

## CRAIG CROSSLAND

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Research tracking: [Google Scholar](#); [ResearcherID](#); [ORCID](#)

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### *ACADEMIC POSITIONS*

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2016 – current (renewed 2019)	Rev. Basil Moreau, C.S.C. Department Chair Management & Organization Dept. Mendoza College of Business University of Notre Dame
2013 – current	Professor of Management & Organization (2020 – current) Associate Professor of Management & Organization (2016 – 2020) Assistant Professor of Management (2013 – 2016) University of Notre Dame
2008 – 2013	Assistant Professor of Management McCombs School of Business University of Texas at Austin

### *EDUCATION*

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2008	Ph.D., Business Administration Smeal College of Business Pennsylvania State University, U.S.A.  <i>Dissertation Title:</i> Do Chief Executive Officers matter more in some countries than others? The antecedents and consequences of cross-national differences in managerial discretion.  <i>Dissertation Committee:</i> Donald Hambrick (Chair), Timothy Pollock, James Stewart, Wenpin Tsai
2001	Master of Business Administration Michael Smurfit Graduate School of Business University College Dublin, Ireland
1995	Bachelor of Physiotherapy University of Queensland, Australia

## **RESEARCH**

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### **Interests**

Strategic leadership; corporate governance; behavioral strategy; managerial discretion; executive characteristics and experiences; executive succession

### **Summary**

My research interests lie in the field of strategic management, with an emphasis on strategic leadership – the study of senior executives and their effects on organizational outcomes. Most of my work examines managerial discretion – the extent to which executives are able to influence their firms’ strategic actions and eventual performance outcomes. Relatedly, I am interested in the topics of executive characteristics, corporate governance, and behavioral strategy. My current work in this domain examines how strategic leaders’ personal characteristics and experiences affect the nature of firm-level strategic decisions and behaviors.

### **Publications**

- Chen, G., Crossland, C., & Huang, S. 2020. That could have been me: Director deaths, CEO mortality salience, and corporate prosocial behavior. *Management Science*, 66: 3142-3161.
- Quigley, T., Wowak, A., & Crossland, C. 2020. Board predictive accuracy in executive selection decisions: How do initial board perceptions of CEO quality correspond with subsequent CEO career performance? *Organization Science*, 31: 720-741.
- Hambrick, D.C., & Crossland, C. 2018. A strategy for behavioral strategy: Appraisal of small, midsize, and large tent conceptions of this embryonic community. In: M. Augier, C. Fang, & V. Rindova (Eds.) *Advances in Strategic Management, Volume 39 (Behavioral Strategy in Perspective)*: 22-39. Bingley, U.K.: Emerald.
- Wowak, A.J., Mannor, M.J., & Crossland, C. 2018. Do CEOs receive the pay they deserve? A new vantage on a familiar question. *Management Research: Journal of the Iberoamerican Academy of Management*, 16: 47-56.
- Quigley, T., Crossland, C., & Campbell, R. 2017. Shareholder perceptions of the changing impact of CEOs: Market reactions to unexpected CEO deaths, 1950-2009. *Strategic Management Journal*, 38: 939-949.
- Chen, G., Crossland, C., & Huang, S. 2016. Female board representation and corporate acquisition intensity. *Strategic Management Journal*, 37: 303-313.
- Kilduff, M., Crossland, C., Tsai, W., & Bowers, M.T. 2016. Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers. *Academy of Management Journal*, 59: 352-375.

