

ROBERT MAXWELL WISEMAN

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Michigan State University, East Lansing, MI 4824-1122,
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EDUCATION

- 1992 Ph.D. Strategic Management, Carlson School of Management, University of Minnesota.
- 1982 M.B.A. University of Wisconsin-Milwaukee. Emphasis in Organization Theory.
- 1980 B.B.A. University of Wisconsin-La Crosse. Emphasis in Management.
- 1976 A.A. Austin Community College. Emphasis on Marketing Management.

ACADEMIC EXPERIENCE

- 2008-present, Professor, Michigan State University
- 2005-present, Eli Broad Legacy Fellow of Management, Michigan State University.
- 2001-2008 Associate professor, Michigan State University.
- 1998-2001 Assistant professor, Michigan State University.
- 1991-1998 Assistant professor, Arizona State University.
- 1989-1990 Lecturer, Carlson School of Management, University of Minnesota.
- 1982-1985 Assistant professor, Saint Norbert College, DePere, Wisconsin.
- 1983: Lecturer, College of St. Francis.

PROFESSIONAL & ADMINISTRATIVE EXPERIENCE

- 2011- Chair, Department of Management, Eli Broad College of Business, Michigan State University
- 2011- Supervisory Committee, Michigan State University Federal Credit Union

RESEARCH

Refereed Publications

Arrfelt, M., Wiseman, R.M., Hult, T. (forthcoming). Looking backward instead of forward: Aspiration-driven influences on the efficiency of the capital allocation process. *Academy of Management Journal*.

Martin, G.P., Gomez-Mejia, L.R. & Wiseman, R.M. (2013). Executive stock options as mixed gambles: Re-visiting the behavioral agency model. *Academy of Management Journal*, 56(2): xxx. Study Summarized, *Harvard Business Review* (Oct. 12, 2012: 26)

Cuevas-Rodriguez, G., Gomez-Mejia, L.R., and Wiseman, R.M. (2012). Has agency theory run its course?: Making the theory more flexible to inform the management of reward systems. *Corporate Governance an International Review*, 20(6): 526-546.

Wiseman, R.M., Cuevas-Rodriguez, G., and Gomez-Mejia, L.R. (2012). Toward a social theory of agency. *Journal of Management Studies*, 49(1): 202-222.

Larrazza-Kintana, M. Gomez-Mejia, L.R., Wiseman, R.M. (2011). Compensation framing and the risk-taking behavior of the CEO: Testing the influence of alternative reference points. *Management Research*, 9(1): 32-55.

Outstanding Paper Award Winner the 2012 Emerald Literati Network Awards for Excellence

Lim, E., Lubatkin, M.H., Wiseman, R.M. (2010) A family firm variant of the behavioral agency theory. *Strategic Entrepreneurship Journal*, 4(3): 197-211.

Devers, C.E., McNamara, G., Wiseman, R.M. & Arrfelt, M (2008). Moving closer to the action: examining board monitoring and compensation design effects on firm risk. *Organization Science*, 19(4): 548-566.

Larrazza-Kintana, M., Wiseman, R. M., Gomez-Mejia, L. R. & Welbourne, T. (2007). Distinguishing between employment and compensation risk influences on perceived risk taking. *Strategic Management Journal*, 28(10): 1001-1020.

Devers, C.E., Wiseman, R.M., Holmes, R.M. (2007). The Effects of Endowment and Loss Aversion in Managerial Stock Option Valuation. *Academy of Management Journal*, 50(1): 191-208.

Research reported in the *Wall Street Journal*, March 7, 2007, A16.

Gomez-Mejia, L.R., Wiseman, R.M. (2007). Does agency theory have universal relevance: A reply to Lubatkin, Lane, Collin and Very. *Journal of Organizational Behavior*, 28(1): 81-88.

Conlon, D., Morgeson, F., McNamara, G., Wiseman, R.M., Skilton, P. (2006). From the Editors—The nature of scientific progress: Investigating the impact of special issue and regular journal articles in the field of management. *Academy of Management Journal*. 49(5): 857-872.

Gomez-Mejia, L.R., Wiseman, R.M., Johnson, B.D. (2005). Agency problems in diverse contexts: A global perspective. *Journal of Management Studies*. 42: 1507-1517.

Tortella, B. D., Gomez-Mejia, L. R., De Castro, J. O. & Wiseman, R. M. (2005) Incentive alignment or perverse incentives? A behavioral view of stock options. *Management Research*, 3: 109-120

Chatterjee, S., Wiseman, R. M., Feigenbaum, A. & Devers, C. (2003). Integrating the behavioral and economic concepts of risk into strategic management: The twain shall meet. *Long Range Planning*, 36: 61-80.

Miller, J. S., Wiseman, R. M. & Gomez-Mejia, L.R. (2002). The fit between CEO compensation design and firm risk. *Academy of Management Journal*, 45: 745-756.

Miller, J. S. & Wiseman, R. M. (2001). Perceptions of executive pay: does pay enhance a leader's aura? *Journal of Organizational Behavior*, 22: 703-711.

