

**SCOTT F. TURNER**  
Darla Moore School of Business  
University of South Carolina  
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## **EDUCATION**

Doctor of Philosophy in Business Administration, 2003  
Kenan-Flagler Business School, University of North Carolina at Chapel Hill

Master of Science in Industrial Administration, 1998  
Krannert Graduate School of Management, Purdue University

Bachelor of Science in Civil Engineering, 1995  
Clemson University

## **ACADEMIC APPOINTMENTS**

Darla Moore School of Business, University of South Carolina

- Associate Professor, Management Department, June 2013 -
- Assistant Professor, Management Department, Aug 2007 - June 2013

Swiss Federal Institute of Technology (ETH Zurich)

- Visiting Professor, Dept. of Management, Technology and Economics, Sept - Dec 2015

Robert H. Smith School of Business, University of Maryland

- Assistant Professor, Management and Organization Department, Aug 2004 - June 2007

Fuqua School of Business, Duke University

- Visiting Scholar, Management Department, Aug - Dec 2003

Kenan-Flagler Business School, University of North Carolina at Chapel Hill

- Adjunct Assistant Professor of Management, July 2003 - June 2004

## **PUBLICATIONS**

Bapuji, H., Hora, M., Saeed, A., and S. F. Turner. 2019. How understanding-based redesign influences the pattern of actions and effectiveness of routines. *Journal of Management*, 45: 2132-2162.

Knott, A. M. and S. F. Turner. 2019. An innovation theory of headquarters value in multibusiness firms. *Organization Science*, 30: 19-39.

Turner, S. F. and V. Rindova. 2018. Watching the clock: Action timing, patterning, and routine performance. *Academy of Management Journal*. 61: 1253-1280.

- Turner, S. F., Cardinal, L. B., and R. M. Burton. 2017. Research design for mixed methods: A triangulation-based framework and roadmap. *Organizational Research Methods* (Feature Topic: Mixed Methods in Organizational Research). 20: 243-267.
- Turner, S. F. and E. Cacciatori. 2016. The multiplicity of habit: Implications for routines research. In J. Howard-Grenville, C. Rerup, A. Langley, and H. Tsoukas (Eds.), *Organizational Routines: How They are Created, Maintained, and Changed*. Oxford University Press.
- Ployhart, R. E. and S. F. Turner. 2014. Organizational adaptability. In D. Chan (Ed.), *Individual Adaptability to Changes at Work: New Directions in Research*, Routledge, Taylor and Francis, 73-91.
- Turner, S. F. 2014. The temporal dimension of routines and their outcomes: Exploring the role of time in the capabilities and practice perspectives. In A. J. Shipp and Y. Fried (Eds.), *Time and Work, Volume 2, How Time Impacts Groups, Organizations, and Methodological Choices*, Psychology Press, 115-145.
- Turner, S. F., Mitchell, W., and R. A. Bettis. 2013. Strategic momentum: How experience shapes temporal consistency of ongoing innovation. *Journal of Management*. 39(7): 1855-1890.
- Turner, S. F. and M. J. Fern. 2012. Examining the stability and variability of routine performances: The effects of experience and context change. *Journal of Management Studies (Special Issue: Micro-Origins of Organizational Routines and Capabilities)*. 49(8): 1407-1434.
- Turner, S. F. and V. Rindova. 2012. A balancing act: How organizations pursue consistency in routine functioning in the face of ongoing change. *Organization Science*. 23(1): 24-46.
- Cardinal, L. B., Turner, S. F., Fern, M. J., and R. M. Burton. 2011. Organizing for product development across technological environments: Performance trade-offs and priorities. *Organization Science*. 22(4): 1000-1025.
- Turner, S. F., Mitchell, W. and R. A. Bettis. 2010. Responding to rivals and complements: How market concentration shapes generational product innovation strategy. *Organization Science*. 21(4): 854-872.
- Turner, S. F., Bettis, R. A., and R. M. Burton. 2002. Exploring depth versus breadth in knowledge management strategies. *Computational and Mathematical Organization Theory*. 8: 49-73.
- Cardinal, L. B., Alessandri, T. M., and S. F. Turner. 2001. Knowledge codifiability, resources, and science-based innovation. *Journal of Knowledge Management*. 5(2): 195-204.
- Turner, S. F. 1999. Building organizational capabilities in the Canadian energy sector. Research translation. *Academy of Management Executive*. 13(2): 88-89.

## PRESENTATIONS

- Turner, S. F., Cacciatori, E., Savage, J. and L. B. Cardinal. 2019. Balancing competing pressures in routines for scientific discovery and invention. EGOS (Edinburgh).

Chen, L., Zhang, P., Li, S. and S. Turner. 2019. The disruptive effects of generational innovation in digital economy. DRUID (Copenhagen).

