

Michael C. Withers

February 2023

Texas A&M University, Mays Business School, Department of Management
4221 TAMU College Station TX 77843-4221
Email: mwithers@mays.tamu.edu

EDUCATION

PhD, Strategic Management, Arizona State University, May 2011.

MA, Management, the University of Alabama, May 2007.

MBA, the University of Southern Mississippi, May 2004.

BBA emphasis in Management, Mississippi State University, December 2002.

PROFESSIONAL EXPERIENCE

Associate Dean for Research and Scholarship, Texas A&M University (2023-present)

Chancellor EDGES Fellow, Texas A&M University (2020-Present)

Presidential Impact Fellow, Texas A&M University (2019-Present)

Gina and Anthony Bahr ('91) Professor in Business, Texas A&M University (2019-Present)

Associate Professor, Texas A&M University (2018-Present)

Assistant Professor, Texas A&M University (2012-2018)

Visiting Assistant Professor, Texas A&M University (2011-2012)

RESEARCH

Research Interests

Boards of Directors, Resource Dependence Theory, Entrepreneurship, and Research
Methodology in Strategic Management

Publications

Dwivedi, P., Gee, I. H., Withers, M. C., & Boivie, S. No Reason to Leave: The Effects of CEO
Diversity-Valuing Behavior on Psychological Safety and Turnover for Female Executives
Journal of Applied Psychology. Forthcoming.

Harrison, J., Boivie, S., & Withers, M. C. Executives' Prior Employment Ties to Interlocking
Directors and Interfirm Mobility. *Organization Science*. Forthcoming.

Krause, R. K., Withers, M. C., & Waller, M. J. Leading the board in a crisis: Strategy and
performance implications of board chair directive leadership. *Journal of Management*.
Forthcoming.

Ireland, R. D., Withers, M.C., Harrison, J., Boss, D. S. & Scoresby, R. Strategic
entrepreneurship: A review and research agenda. *Entrepreneurship Theory and Practice*.
Forthcoming.

Krause, R. A. & Withers, M. C. Propulsions toward what capes? Testing normative theory
through a panorama of consequences. *Journal of Business Ethics*. Forthcoming.

Busenbark, J. R., Arrfelt, M., Semadeni, M., & Withers, M. C. 2022. Corporate-level influences on internal capital allocation: The role of financial analyst performance projections. *Strategic Management Journal*, 43(1): 180-209.

Busenbark, J. R., Yoon, H., Gamache, D. L., & Withers, M. C. 2022. Omitted variable bias: Examining management research with the impact threshold of a confounding variable (ITCV). *Journal of Management*, 48(1): 17-48.

Boivie, S., Withers, M. C., Graffin, S. D., & Corley, K. G. 2021. Corporate directors' implicit theories of the roles and duties of boards. *Strategic Management Journal*, 42(9): 1151-1168.

Scoresby, R., Ireland, R. D., & Withers, M. C. 2021. The effect of CEO regulatory focus on changes to investments in R&D. *Journal of Product Innovation Management*. 38(4): 401-420.

Chirico, F., Gomez-Mejia, L. R., Hellerstedt, K., Withers, M. C. & Nordqvist, M. 2020. To merge, sell or liquidate? Socioemotional wealth, family control, and the choice of business exit. *Journal of Management*, 46(8): 1342-1379.

Withers, M. C., Howard, M. D., & Tihanyi, L. 2020. You've got a friend: Examining board interlock formation after financial restatements. *Organization Science*, 31(3): 742-769.

Andrus, J. A., Withers, M. C., Courtright, S. H., & Boivie, S. 2019. Go your own way: Exploring the causes of individual top executive turnover. *Strategic Management Journal*, 40(7): 1151-1168.

Withers, M.C., Ireland, R. D., Miller, D., Harrison, J., & Boss, D. S. 2018. Competitive landscape shifts: The influence of strategic entrepreneurship on shifts in market commonality. *Academy of Management Review*, 43(3): 349-370.

Withers, M. C., Howard, M. D., & Kim, R. 2018. The evolution of the board interlock network following Sarbanes-Oxley. *Social Networks*, 52 (1): 56-67.

