

David G. Kryscynski

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ACADEMIC APPOINTMENTS

Rutgers University, School of Management and Labor Relations

Professor of Human Resource Management	2025 - present
Associate Professor of Human Resource Management (<i>with tenure</i>)	2023-2025

University of Michigan, Ross School of Business

Visiting Associate Professor of Strategy	2021-2023
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Brigham Young University, Marriott School of Management

Associate Professor of Strategy (<i>with CFS – BYU Tenure equivalent</i>)	2017-2022
Assistant Professor of Strategy	2011-2017

Bocconi University

Visiting Research Professor	2017
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EDUCATION

Emory University, Goizueta Business School

Ph.D. in Organization and Management	2011
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University of Michigan

B.S.E. in Chemical Engineering	2003
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JOURNAL PUBLICATIONS

Neckebrouck, J., & Kryscynski, D. Documenting Workforce Rents: Empirically Exploring the Veracity of the New Stakeholder Perspective in Strategy. Published online at the *Strategic Management Journal*. Equal co-authors listed in reverse alphabetical order. <https://doi.org/10.1002/smj.3612>

Kryscynski, D., & Coff, R. 2024. Empirical opportunities for advancing theory and research on strategic human capital. *Journal of Management Scientific Reports*, 2(2), 168-178. <https://doi.org/10.1177/27550311241249947>

Dyer, J., Kryscynski, D., Morris, S. & Law, C. 2021. Who Should Become a Business School Associate Dean? Individual Performance and Taking on Firm-Specific Roles. *Academy of Management Journal*. 64 (5). Equal co-authors listed alphabetically. <https://doi.org/10.5465/amj.2019.0555>

Krscynski, D. 2021. Firm-Specific Worker Incentives, Employee Retention and Wage-Tenure Slopes. *Organization Science*. 32 (2): 352-375. <https://doi.org/10.1287/orsc.2020.1393>

Krscynski D., Coff, R. & Campbell, B. 2021. Charting a path between firm-specific incentives and human capital-based competitive advantage. *Strategic Management Journal*. 42 (2): 386-412. <https://doi.org/10.1002/smj.3226>

Krscynski, D., Coff, R., Campbell, B.A. and Mallory, B. 2020. Homeward Bound: How Private Utility Is Tied to Value Creation and Capture. Tzabbar, D. and Cirillo, B. (Ed.) *Employee Inter- and Intra-Firm Mobility (Advances in Strategic Management, Vol. 41)*, Emerald Publishing Limited, Bingley, pp. 271-288. <https://doi.org/10.1108/S0742-33222020000041018>

Krscynski, D. & Morris, S. 2019. SMJ Virtual Special Issue: Human Capital in Strategy 2008-2018. *Strategic Management Journal*. *Equal co-authors listed alphabetically*. [https://onlinelibrary.wiley.com/doi/toc/10.1002/\(ISSN\)1234-5678.human-capital-in-strategy](https://onlinelibrary.wiley.com/doi/toc/10.1002/(ISSN)1234-5678.human-capital-in-strategy)

Krscynski, D., Reeves, C., Lusvardi, R., Russell, G. & Ulrich, M. 2018. Analytical Abilities and the Performance of HR Professionals. *Human Resource Management*. 57 (3): 715-738. <https://doi.org/10.1002/hrm.21854>

Carnahan, S., Krscynski, D. & Olson, D. 2017. When Does Corporate Social Responsibility Reduce Employee Turnover: Evidence from Attorneys Before and After 9/11. *Academy of Management Journal*. 60 (5):1932-1962. *Equal co-authors listed alphabetically*. <https://doi.org/10.5465/amj.2015.0032>

- *Winner, Best Conference Paper Award, Atlanta Competitive Advantage Conference 2015*

Campbell, B., Krscynski, D. & Olson, D. 2017. Bridging Strategic Human Capital and Employee Entrepreneurship: A labor market frictions approach. *Strategic Entrepreneurship Journal*. 11 (3): 344-356. <https://doi.org/10.1002/sej.1264>

