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**RESUME**

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**EMPLOYMENT:**

June, 2016 to present

Professor and Blue Bell Creameries Endowed Chair  
Texas A&M University

August, 2012 to June, 2016

Professor and W. P. Carey Chair  
Arizona State University

July, 2007 to June, 2012

Earl P. and Ethel B. Koerner Chair in Strategy and Entrepreneurship,  
Tulane University

November, 2005 to July, 2007

Hahnco Companies Professor of Strategic Management  
Department Chair, Arizona State University

July, 2004 to November, 2005

Hahnco Companies Professor of Strategic Management, Arizona State  
University

September, 2003 to June, 2004

B. Marie Oth Professor of Management, Texas A&M University, College  
Station, TX

August, 2000 to August, 2004

Head, Center for New Ventures and Entrepreneurship, Texas A&M  
University, College Station, TX

September, 2002 to September, 2003  
Professor of Management and Mays Faculty Fellow, Texas A&M  
University, College Station, TX

September 1995 to August 2002  
Associate Professor of Management and James Earl Rudder Faculty  
Fellow, Texas A&M University, College Station, TX

August, 1989 to September 1995  
Assistant Professor of Management, Texas A&M University, College  
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August, 1986 to July, 1989  
Research Associate and Ph.D. Student, Columbia University Graduate  
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#### **EDUCATION:**

Ph.D., Columbia University, 1991  
M.Phil, Columbia University, 1989  
MBA, University of Northern Iowa, 1984  
B.S., Tennessee Technological University, 1974

#### **REFERREED PUBLICATIONS:**

Woo, Hyun-Soo, Albert A. Cannella, Jr. and Luiz Mesquita. 2020. How intra- and inter-firm agglomeration affect new-unit geographic distance decisions of multi-unit firms. *Strategic Management Journal*, (Forthcoming).

Wagstaff, M. Fernanda, Gabriella Flores, Albert A. Cannella, Jr, Christine Choirat, and Sayan Sarkar. 2020. Construct validity of objective measures of ethical climates. *Corporate Reputation Review*, (Forthcoming).

Caiazza, Rosa, Albert A. Cannella, Jr., Phillip Phan, and Michele Simoni. 2019. An institutional contingency perspective of interlocking directorates. *International Journal of Management Reviews*, 21:3, 277-293.

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- Gao, He, Tieying Yu and Albert A. Cannella, Jr. 2015. The use of public language in strategy: A multidisciplinary review and research agenda. *Journal of Management*, 42(1): 21-54.
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- Cannella, Albert A., Jr., Carla D. Jones and Michael Withers. 2015. Family-versus lone-founder-controlled public corporations: Social identity theory and boards of directors. *Academy of Management Journal*, 58(2): 436-459.
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- Cannella, Albert A., Jr. and W. Glenn Rowe. 1995. Leader capabilities, succession, and competitive context: A study of professional baseball teams. *Leadership Quarterly*, 6: 69-88.
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Hambrick, Donald C. and Albert A. Cannella, Jr. 1993. Relative standing: A framework for understanding acquired executive departure. *Academy of Management Journal*, 36: 733-762.

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Farh, Jiing-Lih, Albert A. Cannella Jr., and Arthur Bedeian. 1991. The effects of purpose of appraisal on the peer evaluation process. *Group and Organization Studies*, 16: 367-386.

Hambrick, Donald C. and Albert A. Cannella Jr. 1989. Strategy implementation as substance and selling. *Academy of Management Executive*, 3: 278-285.

### **INVITED PAPERS**

Cannella, Albert A., Jr. and Valerie Sy. 2019. Human capital resource emergence: A commentary. In Anthony Nyberg and Thomas Moliterno (Eds) *SHCR Multilevel Approaches: Emergence*, 130-142.

Cannella, Albert A., Jr. and Valerie Sy. 2018. Commentary: The two sides of CEO pay injustice. *Management Research*, 16:1, 90-96.

Cannella, Albert A., Jr. and Dimitrios Georgakakis. 2017. Commentary: Decision diversion: The roles of leadership context and other contingencies. *Academy of Management Discoveries*, 3:4, 428-430.

### **BOOKS AND BOOK CHAPTERS**

Finkelstein, Sydney, Donald C. Hambrick and Albert A. Cannella Jr. 2009. *Strategic leadership: Theory and research on executives, top management teams, and boards*. Minneapolis, St Paul: West.