Zona, F., Gomez-Mejia, L. R., & Withers, M. C. 2018. Board interlocks and firm performance: Toward a combined agency – resource dependence perspective. *Journal of Management*, 44 (2): 589-618.

Krause, R. A., Withers, M. C., & Semadeni, M. 2017. Compromise on the board: Investigating the antecedents and consequences of lead independent director appointment. *Academy of Management Journal*, 60 (6): 2239-2265.

Howard, M. D., Withers, M.C., & Tihanyi, L. 2017. Knowledge dependence and the formation of director interlocks. *Academy of Management Journal*, 60 (5): 1986-2013.

Certo, S. T., Withers, M. C., & Semadeni, M. 2017. A tale of two effects: Using longitudinal data to compare within- and between-firm effects. *Strategic Management Journal*, 38(7): 1536-1556.

Withers, M. C. & Fitza, M. A. 2017. Do board chairs matter? The influence of board chairs on firm performance. *Strategic Management Journal*, 38(6): 1343-1355.

Howard, M. D., Withers, M. C., Carnes, C. M. & Hillman, A. J. 2016. Friends or strangers? It all depends on context: a replication and extension of Beckman, Haunschild, and Phillips (2004). *Strategic Management Journal*, 37(11): 2222-2234.

Boivie, S., Graffin, S. D., Oliver, A. G., & Withers, M. C. 2016. Come aboard! Exploring the effects of directorships in the executive labor market. *Academy of Management Journal*, 59(5): 1681-1706.

Krause, R. A., Semadeni, M., & Withers, M. C. 2016. That special someone: When the board views its chair as a resource. *Strategic Management Journal*, 37(9): 1990-2002.

Cannella, A. A., Jones, C. D., & Withers, M. C. 2015. Family- versus lone founder-controlled public corporations: Social identity theory and boards of directors. *Academy of Management Journal*, 58(2): 436-459. (All authors contributed equally).

Semadeni, M., Withers, M. C., & Certo, S. T. 2014. The perils of endogeneity and instrumental variables in strategy research: Understanding through simulations. *Strategic Management Journal*, 35(7): 1070-1079.

Withers, M. C., Corley, K. G., & Hillman, A. J. 2012. Stay or leave: Director identities and voluntary exit from the board during organizational crisis. *Organization Science*, 23(3): 835-850.

Withers, M. C., Hillman, A. J., & Cannella, A. A. 2012. A multidisciplinary review of the director selection literature. *Journal of Management*, 38(1): 243-277.

Withers, M. C., Drnevich, P. L., & Marino, L. D. 2011. Doing more with less: The disordinal implications of firm age for leveraging capabilities for innovation activity. *Journal of Small Business Management*, 49 (4): 515-536.

Hillman, A. J., Withers, M. C., & Collins, B. J. 2009. Resource dependence theory: A review. *Journal of Management*, 35(6): 1404-1427.

Hoskisson, R. E., Castleton, M. W., & Withers, M. C. 2009. Complementarity in monitoring and bonding: More intense monitoring leads to higher executive compensation. *Academy of Management Perspective*, 23(2): 57-75.

Mixon, F. G., Salter, S. P. & Withers, M. C. 2006. Teaching market mechanisms and human capital in economics courses: Examples from jersey transactions in professional sports. *Journal of Education for Business*, 82(1): 35-39.

Papers under Review

Kraft, P. S., Dickler, T. A. & Withers, M. C. Title Removed. Under revision for third review at *Strategic Management Journal*.

Withers, M.C. Lee, K., Bermis, S., & Boivie, S. Title Removed. Under third review at *Journal of Management*.

Krause, R. K., Withers, M. C., & Waller, M. J. Title Removed. Under second review at *Academy of Management Review*.

Lee, E., Busenbark, J. R., Withers, M. C., & Zajac, E. Title Removed. Under revision for second review at *Academy of Management Review*.

Withers, M. C., Nalick, M., Schnackenberg, A. & Bement, D. Title Removed. Under revision for second review at *Academy of Management Review*.

Li, C. H., Withers, M. C., & Certo, S. T. Title Removed. Reject and resubmit at *Strategic Organization*.

Li, C. H., Withers, M. C., & Cannella, A. A. Title Removed. Reject and resubmit at *Strategic Management Journal*.