Gomez-Mejia, L. R., Welbourne, T. & Wiseman, R. M. (2000). The role of risk sharing and risk taking under gainsharing. *Academy of Management Review*, 25: 492-507.

Deephouse, D. L., & Wiseman, R. M. (2000). Comparing alternative explanations for corporate risk-return relations, *Journal of Economic Behavior and Organization*, 42: 463-482.

Palmer, T. & Wiseman, R. M. (1999). Decoupling risk taking from income stream uncertainty: A holistic approach. *Strategic Management Journal*, 20: 1037-1062.

Wiseman, R. M. & Skilton, P. (1999). Divisions and Differences: Exploring publication preferences and productivity across management subfields. *Journal of Management Inquiry*, 8: 299-320.

Wiseman, R. M. & Gomez-Mejia, L. (1998). A behavioral agency model of managerial risk taking. *Academy of Management Review*, 23(1): 133-153.

Wiseman, R. M. & Catanach, Jr. A. H. (1997). A longitudinal disaggregation of operational risk under changing regulatory conditions: Evidence from the savings and loan industry. *Academy of Management Journal*, 49(4): 799-830.

Gomez-Mejia, L. & Wiseman, R. M. (1997). Reframing executive compensation: An assessment and outlook. *Journal of Management*, 23: 291-375.

Wiseman, R. M. & Bromiley, P. (1996). Toward a model of risk-taking by declining organizations. *Organization Science*, 7(5): 524-543.

Received ANBAR Citation of Excellence Award

Gooding, R. Z., Goel, S. & Wiseman, R. M. (1996). Fixed versus variable reference points in the risk-return relationship. *Journal of Economic Behavior and Organization*, 29(2): 331-350.

Wiseman, R. M. & Bromiley, P. (1991). Risk Return Associations: Paradox or Artifact? An Empirically Tested Explanation. *Strategic Management Journal*, 12: 231-241.

Books and Chapters

Wiseman, R.M. (2009). On the use and misuse of ratio variables in strategic management research

(pp. 75-110). In D. Ketchen & D. Berg (eds.), *Research methodology in strategy and management*, vol 5. San Diego: Elsevier JAI Press.

Skilton, P.F., Wiseman, R.M., Glick, W.H. (2008) Managing for impact in business research programs: Scope and collaboration, Chap. 11 (pp. 179-198). In M. A. Rahim (edit). *Current Topics in Management*, vol 13. New Brunswick, NJ: Transaction Publishers.

Wiseman, R.M. (2005). The “Stakeholder” Strategy. In P.R. Pausell & C. Brubaker (Eds.), *Facilitating connections to international business: A guide for foreign language educators*, Chapter 4: 68-91, MSU-CIBER and CLEAR, Michigan State University.

Wiseman, R.M., L.R. Gomez-Mejia & M. Fugate (2000). Rethinking compensation risk. (pp. 311-347). In B. Gerhart and S. Rynes (eds.), *The Frontiers of Industrial Organizational Psychology: Compensation*. San Francisco: Jossey-Bass Publ.

Reger, R. K. & R. M. Wiseman (eds.) (1996). *Strategic Management: Creating Competitive Advantages*. New York: McGraw-Hill Custom Publishing.

Wiseman, R. M. & R. K. Reger (eds.) (1994). *Readings in Strategic Management*. Acton, MA: Copley Publishing Group.

Scudder, G., R. Schroeder, A. Van de Ven, G. Seilor, & R. M. Wiseman (1989). Managing Complex Innovation: The Case of Defense Contracting. In A. Van de Ven, H. Angle, M.S. Poole (Eds.), *Research on the Management of Innovation: The Minnesota Studies*, Chapter 12: 401-438. New York: Ballinger.

Wiseman, R. M. (1990). *Psychology of Management: An independent study course*. Minneapolis: Department of Independent Study, University of Minnesota.

Book Reviews

Wiseman, R. M. (2001). Review of *Rewarding Excellence*, by E. E. Lawler, III, Josey-Bass Publ. *Academy of Management Review*: 26: 135-138.

Papers Under Review

Arrfelt, M., Wiseman, R.M., McNamara, G. Hult, G. T. M. Moving beyond “how much does corporate strategy matter?” Examining the role of capital allocation competency on the corporate effect. *Strategic Management Journal* (revise and resubmit)

Wiseman, R.M. & Choi, S. On the problems of ratio measures as dependent variables in OLS regression. *Organizational Research Methods* (revise and resubmit)

Kolev, K., Wiseman, R.M., & Gomez-Mejia, L.R. Do CEOs ever lose? The undermining of risk sharing between the CEO and shareholders. *Journal of Management*.

Martin, G.P., Wiseman, R.M., Gomez-Mejia, L.R. Bridging Finance and Behavioral Scholarship on

Agent Risk Sharing and Risk Taking. *Academy of Management Perspectives* (Revise and resubmit).

