

STEVEN BOIVIE

Curriculum Vitae

Mays Business School
Texas A&M University
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College Station, TX 77843

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WORK EXPERIENCE

2020 - Present	Carroll & Dorothy Conn Chair in New Ventures Leadership – Mays Business School
2019 - 2020	Professor & B. Marie Oth Professorship – Mays Business School
2016 - 2019	Associate Professor & B. Marie Oth Professorship – Mays Business School
2013 - 2016	Associate Professor & Mays Research Fellow – Mays Business School
2012 - 2013	Associate Professor – Eller College of Management
2006 - 2012	Assistant Professor – Eller College of Management

EDUCATION

2006	Ph.D. in Strategic Management; University of Texas at Austin
2001	Master of Organizational Behavior; Brigham Young University
1999	B.S. in Business Management; Utah State University; Summa Cum Laude

SOCIAL IMPACT

The goal of my research is to gain a greater understanding of how social and behavioral forces affect human actors at the top of the organization. I do that by studying the contexts of top executives, directors, and corporate governance. My research has an impact through the development and testing of new theoretical insights in top journals, and also by disseminating those insights through articles geared towards a lay audience and through my teaching activities.

PUBLICATIONS

Harrison, J.S., Boivie, S., Hubbard, T., & Petrenko, O. Forthcoming. Executive Personality Assessment Using Large Language Models: Updating an Existing Tool and Advancing Similar Measures in Strategy and Management Research. *Research Methodology in Strategy and Management*.

Withers, M. Lee, K. Boivie, S., & Bermiss, S. 2024. Upper Echelon Employment: A Review of the Fundamental Questions Related to the Executive Labor Market. *Journal of Management*. 50(1):71-121.

Harrison, J.S., Boivie, S., & Withers, M. 2023. Executives' Prior Employment Ties to Interlocking Directors and Interfirm Mobility. *Organization Science*. 34(4):1187-1212.

Dwivedi, P., Gee, I., Withers, M., & Boivie, S. 2023. No Reason to Leave: The Effects of CEO

Diversity-Valuing Behavior on Psychological Safety and Turnover for Female Executives. *Journal of Applied Psychology*. 108:1262-1276.

Paik, E.T., Pollock, T.G., Boivie, S., Lange, D., & Lee, P.M. 2023. A Star is Born: The Relationship Between Performance and Achieving Status Through Certification Contests in the Context of Equity Analysts. *Organization Science*. 34:75-99.

Hu, S., Gentry, R., Quigley, T., & Boivie, S. 2023. Who's in the Driver's Seat? Exploring Firm-level vs CEO-Level Effects on Problemistic Search. *Journal of Management*. 49:1187-1212.

Boivie, S., Withers, M., Graffin, S.D., & Corley, K. 2021. Corporate Directors' Implicit Theories of the Roles and Duties of Boards. *Strategic Management Journal*. 42:1662-1661.

Campbell, R., Busenbark, J., Boivie, S., & Graffin, S.D. 2021. Retaining Problems or Solutions? The Financial Performance Implications of Retaining Directors from an Acquired Firm's Board. *Strategic Management Journal*. 42:1716-1733.

Gentry, R.J. Harrison, J.S., Boivie, S., & Quigley, T. 2021. A Database of CEO Turnover and Dismissal in S&P 1500 Firms, 2000 to 2018. *Strategic Management Journal*. 42:968-991.

Harrison, J.S., Thurgood, G.R., Boivie, S., & Pfarrer M.D. 2020. Perception is Reality: How CEOs' Observed Personality Influences Market Perceptions of Firm Risk and Shareholder Returns. *Academy of Management Journal*. 63:1166-1195.

Lee, J.M., Yoon, D., & Boivie, S. 2020. Founder CEO Succession: The Role of CEO Organizational Identification. *Academy of Management Journal*. 63:224-245.

Harrison, J.S., Thurgood, G.R., Boivie, S., & Pfarrer M.D. 2019. Measuring CEO Personality: Developing, Validating, and Testing a Linguistic Tool. *Strategic Management Journal*. 40:1316-1330.

Andrus, J., Withers, M., Courtright, S., & Boivie, S. 2019. Go Your Own Way: Exploring the Causes of Top Executive Turnover. *Strategic Management Journal*. 40:1151-1168

Harrison, J.S., Boivie, S., Sharp, N.Y., & Gentry R.J. 2018. Saving Face: How Exit in Response to Negative Press and Star Analyst Downgrades Reflects Reputation Maintenance by Directors. *Academy of Management Journal*. 61:1131-1157.

Boivie, S, Graffin, S.D., Oliver, A., & Withers, M. 2016. Come Aboard! Exploring the Effects of Directorships in the Executive Labor Market. *Academy of Management Journal*. 59:1681-1706.