Singh, H., Krscynski, D., Li, X. & Gopal, R. 2016. Pipes, Pools and Filters: How collaboration networks affect innovative performance. *Strategic Management Journal*. 37 (8): 1649-1666. <https://doi.org/10.1002/smj.2419>

Krscynski, D. & Ulrich, D., 2015. Making Strategic Human Capital Relevant: A time Sensitive Opportunity. *Academy of Management Perspectives*. 29 (3): 357-369. <https://doi.org/10.5465/amp.2014.0127>

- *Winner, Academy of Management Perspectives Best Article Award in 2016*

Aggarwal, R., Krscynski, D., & Singh, H., 2015. Evaluating Technical Competence in VC Investment Decisions. *Management Science*. 61 (11): 2685-2706. <https://doi.org/10.1287/mnsc.2014.2117>

Aggarwal, R., Kryscynski, D., Midha, V., & Singh, H. 2015. Early to Adopt and Early to Discontinue: the impact of self-perceived and actual IT-knowledge on technology use behaviors of end users. *Information Systems Research*. 26 (1): 127-144. <https://doi.org/10.1287/isre.2014.0564>

Campbell, B., Coff, R. & Kryscynski, D., 2012. Re-thinking Sustained Competitive Advantage from Human Capital. *Academy of Management Review*. 37 (3): 376-395. *Equal co-authors listed alphabetically*. <https://doi.org/10.5465/amr.2010.0276>

- Web of Science Highly Cited Paper (top 1% for publication year, as of Jan/Feb 2021)

Coff, R. & Kryscynski, D. 2011. Drilling for Micro-Foundations of Human Capital Based Competitive Advantages. *Journal of Management*, 37 (5):1429-1443. <https://doi.org/10.1177%2F0149206310397772>

ARTICLES UNDER REVIEW IN REFEREED JOURNALS

Neckebrouck, J. & Kryscynski, D. [Article about workforce rents] under review at the *Strategic Management Journal*. *Equal co-authors, listed in reverse alphabetical order*

Agarwal, R., Kryscynski, D. & Singh, H. [Article about AI and worker productivity] under review at the *Strategic Management Journal*. *Equal co-authors listed alphabetically*.

WORKING MANUSCRIPTS

Kryscynski, D. & Neckebrouck, N. The Shape of the Rent Sharing Curve. *Equal co-authors listed alphabetically*.

Kryscynski, D. & Neckebrouck, J. Who captures the rents? *Equal co-authors listed alphabetically*.

Smirnova, I. & Kryscynski, D. Intersecting Online Communities and Real-World Labor Markets.

Agarwal, R., Singh, H. & Kryscynski, D. How Domain Experience and Task Complexity Jointly Determine the Productivity Benefits of AI-Augmentation.

Kryscynski, D., Agarwal, R., Singh, H. A Theory of Experience and Task Complexity in Predicting Performance Gains from AI-augmentation.

BOOKS AND BOOK CHAPTERS

Campbell, B. & Kryscynski, D. 2019. What are We Isolating? Why human capital-based competitive advantage may not be so much about human capital in Anthony J. Nyberg, and Thomas Moliterno (eds.), *Handbook of research on strategic human capital resources*. Cheltenham, UK and

Northampton, MA, USA: Edward Elgar Publishing, pp. 157-168. *Equal co-authors listed alphabetically.* <https://doi.org/10.4337/9781788116695.00019>

Ulrich, D., Kryscynski, D., Ulrich, M. & Brockbank, W. 2017. Victory through Organization: Why the War for Talent is Failing Your Company and What You Can Do about It. *McGraw Hill*.

TRADE PUBLICATIONS

Brockbank, W., Ulrich, D., Kryscynski, D., Ulrich. 2018. The Future of HR and Information Capability. *Strategic HR Review*.