Refereed Presentations & Proceedings

Martin, G.P., Gomez-Mejia, L.R., Wiseman, R.M. (2013). Collaboration of opportunistic stakeholders: Stakeholder agency and the behavioral agency model. Strategic Management Society Conference, Atlanta, GA.

Martin, G.P., Gomez-Mejia, L.R., Wiseman, R.M. (2012). Qualitative differences in executive risk taking: Examining performance consequences of risk taking in response to equity based pay. Strategic Management Society Conference, Prague, Czech Republic.

Kolev, K. Gamache, D. & Wiseman, R.M. (2011) CEO Bargaining Power versus Firm Bargaining Power: The Missing Links in the CEO Compensation Debate. Strategic Management Society Conference, Miami, FL.

Wiseman, R.M. and Choi, S. (2011). On the problems of ratio measures as dependent variable OLS regression. Research Methods Division, Academy of Management Meetings, San Antonio, TX
Winner of Best Paper Award.

Martin, G.P., Gomez-Mejia, L.R., and Wiseman, R.M. (2011). Leading CEOs into Temptation: Earnings Management and Decision Making Under Risk. Academy of Management Meetings, San Antonio, TX

Kolev, K., Wiseman, R.M., Gomez-Mejia, L.R., and Belin, M. (2011). CEO executive returns as a symptom of agency problems: The role of the board to constrain CEO opportunism. Academy of Management Meetings, San Antonio, TX

Kolev, K., Wiseman, R.M. & Belin, M. (2010). Are CEO's rent-seeking? Considering the roles of risk, celebrity and board oversight. Strategic Management Conference, Rome, Italy.

Goel, S., Wiseman, R.M. & Arrfelt, M. (2010). Does corporate governance matter? Evidence of complementarities between monitoring and incentive alignment in firm risk contingency. Strategic Management Conference, Rome, Italy.

Wiseman, R.M. Cuevas-Rodriguez, G., Gomez-Mejia, L.R. (2009). Toward an institutional agency model: Considering institutional influences on moral hazard within principal-agent relations. Strategic Management Society Conference, Washington, DC.

Arrfelt, M., Wiseman, R.M., Hult, T. (2009). Aspiration driven influences on the efficiency of the internal capital allocation process. Academy of Management Meetings, Chicago, IL

Arrfelt, M., Wiseman, R.M., Hult, T. (2009). Performance implications of capital allocation efficiency on the corporate effect. Academy of Management Meetings, Chicago, IL

Wiseman, R.M. (2008). On the use and misuse of ratio variables. Strategic Management Society Conference, Cologne, Germany.

Arrfelt, M. Mannor, M.J. & Wiseman, R.M. (2008). A second look at CEO hubris: Assessing the measurement and viability of CEO hubris as a predictor of firm strategy and performance. Academy of Management Meetings, Anaheim, CA.

Aime, F., Wiseman, R.M., Humphrey, S.E. (2006). Looking inside alliance performance: Reconciling conflicting explanations of the value of alliance network structure. Strategic Management Society Meetings, Vienna, Austria.

Wiseman, R. M., McNamara, G. & Devers, C. E. (2005). Moving closer to the action: examining board monitoring and compensation design effects on firm risk. Strategic Management Society Meetings, Orlando, FL.

Arrfelt, M., Wiseman, R.M. & Devers, C. (2005). A more dynamic view of CEO pay: The in-the-money effect and CEO opportunity costs of stock options. Academy of Management Meetings, Honolulu, Hawaii.

Wiseman, R.M., Devers, C.E. & Holmes, R.M. (2005). Subjective stock option valuation and the Black-Scholes pricing formula: Empirical evidence of divergence. Academy of Management Meetings, Honolulu, Hawaii.

Wiseman, R.M., Devers, C.E., Holmes, R.M. (2004). Moving beyond the Black-Scholes: Domain, Optimism, and volatility effects on managerial valuation of stock options. *Strategic Management Society Conference*, San Juan, Puerto Rico

Conlon, D.E., Morgeson, F. P., Wiseman, R.M., McNamara, G. & Skilton, P. (2004) Well isn't that special! Investigating the impact of special issue and regular journal articles in the field of management. *Strategic Management Society Conference*, San Juan, Puerto Rico

Chatterjee, S., Wiseman, R. M., Feigenbaum, A. & Devers, C. (2003). Integrating the behavioral and economic concepts of risk into strategic management: The twain shall meet. *Center for the Study of Risk and Regulation*, London School of Economics, London, U.K.

Devers, C. E., Wiseman, R. M., McNamara, G. (2003). Counting Chickens before they Hatch: Executive Valuation and Perception of Incentive Compensation. Academy of Management Meetings, Seattle, WA

Wiseman, R. M., McNamara, G. & Devers, C. E., (2002). Examining the Effect of CEO Stock Option Pay and Wealth on Firm Risk. Strategic Management Society Conference, Paris.

