

Robert E. Hoskisson
George R. Brown Emeritus Professor of Management

Business Address:

Jesse H. Jones Graduate School of Business
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Education

Ph.D. Graduate School of Management, University of California, Irvine, 1984
Dissertation Title: A Longitudinal Analysis of the Structure Performance Relationship
Given General Economic Influences

M.A. Graduate School of Management, Brigham Young University, 1975
(Major: Organizational Behavior)

B.S. Brigham Young University, 1973

Professional Experience

2017-2020 George R. Brown Emeritus Professor of Management

2009-16 Professor of Strategic Management and George R. Brown Professor of Management,
Jesse H. Jones Graduate School of Business, Rice University

PhD Seminar on Strategy Theory

PhD Pro-Seminar (Orientation for new PhD students)

MBA Strategic Management of Professional Service Firms (Professional and Daytime
elective)

MBA Action Learning Project (Daytime Required Course)

2004-09 Professor and W. P. Carey Chair, Department of Management, W. P. Carey School of
Business, Arizona State University

Courses taught at the Arizona State University:

PhD Seminar on International Strategy

PhD Seminar on Corporate Strategy

MBA International Strategy Course (EMBA, Professional and Daytime MBA elective
course)

MBA Strategy Course (MBA capstone course)

MBA Strategy Course (MBA capstone course-MBA online program)

MBA Strategy Consulting (MBA elective course)

Strategic Management (Undergraduate Capstone Course)

1997-04 Rath Chair in Strategic Management, Michael F. Price College of Business, University
of Oklahoma (position renewed in 2003).

Courses taught at the University of Oklahoma:

Seminar in Strategic Management (PhD required course)

MBA Strategy Course (MBA capstone course)

Strategy Consulting Teams (MBA Elective)
Strategic Management (Undergraduate capstone course)

2006-08 Appointed, Adjunct Professor at the School of Management, Xi'an Jiaotong University, in Xi-an, China.

1997-10 Special Professor, School of Management and Finance, University of Nottingham, Nottingham, United Kingdom.

1996-97 B. Marie Oth Professor of Business Administration, Lowry Mayes College of Business Administration, Texas A&M University.

Courses taught at Texas A&M:

International Cooperative Strategy (Graduate Seminar)

International Strategic Management (PhD Seminar)

Research Methods of Strategy Management (PhD Seminar)

Corporate Strategy Implementation (PhD Seminar)

Management Policy (MBA capstone course)

International Strategy (MBA elective)

International Management of Innovation (MBA elective)

Corporate Entrepreneurship and Competitiveness (MBA elective)

Management Policy (Undergraduate capstone course).

1994-96 Professor of Management, College of Business Administration and Graduate School of Business, Texas A&M University.

1989-94 Associate Professor of Management, College of Business Administration and Graduate School of Business, Texas A&M University.

1983-89 Assistant Professor of Management, College of Business Administration and Graduate School of Business, Texas A&M University.

1980-82 Adjunct Faculty, Master of Arts in Management Program, Webster College, Tustin Marine Helicopter Station. Courses taught: Organization Theory; Management; and Organizational Behavior.

1978-79 Teaching Assistant, Graduate School of Management, University of California, Irvine. Courses assisted: Organization Theory; and Organizational Behavior.

1973-74 Teaching Assistant, Graduate School of Management, Brigham Young University. Course assisted: Organizational Behavior.

Other Employment

1981-82 Research Assistant, "Organizational Assessments of the Civil Service Reform Act of 1978," funded by the U.S. Office of Personnel Management (Principal Investigators, James L. Perry and Lyman W. Porter).

1977-78 Research Associate, Center for Productivity and Quality of Working Life, Utah State University (partial assignment).

1977-78 Senior Human Resource Analyst, Business Development Service, Utah State University (partial assignment).