Cannella, Albert A. Jr. and Tim R. Holcomb. 2005. A multilevel analysis of the upper echelons model. In Alfred Dansereau and Francis J. Yammarino (Eds.), *Multi-level issues in strategy and methods (Research in Multi-Level Issues, Vol. 4)*. Oxford, UK: Elsevier Science.

### **PUBLICATIONS IN PROCEEDINGS**

Jiang, Han, Albert A. Cannella, Jr., and Lifang Gao. 2013. "Embracing friends and embracing strangers: The evolution of firms' ego alliance networks." *Academy of Management Proceedings* 2013(1):14968.



- Devers, Cynthia E., Tim R. Holcomb, R. Michael Holmes, Jr., and Albert A. Cannella, Jr. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. *Academy of Management Best Papers Proceedings*, edited by Mark Weaver. Atlanta, GA.
- Yu, Tieying, and Albert A. Cannella, Jr. 2005. The antecedents of competitive aggressiveness among multinational enterprises: A study of the global automobile industry. *Academy of Management Best Papers Proceedings* (F1-F6).
- Cannella, Albert A. Jr., Donald R. Fraser, D. Scott Lee, and Matthew B. Semadeni. 2002. Fight or Flight: Managing stigma in executive careers. *Academy of Management Best Papers Proceedings*.
- Gray, Samuel R. and Albert A. Cannella Jr. 1992. The validity of CEO's cash compensation as a proxy for total compensation. *Southern Academy of Management Best Papers Proceedings*.
- Cannella, Albert A. Jr. and Samuel R. Gray. 1992. The effects of firm size and ownership structure on executive compensation policy. *Southern Academy of Management Best Papers Proceedings*.
- Cannella, Albert A. Jr., Michael Lubatkin, and Martha Kapouch. 1991. Antecedents of executive selection: Additional empirical evidence. *Academy of Management Best Papers Proceedings*, 11-14.

## **WORK IN PROGRESS**

- Gao, He, Tieying Yu, Hyun-Soo Woo and Albert A. Cannella, Jr. 2021. The power of words: word responses in multimarket competition. Under first review at *Academy of Management Journal*.
- Gee, Inn Hee, Peter Inho Nahm and Albert A. Cannella, Jr. 2021. Non-for-profit organizations: A multidisciplinary review and assessment. Proposal invited for the *Journal of Management* annual review issue.
- Kalm, Matias, Albert A. Cannella, Jr. and Ana Cristina Gonzalez Leon. 2021. The roles of regional intercorporate networks in firm failure among Colombian SMEs. Target: SMJ.
- Jones, Carla D., Mengge Li and Albert A. Cannella, Jr. 2017. Linking top management vertical and horizontal heterogeneity to firm-level competitive action complexity. Working paper, Texas A&M University.
- Zardkoohi, Asghar, Michael W. Pustay, Albert A. Cannella, Jr., and Michael Holmes. 2017. A field test of prospect theory, expected utility theory, mixed strategy theory, and house money theory: Risk taking in major league baseball, 1985-1992. Working paper, Texas A&M University.

