

BOARD OF DIRECTORS



David Carey

Chairman, Hearst Magazines

David Carey is the chairman of Hearst Magazines, after serving as president for eight years. In January 2019, he became a Fellow at Harvard University's Advanced Leadership Initiative, a university-wide program that each year selects a small group of senior executives from around the world to spend two semesters on the Harvard campus studying solutions to large-scale societal problems.

As one of the world's largest publishers of monthly magazines, with more than 10,000 employees worldwide, Hearst Magazines has more than 300 editions and 245 websites globally, including 25 brands in the U.S., where its print and digital assets reach 155 million readers and site visitors each month. Hearst Magazines has wholly owned subsidiaries and joint ventures in the U.K., Spain, the Netherlands, Italy, France, Germany, Russia, China, Taiwan, and Japan.

During Carey's tenure as president, Hearst Magazines more than doubled in size, with the 2011 acquisition of more than 100 magazines in 14 countries from Lagardère SCA, the 2018 acquisition of Rodale's global media assets, as well as new joint ventures with Scripps (now Discovery) and leading technology companies. Carey also expanded Hearst's leadership position in its B2B services platforms unit, via the acquisitions of customer experience management solutions companies KUBRA and iFactor.

Previously, Carey was group president at Condé Nast, where he oversaw the company's media properties targeted to executive audiences. He was publisher of *The New Yorker* from 1998 to 2005, returning it to profitability after years of losses. Earlier in his career, Carey was the founding publisher of *SmartMoney*, a joint venture between Hearst Magazines and *The Wall Street Journal*.

Carey serves as a trustee of the Whitney Museum of American Art. He is a former director of Hearst, as well as the Harry Winston Diamond Corporation. He is a 1985 graduate of UCLA.

BOARD OF DIRECTORS



Angela Q. Crispi

**Executive Dean for Administration,
Harvard Business School**

Angela is the Executive Dean for Administration at Harvard Business School, leading an organization of 1,700+ staff with an operating budget over \$850 million. As the senior administrative officer and in partnership with the Dean, she oversees the execution of the School's strategy ranging from academic programs to research, and the management of areas including external relations, finance, human resources, information technology, library, marketing and communications, operations, and others.

Angela has overseen the implementation of innovations from curriculum changes to faculty initiatives. During her tenure, the School has expanded to include 14 global locations; opened 8 new buildings; and launched HBX, a groundbreaking online education platform. Angela also served as Chief Planning Officer, directing the creation and development of the campus master plan and she has been active in the School's two capital campaigns, the most recent of which surpassed its \$1 billion goal.

Angela has held a succession of roles at HBS including serving on the MBA Admissions Board and directing the offices of Financial Aid, Housing, Registrar, Student Affairs, and Community Relations. She was Secretary of the Academic Performance Committee and a founder of the Community Values Initiative.

Within Harvard University, Angela serves on the University Risk Management Council, the Administrative Council, Electronic Communications Committee, and Allston Planning groups. She was part of the core team that created the Harvard Innovation Labs, a cross-university initiative to foster entrepreneurship. During academic year 2017-18 she served on the Staff Advisory Committee to support Harvard University's Presidential search.

Before joining Harvard, Angela led the introduction of new manufacturing practices at Waters Chromatography, a division of Millipore Corporation. She serves on Boston Medical Center's Trust Board, Ursuline Academy's Trustees, Harvard Business Publishing's Board of Directors, and HBS and Boston College Class Leadership Committees and serves as an evaluator on the Commission on Institutions of Higher Education. She has presented various talks to students at HBS and Harvard Graduate School of Education. She holds a BA from Boston College and an MBA from Harvard Business School.

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Anne Dwane

Co-Founder & Partner,
Village Global

Anne is an early stage venture investor at Village Global, the network-driven VC fund. Prior, Anne was a tech company founder, venture-backed CEO, and public company executive.

Anne served as chief business offer at Chegg (NYSE: CHGG), the student services company, before and after IPO. She joined Chegg through acquisition of Zinch, where she was CEO. Zinch connected students with colleges and scholarships.

Prior, Anne co-founded Military Advantage (www.Military.com) to connect service members and veterans to benefits. Military Advantage was acquired by Monster Worldwide (NYSE: MWW), where she served as GM of Affinity Networks, leading businesses in lifelong learning and career advancement.

