

GOKHAN ERTUG
(7 January 2026)

EMPLOYMENT

01/2024	Lee Kong Chian Professor of Strategic Management Lee Kong Chian School of Business Singapore Management University
01/2023–12/2023	Professor of Strategic Management and International Business Adelaide Business School University of Adelaide
07/2021	Lee Kong Chian Professor of Strategic Management (on leave during 2023) Lee Kong Chian School of Business Singapore Management University
01/2020	Professor of Strategic Management Lee Kong Chian School of Business Singapore Management University
07/2014	Associate Professor of Strategic Management Lee Kong Chian School of Business Singapore Management University
07/2008	Assistant Professor of Strategic Management Lee Kong Chian School of Business Singapore Management University

EDUCATION

2008	Ph.D. in Management <i>INSEAD, Fontainebleau, France</i>
2004	M.S. in Management <i>INSEAD, Fontainebleau, France</i>
2002	B.S. in Business Administration <i>Bilkent University, Ankara, Turkey</i>

EDITORIAL POSITIONS

Deputy Editor	<i>Organization Science</i>	(01/2023 –)
Associate Editor	<i>Academy of Management Annals</i>	(04/2025 –)
	<i>Journal of Management</i>	(07/2020 – 06/2023)
	<i>Academy of Management Journal</i>	(07/2016 – 07/2019)
Consulting Editor	<i>Business & Society</i>	(2023 –)
Guest Editor/Special Issue	<i>Journal of International Business Studies</i> “Making connections: Social Networks in International Business,” (2020) guest editor, with I. Cuypers, A. Zaheer, M. Kilduff, and J. Cantwell.	
	<i>Journal of Management</i> “Invisible Inequalities: Exploring Hidden Differences Among Individuals in the Workplace,” (2024) guest editor and <i>JOM</i> coordinating editor, with H. Bapuji, JD. Shaw, V. Soundararajan	

Business & Society “Covid-19 and Business and Society Scholarship” (2024), guest editor, with H. Bapuji, J. Doh, G. George, J. Mair, A. Prasad.

Journal of Management Studies “Managing Social Evaluations in a Complex an Evolving Worlds” (expected publication in 2026), guest editor, with M. Clemente, M. Etter, S. Graffin, A. Zavyalova, Y. Snihur.

RESEARCH INTERESTS

status, social networks, trust, reputation, organization theory; international business; inequality

PUBLISHED or ACCEPTED ARTICLES¹

Brennecke, J., Carnabuci, G., & Ertug, G. 2025 Relational history: Correcting temporal myopia in social network research. ***Organization Theory*** 6(3), 10.1177/26317877251379502 *

Kavusan, K., Mack, D. Z., Mount, M. P., & Ertug, G. 2025. High flying adored: How CEO narcissism influences firms' responses to above-aspiration performance with risky organizational change. ***Strategic Management Journal***, 46(13): 3152-3181.

Li, W. H., Cuypers, I. R., Ertug, G., Bapuji, H., & Liu, W. 2025. Not All Political Ties Are the Same: Firms' Ties to the Government and Pollution. ***Journal of Management***, 10.1177/01492063251361787

Edman, J., Cuypers, I., Ertug, G., & Aguilera, R. 2024. Nationalist sentiments and the multinational enterprise: Insights from organizational sociology. ***Journal of International Business Studies***, 55: 825-839

Bapuji, H., Chrispal, S., Attri P.S., Ertug, G., & Soundararajan, V. 2024. An integrative review of management research on caste: Broadening our horizons. ***Academy of Management Annals***, 18(2): 506-249

Mount, M.P., Ertug, G., Kavusan, K., George, G., & Zou, T. 2024. Reeling in the slack: An integrative review to reinstate slack as a central theoretical construct for management research. ***Academy of Management Annals***, 18(2): 473-505

Ertug, G., Cuypers, I., Edman, J., & Dow, D. 2024. The effect of nationalism on governance choices in cross-border collaborations. ***Journal of Management***, 50(7): 2597-2640

Prato, M., Ertug, G., Castellucci, F., & Zou, T. 2024. The status of status research: A review of the types, functions, levels, and audiences, ***Journal of Management***, 50(6): 2266-2308

Brennecke, J., Ertug, G., Elfring, T. 2024. Networking fast and slow: The role of speed in tie formation, ***Journal of Management***, 50(4): 1230-1258

Zou, T., Ertug, G., Cuypers, I., & Ferrin, D. 2023. Trust across borders: A review of the research on interorganizational trust in international business. ***Journal of International Business Studies***, 54: 1379-1401 *

Ertug, G., Brennecke, J., & Tasselli, S. 2023. Theorizing about the implications of multiplexity: An integrative typology. ***Academy of Management Annals***, 17(2): 626-654

Bapuji, H., Chrispal, S.A., Vissa, B., & Ertug, G. 2023. Local, yet global: Implications of Caste for MNE research and policy, ***Journal of International Business Policy***, 6: 201-234

Maoret, M., Marchesini, G., & Ertug, G. 2023. On the status shocks of tournament rituals: How ritual enactment affects productivity, input provision, and performance, ***Academy of Management Journal***, 66(3): 926-951

Brands, R., Ertug, G., Fonti, F., & Tasselli, S. 2022. Theorizing Gender in Social Network Research: What We Do and What We Can Do Differently. ***Academy of Management Annals***, 16(2):

¹ Articles on which the authors are listed alphabetically, or contributed equally, are indicated with an asterisk / * .