- Li, M., Lin, Y., Huang, S., & Crossland, C. 2016. The use of sparse inverse covariance estimation for relationship detection and hypothesis generation in strategic management. *Strategic Management Journal*, 37: 86-97. (*SMJ* Special Issue: Question-based innovations in strategy research methods).
- Chen, G., Crossland, C., & Luo, S. 2015. Making the same mistake all over again: CEO overconfidence and corporate resistance to corrective feedback. *Strategic Management Journal*, 36: 1513-1535.
- Crossland, C., Zyung, J., Hiller, N.J., & Hambrick, D.C. 2014. CEO career variety: Effects on firm-level strategic and social novelty. *Academy of Management Journal*, 57: 652-674.
- Chen, G., & Crossland, C. 2014. Can you believe it? Managerial discretion and financial analysts' responses to management earnings forecasts. In: B. Villalonga (Ed.) *Advances in Strategic Management, Volume 31 (Finance and Strategy)*: 103-143. Bingley, U.K.: Emerald.
- Crossland, C., & Chen, G. 2013. Executive accountability around the world: The sources of cross-national variation in firm performance-CEO dismissal sensitivity. *Strategic Organization*, 11: 78-109.
- Crossland, C., & Hambrick, D.C. 2011. Differences in managerial discretion across countries: How nation-level institutions affect the degree to which CEOs matter. *Strategic Management Journal*, 32: 797-819.
- Crossland, C., Ketchen, D. J., & Snow, C. C. 2008. Multi-firm collaboration and international competitive dynamics. In: A.Y. Lewin, S.T. Cavusgil, G.T.M. Hult, & D.A. Griffith (Eds.), *Thought Leadership in Advancing International Business Research*: 190-204. New York: Palgrave MacMillan.
- Kilduff, M., Crossland, C., Tsai, W., & Krackhardt, D. 2008. Organizational network perceptions versus reality: A small world after all? *Organizational Behavior and Human Decision Processes*, 107: 15-28.
- Crossland, C., & Hambrick, D.C. 2007. How national systems differ in their constraints on corporate executives: A study of CEO effects in three countries. *Strategic Management Journal*, 28: 767-789.
- Kilduff, M., Crossland, C., & Tsai, W. 2007. Pathways of opportunity in dynamic organizational networks. In: M. Uhl-Bien & R. Marion (Eds.), *Complexity Leadership Part 1: Conceptual Foundations (Series: Leadership Horizons)*: 83-99. Charlotte, NC: Information Age Publishing.

## Refereed Conference Proceedings

Bartkus, V.O., Mannor, M.J., Campbell, J.T., & Crossland, C. 2018. Fast and rigorous: Configurational determinants of strategic decision-making balance. *Academy of Management Best Paper Proceedings*; Chicago, IL.

Crossland, C. 2009. Why do CEOs matter more in some countries than others? Managerial discretion at the national level. *Academy of Management Best Paper Proceedings*; Chicago, IL.

Crossland, C. 2007. National institutions and managerial discretion: A taxonomy of 24 countries. *Academy of Management Best Paper Proceedings*; Philadelphia, PA.

Crossland, C. 2005. How national systems influence executive discretion: A study of CEO effects in three countries. *Academy of Management Best Paper Proceedings*; Honolulu, HI.

## Non-refereed Publications

Crossland, C. 2017. Here's the one glaring problem with the Amazon-Whole Foods deal. *CNBC*, June 16. [link](#)

Kilduff, M., Crossland, C., Tsai, W., & Bowers, M.T. 2016. Why Jose Mourinho's protégés failed when they became managers. *London School of Economics Business Review*, June 8. [link](#)

## Conference and Workshop Activity

### 2019

(Chair) Do we have a strategy for behavioral strategy? State-of-the-field and future research directions. *Strategic Management Society annual conference*; Minneapolis, MN.

(Facilitator) CSR & ideology. *Strategic Management Society annual conference*; Minneapolis, MN.

(Panelist) Demystifying heuristics and cognitive biases of strategic decision makers. *Academy of Management annual conference*; Boston, MA.

(Facilitator) AMR: Writing theoretical papers – A workshop from the editors. *Academy of Management annual conference*; Boston, MA.

(Guest lecturer) Corporate governance and the effectiveness of boards. *University of Groningen summer school*; Groningen, Netherlands.

(Panelist) Clearing methodological hurdles in the publication process: Ask the editors. ***AOM Research Methods Division-CARMA Consortium***; Online delivery.

(Panelist) Methodological challenges in corporate governance research. ***European Academy of Management annual conference***; Lisbon, Portugal.

(Panelist) Editors panel. ***European Academy of Management annual conference***; Lisbon, Portugal.

(Guest speaker) Current trends, challenges, and opportunities in strategic leadership research. ***European Academy of Management annual conference***; Lisbon, Portugal.

(Moderator) Conference welcome and keynote speaker introduction. ***Strategic Management Society special conference***; Las Vegas, NV.