Boivie, S. & Bednar, M., Aguilera, R.V., & Andrus, J. 2016. Are Boards Designed to Fail? The Implausibility of Effective Board Monitoring. *AOM Annals*. 10:319-407.

Boivie, S., Graffin, S.D., & Gentry, R.J. 2016. Understanding the Direction, Magnitude, and Joint Effects of Reputation When Multiple Actors' Reputations Collide. *Academy of Management Journal*. 59:188-206.

Busenbark, J., Krause, R., Boivie, S., & Graffin, S.D. 2016. Toward a Configurational Perspective on the CEO: A Review and Synthesis of the Management Literature. *Journal of Management*. 42:234-268.

Christensen, D., Dhaliwal, D., Boivie, S., & Graffin, S.D. 2015. Top Management Conservatism and Corporate Risk Strategies: Evidence from Managers' Personal Political Orientation and Corporate Tax Avoidance. *Strategic Management Journal* 36:1918-1938.

Boivie, S., Bednar, M., & Barker, S. 2015. Social Comparison and Reciprocity in Director Compensation. *Journal of Management*. 41:1578-1603.

Lange, D., Boivie, S., & Westphal, J.D. 2015. Predicting Organizational Identification at the CEO Level. *Strategic Management Journal*. 36:1224-1244.

Khanna, P., Jones, C.D. & Boivie, S. 2014. Director Human Capital, Information Processing Demands, and Board Effectiveness. *Journal of Management*. 40:557-585

Bednar, M., Boivie, S., & Prince, N. 2013. Burr Under the Saddle: How Media Coverage Influences Strategic Change. *Organization Science*. 24:910-925.

Graffin, S.D., Boivie, S., & Carpenter, M.A. 2013. Examining CEO Succession and the Role of Heuristics in Early-stage CEO Evaluation. *Strategic Management Journal*. 34:383-403.

Boivie, S., Graffin, S.D., & Pollock, T.G. 2012. Time For Me To Fly: Predicting Director Exit at Large Firms. *Academy of Management Journal*. 55: 1334-1359.

Graffin, S.D., Carpenter M.A. & Boivie, S. 2011. What's All that (Strategic) Noise? Anticipatory Impression Management in CEO Succession. *Strategic Management Journal*. 32: 748-770.

Boivie, S., Lange, D., McDonald, M., & Westphal, J.D. 2011. Me or We: The Effects of CEO Organizational Identification on Agency Costs. *Academy of Management Journal*. 54: 551-576.

Lange, D., Boivie, S. & Henderson, A.D. 2009. The Parenting Paradox: How Multibusiness Diversifiers Endorse Disruptive Technologies While their Corporate Children Struggle. *Academy of Management Journal*. 52: 179-198.

Westphal, J.D., Boivie, S. & Chng, D.H.M. 2006. The Strategic Impetus for Social Network Ties: Reconstituting Broken CEO Friendship Ties. *Strategic Management Journal*. 27: 425-445.

Sanders, W.G. & Boivie, S. 2004. Sorting Things Out: Valuation of New Firms in Uncertain

Markets. *Strategic Management Journal*. 25: 167-186.

WORK IN PROGRESS/PAPERS UNDER REVIEW

Harrison, J.S., Boivie, S., Stern, I., & Porac, J. The effect of inventor CEO origin on firm exploratory and exploitative innovation. (2nd R&R at *Strategic Management Journal*)

Boivie, S., Gee, I., Gentry, R., Graffin, S.D. Learning to Hire or Just Learning to Fire? The Effect of Board Experience with CEO Replacement on CEO Quality (2nd R&R at *Strategic Management Journal*)

Li, C., Tang, P., McNamara, G., & Boivie, S. Using Acquisitions to Build Artificial Intelligence Capabilities in an Emerging Technology Space. (R&R at *Journal of Management Studies*)

Wu, Z., Withers, M., Boivie, S., & Lee, K.H. Responding to Shareholder-led Social Activism at Peer Firms: Evidence from a Regression Discontinuity Design. (Under review at *Academy of Management Journal*)

Lee, K.H., Lee J.M, & Boivie, S. How Do CEO Personalities Moderate the Relationship Between Firm Financial Health and Risk-Taking? Expectancy-Valence Perspective. (Under review at *Academy of Management Journal*)

Kim, Y., Lee, K.H., & Boivie S. The Power of Being Respected: How Employees' Respect for Their CEO Leads to Divestment from Russia in the Aftermath of Russia's Invasion of Ukraine. (proposal under review at *Journal of Applied Psychology*)

Calvano, F., Money, T., Graffin, S.D, & Boivie, S. New CEO Coalition Building and Firm Strategic Behavior (under review at *Academy of Management Journal*)

Li, C., Cecutti, L, & Boivie, S. Knowing That There is More to Know: A Theory of CEO Metacognitive Awareness (under review at *Academy of Management Review*)

