

## LAUREN E. AYDINLIYIM

Assistant Professor of Strategic Management  
Narendra Paul Loomba Department of Management  
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### RESEARCH INTERESTS

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I am interested in the ethical creation and sustainability of human capital-based competitive advantages. My primary research considers how employee governance mechanisms, such as employee non-compete, non-solicitation, or confidentiality agreements, affect firm performance and innovation, as well as the ethical implications of such mechanisms. More broadly, I am interested in how changes in the institutional environment, particularly changes to laws or regulations, affect firm behavior and performance.

*Research keywords: employee mobility, firm knowledge, technology and innovation, business ethics, legal regulations, societal impact, corporate social responsibility*

### EDUCATION

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**Rutgers Business School**, Newark, NJ

Ph.D. in Management: Organization Management – Strategy, October 2018

Candidacy Exam (Strategic Management Major; Science & Technology Minor), May 2016

**Dissertation:** “*The Dual Role of Employee Non-Compete Agreements: Knowledge Protection and Mobility Limitation*”

Finalist for Society for Business Ethics Dissertation Award 2019

*Committee: Petra Christmann (RBS, chair); Fariborz Damanpour (RBS); Danielle Warren (RBS); and Evan Starr (Maryland)*

**Vanderbilt University Law School**, Nashville, TN

J.D. and Law & Business Certificate, May 2010

**College of William & Mary**, Williamsburg, VA

B.S., *summa cum laude*, Economics & Applied Mathematics (Probability & Statistics Conc.), May 2007  
High Honors in Economics

**Thesis:** *Knowledge of Wealth Inequality in Two-Person One-Shot Bargaining Games*

**London School of Economics**, London, UK, Academic Year 2005/06

General Course (Exchange Student), Mathematics & Economics

### ACADEMIC EXPERIENCE

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**Baruch College, City University of New York, Zicklin School of Business**, New York, NY

*Assistant Professor of Strategic Management*, Narendra Paul Loomba Department of Management, August 2018 – Present

**Courses:** *Business Policy & Leadership* (Fall 2018; Spring 2019; Fall 2019; Spring 2020)

## **Rutgers Business School, Newark, NJ**

**Instructor**, Management & Global Business Department, August 2016-May 2018

**Courses:** *Business, Ethics & Society* for MBA students (Summer 2017); *Ethics in Business* for undergraduate non-accounting majors (Spring 2017, Fall 2017); *Business Policy & Strategy* for senior undergraduates, (Fall 2016, Spring 2018)

**Teaching Assistant**, Management & Global Business Department, August 2014 – May 2016

**Courses:** *Business Policy & Strategy* for senior undergraduates (Fall 2015, for Professor Aviad Pe'er); *Strategic Management* for MBAs (Spring 2015, Spring 2016, for Professor Aviad Pe'er); *International Business* for undergraduates (Fall 2014, for Professor Rogers Smeets)

## **PUBLICATIONS**

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Aydinliyim, L. & Wirtenberg, J. (2017). Reimagining the 21st Century Employment Relationship: Aligning HR & CSR through Employment Policies & Practices. In L. Berger & D. Berger (Eds.), *The Talent Management Handbook (3rd Edition)* (pp. 456-470). McGraw-Hill.

Aydinliyim, L. (in press). The Case for Ethical Non-Compete Agreements: Executives versus Sandwich-makers." *Journal of Business Ethics*.

## **UNDER REVIEW & WORKING PAPERS**

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- "Opening the Labor Market Doors: Firm Performance Following California's Refusal to Enforce Out-of-State Employee Non-Compete Agreements" (with Petra Christmann). Finalizing manuscript for submission to *Strategic Management Journal*.

## **MANUSCRIPTS IN PREPARATION**

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- "Don't Mess with My Texans: Firm Performance in the Wake of Texas' Increased Enforcement of Employee Non-Competes." Initial manuscript draft completed, revising for publication (target journal: *Strategic Management Journal*).
- "A test of time: Executive non-competes and temporal focus" (with Dorothea Roumpi). Literature review and data collection in process (target publication: *Strategic Management Journal*).
- "How Do Social and Economic Norms Drive Behavior and Decision Making Overtime? The Natural Experiment of the Family Business" (with Ramona Zachary, Nava Michael-Tsabari, and Rania Labaki). Revising initial draft (target journal: *Journal of Business Ethics*).

