

Ayenda Kemp

Curriculum Vitae

Employment

2022- Present	Eola AI Founder	Orlando, FL
2019-2022	Virginia Polytechnic and State University Pamplin College of Business Assistant Professor of Management	Blacksburg, VA

Education

2014-2018	University of Texas at Dallas Jindal School of Management PhD International Management Studies <i>Major: Organizational Theory</i> <i>Minor: Strategic Management</i>	Richardson, TX
2011-2013	University of Central Florida MS Statistical Computing	Orlando, FL
2006-2009	University of Central Florida BS Mathematics	Orlando, FL

Research Interests

Artificial Intelligence, Social Networks, Individual and Organizational Learning, Simulation Modeling, Formal Modeling, Team and Organizational Design, and Human-AI Collaboration.

Published Research

Kemp. A. 2023. "Competitive Advantage through Artificial Intelligence: Toward a Theory of Situated AI." *Academy of Management Review*. (Forthcoming).

Journal listed on the Financial Times Best Journals List (FT50) and on the journalist for the University of Texas at Dallas "Top 100 Business School Research Rankings" (UTD24).

Research in Progress

Kemp. A. “Knightian Uncertainty and Strategic Bottlenecks in the Emergence of AI-Driven Capabilities”. *Target: Academy of Management Review*. (Manuscript Preparation Stage).

Kemp. A. “Augmented-Search across Artificial Landscapes”. *Target: Academy of Management Journal*. (Special Issue on Our Transformational Era)(Experimental Design Stage).

Kemp. A., & O. D. Boncoeur. “Untangling the Roles of Emotions and Employee Agency in Augmented Search”. *Target: Academy of Management Journal*. (Experimental Design Stage).

Kemp. A. “AI Emergence and The Competitive Ecologies of Entrepreneurial Firms”. *Target: Administrative Science Quarterly*. (Data Gathering Stage).

Conference Presentations

Kemp. A. “The Social Network Drivers of Expert Development” – *Academy of Management 2019, Boston, Massachusetts*.

Kemp. A. “No Bandwidth, No Problem: Balancing Mechanisms for Variation and Selection in Open Networks”– *Academy of Management 2019, Boston, Massachusetts*.

Kemp. A. “No Bandwidth, No Problem: Clarifying the Informational Mechanism in Network Structural Theories”– *Organization Science Winter Conference 2018, Park City, Utah*

Kemp A., Harrison J. R., and Lin. Z. “Structural Holes and the Value of Organizational Capabilities.” – *Academy of Management 2017, Atlanta, Georgia*.

Paper published in the Academy of Management Best Paper Proceedings, OMT division.

Kemp A., J. Richard Harrison, and Alf Steinar Sætre. “PR Models for Organizational Search”– *Strategic Management Society 2015, Denver, Colorado*.

Teaching Experience

Virginia Tech University

Blacksburg, VA

Course instructor, MGMT 4394 Strategic Management (Spring 2022)(three sections)

Course instructor, MGMT 4394 Managerial Analytics (Spring 2021)(three sections)

Course instructor, MGMT 4394 Strategic Management (Spring 2020)(three sections)

Course instructor, MGMT 4394 Strategic Management (Spring 2019)(two sections)

University of Texas at Dallas

Richardson, TX

Course instructor, OB 3310 Organizational Behavior. (Summer 2015)

Course instructor, BPS 4305 Strategic Management. (Fall 2016)

University of Central Florida

Orlando, Florida

Lab instructor, STA 2014C Principles of Statistics. (Spring 2013)

Lab instructor, STA 2014C Principles of Statistics. (Fall 2012)

Bishop Michael Eldon School

Freeport, Bahamas

Teacher: BJC Mathematics (Grades 7-8), BGCSJE Mathematics (Grades 9-11)

Service & Professional Activities

Reviewer

Organization Science

Academy of Management Meetings, OMT Division

Academy of Management Meetings, STR Division

Community Activities

Little League Basketball Coach: **Central Florida YMCA** (2020-2022)