## **2018**

(Panelist) Micro & macro methods in strategic leadership & governance research. ***Strategic Management Society annual conference***; Paris, France.

(Panelist) Editors panel – Strategic Leadership & Governance IG. ***Strategic Management Society annual conference***; Paris, France.

(Author) Fast and rigorous: Configurational determinants of strategic decision-making balance. ***Academy of Management annual conference***; Chicago, IL.

(Chair) CEOs behaving badly. ***Academy of Management annual conference***; Chicago, IL.

(Guest lecturer) Corporate governance and the effectiveness of boards. ***University of Groningen summer school***; Groningen, Netherlands.

(Author) Pathways to the top: A configurational understanding of female under-representation in the upper echelons. ***European Group for Organizational Studies annual colloquium***; Tallinn, Estonia.

(Author) Fast and rigorous: Configurational determinants of strategic decision-making balance. ***European Academy of Management annual conference***; Reykjavik, Iceland.

(Panelist) Advancing knowledge in corporate governance: The role of research methodology. ***European Academy of Management annual conference***; Reykjavik, Iceland.

(Chair) Board/TMT and decision making process. ***European Academy of Management annual conference***; Reykjavik, Iceland.

(Panelist) Optimizing the link between corporate governance research and practice. ***European Academy of Management annual conference***; Reykjavik, Iceland.

**2017**

- (Chair) Strategic Leadership & Governance Interest Group annual business meeting. *Strategic Management Society annual conference*; Houston, TX.
- (Panelist) Editors panel – Strategic Leadership & Governance IG. *Strategic Management Society annual conference*; Houston, TX.
- (Panelist) Future research directions in international corporate governance. *Strategic Management Society annual conference extension* (Texas A&M University); Houston, TX.
- (Panelist) Comparative analysis of corporate governance systems. *Strategic Management Society annual conference extension* (Texas A&M University); Houston, TX.
- (Discussant) Roundtable session: Do CEOs matter? *Academy of Management annual conference*; Atlanta, GA.
- (Organizer) Glass ceilings, walls, and cliffs: Gender biases in academia and in practice. *Academy of Management annual conference*; Atlanta, GA.
- (Discussant) Managerial biases: Advancing the research agenda for CEO overconfidence and firm outcomes. *Academy of Management annual conference*; Atlanta, GA.

**2016**

- (Keynote Speaker) Optimism, overconfidence, and hubris in strategic leadership: One construct or many? *2<sup>nd</sup> Global Governance and Management Research Workshop*; University of Sydney, Australia.
- (Author) The effects of generalized self-efficacy on the CEO-TMT interface. *Academy of Management annual conference*; Anaheim, CA.
- (Panelist) Shattering the glass ceiling: A dialogue addressing solutions to gender bias in the upper echelons. *Academy of Management annual conference*; Anaheim, CA.
- (Panelist) The ins-and-outs of the CEO influence: Sources, processes, and extensions (Professional Development Workshop). *Academy of Management annual conference*; Anaheim, CA.
- (Panelist) Psychological foundations of management 2.0: Core self-evaluation, hubris, and humility (Professional Development Workshop). *Academy of Management annual conference*; Anaheim, CA.

(Keynote Speaker) Integrating cognition and context in strategic leadership research. *European Institute for Advanced Studies in Management*; 7<sup>th</sup> Workshop on Top Management Teams and Business Strategy Research; Groningen, Netherlands.

## 2015

(Organizer) Strategic Leadership & Governance paper development workshop. *Strategic Management Society annual conference*; Denver, CO.

(Chair) Big game hunting: Accessing and interacting with senior executives for empirical research. *Strategic Management Society annual conference*; Denver, CO.

(Organizer) Editor panel: Publishing strategic leadership and governance research. *Strategic Management Society annual conference*; Denver, CO.

(Author) CEO relational identification, mortality salience, and reprioritization following director deaths. *Academy of Management annual conference*; Vancouver, Canada.

(Panelist) Psychological foundations of management: Core self-evaluation, hubris, and humility (Professional Development Workshop). *Academy of Management annual conference*; Vancouver, Canada.

(Author) That could have been me: CEO relational identification, mortality salience, and reprioritization following director deaths. *London Business School Sumantra Ghoshal Conference*; London, U.K.