Lee, K., Kim, Y., Withers, M. & Boivie, S. Under (Career) Pressure? CEO Career Horizon and the Adoption of Better Management Practices (under review at *Journal of Management*)

Li, J., Boivie, S., & Yang, Yi. Getting a Sunburn From Reflected Glory? How Award-Winning CEOs of Competing Firms Affect CEO Dismissal (preparing for submission to *Organization Science*)

Pavicevic, S., Fitza, M., & Boivie, S. Performance Persistence of CEOs Across Firms. (preparing for submission)

Yonish, L., Sabey, T., Dwivedi, P., Boivie, S., & Klotz, A. External Stakeholders Perceptions of CEO Pay: The Role of CEO Greed. (gathering data)

OTHER PUBLICATIONS

Withers, M., & Boivie, S. April 25, 2022. Elon Musk won't have a board to watch him when he takes Twitter private – does that matter? **The Conversation**. <https://theconversation.com/elon-musk-wont-have-a-board-to-watch-him-when-he-takes-twitter-private-does-that-matter-181773>

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- And 30 others

Boivie, S., Withers, M., Graffin, S.D., & Corley, K. 2021. How Directors Really View Their Board Role. **The Corporate Board**. Nov/Dec Vol 42: 251.

Lee, J.M., Yoon, D., & Boivie, S. (2021, November 2). What makes founders leave their companies? **Entrepreneur & Innovation Exchange**. <https://eiexchange.com/content/what-makes-founders-leave-their-companies>.

- **Winner of a 2021 Schulze Publication Award**

Boivie, S., Withers, M., Graffin, S.D., & Corley, K. 2021. Directors Don't See Their Job as Overseeing the CEO (They Think This Instead). **The Corporate Governance Advisor**. Nov/Dec Vol 29: 6.

Boivie, S., Withers, M., Graffin, S.D., & Corley, K. September 2, 2021. Corporate Directors' Implicit Theories of the Roles and Duties of Boards. **Harvard Law School Forum on Corporate Governance**. <https://corpgov.law.harvard.edu/2021/09/02/corporate-directors-implicit-theories-of-the-roles-and-duties-of-boards/>

Boivie, S. August 24, 2021. Corporate directors don't see stopping wayward CEOs as their job – contrary to popular belief. **The Conversation**. <https://theconversation.com/corporate-directors-dont-see-stopping-wayward-ceos-as-their-job-contrary-to-popular-belief-165788>

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- Hearst Newspapers
- Inreader
- Houston Chronicle
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Boivie, S., Withers, M., Graffin, S.D., & Corley, K. July 14, 2021. Directors Want to Collaborate with Managers but not Control Them. **Strategic Management Society Blog**.

<https://strategicmanagementsociety.wordpress.com/2021/07/14/directors-want-to-collaborate-with-managers-but-not-control-them/>

Harrison, J.S., Thurgood, G.R., Boivie, S., & Pfarrer M.D. October 9, 2019. How a CEO's Personality Affects Their Company's Stock Price. **Harvard Business Review** online.

<https://hbr.org/2019/10/how-a-ceos-personality-affects-their-companys-stock-price?ab=hero-main-text>

Harrison, J.S., Boivie, S., Sharp, N.Y., & Gentry R.J. August 9, 2017. Board Directors are More Likely to Leave When a Firm is Getting Criticized. **Harvard Business Review** online.

<https://hbr.org/2017/08/research-board-directors-are-more-likely-to-leave-when-a-firm-is-getting-criticized>

Boivie, S., Bednar, M., & Aguilera, R. January/February 2017. Why is it so hard for boards to govern? **The Corporate Board**. Vol 38 (222): 16-20.

Boivie, S., Bednar, M., & Aguilera, R. December 2016. Overcoming barriers to effective board oversight. **CGMA Magazine**. 40-43.

Boivie, S., Graffin, S.D., Oliver, A., & Withers, M. October 20, 2016. Serving on corporate boards plays a vital role in the career success of executives. **LSE Business Review** online.

<http://blogs.lse.ac.uk/businessreview/2016/10/20/serving-on-corporate-boards-plays-a-vital-role-in-the-career-success-of-executives/>

Boivie, S., Graffin, S.D., & Gentry, R.J. June 2, 2016. A trusted analyst's opinion is worth gold for a company's investors. **LSE Business Review** online.

