

GAL BLATMAN

University of Southern California ♦ Marshall School of Business
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ACADEMIC APPOINTMENTS

University of Southern California, Marshall School of Business

2024–Present Post-Doctoral Researcher, Zage Business of Energy Transition Initiative

EDUCATION

University of Pittsburgh

2024 Ph.D. in Strategic Management

Tel Aviv University

2012 M.Sc. in Management Science

The College of Management

2010 B.A. in Social Science and Communication

RESEARCH INTERESTS

Theoretical: Institutional theory: decoupling, complexity, and measurement; strategic management; corporate governance; nonmarket strategy

Empirical: Energy transition; sustainability; immigrant entrepreneurship

TEACHING INTERESTS

Strategic Management; Business of Energy and Sustainability; Organization Theory

RESEARCH AND TEACHING EXPERIENCE

University of Southern California, Marshall School of Business

Research Fellow, Securing Energy Leadership through SMR Innovation: Strategic Insights for the U.S., Japan, and South Korea. White paper collaboration with the Hamm Institute for American Energy, Oklahoma State University (2025).

Research Fellow, U.S. Nuclear Power Industry Employment Forecast Analysis: Operations, New Construction, and Reactor Restart Workforce Projections. White paper report funded by the National Center for Energy Analytics (2026).

Guest Lecturer, Energy in the 21st Century. Graduate-level elective course (Spring 2025, Spring 2026).

University of Pittsburgh, College of Business Administration

Instructor, Strategic Management. Core curriculum course (Spring 2022, Spring 2023, Spring 2024).

University of Pittsburgh

Research Assistant, Professor K. Shimizu and Professor R. Madhavan. Japan: Future of Energy Project. Special Report for the Japan Foundation (2019–2021).

Tel Aviv University, Faculty of Management

Research Assistant, Professor S. Ellis and Professor B. Aharonson (2011–2013, 2015–2018).

Tel Aviv University, Faculty of Management, MBA Program

Teaching Assistant, Intro to Organizational Behavior and Theory, Professors S. Toker and S. Ellis (2013).

Teaching Assistant, Management in the Eyes of the Silver Screen, Professor T. Sagiv (2013).

INDUSTRY EXPERIENCE

Nine years of professional and managerial experience in marketing and advertising strategy, working with leading global brands.

PUBLICATIONS

Ao, J., Nicholson, J. B., Blatman, G., Madhavan, R., & Prescott, J. (2022). Relational Competition: Interesting Idea, Questionable Construct. *Academy of Management Perspectives*, 36(4), 1033–1048.

MANUSCRIPTS IN PREPARATION FOR SUBMISSION

Blatman, G., & Hiatt, S. “Same Activities, Governed Differently: Governance Mode as a Structural Response to Institutional Complexity.”
Complete manuscript; AMJ submission planned Fall 2026.

Blatman, G., & Marcus, A. “It All Adds Up: Immigration Policy Multiplicity and the Erosion of Education’s Advantage in Ownership.”
Complete manuscript; AMJ submission planned Fall 2026.

RESEARCH IN PROGRESS

Blatman, G., & Hiatt, S. “Measuring the World That Was: Institutional Measurement Systems and the Drift Between Certification and Reality” (working title).
Study fully designed; sample, hypotheses, and staged empirical strategy specified.

Blatman, G., & Madhavan, R. “Stick to Your Knitting or Chase the Wind? Rethinking Capability Balance in the Transition to Renewable Energy” (working title).
Complete earlier draft; being redeveloped around a sharper theoretical core.

Blatman, G., Krause, R., & Madhavan, R. “Capability Formation and Network Evolution: An Exploratory TERGM Analysis” (working title).
Early-stage empirical project.

CONFERENCE PRESENTATIONS

Blatman, G., & Marcus, A. “It All Adds Up: Immigration Policy Multiplicity and the Eroding Education Advantage of Ownership.” *Industry Studies Association Annual Conference, Saïd Business School, University of Oxford*, September 2026.

Blatman, G., & Marcus, A. “It All Adds Up: Immigration Policy Multiplicity and the Eroding Education Advantage of Ownership.” *Academy of Management Annual Conference*, July 31–August 4, 2026.

