

VITA

MICHAEL A. HITT

ACADEMIC BACKGROUND

Ph.D. Major: Organization Theory/Organizational Behavior
Minor: Business Policy
Support Areas: Quantitative Methods, Economics
University of Colorado, 1974

MBA Texas Tech University, 1969
BBA Texas Tech University, 1968

PROFESSIONAL BACKGROUND

Academic

2015-Present Distinguished Research Fellow, Texas Christian University
2015-Present University Distinguished Professor Emeritus, Texas A&M University
2003-2015 University Distinguished Professor, Texas A&M University
2003-2015 Joe B. Foster Chair in Business Leadership, Texas A&M University
2003-2007 C.W. and Dorothy Conn Chair in New Ventures, Texas A&M University
2000-2003 Weatherup/Overby Chair in Executive Leadership, Arizona State University
1999-2000 Director of the Center for New Ventures and Entrepreneurship, Texas A&M University
1999-2000 Distinguished Professor of Management, Texas A&M University
1991-2000 Paul M. and Rosalie Robertson Chair in Business Administration, Texas A&M University
1987-1991 T.J. Barlow Professor of Business Administration, Department of Management, Texas A&M University
1985-1989 Professor and Head, Department of Management, Texas A&M University
1983-1985 Professor and Chairman, Department of Management, University of Texas at Arlington;
Director, Center for Research on Organizational and Managerial Excellence (1984-85)
1982-1983 Professor of Management, Oklahoma State University
1978-1980 Associate Professor and Interim Director, Office of Business and Economic Research, Oklahoma State University
1977-1982 Associate Professor of Management, Oklahoma State University
1974-1977 Assistant Professor of Management, Oklahoma State University

Business

Samsonite Corporation
1970-1971 Compensation-Benefits Consultant (1970)
Human Resource Consultant (1970-1971)
Compensation Administrator (1971)

JOURNAL ARTICLES

- “The influence of resource bundling on the speed of strategic change: Moderating effects of relational capital,” with Y. Yi, Y. Li, Y. Liu and Z. Wei, Asia Pacific Journal of Management, 2016, in press.
- “Rivals’ Reactions to Mergers and Acquisitions,” with K. Uhlenbruck, M. Hughes-Morgan, W. J. Ferrier and R. Brymer, Strategic Organization, 2016, in press.
- “Home Country Institutions and the Internationalization-Performance Relationship: A Meta-Analytic Review,” with J.-L. Arregle, V. Marano, E. Spadafora and M. VanEssen, Journal of Management, 2016, in press.
- “Resource Based Theory in Operations Management Research,” with K. Xu and C. M. Carnes, Journal of Operations Management, 2016, in press.
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- “Firm Resources, Governmental Power and Privatization,” with K. Xu and L. Tihanyi, Journal of Management, 2016, in press.
- “When More is Not Enough: Executive Greed and its Influence on Shareholder Wealth,” with K.T. Haynes and J. Campbell, Journal of Management, 2016, in press.
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- “International Strategy: From Local to Global and Beyond,” with D. Li and K. Xu, Journal of World Business, 2016, 51: 58-73.
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- “All Things Great and Small: Organizational Size, Boundaries of the Firm and a Changing Environment,” with M. Josefy, S. Kuban, and R.D. Ireland, Academy of Management Annals, 2015, 9: 715-802.
- “Family Ties in Entrepreneurs’ Social Networks and New Venture Growth,” with J.-L. Arregle, B. Batjargal, J.W. Webb, T. Miller and A. Tsui, Entrepreneurship, Theory and Practice, 2015, 39: 313-344.
- “The Three Faces of China: Strategic Alliance Partner Selection in Three Chinese Economies,” with D. Ahlstrom, E. Levitas, T. Dacin and H. Zhu, Journal of World Business, 2014, 49: 572-585.
- “The Effects of Cross-Border and Cross-Industry M&As on Home-Region and Global MNEs,” with Kling, G., Ghobadian, A., O’Regan, N. and Weitzel, U, British Journal of Management, 2014, 25: S116-S132.

- “Institutional Polycentrism, Entrepreneurs’ Social Networks and New Venture Growth,” with B. Batjargal, A.S. Tsui, J.-L. Arregle, J.W. Webb and T. Miller, Academy of Management Journal, 2013, 56: 1024-1049.
- “Do Regions Matter? An Integrated Institutional and Semi-Globalization Perspective on the Internationalization of MNEs,” with J.-L. Arregle, T. Miller and P. Beamish, Strategic Management Journal, 2013, 34: 910-934.
- “The Interrelationships among Informal Institutions, Formal Institutions and Inward Foreign Direct Investment,” with M. Holmes, T. Miller and M.P. Salmador, Journal of Management, 2013, 39: 531-566.
- “Internationalization of Family-Controlled Firms: A Study of the Effects of External Involvement in Governance,” with J.-L. Arregle, L. Naldi and M. Nordqvist, Entrepreneurship Theory and Practice, 2012, 36: 1115-1143.
- “The Vicarious Wisdom of Crowds: Toward a Behavioral Perspective on Investor Reactions to Acquisition Announcements,” with M. Schijven, Strategic Management Journal, 2012, 33: 1247-1268.
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- “The Impact of Rule of Law on Market Value Creation for Local Alliance Partners in BRIC Countries,” with D. Li, S.R. Miller and L. Eden, Journal of International Management, 2012, 18: 305-321.
- “Why Can’t a Family Business Be More Like a Non-Family Business? Modes of Professionalization in Family Firms,” with A. Stewart, Family Business Review, 2012, 25: 58-86.
- Received the FBR 2012 Best Article Award
Reprinted in *Family Business*, P. Sharma & L. Melin (Eds.), Thousand Oaks, CA: Sage Publications, 2014.
- “Contingency Hypotheses in Strategic Management: Use, Disuse, or Misuse,” with B. Boyd, K. T. Haynes, D. Ketchen and D. Bergh, Journal of Management (Annual Review Issue), 2011, 38: 278-313.
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- “Resource Orchestration to Create Competitive Advantage: Breadth, Depth and Life Cycle Effects,” with D.G. Sirmon, R.D. Ireland and B.A. Gilbert, Journal of Management, 2011, 37: 1390-1412.
- “Strategic Entrepreneurship: Creating Value for Individuals, Organizations and Society,” with R.D. Ireland, D.G. Sirmon and C. Trahms, Academy of Management Perspectives, 2011, 25(2): 57-75.
- “The Dynamic Interplay of Capability Strengths and Weaknesses: Investigating the Bases of Temporary Competitive Advantage,” with D.G. Sirmon, J.-L. Arregle and J. Campbell, Strategic Management Journal, 2010, 31: 1386-1409.

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- “Resource Management in Dynamic Competitive Rivalry: The Effects of Resource Bundling and Deployment,” with D.G. Sirmon and S. Gove, Academy of Management Journal, 2008, 51: 918-935.
- “Friends, Acquaintances or Strangers? Partner Selection in R&D Alliances,” with D. Li, L. Eden and R.D. Ireland, Academy of Management Journal, 2008, 51: 315-334.
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“Leveraging Tacit Knowledge in Alliances: The Importance of Relational Capabilities to Build and Leverage Relational Capital,” with J.D. Collins, Journal of Engineering and Technology Management, 2006, 23: 147-167.