## 2014

(Author) That could have been me: The impact of CEO peer deaths on firm-level innovative output. *Strategic Management Society annual conference*; Madrid, Spain.

(Chair) What happens after the CEO has (been) gone? *Strategic Management Society annual conference*; Madrid, Spain.

(Author) Exploring the CEO-TMT interface: CEO generalized self-efficacy and strategic decision-making. *Academy of Management annual conference*; Philadelphia, PA.

(Panelist) Global governance: Bringing external corporate governance into the corporate governance equation. *Academy of Management annual conference*; Philadelphia, PA.

(Chair) Ecosystems and competitive disruption. *Academy of Management annual conference*; Philadelphia, PA.

(Author) Steady as she goes: Female board representation and corporate mergers and acquisitions activity. *Strategic Management Society special conference*; Copenhagen, Denmark.

### 2013

(Panelist) Measurement in executive research: Obstacles, opportunities, and observations. *Southern Management Association annual conference*; New Orleans, Louisiana.

(Author) How does the presence of women on corporate boards influence firm-level M&A activity? *Strategic Management Society annual conference*; Atlanta, GA.

(Author) Steady as she goes: Female board representation and corporate mergers and acquisitions activity. *Academy of Management annual conference*; Orlando, FL.

(Chair) Strategic human capital. *Academy of Management annual conference*; Orlando, FL.

### 2012

(Author) Seeing the error of one's ways: How CEO (over)confidence influences corporate resistance to feedback. *Strategic Management Society annual conference*; Prague, Czech Republic.

- Nominee, Best Paper for Practice Implications Award

(Organizer) Strategic Leadership Interest Group panel. *Strategic Management Society annual conference*; Prague, Czech Republic.

(Facilitator) CEOs and leadership. *Strategic Management Society annual conference*; Prague, Czech Republic.

(Author) Toward the development of an unobtrusive measure of CEO openness to experience. *Academy of Management annual conference*; Boston, MA.

(Author) Who gets a second act? Substantive, symbolic, and contextual influences on executives' likelihood of re-employment following dismissal. *Academy of Management annual conference*; Boston, MA.

### 2011

(Author) Managerial discretion and financial analysts' responses to management earnings forecasts. *Strategic Management Society annual conference*; Miami, FL.

(Facilitator) Upper echelons. *Strategic Management Society annual conference*; Miami, FL.

(Author) Why do some CEOs prefer dynamism and change? New evidence of executive openness to experience. *Academy of Management annual conference*; San Antonio, TX.



(Author) Managerial discretion and market reaction: Security analysts' responses to management earnings guidance. *Academy of Management annual conference*; San Antonio, TX.

(Chair) Executive and director compensation. *Academy of Management annual conference*; San Antonio, TX.

## **2010**

(Author) Partners or pariahs? Firm engagement with open innovation communities. *Academy of Management annual conference*; Montreal, Canada.

(Author) Firm-level implications of fit between individual and environmental sources of CEO discretion. *Academy of Management annual conference*; Montreal, Canada.

(Organizer) Managerial discretion across levels of analysis (Caucus). *Academy of Management annual conference*; Montreal, Canada.

## **2009**

(Author) Titular figureheads and unconstrained managers: How does the role of the CEO differ cross-nationally? *Strategic Management Society annual conference*; Washington, DC.

(Author) Why do CEOs matter more in some countries than others? The antecedents and consequences of cross-national differences in managerial discretion; *Academy of International Business annual conference*; San Diego, CA.

- Finalist, Richard N. Farmer Dissertation Award

(Author) Why do CEOs matter more in some countries than others? Managerial discretion at the national level. *Academy of Management annual conference*; Chicago, IL.

## **2008**

(Author) Does national context affect the likelihood of CEO departure following poor firm performance? *Academy of Management annual conference*; Anaheim, CA.

(Facilitator) Corporate boards and governance from a group perspective. *Academy of Management annual conference*; Anaheim, CA.

(Chair) Do CEO characteristics matter during succession? *Academy of Management annual conference*; Anaheim, CA.

## **2007**

(Author) National institutions and managerial discretion: A taxonomy of 24 countries. *Academy of Management annual conference*; Philadelphia, PA.

