

VINCENT L. BARKER III

Edmund P. Learned Professor of Business Administration

School of Business
University of Kansas
Lawrence, KS 66045-7585
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ACADEMIC POSITIONS

Professor of Strategic Management
University of Kansas (8-14 to present)

Associate Professor of Strategic Management
University of Kansas (8-02 to 7-14).

Associate Professor of Organizations & Strategy
University of Wisconsin-Milwaukee (8-97 to 8-02).

Assistant Professor of Organizations & Strategy
University of Wisconsin-Milwaukee (8-90 to 7-97)

EDUCATION

Ph.D., University of Illinois at Urbana/Champaign, January 1992

Major: Strategic Management
Minor: Organizational Behavior and Theory

Dissertation Title: Corporate Turnarounds as Strategic Reorientations: A
Field Study of Turnaround Attempts from Firm-based Decline.

Dissertation Committee Members: Irene M. Duhaime (Chair),
Anne S. Huff, Paula L. Rechner and David A. Whetten

1993 Free Press Award. Academy of Management award for the
Outstanding Business Policy & Strategy Dissertation in 1992.

University of Illinois Fellowship Scholar, 1987-88 and 1989-90.

University of Illinois Dissertation Fellowship, 1989-90

B.B.A. University of Michigan, Ann Arbor, May 1985

"High Distinction" Honors Graduate (top 7% of business students)
Beta Gamma Sigma Honor Society

AWARDS AND HONORS

University

2018-present. *Edmund P. Learned Professorship*. Endowed Chair of Business Administration, KU School of Business.

2005-2017. *Carl A. Scupin Faculty Fellow*, KU School of Business.

2014-15. University of Kansas Senior Administrative Fellow.

2012 & 2004, *KU School of Business Outstanding Doctoral Student Mentor Award*. Award presented annually to one or two faculty members based on a vote of the KU Association of Business Doctoral Students.

KU Graduating Doctoral Student Personal Mentor Awards: Martina Musteen, Xin Liang, Patrick McClelland, Jake Messersmith, Yong-Yeon Ji, Alex Martynov, Donald J. Schepker, Won Y. Oh, David Wangrow, Cheng Zheng, Karl Kammerer, Ken Ward.

2006 *Celebration of Teaching Honoree*, Center for Teaching Excellence, University of Kansas.

2003-4 *Oswald Fellowship*, University of Kansas. Summer financial award given for faculty research.

2003 *Mabry Research Scholar Award*, School of Business, University of Kansas, Award for best paper published by an Associate or Assistant Professor.

Business Advisory Council Researcher of the Year, University of Wisconsin-Milwaukee School of Business, 2001-2002.

Nominated four times for UW-Milwaukee School of Business Administration Advisory Council Teacher of the Year (1995, 1994, 1992, 1991).

National/International

Outstanding Reviewer Awards. Academy of Management Conference
Business Policy & Strategy Division, 1997, 2008, 2009, 2012, 2013, 2017.
Managerial & Organizational Cognition Division, 2010, 2011.

Outstanding Reviewer Award: Strategic Management Society Conference
Strategic Leadership & Governance IG, 2014.

Outstanding Reviewer Award. Midwest Academy of Management, 2003.

1996 *Sara and George McCune Award*. Award for the best paper published in the journal Group & Organization Management as determined by the journal's Editorial Board.

1993 *Free Press Award*. Academy of Management award for the Outstanding Business Policy & Strategy Dissertation completed in 1992.

REFEREED PUBLICATIONS (* denotes current or former doctoral student as co-author)