<http://blogs.lse.ac.uk/businessreview/2016/06/02/a-trusted-analysts-opinion-is-worth-gold-for-a-companys-investors/>

Boivie, S., Graffin, S.D., Oliver, A., & Withers, M. May 20, 2016. Serving on Boards Helps Executives Get Promoted. **Harvard Business Review** online. <https://hbr.org/2016/05/serving-on-boards-helps-executives-get-promoted>

<https://hbr.org/2016/05/serving-on-boards-helps-executives-get-promoted>

Boivie, S., Bednar, M., & Andrus, J. May 10, 2016. Boards Aren't the Right Way to Monitor Companies. **Harvard Business Review** online. <https://hbr.org/2016/05/boards-arent-the-right-way-to-monitor-companies>

Graffin, S.D. & Boivie, S. April 26, 2016. How Companies Use Strategically Timed Announcements to Confuse the Market. **Harvard Business Review** online. <https://hbr.org/2016/04/how-companies-use-strategically-timed-announcements-to-confuse-the-market>

Boivie, S., Graffin, S.D., & Gentry, R.J. April 18, 2016. When Star CEOs and Star Analysts Disagree, the Market Trusts the Analysts. **Harvard Business Review** online. <https://hbr.org/2016/04/when-star-ceos-and-star-analysts-disagree-the-market-trusts-the-analysts>

REFEREED BEST PAPERS PROCEEDINGS

Boivie, S., Lange, D., Lee, P., & Paik, E. 2014. Creating and Maintaining Reputation: How Top Analysts Earn and Maintain "Star" Rankings. National academy of Management Meetings. Philadelphia, PA. ***Finalist for the OMT Best Paper Award**

Lange, D., Boivie, S., & Westphal, J.D. 2011. Predicting CEO Organizational Identification. National Academy of Management Meetings, San Antonio, TX.

Graffin, S.D., Boivie, S., & Carpenter, M.A. 2011. The Role of Evaluative Uncertainty in CEO Pay and Early Dismissal. National Academy of Management Meetings, San Antonio, TX.

Graffin, S., Carpenter M.A. & Boivie, S. 2009. What's All that Noise? The Introduction of Strategic Noise into CEO Successions. National Academy of Management Meetings, Chicago, IL.

Boivie, S., Lange, D.A., McDonald, M., & Westphal, J.D. 2009. Me or We: The Effects of CEO Organizational Identification on Agency Costs. National Academy of Management Meetings, Chicago, IL.

Boivie, S., Jones, C.D. & Khanna, P. 2008. Board Effectiveness and the Role of Director Capabilities. National Academy of Management Meetings, Anaheim, CA.

Boivie, S. 2007. How Firms' Corporate Governance Characteristics Affect the Level of Human and Social Capital on the Board. National Academy of Management Meetings. Philadelphia, PA.

Westphal, J.D., Boivie, S. & Chng, D. 2004. The Strategic Impetus For Social Network Ties: How Strategic Dependencies Affect The Likelihood Of Reconstituting Broken CEO Friendship Ties. National Academy of Management Meetings. New Orleans, LA.

REFEREED CONFERENCE PRESENTATIONS

Yonish, L., Sabey, T., Boivie, S., & Klotz, A. Who Wants to Work for a Millionaire? The Greed-Based Path from CEO Compensation to Job Seekers' Perceptions. Accepted for presentation at the Academy of Management Annual Conference, August 2022.

Dwivedi, P., Gee, I., Withers, M., & Boivie, S. Valuing Diversity at the Top: How Perceived CEO Diversity-valuing Behavior Relates to Executive Psychological Safety and Turnover. Presented at the Academy of Management Annual Conference, August 2021.

Calvano, F., Andrus, J., Withers, M. & Boivie, S. A Shuffling of The Guard: Audit Committee Exit as a Response to Financial Restatements. Presented at the Academy of Management Annual Conference, August 2021.

Harrison, J., Boivie, S., Porac, J., & Stern, I. Exploring When and How Inventor CEOs Matter For Corporate Innovation. Presented at the Strategic Management Society Annual Conference, October 2020.

Yonish, L., Li, C.H., Boivie, S., & Withers, M. Savior or Destroyer? Examining the Influence of Shareholder Activism on Boards. Presented at the Strategic Management Society Annual Conference, October 2020.

Campbell, R., Busenbark, J., Boivie, S., & Graffin, S.D. Targets have people, too: Examining when acquirers retain directors from target firms. Presented at the Strategic Management Society Annual Conference, in Paris France, September 2018.

Boivie, S., Withers, M., Graffin, S.D., & Corley, K. A socio-cognitive view of board effectiveness: a grounded theory model. Presented at the Strategic Management Society Annual Conference, in Paris France, September 2018.

Boivie, S., Harrison, J., Devers, C.D., & Graffin, S.D. Linking CEO Pay to CEO Impact: Introducing the Implied CEO Effect and the CEO Value Appropriation Ratio. Presented at the Strategic Management Society Annual Conference, in Houston, October 2017. **Best Paper Nominee**

Lee, J.M., Yoon, D., & Boivie, S. Founder CEO Succession: The Role of CEO Organizational Identification. Presented at the Academy of Management Annual Conference, in Atlanta, August 2017.