Cuypers, I., Patel, C., Ertug, G., Li, J. T., & Cuypers, Y. 2022. Top management teams in international business research: A review and suggestions for future research, *Journal of International Business Studies*, 53: 481-515

Collet, F., Carnabuci, G., Ertug, G., & Zou, T., 2022. Ideological boundaries of status advantages: Legislative effectiveness in the House of Representatives in the United States Congress, *Organization Studies*, 43(1): 35-57

Ertug, G., Brennecke, J., Kovacs, B., & Zou, T. 2022. What does homophily do? A review of the consequences of homophily. *Academy of Management Annals*, 16(1): 38-69

Cuypers, I., Hennart, J. F., Silverman, B., & Ertug, G. 2021. Transaction cost theory: Past progress, current challenges, and suggestions for the future. *Academy of Management Annals*, 15(1): 111-150

Ertug, G., Hedstrom, P., & Kotha, R., 2020. Kin ties and the performance of new firms: A structural approach, *Academy of Management Journal*, 63(6): 1893-1922

Bapuji, H., Ertug, G., & Shaw, J. D. 2020. Organizations and societal economic inequality, *Academy of Management Annals*, 14(1): 60-91

Tandon, V., Ertug, G., & Carnabuci, G. 2020. How prior ties influence learning-by-hiring, *Journal of Management*, 46(2): 287-320

Ertug, G., & Maoret, M. 2020. Do coaches in the National Basketball Association actually display racial bias? A replication and extension, *Academy of Management Discoveries*, 6(2): 206-234 *

Prato, M., Kypraios, E., Ertug, G., & Lee, Y. 2019. Middle-status conformity revisited: The interplay between achieved and ascribed status, *Academy of Management Journal*, 62(4): 1003-1027

Cuypers, I., Ertug, G., Heugens, P., Kogut, B., & Zou, T. 2018. The Making of a Construct: Lessons from 30 years of the Kogut & Singh cultural distance index, *Journal of International Business Studies*, 49(9): 1138-1153 *

Ertug, G., Gargiulo, M., Galunic, C., & Zou, T. 2018. Homophily and individual performance. *Organization Science*, 29(5): 912-930

Zou, T., Ertug, G., George, G. 2018. The capacity to innovate: A meta-analysis of absorptive capacity, *Innovation: Organization and Management*, 20(1): 87-121

Cuypers, I., Ertug, G., Reuer, J., & Bensaou, B. 2017. Board composition in international joint ventures, *Strategic Management Journal*, 38(4): 920-938 *

Tschang, T. & Ertug, G. 2016. New blood as an elixir of youth: Effects of human capital tenure on the explorative capability of aging firms, *Organization Science*, 27(4): 873-892

Dow, D., Cuypers, I., & Ertug, G. 2016. The effects of within-country linguistic and religious diversity on foreign acquisitions, *Journal of International Business Studies*, 47(3): 319-346 *

Ertug, G., Yogev, T., Lee, Y., & Hedstrom, P. 2016. The art of representation: How audience-specific reputations affect success in the contemporary art field, *Academy of Management Journal*, 59(1): 113-134

Cuypers, I., Ertug, G., & Hennart, J.-F. 2015. The effects of linguistic distance and lingua franca proficiency on the stake taken by acquirers in cross-border acquisitions, *Journal of International Business Studies*, 46(4): 429-442 *

Ertug, G. & Castellucci, F. 2015. Who shall get more? How intangible resources and aspiration levels affect the valuation of resource providers, *Strategic Organization*, 13(1): 6-31 *

Huang, K. & Ertug, G. 2014. Mobility, retention and productivity of genomics scientists in the U.S. *Nature Biotechnology*, 32(9): 953-958

Ertug, G. & Castellucci, F. 2013. Getting what you need: How reputation and status affect team performance, hiring, and salaries in the NBA. *Academy of Management Journal*, 56(2): 407-431 *

Ertug, G., Cuypers, I., Bensaou, B., & Noorderhaven, N. G. 2013. Trust between international joint venture partners: Effects of home countries. *Journal of International Business Studies*, 44(3): 263-282 *

Galunic, C., Ertug, G. & Gargiulo, M. 2012. The positive externalities of social capital: Benefitting from senior brokers. *Academy of Management Journal*, 55(5): 1213-1231

Castellucci, F. & Ertug, G. 2010. What's in it for them? Advantages of high status partners in exchange relationships. *Academy of Management Journal*, 53(1): 149-166 *

Gargiulo, M, Ertug, G., & Galunic, C. 2009. The two faces of control: Network closure and individual performance among knowledge workers. *Administrative Science Quarterly*, 54(2): 299-333