- Kolev, K.D., Wangrow, D.B.* , Barker, V.L. III & Schepker, D.J.* (*Accepted for publication*). Board committees in corporate governance: A cross-disciplinary review and agenda for the future. Journal of Management Studies.
- Schepker, D.J.* , & Barker, V.L. III. 2018. How stigmatized are dismissed chief executives? The role of character questioning causal accounts and executive capital in dismissed CEO re-employment. Strategic Management Journal, 29: 2566-2586.
- Schepker, D.J.* , Wangrow, D.B.* & Barker, V.L. III. 2018. Winning isn't everything: An empirical examination of performance, power, and expectations in NBA coach dismissals. Sport Management Review, 21: 333-346.
- Oh, W.Y.* , & Barker, V.L. III. 2018. Not all ties are equal: CEO outside directorships and strategic imitation in R&D investment. Journal of Management, 44: 1312–1337
- Liang, X.* , Schepker, D.J.* & Barker V.L. III. 2018. Chief executive cognition, turnaround strategy and turnaround attempts of declining firms. Journal of Change Management, 18: 304-326.
- Schmitt, A., Barker, V.L. III, Raisch, S., & Whetten, D. 2016. Strategic renewal in times of environmental scarcity. Long Range Planning, 49: 361-376.
- Wangrow, D.B.* , Schepker, D.J.* & Barker, V.L. III. 2015. Managerial discretion: An empirical review and focus on future research directions. Journal of Management, 41: 99-135.
- Ndofor, H.* , Vanevenhoven, J. & Barker, V.L. III. 2013. Software firm turnarounds in the 1990s: An analysis of reversing decline in a growing, dynamic industry. Strategic Management Journal, 34: 1123-1133.
- McClelland, P.L.* , Barker, V.L. III & Oh, W.Y.* 2012. CEO career horizon and tenure: Future performance implications under different contingencies. Journal of Business Research, 65: 1387–1393.
- Musteen, M.* Liang, X.* & Barker V.L. 2011. Personality, perceptions and retrenchment decisions of managers in response to decline: Evidence from a decision-making study. The Leadership Quarterly, 22: 926-941.
- Levitas, E., Barker, V.L. III & Ahsan, M. 2011. Top manager ownership levels and incentive alignment in inventively active firms. Journal of Strategy & Management, 4: 116-135.
- McClelland, P.L.* , Liang, X.* & Barker, V.L. III. 2010. CEO commitment to the *status quo*: Replication and extension using content analysis. Journal of Management, 36: 1251-1277.

REFEREED PUBLICATIONS CONT. (* denotes current or former doctoral student as co-author)

- Musteen, M.*, Barker V.L. III & Baeten, V.L.* 2010. The influence of CEO tenure and attitude toward change on organizational approaches to innovation. Journal of Applied Behavioral Science, 46: 360-387.
- Mueller, G.C.*, Mone, M.A. & Barker, V.L. III. 2007. Formal strategic analyses and organizational performance: Decomposing the rational model. Organization Studies, 28: 853-883.
- Musteen, M.* Barker V.L. III & Baeten, V.L.* 2006. CEO attributes associated with attitude toward change: The direct and moderating effects of CEO tenure. Journal of Business Research, 59: 604-612.
- Barker, V.L. III. 2005. Traps in diagnosing organization failure. Journal of Business Strategy. 26(2): 44-50.
- Barker, V.L. III, & Mueller, G.C.* 2002. CEO characteristics and firm R&D spending. Management Science. 48: 782-801
- Barker, V.L. III, & Barr, P.S. 2002. Linking top manager attributions to strategic reorientation in declining firms attempting turnarounds. Journal of Business Research, 55: 963-979.
- Barker, V.L. III, Patterson, P.W. Jr.* & Mueller, G.C.* 2001. Organizational causes and strategic consequences of the extent of top management team replacement at firms attempting turnarounds. Journal of Management Studies, 38: 213-247.
- Mueller, G.C.*, Mone, M.A., McKinley, W.A., & Barker, V.L. III. 2001. Organizational decline – A stimulus for innovation? Business Horizons, 76(4): 25-34.
- Mone, M.A., McKinley, W.A., & Barker, V.L. III. 1998. Organizational decline and innovation: A contingency framework. Academy of Management Review, 23:115-132.
- Barker, V.L. III, & Mone, M.A. 1998. The mechanistic structure shift and strategic reorientation in declining firms attempting turnarounds. Human Relations, 51: 1227-1258.
- McKinley, W., Mone, M.A., & Barker, V.L. III. 1998. Some ideological foundations of organizational downsizing. Journal of Management Inquiry, 7: 198-212.
- Mueller, G.C.*, & Barker, V.L. III. 1997. The upper-echelons and board characteristics of turnaround and nonturnaround declining firms. Journal of Business Research, 39: 119-134.
- Barker, V.L. III, & Duhaime, I.M. 1997. Strategic change in the turnaround process: Theory and empirical evidence. Strategic Management Journal, 18: 13-38.

REFEREED PUBLICATIONS CONT. (* denotes current or former doctoral student as co-author)

Barker, V.L. III, & Patterson, P.W., Jr.* 1996. Top-management-team tenure and top manager causal attributions at declining firms attempting turnarounds. Group & Organization Management, 21: 304-336. (This paper won the Sara and George McCune Award for the best paper published in Group & Organization Management in 1996 as chosen by the journal's Editorial Board.)

