

Jen Rhymer

UCL School of Management, University College London

jen.rhymer@ucl.ac.uk | [Google Scholar](#)

Academic Positions

University College London , UCL School of Management	
Assistant Professor , Strategy and Entrepreneurship	2022 – Present
Stanford University , Department of Management Science and Engineering (MS&E)	
Postdoctoral Scholar , Center for Work, Technology, and Organizations (WTO)	2020 – 2022

Research Interests

Organizational design in a changing world of work. My research examines how technology (AI and other agentic systems), space and location (distributed and hybrid work, workspace design), and the digital spaces in which work increasingly happens shape how organizations coordinate, collaborate, and adapt, and how organizations can be designed in response.

Education

University of Washington , Michael G. Foster School of Business	2015 – 2020
Ph.D. Technology Entrepreneurship and Strategic Management	
<i>“Location-Independent Organizations: Designing Work across Space and Time”</i>	
Committee: Benjamin Hallen (Chair), David Sirmon, Warren Boeker, Sarah Elwood	
Honors: CTO Division Gerardine DeSanctis Dissertation Award (2021)	
CTO Division William H. Newman Award Nominee (2021)	
M.S. Business Administration (2017)	
University of California at San Diego , Jacobs School of Engineering	2002 – 2012
Ph.D. Structural Engineering	
<i>“Force Criterion Prediction of Damage for Carbon/Epoxy Composite Panels Impacted by High Velocity Ice”</i>	
M.S. Structural Engineering (2009)	
B.S. Structural Engineering, Aerospace Structures Emphasis (2007)	
University of Sussex , Department of Engineering and Design, Visiting student	2004 – 2005

Refereed Publications

- Rhymer, J. (2023). Location Independent Organizations: Designing Collaboration across Space and Time. *Administrative Science Quarterly*. 68(1): 1–43.
 - 2023 Finalist OMT Division Best Published Paper Award
 - 2025 ASQ virtual special issue *Design in Motion: Evolving Perspectives on Organizing*
- Murray, A., Rhymer, J., and Sirmon, D. (2021). Humans and Technology: Forms of Conjoined Agency in Organizations. *Academy of Management Review*. 46(3): 552–571.
 - 2022 AMR Best Paper Award

- Pahnke, E. C., Sirmon, D. G., Rhymer, J., and Campbell, J. T. (2023). Interdependence and Equifinality: Young Technology Ventures' Resource Configurations and the Paths to Successful Exit. *Strategic Entrepreneurship Journal*. 17(3): 507–534.
- 2018 AoM ENT Division Best Paper Award

Other Publications

- Hinds, R., Hoffman, M., Baladi, S., Cao, H., Lee, Y. S., Leonardi, P., Ranganathan, A., Rhymer, J., Rogelberg, S., and Sutton, R. (2026). *The Work AI Index 2026: Botsitting, Botshitting, and the Hidden Human Labor of AI at Work*. Work AI Institute, Glean. [Global, UK, and Australia editions]
- Murray, A., Rhymer, J., and Sirmon, D. (2026). Tokenized Information and Mitigating Misinformation. In J. Sarkis (Ed.), *The Palgrave Handbook of Blockchain Technology for Business*. Palgrave Macmillan. https://doi.org/10.1007/978-3-031-76014-3_21-1
- Rhymer, J., Murray, A., and Sirmon, D. (2024). Synthetic Stakeholders: Engaging the Environment in Organizational Decision-Making. In *Research Handbook on Artificial Intelligence and Decision Making in Organizations* (pp. 225–238). Edward Elgar Publishing.
- Hinds, R., and Rhymer, J. (2023). How to Design Your Hybrid Work Policy: A Research-Backed Playbook. The Work Innovation Lab by Asana.

