

VALERIE A. SY

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February 2026

ACADEMIC POSITIONS

Thunderbird School of Global Management, Arizona State University
Assistant Professor of Global Strategy Innovation and Entrepreneurship

Phoenix, AZ, USA
2022-Present

EDUCATION

Ph.D., Strategic Management and Entrepreneurship

Texas A&M University Mays Business School, 2017-2022

Dissertation Committee: M. Howard (chair), R. Paetzold, A. Sorescu, L. Tihanyi

Dissertation Title: "Strategic Renewal: Learning, Unlearning, and Organizational Wisdom"

M.B.A., Global Strategy and Marketing

The University of Texas at Austin McCombs School of Business, 2004-2007

Outstanding Student Leadership and Service Award (voted by cohorts)

B.S., Electrical and Computer Engineering

The University of Texas at Austin Cockrell School of Engineering, 1995-1999

IEEE, Society of Women Engineers, Golden Key, Phi Eta Sigma

RESEARCH INTERESTS

Organizations, Knowledge, Innovation, Technology, Interorganizational Networks, Strategic Entrepreneurship

PUBLICATIONS

Howard, M.D., Kolb, J.S., & Sy, V.A., 2021. Founder CEO passion in selling the IPO. *Entrepreneurship & Innovation Exchange*, <https://eixchange.com/content/founder-ceo-passion-in-selling-the-ipo>.

Howard, M.D., Kolb, J.S., & Sy, V.A., 2020. Entrepreneurial identity and strategic disclosure: Founder CEOs and new venture media strategy. *Strategic Entrepreneurship Journal*, 15(1): 3-27.

Cannella, A.A. & Sy, V.A., 2019. Human capital resource emergence: A commentary. In Moliterno, T.P. and Nyberg, A.J., (Eds.). *Handbook of Research on Strategic Human Capital Resources*, Ch. 7: pp. 130-142.

Cannella, A.A. & Sy, V.A., 2018. The two sides of CEO pay injustice: A commentary. *Management Research: Journal of the Iberoamerican Academy of Management*, 16(1): 90-96.

IN PROGRESS

Sy, V.A., Kolb, J.S., & Howard, M.D. **Title Omitted**. *1st revise and resubmit at Global Strategy Journal, November 2025.*

Behravesh, S.A., Sy, V.A., Gamso, J., & Ault, J. *Title Omitted*. *2nd revise and resubmit at Academy of Management Perspectives, October 2025.*

Sy, V.A. & Howard, M.D. **Title Omitted**. *Under 1st review at Technovation, November 2025.*

Sy, V.A. **Title Omitted**. *Under 1st review at Long Range Planning, January 2026.*

Sy, V.A., Howard, M.D., Ibeawuchi, & C., Pahnke, E.C. Network architectures of unexpected discovery: How effectuation, knowledge structure, and percolation enable strategic discovery. *Preparing for submission, February 2026.*

Sy, V.A., Howard, M.D., & Tihanyi, L. Toward a theory of competitive dynamics between strategic networks: Evidence from the smartphone industry. *Preparing for submission, Spring 2026.*

Sy, V.A. Toward a theory of organizational wisdom: Strategic renewal through learning, unlearning, and innovation. *Preparing for submission, Spring 2026.*

Sy, V.A., Dwivedi, P., Cox-Pahnke, E., & Howard, M.D. Female innovators and commercialization. *Proposal complete.*

Sy, V.A. Network abuse: Collaboration and competition in standard-setting organizations. *Proposal development.*

Sy, V.A. Network management: Up, down, and across. *Proposal development.*

Sy, V.A. Radical discovery and incremental creation: Opportunity development in corporate entrepreneurship. *Proposal development.*

Sy, V.A. Teaching old dogs new tricks: Centurions in the Digital Age. *Proposal development.*

INVITED CONFERENCE PRESENTATIONS

Behraves, S.A., Sy, V.A., Gams, J., Ault, J. Addressing systemic inequalities in entrepreneurship: A complex adaptive systems approach. *Academy of Management Annual Conference* – Copenhagen, August 2025