- 1974-76 Human Resource Analyst, Manpower Development Service, Utah State University, Dr. Gary B. Hansen, Director.
- 1974 Organizational Behavior/Youth Development Specialist, Utah State Department of Social Services, Office of Planning and Research.
- 1973-74 Graduate Research Assistant to Human Relations Faculty Committee, General Education council, Brigham Young University.

Professional Awards and Recognitions

- 2011-16 President Elect, President, and Past President of the Strategic Management Society (six year commitment starting in January 2011-2016)
- 2012 Ranked 13th out of “a sample including 384 of the 550 most highly cited management scholars in the past three decades” on “Mean Overall Ranking” (based on two separate rankings-scholarly citations (ranked 53rd) and Google citations (ranked 19th), see page 125 in Aguinis, H., Suárez-González, I., Lannelongue, G., & Joo, H. 2012. scholarly impact revisited. *Academy of Management Perspectives*, 26(2): 105-132.)
- 2010 Recognized by The Times Higher Education as one of the top 25 scholars in the world in business and economics based on the number of articles with more than 50 citations (<http://www.timeshighereducation.co.uk/story.asp?sectioncode=26&storycode=411310&c=1>)
- 2010 Best Paper by a doctoral student in *Management and Organization*, journal sponsored by IACMR for White, R.E., Hoskisson, R.E., Yiu, D. & Bruton, G. 2008. Employment and market innovation in Chinese business group-affiliated firms: The role of group control systems, *Management and Organization Review*, 4: 225-256.
- 2009-15 Over 25,000 citations (see citation count statistics highlights from Publish or Perish software (download software from <http://www.harzing.com/pop.htm>) which interfaces with Google Scholar to generate citations); excludes citations from co-authored textbooks.
- 2008 Ranked 23rd out of the top 150 scholars in citations of published papers (1981-2004) among management scholars including macro and micro areas (See Podsakoff, MacKenzie, Podsakoff and Bachrach (2008, *Journal of Management*, 34: 639-640).
- 2007 Induction into the Fellow Group of the Strategic Management Society, San Diego, California, there are less than 40 members of Fellows Group in this 2000 member organization.
- 2006 “Persistence or Convergence: Institutional and Modernization Determinants of Multinationality”, One of the four finalists for SMS Best Conference Paper Prize (\$750 prize co-authored with Laszlo Tihanyi and Albert Cannella, Jr.), Presented at the Strategic Management Society Meetings in Vienna, Austria.

- 2005 Awarded the Kauffman Center for Entrepreneurial Leadership Best Paper Award for the following paper with the most Significant Implications for Practitioners at the Babson Kauffman Entrepreneurship Research Conference at Babson University in Boston: *"Signaling In New Ventures: The Use and Impact of the Lockup Period at the Time of the Initial Public Offering"* (\$2500 prize with Jonathan Arthurs, Lowell Busenitz, and Richard Johnson).
- 2003-05 Ranked 9th out of top 100 scholars in papers published (1980-2001) in top organization studies (macro) journals (*Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Strategic Management Journal* and *Organization Science*) (see <http://www.orgstudies.org/topauthors.html>).
- 2004 "Employment Versus Market Innovation Outcomes in Chinese Firms: A Political View of Business Groups (with Daphne Yiu, Garry D. Bruton, and Robert E. White) *Finalist for Best Paper* at the Asia Academy of Management Conference, Shanghai, China, December 2004.
- 2004 "The agency problem during bankruptcy: When do directors protect shareholders' interests over creditors' interests?" (with Robert E. White (lead author) and Jonathan D. Arthurs), paper presented at the Strategic Management Society Meetings, San Juan, Puerto Rico, November 2004, selected as finalist in the *Booz Allen Hamilton/SMS PhD Fellowship* competition.
- 2001 *One of the four finalists for the McKinsey prize for Best Paper* at the Strategic Management Society meetings in San Francisco, Paper Title: "Institutional Ownership Differences and International Diversification: The Effects of Board of Directors, Technological Opportunity and Innovations."
- 2000-06 Inducted into the Fellows Group of the Academy of Management, Toronto Canada. A total of 227 individuals have been named Fellows of the 11,000-person Academy since 1953.
- 2000 One of 32 charter members of the Academy of Management Journal's Hall of Fame for having published 14 articles in Academy Journals (Bronze level-requires 10-14 articles).
- 1998 Award for Outstanding Academic Contributions to Competitiveness, American Society for Competitiveness meetings, Boston, October 1998 (delivered luncheon speech in association with receipt of the Award).
- 1998 William G. Dyer, Distinguished Alumni Award, Marriott School of Management, Brigham Young University, Provo, Utah, April 1998 (delivered luncheon speech in association with receipt of the Award).
- 1994 Fulbright Grant, University of Bologna, Bologna, Italy: Conducted research with Gianni Lorenzoni and taught a PhD seminar on Strategic Management.
- 1993-94 Faculty Development Leave from Texas A&M University, Brigham Young University, University of Bologna (Italy), London Business School.
- 1990-91 Faculty Research Fellow, College of Business Administration and Graduate School of Business, Texas A&M University, (College Award providing \$6000 toward six week summer session salary plus \$1500 in additional research support).