Devers, C. E., Wiseman, R. M., & McNamara, G. (2002). Deconstructing Compensation: The dimensions of executive pay. Academy of Management Meetings, Denver, CO

Deya-Tortella, B., Gomez-Mejia, L.R., DeCastro, J., & Wiseman, R.M. (2002). Rethinking executive stock option plans from the perspective of the behavioral agency model. . Academy of Management Meetings: Denver, CO.

Ferrara, M., Wiseman, R. M., Gomez-Mejia, L. R. & Boyd, B. K. (1999). The determinants and consequences of entrepreneurial risk taking: An empirical examination based on new ventures in Italy. Strategic Management Society Conference, Berlin.

Wiseman, R. M., McNamara, G. & Bellinger, L. (1999). The influence of variable compensation systems on firm risk taking: an empirical examination of a reference dependent model of executive compensation. Strategic Management Society Conference, Berlin.

Larrazza-Kintana, M., Gomez-Mejia, L. R. & Wiseman, R. M. (1999). On the determinants of CEO's risk-taking behavior: An empirical analysis of the role of framing, compensation and employment risk. *Iberoamerican Academy of Management Proceedings*, Iberoamerican Academy of Management Conference, Madrid, Spain.

Skilton P., Glick, W. & Wiseman, R. M. (1999). Knowledge management of Management scholars: Pluralism, collaboration and knowledge productivity. Academy of Management Meeting, Chicago.

Chatterjee, S. & Wiseman, R. M. (1998). The Behavioral and economic concepts of risk: The twain shall meet. Academy of Management Meeting, San Diego, CA.

Wiseman, R. M. & Gomez-Mejia, L. R. (1997) Reconsidering executive compensation from a behavioral perspective. *Academy of Management Proceedings*, Academy of Management Meeting, Boston, MA.

Wiseman R. M. & Miller, J. S. (November, 1997). Examining the role of figurehead theory in executive compensation. Decision Sciences Conference, San Diego, CA.

Ferrara, M. M., Wiseman, R. M. & Gomez-Mejia, L. R. (October, 1997). Inventing new governance models: examining government-entrepreneur alliances for starting new ventures in Italy. Strategic Management Society conference, Barcelona, Spain

Wiseman, R. M. & Skilton, P. (1996). Finding unusual events in management publication: An exploration of publishing productivity and practices in the Academy of Management. Academy of Management Meeting, Cincinnati, Ohio.

Wiseman, R. M. & Goel, S. (1996). Performance, context and corporate governance predictors of research and development intensity and diversification. Academy of Management Meeting, Cincinnati, Ohio.

Wiseman, R. M., Catanach, jr. A. H. & Bromiley, P. (March, 1994). Testing a causal model of risk taking in the S&L industry. Academy of Management, Research Methods Division--Causal Modeling Conference, Purdue University, West Lafayette, Indiana.

Gooding, R., Goel, S. & Wiseman, R. M. (1992). Prospect theory and the risk-return relationship: The effect of multiple, elevated and shifted referent points. Academy of Management Meeting, Las Vegas, Nevada.

Discussion Papers and Reports

Wiseman, R.M. , Johnson, B., Weidlach, R., Franco, M. (2006). *Pursuing a dual strategy of exploitation and exploration in Central and Eastern Europe*. Brussels: Watson Wyatt Worldwide Publications.

Wiseman, R. M. & Bromiley, P. (1989). *Risk-return associations: Paradox or artifact? An empirically tested explanation*, Discussion paper #112. Strategic Management Research Center, University of Minnesota.

Bromiley, P. & Wiseman, R. M. (1989). *Risk taking by declining organizations*, Discussion paper #137. Strategic Management Research Center, University of Minnesota.

Invited Talks and Presentations

Who wins? CEO Returns and Shareholder returns. University of Missouri, Columbia, Missouri, April, 29, 2011.

“On the Use and Misuse of Ratio Measures.” Center for the Advancement of Research Methods and Analysis (CARMA), Wayne State University, Jan. 29, 2010.

“Case Analysis and Presentation”. International Business Organization, MSU. October, 2009.

“International Strategy,” International Business Institute, East Lansing, MI, June 29, 2009

“Managing under uncertainty: Responding to industry disruptions.” Mid-Michigan Economic Forum, East Lansing, MI May, 2009

“Moving closer to the action, executive pay influences on strategic risk exposure.” American University, Nov. 29, 2007.

“Strategic Group Research and Methods” Society of Corporate Intelligence Professionals, Novi, MI, February 23, 2007.

“Role of Behavioral Research in Corporate Governance,” DTI Conference on corporate governance, sponsored by Dept. of Trade and Industry, London, England, January 16, 2007.

Graduation Address to the Weekend MBA Program, Class of 2005, Michigan State University, December 11, 2005

Subjective stock option valuation and the Black-Scholes pricing formula: Empirical evidence of divergence. University of Oklahoma, December 13, 2004.

Graduation Address to the Weekend MBA Program, Class of 2004, Michigan State University, December 10, 2004.

“Stakeholder approaches to organizing and planning,” International Business Connections Workshop, sponsored by CLEAR & CIBER, Michigan State University, April 24, 2004.

