



Johnathan R. Cromwell

University of San Francisco

RESEARCH AREAS

Entrepreneurship
Innovation, and Strategy

TEACHING AREAS

Creativity
Business Innovation

EDUCATION

- Harvard Business School
DBA Management, 2018
- Massachusetts Institute of Technology
S.B. Chemical-Biological Engineering, 2009

EXPERIENCE

- (Social Robot Company), Boston, MA
Design Researcher, Jun 2016–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
- Advanced Electron Beams, Wilmington, MA
Application Development Engineering Intern, May–Aug 2007

PUBLISHED JOURNALS

- 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). doi:10.1093/jpo/joz017

PUBLISHED JOURNALS

- 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). New York: Academic Press.
- Harvey, J.F., Cromwell, J. R., Johnson, K. J., & Edmondson, A. C. The dynamics of team learning: Identifying synchronous versus sequential pathways to performance in innovation teams. (Under review.)
- Cromwell, J. R. & Harvey, J.-F. Creative dark matter: An alternative path to developing breakthrough innovation. (Under review.)
- Cromwell, J. R. Further unpacking creativity with a problem-space theory of creativity and constraint. (Preparing for submission.)
- Cromwell J. R. What's a social robot to do? Resolving problem-based ambiguity with an emergent innovation process in groups. (Preparing for submission.)
- Cromwell J. R. The social process of developing a social robot: A model of dynamic problem solving in groups for breakthrough innovation. (Preparing for submission.)
- Cromwell J. R. & Harvey, J.F. When organizations run internal innovation contests: How the pursuit of excellence affects commitment to the organization. (Data analysis.)
- Staats, T., Reyt, J.N., Cromwell, J. R., & Harvey, J.F. Pitch to your audience: The effects of pitch concreteness and judge domain experience on pitch evaluations. (Data analysis.)