Work in Progress

Li, C. H., Krause, R. K., & Withers, M. C. Cybersecurity attacks and corporate governance.

Blagoeva, R. R., Benischke, M. H., & Withers, M. C. CEO personality and compensation.

Other Publications

Vera, D., Bonardi, J.-P., Hitt, M. A., & Withers, M. C. 2022. Extending the boundaries of strategic leadership research. *Leadership Quarterly*, 33(3): 101617. (All authors contributed equally).

Publications in Proceedings

Busenbark, J. R., Gamache, D.L., Yoon, H., Certo, S. T., & Withers, M. C. 2019. How much of a problem is omitted variable bias really? Examining strategy research with the ITCV. Paper selected for *Academy of Management Best Papers Proceedings*.

Busenbark, J. R., Arrfelt, M., Semadeni, M., & Withers, M. C. 2018. The role of firm performance aspirations in managers' internal capital allocation strategies. Paper selected for *Academy of Management Best Papers Proceedings*.

Withers, M. C., Sirmon, D. G., Tuggle, C. S., & Carnes, C. M. 2014. Competing from the boardroom: The influence of board independence on strategic actions. Paper selected for *Academy of Management Best Papers Proceedings*.

Withers, M. C. & Hillman, A. J. 2008. Director identities and the role of the board in organizational turnaround. Paper selected for *Academy of Management Best Papers Proceedings*.

Book Chapters

Ireland, R. D. & Withers, M. C. 2021. Corporate Growth and Acquisition. *Strategic Management: State of the Field and Its Future*. Edited by Duhaime, I. M., Hitt, M. A., & Lyles, M. A., Oxford University Press.

Withers, M. C. and Li, C. H. 2021. Natural Experiments in Business Research Methods. In *Oxford Encyclopedia of Business and Management*. Edited by Hitt, M. A. Oxford University Press.

Mixon, F. G. & Withers, M. C. 2004. Bracketology 101: Using sports to apply probabilistic concepts from elementary econometrics. *Shaping the Learning Curve: Essays on Economic Education*. Edited by Mixon, F. G., Booksurge Publishing.

Academic Presentations

Blagoeva, R. R., Benischke, M. H., & Withers, M. C. 2021. The Influence of CEO Power and Personality on Compensation: A Configurational Approach. Strategic Management Society 2021 annual meeting, Toronto Virtual.

Calvano, F., Andrus, J. A., Withers, M. C., & Boivie, S. A Shuffling of The Guard: Audit Committee Exit as a Response to Financial Restatements. Academy of Management 2021 annual conference, Virtual.

Li, C. H., Withers, M. C., Certo, S. T. 2020. A True Causal Inference? Using the Difference-in-differences Estimator in Strategic Management Research. Strategic Management Society 2020 annual meeting, Virtual. **Best Research Methods Paper Nomination*.

Yonish, L., Li, C. H., Boivie, S. & Withers, M. C. Savior or Destroyer? Examining the Influence of Shareholder Activism on Boards. Strategic Management Society 2020 annual meeting, Virtual. **Best Paper Nomination. *Runner-up best paper SL&G IG*

Withers, M. C., Criaco, G., Chirico, F., & Bau, M. 2020. The mobility of family and nonfamily firm employees. Academy of Management 2020 annual conference, Virtual.

Li, C. H. & Withers, M. C. 2019. The diffusion of the lead independent director position through board interlocks. Strategic Management Society 2019 annual meeting, Minneapolis, MN.

Withers, M. C., Criaco, G., Chirico, F., & Bau, M. 2019. The mobility of family and nonfamily firm employees. Strategic Management Society 2019 annual meeting, Minneapolis, MN.

Busenbark, J. R., Gamache, D.L., Yoon, H., Certo, S. T., & Withers, M. C. 2019. How much of a problem is omitted variable bias really? Examining strategy research with the ITCV. Academy of Management 2019 annual conference, Boston, MA.

Withers, M. C., Chirico, F. & Criaco, G. 2019. A theory of family firm professionalization. AMR Professional Development Workshop, International Family Enterprise Research Academy 2019 annual conference, Bergamo, Italy.

