

# Johnathan R. Cromwell

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## Curriculum Vitae

### EDUCATION

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**Harvard Business School**    Dissertation: “Dynamic Problem Solving for Breakthrough  
DBA Management, 2018    Innovation: The Case of a Social Robot.”  
(Advisors: Teresa M. Amabile and Heidi K. Gardner)

**Massachusetts Institute of Technology**  
S.B. Chemical-Biological Engineering, 2009

### ACADEMIC POSITIONS

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**University of San Francisco**    Assistant Professor, 2018 - Present

### PUBLICATIONS

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**Cromwell, J. R.** (2023). How combinations of constraint affect creativity: A new typology of creative problem solving in organizations. *Organizational Psychology Review*.  
<https://doi.org/10.1177/20413866231202031>  
\* Previously won “Best Paper Award” in the OB Division at Academy of Management.

Harvey, J.-F., **Cromwell, J. R.**, Johnson, K. J., & Edmondson, A. C. (2023). The dynamics of team learning: Harmony and rhythm in teamwork arrangements for innovation. *Administrative Science Quarterly*, 68(3), 601–647. <https://doi.org/10.1177/00018392231166635>

**Cromwell, J. R.**, Harvey, J.F., Haase, J. & Gardner, H. K. (2023) Discovering where ChatGPT can create value for your company. *Harvard Business Review*. Available at <https://hbr.org/2023/06/discovering-where-chatgpt-can-create-value-for-your-company>

**Cromwell, J. R.**, Haase, J., & Vladova, G. (2023). The creative thinking profile: Predicting intrinsic motivation based on preferences for different creative thinking styles. *Personality and Individual Differences*, 208. <https://doi.org/10.1016/j.paid.2023.112205>

**Cromwell, J.** & Kotelly B. (2021). A framework for innovation in the COVID-19 era and beyond. *MIT Sloan Management Review*. Available at <https://sloanreview.mit.edu/article/a-framework-for-innovation-in-the-covid-19-era-and-beyond/>

Cohen, A. K., & **Cromwell, J. R.** (2021). How to respond to the COVID-19 pandemic with more creativity and innovation. *Population Health Management*, 24(2), 153–155. <https://doi.org/10.1089/pop.2020.0119>

**Cromwell, J. R.**, & Gardner, H. K. (2020). High-stakes innovation: When collaboration in teams enhances (or undermines) innovation in professional service firms. *Journal of Professions and Organization*, 7(1), 2–26. <https://doi.org/10.1093/jpo/joz017>

**Cromwell, J.** (2020). The social psychology of creativity skills: A reconceptualization of the componential model. In R. Reiter-Palmon, C. M. Fisher, & J. S. Mueller (Eds.), *Creativity at work. Palgrave studies in creativity and innovation in organizations*. (pp. 21–33). Palgrave Macmillan. [https://doi.org/https://doi.org/10.1007/978-3-030-61311-2\\_3](https://doi.org/https://doi.org/10.1007/978-3-030-61311-2_3)

**Cromwell, J. R.**, Amabile, T. M., & Harvey, J.-F. (2018). An integrated model of dynamic problem solving within organizational constraints. In R. Reiter-Palmon, V. Kennel, & J. C. Kaufman (Eds.), *Individual creativity in the workplace* (pp. 53–81). Academic Press. <https://doi.org/10.1016/B978-0-12-813238-8.00003-6>

#### AWARDS AND RECOGNITION

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*Outstanding Conference Paper*, INGRoup Conference: 2021

*Best Paper Award*, Academy of Management, OB Division: 2018

*Conference Proceedings (x6)*, Academy of Management: 2022, 2020 (x2), 2018, 2017 (x2)

*Academy of Management Review Outstanding Reviewer Award*: 2020

*Best Reviewer Award (x6)*, Academy of Management, TIM Division: 2016-2021

*Outstanding Reviewer (x2)*, Academy of Management, OB Division: 2016-2017

*Above and Beyond the Call of Duty Reviewer*, Academy of Management, OMT Division: 2015

*William L. Stewart Institute Award*, MIT, 2009

*Larry Benedict Leadership Award*, MIT, 2009

*Senior Legacy Award*, MIT, 2009

*Order of Omega Honor Society*, MIT, 2009

#### WORKS IN PROGRESS

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Harvey, J.F. & **Cromwell, J. R.** Impression management in intergroup competition: The impact of knowledge diversity and external team dynamics on performance. (Under 1<sup>st</sup>-round review at *Organization Science*.)