## **2006**

(Author) The influence of national systems on global competitive dynamics: An integrated framework; *Strategic Management Society annual conference*; Vienna, Austria.

## **2005**

(Author) How national systems influence executive discretion: A study of CEO effects in three countries. *Academy of Management annual conference*; Honolulu, HI.

- Finalist, Business Policy and Strategy Best Paper (Glueck) Award
- Nominee, Academy of Management Best International Paper (Dexter) Award

(Author) A small world after all? Network perceptions versus reality; *Academy of Management annual conference*; Honolulu, HI.

## **2004**

(Author) Pathways of opportunity in dynamic organizational networks; *Academy of Management annual conference*; New Orleans, LA.

## **External Affiliations**

2017 – current      Visiting Scholar  
Faculty of Economics & Business  
University of Groningen, Netherlands

2015 – 2018      International Affiliate  
Global Governance and Management Research Group  
University of Sydney, Australia

## **Invited Presentations**

Boston College, 2018  
University of Groningen, 2017  
University of Cincinnati, 2016  
University of Michigan, 2014  
University of Notre Dame, 2012  
Dartmouth College, 2011  
University of Cambridge, 2009  
University College Dublin, 2009  
University of Texas at Austin, 2007  
University of Virginia, 2007  
Indiana University, 2007

## Media Coverage

### U.S. Media

*Arizona Daily Independent; Atlanta Journal Constitution; The Atlantic; Austin-American Statesman; Austin Business Journal; Barron's; Business News Daily; Business Record; Business Standard; Charleston Gazette Mail; Chicago Daily Herald; Chinook Observer; CNBC; The Conversation; Crosscut; Daily Astorian; Dow Jones Newswire; Entity Magazine; Greater Diversity News; Harvard Business Review Daily Stat; Inc. Magazine; IndUS Business Journal; Marketwatch; Minnesota Public Radio; MoneyWeek; Morningstar; National Affairs; NPR Marketplace; Omaha World-Herald; Post Online Media; PsyPost; Quartz; RealClearMarkets; Science Daily; The Strategist.Media; strategy+business; Sun Sentinel; The Tab; U.S. News and World Report; Wall Street Journal; Washington Post; Yareah Magazine.*

### International Media

*ABC Ciencia (Spain); Affaritaliani (Italy); AnlegerPlus (Germany); América Económica (Chile); Business Grapevine (U.K.); Business Insider Australia (Australia); City A.M. (U.K.); Daily World (India); Dawn (Pakistan); The Economic Times (India); Financial Mirror (Cyprus); Forskning.no (Norway); Handelsblatt (Germany); Hindustan Times (India); India Live Today (India); The Indian Economist (India); Maeli Business Newspaper (South Korea); The National (United Arab Emirates); New Kerala (India); The Press (New Zealand); Roklen24 (Czech Republic); Stuff.co.nz (New Zealand); Talouselämä (Finland); Taloussanomat (Finland); Trick or Heart? (Japan); Yahoo Finance U.K. (U.K.).*

### Academic, Consulting, and Industry Outlets

*The Advisory Board; American Institute of Health Care Professionals; Australian Institute of Company Directors; Bizwomen; Borderless Consulting; Carrier Management; Corporate Vision; The CSR Journal; Deloitte Research Briefs; Desjardins Wealth Management; E2W; Envision Business Consulting; Executive Grapevine; Government Executive; Hampton O'Bannon Partners; HR Asia; HR News; Human Resources; Innovative Connections; INSEAD Knowledge; Investopedia; Learning & Development Professional; LinkedIn Talent Solutions; The Lion's Pride; Marshall-James; McCombs Today; Mendoza Business Magazine; Notre Dame Magazine; Practical Ecommerce; Science 2.0; Skyline University College; Softpact; Texas Enterprise; University of South Carolina Center for Executive Succession; Women Executive Leadership; Women in Academia Report.*

### Representative Examples

Partridge, M. 2020. "Trading: you can be sure of Shell." *MoneyWeek*, April 20.  
<https://moneyweek.com/trading/601091/trading-you-can-be-sure-of-shell>