Withers, M. C., Criaco, G., Chirico, F., & Bau, M. 2019. The mobility of family and nonfamily firm employees. International Family Enterprise Research Academy 2019 annual conference, Bergamo, Italy.

- Withers, M. C. & Fitza, M. A. 2019. Do CEOs differ much in their decision-making? Assessing the CEO effect on strategic change. Strategic Management Society 2019 special conference, Las Vegas, NV.
- Harrison, J., Boivie, S., & Withers, M. C. 2019. It's who you know: How social ties at the top influence executive career mobility. Strategic Management Society 2019 special conference, Las Vegas, NV.
- Dwivedi, P. & Withers, M. C. 2019. Differential effects of functional experience on board and CEO appointments for female executives. Strategic Management Society 2018 special conference, Hyderabad, India.
- Boivie, S., Withers, M. C., Graffin, S. D., & Corley, K. G. 2018. A Socio-cognitive view of board effectiveness: A grounded theory model. Strategic Management Society 2018 annual meeting, Paris, France.
- Fu, J-Y, Sun, P., & Withers, M. C. 2018. Who dares to say no? Independent director dissent in Chinese public corporations. Strategic Management Society 2018 annual meeting, Paris, France.
- Busenbark, J. R., Arrfelt, M., Semadeni, M., & Withers, M. C. 2018. The role of firm performance aspirations in managers' internal capital allocation strategies. Academy of Management 2018 annual conference, Chicago, IL.
- McSweeney, J., McSweeney, K., Oliver, A. G., Park, U. D., Withers, M. C. 2018. Liberal boards and diversity: examining the impact of board ideology on female board appointments. Academy of Management 2018 annual conference, Chicago, IL.
- Fitza, M. A., Withers, M. C., & Hayward, M. 2017. Variance decomposing M&A activity. Strategic Management Society 2017 annual meeting, Houston, TX.
- Withers, M. C. & Certo, S. T. 2017. Losing control: Exploring the effects of an endogenous covariate on an exogenous variable. Variance Decomposing M&A Activity. Strategic Management Society 2017 annual meeting, Houston, TX.
- Xu, K., Kim, R., Withers, M. C., & Howard, M. D. 2017. The role of institutional logics in board interlock formation. Academy of Management 2017 annual conference, Atlanta, GA.
- Withers, M. C., Howard, M. D., & Tihanyi, L. 2017. Examining board interlock formation after financial restatements. INSEAD Conference on Behavioral Perspectives on Corporate Governance, Fontainebleau, France.
- Andrus, J. A., Withers, M.C., Boivie, S., & Courtright, S. H. 2017. You can go your own way: An examination of individual-level TMT exit. Strategic Management Society 2017 special conference, Milan, Italy.
- Ndofor, H., Chapman, C. T., Goranova, M., & Withers, M. C. 2017. The speed and magnitude of competitive actions post CEO succession. Strategic Management Society 2017 special conference, Milan, Italy.

Oliver, A. G., Withers, M. C., Graffin, S. D., & Boivie, S. 2016. Unlocking the benefits of the boardroom: Implications in the CEO labor market. Strategic Management Society 2016 annual meeting, Berlin, Germany.

Withers, M.C., & Fitza, M. A. 2016. Do board chairs matter? The influence of board chairs on firm performance. Strategic Management Society 2016 annual meeting, Berlin, Germany.

Withers, M. C., Xu, K., & Li, S. 2016. Board interlocks and CEO succession in a global context: The case of emerging markets. Academy of Management 2016 annual conference, Anaheim, CA.

Withers, M. C., Jones, L. C., Howard, M. D., & Tihanyi, L. 2016. Friends in low places: Examining board interlock formation after financial restatements. Academy of Management 2016 annual conference, Anaheim, CA.

Withers, M. C., Xu, K., Hitt, M. A., Bierman, L., & Chapman, C. T. 2015. The influence of shareholder activism in the form of 13d filings on firm outcomes. Strategic Management Society 2015 annual meeting, Denver, CO.

Ndofor, H., Chapman, C. T., Goranova, M., & Withers, M. C. 2015. The timing and magnitude of strategic actions post CEO Succession. Strategic Management Society 2015 annual meeting, Denver, CO.

