

## PAUL R. SEABORN

Daniels College of Business, University of Denver  
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### ACADEMIC EXPERIENCE

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**Assistant Professor, University of Denver**, Daniels College of Business

Sept 2011 – present Department of Management

2012-2013 Highest student evaluations among all 14 Dept of Management tenure-track faculty

2011-2012 2nd highest student evaluations among all 14 Dept of Management tenure-track faculty

### EDUCATION

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**Rotman School of Management, University of Toronto**, Toronto, ON, Canada

2011 Ph.D., Strategic Management

Dissertation: “*Competition and Incentives in Rating Markets*”

Finalist – AOM BPS Wiley Blackwell Outstanding Dissertation Award

Dissertation Committee: Tim Simcoe (co-chair), Brian Silverman (co-chair), Mara Lederman, Anne Bowers

**Richard Ivey School of Business, University of Western Ontario**, London, ON, Canada

2003 M.B.A., *Dean’s Honour List*

**Acadia University**, Wolfville, NS, Canada

1997 B.Sc., Mathematics, *University Scholar, Dean’s List*

### RESEARCH AND TEACHING INTERESTS

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**Areas:** competitive strategy, non-market/political strategy, empirical industrial organization, information economics, public policy

**Topics:** information disclosure (ratings, rankings, classification), industry self-regulation, business models, organization theory, open government

**Industries:** financial services, motion pictures, health care, information technology

### REFEREED CONFERENCE PROCEEDINGS

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Seaborn, P. Do Sellers Disclose What Buyers Want to Know – Evidence From U.S. Credit Rating. *Academy of Management Best Papers Proceedings*, 2012

### UNDER REVIEW

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Seaborn, P. and W. Miller. Medical Marijuana Industry Group: Outdoor Advertising in Denver, (*invited for revision and resubmission at Case Research Journal*)

### MANUSCRIPTS IN PREPARATION

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Seaborn, P. Business Models and Incentives in Rating Markets; How ‘Who Pays’ Matters (*rejected after 2<sup>nd</sup> review at Management Science, revising for Winter 2013 resubmission*)

Seaborn, P. Do Sellers Disclose What Buyers Want to Know – Evidence from U.S. Credit Rating, (*working paper, preparing for Winter 2013 journal submission*)

Seaborn, P, J. Howell, and T. Olsen. The Effect of Ownership Structure on Firm Corporate Social Responsibility – Evidence from Dual-Class Share Companies, (*working paper, preparing for Spring 2013 submission*)

Hamilton, A, U. Kayande and P. Seaborn. Firm Reputation and Performance: A Meta-Analysis (*working paper, preparing for submission to Strategic Management Journal*)

Seaborn, P. Regulatory Convergence: An Empirical Examination of Film Classification, (*working paper*)

Seaborn, P. and T. Simcoe. In Search of Greener Grass: Decision-Making Under Industry Self-Regulation and Government Regulation (*data analysis*)

Seaborn, P. How Do Conditions in the Business Environment Affect Industry Formation and Development? Evidence from Medical Marijuana (*data collection*)

Seaborn, P. and J. D’Cruz. Apotex (teaching case, preparing for submission to *Case Research Journal*)

Seaborn, P. and W. Miller. Uber in Colorado (*teaching case, writing*)

## **CONFERENCE PRESENTATIONS**

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“THE EFFECT OF OWNERSHIP STRUCTURE ON FIRM CORPORATE SOCIAL RESPONSIBILITY – EVIDENCE FROM DUAL-CLASS SHARE COMPANIES” (*with Jason Howell & Tricia Olsen*)

- Strategic Management Society Annual Meeting, Atlanta, GA, October 2013
- Sustainability Ethics and Entrepreneurship (SEE) Conference, University of Denver, April 2013

“DO SELLERS DISCLOSE WHAT BUYERS WANT TO KNOW – EVIDENCE FROM U.S. CREDIT RATING”

- Journal of Management Paper Development Workshop, April 2013
- BPS Divisional Paper Session & BPS New Faculty Consortium, Academy of Management Annual Meeting, Boston, MA, August 2012

“BUSINESS MODELS AND INCENTIVES IN RATING MARKETS: HOW ‘WHO PAYS’ MATTERS”

- BPS Wiley Best Dissertation Finalist Presentation, Academy of Management Annual Meeting, Boston, MA, August 2012
- Strategy & the Business Environment Conference, Philadelphia, PA, May 2011
- International Industrial Organization Conference, Boston, MA, April 2011