## REFEREED PRESENTATIONS

- Gao, He, Tieying Yu and Albert A. Cannella Jr. 2015. Understanding verbal responses in competitive dynamics. Paper presented at the Annual Meetings of the Academy of Management, Vancouver, Canada.
- Orozco, Luz Elena and Albert A. Cannella Jr. 2015. The impact of multimarket contact on efficiency and profitability. Paper presented at the Annual Meetings of the Academy of Management, Vancouver, Canada.
- Woo, Hyun-Soo, and Albert A. Cannella Jr. 2015. Rivalry in both upstream and downstream markets: A multimarket competition approach. Paper presented at the Annual Meetings of the Academy of Management, Vancouver, Canada.
- Jiang, Han, Albert A. Cannella Jr. and Lifang Gao. 2013. Embracing friends and embracing strangers: The evolution of firms' ego alliance networks. Paper presented at the Annual Meetings of the Academy of Management, Orlando, FL.
- Cannella, Albert A. Jr., Carla D. Jones and Michael C. Withers. 2012. Family versus lone-founder-controlled corporations: Socioemotional wealth and the board of directors. Paper presented at the Annual Meetings of the Academy of Management, Boston, MA.
- Woo, Hyun-Soo, He Gao and Albert A. Cannella Jr. 2011. Restoring new multimarket equilibrium: A 'spheres of influence' perspective on behaviors of rivals after mergers and acquisitions. Paper presented at the Strategic Management Society meetings, Miami, FL.
- Jiang, Han, and Albert A. Cannella, Jr. and Jie Jiao. 2011. Bridging across network closure and structural holes: The evolution of firms' ego exploratory and exploitive networks. Paper presented at the Strategic Management Society meetings, Miami, FL.
- Cannella, Albert A. Jr., Carla D. Jones, and Michael C. Withers. 2011. Family-controlled public corporations: How family owners use boards of directors to retain control. Paper presented at the Academy of Management Annual Meetings, San Antonio, TX.
- Jiang, Han, Albert A. Cannella Jr., and Jie Jiao. 2011. Inducements and spillover of new ventures' utilization of managerial social capital. Paper presented at Academy of Management Annual Meetings, San Antonio, TX.
- Yu, Tieying, and Albert A. Cannella Jr. 2011. The effects of institutional dissimilarity on MNC host-country competitive actions. Paper presented at Academy of Management Annual Meetings, San Antonio, TX.

- Cannella, Albert A., Jr., Carla D. Jones and Michael Withers. 2011. Family-controlled public corporations: How family owners use boards of directors to retain control. Paper presented at the Strategic Management Society meetings in Rome.
- McFadyen, M. Ann and Albert A. Cannella Jr. 2010. Dynamic networks and knowledge creation. Paper presented at the Annual Meetings of the Academy of Management, Montreal, Quebec.
- Jiang, Han, Albert A. Cannella Jr., Lifang Gao, and Jie Jiao. 2010. External-internal guanxi contagion and employees reactions to managerial guanxi practices. Paper presented at the Annual Meetings of the Academy of Management, Montreal, Quebec.
- Yu, Tieying, Mohan Subramaniam, and Albert A. Cannella Jr. 2009. Competing globally, allying locally: Host country factors and alliances between global rivals. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.
- Chen, Ming-Jer, Tieying Yu, John Michel, and Albert A. Cannella Jr. 2009. MNC host-country competitive behavior: The roles of institutional dissimilarity and strategic importance. Paper presented at the Annual Meetings of the Academy of Management, Chicago, IL.
- Jones, Carla D., and Albert A. Cannella, Jr. 2008. Responses to a governance mandate: The adoption of governance committees by NYSE firms. Paper presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Lester, Richard H., Albert A. Cannella, Jr., and S. Trevis Certo. 2008. Keep close to home or venture out: The influence of status and connections for outside directorships. Paper presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Yu, Tieying, and Albert A. Cannella, Jr. 2008. Shaking hands while fighting: Cooperation between global competitors Paper presented at the Paper Presented at the Annual Meetings of the Academy of Management, Anaheim, CA.
- Devers, Cynthia, Tim Holcomb, Michael Holmes, and Albert A. Cannella Jr. 2007. CEO compensation and managerial risk taking: CEO pay comparisons, uncertainty, and acquisitions. Paper to be presented at the annual meetings of the Academy of Management, Philadelphia, PA.
- Liu, Kun, Jun Li, and Albert A. Cannella Jr. 2007. Managerial turnover in cyclical transition: A dynamic perspective. Paper to be presented at the annual meetings of the Academy of Management, Philadelphia, PA.