1987 Best Paper Award, Business Policy and Planning Division at the National Academy of Management meetings in New Orleans for paper entitled "Multidivisional Structure and Performance: The Diversification Strategy Contingency."

Professional Editorial Service and Activities

Membership:

Academy of Management
Strategic Management Society
Academy of International Business
INFORMS

- 2006-16 Associate Editor, *Strategic Management Journal*
- 1991-06 Editorial Review Board, *Strategic Management Journal*
- 2004-16 Editorial Review Board, *Academy of Management Journal*
- 1994-96 Consulting Editor, *Academy of Management Journal*
- 1991-96 Editorial Review Board, *Academy of Management Journal*
- 2011-16 Editorial Review Board, *Journal of Management*
- 1991-92 Associate Editor, *Journal of Management*
- 1989-96 Editorial Review Board, *Journal of Management*
- 2002-09 Consulting Editorial Board, *Journal of International Business Studies*
- 2011-2020 Editorial Advisory Board, *Corporate Governance: An International Review*
- 2001-09 Editorial Review Board, *Management Research: The Journal of the Iberoamerican Academy of Management*
- 2012-2020 Editorial Advisory Board, *Asia Pacific Journal of Management*
- 2003-09 Editorial Review Board, *Asia Pacific Journal of Management*
- 2004-2020 Editorial Review Board, *Management and Organization Review*
- 2008-10 Guest Editor, Special Issue entitled "Revitalizing Entrepreneurship" for the *Journal of Management Studies*.
- 2008-09 Guest Editor, Special Issue entitled "New Perspectives on Board Research" for the *Journal of Management and Governance*.
- 2002-06 Editorial Review Board, *Journal of International Management*
- 2003-05 Guest Editor, Special Issue entitled "Strategic Management in Emerging Economies: Challenging the Conventional Wisdom" for the *Journal of Management Studies* (2005).