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“Culture, Institutions and International Strategy,” with V. Franklin and H. Zhu, Journal of International Management, 2006, 12: 222-234.

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- “Managing Resources: Linking Unique Resources, Management and Wealth Creation in Family Firms,” With D. Sirmon, Entrepreneurship Theory and Practice, 2003, 27: 339-358.
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- “Organizational Transformation in Transition Economies: Resource-Based and Organizational Learning Perspectives,” with K. Uhlenbruck and K. Meyer, Journal of Management Studies, 2003, 40: 257-282.
Reprinted in William H. Starbuck (Ed.), 2007, Organizational Learning and Knowledge Management, Cheltenham, UK: Edward Elgar Publishing, Ltd.
- “Modeles d’évaluation des Partenaires dans le Cadre d’Alliances Internationales: Perspectives de France et d’Europe Centrale,” with J.-L. Arregle, M.T. Dacin and A. Borza, Management International, 2003, 7 (2): 1-16.
- “The Essence of Strategic Leadership: Managing Human and Social Capital,” with R. D. Ireland, Journal of Leadership and Organizational Studies, 2002, 9: 3-14.
- “The Importance of Social Capital to the Management of Multinational Enterprises: Relational Networks among Asian and Western Firms,” with H. Lee and E. Yucel, Asia Pacific Journal of Management, 2002, 19: 353-372.
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- “Conflicting Voices: The Effects of Institutional Ownership Heterogeneity and Internal Governance on Corporate Innovation Strategies,” with R.E. Hoskisson, R.A. Johnson and W. Grossman, Academy of Management Journal, 2002, 45: 697-716.
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- “Alliance Management as a Source of Competitive Advantage,” with R.D. Ireland and D. Vaidyanath, Journal of Management, 2002, 28: 413-446.
- “Resource Complementarity in Business Combinations: Extending the Logic to Organizational Alliances,” with J.S. Harrison, R.E. Hoskisson and R.D. Ireland, Journal of Management, 2001, 27: 679-690.
Abstracted in Barbara Ascher, Research Synopsis, Leadership Review, Spring 2002.
- “Strategic Entrepreneurship: Entrepreneurial Strategies for Creating Wealth,” with R.D. Ireland, S.M. Camp and D.L. Sexton, Strategic Management Journal, 2001, 22 (special issue): 479-491.
- “Integrating Entrepreneurship and Strategic Management Actions to Create Firm Wealth,” with R.D. Ireland, S.M. Camp and D.L. Sexton, Academy of Management Executive, 2001, 15(1): 49-63.
Being reprinted in Donald Kuratko and Michael Morris (Eds.) 2013 forthcoming.
Entrepreneurial Leadership. Cheltenham, UK: Edward Elgar Publishing Ltd.

“Direct and Moderating Effects of Human Capital on Strategy and Performance in Professional Service Firms: A Resource-Based Perspective,” with L. Bierman, K. Shimizu and R. Kochhar, Academy of Management Journal, 2001, 44: 13-28.

Finalist for the AMJ Best Paper Award for 2001.

Reprinted in C.L. Cooper and W.H. Starbuck (Eds.), 2005. Work: Contexts and Consequences, London: Sage Publications.

“The Role of Activism by Institutional Investors in Influencing R&D,” with P. David and J. Gimeno, Academy of Management Journal, 2001, 44: 144-157.

“Technological Learning, Knowledge Management, Firm Growth and Performance,” with R.D. Ireland and H. Lee, Journal of Engineering and Technology Management, 2000, 17: 231-246.

“Strategic Implications of the Information Age,” with S.M. DeMarie, Journal of Labor Research, 2000, 21: 419-429.

“International Expansion by New Venture Firms: International Diversity, Mode of Market Entry, Technological Learning and Performance,” with S.A. Zahra and R.D. Ireland, Academy of Management Journal, 2000, 43: 925-950.

Selected as the Best Paper published in AMJ in 2000.

Reprinted in B.M. Oviatt and P.P. McDougall (Eds.), 2007. International Entrepreneurship. Cheltenham, UK: Edward Elgar Publishing, Ltd.

“Privatization and Entrepreneurial Transformation: Emerging Issues and a Future Research Agenda,” with S.A. Zahra, R.D. Ireland and I. Gutierrez. Academy of Management Review, 2000, 25: 509-524.

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- “Gaining from Divestiture Experience in EU and US Firms: The Moderating Effect of Blockholder Owners,” with D. Bergh, K. Chui and E. Peruffo, presented at the Academy of Management, August 2014.
- “The Effects of China’s Location Advantages and Location Disadvantages on MNCs’ Establishment of China R&D Centers,” with R.M. Holmes and H. Li, presented at the Southern Management Association Meeting, November 2013, New Orleans.
- “Bridging Routines and Intentionality in Capability Dynamics: A Field Study,” with B.R. Koka and R. Madhavan, presented at the Academy of Management, August 2013.
- “The Effect of Institutional Distance on FDI Strategies: Co-integration and Decomposition Effects,” with K. Xu, presented at the Academy of Management, August 2013.
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- “The Institutional Diversity of Regions and MNCs’ Internationalization,” with J.-L. Arregle, T.L. Miller and P.W. Beamish, presented at the Academy of International Business (AIB) Conference, July 2013.
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- "Institutional Environment and MNES' Foreign Subsidiary Locations: A Semi-Globalization Approach," with J.-L. Arregle, T. Miller and P. Beamish, presented to the International Management Division of the Academy of Management, August, 2009.
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- “Institutions and New Venture Networks: Cross-National Study of Network Content and Structure,” with Batjargal, J. Webb, T. Miller and J. Arregle, presented to the Entrepreneurship Division of the Academy of Management, August, 2008.
- “Corporate Governance and Strategy Formulation: Exploring the Effects of Directors’ Learning Experiences on Firms’ Investment Strategies,” with L. Bierman, D. Sirmon, D. Fraser, C. Tuggle and B.G. Baradwaj, presented at the Strategic Management Society Conference, October, 2007.
- “Bringing Back Weakness: Exploring How Capability Strengths & Weaknesses Affect Firm Performance,” with D.G. Sirmon and J.-L. Arregle, presented to the Business Policy and Planning Division of the Academy of Management, August, 2007.
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- “Resources, Industry Membership, And Firm Performance: The Role of Capability Configurations in Value Creation for IPO Stage New Ventures,” with T. Holcomb, R.D.

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“Strategic Actions and Value Creation: The Case of Firms Facing Crisis,” with J.L. Morrow, D.G. Sirmon and T.R. Holcomb, presented at the Strategic Management Society Conference, November 2005.

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“The Influence of Prior Experiences on the Likelihood of International Merger and Acquisition Activity,” with S.T. Certo, J.D. Collins, T. Holcomb and R.H. Lester, presented at the Strategic Management Society conference, November 2005.

“Relativity and Capabilities: Linking Strengths and Weaknesses and Centrality to Strategy and Value Creation,” with D.G. Sirmon and A. Hillman presented to the Business Policy and Strategy Division of the Academy of Management, August, 2005.

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“Resources, Strategic Flexibility and Firm Performance in Emerging and Transition Economies: Comparison of China and the Czech Republic,” with K. Uhlenbruck, H. Li and S. Nollen, Presented at the Strategic Management in Emerging Economies: Challenging the Conventional Wisdom Conference, Hong Kong, December 2003.