**Cromwell, J. R.** & Harvey, J.F. A problem half-solved is a problem well-stated: How team problem discovery can facilitate innovation project success. (Preparing for submission.)

**Cromwell J. R.** What's a social robot to do? How innovation teams continuously revise versus reinforce the problem over time. (Preparing for submission.)

**Cromwell J. R.** The social process of developing a social robot: Dynamic problem solving in groups for breakthrough innovation. (Preparing for submission.)

**Cromwell, J. R.,** English, B. Moods of the creative mind: How emotions interact with cognitive styles to influence creativity. (Data collection and analysis.)

**Cromwell, J. R.,** Harvey, J.F & El-Zayaty, A. Envision the future or critique the past: A theory of evaluating problems for innovation. (Data collection and analysis.)

**Cromwell, J. R.,** Shatrat, O., & Haase, J. In praise of emergent thinking: Highlighting a new cognitive process for problem solving based on a meta-analysis of creativity tasks. (Data collection and analysis.)

## TEACHING

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### University of San Francisco

BUS 349 & MSEI 501: Creativity, Innovation, & Applied Design  
12 sections, 326 students (Average rating: 5.59/6)

The process of creativity and innovation can be inundated with uncertainty that makes it difficult for entrepreneurs to understand how they will develop a successful outcome. This course introduces students to a broad range of theories, concepts, and practical skills that will help them confront, overcome, and even embrace this uncertainty in the pursuit of developing a new product or service. Students learn this content by applying it to a personal creative project that culminates in a "product pitch" at the end of the semester.

BUS 374 & MSEI 512: Product Engineering  
15 sections, 368 students (Average rating: 5.47/6)

Working with engineers can be challenging because it often seems like they have a completely different worldview and speak a completely different language. This course aims to give non-technical business students the ability to understand how engineers think, approach and solve problems, and ultimately, view the world around them. With these skills in hand, students will be able to better collaborate with, manage, and lead engineers throughout their careers.

## REFEREED CONFERENCE PRESENTATIONS

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**Cromwell, J. R. & English, B.** (2023). *Moods of the creative mind: How emotions interact with creative thinking styles to influence performance.* Paper presented at the annual Creativity Conference, Ashland, OR.

**Cromwell, J. R.,** Haase, J., & Vladova, G. (2022). *The creative thinking profile: Measuring individual preferences for multiple creative thinking styles*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

\* Conference Proceedings

**Cromwell, J.R.** & Harvey, J.-F. (2022). *A problem half-solved is a problem well-stated: How team problem discovery facilitates innovation project success*. Paper presented in a symposium at the annual meeting of the Academy of Management, Seattle, WA.

**Cromwell, J. R.** & Harvey, J.-F. (2021). *A problem half-solved is a problem well-stated: How team problem discovery facilitates innovation project success*. Paper presented at INGRoup, virtual conference.

\* Winner of “Outstanding Conference Paper Award” (selected from >150 submissions).

**Cromwell, J.R.** (2020). *What’s a social robot to do? Resolving ambiguity through an emergent innovation process in groups*. Paper presented in a symposium at the annual meeting of the Academy of Management, virtual conference.

\* Conference Proceedings

**Cromwell, J.R.** (2020). *The social process of developing a social robot: A model of dynamic problem solving in groups for breakthrough innovation*. Paper presented in a symposium at the annual meeting of the Academy of Management, virtual conference.

\* Conference Proceedings

**Cromwell, J. R.** & Gardner, H. K. (2019). *When great minds think alike: The value of familiarity for collaborative creativity as the stakes become higher*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Staats, T., Reyt, J.N., **Cromwell, J. R.**, & Harvey, J.F (2019). *Pitch to your audience: The effects of pitch concreteness and judge domain experience on pitch evaluations*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Cromwell, J. R.** (2019). *Further unpacking creativity with a problem-space theory of creativity and constraint*. Paper presented at the annual Creativity Conference, Ashland, OR.