Behraves, S.A., Sy, V.A., Gams, J., Ault, J. Addressing systemic inequalities in entrepreneurship: A complex adaptive systems approach. *Society for Business Ethics Annual Conference* – Copenhagen, August 2025

Behraves, S.A., Sy, V.A., Gams, J., Ault, J. Addressing systemic inequalities in entrepreneurship: A complex adaptive systems approach. *Academy of International Business Annual Conference* – Seoul, July 2024

Sy, V.A. Technological strategic renewal: Transforming knowledge on the learning journey. *Academy of Management Annual Conference* – Boston, August 2023

Sy, V.A., Dwivedi, P., Cox-Pahnke, E., & Howard, M.D. Female inventors and knowledge diffusion. *Babson College Entrepreneurship Research Conference* – Munich (online), June 2021

Howard, M.D. & Sy, V.A. Technology platforms, factions, and adversarial attack: Network dynamics in the smartphone industry. *Academy of Management Annual Conference* – Chicago, August 2018

Howard, M.D. & Sy, V.A. Network dynamics of knowledge dependence, cooperation, and attack: The emergence of the smartphone industry. *Strategic Management Society Special Conference* – San Jose CA, December 2017

CONFERENCES ATTENDED

AOM: *Academy of Management Annual Conference* – Copenhagen, August 2025

AIB: *Academy of International Business Annual Conference* – Louisville, July 2025

AOM: *Academy of Management Annual Conference* – Chicago, August 2024 (ENT ECDC, TIM JFC, IM JFC)

AOM: *Academy of Management Annual Conference* – Boston, August 2023 (Presenter)

USASBE: *United States Association for Small Business and Entrepreneurship* – Tallahassee, January 2023

AOM: *Academy of Management Annual Conference* – Online, July/August 2021

McCombs Alumni Network Day – UT Austin (online), July 2021

BCERC: *Babson College Entrepreneurship Research Conference* – Boston/Munich (online), June 2021 (Presenter)

CEEC: *California Entrepreneurship Educators Conference* – San Diego State University (online), April 2021

Mays Business School Women's Leadership Initiative Conference – Texas A&M University (online), October 2020
Mays Business School Women's Leadership Initiative Conference – Texas A&M University, October 2019
McCombs Alumni Business Conference – UT Austin, September 2019
AOM: Academy of Management Annual Conference – Boston, August 2019 (Presenter)
Wharton Innovation Doctoral Symposium – Philadelphia, October 2018
AOM: Academy of Management Annual Conference – Chicago, August 2018
Strategic Management Society Extension – Houston, August 2017

MEMBERSHIPS

Academy of Management (STR, ENT, TIM, IM), Academy of International Business, Strategic Management Society