Papers Under Review

- Xia, N., Chang, Y., Ahmetoglu, Y., Loiwal, V., Rhymer, J., Vernet, A., and Cox, A. (2026). With Great Control Comes Great Responsibility: Co-Designing Embedded AI Agents for Collaborative Freelance Work. [Under Review at the ACM CHI Conference on Human Factors in Computing Systems, CHI 2027]
- Rhymer, J. (2026). What Async-First Companies Can Teach Leaders About Working With AI. [Submitted to *Harvard Business Review*]

Projects in Development

- Rhymer, J., Murray, A., and Sirmon, D. (2026). The Advent of Synthetic Stakeholders: How Organizations Engage Non-Traditional Entities. [Working Paper]
- Estevez Cores, S., and Rhymer, J. From Workplace to Meetspace: How Hybrid Work Arrangements Transform Employees' In-Office Social Interactions. [Working Paper]
- Algorithmic Co-Repair. with A. Baer and M. Valentine [Drafting]
- Enabling Social Connections in Location Independent Organizations. [Data Analysis]
- AI Stakeholder Representation in Organizational Decision Making: Experimental Studies. with A. Doshi, A. Murray, and D. Sirmon [Data Collection]
- Organizational Workspace Design. with E. Embry [Data Collection]
- Embedding Organizational Aesthetics. with V. Glaser [Conceptualizing]
- Agent Design in Human–AI Hybrid Teams: A Work Platform Study on Collaboration. with A. Cox, N. Xia, Y. Chang, and A. Vernet [Data Collection]

- Delivered or Co-Produced? AI Integration in the Construction of Shared Understanding in Remote and Distributed Work. with A. Vernet and A. Cox [Study Design]
- Agent Design in Human–AI Hybrid Teams: Design, Use, and Evaluation of Team Agreements. with A. Cox, N. Xia, Y. Chang, and A. Vernet [Study Design, Target: HCI]
- Agent-Based Simulation of Human–AI Team Configurations. with A. Vernet, A. Cox, and M. Khan [In Development, Target: HCI]
- Debugging the Debrief: When Do Errors Change Teamwork? with S. Estevez Cores [Data Analysis]
- Managing Hybrid Work Arrangements and Flexible Work Patterns. with S. Estevez Cores [Drafting]
- The Architecture of Coordination: Physical and Digital Pathways to Belonging in Hybrid Work. with S. Estevez Cores [Data Analysis]

Grants Awarded

- Remote Work Institute, London School of Economics, Remote and Distributed Research Initiative. *Delivered or Co-Produced? Exploring AI Integration in the Construction of Shared Understanding in Remote and Distributed Work*. Co-Investigator (with A. Vernet and A. Cox). US\$15,000. Awarded October 2026.
- UCL Grand Challenges, Data Empowered Societies Challenge Award (2025–26). *From Hybrid Work to Hybrid Workforces: Rethinking Organisational Design for an AI-Augmented Future*. Co-Investigator (with A. Vernet, A. Cox, and R. Silva). £99,111. Awarded November 2025.
 - Featured as a UCL Grand Challenges case study, November 2025: <https://www.ucl.ac.uk/grand-challenges/case-studies/2025/nov/hybrid-work-hybrid-workforces-rethinking-organisational-design-ai-augmented>

Honors & Awards (Selected)

- 2023, OMT Division Best Published Paper Award Finalist
- 2022, Academy of Management Review (AMR) Best Paper Award
- 2021, Gerardine DeSanctis Dissertation Award, CTO Division, Academy of Management
- 2021, William H. Newman Award Nomination, CTO Division, Academy of Management
- 2018, Best Paper Award, Academy of Management Annual Meeting, Chicago
- 2010, Gordon Fellow, Bernard and Sophia Gordon Engineering Leadership Center
- 2008, AIAA Foundation William T. Piper, Sr. General Aviation Systems Graduate Award
- 2007, Jacobs School of Engineering Undergraduate Student Leadership Award

Teaching

University College London

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| ▪ Building Sustainable Ventures (MSIN0261), MSc Entrepreneurship | 2025 – present |
| ▪ Sustainable Business in Practice (MSIN0244), MSc Business and Sustainability | 2024 – present |
| ▪ Managing the Growing Firm (MSIN0069), MSc Entrepreneurship | 2023 – 2024 |

University of Washington

- Introduction to Entrepreneurship (Undergraduate) 2017 – 2018

Executive Education and Other Workshops

- UCL School of Management Executive Education 2024 – present
 - Designing Organizations: Sustainable Practices for Attracting Talent (Building Competitive Advantage through Sustainability programme)
 - AVIO at UCL – Transformative Leadership: Crafting Vision and Value in a Dynamic World
 - Sustainable Transformation of Business (Leonardo)
- Singapore Management University (SMU) Summer School 2023 – 2024
 - Designing All-Remote Start-ups
 - Designing Purpose-Built Start-ups