Arogyaswamy, K.* , Barker, V.L. III, & Yasai-Ardekani, M. 1995. Firm turnarounds: An integrative two-stage model. Journal of Management Studies, 32: 493-525.

Barker, V.L. III, & Mone, M.A. 1994. Retrenchment: Cause of turnaround or consequence of decline? Strategic Management Journal, 15: 395-405.

BOOK CHAPTERS (* denotes current or former doctoral student as co-author)

Barker, V.L. III & Schmitt, A. 2017. Firm turnarounds in knowledge intensive industries. In J. Adriaanse and J-P van der Rest (eds.) The Routledge Companion to Turnaround Management and Bankruptcy, 327-345, New York: Routledge.

Barker, V.L. III, Mone, M.A., Mueller, G.C.* , & Freeman, S.J. 1998. Does it add up? An empirical study of the value of downsizing for firm turnaround. In D. Ketchen (ed.) Advances in Applied Business Strategy, 5: 57-82, Greenwich, CT: JAI Press.

BOOK REVIEWS

Barker, V.L. III. 2000. Review of When Things Go Wrong: Organizational Failures and Breakdowns, edited by Helmut K. Anheier, in Academy of Management Review, 25: 446-448.

OTHER PUBLICATIONS

Mone, M.A., McKinley, W.A., & Barker, V.L. III. 1998. Organizational decline and innovation: Are entrepreneurs a special case? Invited Rejoinder, Dialogue Section, Academy of Management Review, 23: 388-389.

Multiple short article introductions. Journal of Management Inquiry, 2005-2009.

REFEREED PROCEEDINGS (* denotes current or former doctoral student as co-author)

Mueller, G.C.* , Mone, M.A. & Barker, V.L. III. 2000. Formal strategic analyses and organizational performance: Decomposing the rational model. Academy of Management Best Papers Proceedings.

Barker, V.L. III. 1990. Top management removal in turnaround situations: An integrated theoretical explanation. In T. Head & K. Thompson (Eds.), Midwest Academy of Management Proceedings, 79-84.

WORKING PAPERS (feel free to request) (* denotes current or former doctoral student as co-author)

Note: some papers below may be under review at journals

Zheng, C.* & Barker, V.L. III. *The Effects of CEO Career Horizon, Power and Education on R&D spending: Evidence from the Software Industry.*

PAPERS/PROJECTS IN DEVELOPMENT (* denotes current or former doctoral student)

Wangrow, D.B.*, Schepker, D.J.* & Barker, V.L. III. Individual antecedents of managerial discretion.

Wangrow, D.B.*, Zheng, C.* & Barker, V.L. III. CEO cognitive traits: A longitudinal study of CEOs' letters to shareholders.

Liang, X,* & Barker, V.L. III. Replication of the sources of industry discretion using the CEO effect.

Kim, M. & Barker, V.L. III. Effect of a leader's voice on trust attributions.

Schmitt, A., Barker, V.L. III & Menz, M. The dynamics of retrenchment and recovery when emerging from Chapter 11.

CONFERENCE PRESENTATIONS

“Charting Their Own Path: Developing and Operationalizing a New CEO Managerial Discretion Scale” To be presented at the Strategic Management Society Special Conference on Strategic Leadership in Las Vegas, March 2019 (with David Wangrow & Donald J. Schepker).

“Influence of Voice Pitch and Speech Rate on Attributions of Leader Trustworthiness” To be presented at the Strategic Management Society Special Conference on Strategic Leadership in Las Vegas, March 2019 (with Midam Kim)

“Making It Personal: Developing a New Managerial Discretion Scale to Examine CEO Traits” To be presented at the Annual Meeting of the Academy of Management, Atlanta, August 2017 (with David Wangrow & Donald J. Schepker).

“Measuring Industry-Based Managerial Discretion: A Leadership Influence Approach.” Presented at the Annual Meeting of the Academy of Management, Vancouver, August 2015 (with Xin Liang).

“Tenure Effects on Cognitive Traits: A Longitudinal Study of CEOs' Letters to Shareholders.” Presented at the Annual Meeting of the Academy of Management, Vancouver, August 2015 (with David Wangrow & Zheng Cheng).

“When does CEO succession lead to strategic change? The mediating role of top management team change.” Presented at the Annual Meeting of the Academy of Management, Philadelphia, August 2014 (with David Wangrow & Donald J. Schepker).