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- “The Development of Organizational Social Capital and Its Performance Implications: Insights from Family Firms,” with J.-L. Arregle, D. Sirmon and P. Very, presented at the Strategic Management Society Conference, November, 2003.
- “The Internationalization of Professional Service Firms: Effects of Human Capital and Social Capital,” with L. Bierman, K Uhlenbruck and K. Shimizu, presented to the International Management Division of the Academy of Management, August, 2003.
- “Managing the Firm's Resources in order to Achieve and Maintain a Competitive Advantage,” with D. Sirmon and R.D. Ireland, presented to the Business Policy and Strategy Division of the Academy of Management, August, 2003.
- “The Benefits and Drawbacks of Large Block Ownership: Effects of Ownership on Performance Before and After the East Asian Crisis,” with P. David and L.W. Tan, presented to the Business Policy and Strategy Division of the Academy of Management, August, 2003.
- “Who Goes Abroad? International Diversification by Emerging Market Firms into Developed Markets,” with D.E. Thomas and L. Eden, presented to the International Management Division of the Academy of Management, August, 2002.
- “Corporate Strategy in the New Economy: Market Value Effects of Acquisitions by and of Internet Firms,” with K. Uhlenbruck and M. Semadeni, presented at the Strategic Management Society Conference, October, 2001.
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- “The Economic and Institutional Contexts of International Strategic Alliance Partner Selection: China vs. Russia,” with D. Ahlstrom, M.T. Dacin and E. Levitas presented to the International Management Division of the Academy of Management, August 2001.
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- “Conflicting Voices: The Effects of Ownership Heterogeneity and Internal Governance on Corporate Strategy,” with R.E. Hoskisson, R.A. Johnson and W. Grossman, presented at the Strategic Management Society, October, 2000.
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- “State of Doctoral Education in Entrepreneurship,” with I.M. Duhaime, presented at the Babson Entrepreneurship Research Conference, May, 2000.

- “Acquisition of External Knowledge: Propositions Regarding the Effects of Firm Size, Entrepreneurial Orientation, Strategic Alliances and Internationalization,” with R.D. Ireland, K.W. Artz and P. Norman, presented at the Strategic Management Society, October 1999.
- “International Diversity by Entrepreneurial Firms: Cooperative Relationships, Core Competencies and Performance,” with K.W. Artz and R.D. Ireland, presented at the Babson Entrepreneurship Research Conference, May, 1999. Received the Kauffman Foundation Best Paper Award.
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- "Strategic Control and Innovation in Large Multiproduct Firms," with R.E. Hoskisson, presented to the R&D/Technology/Innovation Division, Academy of Management, August 1987.
- "A Longitudinal Analysis of Policy Capturing: The Development of Judgment Policies in Manager and Student Subjects," with S.R. Barr and R.D. Middlemist, presented at the Midwest Division, Academy of Management, April 1987.
- "Strategic Control and Corporate Innovation in Large Multiproduct Firms," with R.E. Hoskisson and C.W.L. Hill, presented at the Western Division, Academy of Management, April 1987. Selected as one of the outstanding papers.
- "Innovation and Performance: Effects of Strategy, Industry and Diversification," with R. Duane Ireland and Igor Goryunov, presented to the R&D/Technology/Innovation Division, Academy of Management, August 1986.

- "An Unfulfilled Quest for Excellence," with R. Duane Ireland, presented to the Management Education and Development Division, Academy of Management, August 1986.
- "Linkages among Environmental Dimensions and Macro-Organizational Characteristics: A Causal Modeling Approach," with Barbara W. Keats presented to the Organization and Management Theory Division, Academy of Management, August 1985.
- "Examination of Selection Decision Models: Managers versus Students," with Steven H. Barr, presented to the Personnel/Human Resource Division, Academy of Management, August 1985.
- "Managerial Selection Decision Models," with Steven H. Barr, presented to the Personnel/Human Resource Division, Academy of Management, August 1984.
- "Forewarned is Forearmed: Potential Sex Discrimination in Professional Employment," with William G. Zikmund, presented at the Midwest Division, American Institute for Decision Sciences, April 1983.
- "Quality of Life: Dual Income Households vs. Sole Breadwinners," with William G. Zikmund, presented at the Southwest Division, Academy of Management, March 1983.
- "Strategy, Industry, Structure and Performance," with R. Duane Ireland, presented at the American Institute for Decision Sciences, November 1982.
- "Diversification Strategy, Divisionalization, Functional Importance and Firm Performance," with R. Duane Ireland, presented at the Exploring the Strategy-Making Process Conference, October 1982.
- "Main and Interactive Effects of Race, Sex, Age and Experience in Perceptions of Job Applicants," with M. Fusilier, presented to the Social Issues Division, Academy of Management, August 1982.
- "Social Factors and Company Location Decisions: Technology, Quality of Life and Quality of Work Life Concerns," with O.M. Amos and L. Warner, presented at the Southwest Division Academy of Management, March 1982.
- "Functional Importance Mix and Company Performance: Moderating Effects of Grand Strategy and Industry Type," with R.D. Ireland and G. Stadter, presented to the Business Policy Division, Academy of Management, August 1981.
- "Measuring Effectiveness of Subunits in a Manufacturing Organization: Variations in Effectiveness Criteria and Subunit Goal Similarity," with R.D. Ireland, B.W. Keats, and A. Vianna, presented at the Western Division, Academy of Management, April 1981. Received the Outstanding Paper Award.
- "Quality of Life for Women Employed Outside the Home versus Women Working Inside the Home," with W. G. Zikmund, Thanporn Chitaravimol and D. Scigliampaglia, presented at the Western Division, Academy of Management, April 1981.
- "The Relationship of Grand Corporate Strategy to the Strategic Significance of Organizational Functions: Moderating Effects of Production System and Perceived Environmental Uncertainty," with K.A. Palia and R. Duane Ireland, presented to the Business Policy Division, Academy of Management, August 1980.

- "An Investigation of Race and Sex Discrimination in the Industrial Employment Process for Professionals," with W.G. Zikmund and B.A. Pickens, presented at the Western Division, Academy of Management, March 1980.
- "Current Status and Future Directions of Organization Theory," an invited seminar presentation at the Southwest Division, Academy of Management, March 1980.
- "Task Technology, Individual Differences, and Satisfaction," with Dennis R. Cash, presented at the Southwest Division, Academy of Management, March 1980.
- "Women in Accounting: Is There Discrimination in the Job Selection Process?" with W.G. Zikmund, presented at the Western AIDS, March 1979.
- "Public Policymakers' Needs for Information Related to the Development of Public Policy," with Kent W. Olson, presented at the Southwest Division, Academy of Management, March 1979.
- "An Examination of the Relationship of Boundary Relevance to Hierarchical Level, Perceived Environmental Uncertainty and Role Stress Variables," with Joe A. Cox and W.W. Stanton, presented to the Organization and Management Theory Division, Academy of Management, August 1978.
- "The Measurement of Subunit Technology: Two Validation Studies," with R. Dennis Middlemist, presented to the Organization and Management Theory Division, Academy of Management, August 1978.
- "The Relationship between Technology and Job Satisfaction," with James G. Hromas and Clydette Womack, presented at the Southwest Division, Academy of Management, March 1978.
- "Humor as a Teaching Aid for Concept Conveyance in Management Education," with Joe A. Cox and R. Dennis Middlemist, presented at the Mountain-Plains Management Conference, October 1977.
- "An Examination of Access Discrimination by Sex and Scholastic Performance," with William G. Zikmund and Beverly A. Pickens, presented at the Status of Women in Management Session, Academy of Management, August 1977.
- "Criteria and Criteria Weightings for Assessing Organizational Subunit Effectiveness: A Flexible and Consistent Methodology," with R. Dennis Middlemist, presented to the Organization and Management Theory Division, Academy of Management, August 1977.
- "Organizational Climate, Leadership Styles and Job Satisfaction: An Empirical Analysis," with Terry L. Maris and Robert L. Mathis, presented at the Western Division Academy of Management, April 1977.
- "The Effects of Sex and Occupational Status on the Perceptions of the Work Environment," with R. Dennis Middlemist, presented at the Southwest Division Academy of Management, March 1977.
- "Operationalization of Sunset Legislation and the Measurement of Effectiveness in Public Sector Organizations," with R. Dennis Middlemist and Charles R. Greer, presented at the Southwest Division Academy of Management, March 1977.