Integrating behavioral and economic concepts of risk into strategic management. Centre for Analysis of Risk and Regulation. London School of Economics, London, England. May 22-23, 2003.

International Strategic Management, International Business Institute for Community College faculty,

Michigan State University, May 13, 2003.

Stock option influences on risk preferences among CEOs of IPO firms. Henry B. Tippie College of Business, University of Iowa, Mar. 10, 2003.

Using Executive Compensation to enhance Internal Corporate Governance, The Eli Broad College of Business Advisory Council, Michigan State University, February 27, 2003

Balancing ethics and profits, Daimler-Chrysler Corp. Auburn Hills, Mich. Jan. 23, 2003.
Ethics and Corporate Governance: a panel discussion. The Eli Broad College of Business, Michigan State University, Sept. 30, 2002.

Reversals of Fortune: Role of risk in executive compensation. Henry B. Tippie College of Business, University of Iowa, Mar. 8, 2002.

Strategic Choice Under Uncertainty. Leeds School of Business, University of Colorado-Boulder, Jan. 25, 2002.

Executive Compensation and Firm Performance. Center for Credit Union Research, Hilton Head, SC, Oct. 13. 2001.

International Strategic Management. International Business Institute for Community College faculty, Michigan State University, May 18, 2001.

Working Papers

Martin, G.P., Gomez-Mejia, L.R. , & Wiseman, R.M. Leading CEOs into temptation: Earnings management and compensation design.

Martin, G.P., Wiseman, R.M. & Gomez-Mejia, L.R., Stock options and CEO temporal orientation: The behavioral agency model and inter-temporal choice.

Devers, C. E., Nyberg, A.J, Wiseman, R.M., McNamara, G. The fleeting nature of incentive alignment: Examining the influence of stock options on interest alignment.

Research Interests

My research combines behavioral decision research with agency-based models of executive decision making to examine strategic choice under uncertainty. Specifically, my research examines how organizational factors (for example, the presence of slack resources), decision characteristics (such as problem framing), and executive compensation design combine to influence executive choices involving risk and how these choices subsequently influence firm performance.

FELLOWSHIPS AND GRANTS

- 2004 Summer research grant, Eli Broad College of Business, Michigan State University.
- 2000 Course development grant for Masters in International Business; Virtual University, MSU

- 1999 Travel grant, CIBER Michigan State University
- 1999 Travel grant, International Studies Program, Michigan State University
- 1997 Summer research grant, College of Business, Arizona State University.
- 1994 Summer research grant, College of Business, Arizona State University.
- 1990 Dissertation fellowship, Carlson School of Management, University of Minnesota.
- 1990 Doctoral Dissertation Special Grant for Research. Graduate college, University of Minnesota.
- 1987 Research Grant, Academic Computing Center, University of Minnesota.
- 1985 Doctoral Fellowship, Carlson School of Management, University of Minnesota.

TEACHING

Courses Taught

Doctoral Seminar on Strategic Management
Doctoral Seminar on Strategy Process
Doctoral Seminar on Strategy Content
Doctoral Seminar on International Management
Business Policy and Strategy (undergraduate and graduate case-based capstone policy course)
Strategic Management on-line course for Virtual University
Foundations of Management (undergraduate)
Organization Theory (undergraduate case-based elective)
Organization Theory and Behavior (graduate)
Psychology of Management (undergraduate experiential-based elective)
Strategic Management (Weekend MBA program)
Strategic Vision (Weekend MBA program)
WMBA Case Competition (Weekend MBA program)

Course Development

Strategic Leadership and Strategic Management, web based courses for Strategic Leadership Certificate Program.

Internal Case Competition for Weekend MBA Program

Strategic Management, web-based Masters course for Corporate MBA program, Michigan State University

Strategic Management, web-based undergraduate, Michigan State University.

International Strategic Management, a web-based undergraduate, for the Virtual University of Michigan State University

Strategic Management, undergraduate large lecture with recitation sections, Michigan State University.

Psychology in Management, an independent study course for the Adult Extension Program of the

University of Minnesota-Twin Cities

Quality of Teaching

All the following ratings are based on student responses to a question that asks students to rate the overall instruction.

Michigan State University

2012-present Weekend MBA core course (1 section), average instructor rating 1.XX,
(Anchors: 1 is Excellent, 5 is

2010-2011 Weekend MBA Case Competition (3 sections) average course rating 1.90
(Anchors: 1 "far above average" to 5 "far below average").

2008-2011. Weekend MBA on-line project course (7 sections) average course rating 2.23
(Anchors: 1 "far above average" to 5 "far below average").

2003-2011. Weekend-MBA core course (16 sections) average instructor rating 1.52
(Anchors: 1 "far above average" to 5 "far below average").

1998-2006. Undergraduate core courses (11 small sections, and 8 large lecture classes)
average instructor rating 2.23 (Anchors: 1 "far above average" to 5 "far below average").