CONFERENCE PRESENTATIONS (Continued)

“The Effects of CEO Career Horizon, Power and Education on R&D spending: Evidence from the Software Industry.” Presented at the Annual Meeting of the Academy of Management, Philadelphia, August 2014 (with Zheng Cheng).

“Overcoming the Stigmatization of Dismissal: The Role of Executive Capital in the Re-Employment of Dismissed CEOs” Presented at the Annual Meeting of the Strategic Management Society, Atlanta, October 2013 (with Donald J. Schepker)

“What happens to dismissed CEOs: Human, reputational, and social capital in CEO re-employment” Presented at the Annual Meeting of the Academy of Management, Orlando, August 2013. (with Donald J. Schepker)

“I like what I see: How CEO service on other firms' boards influences R&D spending,” Presented at the Annual Meeting of the Academy of Management, Boston, August 2012. (with Won-Yong Oh)

“Winning Isn’t Everything: Effects of Power, Reputation, and Expectations in NBA Coach Dismissals,” Presented at the Annual Meeting of the Academy of Management, Montreal, August 2010. (with Donald J. Schepker)

“Top Management Team Cognition in Turnaround: Antecedents and Consequences,” Presented at the Annual Meeting of the Academy of Management, San Diego, August 2008. (with Xin Liang)

“TMT Knowledge Structure Complexity and Centrality in Turnaround: Decision Making and Outcomes,” Presented at the Annual Meeting of the Academy of Management, San Diego, August 2008. (with Xin Liang)

"How Long-Tenured CEOs Avoid Leverage: A Test of the Effectiveness of Equity Ownership and Monitoring," Presented at the Annual Meeting of the Academy of Management, Atlanta, August 2006. (with Patrick McClelland)

"The influence of CEO Personality and Tenure on Organizational-level Approach to Innovation," Presented at the Annual Meeting of the Academy of Management, Atlanta, August 2006. (with Martina Musteen and Virginia Baeten)

"The Case for Strategic Turnarounds: The Software Industry 1990-1996" Presented at the Annual Meeting of the Strategic Management Society, Orlando, October 2005. (with Hermann Ndofor & Jeff Vanevenhoven)

"Personality, Perceptions and Retrenchment in Response to Decline," Presented at the Annual Meeting of the Academy of Management, Honolulu, August 2005. (with Martina Musteen & Xin Liang)

CONFERENCE PRESENTATIONS (Continued)

"Cemented to the Saddle: Are High CEO Age and Ownership Control Associated with Lower Performance in Publicly Traded Firms?" Presented at the Annual Meeting of the Academy of Management, New Orleans, August 2004. (with Patrick McClelland)

"A Peek into the Black Box: The Relationship Between CEO Tenure and Attitude Toward Change," Presented at the Annual Meeting of the Academy of Management, Seattle, August 2003. (with Martina Musteen and Virginia Baeten)

"More Direct Measurement of Managerial Discretion: A Leadership Influence Method," Presented at the Annual Meeting of the Academy of Management, Seattle, August 2003. (with Xin Liang)

"Inventive effects on the level of managerial ownership: The case of U.S. pharmaceutical companies," Presented at the Annual Meeting of the Academy of Management, Washington D.C., August 2001. (with Ed Levitas)

"CEO characteristics and firm R&D spending," Accepted for presentation at the Annual Meeting of the Academy of Management, Toronto, August 2000. (with George C. Mueller)

"Formal strategic analyses and organizational performance: Decomposing the rationale model," Presented at the Annual Meeting of the Academy of Management, Toronto, August 2000. (with Mark A. Mone and George C. Mueller)

"CEO Commitment to the status quo: Replication and extension using content analysis," Presented at the Annual Meeting of the Academy of Management, Chicago, August 1999. (with Paul W. Patterson, Jr.)

"Some ideological foundations of organizational downsizing," Presented at the EIASM conference on Organizing in a Multi-Voiced World, Leuven, Belgium, 1997. (with William McKinley and Mark A. Mone).