Student Supervision

Doctoral (UCL School of Management):

- Sara Estevez Cores, Primary Supervisor 2023 – present
- Jacob Venet, upgrade (proposal defense) panel member 2025
- Konstantin Scheuermann, upgrade (proposal defense) panel member 2024

Masters:

- MSc Business and Sustainability Capstone advisor, 10 students 2024 – present

Media (Selected)

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- Coverage of *The Work AI Index 2026* (June 2026): 40+ articles worldwide, including the Financial Times, Forbes, Inc., Business Insider, the Los Angeles Times, Semafor, The Register, CIO, Computerworld, ITPro, and Government Technology, with syndication via AOL, MSN, and Yahoo.
 - Hinds, R. (2025 December 15). 8 Experts' Work and Technology Predictions for AI in 2026. *Inc.* Retrieved from <https://www.inc.com/rebecca-hinds/8-experts-work-and-technology-predictions-for-ai-in-2026/91276899> [contributor, as a Founding Member of the Work AI Institute]
 - Campbell, D. (2024 June 16). Hybrid working makes employees happier, healthier and more productive, study shows. *The Guardian*. Retrieved from <https://www.theguardian.com/business/article/2024/jun/16/hybrid-working-makes-employees-happier-healthier-and-more-productive-study-shows>
 - Frankl-Duval, M. (2024 March 19). No schedule, no meetings — are 'working hours' history? *FT Working It Podcast*. Retrieved from <https://www.ft.com/content/397029cf-df7f-474c-afa0-1984dd8f501c>
 - Kozin, A. (2023 April 20). Want your distributed workforce to thrive? A new study reveals how leaders can make it possible. *The Workback*. Retrieved from <https://theworkback.com/distributed-workforce/>
 - Browning, K. and Griffith, E. (2021 September 9). If You Never Met Your Co-Workers in Person, Did You Even Work There? *New York Times*. Retrieved from <https://www.nytimes.com/2021/09/08/business/remote-office-co-workers-working-from-home.html>
 - Makadok, R. [Rich Makadok]. (2021, April 26). *AMR Origins Series - Episode 7 - Alex Murray, Jen Rhymer, & David Sirmon* [Video]. YouTube. <https://youtu.be/5Um-7AVQ1mo>

- Lufkin, B. (2021 April 8). How Asynchronous Communication Could Change your Workday. *BBC News*. Retrieved from <https://www.bbc.com/worklife/article/20210406-how-asynchronous-communication-could-change-your-workday>
- Kromer, E. (2020 Winter). The Way We'll Work. *UW Foster Business Magazine*. Retrieved from <https://foster.uw.edu/about-foster-school/publications/>
- Scheiber, N. (2020 July 26). Upsides for Some Remote Workers; Lost Pay and Security for Others. *New York Times*. Retrieved from <https://www.nytimes.com/2020/07/26/business/economy/labor-remote-work-coronavirus.html>
- Andrews, E. L. (2020 April 8). Companies scrambled to set up virtual workspaces. Is this the future? *Stanford Engineering Magazine*. Retrieved from <https://engineering.stanford.edu/magazine/article/companies-scrambled-set-virtual-workspaces-future>
- McNichols, J. (2018 September 26). Working from Mexico and other ways to avoid Seattle traffic and rent. *KUOW*. Retrieved from <https://www.kuow.org/stories/working-from-mexico-and-other-ways-to-avoid-seattle-traffic-and-rent>

Service Activities

Reviewer

- Strategic Entrepreneurship Journal (SEJ) Editorial Review Board (2024 – present)
- (ad hoc) Administrative Science Quarterly, Organization Science, Academy of Management Review, Academy of Management Journal, Management Science, Journal of Management, Journal of Organizational Design
- AoM Annual Meetings, SMS Annual Conferences, AoM TIM Division Dissertation Award

University College London

- Host and Co-Organizer, “Space, Place, Geography and Organisations: Exploring Connections,” inaugural event of the GPS & Orgs Community, UCL School of Management, September 2026 (with A. Migliore and S. Furnari)
- Faculty Partner, Sustainability and Social Good Summit: The Future of Purpose-Driven Entrepreneurship (student-led, funded by a UCL Grand Challenges ChangeMakers grant), May 2025
- Representative, London Qualitative Community (2024 – 2026)
- Organizer, Strategy and Entrepreneurship Seminar Series (2023 – 2025)
- Ad-hoc ethics review