## **WORKS IN PROGRESS & DEVELOPING PROJECTS**

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- Firm Knowledge Attributes and the Use of Human-Resources-Based Protection Mechanisms
- A Network Theory Perspective on Non-solicitation Clauses in Employment Contracts (with Dorothea Roumpi)
- Restrictive Covenants in Interfirm Contracts (with Andres Velez-Calle)

## **REFEREED CONFERENCE PRESENTATIONS**

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*A Normative Framework for Ethical Non-Compete Agreements*

- Vancouver, Canada (virtual due to COVID-19 pandemic); August 2020; Society for Business Ethics Annual Meeting

*A test of time: Executive non-competes and temporal focus* (with Dorothea Roumpi)

- Minneapolis, MN; October 2019; Strategic Management Society Annual Meeting

*Opening the Labor Market Doors: Firm Performance Following California's Refusal to Enforce Out-of-State Employee Non-Compete Agreements* (with Petra Christmann)

- Bali, Indonesia; June 2019; Asian Academy of Management Annual Meeting
- Vancouver, Canada (virtual due to COVID-19 pandemic); August 2020; Academy of Management Annual Meeting

*Investor Responses to Changing Enforceability of Employee Non-Competes* (with Petra Christmann)

- Paris, France; September 2018; Strategic Management Society Annual Meeting

*The Case for Ethical Non-Compete Agreements: Executives versus Sandwich-makers*

- Atlanta, GA; August 2017; Academy of Management Annual Meeting

*The Effect of Executive Non-Compete Agreements on the Exploitation and Exploration Focus of the Firm*

- Berlin; September 2016; Strategic Management Society Annual Meeting
- Philadelphia, PA; March, 2017; Wharton's Women in Business Academia Conference 2017

## **REFEREED CONFERENCE SYMPOSIUMS**

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*Reimagining the 21st Century Employment Relationship: Aligning HR & CSR through Employment Policies and Practices in an Interconnected World*; Co-Organizer (with Jeana Wirtenberg) and Panelist; Atlanta, GA; August 2017; Academy of Management Annual Meeting

## **POSTER PRESENTATIONS, CONSORTIUMS & PDWs**

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*The Case for Ethical Non-Compete Agreements: Executives versus Sandwich-makers*;

- Atlanta, GA; August 2017; Society of Business Ethics Annual Meeting
- Washington, DC; March 2018; Sustainability, Ethics & Entrepreneurship Junior Faculty & Doctoral Student Consortium

*The Effect of Executive Non-Compete Agreements on the Exploitation and Exploration Focus of the Firm*

- Newark, NJ; April 2017; Rutgers Newark Research Week
- Atlanta, GA; August 2017; 9<sup>th</sup> Annual Content Analysis Paper Development Workshop at AOM

## **INVITED TALKS**

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*Investor Responses to Changing Enforceability of Employee Non-Competes*

- Zicklin School of Business, Baruch College, City University of New York, November 2017

## **OTHER RESEARCH EXPERIENCE**

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- **Paper:** *The Need for Judicial Empathy in Hostile Work Environment Sexual Harassment Cases*; capstone paper for Vanderbilt Law School Seminar on Law & Emotions (completed Spring 2010; intend to revise and submit for publication in a law journal publication in the future).
- **Paper:** *Multinational Whistleblowing - SOX vs. CNIL: An Analysis of Conflicting Whistleblowing Laws and Recommendations for the Future*; Vanderbilt Journal of Transnational Law, Second Year Law Student Note, (originally completed Spring 2009; intend to revise and submit for publication in *National Business Law Journal* or similar in the future).
- **Undergraduate Honors Thesis:** *Knowledge of Wealth Inequality in Two-Person One-Shot Bargaining Games*; Department of Economics; Honors Advisor Professor Lisa Anderson (Spring 2007, High Honors)  
*Summary:* Experimental economics analysis on the effect of asymmetric information in the Trust (also known as Investment) and Ultimatum games; specifically, I analyzed the monetary effect of awareness of induced wealth inequality on the outcome of two types of two-player, one-shot

bargaining games. Results suggest that knowledge of wealth inequality does affect the outcome, particularly in the Trust Game, and I achieved a statistically significant result (despite small sample size), indicating “rich” first movers in the Trust Game were strongly affected by knowledge of the wealth inequality, regardless of whether their opponent knew of the inequality.

