

# CURRICULUM VITAE

## Adam L. Steinbach

The Eli Broad College of Business | Michigan State University  
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### EDUCATION:

*Ph.D. Candidate, Business Administration, Michigan State University*

Major: Strategic Management

Minor: Sociology

Expected graduation: May 2016

Dissertation: "Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses"

Committee: Dr. Gerry McNamara – Chair

Dr. Donald E. Conlon

Dr. Cynthia E. Devers

Dr. Michael J. Mannor (*University of Notre Dame*)

*Bachelor of Business Administration, University of Notre Dame*

Major: Finance

Minor: Hesburgh Program in Public Service

Graduated: May 2010

### RESEARCH INTERESTS:

My research addresses two related research streams. First, my research explores the relationship between various drivers of executive behavior and strategic actions. This includes a broad set of individual characteristics, governance mechanisms, and organizational and social factors that ultimately influence the manner in which executives manage their firms. Second, my research examines the reciprocal relationship between strategic actions and social evaluations, exploring various stakeholder reactions to executive actions and executive responses to stakeholder evaluations.

### MANUSCRIPTS: REVISION & UNDER REVIEW

Steinbach AL, Holcomb TR, Holmes RM, Devers CE, & Cannella AA. Top management team heterogeneity, strategic investment behavior, and performance: A contingency theory of incentive alignment. *Under 2<sup>nd</sup> Review, Strategic Management Journal*.

Wowak AJ, Gomez-Mejia LR, & Steinbach AL. Inducements and motives at the top: A review of the extrinsic and intrinsic drivers of executive behavior. *Under Review, Journal of Management (Annual Review Issue)*.

## BOOK CHAPTERS AND PROCEEDINGS

Steinbach AL, Devers CE, & McNamara G. (2016). Peering into the executive mind: Expanding our understanding of the motives for acquisitions. In Finkelstein and Cooper (Eds.) *Advances in Mergers and Acquisitions*.

Mannor MJ, Matta FK, Block ES, Steinbach AL, & Davis JH. (2012). The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. Academy of Management Best Paper Proceedings, Boston, MA.

## MANUSCRIPTS IN PROGRESS

Steinbach, AL, Devers CE, McNamara G, & Roth N. When do investors react to CEO equity actions after acquisitions? A value-creation uncertainty explanation. *Preparing for submission to Academy of Management Journal*. (Earlier version nominated for 2015 SMS Best Paper Prize).

Haleblian J, Steinbach AL, & McNamara G. Signaling access to relevant knowledge in acquisitions: Examining acquirers' investment bank selection signal and the offsetting signals of acquisition relatedness and cash financing. *Preparing for submission to Organization Science*.

Gamache DL, Steinbach AL, Devers CE, Otner S, & Hannigan T. The impact of firm reputation and CEO compensation on acquisition activity. *Preparing for submission to Academy of Management Journal*.

Mannor MJ, Matta FK, Block ES, Steinbach AL, & Davis JH. The liability of breadth? Situating the conflicting influences of experiential breadth into context for founding TMTs. *Preparing for submission to Journal of Business Venturing*. (Earlier version included in AOM best conference paper proceedings).

Steinbach AL, Shamsie J, Gamache DL, & Koopman J. Organizing for creative outcomes: Comparing role dispersion and concentration on creative projects in Thai films. *Data collection is underway*.

Gamache DL, McNamara G, & Steinbach AL. CEO celebrity and charisma: Their unique effects on CEO dismissal and turnover reaction. *Data collection is underway*.