"Organizational forces for inertia and change in the top management teams of declining firms attempting turnaround," Presented at the Annual Meeting of the Academy of Management, Cincinnati, USA, August 1996. (with Paul W. Patterson and George C. Mueller)

"A post-modern Dr. Strangelove: Or, how we got along after the downsizing," Presented at the Annual Meeting of the Academy of Management, Cincinnati, USA, August 1996. (with Mark A. Mone)

"The upper-echelons and board characteristics of turnaround and nonturnaround declining firms," Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 1995. (with George C. Mueller)

"Does it add up? An empirical study of the value of downsizing for firm turnaround," Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 1995. (with George C. Mueller and Mark A. Mone)

CONFERENCE PRESENTATIONS (Continued)

"Why is performance declining and what road leads to recovery? An empirical examination of the link between top management causal attributions and strategic change during turnaround attempts," Presented at the Annual Meeting of the Academy of Management, Dallas, Texas, August 1994. (with Pamela S. Barr)

"The mechanistic structure shift and strategic change in firms attempting turnarounds," Presented at the Strategic Management Society International Conference, Chicago, September, 1993.

"Corporate turnarounds as strategic transformations," Presented at the Strategic Management Society International Conference, London, October 1992. (with Irene M. Duhaime)

"Scanning systems as a facilitator of planned strategic change," Presented at the Strategic Management Society Annual Conference, London, October 1992. (with Masoud Yasai-Ardekani)

"Impact of change in strategic orientation, change in chief executives and available slack financial resources on turnaround attempt success: A field study," Presented at Annual Meeting of the Academy of Management, Las Vegas, Nevada, August 1992.

"Corporate turnarounds attempts: The special circumstances of high-technology firms," Presented at the TIMS/ORSA Joint National Meeting, Orlando, Florida, April 1992.

"Market, Organizational and Managerial Factors Affecting Strategic Change," Presented at the TIMS/ORSA Joint National Meeting, Anaheim, California, November 1991. (with Masoud Yasai-Ardekani)

"Correlates of strategic change in turnaround corporations: An empirical investigation," Presented at the Annual Meeting of the Academy of Management, Miami, Florida, 1991. (with Irene M. Duhaime)

"Top management removal in turnaround situations: An integrated theoretical explanation," Presented at the Annual Midwest Academy of Management Meeting, Milwaukee, Wisconsin, 1990.

OTHER PROFESSIONAL APPEARANCES AT CONFERENCES

Invited Panelist, "Strategic Research Foundation Dissertation Grant Workshop". Annual Meeting of the Strategic Management Society, Houston, October, 2017.

Invited Facilitator, "Pre-Conference Doctoral Student and Junior Faculty Paper Workshop". Annual Meeting of the Strategic Management Society, Denver, October, 2015.

Session Chair, "The Power of Power: The Role of Power and Politics in Strategy Processes" Pre-Conference Panel. Annual Meeting of the Strategic Management Society, Madrid, September, 2014.

OTHER PROFESSIONAL APPEARANCES AT CONFERENCES (continued)

Session Chair. "Board of Directors and Performance" Annual Meeting of the Academy of Management, Philadelphia, 2014.

Presenting Panel Member. "Measurement in Executive Research: Obstacles, Opportunities, and Observations" Special Symposium Session, Southern Management Association Meeting, New Orleans, November, 2013.

Session Facilitator. "Organizational Learning" Annual Meeting of the Academy of Management, Boston, 2012.

Session Facilitator. "Top Management Teams and Executives" Annual Meeting of the Academy of Management, Boston, 2012.

Session Chair. "Creativity and Cognition" Annual Meeting of the Academy of Management, San Antonio, 2011.

Session Facilitator. "Creativity and optimizing opportunities" Annual Meeting of the Academy of Management, Montreal, 2010.

Session Discussant. "Emotion, Narcissism and the Human Element in Strategy" Annual Meeting of the Academy of Management, Anaheim, 2008.

Session Discussant. "Corporate Strategy: Downsizing and Restructuring" Annual Meeting of the Academy of Management, Philadelphia, 2007.

Session Discussant. "Multi-Level Analysis of Organizational Decline and Recovery in both International and U.S. Firms" Annual Meeting of the Academy of Management, Philadelphia, 2007.

Session Facilitator. "Industry Dynamics: Strategic Deck Chair Arrangement (Responses to Decline)," Annual Meeting of the Academy of Management, Atlanta, 2006.

Session Discussant. "Top Executive Selection and Succession," Annual Meeting of the Academy of Management, New Orleans, 2004.

Session Chair. "Strategic Issues in China" Annual Meeting of the Midwest Academy of Management, St. Louis, 2003.

Session Chair. "Turnover in the Executive Suite: The Role of Underperformance and Symbolism," Annual Meeting of the Academy of Management, Denver, CO, 2002.

Session Chair. "Corporate Diversification and Implementation," Annual Meeting of the Academy of Management, Chicago, IL, 1999.