1998-2007. Doctoral seminar (4 sections) average instructor rating 1.74 (Anchors: 1 "far
above average" to 5 "far below average").

Arizona State University

1991-1998 MBA courses: Strategic Management (17 sections) and Organizational Behavior
and Theory (2 sections): 1.85, (Anchors: 1 "excellent" to 5 "very poor"); (College of
Business MBA core class average: 2.00).

1991-1996 Doctoral Seminars (3 sections): Strategic Management Process, Strategic
Management Content and International Management. 1.0, (Anchors: 1 "excellent" to 5 "very
poor"); (Dept. of Management Ph.D. seminar average 1.1).

University of Minnesota

1985-1990 Undergraduate core courses: Psychology of Management (17 sections),
Introduction to Management (2 sections), Business Strategy (3 sections): 5.7 "excellent,"
(Anchors: 1 "very poor" to 7 "superior"; college of business average rating: 4.9).

Doctoral Student Training (graduation date, initial placement)

Kalin Kolev (2012; California State University-Fullerton)

Geoffrey P. Martin (2012; University of Melbourne)

Mathias Arrfelt, Committee Chair (2008; Arizona State University)

Federico Aime, Committee Chair (2006; Oklahoma State University)

Cindy Devers- Committee Chair (2003; Texas A&M University)

Rebecca Luce (2002; Texas Christian University)

Martin Laraza-Kintana (2000; tribunal committee; Universidad de Pomplona, Espania)
Sanjay Goel (1995; Suffolk University)
Loren Gustafson (1995; Seattle Pacific University)
Jude Rathburn (1994; University of North Carolina-Greensboro)
Tim Palmer (1994; Louisiana State University)
Anthony Catanach (1994; University of Virginia)

Independent Study Projects Supervised

Eleven Doctoral level research projects (MSU, 2000-present).
Five Undergraduate research and reading projects (MSU, 2000-present
Five Doctoral level research and readings projects (ASU, 1995-1996).
Nine Masters level research and readings projects (ASU, 1993-1995).
Two Undergraduate level independent study project (MSU, 1998-present).

SERVICE

Editorial Review Boards

Academy of Management Journal, 2000-2004; 2008-2011
Strategic Management Journal, 2007-2011
Journal of Management, 2008-2011
Journal of Strategy and Management 2007-present
The Journal of High Technology Management Research, 1994-present

Ad hoc Reviewer

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Business Policy and Strategy division of the Academy of Management
Council for Employee Responsibilities and Rights Annual Conference
Decision Sciences
Journal of Applied Psychology
Journal of Economic Behavior and Organizations
Journal of High Technology Management Research
Journal of Management
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Management Science
Organizations and Management Theory division of the Academy of Management
Organization Science
Personnel Psychology
Strategic Management Journal
Total Quality Management Journal
West Publishing Company
Willey and Sons

Professional Memberships

Academy of Management, Strategic Management Society.

Service to College

- 2012-2013 Department Head
Global EMBA task force
Advisor to NMBAA case competition team
Panelist for New Faculty Orientation I, II and III
Undergraduate program task force
- 2011-2012 Department Head
Global EMBA task force
University Committee on Liberal Learning
- 2010-2011 Full-time MBA Program Task Force
Full-time MBA Orientation speaker
Full-time MBA Diversity Program speaker
Full-time MBA Bridge Program case analysis workshop
Advisor of international undergraduate student case team
Doctoral student admissions committee
- 2009-2010 College Advisory Council, Eli Broad College of Business
Full-time MBA Orientation speaker
Full-time MBA Diversity Program speaker
Full-time MBA Bridge Program case analysis workshop
Faculty recruiting committee, Dept. of Management
- 2008-2009 College Advisory Council, Eli Broad College of Business
Master's Program Committee, Eli Broad College of Business
Dean's task force examining premium priced MBA program offerings
Doctoral student admissions committee, Dept. of Management
Full-time MBA Orientation case analysis workshop
Advisor, Big Ten Case Team
Full-time MBA Bridge Program case analysis workshop
- 2007-2008 Chair, College Advisory Council
Chair, Entrepreneurship/Strategy faculty recruiting committee, Dept of Management
Faculty Recruiting Committee, Dept. of Management
University Committee on Faculty Tenure
Full-time MBA Bridge Program case analysis workshop
Lily Series on Teaching Effectiveness: Leading Case discussions, Panel Member
China Supply Chain Forum, Supply Chain Risk, Panel Moderator
Facilitating Case Discussions, workshop for Broad College doctoral students
Coach, National Black MBA Association case competition team
Advisor, Big Ten Case Team