She holds a bachelor's degree from Georgetown University and an MBA from Harvard Business School. Anne co-authored *Getting In: The Zinch Guide to College Admissions & Financial Aid in the Digital Age* (Wiley 2011). She is a member of the 2010 Class of the Henry Crown Fellowship at the Aspen Institute.

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Thomas R. Eisenmann

Howard H. Stevenson Professor of Business Administration,
Faculty Co-Chair of the HBS Rock Center for Entrepreneurship,
Faculty Co-Chair of the Harvard MS/MBA Program,
Faculty Chair of the HBS California Research Center,
Harvard Business School

Thomas R. Eisenmann is the Howard H. Stevenson Professor of Business Administration at Harvard Business School, faculty co-chair of the HBS Rock Center for Entrepreneurship, faculty co-chair of the Harvard MS/MBA Program, and faculty chair of the HBS California Research Center. Eisenmann teaches the MBA elective course Making Markets, which focuses on marketplace design, and leads a January Term Startup Bootcamp for first-year MBAs. In recent years, Eisenmann has served as chair of Harvard's MBA Elective Curriculum—the second year of the MBA Program—and as course head of The Entrepreneurial Manager, taught to all 900 first-year MBA students. He was co-creator of the MBA electives Scaling Technology Ventures, Entrepreneurial Sales & Marketing, and Product Management 101, in which students specify and supervise development of a software application. Eisenmann also created the MBA electives Launching Technology Ventures, which examines challenges confronting early stage startups in the information technology sector, and Managing Networked Business (now called The Online Economy), which surveys strategies for platform-based businesses that leverage network effects. He twice co-led a Harvard Innovation Lab course, Cultural Entrepreneurship in New York City, in which students from across Harvard spent a winter break week in New York exploring new ventures in fashion, food, and fine arts, and co-led four similar winter break trips to Silicon Valley.

Professor Eisenmann received his doctorate in business administration ('98), MBA ('83), and BA ('79) from Harvard University. Prior to entering the HBS Doctoral Program, Eisenmann spent eleven years as a management consultant at McKinsey & Company, where he was co-head of the media and entertainment practice. He currently serves as a director on the boards of Harvard Business Publishing and Harvard Student Agencies, the world's largest student-run corporation.

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Mark Elliott

Vice Provost of International Affairs, Harvard University

The Mark Schwartz Professor of Chinese and Inner Asian History, Harvard University

Mark Elliott is vice provost of international affairs at Harvard University and the Mark Schwartz Professor of Chinese and Inner Asian History in the Department of east asian languages and civilizations and in the department of history in the faculty of arts and sciences at Harvard University.

As vice provost, Elliott oversees and works to advance international academic initiatives, extending the global reach of Harvard's research and teaching activities. In this capacity, Elliott serves as the University's representative in negotiating agreements with foreign governments, receiving senior-level international delegations, and representing Harvard to peer institutions and alumni worldwide. In addition, he shares responsibility for supporting the community of international students, scholars, and faculty in Cambridge and Boston, as well as for guiding Harvard's overall global strategy and sustaining its ongoing development as a global university.

Elliott is an authority on the last four centuries of Chinese history, in particular the Qing period (1636-1911). His research encompasses the history of relations between China and its nomadic frontier, with special attention to questions of ethnicity and empire. His first book, *The Manchu Way: The Eight Banners and Ethnic Identity in Late Imperial China*, is a pioneering study in the "New Qing History," an approach emphasizing the imprint of Inner Asian traditions upon China's last imperial state. He is also the author of *Emperor Qianlong: Son of Heaven, Man of the World*, and has published more than twenty-five scholarly articles. He serves on numerous editorial boards, and was for three years the director of the Fairbank Center of Chinese Studies.

A graduate of Yale (BA 1981 summa cum laude, MA 1984), Elliott earned his PhD in History at the University of California, Berkeley. He taught at the University of California, Santa Barbara and at the University of Michigan before coming to Harvard in 2003.