Beasley, B. 2019. "Scrooge, Marley, and the business of mankind." *Notre Dame Magazine*, December 19. <https://magazine.nd.edu/stories/scrooge-marley-and-the-business-of-mankind/>

- Chen, G. 2019. "When a colleague dies, CEOs change how they lead." *Barron's*, April 8. <https://www.barrons.com/articles/ge-stock-could-surge-technical-analyst-says-51560427249>
- Kolakowski, M. 2018. "Why Amazon may stumble at Whole Foods." *Investopedia*, May 21. <https://www.investopedia.com/news/why-amazon-may-stumble-whole-foods/>
- Kahn, P. 2017. "Culture clash? Can Amazon and Whole Foods integrate culture after acquisition?" *Envision Business Consulting*, June 23. <http://www.envision-bc.com/culture-clash-can-amazon-whole-foods-integrate-culture-acquisition/>
- Paquette, D. 2016. "The weird thing that happens when you put more women in the boardroom." *Washington Post*, May 24. <https://www.washingtonpost.com/news/wonk/wp/2016/05/24/when-women-rise-to-power-in-companies-a-weird-thing-happens/>
- Futterman, M. 2016. "What's the best way to fill a coaching vacancy?" *Wall Street Journal*, May 4. <https://www.wsj.com/articles/whats-the-best-way-to-fill-a-coaching-vacancy-1462400086>
- Staff writers. 2015. "La ciencia estudia las ventajas de los 'enfuches' en el trabajo" (Science studies the advantages of 'friends in high places' at work). *ABC Ciencia*, September 25. <http://www.abc.es/ciencia/20150925/abci-cientificos-ventajas-enchufe-201509251138.html>
- Safo, N. 2014. "How important is a CEO to a company's success? It depends." *NPR Marketplace*, November 11. <http://www.marketplace.org/2014/11/11/business/how-important-ceo-companys-success-it-depends>
- Dowideit, M. 2013. "Wie viele Milliarden darf ein Chef verbrennen?" (How many millions must a boss burn?). *Handelsblatt*, August 29. <http://www.handelsblatt.com/unternehmen/management/management-trifft-ein-rausschmiss-den-richtigen/8704086-3.html>
- Heidrick, R. 2011. "Succession planning: The X's and O's of leadership change." *Texas Enterprise*, September 30. <http://www.texasenterprise.utexas.edu/2011/09/30/leadership/succession-planning-xs-and-os-leadership-change>
- Gaar, B. 2010. "At Whole Foods, team management goes all the way to the top." *Austin-American Statesman*, September 26. <http://www.statesman.com/news/business/employment/at-whole-foods-team-management-goes-all-the-way-to/nRyBq/>

Grose, T.K. 2009. "In a global economy, American CEOs are a different breed." *U.S. News & World Report*, November 17. <http://www.usnews.com/news/best-leaders/articles/2009/11/17/in-a-global-economy-american-ceos-are-a-different-breed>

### **Research Grants**

- McCombs Research Excellence Grant, University of Texas at Austin; 2011
- 3M Nontenured Faculty Grant, University of Texas at Austin; 2008/9, 2009/10, 2010/11
- Smeal Dissertation Research Grant; Pennsylvania State University; 2007

### **Interesting Irrelevancy**

My Erdős number is 3 (Erdős → Harary → Krackhardt → Crossland).

### ***TEACHING***

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#### **University of Notre Dame**

*Executive MBA*: Strategic Thinking (Independent study)

*Master of Science in Management*: Strategic Decision Making

*Undergraduate*: Strategic Management

#### **University of Texas at Austin**

*Full-time MBA*: Strategic Management

*Undergraduate Honors*: General Management and Strategy

*Undergraduate*: General Management and Strategy

#### **Pennsylvania State University**

*Undergraduate*: Strategic Management

#### **Dissertation Advising and Assessment**

*Co-Chair, Ph.D. Dissertation Committee*

Jonathan Sims; Graduated 2013, University of Texas at Austin  
- Associate Professor of Strategy, Babson College

*Member, Ph.D. Dissertation Committee*

Ye Dai; Graduated 2012, University of Texas at Austin  
- Associate Professor of Management, Southern Illinois University

Bruce Rudy; Graduated 2011, University of Texas at Austin  
- Associate Professor of Management, University of Texas at San Antonio