- 2006-2007 Chair, College Advisory Council
Chair, Entrepreneurship/Strategy faculty recruiting committee, Dept of Management
Masters Program Committee
Weekend MBA Program Review Committee
Brown-bag workshop Coordinator
Coach, National Black MBA Association case competition team
Advisor, Big Ten Case Team
- 2005-2006 Coach, National Black MBA Association case competition team
Member of Doctoral student admissions committee, Dept. of Management
Developed Strategy Concentration for Masters Program
Judge in Broad v Broad MBA Case Competition
Brown-bag workshop Coordinator
Member of Associate Dean for Undergraduate program review committee
Advisor, Big Ten Case Team
- 2004-2005 Chair, strategy faculty recruiting committee, Dept. of Management
Coach, National Black MBA Association case competition team
Judge in Broad v Broad MBA Case Competition
Member, Masters Program Committee, Eli Broad College of Business (Fall only)
Member of Doctoral student admissions committee, Dept. of Management
Brown-bag workshop Coordinator
Advisor, Big Ten Case Team
- 2003-2004 Chair, Undergraduate Program Committee, Eli Broad College of Business
Chair, College grievance board, Eli Broad College of Business
Chair, strategy faculty recruiting committee, Dept. of Management
Undergraduate committee liaison to Vision Committee
Member, ad hoc committee on college assessment
Member, of Undergraduate subcommittee on Strategic Planning, Eli Broad College of Business
Member of Doctoral student admissions committee, Dept. of Management
Advisor, Big Ten Case Team
Coach, National Black MBA Association case competition team
Advisor, Big Ten Case Team
- 2002-2003 Chair, Undergraduate Program Committee, Eli Broad College of Business
Chair, strategy faculty recruiting committee, Dept. of Management
Member, ad hoc committee on college assessment
Ex officio member of Eli Broad Vision Committee
Coach, National Black MBA Association case competition team
Advisor, Big Ten case Team
Session leader, for Eli Broad College Freshman Orientation
- 2001-2002 Chair, Undergraduate Program Committee, Eli Broad College of Business
Chair, strategy faculty recruiting committee, Dept. of Management
Chair, undergraduate student grievance board
Undergraduate dean recruiting committee, Eli Broad College of Business

- Coach, National Black MBA Association Case Competition Team
Session leader, for Eli Broad College Freshman Orientation
- 2000-2001 Chair, Undergraduate Program Committee, Eli Broad College of Business
Department recruiting committee, Michigan State University
Chair, undergraduate student grievance board
Advisor to NB MBA case competition team
Session leader, for Eli Broad College Freshman Orientation
- 1999-2000 Undergraduate Program Committee, Eli Broad College of Business
Department recruiting committee, Michigan State University
Judge in MBA ICE case competition, Michigan State University
- 1998-1999 Judge in MBA ICE case competition, Michigan State University
Department recruiting committee, Michigan State University
- 1997-1998 Task force on redesigning undergraduate strategic management course, ASU
- 1996-1997 Doctoral comprehensive exam committee
Co-chair of MBA case competition, Arizona State University.
Department of Management Recruitment Committee, Arizona State University.
Coordinator for evening and executive Strategic Management, MGT 589.
Wednesday afternoon workshops on strategic management to day MBA students
- 1995-1996 Co-chair of MBA case competition, Arizona State University.
Department of Management Recruitment Committee, Arizona State University.
Wednesday afternoon workshops on strategic management to day MBA students
- 1994-1995 Department of Management Departmental Chair Search Committee, Arizona State Univ.
Co-Coordinator of the Department of Management research forum, "Not Ready for Prime-time Research," Arizona State University.
Graduate College representative to dissertation defenses.
Coordinator of the M.B.A. Strategic Management course, Department of Management, Arizona State University.
Department of Management Graduate Program Committee, Arizona State University.
Department of Management Strategic Planning Task Force on "Benchmarking teaching and research."
- 1993-1994 Department of Management Personnel Committee, Arizona State University.
Department of Management Departmental Chair Search Committee, Arizona State Univ.
Graduate College representative to dissertation defenses.
Department of Management Graduate Program Committee, Arizona State University.
- 1992-1993 Department of Management Recruitment Committee, Arizona State University.
Department of Management Personnel Committee, Arizona State University.
Department of Management Graduate Program Committee, Arizona State University.
- 1991-1992 Department of Management Graduate Program Committee, Arizona State University.
Department of Management Personnel Committee, Arizona State University.

- 1990-1991 Member of Graduate School Student Council of University Minnesota.
Student representative to the Strategic Management Department's faculty Ph.D.
committee.
- 1989-1990 Seminar leader and discussant for the teaching-assistant training workshop series
sponsored by University of Minnesota Department of Academic Affairs.
Student representative to the Strategic Management Department's faculty Ph.D.
committee.
Member of Graduate School Student Council of University Minnesota.
- 1988-1991 Student representative to the Strategic Management Department's faculty Ph.D.
committee.
Member of Graduate School Student Council of University Minnesota.
- 1983-1985 Faculty advisor to the St. Norbert College chapter of the Society for the Advancement of
Management.
- 1982-1985 Social Science Advisory Council at St. Norbert College.
Hourly-staff Advisory Council at St. Norbert College.
Faculty Advisory Council at St. Norbert College.
Chair of Business & Finance Advisory Council at St. Norbert College.

