STEFAN WUORINEN

Strategic Management Doctoral Candidate

Michigan State University

Broad College of Business

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**EDUCATION**

2017- Present **Michigan State University** East Lansing, MI

Eli Broad College of Business

Doctoral Candidate in Strategic Management

2014-16 **American Military University** Charles Town, WV

Master of Science in Sports Management

2008-12 **Norwich University** Northfield, VT

Bachelor of Science in Biology

Minors: 1. Chemistry 2. Health 3. Coaching

**DISSERTATION**

*Title*: It’s Like Looking in the Mirror, Only Not: The Influence of Acquirer-Target Similarity on Corporate Acquisitions

*Committee Members*: Gerry McNamara (Chair)

Jamal Shamsie

John R. Hollenbeck

Daniel L. Gamache

*Status*: Proposed

*Abstract*: With the recent explosion of behavioral acquisitions research, the collective knowledge in respect to acquisition behavior and outcomes has advanced tremendously. Despite these advancements, due to the rapid growth in this literature various shortcomings have also developed. One such shortcoming is that the vast majority of this literature has examined acquisition influences emanating from the acquirer or the target but has rarely investigated the joint effects of these two entities. As such, in an attempt to contribute to the growing wealth of acquisition knowledge, the aim of this dissertation is to extend this research by examining how the degree of similarity between the acquirer and target can contribute to the outcomes of acquisition decisions. Specifically, this dissertation will first investigate the implications for post-acquisition innovation due to pre-acquisition authority structure similarity while also introducing and testing the arguments of Structural Adaptation Theory to the macro-organizational level and acquisitions literature. Second, the influence of CEO regulatory fit between acquirer and target executives and the degree to which their respective orientations align with each manager’s negotiation roles within an acquisition are argued to influence acquisition premium and market reactions. Collectively, these studies begin to illuminate the joint affects that acquirers and targets have on distinct acquisition outcomes.

**RESEARCH INTERESTS**

Behavioral strategy, executive cognition, mergers and acquisitions, innovation intensive firms, and strategic risk-taking.

**RESEARCH STATEMENT**

My research primarily focuses on the behavioral and cognitive drivers and consequences of strategic decision making and risk taking. Specifically, my research aims to investigate the influences of social, behavioral, background characteristics, and experiences of top managers. My current program of research consists of a variety of contexts such as initial public offerings, project-based firms, and escalation of commitment, but is largely focused on mergers and acquisitions. Within these contexts I strive to understand the antecedent conditions and outcomes of managerial behavior and decisions, especially pertaining to strategic risk taking.

**REFEREED JOURNAL PUBLICATIONS**

Devers, C., **Wuorinen, S.**, McNamara, G., Haleblian, J., Gee, I., & Kim, J. (2020). An Integrative Review of the Emerging Behavioral Acquisition Literature: Charting the Next Decade of Research. *Academy of Management Annals, 14*(2), 1-39.

**Wuorinen, S.,** Burgess, B., & Wright, P. (2021). Managing Mergers and Acquisitions: Perspectives from Human Resources. In press at *Management and Business Review.*

**MANUSCRIPTS UNDER REVIEW**

**Wuorinen, S.,** Pan, L., & McNamara, G. The Enduring Effects of Firm Epochal Events on Subsequent Strategic Risk Taking: An IPO Context. Under review at the *Strategic Management Journal.*

Lee, J., **Wuorinen, S.,** Mah, J., & McNamara, G. Blunting the Threat: Acquisitions as a Means to Deflect Activist Investors. Under review at the *Academy of Management Journal.*

**WORKING MANUSCRIPTS**

Conlon, D., Shamsie, J., McNamara, G., & **Wuorinen, S.** Is Escalation of Commitment Always Bad? Examining Investments made after Unsuccessful Product Launch. In prep to submit to *Academy of Management Journal*.

Kolev, K., McNamara, G., **Wuorinen, S.,** & Haleblian, J. Red or Blue: The Influence of CEO Political Orientation on Acquisition Behavior and Outcomes. In prep to submit to *Strategic Management Journal*.