Stanford University

- Co-Organizer, Changing Nature of Work (CNOW) paper development workshop (2021)
- PhD student mentor

University of Washington

- Foster School Dean Search Committee, Graduate and Professional Student Representative (2018)
- PhD brown bag series organizer (2017 – 2019)
- Doctoral Business Student Association (2017 – 2019)

University of California, San Diego

- Jacobs School Alumni Council (2010 – 2014)
- Composite Structures Research Lab Manager (2007 – 2012)
- Structural Engineering Graduate Student Organization (2008 – 2012)
- Jacobs Graduate Student Council, Founding Member (2007 – 2010)
- Triton Engineering Student Council (2005 – 2008)

Professional Associations

- American Institute of Aeronautics and Astronautics, San Diego Section (2007 – 2014)
 - Positions held: Section Chair, Region IV Rep., Public Policy, Newsletter Editor

Affiliations & Registrations

- Member, Academy of Management (OMT, CTO, TIM)
- Member, Strategic Management Society
- Member, Organizational Design Community
- Member, European Group for Organizational Studies
- Member, American Institute of Aeronautics and Astronautics
- EIT (Engineer in Training) Certification for California, October 2006

Management & Organization Conference Proceedings, Invited Talks, and Presentations

Invited Academic Talks

- Panelist, When Agentic AI Meets Entrepreneurship, Innovation and Global Scaling. CEGS International Symposium on Digitalization and AI, University of Galway. June 2026.
- Invited presenter, Administrative Science Quarterly webinar “Design in Motion: Evolving Perspectives on Organizing.” Virtual. November 2025.
- Rhymer, J., Murray, A., and Sirmon, D., The Advent of Synthetic Stakeholders.
 - University of Vienna, Management. June 2025.
- Rhymer, J., Enabling Social Connections in Location Independent Organizations.
 - Aarhus University, Management. September 2023.
- Rhymer, J., Location Independent Organizations. Keynote at Digital Strategizing Network Workshop, Berlin, February 2023.
- Rhymer, J., Location Independent Organizations: Designing Collaboration across Space and Time.
 - University of North Carolina Chapel Hill (UNC), Strategy & Entrepreneurship. December 2021.
 - Massachusetts Institute of Technology (MIT), System Dynamics. December 2021.
 - McGill University, Organizational Behavior. November 2021.
 - University College London (UCL), Strategy & Entrepreneurship. November 2021.
 - Cambridge University, Organizational Theory & Information Systems (OCIS). November 2021.
 - Johns Hopkins, Management & Organization. November 2021.
 - University of British Columbia (UBC), Org Behavior & Human Resources. November 2021.
 - Singapore Management University (SMU), Strategy & Organization. October 2021.

- Stanford University, Management Science & Engineering (MS&E), Work, Technology, & Organization (WTO) Colloquium. November 2019.
- Rhymer, J., Murray, A., and Sirmon, D., Smart Technologies and Organizational Coordination: The Threshold of Human and Organizational Discretion. Presented at ETH Zurich. September 2018.

Invited Industry Talks (selected)

- Rhymer, J., Hybrid Workforces. Presented at London Data Week, London. July 2026.
- Panelist, AI and the Future of Early Careers. Wharf Connect x KPMG, Canary Wharf, London. April 2026.
- Rhymer, J. Work Innovation Summit, The Work Innovation Lab by Asana. November 2024.
- Rhymer, J., Location Independent Organizations: Designing Collaboration across Space and Time. Presented at View from the 50th: Building successful remote-first organisations. April 2023.
- Rhymer, J., Beyond Buzzwords: Understanding Hybrid Policy Effectiveness. Presented at Running Remote. Lisbon, April 2023.
- Rhymer, J., Organizations, Work, and Emerging Technologies. Presented at Stanford MediaX, Theme Conversation for AISIN. September 2021.
- Rhymer, J., Exploring Collaboration via Organizations and Emerging Technologies. Presented at Stanford MediaX, Theme Conversation for Facebook: Research at the Intersection of Human Science and Information Technology for Creativity, Collaboration, and AI. August 2021.
- Rhymer, J., Distributed Collaboration. Presented at Stanford SLAC Senior Management Team Strategy Retreat. February 2021.