- "The Development of Social Indicators: Measurement of Corporate Social Responsibility," with Dwight R. Thomas, presented at the Southern Management Association Meetings, November 1976.
- "The Development of a Measure of Classroom Climate as an Alternative to Student Ratings on Instructor Performance," with Robert Thomas, presented at the Mountain-Plains Management Conference, October 1976.
- "Organizational Climate as a Predictor of Organizational Practices," with Cyril P. Morgan, presented at the Western Division, Academy of Management, April 1976.
- "A New Paradigm for the University Administrator: A Boundary Spanning Agent," with Joe A. Cox, presented at the Southwest Division of Academy of Management, March 1976.
- "The Opportunities and Constraints of the Rights of Business: Implications for Business Strategy," with Dwight R. Thomas, presented to the Southern Management Association, November 1975.
- "Technology: An Intervening Variable in the Relationship between Organizational Climate and Work-Unit Effectiveness," paper presented to the Organization and Management Theory Division, Academy of Management, August 1975.
- "The Relationship of Demographic Factors and the Perceptions of Climate and Effectiveness," paper presented at the Western Division, Academy of Management, March 1975.
- "The Variance of Climate and Effectiveness of Work Units within an Industrial Organization," paper presented at the Southwest Division, Academy of Management, March 1975.
- "Organizational Motivation: Past and Future Directions," with W. Anthony Kulisch, paper presented at the Southwest Division, Academy of Management, March 1974.

INVITED PRESENTATIONS

- "The Future of Management Research and Publication: The Next Decade," Invited Keynote Address to the Mid-South Management Research Conference, University of Alabama, February, 2014.
- "The Economic Prowess of Latin American Firms in the Global Competitive Landscape," Invited Keynote presentation for the CLADEA Conference, Rio de Janeiro, Brazil, October, 2013.
- "Family Control and Internationalization Strategies," Invited presentation at the Strategic Management Society extension conference at the University of South Carolina, September, 2013.
- "Entrepreneurs' Social Networks and New Venture Growth: Institutions, Gender and Family," Invited presentation at The 16th Uddevalla Symposium, Kansas City, June 2013.
- "Performance Feedback, Managing Firm Resources and Firm Strategy," presented at the Academy of Management Conference, August 2012.

- “Family Control vs. Family Influence: Effects on Firm Strategies and Outcomes,” Invited presentation at the Family Enterprise Research Conference, Bordeaux, France, June 2012.
- “The Management Field: Taking Stock and Looking to the Future,” Keynote Address at the 50th Anniversary of JMS Conference, Oxford University, 2012.
- “Theoretical Specification and Methodological Rigor: Matching Theory and Methods,” Invited presentation at CARMA, January 2012.
- “Resource Orchestration to Redeploy Resources,” Invited presentation at the Strategic Management Society Conference, University of Florida, November 2011.
- “Human Capital: Theoretical Opportunities and Methodological Problems,” presented at the Strategic Management Society Conference, November 2011.
- “Internationalization and Resource Orchestration,” presented at the Strategic Management Society Conference, November 2011.
- “Internationalization, Institutions and Firm Strategy,” presented at the Strategic Management Society Conference, November 2011.
- “Institutions, International Expansion and Co-opetition between Firms and Countries,” Invited presentation at the Strategic Management Society Conference, University of Miami, November 2011.
- “International Strategy,” Invited presentation at the Strategic Management Society Conference, Florida International University, November 2011.
- “Institutions, International Expansion and Co-opetition between Firms and Countries,” Invited presentation at the Strategic Management Society Conference, University of Miami, November 2011.
- “Resource Orchestration to Redeploy Resources,” Invited presentation at the Strategic Management Society Conference, University of Florida, November 2011.
- “Resource Bundling and the Speed of Strategic Change: Effects of Relational Capital,” with Y. Li, Y. Yi and Y. Liu, presented to the Business Policy and Strategy Division, Academy of Management Conference, August 2011.
- “Creation and Discovery,” Invited presentation at the Strategic Management Society Conference, University of Catania, September 2010.
- “Importance of Dynamic Capabilities in Emerging Market Firms,” Plenary panel presentation at the Strategic Management Society Conference, Rome, Italy, September 2010.
- “Internationalization, Institutional Environments and Emerging Markets: Strategies, Resources and Capabilities,” Invited presentation at the Strategic Management Society Conference, Rome, Italy, September 2010.

- “The Importance of Strategic Entrepreneurship in Family Firms,” Keynote address at the Strategic Entrepreneurship Conference, St. Gallen University, Switzerland, September 2010.
- “Emerging Markets’ Institutional Environments and Firm Strategies,” Distinguished panel Address, International Business Research Forum, Temple University, April 2010.
- “The Yin and Yang of Social Networks and Interfirm Relationships,” Distinguished panel Address, International Business Research Forum, Temple University, April 2010.
- “The Multifaceted Effects of Institutions on Firm Strategies and Entrepreneurial Actions,” Keynote Address at the Prebem Conference, Breukelen, The Netherlands, March 2010.
- “Strategic Management: Past, Present and Future,” Keynote Address at the Israel Strategy Conference, Be’er Sheva, Israel, December 2009.
- “The Current State of Entrepreneurship and Future Opportunities,” Entrepreneurship Exemplars Conference, Storrs, Connecticut, May 2009 (simultaneously podcast across the U.S. and Europe).
- “Title VI and the Global Competitiveness of U.S. Firms,” Presented at the Title VI 50th Anniversary Conference, Washington D.C., March, 2009.
- Managing Alliances and Resources in a Dynamic Competitive Environment: Balancing Internal and External Capabilities,” Keynote presentation at the European Workshop on Coopetition, Madrid, Spain, February, 2008.
- “The Yin and Yang of Family Firms,” Keynote Address at the FERC Conference, Milwaukee, WI, April, 2008.
- “Globalization, Emerging Markets and Entrepreneurship of the Future,” presented at the Entrepreneurship in Emerging Markets Conference, Texas Christian University, March, 2007.
- “China and Emerging Markets: Restructuring the Global Economy,” presented at the China-U.S. Relations Conference, Beijing, China, November, 2005.
- “Managing Resources to Create Value: The Integrated Effects of Human Capital, Relational Capital and Strategy on Firm Performance,” the Raymond E. Miles Distinguished Scholar Lecture at the University of North Texas, October, 2005.
- “Importance of Management Theory and Research for Public Policy and Public Organizations,” the Carlton J. Whitehead Distinguished Lecturer, Texas Tech University, October, 2005.
- “Entrepreneurship: State of the Field and a Vision for the Future,” Presented at the Administrative Sciences Association of Canada Conference, May, 2005.
- “A Strategic Approach to Managing Behavior in Organizations: Resources, Strategy and Firm Performance,” Keynote address at the International Workshop on HRM, Seville, May, 2005.
- “The Power of Emerging Markets: Transforming the Global Competitive Landscape,” Keynote Address at the Strategic Management in Emerging Economies: Challenging the Conventional Wisdom Conference, Hong Kong, December 2003.