- BPS Divisional Paper Session on Competitive Signalling, Academy of Management Annual Meeting, Montreal, QC, Canada, August 2010
- Consortium for Competitiveness & Cooperation (CCC), Seventeenth Annual Colloquium for Doctoral Student Research, Ann Arbor, MI, April 2010
- Sprott Doctoral Consortium, Ottawa, ON, Canada, April 2010

“REGULATORY CONVERGENCE: AN EMPIRICAL EXAMINATION OF FILM CLASSIFICATION”

- Administrative Sciences Association of Canada Conference, Regina, SK, Canada, May 2010
- Experience the Creative Economy Conference, Martin Prosperity Institute, University of Toronto, May 2009

**INVITED PRESENTATIONS**

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“THE EFFECT OF OWNERSHIP STRUCTURE ON FIRM CORPORATE SOCIAL RESPONSIBILITY – EVIDENCE FROM DUAL-CLASS SHARE COMPANIES” (*with Jason Howell & Tricia Olsen*)

- Front Range Management Seminar, UC-Denver, September, 2013

“BUSINESS MODELS AND INCENTIVES IN RATING MARKETS: HOW ‘WHO PAYS’ MATTERS”

- Richard Ivey School of Business, London, ON, January 2011
- Harvard Business School, Harvard University, Boston, MA, January 2011
- Daniels College of Business, University of Denver, Denver, CO, January 2011
- LeBow College of Business, Drexel University, Philadelphia, PA, January 2011

**ACADEMIC SERVICE**

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**Profession**

- Academy of Management Annual Meeting, Business Policy & Strategy Division, Professional Development Workshop, Orlando, FL, August 2013, panelist and presenter.
- Academy of Management Annual Meeting, Business Policy & Strategy Division, Paper Session, Orlando, FL, August 2013, session chair.
- Sustainability Ethics Entrepreneurship Conference, Denver, CO, April 2013, reviewer.
- Academy of Management Annual Meeting, Business Policy & Strategy Division, Paper Roundtable Session, Boston, MA, August 2012, session chair.
- Sustainability Ethics Entrepreneurship Conference, Denver, CO, April 2012, reviewer and session chair.
- Management Science, Journal of Economics and Management Strategy, Academy of Management BPS Division, 2011-2013, reviewer.

**University of Denver**

- Daniels College of Business, Suitts Career Management Centre, Consulting Industry Training, May 2013
- Department of Admissions, Ammi Hyde Interviews, January 2013

- Daniels College of Business, Koch Chair in Entrepreneurship Recruiting Committee, 2012-13 (New Hire: Sharon Alvarez, Ohio State)
- Daniels College of Business, Suits Career Management Centre, Consulting Industry Panel Chair, October 2012
- Daniels College of Business, Department of Management, Recruiting Committee, 2011-12 (New Hire: Aimee Hamilton, Penn State)

### **Richard Ivey School of Business, Western University**

- Board of Directors, LEADER Project, Richard Ivey School of Business, 2008-2010

### **TEACHING EXPERIENCE**

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#### **Instructor:**

Winter 2014	Business & Society (Daniels undergraduate, 2 sections)
Spring 2013	Business & Society (Daniels undergraduate, 1 section)
Fall 2012	Business & Society (Daniels undergraduate, 3 sections)
Spring 2012	Public Policy & Business (Daniels undergraduate, 2 sections)
Winter 2012	Public Policy & Business (Daniels undergraduate, 2 sections)
Fall 2010	Business-Government Relations (Rotman MBA Elective), Student Evaluation 5.83/7.00

#### **Guest Lecturer:**

Fall 2013	Business & Society (Daniels undergraduate), Prof. Kathie Novak
Fall 2011	Public Policy & Business (Daniels undergraduate), Prof. Sylvester Houston
2010, 2009	Business-Government Relations (MBA), Prof. George Fleischmann

#### **Teaching Assistant:**

2008-2010	Business-Government Relations (MBA), Prof. George Fleischmann
2008, 2010	Cooperative Strategy (MBA & Undergraduate), Prof. Mara Lederman
2009	Entrepreneurship (Undergraduate), Prof. Tim Simcoe
2009	Business & Regulatory Environment (MBA), Prof. Ken Corts
2009	Creative Regional Strategies (MBA), Prof. Richard Florida
2008	Game Theory and Competitive Strategy (MBA), Prof. Joel Baum

#### **Other Teaching Experience:**

2003	LEADER Project, Nizhny Tagil, Russia, Richard Ivey School of Business Instructor and curriculum developer for three-week case-teaching program in introductory business concepts for university students and local business people
2002	Bulgaria Teaching Project, Sofia Bulgaria, Richard Ivey School of Business Co-founder of two-week case-teaching program in business concepts for university students. Secured Canadian government funding, developed curriculum, taught classes.
2003-2005	Guest instructor for Ivey MBA/HBA Consulting Club "Crack the Case" workshops, Ivey Career Management "Train the Trainer" interview training
1996-1997	Acadia Advantage Project Taught Acadia University faculty seminars on integration of laptop computers and academic software in the classroom.