- 1998-00 Guest Editor, Special Research Forum on Enterprise Strategies in Emerging Economies, published in the June 2000 issue of *Academy of Management Journal*. This issue included 13 articles and an introduction published by the four co-guest editors. The issue received 75 original manuscript submissions.
- 1991-02 Editorial Review Board, *Organization Science*
- 1989-91 Editorial Review Board, *Entrepreneurship: Theory and Practice*
- Ad hoc reviewer, *Academy of Management Review*, *Administrative Science Quarterly*, *Management Science*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of Business Research*, *Journal of Marketing*, *Academy of Management Executive*, *Journal of World Business*, *Management International Review* and *California Management Review*.
- 1995-06 Co-editing Oxford University Press (formerly with South-Western College Publishing) Strategic Management Series (books on Strategic Management topics)
- 1995 Review of book manuscript, Oxford University Press
- 1994 Reviewer for book manuscript, MIT University Press
- 1988-94 Ad hoc reviewer, National Science Foundation proposals
- 1993 Served as panelist at the best dissertation proposal contest sponsored by *Organization Science*. Reviewed top 10 dissertation proposals and listened to presentations at National ORSA/TIMS meetings in Phoenix, October 1993.
- 1984 Participant, Junior Faculty Workshop sponsored by the Business Policy and Planning Division, Academy of Management, Boston.
- 1982 Participant, Doctoral Consortium sponsored by the Business Policy and Planning and Social Issues in Management Divisions of the Academy of Management, New York.
- 1981 Participant, Doctoral Consortium sponsored by the Organization Behavior Division of the Academy of Management, San Diego.

Service Activities-Profession

- 2016 PhD student workshop, Strategy Management Society Special Conference, Presentation on career management and publishing, Hong Kong, December, 2016.
- 2013-14 PhD workshop, Atlanta Competitive Advantage Conference, Presentation on publishing in peer reviewer journals and providing feedback to several doctoral students on their dissertation proposals, May, 2013 and 2014.
- 2013 Junior Faculty Workshop Paper Development Workshop, participated in reviewing three (3) papers for this paper development workshop sponsored by the Business Policy and Strategy Division, Academy of Management, Orlando, Florida, August, 2013.

- 2013 “Keys to Success in Being a Model Doctoral Student,” Presentation at the Beginning Doctoral Student Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.
- 2013 “Developing a Research Stream,” Presentation at the Advanced Doctoral Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.
- 2013 “Models for Managing Early-Stage Careers,” Presentation at the Faculty Development Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.
- 2013 “How to Publish in Peer-Reviewed Journals,” Presentation at the Ph.D. Workshop, Atlanta Competitive Advantage Conference (ACAC), Atlanta, Georgia, May, 2013. (Also participated in providing feedback on two papers submitted by Ph.D. students.)
- 2012 “Publishing Theory Papers focused on Emerging Economy Contexts,” Presentation as part of a panel in a paper development workshop at the Strategic Management Society Meeting in Guangzhou, China, December 2012. (Also, I reviewed three papers and gave individual written feedback to the authors of these papers.)
- 2012 “Publishing in Peer-reviewed Journals,” as part of an Editors’ panel at the China Europe International Business School (CEIBS), conference entitled Innovation & Entrepreneurship in China’s Emerging Economy, Shanghai, China, December 2012.
- 2012 “Publishing Strategic Management Research,” presentation as part of a panel as part of the Pre-Conference activities for the Corporate Strategy Interest Group at the Annual Strategic Management Society meetings, Prague, Czech Republic, October 2012.
- 2012 “Making Scholarly, Theoretical Contributions: Proven Practices for ‘Hitting the Target.’” Presentation at a Ph.D. seminar, Bocconi University, Milan, Italy, June 2012.
- 2011 Co-taught a professional development workshop focused on teaching strategic management at both undergraduate and graduate levels at the Academy of Management meetings in San Antonio, August 2011 (over 100 attendees).
- 2011 Co-organizer of a conference on Strategic Management contributions of C. K Prahalad sponsored by the Strategic Management Society in San Diego, May 2011 (received 100 papers and over 135 people attended the conference).
- 2011 Co-organizer of a conference on Strategy in Emerging Economies sponsored by the Strategic Management Society and the PUC (university) in Rio de Janeiro, March 2011 (received 200 papers and over 175 people attended the conference).
- 2010 Paper Development workshop sponsored by International Management Division at Academy of Management Meetings, Reviewed three papers and provided feedback.
- 2010 Paper Development Workshop SMS Conference sponsored by the Corporate Strategy and Governance Interest Group, Reviewed two papers and provided feedback.
- 2009 Presentation on publishing in peer-reviewed journal, Doctoral Consortium, Ibero-Academy of Management, Buenos Aires, Argentina.