- “Strategic Entrepreneurship: Seeking Opportunities and Building Competitive Advantages to Create Value,” Entrepreneurship and New Technologies in Latin America, SMS-IAE Conference, Buenos Aires, March, 2003.
- “Strategic Entrepreneurship: Seeking Opportunities and Building Competitive Advantages to Create Value,” International Executive MBA Conference, IPADE, Mexico City, October 2002.
- “Developing and Managing Strategic Alliances to Create Value: Partner Selection, Social Capital and Strategic Networks,” Keynote address for the British Academy of Management Conference, London, September, 2002.
- “Methodology and Measurement in International Management Research,” presented at the Workshop in Measurement in International Business/International Management Research, St. Thomas, June, 2002.
- “The Opportunities and Challenges of Cross-Border Mergers and Acquisitions,” Keynote address for the Mergers & Acquisitions Summit, Calgary, June, 2002.
- “The Future of Corporate Strategy: Complementary Resources, Knowledge and Advantage,” Invitational Symposium on The Future of Strategy, honoring James Brian Quinn, The Tuck School, Dartmouth, February, 2002.
- “Strategic Flexibility: Human Capital, Strategic Alliances and Strategic Entrepreneurship,” Plenary presentation, Iberoamerican Academy of Management, Mexico City, December, 2001.
- “Strategic Decisions: Content, Process and Future Research,” presented at Decision Sciences Institute, Special Session sponsored by the Fellows, San Francisco, November, 2001.
- “Creating Wealth in Family Firms through Managing Resources,” presented at the Conference on Enterprising Families, Edmonton, Canada, September, 2001
- “The Human Capital Advantage in the New Millennium,” presented to the SHRM Foundation Thought Leaders Conference, Washington D.C., August, 2001.
- “The Effects of Human Capital on Firm Strategy and Performance,” presented at the International Workshop on Strategic Human Resource Management, Seville, Spain, May 2001.
- “Managing in the New Millennium: International Partnerships and Alliances,” CIBC Entrepreneurship Lecture, University of Alberta, January, 2001.
- “Management in the New Millenium,” Keynote address at the annual ENPAD Conference, Florianopolis, Brazil, September, 2000.
- “The Globalization of Business: Research on International Strategy, Strategic Alliances, New Ventures and Performance,” Keynote address at the Iberoamerican Academy of Management International Congress, Madrid, Spain, December, 1999.
- “The New Frontier: Transformation of Management for the New Millennium,” Keynote address for the American Society for Competitiveness Conference, Atlanta, GA, October, 1999.
- “Mastering the International Intellectual Challenge,” Keynote Address for the Mastering International Business Research Conference, San Antonio, TX, October, 1999.

- “The Globalization of Management Education, presented at the Eastern Academy of Management: Managing in a Global Economy, Prague, Czech Republic, June, 1999.
- “Strategic Change and Organizational Transformation in the New Millennium,” presented at the International Workshop: “Organizations of the Future in the Information Society: Managing Change, Human Resources and Structure,” Cadiz, Spain, May, 1999.
- “The Development and State of the Strategic Management Field,” presented at the Universidad Carlos III de Madrid on receipt of Doctor Honoris Causa, January, 1999.
- “Globalization and Partner Selection in Emerging and Developed Markets: An Asian Perspective,” Keynote address for the Asia Academy of Management, December, 1998.
- “The Intersection of Entrepreneurship and Strategic Management Research,” presented at the Annual Entrepreneurship Young Faculty Research and Teaching Retreat, Lennox, Massachusetts, May, 1998.
- “Research in Management and Organizations: Importance, Contribution and Publication Process,” Keynote Address for a National Doctoral Colloquium, Universidad Carlos III de Madrid, Madrid, Spain, February, 1998.
- “Strategy and Quality: Integrating Total Quality, Innovation and Organizational Learning,” Keynote Address for the Quality and Management Conference, Tempe Arizona, February, 1998.
- “Navigating in the New Competitive Landscape: Building Strategic Flexibility and Competitive Advantage in the 21st Century,” Keynote address for the Global Competitiveness Conference, University of North Carolina, November, 1997.
- “The New competitive Landscape and the 21st Century Organization,” Keynote address for the Conference Impact of Strategy, Job Design and Organization Structure on Human Resource Management: Scenarios for the year 2000, Cadiz, Spain, May 1997.
- “The New Competitive Landscape and the 21st Century Organization,” Keynote address for the Texas Conference, April, 1997.
- “Current and Future Research Methods in Strategic Management,” Research Workshop presented at the Western Academy of Management, April, 1997.
- “International Entrepreneurship,” Keynote address for the Gateway Conference on Entrepreneurship, El Paso, October, 1996.
- “Navigating in the New Competitive Landscape,” Keynote address for the American Society for Competitiveness, Atlanta, October, 1996.
- “Themes and Perspectives from Strategic Management Research,” presented at the American Marketing Association Faculty Consortium on Strategic Marketing, Phoenix, June, 1996.
- “The New Global Competitive Landscape: How to Build Strategic Flexibility and Competitive Advantage for the 21st Century,” Institute of International Business, Georgia State University, May, 1996.

- "The Strategic Competitiveness of U.S. Firms in the Global Marketplace," invited Distinguished Lecturer for the University Symposium "American Values and the Nation's Competitiveness in the Global Economy." Angelo State University, October, 1994.
- "Corporate Restructuring, Downscoping and Global Expansion: Creating Order Out of Chaos," International Federation of Scholarly Associations of Management, August 1994.
- "Corporate Restructuring and Long-Term Competitiveness: Downsizing, Downscoping and Exercising Strategic Leadership," invited Distinguished Speaker, Administrative Sciences Association of Canada, June 1994.
- "Working Women and Stress: Implications for Enhancing Women's Mental Health in the Workplace," with Debra Nelson, presented at a special conference sponsored jointly by the APA and NIOSH, November, 1990, Washington, D.C.
- "Global Strategy, Technology, and International Competitiveness." Symposium on Impact of Technology on Organizational Functioning: Strategy and Research Issues at ORSA/TIMS, Las Vegas, May, 1990.
- "Organizational Attributes and Academia Contributions to Organizational Success in the 1990s." All-Academy Symposium "Organizational Vitality: The Challenges of the 1990's," Academy of Management, August, 1990.
- "Global Competitiveness in the 1990s: Challenges to Management Scholars and Practitioners," Keynote Speaker, Southern Management Association, November, 1990.