Session Chair and Discussant. "Corporate Governance Modes, Structures, and Inseparability," Annual Meeting of the Academy of Management, San Diego, CA, 1998.

OTHER PROFESSIONAL APPEARANCES AT CONFERENCES (continued)

Session Discussant. "Coming and Going: Studies on Acquisition & Divestiture," Annual Meeting of the Academy of Management, Boston, MA, 1997.

Session Chair. "Group Processes in the Top Management Team: Implications for Strategic Choice," Annual Meeting of the Academy of Management, Dallas, Texas, 1994.

Session Chair. "Research on Turnaround and Restructuring," Annual Meeting of the Academy of Management, Atlanta, Georgia, 1993.

RESEARCH GRANTS AWARDED

University of Kansas Center for Global Business Studies, 2018, \$7400
University of Kansas General Research Fund, 2013, \$5200
University of Kansas General Research Fund, 2012, \$5200
University of Kansas General Research Fund, 2008, \$6800
University of Kansas General Research Fund, 2007, \$5200
University of Kansas General Research Fund, 2006, \$5200
University of Kansas General Research Fund, 2005, \$5200
University of Kansas General Research Fund, 2004, \$5200
University of Kansas General Research Fund, 2003, \$2704
UW-Milwaukee Graduate School Research Grant, 1994-95, \$4500

TEACHING EXPERIENCE

Graduate Level Courses Taught in Past Five Years

Doctoral Seminar: Organization Theory
Doctoral Seminar: Behavioral Theories of Strategic Management
Strategy Implementation (Master's level)

Undergraduate Level Courses Taught in Past Five Years

General Management: Management & Leadership

Doctoral Dissertations Chaired (Student Initial Placement or Position)

David B. Wangrow (Assistant Professor, Marquette University)
Title: *An examination of CEOs' Psychological and Relationship-oriented Individual Traits Influencing Exhibited Managerial Discretion.*
Date Completed: 6-16.

Won Y. Oh (Assistant Professor, University of Calgary)
Title: *Antecedents and Consequences of Top Management Team Characteristics.*
Date Completed: 6-13.

Donald J. Schepker (Assistant Professor, University of South Carolina)
Title: *The Role of Executive Capital and Labor Markets in CEO Dismissal and Labor Market Consequences for Dismissed Executives.*
Date Completed: 5-12.

Patrick McClelland (Assistant Professor, University of Delaware)
Title: *Top Management Group Pay Disparities and Subsequent Firm Performance: The Effect of Powerful CEOs*
Date Completed: 5-08.

Xin Liang (Assistant Professor, University of Minnesota at Duluth)
Title: *Corporate Turnaround Attempts: A Knowledge-based Approach.*
Date Completed: 8-07.

Martina Musteen (Assistant Professor, San Diego State University)
Title: *The Role of International Networks in the Acquisition of Foreign Market Knowledge among Czech New Ventures.*
Date Completed: 6-06. (Co-Chair with Dr. Deepak Datta)

Virginia L. Baeten (Chief Executive, Brown County Assoc. for Retarded Citizens)
Title: *Aligning Strategy and Leadership Characteristics in a Nonprofit Environment: Does It Influence Performance?*
Date Completed: 5-01. *While on staff at UW-Milwaukee.*

George C. Mueller (Vince President, Marketing Research, Aurora Health Care Network)
Title: *Strategic Decision Making and Performance: Decision Process and Environmental Effects*
Date Completed: 7-98; (Co-Chair with M. Mone) *While on staff at UW-Milwaukee.*

Doctoral Dissertation Committees Served On (reverse chronological order)

At KU:

Dongni Wan, HRM (Chair, Chadwick; Missouri Western University)
Ken Ward, OB (Chairs: Ash & Spencer; Clinical Faculty KU)
Karl Kammerer, Strategic Management (Chair: Poppo; Lindenwood University)
Zheng Cheng, Strategic Management (Chair: Chi; U. of Wisconsin-Milwaukee)
Alex Martynov, Strategic Management. (Chair: Chi; U. of Houston-Clear Lake)
Yong-Yeon Ji, HRM. (Chair: Guthrie; Towson University)
Jake Messersmith, HRM (Chair: Guthrie; George Washington University)

Doctoral Dissertation Committees Served On (While on staff at UW-Milwaukee):

Carol Conway-Gerhardt, Moses Acquah, Bonnie O'Neill, Changho Moon, Alla L. Wilson, Reginald Beal, Laurence G. Weinzimmer, Kamala Arogyaswamy.