- Shin, Shung-Jae, Jing Zhou and Albert A. Cannella Jr. 2007. Creativity after mergers and acquisitions: An opportunity-threat perception perspective. Paper presented at the annual meetings of the Academy of Management (BPS Division), Seattle, Washington.
- Devers, Cynthia E., Holcomb, Tim R., Holmes, R. Michael, Jr., and Cannella, Albert A., Jr. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. In *Academy of Management Best Papers Proceedings*, edited by Mark Weaver. Atlanta, GA
- Lester, Richard H., and Cannella, Albert A., Jr. 2006. Interorganizational familiness: How family firms use community-level social capital. Paper presented at the Annual Meetings of the Academy of Management, Atlanta, GA.
- Lester, Richard H., Shen, Wei, and Cannella, Albert A., Jr. 2006. When an outside director takes over as CEO: Too little too late or just in time. Paper presented at the Annual Meetings of the Academy of Management, Atlanta, GA.
- Lester, Richard H., and Cannella, Albert A., Jr. 2005. A road to directorship: How corporate executives secure positions on other firm's boards. *Academy of Management Best Papers Proceedings*: 1-7.
- Reutzell, Christopher R., and Cannella, Albert A., Jr. 2005. A model of Chief Financial Officer exit. Paper presented at the Annual Meetings of the Academy of Management, Honolulu, HI.
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- McFadyen, M. Ann, and Cannella, Albert A., Jr. 2004. Knowledge creation and the location of exchange relations: Within and beyond the organization Paper presented at the Annual Meetings of the Academy of Management, New Orleans, LA.
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- McFadyen, M. Ann, Matthew B. Semadeni, and Albert A. Cannella Jr. 2003. The network dance: The role of networks and network dynamics in knowledge creation. Paper presented at the annual meetings of the Academy of Management (BPS Division), Seattle, Washington.
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- Hambrick, Donald C., and Albert A. Cannella Jr. 2001. Who needs a COO? Toward understanding CEOs who delegate the internal leadership role. Paper presented at the annual meetings of the Academy of Management, Washington, DC.
- Lester, Richard H., and Albert A. Cannella Jr. 2001. Toward a theory of outside director service. Paper presented at the annual meetings of the Academy of Management, Washington, DC.
- Hambrick, Donald C., and Albert A. Cannella Jr. 2001. CEOs who have COOs: What are the consequences of splitting the top job? Symposium topic presented at the annual meetings of the Academy of Management, Washington, DC.
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- Hoskisson, Robert E., Albert A. Cannella Jr., and Yangmin Kim. 1999. Latin American conglomerates or grupos: Trade liberalization, restructuring, and global competitiveness. Paper presented at the Strategic Management Society meetings in Berlin, October, 1999.
- Cannella, Albert A. Jr., and Pedro Ortin Ángel. 1999. Dismissal's consequences on executive remuneration: Is there punishment for bad performance? Paper presented at the Strategic Management Society meetings in Berlin, October, 1999.
- McFadyen, Margaret A., and Albert A. Cannella Jr. 1999. Knowledge creation through organizational routines. Paper presented at the annual meetings of the Academy of Management, Chicago, IL.
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- Harris, Ira, Amy J. Hillman, and Albert A. Cannella Jr. 1998. Corporate governance choices: Director demographics, career paths, and interlocking directorates. Paper presented at the Strategic Management Society 18<sup>th</sup> Annual International Conference, Orlando, FL.

- Cannella, Albert A. Jr., and Jay Dial. 1998. Metaphors for teaching strategy: Art, acting, and adventure. Symposium presented at the annual meetings of the Academy of Management, San Diego, CA.
- Shen, Wei, and Albert A. Cannella, Jr. 1998. The effect of CEO heir-apparent appointment on shareholder wealth. Paper presented at the annual meetings of the Academy of Management, San Diego, CA.
- Hillman, Amy, Ira C. Harris, Albert A. Cannella Jr., and Larry Bellinger. 1998. Diversity on the board: An examination of the relationship between director diversity and firm performance. Paper presented at the annual meetings of the Academy of Management, San Diego, CA.
- Rowe, W. Glenn, and Albert A. Cannella Jr. 1997. Antecedents and performance implications of change in persistent CEO succession processes. Paper presented at the annual meetings of the Strategic Management Society, Phoenix, AZ.
- Monroe, Martin, Ramona Paetzold, and Albert A. Cannella Jr. 1997. Factors influencing the early adoption of an administrative innovations: Insights from the ISO 9000 standards. Interactive paper session held at the annual meetings of the Academy of Management, Cincinnati, OH.
- Cannella, Albert A. Jr, and Samuel R. Gray. 1996. Measuring CEO compensation: The case of stock options. Manuscript invited for presentation at a special issue conference of *Academy of Management Journal* at Tilburg University in Tilburg, Netherlands.
- Hillman, Amy J. and Albert A. Cannella Jr. 1995. The board of directors as an environmental link: An examination of board composition under regulation and deregulation. Paper presented at the annual meetings of the Academy of Management, Vancouver BC.
- Sherman, Scott, Amy J. Hillman, and Albert A. Cannella Jr. 1995. Organizational implications of why Godzilla failed: Hopeful monsters and punctuated equilibrium. Paper presented at the annual meetings of the Academy of Management, Vancouver BC.
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- Cannella, Albert A. Jr., and W. Glenn Rowe. 1994. Performance leads to reputation which leads to performance: A theoretical and empirical examination of reputation as an outcome and as an antecedent. Paper presented at the annual meetings of the Academy of Management, Dallas, TX.