Shamsie, J., **Wuorinen, S.,** Mannor, M., & Eisner, A. Resource Depth and Fungibility: A Study of U.S. Commercial Radio Stations through a Disruptive Period of Industry Deregulation. Writing phase.

**CURRENT RESEARCH PROJECTS**

(Order TBD) Malen, J., McNamara, G., Vaaler, P., & Wuorinen, S. Hypercompetition Revisited. Data analysis phase.

(Order TBD) Mah, J., Shamsie, J. & Wuorinen, S. Experience Breadth of Bollywood Producers and Subsequent Film Performance. Data analysis phase.

Burgess, B., Wuorinen, S., & Wright, P. On the Same Page: CEO and CHRO Regulatory Fit in Acquisitions. Data analysis phase.

(Order TBD) Mah, J., McNamara, G., & Wuorinen, S. AIM and Divest: Examination of the Use and Impact of Anticipatory Impression Management when Divesting Business Units. Data analysis phase.

**CONFERENCE PRESENTATIONS**

Lee, J., **Wuorinen, S**., Mah, J., & McNamara, G. I'm Disinclined to Acquiesce to Your Request: Managerial Resistance Against Activist Investors via Acquisitions. The 81st Annual Meeting of the Academy of Management, Virtual, 2021.

**Wuorinen, S**., McNamara, G., & Pan, L. Imprinting Effects of IPO Valuation on

Future Strategic Actions. The 80th Annual Meeting of the Academy of Management, Virtual, 2020.

**Wuorinen, S**., McNamara, G., & Pan, L. Imprinting Effects of IPO Valuation on

Future Strategic Actions. Strategic Management Society 39th Annual Conference, Minneapolis, 2019.

Kolev, K., **Wuorinen, S**., McNamara, G., & Haleblian, J. Red or Blue: The Influence of Political Orientation on Acquisition Behavior and Outcomes. Strategic Management Society 39th Annual Conference, Minneapolis, 2019.

Mitchell, R., **Wuorinen, S**., & Hays, N. When Blindsides Aren’t So Bad: Deservedness of Status Changes. The 79th Annual Meeting of the Academy of Management, Boston, 2019.

Kolev, K., **Wuorinen, S.**, McNamara, G., & Haleblian, J. Red of Blue, What’s the Difference? CEO Political Orientation and Acquisition Actions and Outcomes. Mergers & Acquisitions: State of the Art in Research and Practice. London, U.K. 24-25 April 2019.

Miceli, K., **Wuorinen, S.**, & Chen, T. Back in Black: Technological Evolution and Re-emergence. Strategic Management Society 38th Annual Conference, Paris, France, 2018.

**TEACHING INSTRUCTOR RATING**

**Michigan State University** *Department Average: 3.92 / 5.0*

*Business Policy and Strategic Management*  4.22 / 5.0

Management 409 – Spring 2021

*Business Policy and Strategic Management*  4.80 / 5.0

Management 409 – Summer 2020

*Business Policy and Strategic Management*  4.15 / 5.0

Management 409 – Fall 2019

*Business Policy and Strategic Management*  4.08 / 5.0

Management 409 – Spring 2019

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Ad Hoc Journal Reviewer

*Strategic Management Journal (2020-present)*

*Long Range Planning (2020-present)*

Conference Reviewer

*Academy of Management Annual Meeting (2017-present)*

*Strategic Management Society (2019-present)*

Affiliations

*Academy of Management*

*Strategic Management Society*

**AWARDS AND GRANTS**

* 2011 Norwich Student Summer Research Fellowship
* 2010 Norwich Student Summer Research Fellowship
* 2008 Arthur Scott Memorial Scholarship (Vermont)

**PROFESSIONAL/WORK EXPERIENCE**

2017-present **Teaching Assistant/ PhD Candidate**

Michigan State University

2016-2017 **Director of Football Operations**

Northern Michigan University

2016-2017 **Adjunct Instructor**

Northern Michigan University

2013-2016 **Sergeant**

United States Army, Honorable Discharge

2009-2012 **Research Assistant**

Norwich University

**LETTERS OF RECOMMENDATION**

For professional letters of recommendation, please contact:

Dr. Gerry McNamara

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Dr. Donald E. Conlon

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