Blatman, G., & Marcus, A. “When Interpretive Capacity Inhibits Action: Institutional Ambiguity and the Limits of Cognition in Business Ownership.” *Alliance for Research on Corporate Sustainability (ARCS) 18th Annual Research*, June 7-10, 2026.

Blatman, G., & Hiatt, S. “Balancing the Load: Institutional Complexity and Structural Governance Choices” (working title). *Strategic Management Society Annual Conference*, July 25–29, 2025.

Blatman, G., & Madhavan, R. “Capability Formation and Network Evolution: An Exploratory TERGM Analysis” (working title). *Strategic Management Society Annual Conference*, September 30–October 3, 2023.

Blatman, G. “The Network Dynamics of Capabilities Evolution: The Case of Big Oil Going Green” (working title). *Academy of Management Annual Conference*, August 4–8, 2023.

Ao, J., Blatman, G., Nicholson, J. B., Madhavan, R., & Prescott, J. “Do Models of Competition Vary across Institutional Contexts?” *Aalto Competitive Dynamics Conference*, May 31–June 2, 2021.

INVITED PRESENTATIONS

“The Network Dynamics of Capabilities Evolution: The Case of Big Oil Going Green.” *Carnegie Mellon University*, Pittsburgh, November 2022.

SELECTED HONORS AND AWARDS

Outstanding Reviewer Award, Academy of Management, STR Division	2025
Roaring Lion Award, Student Campaign, Israeli Public Relations Association	2008

PROFESSIONAL SERVICE

Departmental Service

VP, Doctoral Student Organization, Katz Graduate School of Management

Service to the Field

Journal Reviewing	
California Management Review	2026
Reviewer: Academy of Management Annual Conference (OMT, STR, SIM, ONE Divisions)	2024–2026
Reviewer: Strategic Management Society Annual Conference	2025–2026
Reviewer: Alliance for Research on Corporate Sustainability (ARCS) Annual Conference	2025–2026
Roundtable Discussant, Theorizing Entrepreneurship and Innovation Across Dimensions of the Hype Cycle, Professional Development Workshop, Academy of Management Annual Meeting	2026

PROFESSIONAL DEVELOPMENT

Consortiums

SMS Junior Faculty Consortium	2025
AOM STR Junior Faculty Consortium	2025
AOM ONE-SIM Junior Faculty Consortium	2025
AOM STR Ph.D. Networkshop	2023
AOM STR Ph.D. Consortium	2021

Seminars and Workshops

Katz/Tepper Org Theory Workshop
Perspectives on the Academic Job Market Workshop (2023)
University of Kentucky LINKS Stochastic Models Workshop (2023)

Teaching Development

University of Pittsburgh Center for Teaching and Learning Development — Developing a Syllabus Workshop; Mentoring Academy; Practical Canvas Tools for Engagement and Belonging
HBS Faculty Lounge Webinar — How to Grade Participation
HBS Faculty Lounge Webinar — Unlocking the Power of AI: How Tools Like ChatGPT Can Make Teaching Easier and More Effective

PROFESSIONAL SOCIETIES

Academy of Management. Divisions/Interest Groups: Strategic Management (STR); Organizations and the Natural Environment (ONE); Social Issues in Management (SIM).

Strategic Management Society. Interest Groups/Communities: Competitive Strategy; Corporate Strategy; Research Methods.

International Network for Social Network Analysis.

REFERENCES

Shon R. Hiatt

Director, Business of Energy Initiative; Associate Professor of Business Administration
Marshall School of Business, University of Southern California

Email: shiatt@marshall.usc.edu

Phone Number: 213-740-5103

Ravi Madhavan

Professor of Business Administration; Alcoa Foundation International Faculty Fellow; Chair, Pitt South Asia Council; Fellow, Center for Evidence-Based Management. Dissertation committee chair.

Katz Graduate School of Business, University of Pittsburgh

Email: ravi.madhavan@pitt.edu

Phone Number: 412-648-1530

Alfred Marcus

Professor and Spencer Chair in Strategy and Technological Leadership, Department of Strategic Management and Entrepreneurship. Coauthor.

Carlson School of Management, University of Minnesota

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