- Gray, Samuel R. and Albert A. Cannella Jr. 1993. The validity of CEO's cash compensation as a proxy for total compensation. Paper presented at the Southern Academy of Management, New Orleans, LA.
- Cannella, Albert A. Jr. and Rahul Kochhar. 1993. Strategic change: The effects of CEO succession, ownership structure, and firm size. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.
- Cannella, Albert A. Jr. and Aleta M. Best. 1993. Executive origin and executive turnover: An examination of officer-director tenure. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.
- Cannella, Albert A. Jr. and Samuel R. Gray. 1992. The effects of firm size and ownership structure on executive compensation policy. Paper presented at the annual meetings of the Southern Academy of Management, New Orleans, LA.
- Cannella, Albert A. Jr. and Donald C. Hambrick. 1992. The effects of executive departures on the performance of acquired firms. Paper presented at the *Strategic Management Journal* special issue conference on corporate restructuring. September, 1992, The Wharton School, University of Pennsylvania, Philadelphia, PA.
- Cannella, Albert A. Jr. and Harbir Singh. 1992. Golden parachutes for corporate executives: Incentive alignment versus managerial influence. Paper presented at the annual meetings of the Academy of Management, Las Vegas, NV.
- Cannella, Albert A. Jr. and Sam Gray. 1992. The effect of firm-specific risk on the CEO pay-for-performance relationship. Paper presented at the annual meetings of the Academy of Management, Las Vegas, NV.
- Cannella, Albert A. Jr, Michael Lubatkin, and Martha Kapouch. 1991. Antecedents of executive selection: Paper presented at the Academy of Management Annual Meetings, Miami Beach, FL.
- Cannella, Albert A. Jr. 1991. Executive departures from acquired firms: Performance implications. Paper presented at the Academy of Management Annual Meetings, Miami Beach, FL.
- Cannella, Albert A. Jr. 1991. Target executive post-acquisition departure: The effects of wealth changes. Paper presented at the Academy of Management Annual Meetings. August, 1991, Miami Beach, FL.
- Cannella, Albert A. Jr. 1990. Determinants of early post-acquisition departure among target firm top executives. Paper presented at the Academy of Management Annual Meetings, San Francisco, CA.

Farh, Jiing-Lih, Albert A. Cannella Jr., and Arthur G. Bedeian. 1990. The effects of purpose of appraisal on the peer evaluation process. Paper presented at the Academy of Management Annual Meetings, San Francisco, CA.

Cannella, Albert A. Jr. 1990. The role of executive succession in strategic renewal. Presentation made at the 5th Annual Texas Conference on Organizations, Lago Vista, TX.

Cannella, Albert A. Jr., James W. Fredrickson, and Donald C. Hambrick. 1989. Testing a model of CEO dismissal. Paper presented at the Academy of Management, Washington, D.C.

Cannella, Albert A. Jr. 1988. Administrative succession and organizational performance: A replication and extension. Paper presented at the Academy of Management, Anaheim, CA.

#### **MEMBERSHIPS:**

Academy of Management  
Strategic Management Society

#### **EDITORIAL REVIEW BOARDS:**

*Academy of Management Review (current)*  
*Academy of Management Journal (current)*  
*Administrative Science Quarterly (current)*  
*Journal of Management (current)*  
*Entrepreneurship Theory and Practice (current)*  
*Journal of Management Studies (current)*  
*Strategic Management Journal (current)*

#### **AD-HOC REVIEWER:**

*Journal of Law, Economics and Organization*  
*Organization Science*  
*Management Science*  
*Organizational Behavior and Human Decision Processes*

