

## Jen Rhymer

jen.rhymer@ucl.ac.uk

[Google Scholar](#)

### Academic Positions:

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- 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:

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The future of work, workspaces, and organizing including collaboration and interactions in increasingly flexible work arrangements (location-independent, hybrid), the integration of technologies (AI, blockchain), and the development of system level sustainability (biophilia, well-being).

### Teaching Interests:

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Sustainable organizational design, sustainable business practices, entrepreneurship, venture development

### Referred Publications:

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- 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
- 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:

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- Rhymer, J., Murray, A., & 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 in Development:**

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- Bellavitis, C., Hallen, B., and Rhymer, J. (2024). Remote Hiring Practice in Technology Ventures. [Under Review]
  - 2022 SMS London, Best Paper Nomination
- Rhymer, J., Murray, A., and Sirmon, D. (2024). The Advent of Synthetic Stakeholders: How Non-Traditional Entities Gain Saliency in Organizations. [Working Paper]
- Enabling Social Connections in Location Independent Organizations. [Data Analysis]
- Organizational Work Space Design. with E. Embry [Data Collection]

### **Honors & Awards (Selected):**

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- 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:**

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#### **University College London**

- Building Sustainable Ventures (MSIN0261, MSc Entrepreneurship) Winter 2025
- Sustainable Business in Practice (MSIN0244, MSc Business and Sustainability) Winter 2024, 2025
- Managing the Growing Firm (MSIN0069, MSc Entrepreneurship) Winter 2023, 2024
- Executive Education Session:  
Designing Organizations: Sustainable Practices for Attracting Talent  
(Building Competitive Advantage through Sustainability programme) 2024
- Singapore Management University (SMU) Summer School Summer 2023, 2024

#### **University of Washington**

- Introduction to Entrepreneurship (Undergraduate) Fall 2017, 2018

### **Advising:**

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#### **Doctoral Students:**

- Sara Estevez Cores, UCL

### Masters Students:

- MSc Business and Sustainability Capstone advisor

2024

### Media (Selected):

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- 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:

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#### Reviewer

- Strategic Entrepreneurship Journal (SEJ) Editorial Review Board
- (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

2024

### **University College London**

- Representative, London Qualitative Community (2024 - )
- Organizer, Strategy and Entrepreneurship Seminar Series (2023 - )
- 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:**

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### *Invited Academic Talks*

- 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., 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 25<sup>th</sup> 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

- 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 7<sup>th</sup> 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

### Consortia and Workshops:

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- Patterns of Interaction Emergence and Consequences Workshop (2023, September). Sandbjerg, Denmark.

### Methodological Workshops

- Theoretical Organizational Models (TOM) Society Summer School in Computational Organization Science (2021, June). Virtual.
- SoCal QCA Workshop (2016 & 2017, March). Irvine, CA.

### Engineering Publications:

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#### *Referred 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, AIAA2102-1376. 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).

**Education:**

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<b>University of Washington</b> , Michael G. Foster School of Business	2015 – 2020
<b>Ph.D.</b> 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)	
<b>M.S.</b> Business Administration (2017)	
<b>University of California at San Diego</b> , Jacobs School of Engineering	2002 – 2012
<b>Ph.D.</b> 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

### **Professional and Consulting Experience:**

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

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