Ulrich, D., Kryscynski, D., Ulrich, M. & Brockbank, W. 2017. Leaders as Paradox Navigators. *Leader to Leader*. 86: 53-59.

Ulrich, D., Kryscynski, D., Ulrich, M. & Brockbank, W. 2017. Competencies for HR Professionals Who Deliver Outcomes. *Employment Relations Today*. 44 (2): 37-44.

Ulrich, D., Brockbank, W., Ulrich, M. & Kryscynski, D. 2015 Toward a Synthesis of HR Competency Models: the Common HR "Food Groups." *People and Strategy*. 38 (4): 56:65

Ulrich, D. , & Kryscynski, D. 2015. Winning in Challenging Markets Requires Stronger Attention to Human Capital. *LSE Business Review*. 2015/11/5

ACADEMIC AWARDS AND HONORS

AMR Best Reviewer Award	2019
Marriott School of Management Faculty Fellowship	2014
BYU MEG Grant Recipient (\$20,000)	2012
BPS Division Best Dissertation Award Finalist	2012
Kauffman Dissertation Fellowship (\$20,000)	2010
Georgia Research Alliance Grant Program (\$16,000)	2010
Laney Graduate School Research Grant (\$2,500)	2010
Goizueta Fellowship	2010
Sheth Fellow	2008

RESEARCH PRESENTATIONS

Agarwal, R., Kryscynski, D. & Singh, H. Novice Performance and Learning with AI
-2026 Tsinghua University invited seminar
-2025 SMS Annual Conference
-2025 AOM Annual Conference

Kryscynski, D. & Neckebrouck, J. Who Captures the Rents?
-2024 HEC Stakeholder Conference

Cooper, R., Gubler, T. & Kryscynski, D. Individual Level Origins of Firm-Level Human Capital Resources

-2023 SMS Toronto

Neckebrouck, J. & Kryscynski, D. Exploring the Veracity of the New Stakeholder Perspective

-2023 Baruch invited seminar

-2022 Rutgers invited seminar

-2022 Purdue invited seminar

-2022 MSU invited seminar

-2021 HKBU invited seminar

-2021 HEC Invited seminar

Grohsjean, T. & Kryscynski, D. Problem Solving as the Origin of Human Capital

-2018 Strategic Management Society Annual Conference

-2018 Academy of Management Meeting

Starr, E. & Kryscynski, D. Carrot and Stick Soup.

-2017 Seminar at Singapore Management University

-2017 Academy of Management Meeting

-2017 Strategic Management Society Annual Conference

Burbano, V. & Kryscynski, D. Social Responsibility and Workers' Willingness to Invest in Firm-Specific Human Capital.

-2017 Academy of Management Meeting

-2017 Strategic Management Society Annual Conference

Carnahan, S., Kryscynski, D., & Olsen, D. How Corporate Social Responsibility Reduces Employee Turnover: Evidence from Attorneys Before and After 9/11.

-2015 University of Illinois research presentation

Kryscynski, D., Campbell, B. & Coff, R. Utility Players and Utility Functions: Value Creation and Capture from ex ante Worker-Firm Complementarities.

-2014 Atlanta Competitive Advantage Conference

-2014 Strategic Management Society Meeting

Campbell, B., Coff, R. & Kryscynski, D. Whose Getting Scalped? The Impact of Human Capital on Consumer Value Creation and Subsequent Value Capture.

-2013 Strategic Management Society Meeting

Krscynski D., Green, C. Explaining Away the Paradox: When workers readily invest in firm-specific human capital.

-2013 Academy of Management Meeting

-2012 Strategic Management Society Annual Meeting

Krscynski D., The Strategic Implications of Firm-Specific Inducements.

-2017 Seminar at Bocconi University

-2017 Seminar at Rutgers University

-2016 University of Maryland, Washington University

-2013 Strategic Human Capital Mini-Conference

-2012 Academy of Management Meeting, BPS Best Dissertation Award Finalist Session

Krscynski D., Hiding a Candle Under a Bushel: Sustaining advantages by preventing competitors from observing economic profits.