#### **OUTSIDE REVIEWER FOR PROMOTION AND TENURE:**

**Assistant to Associate** – University of Tennessee; Notre Dame, University of Georgia, University of Oklahoma, University of North Carolina, University of Kentucky, Boston College, Arizona State University, Michigan State University, University of Minnesota, Virginia Tech University, Brigham Young University

**Associate to Full** – University of Kansas, Colorado State University, Indiana University, University of Texas at Dallas, University of Toronto, University of Illinois at Urbana-Champaign, University of Oklahoma



## ACADEMIC COMMITTEES AND SERVICES:

- Member, Academy of Management Ethics Adjudication Board, 2010-2012
- Chair of the Tulane University Freeman Undergraduate Committee, 2011-2012
- Representative at Large, Academy of Management Board of Governors (2005-2008)
- Department Head, Arizona State University Management Department (2005-2007)
- ASU Faculty Council Representative (2005-2006)
- BPS Division Reviewer Database Manager, 2002-2005.
- Head, Center for New Ventures and Entrepreneurship, 2001-2004.
- Interim Head, Center for New Ventures and Entrepreneurship, Academic year 2000.
- Associate Editor, *Academy of Management Review*, 1999-2002. Served as acting editor an all strategic management submissions to AMR.
- Head of the Ph.D. Program (Management Department), Fall, 1998 to July, 2001.  
Doctoral program committee member, 1991-1995, Texas A&M University.
- Past President of the BPS division of the Academy of Management, Academic year 2002.
- President of the BPS division of the Academy of Management, Academic year 2001.
- President-elect of the BPS division of the Academy of Management, Academic year 2000.
- Program Chair for the BPS division of the Academy of Management, Academic year 1999.
- Assistant program chair for the BPS division of the Academy of Management, Academic year 1998.  
Executive committee member for the BPS division, 1996-1998.  
Research committee member for the BPS division, 1995-1996
- Faculty representative for the Texas A&M Memorial Student Center Council - voting member 1994-1999.
- CBA/GSB representative on the Faculty Mini-Grant Committee, 1995-2001.
- Chair of 1 ongoing Management Ph.D. committee  
**Tulane (Latin-American PhD program)**  
Oscar Pardo (Colombia). Proposal defended 2019.
- Chair of 21 completed Management Ph.D. committees  
Matias Kalm. Final defense, 2019. Now an Assistant professor at Tilburg University (Netherlands).

Hyun-Soo Woo (Arizona State PhD Program). Final defense, 2016. Now an Assistant professor at University of Mississippi.

He Gao. (Arizona State PhD Program). Final defense, 2016. Now an Assistant professor at Michigan State.

Luis Diaz (Tulane Latin American PhD Program). Final Defense 2016. Now at Universidad de Los Andes in Bogota, Colombia.

Jayne Rivas (Tulane Latin American PhD Program). Final Defense 2016. Now Assistant professor at Indiana University East.

Milko Gonzales (Venezuela). Proposal in development.

Ben Alexander (Tulane PhD Program). Final Defense, 2015. Now an Assistant professor at California State University at San Luis Obispo.

Juan Gonzalez (Tulane Latin American PhD Program). Final Defense, 2015 (Now at ICESI in Cali, Colombia).

Luz-Elena Orosco (Tulane Latin American PhD Program). Final Defense, 2015 (Now at Universidad de Los Andes in Bogota, Colombia).

Luciana Manfredi. (Tulane Latin American PhD Program). Final Defense, 2015. (Now at ICESI in Cali, Colombia).

Han Jiang. (Arizona State PhD Program). Final Defense, 2014 (Now at University of Arizona).

Natalia Franco-Borrero. (Tulane Latin American PhD Program). Final Defense, 2014. (Now at Universidad de Los Andes, Colombia)

Ana-Cristina Gonzales-Leon. (Tulane Latin American PhD Program). Final Defense, 2012. Now at Grand Valley State University.

Leonardo Estrada. (Tulane Latin American PhD Program). Final Defense, 2011. (Now at Universidad de Guayaquil, Ecuador).

Carla D. Jones. (ASU PhD Program). Final Defense, 2008 (Now tenured Associate at Sam Houston State University).

Jun Li, 2004 (Now at University of New Hampshire – tenured).

Matthew Semadeni, 2003 (Now at Arizona State University – tenured Full).

Richard Lester, 2003 (Now at Texas A&M University – untenured Center Director).