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Benjamin C. Esty

Roy and Elizabeth Simmons Professor of Business Administration

Benjamin Esty is the Roy and Elizabeth Simmons Professor of Business Administration. He currently teaches the introductory strategy course in the first year of the MBA program, but has taught a variety of elective courses including advanced corporate finance and project finance. The project finance course, called Large-Scale Investment (LSI), analyzed how firms structure, value, finance, and negotiate large capital investments. He also teaches in a variety of executive education programs and served as the faculty chairman for the Summer Venture in Management Program for 14 years, a management training program for underrepresented minority students. Professor Esty served as the head of the finance unit (department) from 2009-14. Before that, he was the founding faculty chairman of the General Management Program (GMP), a comprehensive leadership program designed to create outstanding business leaders. He has received the Student Association Award for teaching excellence multiple times, the Charles M. Williams Award for contributions to student learning, the Apgar Award for teaching innovations, and the Greenhill Award for outstanding service to the school (twice). The more recent Greenhill Award recognized his leadership of the Conflicts of Interest Task Force, a committee responsible for writing policies governing the faculty's outside activities, and his service as the School's de facto co-Chief Compliance Officer (CCO) from 2011-14.

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William T. Kerr

President and Chief Executive Officer,
Arbitron, Inc.

William T. Kerr is president and chief executive officer of Arbitron, Inc. Kerr has been a director of Arbitron since May 2007. From July 2006 to January 2010, he was chairman of the board of directors of Meredith Corporation, a New York Stock Exchange-listed diversified media company that publishes magazines, owns and operates local television stations, and provides digital marketing services. Kerr had been a member of the Meredith Corporation board of directors since 1994.

Kerr was chairman and chief executive officer of Meredith from January 1996 until June 2006. Kerr was president and chief operating officer of Meredith from 1994 to 1996 and was president of the Magazine Group and executive vice president of Meredith from 1991 to 1994. He previously served as a vice president of The New York Times Company and as a consultant at McKinsey & Company, Inc.

Kerr has been a member of the boards of directors of the Interpublic Group of Companies, Inc., a New York Stock Exchange-listed marketing communications and marketing services company, since November 2006 and of Whirlpool Corporation, a New York Stock Exchange-listed appliance manufacturer, since June 2006. He also serves as a member of the board of Penton Media, Inc., a private firm.

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Larry Kramer

Retired President and Publisher, *USA Today*

Board of Directors, Gannett

Larry Kramer retired as president and publisher of *USA Today* in July, 2015, and joined the board of directors of Gannett.

Prior to joining *USA Today* in April 2012, Kramer was an adjunct professor of media management at the Newhouse School at Syracuse University and a media consultant. His textbook on the future of media, *C-Scape: Conquer the Forces Changing Business Today*, was published in November 2010 (HarperCollins).

Previously he was founder, chairman and CEO of MarketWatch Inc., that he created in 1995 and launched as an LLC with Data Broadcasting Corp. and CBS in 1997. He took it public in 1999 (MKTW), making three acquisitions to build the business along the way before selling the company to Dow Jones in 2005 for \$528 million.

He then became the first president of CBS Digital Media, where from 2005-2008 he created a new digital media division encompassing all new media operations for the network, including online, interactive and wireless initiatives. He introduced March Madness on Demand, put CBS TV shows on the Web and signed the first CBS content distribution partnerships with Google, Amazon, Apple iTunes, Yahoo!, and Verizon.

Following CBS, Kramer was a senior advisor at Polaris Venture Partners in 2008 and 2009. He has served on the boards of Discovery Communications (DISC), Answers.com (ANSW), American Media Inc., Harvard Business Publishing, CreditCard.com, Freedom Communications, BlackArrow, Inc., and Appinions Inc., among others.

He has been an advisor to several early stage companies like Rain Media, Jib Jab, CheatSheet, Minyanville, StreetFight, and others. He also serves on the board of trustees for Syracuse University, and is chairman of the board of The Newhouse School at Syracuse. He was a founder and served as chairman of the Online Publishers Association.

Kramer started his career as a journalist, spending 20 years as a reporter and editor, rising to assistant managing editor of *The Washington Post*, and executive editor of the Trenton, NJ, *Times* and the *San Francisco Examiner*. He won several awards for reporting, including the National Press Club Award, The Associated Press Award for news writing and The Gerald Loeb award for business reporting. His staffs won two Pulitzer Prizes. He was a Pulitzer Prize Juror for two terms. He earned a bachelor's degree from the Newhouse School of Public Communications at Syracuse University and an MBA from Harvard University.