- 2009 Presentations at the IACMR Doctoral Dissertation Proposal Workshop in Chengdu, China, July 11-14: “Challenges in Conducting Strategy Research: Theory and Methods”; “Choosing a Dissertation Topic and Developing a Proposal”; and “Multiple Agency theory and IPO Governance”
- 2009 Co-organizer on a conference in Naples Italy for young professors and PhD students.
- 2007 Co-organizer of a conference on Entrepreneurship and Governance sponsored by the Strategic Management Society and the University of Catania, Catania, Italy, May 2007 (received 125 papers and over 100 people attended the conference).
- 2007 Developed materials on teaching strategic management cases effectively and presented at a half day workshop for 30 faculty members sponsored by Davenport University, Cedar Rapids, Michigan, October.
- 2005-06 Helped organize the PAC 10/Big 10 Case Competition by arranging for the Head Judge (Richard Johnson) and provided criteria for the Case selection process.
- 2005 Faculty, Junior Faculty Workshop for the International Management Division, Academy of Management, Honolulu, August 2005.
- 2005 Faculty, Doctoral Student Consortium for the Entrepreneurship Division, Academy of Management, Honolulu, August 2005.
- 2004 Faculty, Doctoral Student Consortium for the International Management Division, Academy of Management, New Orleans, August 2004.
- 2003-09 Service as a member of the Board of Directors to the Strategic Management Society. Attend twice annual board meetings where agenda items include planning national meetings, management of journals (e.g., *Strategic Management Journal*), reviewing the budget and other governance related issues of the Society. Served as Chair of a task force to develop a Code of Professional Conduct for the society. Recently elected to a third three-year term (2007-2009).
- 2002-05 Strategic Management Society, Interest Group Chair and Co-chair in Corporate Strategy, coordinated review process for 70 to 80 abstracts for each meeting sent to be presented at the SMS Conference in Baltimore, Puerto Rico, and Orlando, November 2003, 2004 and 2005.
- 2002-03 Coordinated Strategic Management Society Mini-Conference on Emerging Markets, Received 50 submissions, Hong Kong, December 2003.
- 2001-04 Member, Committee on Membership of the Fellows Group of the Academy of Management.
- 2001 Chair, Junior Faculty Consortium, Academy of International Business, Sydney, Australia (25 faculty participants, 7 faculty who ran the all-day session).
- 2001 Head Judge, Big 10 MBA Case Competition at Ohio State University.
- 2000 Faculty, Junior Faculty Consortium, Academy of International Business, Phoenix, Arizona.

- 1999 Chair, 1st Doctoral Student Consortium, Iberoamerican Academy of Management, Madrid, Spain, December 1999.
- 1997-00 Elected Representative-at-Large to the Board of Governors, Academy of Management
Served as Chair of the Journals Committee
Served as Chair of the Finance Committee and as a member
Served as Chair of the Ethics Committee and as a member
Served as a member of the Strategic Planning Committee
- 1996-98 Elected to the Executive Committee, Business Policy and Strategy Division, Academy of Management.
- 1996 Taught course sponsored by Tübingen University (Germany) in Romania. Local sponsor was the University of Sibiu. Taught at Simbata de Sus (an Orthodox monastery). There were 18 professors from St. Petersburg and Moscow State Universities in Russia and from 4 universities in Romania.
- 1996 Head Judge, Big 10 MBA Case Competition at Ohio State University.
- 1995 Head Judge, Notre Dame University Inter-College Case Competition, participating MBA teams: Notre Dame University, Ohio State University, University of Texas-Austin, Duke University, and Georgetown University.
- 1996 Chair, Junior Faculty Consortium, Business Policy and Strategy Division, Academy of Management, Cincinnati, Ohio.
- 1995 Co-chair, Junior Faculty Consortium, Business Policy and Strategy Division, Academy of Management, Vancouver, B.C.
- 1994 Faculty, Junior Faculty Consortium, Business Policy and Strategy Division, Academy of Management, Dallas, TX.
- 1991-1992 New Faculty Workshop Task Force, Business Policy and Planning Division.
- 1988-90 Business Policy and Planning Division Liaison to the Southwest Division Academy of Management.
- 1989-90 Nominated for governing board of Business Policy and Planning Division of the Academy of Management.
- 1984-96 Reviewer, papers submitted to Business Policy and Strategy Division of the Academy of Management for the National Meetings.
- 1995 Reviewer, papers submitted to the International Management Division of the Academy of Management for the National Meetings.
- 1984-85 Reviewer, papers submitted to the Organization and Management Theory Division of the Academy of Management for the National Meetings.