Conference Proceedings

- Murray, A., Rhymer, J., and Sirmon, D. (2019). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Proceedings Collective Intelligence 2019, Pittsburgh, PA.
- Rhymer, J. 2018. Scaling the Coordination of Location Independent Organizations. Academy of Management Global Proceedings, Tel Aviv (2018): 189.
- Rhymer, J., and Boeker, W. (2018). Coordination, Governance, and Trust: The Impact of Blockchain on Organizations. Academy of Management Proceedings, 1: 15695.
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2018). The Many Paths to Success: Early Resource Configurations and Venture Exit. Academy of Management Proceedings, 1: 17681.
- ENT Division Best Paper Award

Conference Presentations and Posters (selected)

- Rhymer, J., Murray, A., and Sirmon, D. (2024, March). The Advent of Synthetic Stakeholders: How Non-Traditional Entities Achieve Salience in Organizations. Presented at 25th INFORMS Organization Science Winter Conference. Zurich, Switzerland. [Poster]
- Rhymer, J. (2023, August). Enabling Social Connections in Location Independent Organizations. Presented at Academy of Management (AOM) Annual Meeting, Boston.
- Rhymer, J., Murray, A., and Sirmon, D. (2022, August). Synthetic Stakeholders: Engaging the Environment in Organizational Decision Making. Presented at Oxford Reputation Symposium.

- Bellavitis, C., Hallen, B., and Rhymer, J. (2022, September). Startup Ventures and the Remote Workers they Hire. Presented at Strategic Management Society (SMS) 42nd Annual Conference, London.
 - Best Paper Nomination
- Cox-Pahnke, E., Sirmon, D., Rhymer, J., and Campbell, JT. (2022, July). Interdependence and Equifinality: Young Technology Ventures' Resource Configurations and the Paths to Successful Exit. Presented at European Group for Organizational Studies (EGOS) 38th Colloquium, Vienna.
- Rhymer, J. (2021, August). Location Independent Organizations: Collaborating across Space and Time. Presented at Academy of Management (AOM) Annual Meeting, Virtual.
 - OCIS Division Gerardine DeSanctis Dissertation Award & William H. Newman Award Nominee
- Murray, A., Rhymer, J., and Sirmon, D. (2019, June). Humans, Technology, and Routines: Toward a Theory of Conjoined Agency in Organizational Routines. Presented at 7th Annual ACM Collective Intelligence Conference. Pittsburgh, Pennsylvania. [Poster]
- Rhymer, J. (2018, December). Asynchronous Coordination Practices of Location Independent Organizations. Presented at Academy of Management (AOM) Specialized Conference: From Start-up to Scale-up, Tel Aviv, Israel.
- Rhymer, J., Murray, A., and Sirmon, D. (2018, August). Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger. Presented at Blockchain Technology & Organizations Research Symposium. University of Connecticut.
- Murray, A., Rhymer, J., and Boeker, W. (2016, September). Unintended Incongruence or Strategic Decoupling? Narrative and Operational Alignment in Hybrid Organizations. Presented at Strategic Management Society (SMS) 36th Annual Conference, Berlin.
 - Best Paper Nomination

Engineering Publications

Refereed Publications

- Rhymer, J., and Kim, H. (2013). Prediction of Delamination Onset and Critical Force in Carbon/Epoxy Panels Impacted by Ice Spheres. *CMC: Computers, Materials & Continua*, 35(2), 87–117.
- Tippmann, JD., Kim, H. and Rhymer, J. (2013). Experimentally validated strain rate dependent material model for spherical ice impact simulation. *International Journal of Impact Engineering*, 57, 43–54.
- Rhymer, J., Kim, H., and Roach, D. (2012). The damage resistance of quasi-isotropic carbon/epoxy composite tape laminates impacted by high velocity ice. *Composites Part A: Applied Science and Manufacturing*, 43(7), 1134–1144.
- Salamone, S., Bartoli, I., Di Leo, P., di Scalea, F. L., Ajovalasit, A., D'Acquisto, L., Rhymer, J., Kim, H. (2010). High-velocity impact location on aircraft panels using macro-fiber composite piezoelectric rosettes. *Journal of Intelligent Material Systems and Structures*, 21(9), 887–896.