Knott, A. M. and S. F. Turner. 2018. An innovation theory of headquarters value in multi-business firms. Corporate Strategy and Innovation Conference (Wharton).

Turner, S. F. 2018. Research design for mixed methods. RMD-CARMA Doctoral Student and Junior Faculty Consortium.

Knott, A. M. and S. F. Turner. 2017. Multi-divisional structure and innovation. Vienna Conference on Strategy, Organizational Design, and Innovation.

Turner, S. F. 2017. Mixed methods in strategy and organizations research. CARMA Webcast Presentation Series, University of Nebraska.

Knott, A. M. and S. F. Turner. 2016. Chain structure and innovation. Carnegie School of Organizational Learning Conference (Pacific Grove).

Turner, S. F., Cardinal, L. B., and R. M. Burton. 2016. Research design for mixed methods: A triangulation-based framework and roadmap. Academy of Management.

Bapuji, H., Hora, M., Saeed, A. and Turner, S. 2016. How understandings-based redesign influences the pattern of interactions and effectiveness of routines. Ivey Business School, Western University.

Turner, S. F. and V. Rindova. 2015. Watching the clock: Reproducing the timing of organizational actions and effective performance of interface routines. Ca' Foscari, University of Venice.

Turner, S. F. and V. Rindova. 2015. Watching the clock: Reproducing the timing of organizational actions and effective performance of interface routines. Cass Business School, City University London.

Turner, S. F., Cardinal, L. B., and R. M. Burton. 2015. Research design for mixed methods: Linking methods within studies and knitting methods across studies. Strategic Management Society Conference (Denver).

Bapuji, H., Hora, M., Saeed, A. and S. F. Turner. 2015. How accustomed redesign influences the pattern of interactions and effectiveness of routines. Swiss Federal Institute of Technology (ETH Zurich).

Bapuji, H., Hora, M., Saeed, A. and Turner, S. 2015. How accustomed redesign influences the pattern of interactions and effectiveness of routines. Atlanta Competitive Advantage Conference (Atlanta).

Turner, S. F. and Rindova, V. 2015. Watching the clock: Reproducing the timing of interactions and effective performance of interface routines. Carnegie School of Organizational Learning Conference (Pacific Grove).

Turner, S. F. and Cacciatori, E. 2014. The multiplicity of habit -- Implications for routines. International Symposium on Process Organization Studies. Theme: Organizational routines: How they are created, maintained, and changed (Rhodes).

- Cacciatori, E. and S. F. Turner. 2014. Organizational routines and the materiality of habit. Organization Science Winter Conference (Steamboat Springs).
- Turner, S. F. and V. Rindova. 2013. Converging with expectations: Reproducing patterned interactions and effectively performing boundary-spanning routines. WHU -- Otto Beisheim School of Management (Vallendar).
- Turner, S. F. 2013. The temporal dimension of routines and their outcomes: Exploring the role of time in the capabilities and practice perspectives. EGOS Colloquium (Montreal).
- Turner, S. F. and V. Rindova. 2012. Routines in context: How consistency in routine performances affects error generation. Academy of Management Conference (Boston).
- Turner, S. F., Mitchell, W., and R. A. Bettis. 2012. Strategic momentum: How experience shapes temporal consistency of ongoing innovation. CIBER Conference on Innovation (University of Connecticut).
- Turner, S. F. and M. J. Fern. 2010. How context dependence shapes divergence in routine performances. Conference on the Micro-level Origins of Organizational Routines and Capabilities (Helsinki).
- Turner, S. F. and M. J. Fern. 2009. Examining variability in routine performances: The roles of context dependence and experience. Strategic Management Society Conference (Washington, DC).
- Turner, S. F. and M. J. Fern. 2009. Examining variability in routine performances: The roles of context dependence and experience. Conference on the Micro-level Origins of Organizational Routines and Capabilities (Rotterdam).
- Cardinal, L. B., Fern, M. J., Burton, R. M., and S. F. Turner. 2007. Organizing for new product development. Strategic Management Society Conference (San Diego).
- Turner, S. F. 2007. Inertial strategies of innovation: The role of time/ing. Strategic Management Society Pre-Conference Panel on Technological Innovation and Competitive Strategy (San Diego).
- Turner, S. F. and V. Rindova. 2007. Developing a co-organizing model of organizational routines from garbage cans. Academy of Management Conference (Philadelphia).
- Turner, S. F. and V. Rindova. 2007. A co-organizing view of the impact of context and execution variation on service errors in the waste collection sector. International Conference on Organizational Routines (Strasbourg).
- Turner, S. F., Mitchell, W., and R. A. Bettis. 2007. Strategic renewal via generational product innovation: The impact of market concentration on firms' responsiveness to competitive and complementary external events. Organization Science Strategic Renewal Conference (Chicago).
- Cardinal, L. B., Fern, M. J., Burton, R. M., and S. F. Turner. 2006. Organizing for new product development: Aligning project environment and design. Wharton Technology Mini-Conference.
- Turner, S. F. 2006. Disrupting habits and lapses in competence: Consequences of changing a wasteful routine. Organization Science Winter Conference (Steamboat Springs).