He is married to Myla Lerner, a theatrical producer, and has two children, Matthew and Erika.

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Ian Loring

Managing Director, Bain Capital

Ian Loring is a managing director at Bain Capital, a leading global private investment firm with more than \$75 billion in assets under management. Since joining the firm in 1996, Loring has played a leading role in their media, technology, and telecommunications investments such as Warner Music Group, ProSiebensat.1.Media , Advertising Directory Solutions, NXP Technologies, Clear Channel Communications, The Weather Company, BMC Software, Viewpoint Software, Blue Coat Systems, and Vertafore, Inc. He also volunteers for a variety of non-profit organizations, serving as a member of board of trustees of The Fessenden School and Noble & Greenough School and the president's council at Massachusetts General Hospital.

Prior to joining Bain Capital, Loring worked for Berkshire Partners and in the corporate finance department of Drexel Burnham Lambert. He received an MBA from Harvard Business School and a BA from Trinity College.

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Birger Magnus

Chairman, Storebrand ASA and Hafslund ASA

Birger Magnus holds a M. Sc. from NTNU and a MBA from INSEAD. He was until 2010 EVP and deputy CEO of Schibsted ASA. Before joining Schibsted in 1996, he was a partner with McKinsey & Co Inc, heading the Oslo office and chairing the Nordic TMT Practice. Birger is the chairman of Storebrand ASA and of Hafslund ASA. He serves on the board of SAS, Kristian Gerhard Jebsen Skipsrederi A/S, and the publisher Aschehoug. Birger is also active in two internet startups, bMenu AS as the chair and WeVideo Inc. as board member. He is also chairing the INSEAD Norwegian Council and is a board member of the Grete Waitz foundation, “Active against cancer” and the foundation KG Jebsen. Previously Birger was the chairman of Statoil F&R from 2010-2012.

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Das Narayandas

Edsel Bryant Ford Professor of Business Administration,
Senior Associate Dean for External Relations, Harvard Business School
Senior Associate Dean, Harvard Business Publishing
Chairman of the Board, Harvard Business Publishing

Das Narayandas is the Edsel Bryant Ford Professor of Business Administration at Harvard Business School. He is currently the senior associate dean, external relations and Harvard Business Publishing, and chair of the Harvard Business Publishing Company board. His academic credentials include a bachelor of technology degree in engineering from the Indian Institute of Technology, Bombay, a post-graduate diploma in management from the Indian Institute of Management, Bangalore, and a PhD in management from Purdue University.

Narayandas previously has been senior associate dean, executive education, chair of the Executive Education Advanced Management Program and the Program for Leadership Development, as well as course head of the required first-year marketing course in the MBA program. Prior to that, he taught the Business Marketing elective in the MBA program. Narayandas has twice been selected as the Class Day faculty speaker (2001 and 2004), and has received the award for teaching excellence from the graduating HBS MBA Class on several occasions. Other awards include The Robert F. Greenhill Award for Outstanding Service to the HBS Community (two-time recipient), the Charles M. Williams Award for Excellence in Teaching, and the Apgar Award for Innovation in Teaching.

Das's background includes management experience in sales and marketing that involved field strategic planning, field salesforce management, new product development, channel management, and marketing communications. Narayandas has co-authored two books and his articles have appeared in publications that include *Harvard Business Review*, *Journal of Marketing*, *Journal of Service Research*, *Journal of the Academy of Marketing Science*, *Journal of Marketing Research*, and *Sloan Management Review*. Narayandas has been quoted in publications such as *The Economist* and *U.S. News and World Report* among others.

Narayandas has consulted and/or developed and executed in-house training programs for such companies as Areva, Arrow Electronics, Alghanim Group, GE, Honeywell, IBM, ING, J&J, Northrop Grumman, Mitsubishi Corporation, Linfox, Fonterra, Interbank, Stryker, Merrill Lynch, Tata Group, ThyssenKrupp, Zeiss, Fidelity, Liberty Mutual, 3M, and Microsoft among other companies in the areas of B2B marketing, customer satisfaction, and loyalty management, strategic marketing, pricing, personal selling and sales management. Das's current research interests focus on business-to-business marketing and management of client relationships in professional service firms.