Service Activities-University

- 2016 Member, Jones School Promotion and Tenure Committee.

- 2009-15 Member, Jones School PhD Committee-Manager the Strategy and Environment Group's PhD program-recruiting and mentoring students.
- 2011-12 Chair and Member, Jones School Research Committee
- 2009-10 Member, Jones School Task Force on Online Pedagogy
- 2008-09 Member, College Tenure and Promotion Committee, W. P. Carey School of Business, Arizona State University.
- 2008 Member, Department of Management, W. P. Carey School of Business, Strategy position recruiting and selection committee.
- 2008 Chair, Department of Management, W. P. Carey School of Business, Department Head recruiting and selection committee.
- 2005 Co-Chair, Department of Management, W. P. Carey School of Business, Entrepreneurship and Ethics faculty positions selection committee.
- 2005 Co-Chair, Department of Management, W. P. Carey School of Business, Department Head recruiting and selection committee.
- 2005-07 Member, Department of Management, W. P. Carey School of Business, Personnel committee.
- 2004-08 Service, Department of Management, W. P. Carey School of Business, Doctoral Committee and Doctoral Exam Committees.
- 2003 Helped MBA student team develop and coordinate the first University of Oklahoma MBA Invitational Case Competition. Attending teams included: University of Oklahoma, University of Kansas, Baylor University, Oklahoma State University, Texas Christian University, and University of Tulsa.
- 2001-02 Chair, Price College of Business Strategic Planning Committee. Organized a steering committee and task forces on PhD, Master and Undergraduate programs as well as division task forces.
- 2001-02 Member, Recruiting Committee for the Putebaugh Chair in Free Enterprise.
- 2000-04 Service as Management Division Representative on the Price College PhD Committee. Helped develop a coordinated PhD program for the Management, Marketing and MIS divisions.
- 2000-03 Service as Member of the Price College Committee to review proposals for Summer and other grant proposals.
- 1998 Chair, Tenure and Promotion Committee, Michael F. Price College of Business, University of Oklahoma.
- 1996 PhD Coordinator, Department of Management, Texas A&M University.
- 1995 Member, College of Business Administration, Tenure and Promotion Review Committee, Texas A&M University.