Andrus, J., Withers, M., Courtright, S., & Boivie, S. You Can Go Your Own Way: An Examination of Individual-Level TMT Exit Presented at the SMS Special Conference in Milan, April 2017

Gentry, R., Hu, S., & Boivie S. Under the Radar: Understanding the Effects of No or Low Reputation Firms. Presented at the Strategic Management Society Annual Conference, in Berlin, September 2016.

Oliver, A., Withers, M., Graffin, S.D., & Boivie S. Unlocking the Benefits of the Boardroom:

Implications in the CEO Labor Market. Presented at the Strategic Management Society Annual Conference, in Berlin, September 2016.

Boivie, S., Harrison, J., & Sharp, N. Under the Microscope: The Effect of Analyst Attention on Outcomes in the Director Labor Market. Presented at the Academy of Management Annual Conference, in Vancouver, August 2015.

Boivie, S., Harrison, J. Under the Microscope: The Effect of Analyst Attention on Outcomes in the Director Labor Market. Presented at the Strategic Management Society Annual Conference, in Madrid, September 2014.

Boivie, S., Graffin, S.D., & Gentry, R.J. Two Worlds Colliding: Understanding the Effects of Reputational Domain Overlap. Presented at the Academy of Management Annual Conference, in Philadelphia, August 2014.

Boivie, S., Graffin, S.D., & Oliver, A. Welcome (to) a Board! Directorships as Certifications in the Executive Labor Market. Presented at the Academy of Management Annual Conference, in Philadelphia, August 2014.

Boivie, S., Lange, D., Lee, P., & Paik, E. Creating and Maintaining Reputation: How Top Analysts Earn and Maintain "Star" Rankings. Presented at the Academy of Management Annual Conference, in Philadelphia, August 2014.

Boivie, S., Graffin, S.D., & Wowak A. Welcome (to) a Board! Directorships as Certifications in the Executive Labor Market. Presented at the Strategic Management Society Annual Conference, in Atlanta, October 2013. **Best Paper Nominee**

Boivie, S., Lange, D., Lee, P., & Paik, E. Creating and Maintaining Reputation: How Top Analysts Earn and Maintain "Star" Rankings. Presented at the Strategic Management Society Annual Conference, in Atlanta, October 2013. **Best Paper Nominee**

Boivie, S., Bragaw, N., Misangyi, V.F., & Bednar, M.K. What Do Boards Pay For? The Relationship between Board Capital and Board Compensation. Presented at the Academy of Management Annual Conference, in Boston, August 2012.

Boivie, S., & Bednar, M.K. The Ratchet Effect of Director Pay: Social Comparison and Reciprocity in Director Compensation. Presented at the Academy of Management Annual Conference, in San Antonio, August 2011.

Graffin, S.D., Boivie, S., & Carpenter, M.A. The Role of Evaluative Uncertainty in CEO Pay and Early Dismissal. Presented at the Academy of Management Annual Conference, in San Antonio, August 2011.

Lange, D., Boivie, S., & Westphal, J.D. Predicting CEO Organizational Identification. Presented at

the Academy of Management Annual Conference, in San Antonio, August 2011.

Graffin, S.D., Boivie, S., & Carpenter, M.A. An Examination of the Longer-Term Implications of the Stock Market Reaction to CEO Appointments. Presented at the Strategic Management Society Annual Conference, in Rome, Italy, October 2010.

Bednar, M., Prince, N., & Boivie, S. Burr Under the Saddle: How Media Coverage Influences Strategic Change. Accepted for presentation at the National Academy of Management Meetings in Montreal, CA, August 2010.

Graffin, S., Carpenter M.A. & Boivie, S. What's All that Noise? The Introduction of Strategic Noise into CEO Successions. Presented at the National Academy of Management Meetings in Chicago, IL, August 2009.

Boivie, S., Lange, D.A., McDonald, M., & Westphal, J.D. Me or We: The Effects of CEO Organizational Identification on Agency Costs. Presented at the National Academy of Management Meetings in Chicago, IL, August 2009.

Graffin, S., Carpenter M.A. & Boivie, S. Muddying the Waters: How Firms May Intentionally Confound Shareholder Reaction to CEO Succession. Presented at the Strategic Management Society Annual Conference, in Cologne Germany, October 2008.

Boivie, S., Jones, C.D. & Khanna, P. Board Effectiveness and the Role of Director Capabilities. Presented at the National Academy of Management Meetings in Anaheim, CA, August 2008. This paper is also listed in the Best Papers Proceedings.

Boivie, S., Lange, D.A., & Haunschild, P.R. Consequences of Prestige and Performance in the Market for Directors. Presented at the Strategic Management Society Annual Conference in San Diego, CA, October 2007.

Boivie, S. How Firms' Corporate Governance Characteristics Affect the Level of Human and Social Capital on the Board. Presented at the National Academy of Management Meetings in Philadelphia, PA, August 2007. This paper is also listed in the Best Papers Proceedings.