Howard, M., Withers, M., & Kim, J. 2015. The origin and evolution of board interlock network. Sunbelt Conference of the International Network for Social Network Analysis, Brighton, UK.

Krause, R. A., Withers, M.C., & Josefy, M. 2015. Beyond “familiness”: Toward a typology of family influence in publicly traded firms. 2015 Theories of Family Enterprise Conference, Fort Worth, TX.

Howard, M. D., Withers, M. C., & Tihanyi, L. 2014. Knowledge dependence and the formation of director interlocks. Strategic Management Society 2014 annual meeting, Madrid, Spain.

Withers, M. C., Certo, S. T., & Semadeni, M., Does endogeneity affect contingency modeling? Well, it depends...Examining the influence of endogeneity when testing interactions. 2014. Strategic Management Society 2014 annual meeting, Madrid, Spain.

Withers, M. C., Sirmon, D. G., Tuggle, C. S., & Carnes, C. M. 2014. Competing from the boardroom: The influence of board independence on strategic actions. Academy of Management 2014 annual conference, Philadelphia, PA. **Finalist for Best Paper OMT Division.*

Certo, S. T., Semadeni, M., & Withers, M. C. 2014. The truth lies within... and between: The theoretical and empirical implications of longitudinal relationships in strategy research. Academy of Management 2014 annual conference, Philadelphia, PA.

Withers, M., Boss, D. S., & Ireland, R. D. 2014. Dedicated to our executive? The role of dedicated owners on CEO succession. Academy of Management 2014 annual conference, Philadelphia, PA.

Withers, M. C., Xu, K., Certo, S. T., & Shen, W. 2013. Storming the castle: Leadership transition at the top and competitor strategic actions. Strategic Management Society 2013 annual meeting, Atlanta, GA. **Best Paper Nomination.*

Wu, N.-H., Tihanyi, L., & Withers, M. C. 2013. A Meta-analysis of board interlocks and financial performance. Strategic Management Society 2013 annual meeting, Atlanta, GA.

Withers, M. C., Jones, C. D., & Huh, D. W. 2013. Where have all the outside CEO directors gone? A matching perspective of CEO director turnover. Southern Management Association 2013 annual meeting in New Orleans, LA.

Ndofor, H. A. & Withers, M. C. 2012. Shaping the competitive playing field: Integrating competitive dynamics with structuration theory. Strategic Management Society 2012 annual meeting, Prague, Czech Republic.

Withers M. C. 2012. Supply side considerations on the market for corporate directors. Strategic Management Society 2012 annual meeting, Prague, Czech Republic.

Semadeni, M., Certo, S. T., & Withers, M. C. 2012. Remediating endogeneity: Are the cures worse than the disease? Academy of Management 2012 annual conference, Boston, MA.

Withers, M. C. & Jones, C. D. 2012. We go together (or maybe not): Examining director-board match stability and dissolution. Academy of Management 2012 annual conference, Boston, MA.

Cannella, A. A., Jones, C. D., & Withers, M. C. 2011. Family-controlled public corporations: How family owners use boards of directors to retain control. Academy of Management 2011 annual conference, San Antonio, TX.

Collins, B. J., Withers, M. C., Lai, F., & Tian, Y. 2011. Norms only benefit equals: Perceptions of opportunism in power asymmetrical exchange relationships. Academy of Management 2011 annual conference, San Antonio, TX.

Cannella, A. A., Jones, C. D., & Withers, M. C. 2010. Examining familiness: Exploring the influence of family on the board of directors. Strategic Management Society 2010 annual meeting, Rome, Italy.

Certo, S. T., Semadeni, M., & Withers, M. C. 2010. Revisiting the application of mixed models to organizational research. Academy of Management 2010 annual conference, Montreal, Quebec.

Withers, M. C., & Drnevich, P. L. 2010. Do innovation-supportive incentives support innovation? 2010 Atlanta Competitive Advantage Conference, Atlanta, GA.

Withers, M. C., & Castleton, M. W. 2009. It's all downhill from here: A theory of director capital deterioration. Academy of Management 2009 annual conference, Chicago, IL.