- 1994-95 Member, Doctoral Policy Committee, Department of Management, Texas A&M University
- 1991-93 Area Coordinator for Strategic Management Faculty and member Department Executive Committee. Conducted a national search to replace one of the Strategy faculty at Texas A&M.
- 1990-93 Member, College of Business Administration Computer User Committee Member.
- 1989 Coached CBA Fellows Case Competition team that participated at the MacIntire Invitational, at the University of Virginia, Charlottesville, Virginia, February 1989.
- 1988 Served as coach and faculty representative for the Texas A&M MBA team attending the annual MBA Case Competition at the University of Mississippi, Oxford, Mississippi.
- 1988 Served on Department of Management, Texas A&M University, Task Force on Business Ethics in Management Curriculum.
- 1987 Served as Department of Management, Texas A&M University, representative for the United Way Campaign.
- 1986-89 Member, Department of Management, Texas A&M University, PhD Policy Committee.
- 1986-88 Member, Department of Management, Texas A&M University, Equipment Committee.
- 1986-94 Faculty, Center for Executive Development Management, Texas A&M University, Seminar (one week program) and Management Development Program (two week program).
- 1985 Coached CBA Fellows Case Competition team that participated at the MacIntire Invitational, at the University of Virginia, Charlottesville, Virginia, February 1985.
- 1984-85 Administered a year-long management simulation activity for the CBA Fellows program.
- 1984-85 Member, PhD Policy Committee for the Department of Management, Texas A&M University, developed the Organization Theory reading list for preliminary exams.
- 1984-85 Served as member on IBM grant committee for college – provided ideas as to how computer technology could be used in the classroom, especially pertaining to Management 680 (Business Policy).
- 1984-15 Serving and served on numerous doctoral student dissertation committees:
- Wei Shi, Co-Chair (Rice)
 - Jane Jin, Co-Chair (Rice)
 - Eni Gambeta, Co-Chair (Rice)
 - Christian Mealey, Co-Chair (Rice)
 - Robert E. White, Chair
 - Heechun Kim, Chair
 - Seemantini Pathak, Chair

Jonathan Arthurs, Co-Chair
 Daphne Yiu, Chair
 William P. Wan, Chair
 Aleta Best, Chair
 Wayne Grossman, Chair
 Mark Hansen, Chair
 Hicheon Kim, Chair
 Richard A. Johnson, Chair
 Victoria Buenger, Chair
 Steve Buckley, Chair
 Donald Parks, Chair
 Carly Frennea, Member (Rice)
 Toby Li, Member (Rice)
 Xiwei Yi, Member (Rice)
 Markus Fitza, Member
 Shih-Chi Chiu, Member
 Nathan Washburn, Member
 Timothy Kiessling, Member
 Thomas Sigerstad, Member
 Wei Shen, Member
 Steve Byers, Member
 Douglas D. Moesel, Member
 Rahul Kochhar, Member
 Parthiban David, Member
 Margaret White, Member

Publications -- Refereed Journal Articles

1. Jin, J., Li, H. & Hoskisson, R. E. 2021. The use of strategic noise in reactive impression management: How do market reactions matter? *Academy of Management Journal*, forthcoming.
2. Chiu, S.C., Pathak, S., Hoskisson, R. E. & Johnson, R. A. 2020. Managerial Commitment to the Status Quo and Corporate Divestiture: Can Power Motivate Openness to Change? *Leadership Quarterly*, Forthcoming
3. Shi, W., Ndofor, H. A., & Hoskisson, R. E. 2020. Disciplining role of short sellers: Evidence from M&A activity. *Journal of Management*, forthcoming.
4. Connelly, B., Shi, W., Hoskisson, R. E, & Ketchen, D. J. 2020. Portfolio spillover of institutional investor activism: An awareness-motivation-capability perspective. *Academy of Management Journal*, 63(6): 1865–1892.
5. Kim, H., Wu, J., Schuler, D. A. & Hoskisson, R. E., 2020. Chinese multinationals' fast internationalization: Financial performance advantage in one region, disadvantage in another. *Journal of International Business Studies*, 51(7): 1076-1106.
6. Kim, H., Hoskisson, R. E., & Zyung, J. 2019. Socioemotional favoritism: Evidence from foreign divestitures in family multinationals. *Organization Studies*, 40(6): 917–940.
7. Bosse, D. A. Harrison, J. S., & Hoskisson, R. E. 2019. Acquisitions, stakeholder economies of scope, and stakeholder orientation. *Strategic Management Review*, Forthcoming.