The Strategic Impetus For Social Network Ties: How Strategic Dependencies Affect The Likelihood Of Reconstituting Broken CEO Friendship Ties (with J.D. Westphal and D. Chng). Presented at the National Academy of Management Meetings in New Orleans, LA, August 2004. This paper is also listed in the Best Papers Proceedings.

Understanding the Academic Acknowledgement Network: Substance or Symbolism? (with D.A. Lange and M. Hendron) Presented at the National Academy of Management Meetings in New Orleans, LA, August 2004

Help or Hindrance? The Effect of Corporate Parentage on Business Mortality (with D.A. Lange &

A.D. Henderson) Presented at the National Academy of Management Meetings in Seattle, WA, August 2003.

Surviving the Internet Bubble: Examining the Links between Modes of Growth and Commercial Success (with W.G. Sanders). Presented at the National Academy of Management Meetings in Denver, CO, August 2002.

Virtual Lemons: Quality Uncertainty, Market Signaling, and The Valuation Of New Economy Firms. (with W.G. Sanders) Presented at the National Academy of Management Meetings in Washington D.C., August 2001.

Surviving the Internet Gold Rush: What Types Of Growth Lead To Success? (with W.G. Sanders) Presented at the Strategic Management Society Conference in San Francisco, CA, October 2001.
Finalist for Best Paper Prize.

Virtual Lemons: Quality Uncertainty, Market Signaling, and The Valuation Of New Economy Firms. (with W.G. Sanders) Presented at the Brigham Young University/University of Utah combined Strategy Colloquium, Provo, UT, 2000.

Corporate Governance.com: Do Old Mechanisms Fit New Business Models? (with W.G. Sanders) Presented at the Strategic Management Society Conference in Vancouver, BC, October 2000.

PROFESSIONAL SERVICE AT CONFERENCES

Professional Development Workshop Participant on Diversity in Corporate Boards at National Academy of Management Meetings in Boston, MA, August 2023

Professional Development Workshop Participant on On-Boarding Diversity in Corporate Boards at National Academy of Management Meetings in Chicago, IL, August 2018

Panelist for Symposium on CEO Turnover at National Academy of Management Meetings in Chicago, IL, August 2018

Professional Development Workshop Participant on Strategic Interfaces at National Academy of Management Meetings in Atlanta, GA, August 2017

Panelist for Symposium on Measurement of Psychological Characteristics at National Academy of Management Meetings in Atlanta, GA, August 2017

Organized Professional Development Workshop on Board Effectiveness at National Academy of Management Meetings in Anaheim, CA, August 2016

INVITED PRESENTATIONS

SUFE Strategy, Innovation and Entrepreneurship Forum June 2022

Keynote Speaker for European Management Conference June 2021

University of Passau October 2019

University of Groningen October 2019

Frankfurt School of Finance & Management October 2019

INSEAD June 2017

Rice University November 2014

University of Connecticut January 2013
Texas A&M University November 2012
Brigham Young University October 2012
University of South Carolina October 2012
University of Washington November 2010
Penn State University November 2010

MEDIA COVERAGE

February 27, 2024. Executives' Prior Employment Ties to Interlocking Directors and Executive Mobility. **Center for Executive Succession Research Brief.**

March 28, 2023. What Do Boards of Directors Do? A Study on Their Perceived Role.

Bschools.org

April 11, 2022. Companies led by extroverted CEOs tend to produce lower shareholder returns.

Fortune.com

November 15, 2021. Board members feel their role is to support CEOs or fire them. **Phys.org**
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- TiftonCEO.com
- MiddleGeorgiaCEO.com
- MidAtlantaCEO.com
- Finchannel.com

October 22, 2021. How do directors view their duties to shareowners? An interview with Professors Steven Boivie, Michael Withers, and Scott Graffin. **CII Podcast.**

September 14, 2021. Board directors see their role as CEO supporters, not monitors: Research. **Becker's Hospital Review.**

September 7, 2021. Steven Boivie & Scott Graffin on the Role of Directors. **Business Scholarship Podcast**

September 2, 2021. Corporate directors say it's not their job to monitor CEO: study. **Bloomberg.com**

- Republished by Crain's Cleveland Business

July 27, 2021. Director retention does not necessarily facilitate post-acquisition firm performance. **The Ritz Herald.**

July 26, 2021. Director retention does not necessarily facilitate post-acquisition firm performance, study shows. **Notre Dame News.**

July 22, 2021. Know the Timelines in Your Reporting. **National Center for Business Journalism.**

May 20, 2021. Database of CEO Dismissal. **Business Scholarship Podcast**

October 2, 2019. Three CEO Personality Traits that Can Affect Stock Prices. **AOM Insights**

June 3, 2019. These “Shocks” Contribute to Executive Turnover. **Futurity.org**

May 31, 2019. Benefits of Serving on Boards. **Agendaweek.com**

September, 2017. Why Boards of Directors Fail at Monitoring Their Companies. **Ideas for Leaders.com**