### **PROFESSIONAL EXPERIENCE**

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2002-2006	Mercer Management Consulting (now Oliver Wyman) - Toronto, ON, Canada
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**Senior Associate**

Clients: Delta Air Lines, United Airlines, LSG Sky Chefs, Vestar Capital Partners, J.H. Whitney & Company, IBM, Veolia Transport/Connex, Marsh Insurance, Gateway Computer, Putnam Investments

1997-2001 IBM Global Services – Toronto, ON, Canada and Halifax, NS, Canada  
 Clients: Irving Oil, Air Miles/Loyalty Management Group, Royal Bank, Bank of Nova Scotia, Canada Trust

## **ACADEMIC AND PROFESSIONAL ACTIVITIES**

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**Professional Affiliations:**

2007-Present Academy of Management (BPS and OMT divisions)  
 2013-Present North American Case Research Association (NACRA)

**Conferences Attended:**

2013 Strategic Management Society Conference, Atlanta, GA  
 2013 Academy of Management Conference, Orlando, FL  
 2013 Strategy & the Business Environment Conference, Austin, TX  
 2013 Sustainability, Ethics and Entrepreneurship (SEE) Conference, Denver, CO  
 2012 Academy of Management Conference, Boston MA  
 2012 Strategy & the Business Environment Conference, Palo Alto, CA  
 2012 Sustainability, Ethics and Entrepreneurship (SEE) Conference, Denver, CO  
 2011 Strategy & the Business Environment Conference, Philadelphia, PA  
 2011 International Industrial Organization Conference, Boston, MA  
 2011 Allied Social Science Association, Denver, CO  
 2010 HBS Strategy Research Conference, Boston, MA (by invitation)  
 2010 Academy of Management Annual Meeting, Montreal, QC  
 2010 Administrative Sciences Association of Canada Conference, Regina, SK  
 2010 Sprott Doctoral Consortium, Carleton University, Ottawa, ON  
 2010 Consortium for Cooperation and Competition 17<sup>th</sup> Annual Doctoral Colloquium (University of Michigan), Ann Arbor, MI  
 2009 Experience the Creative Economy Conference, Martin Prosperity Institute, Toronto, ON  
 2009 Canadian Economics Association, Toronto, ON  
 2008 International Society for New Institutional Economics (ISNIE) Annual Conference, Toronto, ON

## **MAJOR AWARDS & HONOURS**

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2013 Finalist – SEE Conference Best Paper Award (with J. Howell, T. Olsen)  
 2012 Finalist – AOM BPS Wiley Blackwell Outstanding Dissertation Award  
 2007-10 SSHRC Canada Graduate Scholarship - Doctoral Scholarship (\$105,000)  
 2007-08 AIC Institute for Corporate Citizenship Grant (with Prof. Tim Simcoe)  
 2006-11 Open Doctoral Fellowship, Joseph L. Rotman School of Management  
 2003 Ivey MBAA Outstanding Contribution Award  
 2003 Finalist for MBA Class Valedictorian  
 2001-03 Dean's Entrance Scholarship for Excellence – Richard Ivey School of Business  
 1997 Acadia 'Golden A' Award - Contribution to university life, leadership & character  
 1996 Finalist for Province of Newfoundland Rhodes Scholarship  
 1993-1997 Acadia University Entrance Scholarship, Fred C. Manning Scholarship  
 1993-1996 Canada Scholarship for Science and Technology

1993 Governor General's Medal, Herdman Collegiate, Corner Brook, Newfoundland

## PERSONAL

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Born: May 20, 1975

Citizenship: Canadian

US Immigration Status: Green Card Holder

Hometown: Corner Brook, Newfoundland, Canada

Hobbies: Basketball, music (piano/singing), international travel, biking, running

## REFERENCES

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### **Dennis Wittmer**

Department Chair & Professor, Department of Management

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[dwittmer@du.edu](mailto:dwittmer@du.edu)

### **Tim Simcoe** (*dissertation committee co-chair*)

Assistant Professor of Strategy & Innovation

Boston University, School of Management

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### **Brian Silverman** (*dissertation committee co-chair*)

J.R.S. Prichard and Ann Wilson Chair in Management

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### **Mara Lederman**

Assistant Professor, Strategic Management

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### **Anne Bowers**

Assistant Professor, Strategic Management

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