of Management - OMT Division (2009-present)
- Academy of Management - BPS Division (2009-2011)
- DRUID Conference (2010-2011)
- Trans-Atlantic Doctoral Conference (2006-2010)
- OLKC Doctoral Consortium (2009)

OTHER SKILLS & HOBBIES

Languages: Romanian (Native), English (Fluent)

Sports & Clubs: Running, fencing; Role-playing games, boardgames; Comic books, French illustrated novels