Withers, M. C., Drnevich, P. L., & Marino, L. D. 2009. Older but not always wiser: The disordinal implications of firm age and experience for leveraging capabilities for innovation. 2009 Babson College Entrepreneurship Research Conference, Babson Park, MA.

Withers, M. C., & Hillman, A. J. 2008. Director identities and the role of the board in organizational turnaround. Academy of Management 2008 annual conference, Anaheim, CA.

Withers, M. C., Drnevich, P. L., & Armstrong, C. E. 2008. Re-conceptualizing absorptive capacity: Absorptive capacity breadth versus depth. Academy of Management 2008 annual conference, Anaheim, CA.

Marino, L. D., Drnevich, P. L., & Withers, M. C. 2008. How do firms leverage innovation-capabilities for repeat innovation activity? 2008 Babson College Entrepreneurship Research Conference, Chapel Hill, NC.

Withers, M. C. & Drnevich, P. L. 2008. Does an innovation-supportive culture always support innovation? 2008 Babson College Entrepreneurship Research Conference, Chapel Hill, NC.

Withers, M. C., Drnevich, P. L., & Marino, L. D. 2007. Fostering entrepreneurial innovation: An empirical examination. Academy of Management 2007 annual conference, Philadelphia, PA.

Withers, M. C., Drnevich, P. L., & Burr, J. 2007. Knowledge breadth versus knowledge depth: Clarifying competing measures of absorptive capacity. Strategic Management Society 2007 annual meeting, San Diego, CA.

Robinson, A., Withers, M. C., Drnevich, P. L., & Marino, L. D. 2007. Technological drivers of innovation activity in entrepreneurial firms. Southern Management Association 2007 annual meeting, Nashville, TN.

Withers, M. C., Drnevich, P. L., & Marino, L. D. 2007. An innovation value chain approach to competitive advantage. 2007 Atlanta Competitive Advantage Conference, Atlanta, GA.

Withers, M. C. 2006. The entrepreneurial window of opportunities: A typology of entrepreneurial opportunities. Southern Management Association 2006 annual meeting, Clearwater, FL.

SOCIETAL IMPACT STATEMENT

Corporate governance practices shape organizational actions and work to ensure alignment between shareholder and executive interests. In the years since the passage of the Sarbanes-Oxley (SOX) Act in the U.S., a substantial portion of the broader discussion regarding public corporations has focused on corporate governance practices and the regulatory environment surrounding these practices. My research has delved into questions regarding director selection and mobility to understand how organizations benefit from board composition. For example, my research has examined relatively new governance practices, such as the introduction of lead independent directors and the impact in who is selected to serve in these positions. In asking such questions, my research complements work by governance practitioners and researchers

alike to understand how organizations, their shareholders, and the broader society can benefit from corporate governance.

TEACHING

Texas A&M University

PhD Research Methods in Organizational Science II MGMT 686 (5 is the highest)

“Overall this was an effective instructor”

Evaluation 5.00/5 (Fall 2022)

Evaluation 5.00/5 (Spring 2022)

Section evaluation

Evaluation 5.00/5 (Fall 2020)

Evaluation 5.00/5 (Fall 2019)

Evaluation 5.00/5 (Fall 2018)

Evaluation 5.00/5 (Fall 2017)

Evaluation 4.98/5 (Fall 2016)

Evaluation 4.92/5 (Fall 2015)

Business and Corporate Strategy MGMT 680

“Overall this was an effective instructor”

Evaluation 4.88/5 (Spring 2022)

Evaluation 4.89/5 (Fall 2021)

Section evaluation

Evaluation 4.89/5 (Spring 2020)

Evaluation 4.76/5 (Spring 2020)

Evaluation 4.83/5 (Spring 2019)

Evaluation 4.77/5 (Spring 2019)

Evaluation 4.84/5 (Spring 2018)

Evaluation 4.80/5 (Spring 2018)

Evaluation 4.91/5 (Spring 2015)

Evaluation 4.70/5 (Spring 2014)

Evaluation 4.71/5 (Spring 2014)

Evaluation 4.68/5 (Spring 2014)

Strategic Management MGMT 466 (5 is the highest)

“Overall this was an effective instructor”

Evaluation 5.00/5 (Spring 2021)

Evaluation 5.00/5 (Spring 2021)