August 27, 2017. Directors are Likely to Leave a Firm When it is Criticized. **Australian Financial Review.**

August 9, 2017. Board Directors are More Likely to Leave When a Firm is Getting Criticized. **HBR.org**

August 6, 2017. Barriers to Corporate Governance. **IEDP.com**

June 4, 2017. Consejos Con Palos En Las Ruedas. **Negocios.**

November 15, 2016. It Pays to Serve on a Bank Board. **Bank Director.**

November 2016 Firm Contexts and the CEO’s Organizational Identification. **Center for Executive Succession.**

September 2016. Expect your board to fail spectacularly. **ISE Magazine**

August 4, 2016. A Board of Directors Won't Help Your Executive Team as Much as You Think. **Businessnewsdaily.com**

June 21, 2016. Corporate boards have too much to do and too little time. **Houston Chronicle**

June 15, 2016. Epic Fail: A Board of Directors Can’t Oversee Execs. **Texas A&M Today**

June 9, 2016. Boards Will Never Be Any Good at Policing Executives. **Bloomberg.com**

- This article was also picked up by the **Chicago Tribune, Sydney Morning Herald, The Age, Brisbane Times, Canberra Times, & Western Australia Today**

June 2, 2016. A trusted analyst’s opinion is worth gold for a company’s investors. **LSE Business Review** online.

May 20, 2016. Serving on Boards Helps Executives Get Promoted. **HBR.org**

May 16, 2016 Sack non-executive directors to force investors to do their job **Financial Times**

May 10, 2016 Boards Aren’t the Right Way to Monitor Companies **HBR.org**

- This article was also picked up by **Global Advisors**

April 26, 2016 How Companies Use Strategically Timed Announcements to Confuse the Market **HBR.org**

April 18, 2016 When Star CEOs and Star Analysts Disagree, the Market Trusts the Analysts **HBR.org**

April 13, 2016 When stars collide: CEOs versus analysts **IR magazine**

April 8, 2016 When Star CEOs and Hotshot Analysts Square Off, The Execs Rarely Win **Forbes**

April 4, 2016 Star Analysts Have Big Influence on Stocks **Wall Street Journal**

April 4, 2016 Star Analysts Have Big Influence on Market **Dow Jones Newswires**

January 2016 Directorship Effects in the Executive Labor Market. **Center for Executive Succession.**

April 5, 2013 A Helpful Prod from the Press Gallery **Strategy + Business.com**

July 11, 2012 Study finds companies with Republican-leaning leaders pay more in taxes **WashingtonPost.com**

July 9, 2012 Study: Companies of Republican CEOs pay more tax than Democrats’ **Reuters.com**

July 6, 2012 Conservative management trumps political ideology, as companies headed by Republicans pay more tax than those led by Democrats **AAAHQ.com**

August 11, 2009 Firmly hooked: Is it good if bosses feel strongly for the firm? **Economist.com**

November 17, 2009 Daily Stat: CEOs with deep links to the firm shun perks. *Harvard Business Publishing*

November 18, 2009 What comes first for Indian CEOs – company or self? *Siliconindia.com*

August 8, 2011 CEOs who identify with firm less likely to abuse perks. *The Globe & Mail*

TEACHING AWARDS

Department of Management and Organizations Outstanding Undergraduate Teaching Award
2008

TEACHING EXPERIENCE

Texas A&M, Mays Business School

MGMT 466H – Corporate Strategy

Spring 2018, 2019, 2020, 2024

MGMT 680 – Corporate Strategy

Fall 2016, Spring 2018, 2019, & 2020

Saudi Arabia Spring 2015

MGMT 676 – Strategic Management Doctoral Seminar

Fall 2014-2024

MGMT 618 – Corporate Strategy

Spring 2014, 2015, 2016

University of Arizona, Eller College of Management

MGMT 547 – Corporate Strategy and Implementation (MBA Strategy Elective)

Fall 2012

MGMT 498H – Honors Thesis Independent Study

Fall 2011

MGMT 696T – Strategic Management Doctoral Seminar

Fall 2010 & Spring 2013

MGMT 471 – Corporate Strategy

(2006-2012)

MGMT 310A – Organizational Behavior

Summer 2011 – Taught in India with Eller Global Cohort

University of Texas, McCombs School of Business (2004)

MAN 374 – Strategic Management

Brigham Young University, Marriott School of Management (2000-2001)

Lab Instructor, Organizational Effectiveness 2000-2001

Lab Instructor, Organizational Behavior 2000

DOCTORAL STUDENT SUPERVISION

FORMER STUDENTS

Joseph Harrison – **Dissertation Chair**: Associate Professor at the University of Tennessee, Winner of the Phil Gramm Fellowship