RESEARCH GRANTS

- 2013-2014 Co-Principal investigator (with R. Duane Ireland), "Formal and Informal Alliances In the Telecommunications Industry and Their Outcomes" Phase 2 for the White House Office of Science and Technology, funded by the Defense production Act Committee through a contract with Analytical Services (ANSER), \$87,000, October 2013-March 2014
- 2013 Co-Principal investigator (with R. Duane Ireland), "Formal Alliances in the Telecommunications Industry and Their Outcomes." The research was funded by the Department of Defense and the Office of the Director for National Intelligence on behalf of the Defense Production Act Committee's Telecom Study Group, which is co-chaired by the White House Office of Science and Technology Policy (\$85,000).
- 2003-04 Co-investigator (With B. Koka and R. Madhaven) "Structure, Content and Governance in an Innovation Network: An Empirical Investigation." Funded by the National Science Foundation (\$343,920).
- 1996-97 Co-principal investigator (with R. D. Ireland) "Relationship between Entrepreneurial Firms Practices Associated with Growth Strategies and Financial Performance." Funded by the Kauffman Foundation (\$24,500).
- 1995-97 Co-principal investigator (with M. Tina Dacin) "The Global Market for Corporate Control: The Role of Strategic Alliances and Acquisitions for Competitive Advantage," Funded by the Center for the Study of Western Hemispheric Trade (\$65,000)

- 1993 Co-principal investigator (with R.E. Hoskisson) "Cross-Functional Team Integration." Funded by the Marketing Science Institute (\$12,000).
- 1990-92 Co-principal investigator (with R.E. Hoskisson) "The Market for Corporate Control and Managerial Commitment to Innovation." Funded by the National Science Foundation (\$35,791).
- 1989-92 Co-principal investigator (with R.E. Hoskisson) "The Effects of Restructuring on Managerial Commitment to Innovation." Funded by the Advanced Research Program, Texas Higher Education Coordinating Board (\$58,717).
- 1982 Co-investigator "An In-Depth Review of State Government Policies Affecting Oklahoma's Long-Run Economic Development." Funded by Oklahoma 2000, Inc.
- 1980-81 Co-investigator "Planning for Appropriate Technology, Innovation and Nonfarm Development: The Case of Southeastern Oklahoma." Funded by the National Science Foundation. Specific responsibility involved examination of the relationship between technology, job satisfaction and satisfaction with quality of life.
- 1978 Principal Investigator "Planning and Management Analysis Oklahoma Merit System of Personnel Administration." Contract with the State of Oklahoma.
- 1977-78 Principal Investigator on State Science, Engineering and Technology grant from the National Science Foundation. Research goal was to define the science, engineering and technology information needs for all major state policy makers in the Executive Branch in Oklahoma.

PROFESSIONAL SERVICE ACTIVITIES

Editorial

- 2012-Present Editor-in-Chief, Oxford Research Reviews: Business and Management
- 2011-Present Consulting Editor, Strategic Entrepreneurship Journal
- 2006-2010 Co-Editor with Dan Schendel and Jay Barney of Strategic Entrepreneurship Journal.
- 2005-2007 Co-Editor with Paul Beamish, Susan Jackson and John Mathieu on a Special Research Forum for the Academy of Management Journal entitled "Building Bridges across Levels."
- 2001-2008 Co-Editor with R.D. Ireland and R.E. Hoskisson of the Strategic Management Series for Oxford University Press. There are three books published in the series.
- 2000-2008 Co-Editor with Joe Cheng, Advances in International Management.
- 1999-2001 Co-Editor with Duane Ireland, Michael Camp and Donald Sexton on a Special Issue for the Strategic Management Journal, entitled "Entrepreneurial Strategies and Wealth Creation in the 21st Century." Seven articles published in this issue were recognized as among the top 20 papers on entrepreneurship in their impact (based on citations) published in

2001. One of the articles won the award for the entrepreneurship article with the most impact published in 2001.
- 1998-2001 Co-Editor with Duane Ireland, Michael Camp and Donald Sexton on a Special Issue for the Academy of Management Executive, entitled "Creating Wealth in Organizations: Insights from the Integration of Entrepreneurship and Strategic Management."
- 1998-2000 Co-Editor with Shaker Zahra, Duane Ireland and Isabel Gutierrez on a Special Theory Forum for the Academy of Management Review entitled "Privatization and Entrepreneurial Transformation."
- 1998-2000 Co-Editor with Duane Ireland on a Special Issue of Journal of Engineering and Technology Management entitled "Technological Learning, the Management of Knowledge, and Firm Growth and Performance."
- 1994-1995 Guest Co-Editor with Rich Bettis on Special Issue for Strategic Management Journal entitled "Technological Transformation and the New Competitive Landscape."
- 1994-2003 U.S. Delegate and Advisor in Business for Oxford University Press.
- 1992-2000 Consulting Editor on Strategic Management Series for West Publishing Co. and ITP Southwest Publishing Co. Provide leadership in the development of books on important strategic management topics for graduate courses (M.B.A., M.S. and Ph.D.).
- 1991-1993 Editor, Academy of Management Journal.
- 1990 Associate Editor and Editor Designate, Academy of Management Journal.
- 1987-1990 Consulting Editor, Academy of Management Journal.

Editorial Boards

- 2009-Present Editorial Advisory Board, Family Business Review
- 2008-2014 Editorial Review Board, Academy of Management Review
- 2007-Present Editorial Advisory Board, Journal of Engineering and Technology Management
- 2004-2010 Editorial Review Board, Business Horizons
- 2004-Present Editorial Advisory Board, Management and Organization Review
- 2003-2006 Editorial Review Board, European Management Review
- 2003-Present Editorial Advisory Board, Journal of Business Strategy
- 2003-Present Editorial Review Board, Organizational Analysis
- 2003-Present Editorial Review Board, Journal of Management Studies
- 2002-2013 Editorial Review Board, Journal of Leadership and Organizational Studies