Turner, S. F. 2005. Solid waste collection: Examining the impact of organizational routines on organizational performance. International Conference on Organizational Routines (Sofia-Antipolis).

Turner, S. F., Bettis, R. A., and W. Mitchell. 2003. Temporal routines for generational product innovation in computer software. Fuqua School of Business (Duke University).

Turner, S. F. 2003. The dynamics of inertia: Temporal routines for incremental change. Academy of Management Conference (Seattle).

Turner, S. F. and R. A. Bettis. 2003. The inertia of innovation: Temporal routines for generational product innovation in computer software. Academy of Management Conference (Seattle).

Turner, S. F., Bettis, R. A., and G. DeSanctis. 2002. Unexpectedly absent: Positive feedback dynamics in computer software. Academy of Management Conference (Denver).

Turner, S. F., Bettis, R. A., and B. L. Bayus. 2001. Examining versioning strategies in computer software. Strategic Management Society Conference (San Francisco).

Turner, S. F., Bettis, R. A., and R. M. Burton. 2000. Exploring depth versus breadth in knowledge management strategies. Computational Analysis of Social and Organizational Systems Conference (Carnegie-Mellon University).

Cardinal, L. B., Turner, S. F., and D. Lei. 1999. Knowledge, control, and technological conversion. Strategic Management Society Conference (Berlin).

Cardinal, L. B., Turner, S. F., and D. Lei. 1999. Knowledge, structural integration, and technology conversion: A contingency perspective. Academy of Management Conference (Chicago).

## **TEACHING EXPERIENCE**

### Undergraduate Programs

#### *University of South Carolina*

- "Entrepreneurship and Small Business" (MGMT 472)
- Dates: Fall 2010 (2 sections), Spring 2011 (2 sections), Fall 2011 (2 sections), Spring 2012 (2 sections), Fall 2012 (2 sections), Spring 2013 (2 sections), Spring 2014 (3 sections), Fall 2014 (3 sections)
  - Average evaluations: 4.7/5.0 (instructor recommendation measure)
- "Strategic Management" (MGMT 478)
- Dates: Spring 2008 (3 sections), Spring 2009 (2 sections), Spring 2010 (4 sections)
  - Average evaluations: 4.8/5.0 (instructor recommendation measure)

#### *University of North Carolina at Chapel Hill*

- "Introduction to Strategic Management" (BA 190)
- Dates: Fall 2000 (1 section), Summer 2001 (1 section), Spring 2004 (3 sections)
  - Average evaluations: 4.1/5.0 (course summary), 4.4/5.0 (instructor summary)

## Graduate Programs

### *University of South Carolina*

- "Strategic Management" (MBAD 702), Professional MBA Program
- Date: Fall 2016 (multiple sections), Spring 2017 (multiple sections), Fall 2017 (multiple sections), Spring 2018 (multiple sections), Fall 2018 (multiple sections), Spring 2019 (multiple sections)
  - Average evaluations: 4.4/5.0 (instructor recommendation measure)
- "Readings and Research" (BADM 880-1), Doctoral Program
- Date: Spring 2018 (1 section)

### *Swiss Federal Institute of Technology (ETH Zurich)*

- "Constructing Contributions and Structuring Ideas in Strategy and Organizations Research"
- Technology and Innovation Management Group, Doctoral Program
- Date: Fall 2015 (1 section)

### *University of Maryland*

- "Strategic Management" (BUSI 690), Part-time MBA Programs
- Dates: Fall 2005 (3 sections), Fall 2006 (3 sections)
  - Average evaluations: 4.2/5.0 (course summary)
- "MBA Field/Consulting Project" (BUSI 698), Full-time MBA Program
- Date: Fall 2005 (1 section)
- "Strategic Management" (BUSI 690), Full-time MBA Program
- Date: Spring 2005 (3 sections)
  - Average evaluations: 4.3/5.0 (course summary)

### *University of North Carolina at Chapel Hill*

- EMBA Program, Group facilitator, "Developing Managerial and Leadership Skills" (BA 251)
- Dates: Fall 2000 through Spring 2002, Average evaluations (facilitator): 4.45/5.0