EDITORIALS, COMMENTARIES, RESPONSES, & INVITED CONTRIBUTIONS

Zhang, S. X., & Ertug, G. 2025. Crossroads - Organization Research as an Applied Science: Lessons from Fields That Shape Practice and Policy. *Organization Science* 36(5): 2028-2039

Caines, V., Ertug, G., Bordia, P., & Schleicher, D. J. 2025. Retirement and organizations: Advocating organizational responsibility for retirement in practice and scholarship. *Journal of Management*, 51(2): 518-535

George, G., Ertug, G., Bapuji, H., Doh, J.P., Mair, J., & Prasad. A. 2024. COVID-19 and management scholarship: Lessons for conducting impactful research, *Business & Society*, 63(4): 715-744

Bapuji, H., Ertug, G., Soundararajan, V., & Shaw, J. D. 2024. Invisible inequalities: Barriers, challenges, and opportunities. *Journal of Management*, 50(3): 835-848.

Zou, T., & Ertug, G. 2024. Unwitting Participants at Our Expense: A/B Testing and Digital Exploitation. *Business & Society*, 63(7): 1513-1517

Bapuji, H., Patel, C., Ertug, G., & Allen, D. G. 2021. COVID-19 is an opportunity to rethink IO psychology, not for business as usual. *Industrial and Organizational Psychology*, 14(1-2), 50-54

Bapuji, H., Patel, C., Ertug, G., & Allen, D. G. 2020 Corona crisis and inequality: Why management research needs a societal turn. *Journal of Management*, 46(7): 1205-1222

Cuypers, I., Ertug, G., Cantwell, J., Zaheer, A., & Kilduff, M. 2020. Making connections: Social networks in international business. *Journal of International Business Studies*, 51(5): 714-736

Ertug, G., Gruber, M., Nyberg, A., & Steensma, K. H. 2018 A brief primer on data visualization opportunities in management research. *Academy of Management Journal*, 61(5), 1613-1625

Shaw, J. D., & Ertug, G. 2017. The suitability of simulations and meta-analyses for submissions to Academy of Management Journal. *Academy of Management Journal*, 60(6), 2045-2049

CHAPTERS & WORK IN EDITED VOLUMES

Ertug, G., Cuypers, I., Noorderhaven, N., & Bensaou. B. 2019. The double-edged sword of high expectations: Presumptive trust, reflective trust, and satisfaction in international joint ventures. In F. Contractor & J. Reuer (Eds.), *Frontiers of Strategic Alliance Research*. Cambridge University Press

Yogev, T. & Ertug, G. 2015. Global and local flows in the contemporary art market: The growing

prevalence of Asia. In O. Velthuis & S. Baia-Curioni (Eds.), ***Cosmopolitan Canvases. The Globalization of Markets for Contemporary Art***. Oxford University Press

Gargiulo, M. & Ertug, G. 2014. The power of the weak. In ***Research in the Sociology of Organizations***, vol.40, Contemporary Perspectives on Organizational Social Network Analysis (edited by S.P. Borgatti, D.J. Brass, D.S. Halgin, G. Labianca, A. Mehra)

Gargiulo, M. & Ertug, G. 2006. The dark side of trust. In R. Bachmann & A. Zaheer (Eds.), ***Handbook of Trust Research***. Edward Elgar.

CONFERENCE AWARDS

Soundararajan, V., Van Assche, A., Bapuji, H. & Ertug, G. 2023. Global Supply Chain Practices and Inequality. ***Winner of the FIU/AIB Best Theory Paper Award at the Annual AIB Conference in Warsaw***

Soundararajan, V., Van Assche, A., Bapuji, H. & Ertug, G. 2023. Global Supply Chain Practices and Inequality. ***Winner of the CPoIB Prize for the Best 'Societally Engaged IB Paper' Award at the 49th AIB UK & Ireland Chapter Conference***

Ertug, G., Cuypers, I., Dow, D. 2018. Bringing nationalism into management research: An illustration using the choice of governance in cross-border collaborations. ***Winner of the CGIO NUS Best Paper in International Corporate Governance (AOM)***

Dow, D., Cuypers, I., Ertug, G. 2014. Distance and within-country effects on foreign acquisitions. ***Winner of the SMS Special Conference Sydney Best Proposal Prize***

Cuypers, I., Ertug, G., Reuer, J. J., Bensaou, B. 2012. Board composition in international joint ventures. ***Winner of the Annual SMS Best Conference Paper Prize***

SERVICE AT SMU

PTAC (member)	2024-
School Evaluation Committee (member)	2018-2024
Area head/coordinator	2019-2022
Chair of recruitment committee for area	2016-2017
Recruitment committee for area (member)	2014-2016, 2019-2022, 2024-
Seminar co-coordinator for area	2013-2015
PhD Program coordinator for area	2013-2015

FELLOWSHIPS

2020-2021	Lee Kong Chian Fellow, SMU
2018-2019	Lee Kong Chian Fellow, SMU
2016-2017	Lee Kong Chian Fellow, SMU
2009-2010	Lee Foundation Fellow, SMU