2001-Present	Executive Advisory Board, <u>Asia Pacific Journal of Management</u>
2001-Present	Editorial Review Board, <u>Academy of Management Journal</u>
2001-Present	Editorial Review Board, <u>Management Research</u>
2000-Present	Editorial Review Board, <u>Organizational Dynamics</u>
2000-Present	Editorial Review Board, <u>Journal of International Management</u>
1997-Present	Editorial Review Board, <u>Journal of World Business</u>
1988-Present	Editorial Review Board, <u>Journal of High Technology Management</u>
1994-2007	Editorial Review Board, <u>Journal of Engineering and Technology Management</u>
2002-2005; 2008-2011	Editorial Review Board, <u>Journal of Management</u>
1999-2005	Editorial Review Board, <u>Journal of Business Venturing</u>
1996-2002	Editorial Review Board, <u>Journal of Applied Psychology</u>
1997-2001	Editorial Review Board, <u>Journal of Small Business Management</u>
1996-2000	Editorial Review Board, <u>Advances in International Comparative Management</u>
1987-1997	Consulting Editor, <u>Journal of Applied Behavioral Science</u>
1989-1990	Editorial Review Board, <u>Academy of Management Executive</u>
1986-1987	Editorial Review Board, <u>Academy of Management Journal</u>
1981-2012	Ad hoc reviewer for <u>Journal of Management</u> , <u>Academy of Management Review</u> , <u>Academy of Management Journal</u> , <u>Decision Sciences</u> , <u>Journal of Management Studies</u> , <u>Management Science</u> , <u>Administrative Science Quarterly</u> , <u>Journal of International Business Studies</u> , <u>Human Relations</u> , <u>Organization Science</u> , <u>Journal of Management Inquiry</u> , <u>Journal of Applied Behavioral Science</u> , <u>Strategic Management Journal</u> , <u>Journal of Business Research</u> , <u>Academy of Management Executive</u> , <u>Personnel Psychology</u> , <u>Sloan Management Review</u> , <u>Journal of Engineering and Technology Management</u> , <u>Journal of Organizational Behavior</u> , <u>IEEE Transactions on Engineering Management</u> , <u>Managerial and Decision Economics</u> , <u>Management International Review</u> , <u>Organizational Behavior and Human Decision Processes</u> , <u>Journal of Developmental Entrepreneurship</u> , <u>Journal of Operations Management</u> , <u>Journal of Marketing</u> , <u>Research Policy</u> , <u>Organization Studies</u> , <u>Organizational Research Methods</u> , <u>Human Resource Management Review</u> , <u>European Journal of Operations Research</u> , <u>M@n@gement</u> , <u>Management and Organizational Review</u> , <u>Academy of Management Perspectives</u> , the Decision, Risk and Management Science Program, National Science Foundation, Canadian Research Council and the Hong Kong Research Grants Council.

Professional

2015-Present	Advisory Board, Kauffman Foundation State of the Field Project
2013-2014	Trustee, Strategy Research Foundation
2009-2010,	Trustee, Strategy Research Foundation
2008-2010	Past President, Strategic Management Society
2008-2009	Chair, Awards Committee, Academy of Management
2006-2008	President, Strategic Management Society
2004-2006	President Elect, Strategic Management Society
2004-2013	Chair, Academic Advisory Council, IACMR
2002-2003	Member of the Humanities, Social Sciences & Business Studies Panel, Research Grants Council, Hong Kong, China
2002-2004	Member of the National Advisory Board for Entrepreneurship Education, Kauffman Foundation
1998-2010	Board of Directors, Strategic Management Society Director of the Strategic Management Book Series and Coordinator of the SMS Mini-Conference program.
1999-2000	Secretary, International Federation of Scholarly Associations of Management
1999-2000	Member of the Council, International Federation of Scholarly Associations of Management (IFSAM)
1997-1998	Past President, Academy of Management
1996-1997	President, Academy of Management
1995-1996	President Elect, Academy of Management
1994-1995	Vice President and Program Chair, Academy of Management
1993-1994	Vice President and Program Chair Elect, Academy of Management
1990-1998	Board of Governors, Academy of Management
1990-1993	Executive Committee, Technology Innovation Management Division, Academy of Management.
1988-1990	Executive Committee, Business Policy and Planning Division, Academy of Management.
1987-1989	Research Committee, Business Policy and Planning Division, Academy of Management.
1987	Committee to select the outstanding article published in the <u>Academy of Management Journal</u> in 1986.
1988-2014	Served as a Visiting Scholar at:

University of Pittsburgh
 University of Colorado
 Dartmouth College
 University of Texas at Austin
 Colorado State University
 University of California at Irvine
 Old Dominion University
 Northwestern University
 Texas Tech University
 University of North Carolina
 Southern Methodist University
 Louisiana State University
 Case Western Reserve University
 Virginia Polytechnic Institute
 and State University
 University of Alberta
 Texas Christian University
 University of Denver

Oklahoma State University
 University of Calgary
 University of British Columbia
 Florida State University
 Dartmouth College
 Chinese University of Hong
 Kong
 Tulane University
 Rice University
 Georgia State University
 University of Carlos III (Spain)
 Erasmus University (Rotterdam
 School of Management)
 University of Miami
 University of Colorado
 University of Kentucky
 University of Tilburg

Memorial University of Newfoundland	Rensselaer Polytechnic Institute
University of Illinois	University of Illinois
Air Force Academy	University of Miami
University of Oklahoma	University of Connecticut
Baylor University	Oklahoma City University
Arizona State University	Fudan University
EDHEC School of Management	Louisiana State University
New Mexico State University	Baruch College (CUNY)
North Carolina State University	University of Twente
Washington State University	University of Groningen
University of Michigan	Singapore Management Univ.
IBMEC of Sao Paulo	Indiana University
California State University	University of British Columbia
University of Alberta	Utah State University
University of Maryland	Hong Kong University of Science and Technology
Rutgers University	University of Central Florida
University of Wisconsin- Milwaukee	University of South Carolina
Ohio State University	University of Reading (Henley Business School)
University of Texas at Arlington	IESE, University of Navarro
University of Memphis	Oklahoma State University
INSEAD	Nanyang Technological University
University of Texas at Dallas	Singapore Management Univ.
Thunderbird	INSEAD (Singapore)
University of Western Ontario	Kennesaw State University
University of California at Riverside	Auburn University
Texas Tech University	University of Tennessee
University of Montana	Cranfield University
University of North Carolina	Free University of Amsterdam
University of California at Irvine	Pontifical Catholic University
University of North Texas	University of Alabama
Concordia University	Rutgers University
Baylor University	
Simon Fraser University	
Syracuse University	
University of Maryland	
Rice University	

2000	Head Judge, Rutgers MBA Case Competition
1998	Head Judge, Notre Dame Case Competition
1998	Head Judge, Big Ten Case Competition, Ohio State University
1997	Head Judge, Notre Dame MBA Case Competition
1984	Head Judge, Southwest Conference Case Competition, Texas A&M University

External Evaluator

1999	External Evaluation Committee for Department of Management, University of Notre Dame
2001	External Research Evaluation Committee for Business Administration, Universidad Carlos III de Madrid