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Tsedal Neeley

Naylor Fitzhugh Professor of Business Administration

Tsedal Neeley (@tsedal) is a Professor of Business Administration in the Organizational Behavior unit at the Harvard Business School. She is course head of and teaches in the required MBA course LEAD. She has taught in both the MBA (Leading Teams in a Global Economy, Field Global Immersion) and in numerous executive education programs including Leading Global Businesses, Harvard Business Analytics Program, and Program for Leadership Development (PLD). Professor Neeley is a recipient of the HBS Charles M. Williams award for outstanding teaching in Executive Education.

With her award-winning book, *The Language of Global Success: How a Common Tongue Transforms Multinational Organizations* (Princeton University Press), Professor Neeley's research focuses on the challenges that global collaborators face when they work across national boundaries. Professor Neeley has also published her work in leading scholarly and practitioner-oriented outlets such as *Academy of Management Journal*, *Organization Science*, *Management Science*, *Journal of International Business*, *Strategic Management Journal*, and *Harvard Business Review*. Her research has been covered in many media outlets such as CNN, *Financial Times*, NPR, *The Wall Street Journal*, and *The Economist*.

Prior to her academic career, Professor Neeley spent ten years in industry working for companies like Lucent Technologies and The Forum Corporation in various capacities including strategies for global customer experience, 360 degree performance software management systems, sales force/sales management development, and business flow analysis for telecommunication infrastructures. With extensive international experience, Professor Neeley is fluent in four languages.

Professor Neeley received her Ph.D. from Stanford University in Management Science and Engineering specializing in Work, Technology, and Organizations. Professor Neeley was a Stanford University School of Engineering Lieberman award recipient for excellence in teaching and research as well as a Stanford Distinguished Alumni Scholar.

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Suraj Srinivasan

Philip J. Stomberg Professor of Business Administration,
Harvard Business School

Suraj Srinivasan is a professor in the accounting and management area at Harvard Business School. He is currently the course-head for the HBS required course Financial Reporting and Control. He also teaches to executives, Strategic Financial Analysis for Business Evaluation, and in corporate governance programs Making Corporate Boards More Effective, Audit Committees in a New Era of Governance and Compensation Committees: New Challenges, New Solutions, in the elective course Business Analysis and Valuation Using Financial Statements and in HBS doctoral programs. Prior to joining HBS, professor Srinivasan was an assistant professor of accounting at the University of Chicago Graduate School of Business from 2004 – 2008 where he received the Ernest R. Wish Accounting Research prize in 2007.

Professor Srinivasan's research and case writing examines the institutions of corporate governance in the U.S. and internationally. He has studied issues such as the impact of globalization on corporate disclosure practices and compensation arrangements in international companies, the effect of securities regulation on incentives of companies to cross list in the U.S., incentives of audit firms to provide high quality audits, and reputational consequences for corporate directors when companies experience financial reporting problems. His research has been published in leading academic journals such as the *Journal of Financial Economics*, *Journal of Accounting Research*, and *The Accounting Review* among others. He is currently the co-department editor for accounting at *Management Science* and serves on the editorial board of the *Journal of Accounting Research*.

Professor Srinivasan earned a bachelor's degree with honors in electrical and electronics engineering and a master's degree in physics with honors from Birla Institute of Technology and Sciences in India prior to earning an MBA from the Indian Institute of Management Calcutta. He also received a doctorate degree in business administration from Harvard Business School in 2004 where he received the George S. Dively Award for outstanding thesis research.

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David A. Wan

President and Chief Executive Officer,
Harvard Business Publishing

David A. Wan is the president and chief executive officer of Harvard Business Publishing. He joined the company in this role in July 2002. Wan is a distinguished operating executive with over thirty years of diversified experience in publishing, consulting, and consumer products. He has operated on a global scale in both consumer and educational publishing.

Formerly, Wan was president of the Penguin Group, the global trade consumer book publishing division of Pearson plc, where he was responsible for approximately \$1.2 billion in revenue from three primary operating divisions in thirteen countries. Prior to joining Pearson plc, Wan held three executive positions at Simon & Schuster. He also held positions at Arthur Andersen, PepsiCo, Paine Webber, and Salomon Brothers prior to entering the publishing arena. Wan received his BA degree from Yale University and an MBA from Harvard Business School.