Harvey, J.F., **Cromwell, J. R.**, Johnson, K. J., & Edmondson, A. C. (2018). *Learning pathways to performance in innovation project teams*. Paper presented at 5th annual World Open Innovation Conference, San Francisco, CA.

**Cromwell, J. R.** (2018). *Further unpacking creativity with a problem-space theory of creativity and constraint*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

\* Winner of “Best Paper Award” for OB Division (selected from >1,000 submissions).

\* Conference Proceedings

- Cromwell, J. R.** (2018). *An integrated model of dynamic problem solving within organizational constraints*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Cromwell, J. R.** & Gardner, H. K. (2017). *High-stakes innovation: When collaboration undermines (and sometimes enhances) innovation*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.  
\* Conference Proceedings
- Cromwell, J. R.** & Amabile, T. M. (2017). *Toward resolving the paradox of creativity and constraints in organizations: A taxonomic approach*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.  
\* Conference Proceedings
- Cromwell, J. R.** & Amabile, T. M. (2016) *Creativity and constraints: A theory of dynamic problem solving in organizations*. Paper presented at the Boston College Creativity Collaboratorium, Boston College, Boston, MA.
- Cromwell, J. R.**, Harvey, J.F. & Sanchez-Burks, J. (2016). *Creators as curators: Exploring the process and consequences of idea curation in organizations*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- Cromwell, J. R.** & Gardner, H. K. (2016). *High-stakes legal innovation: When new partners fail and familiarity flourishes*. Paper presented at the EGOS international colloquium, Naples, Italy.
- Cromwell, J. R.** & Gardner, H. K. (2015). *High-stakes legal innovation: When new partners fail and familiarity flourishes*. Paper presented at the INGRoup Conference, Pittsburgh, PA.

#### INVITED PRESENTATIONS

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2023	University of California, Irvine
2022	Santa Clara University MIT Innovation Lab
2021	HEC Montréal Potsdam University Weizenbaum Institute, Berlin
2019	University of California, Berkeley HEC Montréal University of Texas at Austin
2018	HEC Montréal Harvard Business School

2017 Tuck School of Business, Dartmouth College  
University of San Francisco  
University of California, Santa Barbara

## PROFESSIONAL & UNIVERSITY SERVICE

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### Professional Service

Editorial review board, *Academy of Management Review*, 2023-2026

Ad-hoc reviewer for *Administrative Science Quarterly*, *Academy of Management Journal*, *Organization Science*, *Psychological Review*, *Organizational Behavior and Human Decision Processes*, *Research Policy*, *Journal of Product Innovation Management*, *Journal of General Management*, *Journal of Creative Behavior*, *Journal of Applied Behavioral Science*, and *Mind & Language*.

Co-organizer of The ASQ Blog ([www.asqblog.com](http://www.asqblog.com)) (2015-2017)

### University Service

Faculty chair, Entrepreneurship & Innovation Initiative, University of San Francisco (2023-present).

Faculty chair, University Budget Advisory Council (UBAC), University of San Francisco (member 2021-2023; faculty chair 2023-2024).

Faculty lead, Entrepreneurship & Innovation major, School of Management at the University of San Francisco (2023-present)

Member, Strategic Planning Committee (SPC), School of Management at the University of San Francisco (2020-2023).

Member, Undergraduate Program Committee (UPC), School of Management at the University of San Francisco (2019-2023).

Member & Chair, Distinguished Research Committee, University of San Francisco (2020-2022; chair 2021-2022).

Affiliate member, Dpt. of Engineering, University of San Francisco (2019-present).

## INDUSTRY EXPERIENCE

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**Dishcovery Inc.**, San Francisco, CA  
Co-founder & CEO, Apr 2022 - Present

**(Social Robot Company)**, Boston, MA

Design Researcher, Jun 2015 - May 2018

**Harvard Business School**, Boston, MA  
Research Associate, Oct 2009 - Jun 2012

**3M**, St. Paul, MN  
Displays and Graphics Research Lab Intern, May - Aug 2008