## REFEREED CONFERENCE PRESENTATIONS

Devers CE, McNamara G, Roth N, & Steinbach AL. When do investors react to CEO equity actions after acquisitions? A value-creation uncertainty explanation. *Strategic Management Society, Annual Conference, Denver, CO.* (upcoming in October, 2015 – nominated for SMS Best Paper prize)

Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Examining market responses to acquirers relying on investment bank experience. *Southern Management Association, Annual Conference, Savannah, GA.* (November, 2014)

Gamache DL, Steinbach AL, Devers CE, & Otner S. The impact of firm reputation and CEO compensation on acquisition activity. *Strategic Management Society, Annual Conference, Madrid, Spain.* (September, 2014)

Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Difficulties of learning from and using advisor acquisition experience. *Strategic Management Society, Annual Conference, Atlanta, GA.* (October, 2013)

Steinbach AL, & Block ES. Built to last or cashing in? The role of firm orientations and environments on entrepreneurial investor evaluations. *Strategic Management Society, Annual Conference, Atlanta, GA.* (October, 2013)

Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Difficulties of learning from and using advisor acquisition experience. *Academy of Management, Annual Conference, Orlando, FL.* (August, 2013)

Steinbach AL, & Block ES. Built to last or cashing in? The role of firm orientations and environments on entrepreneurial investor evaluations. *Academy of Management, Annual Conference, Orlando, FL.* (August, 2013)

Block ES, Matta FK, & Steinbach AL. The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. *Strategic Management Society, Annual Conference, Prague, Czech Republic.* (October, 2012)

Mannor MJ, Block ES, Matta FK, Steinbach AL, & Davis JH. The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. *Academy of Management, Annual Conference, Boston, MA.* (August, 2012 - *Included in Conference Best Paper Proceedings*)

## **CHAired CONFERENCE SESSIONS**

“Individuals and Innovation.” *Academy of Management, Annual Conference, Vancouver, BC* (upcoming in August, 2015)

“Perspectives on Strategic Decision Making.” *Academy of Management, Annual Conference, Orlando, FL.* (August, 2013)

## **AWARDS**

Outstanding Reviewer, Southern Management Association Annual Meeting (2014)

Outstanding Reviewer Award, Academy of Management BPS Division (2014, 2015)

Outstanding Reviewer Award, Academy of Management ENT Division (2013, 2014)

Academy of Management *Best Paper Proceedings* in ENT Division (2012)

## **GRANTS**

Gamache DL, Steinbach AL, & Devers CE. The impact of firm reputation and CEO compensation on acquisition activity. *Management Advisory Board – STRIDE Fund.* (April, 2014)

## **PROFESSIONAL SERVICE**

Ad Hoc Reviewer for *Academy of Management Journal*, since 2013.

Ad Hoc Reviewer for *Academy of Management Review*, since 2014.

Ad Hoc Reviewer for *Journal of Business Research*, since 2013.

Conference Reviewer for *Academy of Management*, since 2013.

Conference Reviewer for *Strategic Management Society*, since 2014.

Conference Reviewer for *Southern Management Association*, since 2014.

## **PROFESSIONAL MEMBERSHIPS**

Member of the Academy of Management (BPS & ENT Divisions)

Member of the Strategic Management Society

## **DOCTORAL CONSORTIA & PROFESSIONAL DEVELOPMENT WORKSHOPS**

September 2015, Oxford Symposium Doctoral Workshop, *Oxford University Centre for Corporate Reputation Symposium, Oxford, UK.*

August 2015, Psychological Foundations of Management: Core Self-Evaluation, Hubris, and Humility, *Academy of Management, Annual Conference, Vancouver, BC.*

August 2015, Who's Next? The Second Pecha Kucha about Social Evaluations, *Academy of Management, Annual Conference, Vancouver, BC.*

September 2014, SMS Doctoral Workshop, *Strategic Management Society, Annual Conference, Madrid, Spain.*

August 2014, BPS Division Doctoral Consortium, *Academy of Management, Annual Conference, Philadelphia, PA.*

June 2014, Ph.D. Student Roundtable Discussions, *Midwest Strategy Meeting, Madison, WI.*

August 2012, New Doctoral Student Consortium, *Academy of Management, Annual Conference, Boston, MA.*

## **ACADEMIC EMPLOYMENT**

### **Michigan State University – Undergraduate Teaching Experience:**

MGT 409 – Business Policy and Strategic Management (Fall, 2012; Spring, 2013; Spring, 2014 – 2 sections; Spring, 2015 – 2 sections)

MGT 409 (online) – Business Policy and Strategic Management (Summer, 2012; Summer, 2013; Summer, 2014; Summer, 2015) – Teaching Assistant