Section evaluation

Evaluation 4.98/5 (Spring 2020 Honors)

Evaluation 4.88/5 (Spring 2017 Honors)

Evaluation 4.75/5 (Spring 2017)

Evaluation 4.88/5 (Spring 2016 Honors)

Evaluation 4.86/5 (Spring 2016)

Evaluation 4.90/5 (Spring 2015)

Evaluation 4.86/5 (Spring 2015)

Evaluation 4.94/5 (Spring 2014 Honors)

Evaluation 4.76/5 (Spring 2013)
Evaluation 4.68/5 (Spring 2013)
Evaluation 4.36/5 (Spring 2013 Honors)
Evaluation 4.62/5 (Spring 2012)
Evaluation 4.57/5 (Spring 2012)
Evaluation 4.83/5 (Fall 2011)
Evaluation 4.62/5 (Fall 2011)

EMBA Corporate Strategy MGMT 618
“Overall this was an effective instructor”
Evaluation 5.0/5 (Fall 2021)

Section evaluation
Evaluation 4.86/5 (Fall 2018)
Evaluation 4.83/5 (Fall 2018)
Evaluation 4.56/5 (Fall 2017)

Center for Executive Development Teaching
Business Leadership Develop II Program: Leaders and Strategy (2020 -)
Presidents Leadership Excellent Program: Corporate Governance (2022 -)

Arizona State University

Strategic Management MGT 460 (7 is the highest)
Evaluation 6.50/7 (Fall 2010)
Evaluation 6.35/7 (Fall 2010)
Evaluation 6.75/7 (Fall 2009)
Evaluation 6.60/7 (Fall 2009)
Evaluation 6.68/7 (Summer 2009)
MBA Teaching Assistant, MGT 589 (Certo-Spring 2009)
Judge, MBA Case Competition, 2010, 2011

The University of Alabama

Principles of Management (5 is the highest)
Evaluation 4.97/5 (Summer 2006)

Mississippi State University - Meridian

Business Policy (Spring 2005 & Summer 2005), Organizational Theory (Spring 2005)
Principles of Management (Summer 2005), Intro to Human Resource Management (Fall 2004
and Spring 2005), Organizational Communications (Fall 2004, Spring 2005, and Summer 2005)

SERVICE ACTIVITIES

Professional

Associate Editor, *Organizational Research Methods* (2021-)
Special Issue Co-editor, Harnessing Exogenous Shocks for Leadership and
Management Research, *Leadership Quarterly*
Special Issue Co-editor, Strategic Leadership and Strategic Management, *Leadership Quarterly*
Editorial Review Board: *Strategic Management Journal* (2016-)
Editorial Review Board: *Leadership Quarterly* (2018-)

Editorial Review Board: *Academy of Management Journal* (2020-)
Editorial Review Board: *Academy of Management Review* (2021-)
Editorial Review Board: *Journal of Management* (2021-)
Editorial Review Board: *Journal of Management Scientific Reports* (2022-)
Editorial Review Board: *American Journal of Business* (2012-2018)
Ad-hoc Reviewer: *Organization Science*
Ad-hoc Reviewer: *Strategic Organization*
Ad-hoc Reviewer: *Strategy Science*
Ad-hoc Reviewer: *Administrative Science Quarterly*
Ad-hoc Reviewer: *Business & Society*
Ad-hoc Reviewer: *Journal of Management Studies*
Conference Reviewer: Academy of Management Annual Meeting, Strategic Management Society Annual Meeting