- **Research Assistant:** *Experiments on Investment Choice: Annuities versus Lump Sum Payments*; joint project between the William & Mary Mason School of Business and Economics Department with Professors Lisa Anderson, Julie Agnew, Jeffrey Gerlach, and Lisa Szykman (July 2006 – May 2007)  
*Summary:* Project funded by the National Association of Securities Dealers Investor Education Foundation investigated effects of marketing presentations on investors deciding between two retirement options, and the economic decisions made by such investors with games simulating life expectancy, interest rates, etc.

## **PROFESSIONAL WORK EXPERIENCE**

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**Morgan Stanley** (*via Bond Street Group Staffing*), New York, NY, February – July 2014

**Consultant – Software Contracts, Licensing & Sourcing:** Official title of Sourcing Manager within IT Software Sourcing group, part of the Reengineering & Expense Management Department. Responsible for managing and negotiating all aspects of software purchases and renewals, including all contracting needs, across all Morgan Stanley business units and related companies. Facilitated multiple Requests for Proposals (RFPs) in the IT/software space.

**DECK Monitoring, LLC**, Portland, OR, July 2012 – March 2013

**General Counsel, Head of HR & Benefits/Payroll Administration:** Sole attorney for solar energy monitoring software-as-a-service (SaaS) and hardware reseller. Key leader during multiple management transitions.

**Audigy Group, LLC**, Vancouver, WA, October 2010 – July 2012

**In-House Counsel:** Co-founder of in-house legal team at business management company for 200+ private audiology clinics nationwide. Assisted in international expansion of company and worked with HR and business analytics team.

**Oregon Bureau of Labor & Industries - Civil Rights Division**, Portland, OR, Fall 2010

**CRD Clerk:** Volunteer position funded through Vanderbilt Law School’s Public Service Initiative. Case intake and case investigation for state version of EEOC. Provided technical assistance to employers.

**Bryan Cave, LLP**, Irvine, CA, Summer 2009

**Summer Associate:** Research, trial, and deposition support, with focus on Labor & Employment topics.

**MacColl Busch Sato, P.C.**, Portland, OR (*formerly VavRosky MacColl Olson, P.C.*), Summer 2008

**Summer Associate:** Research/drafting for insurers and self-insured employers. Second-chaired mediation hearings.

## **AWARDS, HONORS, AND GRANTS**

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**Zicklin School of Business, Baruch College, CUNY:** PSC-CUNY Research Foundation Grant 2020-2021 (\$3,500); Co-Winner, 2019 Abraham J. Briloff Faculty Prizes in Ethics; Dean’s Faculty Travel Grant (Fall 2018; Fall 2019); Stewart Travel Award (AY 2018-2019);

**Rutgers Business School:** Teaching and Graduate Fully Funded Assistantship (Fall 2014 through Spring 2018); Technology Management Research Center Grant (Summer 2015); TA/GA Union Professional Development Fund Grant (Summer 2015, Fall 2016, Spring 2017, Summer 2017; Spring 2018);

Rutgers Newark GSGA/GSN Fall 2016 Travel Award; MGB Department RA Summer Grant (Summer 2017); Finalist for Society for Business Ethics Dissertation Award 2019.

**Vanderbilt University Law School:** VANDERBILT JOURNAL OF TRANSNATIONAL LAW, Authorities Editor; Scholastic Excellence (Top Grade) Awards in Employment Discrimination Law and Securities Regulation; Dean's List; Moot Court Board.