Matt Josefy – Dissertation Committee: Assistant Professor at Indiana University

Bree Josefy – Dissertation Committee: Indiana University

Jonathan Shipley – Dissertation Committee

Taeha (Eugene) Paik – Master’s Thesis Committee: Assistant Professor at the University of Mississippi

Joel Andrus – **Dissertation Chair**: Assistant Professor at University of Missouri

Jingyu (Sissy) Li – **Dissertation Chair**: Assistant Professor at Chinese University of Hong Kong

Scott Rane – Dissertation Committee: Assistant Professor at University of Florida

Felipe Calvano – Dissertation Committee: Assistant Professor at University of Illinois – Chicago

Rachel Flam – Dissertation Committee: Assistant Professor at London Business School

Mayukh Majumdar – Dissertation Committee: Assistant Professor at the University of San Diego

John (Chi Hon) Li – Dissertation Committee: Assistant Professor at Tilburg University

OTHER HONORS AND AWARDS

Schulze Publication Award 2021

Strategic Management Journal Best Reviewer Award 2018

Ricky W. Griffin Research Award 2017

Mays Research Fellow 2013-2016

Homer Lindsey Bruce Continuing Student Fellowship 2004

UT-Austin Preemptive Student Fellowship 2001

Finalist for the Best Paper Prize at the 2001 SMS Conference

Gene Dalton Memorial Scholarship Winner 2000

GRANTS AND RESEARCH FUNDING

Mays Innovation Center Research Grant (2020)

Mays Research Grant (2016)

Mays Interdisciplinary Research Award (2014)

McGuire Entrepreneurship Grant (2011)

McGuire Entrepreneurship Grant (2009)

Research Excellence Grant (2007)

Grant from the Kelleher Center (2005)

Grant from IC² (2005)

Bonham Grant (2004)

Grant from the Management Department at UT Austin (2003)

Grant from the Rollins Center for e-Business (2000)

PROFESSIONAL ACTIVITIES/MEMBERSHIPS

Editorial Board Member for Academy of Management Journal
Editorial Board Member for Strategic Management Journal
Editorial Board Member for Academy of Management Review 2017-2020, 2023-Current
Reviewer for the National Science Foundation Grant Proposal Process
Senior Scholar OMT Mentoring Meetups 2021-2022
Reviewer for the Responsible Research in Management Award 2018-2019
Track Chair for the SMS Special Conference in Las Vegas
Track Chair for Strategic Management Society Annual Conference in Paris
Representative-at-Large for the Strategic Leadership & Governance Interest Group of SMS
2016-2019
Track Chair for the SMS Special Conference in Milan
Ad-hoc reviewer for Administrative Science Quarterly
Ad-hoc reviewer for Organization Science
Ad-hoc reviewer for Management Science
Ad-hoc reviewer for Strategic Entrepreneurship Journal
Ad-hoc reviewer for Corporate Governance: An International Review
Ad-hoc reviewer for Strategy Science
Member of the Academy of Management
Member of the Strategic Management Society
Reviewer for the INFORMS Dissertation Proposal Competition
Reviewer for the SMS Annual Conference
Reviewer for the BPS division of the Academy of Management Annual Conference
Reviewer for the OMT division of the Academy of Management Annual Conference

UNIVERSITY SERVICE ACTIVITIES

Chair of the Mays Promotion & Tenure Committee: 2023-24
Interim Department Head 2022-2023
Member of the Mays Research Council 2020-2021
Member of the Mays Promotion & Tenure Committee: 2020-2021
Member of the Management Department Awards Committee 2019-2021
Member of the Mays CIBS Review Committee 2020
Member of the Remote Teaching Effectiveness Committee 2020
Member of the Review Committee for the Center for International Business Studies 2020
Member of the Management Department Faculty Search Committee 2014, 2016-2017, 2019-20
Member of the Mays Strategic Planning Initiative Theme 3 Committee 2016
Served as Advisor to Evening MBA Students 2016
Member of the Management Department Doctoral Program Committee 2016-2021, 2023
Chair of the Management Department Strategy Search Committee 2015
Member of the Management Department Undergraduate Scholarship Selection Committee
2014-19
Judge of the Mays MBA Strategy Case Competition 2013

Management Department Undergraduate Committee 2012-2013
University of Arizona Seed Grant Evaluation Committee 2013
Served as a Mentor for Arizona Assurance Program 2011-2012
Management & Organizations Department Annual Review Committee Member 2010, 2012
Advisory Board Member for the McGuire Center for Entrepreneurship 2009-2011
Eller College of Management Global Business Program Fellow 2007-2011
Management Department Speaker Series Committee Member 2007-2012
Management Department Speaker Series Chair 2006-2007
Recruiting Committee Member 2006-2007

CREATIVE WORK

The Pendant Path, a YA novel by JM Barlow & Steve Boivie