## **SELECTED GRANTS AND AWARDS**

- Darla Moore School of Business, Moore School Research Grant Program, Routine dynamics and organizational capabilities for innovation, \$2000 (2017). With Eugenia Cacciatori, Jeff Savage.
- Darla Moore School of Business, Riegel and Emory HR Center Grant, How routines enable organizational capabilities for innovation: A pilot study, \$1532 (2016). With Eugenia Cacciatori.
- Darla Moore School of Business, PMBA Program, Course Development Grants, \$7500 (Summer 2016), \$4000 (Summer 2017), \$5000 (Summer 2018)
- Top 15% Teaching Award (MBA Core), R. H. Smith School of Business, 2004-2005
- Krannert Graduate School Fellowship, Purdue University, 1997-1998
- Co-developed grant proposals to establish the Student Government Excellence-in-Teaching Series at Clemson University. Received three grants totaling \$7500 (sponsors: Michelin, Fluor Daniel, and Greenville Hospital System), 1994-1995

## **PROFESSIONAL SERVICE**

### Editorial Review Board

- Strategic Management Journal, Organization Science, Journal of Management

### Ad Hoc Reviewer

- Academy of Management Journal, Entrepreneurship Theory and Practice, Industrial and Corporate Change, Journal of Management Studies, Journal of Organization Design, Management Science, Strategic Entrepreneurship Journal

Theme Track Chair, Strategic Management Society 2017 Conference (Houston)

## **UNIVERSITY SERVICE**

### University of South Carolina

- Faculty Advisory Committee (chair), 2018-
- Innovation Curriculum Committee, 2017-2018
- Faculty Search Committee, Innovation, 2016-2017
- Department Strategy/Vision Committee, 2016-2017
- Faculty Search Committee, Analytics, 2016
- Undergraduate Entrepreneurship Curriculum Task Force, 2015
- IMBA/AMBA Committee, 2014-2015
- Assessment Task Force, 2014-2015
- Coordinator, Management Department Speaker Series, 2013-2015
- Research Advisory Committee, Darla Moore School of Business, 2013-2014
- Faculty Senate, 2012-2015
- Instructor, Wells Fargo Business at Moore Program (Wachovia Scholars), 2011-2013
- Faculty Search Committees, Strategic Management & Entrepreneurship, 2010-16
- Committee, Page Prize, Sustainability Issues in Business Curricula, 2009-2014
- Co-coordinator, Management Department Speaker Series, 2008-2010
- Reader, Undergraduate Honors Thesis, Spring 2008, Fall 2012

### University of Maryland

- Co-organizer, Maryland-Georgetown Junior Faculty Summer Speaker Series, 2006-2007
- Faculty Search Committee, Organizational Behavior & Human Resources, 2005
- M&O Doctoral Program Admissions, Strategy Representative, 2004-2005
- Co-author, Recommendations for statistics coursework for strategy doctoral students, 2004

### University of North Carolina at Chapel Hill

- Administrative Board of the Library, 2002-2003
- Student Advisory Committee to the Chancellor, 2001-2002
- Advisor, Undergraduate Independent Study Project in Strategic Management, Fall 2001
- Reader, Undergraduate Honors Thesis, Spring 2001
- Business School Representative to Graduate and Professional School Federation, 2000-2001

### Clemson University

- Student Body President, 1994-1995

## **MID-CAREER CONSORTIA**

- Business Policy and Strategy (BPS) -- Academy of Management, Philadelphia, 2014

## **JUNIOR FACULTY CONSORTIA**

- Technology and Innovation Management (TIM) -- Academy of Management, Atlanta, 2006
- Business Policy and Strategy (BPS) -- Academy of Management, Honolulu, 2005
- International Management (IM) -- Academy of Management, New Orleans, 2004

## **DOCTORAL CONSORTIA**

- Consortium on Competitiveness and Cooperation (CCC) -- University of Toronto, 2003
- Center for International Business Education and Research (CIBER) -- Duke University, 2002
- Technology and Innovation Management (TIM) -- Academy of Management, Denver, 2002
- Business Policy and Strategy (BPS) -- Academy of Management, Washington, 2001
- Consortium on Competitiveness and Cooperation (CCC) -- Duke University, 2001
- Center for International Business Education and Research (CIBER) -- Duke University, 1998

## **CONSULTING EXPERIENCE**

### Computing and Communications -- Summer 2002

Member of five-person project team led by Professor Rich Bettis of the Kenan-Flagler Business School. The team developed a strategic plan for a large, non-profit supercomputing and networking organization. My primary responsibilities were to analyze relevant science/technology issues and determine their implications for organizational strategy.

## **WORK EXPERIENCE**

- Law Engineering and Environmental Services. Charlotte, NC. 1996-1997
  - Civil and environmental engineer
- South Carolina Department of Transportation. Greenville, SC. 1995
  - Lab technician in materials laboratory
- DuPont. Camden, SC. 1992
  - Computer programmer for quality control system