UNIVERSITY SERVICE

1974-1975	Departmental Advisory Committee (department) (OSU)
1974-1975	Scholastic Review Committee (college) (OSU)
1975-1976	Director, Small Business Institute (OSU)
1975-1976	Ad Hoc Committee for the Study and Measurement of Teaching Effectiveness (college) (OSU)
1975-1978	Business Extension Committee (college) (Chairperson, 1975-1977) (OSU)
1975-1979	University Scholastic Committee (Standing Committee of University) (OSU)
1978-1980	Executive Committee of the College (OSU)
1979-1980	Research and Publications Committee (college) (OSU)
1979-1980	Search Committee for Director of the Office of Business and Economic Research (college) (OSU)
1981	Ad Hoc Committee to examine policies and use of faculty personnel files (university) (OSU)
1980-1983	Graduate Studies Committee (Redesigned the MBA curriculum) (OSU)
1982	Search Committee for Director of the Office of Business and Economic Research (OSU)
1982	Subcommittee on Government Efficiency for the State Senate in Oklahoma
1983-1985	Executive Committee for the College (UTA)
1983-1985	College Curriculum Committee (UTA)
1983-1985	Graduate Studies Committee (UTA)
1984	Head Judge, Southwest Conference, MBA Case Competition, Texas A&M University
1984-1985	Member of the Executive Council, Technology Enterprise Development Center (UTA)
1985-1989	Executive Committee of the College (TAMU)
1986	Chair of the Committee on the Center for Entrepreneurship and New Venture Management (TAMU)
1987	Search Committee for Executive Director of Admissions and Records (TAMU)
1987-1988	Food Retailing Institute Feasibility Committee (TAMU)
1988	Search Committee for Director, Center for International Business Studies (TAMU)
1988-1989	Leland T. Jordan Chair Search Committee (TAMU)
1988	Ad-Hoc Advisory Committee for Review of the Provost's Office - Co-Chair (TAMU)
1988	CED Director's Advisory Committee - Chair (TAMU)
1989-1990	Ph.D. Coordinator, Department of Management (TAMU)
1989-1990	Ph.D. Graduate Instruction Committee, College of Business Administration (TAMU)
1989-1990	Cullen Chair Search Committee (TAMU)
1989-1990	Search Committee: Executive Director, Human Resources Management (TAMU)
1990-1991	Ph.D. Program Committee, Department of Management (TAMU)
1990-1991	System Employee Benefits Advisory Committee (TAMU System)
1990-1995	Advisory Board, Center for Human Resources Management (TAMU)
1992-1995	Masters Program Committee (TAMU)
1992-1995	Faculty Advisory Board, Center for International Business Studies (TAMU)
1992	Diversity Task Force (TAMU)
1992	Blue Ribbon Panel on Health Care Costs (TAMU)
1992	TAMU System Human Resources Advisory Committee (TAMU)
1992-1993	Chair, Management Department Head Search Committee (TAMU)
1993-1994	College Research Committee (TAMU)
1994	Chair, Implementation Task Force on Strategic Planning (TAMU)

1995	Search Committee, Executive Associate Dean (TAMU)
1997	Department Head Search Committee (TAMU)
1998-2000	Committee Co-Chair, "Leadership, Structure and Governance," Vision 2020 Program (TAMU)
1998-2000	College Promotion & Tenure Committee (TAMU)
1998-2000	Area Leader, Strategic Management (TAMU)
1998	Co-Chair, University Planning Council (TAMU)
2001	Chair Departmental Recruiting Committee (ASU)
2001	Department Textbook Policy Committee (ASU)
2001	Management Department Chair Evaluation Committee (ASU)
2001-2003	Department Personnel Committee, (Chair, 2002-2003) (ASU)
2001	College MBA Curriculum Committee (ASU)
2001-2002	College Committee on the Role of the Faculty (ASU)
2002	Director of the School of Accounting and Information Management Evaluation Committee (ASU)
2002-2003	College Research Committee (ASU)
2002-2003	Department Summer Research Grant Committee (ASU)
2003-2006	College Promotion and Tenure Committee (TAMU)
2003-2007	College Research Council (TAMU)
2004-2007	Department Doctoral Policy Committee (TAMU)
2004-2009	University Vision 2020 Advisory Council (TAMU)
2006	College Task Force to Recommend Policy on Making External Hires at Advanced Rank and with Tenure (Chair) (TAMU)
2008-2009	Co-Chair of the Recruiting Committee (Department)
2010	Chair, Ad Hoc Working Group, Texas A&M University Institute for Advanced Studies
2011-2013	Executive Council, Texas A&M University Institute for Advanced Studies
2011-2012	University AFS Awards Committee
2012	University TOPS Review Committee
2013-2014	Management Department Recruiting Committee
2013-Present	University Entrepreneurship Council
2013-Present	College Research Council

HONORS

Phi Kappa Phi
 Beta Gamma Sigma
 Sigma Iota Epsilon (Chapter President 1972-1973)
 Dean's List, Texas Tech University, 1966-1968
 BBA with Honors, 1968
 All University Recognition, Texas Tech University, 1969
 Listed in Who's Where among Writers, 1982
 Listed in Who's Who in Management, 1984-1985
 Listed in Who's Who in America, 1985-1994
 T. J. Barlow Professor of Business Administration, 1987-1991
 Outstanding Research Award, College of Business Administration, TAMU, 1989
 Faculty Distinguished Achievement Award for Research, TAMU, 1991
 Paul M. and Rosalie Robertson Chair in Business Administration, TAMU, 1991-2000
 Fellow, Academy of Management, 1992-Present
 Professor of the Year, Management Society, TAMU, 1993
 Award for Outstanding Academic Contributions to Competitiveness, American Society for Competitiveness, 1996
 Honorary Doctorate (Doctor Honoris Causa) awarded by Universidad Carlos III de Madrid for scholarly contributions to the field, 1998
 Distinguished Professor of Management, TAMU, 1999-2000

Award for Outstanding Intellectual Contributions to Competitiveness Research, American Society for Competitiveness, 1999
 Kauffman Foundation Best Paper Award—1999 Babson Entrepreneurship Research Conference
 Inaugural Member, Academy of Management Journals' Hall of Fame (Silver Member)
 Weatherup/Overby Chair in Executive Leadership, ASU, 2000-2003
Academy of Management Executive 1999 Best Paper Award, August 2000
 21st Century Entrepreneurial Research Fellow, National Consortium of Entrepreneurship Research Centers, 2001
 Irwin Outstanding Educator Award, Business Policy and Strategy Division, Academy of Management, 2001
 Distinguished Service Award, Academy of Management, 2001
Academy of Management Journal Best Paper Award for 2000, August 2001
 Finalist for the Academy of Management Journal 2001 Best Paper Award, August 2002
Academy of Management Journal Outstanding Reviewer Award, August 2003
 Listed among the Highly Cited Authors, ISIHighlyCited.com, 2003
 Distinguished Professor of Management, TAMU, 2003-Present
 Joe B. Foster Chair in Business Leadership, TAMU, 2003-Present
 C.W. and Dorothy Conn Chair in New Ventures, TAMU, 2003-2007
 Mays Distinguished Research Award, TAMU, 2004
 Strategic Management Society Best Paper Prize, 2004
 Strategic Management Society Honorable Mention Best Paper Prize, 2005
 Inaugural Fellow, Strategic Management Society, 2005
 Honorary Professor, Xi'an Jiaotong University, 2005
 Honorary Dean, School of Management, Xi'an Jiaotong University, 2005-2010
 Deputy Dean, Strategic Management Society Fellows, 2005-2008
 Falcone Distinguished Entrepreneurship Scholar, Syracuse University, 2006
Journal of Management 2006 Best Paper Award, 2007
 Irene M. McCarthy Award for the Best Paper on the Topic of High Technology, BCERC, 2007
 Texas A&M University AFS Distinguished Achievement Award for Research, 2008
 CUEED University Fellow, Rutgers University, 2008-Present
Academy of Management Journal Outstanding Reviewer Award, August 2009
 SWAM Distinguished Scholar Award, March 2010
 Listed among the top scholars in Economics, Finance and Management by Times Higher Education (based on the number of highly cited articles)
 Emerald Literati Award as a Leading Editor 2010
Academy of Management Journal Outstanding Reviewer Award, August 2010
 2011 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award
Family Business Review 2012 Best Article Award
 Lifetime Achievement Award for Scholarship, TAMU Mays Business School, 2014
 Thomson Reuters Highly Cited Researcher, 2014, 2015
 The World's Most Influential Scientific Minds, 2014
 SMS Service Award, 2015