-2011 SMS Human Capital Mini-Conference

Krscynski D., Firm-specific Incentives and Competitive Advantage: retaining human capital at a discount.

-2011 Academy of Management Meeting

-Brigham Young University Marriott School of Management, Cornell University School of Industrial Labor Relations, University of Arkansas Walton College of Business.

Krscynski D., Do Small Firms have Advantages offering Firm-Specific Incentives?

-3rd People in Organizations Conference, 2010 Academy of Management Meeting, 2010

Kauffman Entrepreneurship Mentoring Workshop.

Campbell, B., Coff, R. & Krscynski D., Re-thinking Competitive Advantage from Human Capital: How the concept of firm-specificity has led strategy theorists astray.

-2010 Atlanta Competitive Advantage Conference.

PROFESSIONAL SERVICE AND MEMBERSHIPS

Associate Editor for the Academy of Management Journal (2025-2028 term)

Track Leadership for the Strategic Human Capital Interest Group at SMS (2018-2020 term)

Editorial Review Board member of the Strategic Management Journal

Editorial Review Board member of the Journal of Management

Editorial Review Board member of the Academy of Management Review

Ad hoc reviewer for Organization Science

Ad hoc reviewer for the Academy of Management Journal

Ad hoc reviewer for Management Science

Ad hoc reviewer for Strategic Organization

Ad hoc reviewer for Research Policy

Member of the Academy of Management (AOM)
Member of the Strategic Management Society (SMS)

TEACHING EXPERIENCE

Rutgers University, School of Management and Labor Relations 38:533:590 – HR Strategy II – Business Strategy 16:545:612 – Macro HR/Human Capital PhD Seminar	2023-present
University of Michigan, Ross School of Business STRAT 390 – Corporate Strategy for BBA program STRAT 302 – Strategy for non-Business majors STRAT 557 – Core Strategy for one year Masters in Management program	2021-2023
Brigham Young University, Marriott School of Management EMBA 683 – Core Strategy for weekend EMBA program MBA 580 – Core Strategy for MBA program BM 498 – Capstone strategy class for undergraduate business majors. BM 581 – Strategic Management for MAcc students BM 593R – Strategy Readings seminar for pre-PhD students MBA 693R – Strategic Organization Diagnosis and Design	2011-2021
Emory University, Goizueta Business School Teaching Assistant & Associate – to Professor Rich Makadok in “Strategic Management” (Modular Executive MBA Course & Evening MBA Course). Collaborated on course development. Taught the strategy implementation module of the course.	2009-2010

TEACHING RESOURCES

Designer and creator of LearnStrategy.org	2016-present
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INVITED PROFESSIONAL PRESENTATIONS

AAUHR – 2016 Annual Conference, 2019 Annual Conference

Seminarium Peru – 2018 Annual Conference

CUPAHR – 2015 Annual Conference, 2017 Annual Leadership Conference, 2018 Annual Conference, 2018 Charleston mini-conference

University of Michigan HR and Technology Forum 2016

Japanese Management Association (JMA) – 2014 National Kaika Conference

INDUSTRY EXPERIENCE

Sixth Generation Human Capital	2011-present
-Provide consulting services focused on helping clients align human capital strategies with overall business strategies, design and implement strategic human capital measurement systems and determine the necessary organizational culture to deliver company performance.	
-Global experience working with companies such as ADIA, EQUATE, Saudi Aramco, Infosys and Grant Thornton International, Inc.	
Holcim (US), Inc., Ada, OK	
-Process Engineer, Alternative Fuels Manager and Production Analyst	2003-2006
-Engineering Intern/Technical Support	2002-2003
Independent Engineering Laboratories, Ann Arbor, MI	
-Project Manager/Permeation Engineer	2002