

# Ayenda Kemp

## Curriculum Vitae

### Employment

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

### Education

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2014-2018	<b>University of Texas at Dallas</b> Jindal School of Management PhD International Management Studies <i>Major: Organizational Theory</i> <i>Minor: Strategic Management</i>	Richardson, TX
2011-2013	<b>University of Central Florida</b> MS Statistical Computing	Orlando, FL
2006-2009	<b>University of Central Florida</b> BS Mathematics	Orlando, FL
2004-2009	<b>Valencia Community College</b> AA General Studies	Orlando, FL

### Research Interests

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

### Published Research

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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).*

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

## Research in Progress

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

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

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

## Conference Presentations

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Kemp. A. “Artificial Advantages: Toward a Theory of Situated AI.” – *Academy of Management 2020, Virtual*.

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*.

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

## Textbook Writing

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Strategic Management. 2020. R. Kennedy, E. Jamison, J. Simpson, P. Kumar, A. Kemp, K. Awate, K. Manning. <https://doi.org/10.21061/strategicmanagement>.\*

\*Open Access

## Teaching Experience

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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**

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### **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)*