Special Committee for the Academy of Management Board of Governors, Spring 2023
Co-Track Chair-External Governance Mechanisms, Annual Conference of the International Corporate Governance Society, 2022
CARMA Webcast Lecture – Omitted Variable Bias
Co-organizer, SMS Research Methods Doctoral Student and Junior Faculty Consortium, 2021
Chair, Research Methods Community SMS, 2022
Program Chair, Research Methods Community SMS, 2021
Member, Journal of Management Scientific Reports (JOMSR) Founding Committee, 2021
Member, New Journal Taskforce, Southern Management Association, 2020
Associate Program Chair, Research Methods Community SMS, 2020
Representative-at-Large, Research Methods Community SMS, 2018-2020
Representative-at-Large, Strategic Leadership and Governance Interest Group SMS, 2014-2016.
2014 SMS Doctoral Student Consortium Faculty Panelist
2015 AOM Research Methods Division Doctoral Student Consortium Faculty Panelist
2016 AOM Research Methods Division Doctoral Student Consortium Faculty Panelist
2020 AOM Research Methods Division Doctoral Student Consortium Faculty Panelist
2021 AOM Research Methods Division Doctoral Student Consortium Faculty Panelist
2016 SMS SL&G Interest Group Paper Development Workshop Organizer and Faculty Panelist
2017 SMS SL&G Interest Group Paper Development Workshop Organizer and Faculty Panelist
2017 SMS Houston Extension Co-Organizer (with Laszlo Tihanyi): New Directions in International Corporate Governance Research
Track Chair-Governance, Leadership, and Human Capital, 2018 SMS Special Conference, Hyderabad, India
Track Chair-Research Methods, 2019 SMS Special Conference, Las Vegas

External referee for promotion and/or tenure:
Oklahoma State University (2023)
The University of Mississippi (2021)
The University of Texas at El Paso (2020)

Texas A&M University

Chair, Mays research Council
Member, University Research Council (2023-)

Coordinator, Doctoral Program Committee (2019-2022)
Chair, Faculty Search Committee (Fall 2022)
Member, Faculty Search Committee (2022; 2019)
Member, Special Committee reporting to the Provost Office (2021)
Member, Department of Management Budget Committee (2020)
Member, Review Committee for The Center for Human Resource Management (2019-2020)
Co-coordinator, MGMT 466 course (2018-2023)
Member, Doctoral Program Committee (2014-2018)
Member, Management Department Chair Search Advisory Committee (2015)
Member, Strategic Management Faculty Search Committee (2014)

Dissertation Committee Chair, Chi Hon (John) Li (Management)
Dissertation Committee Co-Chair, Richard Scoresby (Management)
Dissertation Committee Member, Inn Hee Gee (Management)
Dissertation Committee Member, Dave Sullivan (Management)
Dissertation Committee Member, Eric Lee (The University of Georgia - Management)
Dissertation Committee Member, Kevin McSweeney (Management)
Dissertation Committee Member, Joseph Harrison (Management)
Dissertation Committee Member, Matthew Josefy (Management)
Dissertation Committee Member, Michael Nalick (Management)
Dissertation Committee Member, Adam Olson (Accounting)

EMBA Capstone Project Advisor

Faculty Judge, Business Student Council's 2017 High School Business Proposal Competition
Presentation to the MSC Bethancourt on "Understanding M&A Activity from a Strategic
Perspective," Spring 2017
2014 PREP Freshman Student Case Competition Judge

PROFESSIONAL MEMBERSHIP

Academy of Management
Strategic Management Society
Southern Management Association

AWARDS AND PROFESSIONAL ACTIVITIES

2022 Graduate Mentoring Academy Fellow, TAMU
2019-2020 Graduate and Professional Student Government Kunze Award
2019 Young Investigator Award - Administrative Sciences
2019 Dr. Ricky W. Griffin Research Award
2019 Sage Publications/Research Methods Division Best Paper Award
2017-2018 Best Reviewer, *Strategic Management Journal*
2017 Best Paper in International Cooperate Governance, AOM International Mgmt. Division
2016 Montague—Center for Teaching Excellence Scholar Award
Mays Research Performance Recognition Grant, Summer 2016
2015 Outstanding Reviewer Award from the Strategic Leadership & Governance IG-SMS
Mays Research Performance Recognition Grant, Summer 2015
Dean's Office Research Grant (with Matt Josefy), 2015
2014 Journal of Management Scholarly Impact Award

Dean's Office Research Grant (with Asghar Zardkoohi), 2013

2013 BPS Junior Faculty Consortium Participant

2012 Outstanding Reviewer Award, OMT Division, Academy of Management Annual Meeting

2009 BPS Doctoral Consortium Participant

2006 Southern Management Association Doctoral Consortium Participant

The University of Alabama Graduate Council Fellowship 2005-2006

The University of Alabama Frederic A. Brett Scholarship 2005-2007