PROFESSIONAL SERVICE-ACADEMIC REVIEWING

Editing & Editorial Board Service

Editorial Advisory Board, Strategic Management Journal, 2004-present.
Editorial Advisory Board, Journal of Management Studies, 2004-present.
Editorial Advisory Board, Journal of Business Research, 1996-present.
Editorial Advisory Board, Journal of Management, 1999-2005.
Co-Editor, Essays Section, Journal of Management Inquiry, 2003-2007.

Special Issue Editing

Co-Editor (with Tomi Laamanen, Johannes Luger, Achim Schmitt & Katherine Xin)
“Corporate Decline and Turnarounds in Times of Digitalization” Special Issue of Long Range Planning (ongoing 2019)

Ad-hoc Reviewing (when not on Editorial Board)

Ad hoc reviewer, Academy of Management Journal. 1994-2002, 2004-2007
Ad hoc reviewer, Academy of Management Review. 1994-2002, 2007-2008
Ad hoc reviewer, Corporate Governance: An International Review, 2007, 2010
Ad hoc reviewer, Group & Organization Management. 1996-1997, 2009
Ad hoc reviewer, Information Systems Research. 2010
Ad hoc reviewer, International Journal of Management Reviews. 2011
Ad hoc reviewer, ILR Review, 2018
Ad hoc reviewer, Journal of Business Research. 1995.
Ad hoc reviewer, Journal of Economic Psychology. 2014
Ad hoc reviewer, Journal of Management, 1997-1998, 2013-2018
Ad hoc reviewer, Journal of Management & Governance, 2009-2012, 2016-18
Ad hoc reviewer, Journal of Management Inquiry. 1992-1993, 2000-2003
Ad hoc reviewer, Journal of Management Studies. 1996, 2001-2003
Ad hoc reviewer, Management Science. 2016-17
Ad hoc reviewer, Organization Science. 1994-1995, 2005-2007, 2010, 2018
Ad hoc reviewer, Organization Studies, 2003, 2007-2008
Ad hoc reviewer, Organizational Behavior & Human Decision Processes, 2002-3
Ad hoc reviewer, Strategic Management Journal. 1994, 1998-1999, 2003.
Ad hoc reviewer, Strategic Organization. 2016-18

Book Prospectus or Contents Reviewer

Routledge Publishing, 2010
University of Toronto Press, 2003.
Academic Press, 1999.

External Grant Application Reviewer

FWF Austrian Research Council, 2016
Social Sciences Research Council of Canada, 2015

PROFESSIONAL SERVICE – SCHOLARLY & ACADEMIC ORGANIZATIONS

Strategic Management Society (SMS)

Elected Officer, Strategic Leadership & Governance Interest Group.

Rotation:

- Pre-Conference Program Chair, 2014
- Conference Program Chair, 2015
- Interest Group President, 2016

Review Panel, Corporate Strategy & Governance, 2010-2012

Review Panel, Strategic Leadership & Governance, 2014, 2017-19

Review Panel, Strategy Process, 2019

Dissertation Grant Reviewer, Strategic Research Fund, 2017-18

Academy of Management

Reviewer, AoM Conference, 1992-95, 1997-2004, 2006-2015, 2017-18

Research Awards Selection Committee, MOC Division, 2011

BPS Division Dissertation Workshop Co-organizer (with I. Duhaime). Academy of Management Annual Meeting, Dallas, Texas, 1994.

Reviewer, Midwest Academy of Management Conference, 2001-2004.

Outside Promotion & Tenure Reviews (alphabetical)

Colorado College, Iowa State University, Marquette University, North Carolina State University, Oklahoma State University, Seoul National University, Texas A&M University, University of Alabama, University of Arkansas, University of California-Riverside, University of Massachusetts-Amherst, University of Missouri, University of Texas at Arlington.

Outside Program Reviews

Oklahoma State University, Spears School of Business Ph.D. Programs, 2015

PROFESSIONAL SERVICE – UNIVERSITY AND SCHOOL (Department level not listed)

University Level

University of Kansas Faculty Senate Restricted Research Committee, 2018-present

University of Kansas Faculty Senate Article VI Task Force, AY 2012-2013.

University of Kansas Graduate School Dissertation Fellowship Review Committee, 2006

University of Kansas General Education Review Committee, April-December, 2004

UW-Milwaukee Doctoral Studies Council, 3-99 to 4-01.

UW-Milwaukee Graduate Faculty Council, 1-98 to 5-00.