Conference Proceedings (selected)

- Rhymer, J., Kim, H. (2012). “Damage Prediction of Quasi-Isotropic Carbon/Epoxy Composite Panels Impacted by High Velocity Ice” Proceedings of 53rd AIAA/ASME/ASCE/AHS/ASC Structures, Structural Dynamics and Materials Conference, AIAA2012-1376. Honolulu, Hawaii.

- Bartoli, I., Salamone, S., Lanza di Scalea, F., Rhymer, J., & Kim, H. (2011). Impact force identification in aerospace panels by an inverse ultrasonic guided wave problem. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841F-79841F-11.
- Salamone, S., Bartoli, I., Rhymer, J., Lanza di Scalea, F., & Kim, H. (2011). Validation of the piezoelectric rosette technique for locating impacts in complex aerospace panels. *Health Monitoring of Structural and Biological Systems 2011*, 7984(1), 79841E-79841E-11.
- Rhymer, J., Kim, H. (2010). “High Velocity Ice Impact Damage Resistance Comparison of Unidirectional and Woven Carbon/Epoxy Composite Panels” Proceedings of the American Society for Composites: Twenty-Fifth Technical Conference, Dayton, OH.
- Salamone, S., Bartoli, I., Lanza di Scalea, F., Rhymer, J., & Kim, H. (2010). “Impact Force Identification on Aerospace Panels” Proceedings from ASME 2010 International Mechanical Engineering Congress.

Other Publications

- Rhymer, J. and Kim, H. (2012) Critical Force Prediction of High Velocity Ice Impact onto Unidirectional Carbon/Epoxy Composite Panels. *Dynamic Effects in Composites 1*, Ed. Dahsin Liu. 123–137.
 - Bartoli, I., Salamone, S., Di Leo, P., Mezzanotte, M., Lanza Di Scalea, F., Kim, H., Rhymer, J., Phillips, R., Ajovalasit, A., & D’Acquisto, L. (2009). Impact Force Identification and Location on Isotropic and Composite Panels. In *Structural Health Monitoring 2009* (Vol. 2, pp. 1902–1909). Fu-Kuo Chang.
 - J. Rhymer, D. Innamorato, H. Kim, G. Benzoni “SRMD 2009/02 [and SRMD 2009/01, SRMD 2008/12, SRMD 2008/11, SRMD 2008/10, SRMD 2008/09],” *Messier Dowty B787 Landing Gear Brace Static Test Report*. (Proprietary).
- UC San Diego Project Manager for FAA certification of aircraft landing gear braces (2007–2009).

Professional and Consulting Experience

Work AI Institute (Glean), Founding Member **2025 – Present**

Founding cohort of academic experts for Glean’s research centre on how AI is transforming work; co-author of the Work AI Index 2026 (survey of about 6,000 knowledge workers across the US, UK, and Australia) and contributor to practitioner outputs on AI and organizational design

The Work Innovation Lab (Asana), Research Partner **October 2022 – 2025**

Collaborating with industry experts, executives, and other academics to impact how the future of work is defined and implemented now

Enspired.co **June 2014 – September 2015**

Personal development and exploration of potential new ventures

- Traveled in US and internationally, supporting coworking spaces and entrepreneur communities
- Advised on the development of creative projects including a vegan travel book, a vegan product platform, and 3D printed products for the visually impaired
- Explored development of online educational tools aimed at entrepreneurial makers and engineers

Noble Environmental Technologies, Director of R&D **October 2012 – May 2014**

Early stage clean technology company, material manufacturer, design services (ecorglobal.com)

- IP strategy, patents filed, responses managed, international trademarks
- Managed Cradle to Cradle innovation award application and certification

- Product development and costing, manufacturing facility optimization
- Manage partnerships with universities and research institutions
- High performance material testing, development, and certifications

The Aerospace Corporation, Intern / Member of Technical Staff July – September, 2007–2011

Federally funded research and development center that provides support for space missions

- Development of a rocket motorcase model for finite element analysis
- FEA on dynamic systems for data correlation and failure analysis
- Development of subroutine for ABAQUS analysis of composite degradation
- Internal research on honeycomb material and effective sandwich panel properties