Service to Professional Associations

- 2010-11 Chair, Corporate Strategic and Governance Interest Group, Strategic Management
Society
- 2009-10 Program Chair, Corporate Strategic and Governance Interest Group, Strategic
Management Society Conference, Rome
- 2008-09 Asst. Program Chair, Corporate Strategy and Governance Interest Group, Strategic
Management Society Conference, Washington, DC
- 2007 Rep at-Large, Corporate Strategy & Governance Interest Group, Strategic Mgt Society
- 2006 Chair & Discussant, Academy of Management Meetings, Atlanta, GA
Rep at Large, Corporate Strategy & Governance Interest Group, Strategic Mgt Society
- 2004 Discussant, Academy of Management Meetings, New Orleans, LA
Member of Best Paper Award Committee, Strategic Management Society Conference
- 2003 Discussant, Academy of Management Meetings, Seattle, WA
Reviewer for Best Paper Award, Strategic Management Society Conference, Baltimore
- 2002 Session Facilitator, Academy of Management Meetings, Denver, CO
Reviewer for Best paper Award, Strategic Management Society Conference, Paris
- 1998 Discussant, Academy of Management Meeting research panel "Organizational

Governance"

Session Chair, Strategic Management Society research panel A Country Specific Context for Strategic Decision Making Processes

1997 Discussant, Academy of Management Meeting research panel "The Buck Starts Here: CEO Pay,"

Session Chair, Strategic Management Society Conference, Barcelona, Spain

1994-1996 Business Policy and Strategy Division of Academy of Management Task Force on "Rewarding what we claim to value."

1994-1995 Business Policy and Strategy Division Task Force of Academy of Management on "MBA and executive education."

1995 Session Chair, Business Policy and Strategy Division, Academy of Management Meetings, Vancouver, British Columbia.

Outreach Service and Consulting

Tank Automotive Command Life Cycle Management (TACOM LCMC) U.S. Army, Warren, Michigan

Eaton Corporation, Electrical Manufacturing Division, Waterloo, IA

Avon Automotive, Detroit, MI

Blue Cross, Blue Shield of Wisconsin, Milwaukee, WI

Center for Credit Union Research, Madison, WI

City Machine, Inc., Muncie IN

Colman-Wolf Company, Detroit, MI

Dawn, Inc., St. Paul, MN

DNR, Inc., Atlanta, GA

Farm Bureau Insurance, Lansing, MI

Libbey Glass, OH

PCS, Inc. Scottsdale, AZ

Society for Corporate Intelligence Professionals, Novi, MI

Vetch Industries, Phoenix, AZ

AWARDS AND HONORS

2012 **Lewis Quality Award**, Broad College of Business

2012 **Professor of Excellence Award**, Weekend MBA Class of 2012

2011 **Best Paper Award**, Research Methods Division, Academy of Management Meeting

2011 **Professor of Excellence Award**, Weekend MBA Class of 2011

2010 **Withrow Teacher Scholar Award**, Eli Broad College of Business, Michigan State University

- 2009 **Professor of Excellence Award**, Weekend MBA Class of 2009
Outstanding Reviewer Award, Emerald Literati Network for Emerald Publishers, *Journal of Strategy and Management*.
- 2008 **Professor of Excellence Award**, Weekend MBA Class of 2008
- 2005 Voted **favorite professor** by Weekend MBA Class of 2005
Coach of the NMBBAA case team, National Case Competition, San Diego, CA **2nd place finish**
- 2004 Voted **favorite professor** by Weekend MBA Class of 2004
Coach of the NMBBAA case team, National Case Competition, Houston, TX **1st place finish**
- 2002 Coach of the NMBBAA case team, National Case Competition, Nashville, TN **1st place finish**
Outstanding reviewer award, "Above and Beyond the Call of Duty", from the Organization & Management Theory division of the Academy of Management, Denver, CO
- 2001 Coach of the NMBBAA case team, National Case Competition, Orlando, FL **2nd place finish**
- 2000 *Academy of Management Journal*, "**Fastest High Quality Reviewer**" Award
- 1998 ANBAR "**Citation of Excellence**" for "Toward a model of risk-taking by declining organizations." *Organization Science*, 1996, 7: 524-543.
- 1997 **Outstanding reviewer** award from the Business Policy & Strategy division of the Academy of Management, Boston, Mass.
- 1995 Finalist for **Teaching Excellence** Award in graduate education. College of Business, Arizona State University.
- 1995 **Outstanding reviewer** award, "Above and Beyond the Call of Duty", from the Organization & Management Theory division of the Academy of Management, Vancouver, BC
- 1995 **Outstanding reviewer** award from the Business Policy & Strategy division of the Academy of Management, Vancouver, BC.
- 1993 Attended Academy of Management Business Policy and Strategy division Junior Faculty Workshop, Atlanta, GA.
- 1990 Attended Academy of Management Business Policy and Strategy division Doctoral Consortium, San Francisco, CA.
- 1990 **Outstanding teaching assistant**, Carlson School of Management, University of Minnesota.