Tieying Yu, 2003 (Now at Boston College – tenured Associate).

M. Ann McFadyen, 2000 (Now at University of Texas at Arlington – tenured Associate).

Yangmin Kim, 1999 (Now at Sogang University, Korea – tenured Associate).

Wei Shen, 1999 (Now at Arizona State University – tenured Full).

W. Glenn Rowe, 1996 (Now at University of Western Ontario – tenured and holding an endowed chair).

Theodore Legatski, 1995, (Now at Texas Christian University – untenured professor of practice).

Co-Chair of 3 completed Management Ph.D. committees

With Javier Gimeno – *Eui Jeong* '03 (Now at Bowling Green State U.)

With Michael Hitt – *Ho-uk Lee* '02 – (Now at Yonsei University, tenured)

With Robert Hoskisson – *William Wan* '98 (Now at City University of Hong Kong - tenured)

Member of 17 completed Management Ph.D. Candidate committees

Christine Shropshire (Arizona State – Amy Hillman Chair)

Jaime Collins (Texas A&M University – Michael Hitt Chair)

John Bingham (Texas A&M University – Richard Woodman Chair)

Eugene Kang (Texas A&M University – Asghar Zardkoohi Chair)

Chris Reutzler (Texas A&M University – Trevis Certo Chair)

Thomas Dalziel (Arizona State University – Amy Hillman Chair)

David Glew (Texas A&M University – Ricky Griffin Chair)

Karen Jansen (Texas A&M University – Patrick Wright Chair)

Katsuhiko Shimizu (Texas A&M University, Michael Hitt Chair)

Beverly Tyler (Texas A&M University, Jay Barney Chair)

Raed Elaydi (Texas A&M University, Richard Woodman Chair)

Sam Gray (Texas A&M University, Asghar Zardkoohi Chair)

Rahul Kochhar (Texas A&M University, Michael Hitt Chair);

Barbara Bartkus (Texas A&M University, Michael Hitt Chair);

Wayne Grossman (Texas A&M University, Robert Hoskisson Chair);

Mark Hansen (Texas A&M University, Jay Barney Chair);

Amy Hillman (Texas A&M University, Michael Hitt Chair);

Martin Monroe (Texas A&M University, Richard Woodman Chair).

Member of 4 completed Finance Department Ph.D. committees – all Texas A&M University (Monica Her, Ron Anderson; Joe Reising; Tom Williams).

Texas A&M University Graduate Council Representative (GCR) for 3 Ph.D. committees (past GCR of 2)

Member of the Undergraduate Committee, 1993-present, Management Department, Texas A&M University

Strategy area leader, Management Department, Texas A&M University, 1999-2005, and 1996-1997. Coordinate the strategy faculty, and any searches for new strategy faculty.

Coordinator of undergraduate strategic management, 1992-1996, Texas A&M University

## **HONORS AND AWARDS:**

Dr. Ricky W Griffin Research Award, Texas A&M University (2020).

Best reviewer award, *Academy of Management Journal* (2020).

Keynote speaker, IberoAmerican Academy of Management, Lima, Peru (2011).

Fellow, Academy of Management (2008)

*Academy of Management Review* Outstanding Reviewer Award, 2006-2007,  
2008-2009

*Journal of Management Studies* “Best Reviewer” award, 2007

BPS Division Outstanding Reviewer Award, 1995, 1997, 2001, 2002, 2003, 2004,  
2007, 2009, 2013.

Hahnco Companies Professor of Strategic Management (Arizona State  
University) 2004-2007

B. Marie Oth Professor of Management (Texas A&M University), 2003-2004

Mays Faculty Fellow, 2001-2003.

James Earl Rudder Faculty Fellow, 1997-2000.

Fish Camp Namesake, 1997

College of Business Administration and Graduate School of Business Faculty  
Research Fellow, 1995-1996.

Association of Former Students Distinguished Teaching Award, Fall 1994.

Charles W. Plum Award from the Texas A&M Memorial Student Center, 1994-  
1995.

**SOCIETAL IMPACT STATEMENT:**

My research is designed to better understand how organizations function in different contexts and under different stressors. My teaching is designed to help students better understand how organizations function so they can do a better job in making decisions that affect their organizations. I also try to convey to students the responsibility they have to behave ethically and to think through what ethical means.