**College of William & Mary:** 2007 Cissy Patterson Prize in Mathematics; James Monroe Scholar; Computer Science and Mathematics (CSAM) Scholarship; Dean's List; Top 25 Greek Scholar Award.

**Honors Societies:** Golden Key International; National Society of Collegiate Scholars; Alpha Lambda Delta; Phi Eta Sigma; Order of Omega; Pi Mu Epsilon.

**Other:** National Merit Finalist.

## SERVICE

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Narendra Paul Loomba Department of Management, Zicklin School of Business, Baruch College, CUNY

- Department Secretary (September 2018 – Present)
- Faculty Interviewer, Management Department PhD Admissions. (January 2019 – February 2019)
- PhD Admissions Committee (for fall 2020 admissions) (January – March 2020)
- Position Paper Committee for PhD Student Nikisha Alcindor (May 2020 – present)
- Position Paper Committee for PhD Student Junghoon Park (May 2019 – September 2019)
- Co-Organizer, Delta Seminar Series (August 2019 – Present)

Zicklin School of Business, Baruch College, CUNY

- Faculty Reviewer: PhD Project – Baruch College Research Symposium (February 2019; M 2020)
- Field Center for Entrepreneurship Faculty Mentor (August 2019 – Present)
  - SBDC Seminars: “Preventing People Problems: HR Basics for Small Business” and “Re-engaging and Re-Deploying Your Workforce During COVID-19 Phased Reopens”

Ad-hoc Article Reviewer: *Journal of Business Ethics*; *Entrepreneurship Research Journal*, and *Rutgers Business Review*.

Conference and workshop reviewer for: Journal of International Business (JIBS) 2016 Paper Development Workshop; AOM Annual Meeting (BPS, SIM, and HR Divisions); Society of Business Ethics (SBE) Annual Meeting; Strategic Management Society (SMS) Annual Meeting (Strategic Human Capital Interest Group)

## WORKSHOPS AND PROFESSIONAL DEVELOPMENT

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Social Media Scraping for Qualitative Research, NYC Digital Humanities, New York, NY (Feb. 8, 2019).

An Introduction to Wikidata, NYC Digital Humanities, New York, NY (Feb. 7, 2019).

Introduction to Network Analysis with Python, NYC Digital Humanities, New York, NY. (Feb. 6, 2019).

Data Crawling with Joerg Claussen, Associate Professor at the Institute for Strategy, Technology and organization at Ludwig-Maximilian-University Munich, Lawrence N. Field Center for Entrepreneurship, New York, NY (March 22, 2019).

Regression Discontinuity Design (RDD) with Caroline Flammer, Associate Professor of Strategy & Innovation at Boston University, Lawrence N. Field Center for Entrepreneurship, New York, NY (April 5, 2019).

## **ACTIVITIES AND MEMBERSHIPS**

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**Management/Academic:** Member of: Strategic Management Society (SMS), Academy of Management.  
Former Member: INFORMS.

**Legal:** Licensed attorney (inactive) in Oregon. Former Member: Association of Corporate Counsel, Oregon Women Lawyers, and Multnomah Bar Association. Mock trial judge for high school county/state competitions.

**Vanderbilt University Law School:** Labor & Employment Law Society, VP; Law & Business Society; Women's Law Student Association; Moot Court & Mock Trial Competitions; Phi Delta Phi; Criminal Law Clinic.

**College of William & Mary:** Resident Assistant (2004-05); Charles Center Student Office Assistant (2003-05); Alpha Chi Omega Sorority, Activities Chair (2003-2004), Recruitment Board (2006-07).

**London School of Economics (Study Abroad):** *The Script*, Sub Editor; Arts Society, Marketing Director.

## **OTHER INTERESTS AND PROFESSIONAL PUBLICATIONS/PROJECTS**

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I speak/read introductory Turkish and intermediate Spanish. Professional projects include:

- Presenter for Oregon State Bar IP Lunch, "How IP Counsel Can Work Effectively with In-House Counsel" (Spring 2013)
- Section author, 2010-11 Civil Rights Laws: Handbook for Oregon Employers (Published Fall 2010)