UW-Milwaukee Graduate Curriculum Committee, 9-98 to 5-00.

UW-Milwaukee NCAA Accreditation Self-Study Team, 8-97 to 3-99.

UW-Milwaukee Athletic Board, Faculty elected term 8-92 through 7-95.

School Level

KU School of Business Working Professional/Online MBA Team, 2017-present
KU School of Business Doctoral Program Team, 2017-present
KU School of Business Strategic Planning Team, Management Area, 2018
KU School of Business United Way Fundraising Team, 2017 (co-chair)
KU School of Business Administrative Team, 2014-2017
KU School of Business Research Evaluation & Development Team, 2011-2014 (Chair of Committee in AYs 2011-12, 2012-13)
KU School of Business MBA Team, 2011-2013.
KU School of Business Undergraduate Scholarship Committee, 2003-2010.
KU School of Business Undergraduate Team, 2005-2009
KU School of Business Promotion & Tenure Committee, 2007-2009.

(UW-Milwaukee, Nine school-level committees over a decade)

PROFESSIONAL SERVICE – ADMINISTRATIVE POSITIONS

Chair, Management & Entrepreneurship Area KU School of Business, 2014-2017.

Half time administrative appointment performing Department Chair duties.

2017 Dept. Size: 15 Tenured and tenure-track faculty
 7 Full-time lecturers
 12 Adjunct lecturers

Initiatives/Accomplishments

- Helped launch MS in Organizational Leadership degree
- Helped initiate undergraduate HRM curriculum review
- Managed during very high period of growth
- Area tied for 23th in Management research productivity in USA and 8th in publications-per-faculty member (Source: 2016 Texas A&M Management research rankings) 2012-2016 span: tied 42nd overall and 29th per capita.

Ph.D. Program Director UW-Milwaukee School of Business, 3-99 to 4-01.

Part-time administrative position. Responsible for coordinating all aspects of the school's doctoral program including student recruitment, student evaluation, curriculum coordination, student counseling and program development.

MEDIA INTERVIEWS OR RESEARCH CITED

National Newspapers and Magazines

MIT: Sloan Management Review, 2003, CEO-R&D research summarized.

Business Week, 2002, CEO-R&D research highlighted.

The Economist, 2002, CEO-R&D research cited.

Christian Science Monitor, 1997, 1995, Downsizing research cited.

EEO bimonthly, 1996, Research cited and interview about turnarounds and downsizing.

Washington Post, 1995, Downsizing research cited.

Regional Newspapers

Milwaukee Journal Sentinel, 2002, Interview about CEOs and illegal behavior.
Milwaukee Journal Sentinel, 1999, Interview about role of middle management.
Milwaukee Business Journal, 1997, Interview about firm decline and turnaround.
Small Business Times, 1998, Interview about economic conditions that affect strategy.
Times-Post Wire Service papers, 1995, Downsizing research cited.
Worcester Sunday Telegram, 1995, Interview about executive changes at troubled firms.

Other Media

Daily Kansan (KU student newspaper)
Wisconsin Public Radio, Hour-long guest on Tom Clark show talking about CEOs and illegal behavior, 2002.

PROFESSIONAL EXPERIENCE

- 1985-86. Diversified Technologies Inc., Detroit, MI
Associate Management Consultant. Conducted studies with other consultants on the operational and strategic impacts of potential data processing center disasters at both large and small corporations.
1985. City of Monroe, Monroe, MI
Intern Assistant City Manager. Paid, limited-term manager reporting directly to the City Manager. Chair of the Employee Suggestion and Involvement Program.
1984. Department of Justice, Washington, D.C.
Statistics Assistant. Collected and evaluated crime statistics. Wrote reports for the Assistant Attorney General.

PROFESSIONAL AFFILIATIONS

Academy of Management
Strategic Management Society

PERSONAL

Head Coach, Lawrence Indoor Futsal (Youth), 2011-14.
Head Coach, Lawrence Rec. Dept. Youth Basketball, 2009-10
Head Coach, Kaw Valley Soccer Association (Youth), 2002-2009
Head Coach, Lawrence Rec. Dept. Youth Baseball, 2007
Head Coach, Lawrence Rec. Dept. Youth Indoor Soccer, 2003-2006
Assistant Coach, Lawrence Rec. Dept. Youth Baseball, 2003, 2005
Assistant Coach, Kaw Valley Soccer Association (Youth), 2006
Cub Scout Den Leader, Pack 3077, 2002-2003