SERVICE & AWARDS

Academy of Management Annual Conference Proceedings Editor, 2026-Present
ASU Thunderbird School of Global Management Research & Thought Leadership Committee, 2024-Present
ASU Thunderbird School of Global Management Net Impact Faculty Advisor, 2023-Present
ASU Thunderbird School of Global Management International Futbol Club Faculty Advisor, 2024-Present
ASU Thunderbird School of Global Management Global Sounds Faculty Advisor, 2025-Present
ASU Thunderbird School of Global Management Dean Search Committee, 2023-2024
ASU Thunderbird School of Global Management Premier Day Speaker, 2023-Present
ASU Thunderbird School of Global Management Student Success Panel Speaker, 2023-Present
ASU Thunderbird School of Global Management Executive Education Committee, 2022-2024
ASU Thunderbird School of Global Management Phoenix Global Forum Luncheon Representative, 2025
ASU Thunderbird Project Dream Catcher, Native Women Entrepreneur Business Plan Instructor, 2022-2023
Arizona State University Impact Awards (3), 2024-Present
Arizona State University Sigma Nu Chapter LEAD Speaker, 2023-Present
Arizona State University Innovation Olympics (IXL) Faculty Advisor, 2025-Present
Arizona State University Up to Us Competition Faculty Advisor, 2025-Present
Academy of Management Annual Conference Reviewer for Technology and Innovation Management, 2021-Present
Texas A&M Foundation Dr. Rhonda Reger '79 Department of Management Dissertation Fund Awardee, 2021
Texas A&M University U.S. Senator Phil Gramm Doctoral Fellowship Finalist, 2021
Texas A&M McFerrin Center for Entrepreneurship Research Grant Honorable Mention, 2020
Texas A&M Mays Business School, Humana Data Analytics Case Competition Judge, 2019-2022
Texas A&M Mays Business School, MS Human Resource Management Program Volunteer, 2019-2022
Texas A&M Mays Business School, Management Doctoral Student Leader, 2017-Present
Texas Exes Life Member, Membership Chair of the Brazos Valley Chapter (2018-2019), 1999-Present
UT McCombs Evening MBA Student Government President and Reunion Coordinator, 2006-Present
UT McCombs Women in Business Mentor and Panel Speaker, 2004-Present
UT Cockrell Women in Engineering Program Panel Speaker, 1999-Present
United Way, Mainspring Schools, and Austin Child Guidance Center Volunteer, 1999-2016
3M Half Marathon Volunteer, 1999-2016
3M Diversity and Inclusion Programs Leader, 1999-2016
3M MBA Relationship Manager: UT McCombs, Berkeley Haas, UCLA Anderson, Duke Fuqua, UVA Darden, 2015-2016

TEACHING

Thunderbird School of Global Management, Arizona State University

Graduate Core TGM 586 Global Entrepreneurship: Fall 2022; Fall 2023; Fall 2024; Fall 2025

- Instructor effectiveness rating (5.0 scale): 4.2; 3.8; 4.2, 4.7; 4.4, 4.7

Graduate Elective TGM 598 Building a Global Startup: Fall 2022; Fall 2023; Fall 2024; Fall 2025

- Instructor effectiveness rating (5.0 scale): 3.7; 3.8; 4.3; 4.5

Graduate Elective TGM 598 Global Social Enterprise: Spring 2023; Spring 2024; Spring 2025

- Instructor effectiveness rating (5.0 scale): 4.8; 5.0; 4.7

Graduate Online TAM 534 Global Venture Creation (Async): Spring 2023; Spring 2024; Spring 2025

- Instructor effectiveness rating (5.0 scale): 4.1; 3.8; 4.8

Graduate Core TGM 596 Global Challenge Lab Experiential Practicum: Fall 2023

- Instructor effectiveness rating: 4.5/5.0

Graduate Elective TGM 598 Global Innovation: Fall 2022

- Instructor effectiveness rating: 4.1/5.0

Mays Business School, Texas A&M University

Undergraduate MGMT/SOCI 376 Entrepreneurial Perspectives, Spring 2021

Students learn and execute fundamentals for ideation, feasibility analysis, development, scale-up, launch, management, and growth. Activities include projects, cases, speakers, networking, and presentations.

- Elective course fully developed by V. Sy, in person and online
- Cross-listed in business management and sociology
- Instructor effectiveness rating: 4.82/5.00

Undergraduate MGMT 466 Strategic Management, Spring 2020 and Spring 2022

Students learn and apply concepts in industry and environmental analysis, internal organizational analysis, competitive dynamics, mergers and acquisitions, product/business unit/corporate/international strategy.

- Capstone course required for all business majors, in person and online
- Interactive learning through topic discussions, exercises, and cases
- Instructor effectiveness rating: 4.57/5.00, 4.90/5.00

INDUSTRY

3M, Austin, TX and Saint Paul, MN

1999-2016

3M is a \$32.8 billion international conglomerate with operations in 70 countries producing more than 55,000 products spanning 46 technology platforms including adhesives, abrasives, electronics & software, micro-replication, nanotechnology and nonwoven materials.

Senior Manager: Business Services, Strategic Business Development

2013-2016

Manager: Sales and Marketing Operations, Business Intelligence, and Analytics

2011-2013

Project Manager: IT Infrastructure, R&D Applications, and Pricing IT

2001-2011

Network Engineer: 3M Austin Telecommunications and Data Center

1999-2001