*Outside Member, Ph.D. Dissertation Committee*

Seunghwan Jeong; Graduated 2018, University of Texas at Austin  
- Assistant Professor of Management, Georgia State University

Bina Ajay; Expected graduation, 2021; University of Cincinnati

*Outside Member, Ph.D. Assessment Committee*

Irene Mostert; Expected graduation 2020; University of Groningen

## ***SERVICE***

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### **Editing & Reviewing**

Associate editor:

*Strategic Management Journal*; 2017-2019

Editorial review board member:

*Academy of Management Journal*; 2013-2020

- Editorial Board Outstanding Reviewer Award, 2017

*Academy of Management Review*; 2010-present

- Developmental Reviewer of the Year Award, 2016
- Editorial Board Outstanding Reviewer Award, 2015, 2016, 2018, 2019
- Video interview with AMR: [link](#)

*Journal of Management*; 2017-2020

- Editorial Board Outstanding Reviewer Award, 2019

*Strategic Management Journal*; 2013-2016; 2020-present

Ad hoc reviews:

*Administrative Science Quarterly; Global Strategy Journal; Journal of International Business Studies; Journal of Management; Journal of Management Studies; Leadership Quarterly; Management Science; Managerial and Decision Economics; Organization Science; Organization Science Dissertation Proposal Competition; Organizational Behavior and Human Decision Processes; Oxford Bibliographies in Management; Research Foundation Flanders (FWO); Strategic Entrepreneurship Journal; Strategic Organization; Swiss National Science Foundation*

Conference reviews:

Academy of Management annual conference; 2004-present

Strategic Management Society annual and special conferences; 2009-present

- Best Reviewer Award, Behavioral Strategy Interest Group, 2015, 2017

## **Professional Society Activities**

### Memberships

Academy of Management  
INFORMS  
Strategic Management Society

### Elected and Invited Roles

Academy of Management  
Research Methods Division  
Consortium Chair; 2017  
Consortium Macro Track Chair; 2016  
Treasurer and Executive Committee Member; 2013, 2014, 2015  
Strategic Management Division (Formerly Business Policy & Strategy)  
Member, Research Committee; 2019, 2020  
Co-chair, Junior Faculty Paper Development Workshop; 2017, 2018

### Strategic Management Society

General  
Program Chair, SMS Las Vegas Special Conference; 2019  
Strategic Leadership & Governance Interest Group  
Interest Group Chair; 2017  
Program Chair; 2016  
Associate Program Chair; 2015  
Representative at large; 2013, 2014

## **Selected Intramural Service**

### Department

- Chair, M&O Department; 2016-current (renewed 2019)
- Ex Officio Chair, Committee on Reappointment, Promotion, & Tenure; 2016-current
- Recruiting Committee; 2016-current
- Author, M&O Department weekly newsletter; 2016-current
- Graduate Studies Committee; 2009-2013
- Co-chair, Speaker Series; 2010-2013

### College

- Mendoza Emergency Response Committee; 2019-current
- College Council, Mendoza College of Business; 2016-current
- Deans/Chairs/Directors (DCD) Committee; 2016-current
- Dean Search Committee; 2018/19
- M.Sc.Mgt. Curriculum Committee; 2018-2020
- Research Database Committee; 2011-2013

### University

- Provost's Fellow; 2018/19, 2019/20

- Reappointment, Promotion, & Tenure (RPT) Guide Revision; 2019/20
- Co-founder, ND Boost program; 2018/19
- Executive Vice President Search Committee; 2018/19
- Commencement Faculty Marshal; 2018
- ND Lead; 2017/18
- Academic Advisor, Penn State Rugby Football Club; 2005-2008

### ***NON-ACADEMIC POSITIONS***

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2001-2003: Group Product Development Manager; BMR Neurotech; Galway, Ireland.

- Responsible for management of the division's new product development process and management of primary and secondary clinical research.

1995-2000: Physiotherapist (Physical Therapist); Multiple organizations; Australia and Ireland

- Responsible for physiotherapeutic assessment and treatment of a wide range of musculoskeletal, orthopedic, and neurological conditions.

### ***REFEREES***

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Academic references available upon request