8. Connelly, B., Shi, W., Hoskisson, R., & Koka, B. 2019. Shareholder influence on joint venture exploration. *Journal of Management*, 45(8): 3178-3203.
9. Shi, W., Zhang, Y., & Hoskisson, R. E. 2019. Examination of CEO-CFO social interaction through language style matching: Outcomes for the CFO and the organization. *Academy of Management Journal*. 62(2): 383-414.
10. Gambeta, E., Koka, B. & Hoskisson, R. E. 2019. Being too good for your own good: A stakeholder perspective on the differential effect of firm-employee relationship on innovation search. *Strategic Management Journal*, 40(1): 108-126.
11. Holmes, M., Holcomb, T., Hoskisson, R. E., Kim, H., & Wan, W. 2018. International strategy and business groups: A review and future research agenda. *Journal of World Business*, 53(2): 134-150.
12. Chen, Z., Kale, P. & Hoskisson R. E. 2018. Geographic overlap and acquisition pairing. *Strategic Management Journal*, 39(2): 329-355.
13. Hoskisson, R. E., Gambeta, E., Green, C. D. & Li, T. X. 2017. Is my firm-specific investment protected? Overcoming the stakeholder investment dilemma in the resource based view, *Academy of Management Review*, 43(2): 284-306.
14. Shi, W., Zhang, Y., & Hoskisson, R. E. 2017. Ripple effects of CEO awards: Investigating the acquisition activities of superstar CEOs' competitors, *Strategic Management Journal*, 38(10): 2080–2102.

Highlighted in *Wall Street Journal* and Shi, W., Zhang, Y., & Hoskisson, R. E. 2017. Research: When CEOs don't win awards, they make more acquisitions (Overview of above SMJ research), *Harvard Business Review Digital Articles*, March 27.

15. Schuler, D., Shi, W., Hoskisson, R. E., & Chen, T. 2016. 'Windfalls of emperors' sojourns: Stock market reactions to Chinese firms hosting high ranking government officials. *Strategic Management Journal*, 38(8): 1668-1687.
16. Hoskisson, R. E., Chirico, F., Zyung, J. & Gambeta, E. 2017. Managerial risk taking: A multi-theoretical review and future research agenda. *Journal of Management*, 43(1): 137-169.
17. Shi, W., Song, L. J., Pathak, S. & Hoskisson, R. E. 2016. The adoption of chief diversity officers among S&P 500 firms: Institutional, resource dependence, and upper echelons accounts. *Human Resource Management*, Forthcoming.
18. Shi, W., Connelly, B. L., & Hoskisson, R. E. 2017. External corporate governance and financial fraud: Cognitive evaluation theory insights on agency theory prescriptions. *Strategic Management Journal*, 38(6): 1268–1286.

Author's research in this article awarded the Houston Chapter of the Association of Certified Fraud Examiners 2017 Fraud Impact Award.

19. Shi, W., Hoskisson, R. E. & Zhang, Y. 2017. Independent director death and CEO acquisitiveness: Build an empire or pursue a quiet life? *Strategic Management Journal*, 38(3): 780–792.

20. Holmes, R. M., Zahra, S. A., Hoskisson, R. E., Deghetto, K. & Sutton, T. 2016. Two way streets: The role of institutions and technology policy for firms' corporate entrepreneurship and political strategies. *Academy of Management Perspectives*, 30(3): 247-272.
21. Chiu, S.-C., Johnson, R. A., Hoskisson, R. E. & Pathak, S., 2016. The impact of CEO successor origin on corporate divestiture scale and scope change, *Leadership Quarterly*, 27: 617-633.
22. Shi, W., Hoskisson, R. E. & Zhang, Y. 2015. A geopolitical perspective into the opposition to globalizing state-owned enterprises in target states. *Global Strategy Journal*, 6(1): 13-30.
23. Kim, H., Hoskisson, R.E., & Lee, S.-H. 2015. Why strategic factor markets matter: 'New' multinationals' geographic diversification and firm profitability. *Strategic Management Journal*, 36(4): 518-536.
24. Yiu, D., Hoskisson, R. E., Bruton, G., & Lu, Y. 2014. Dueling institutional logics and the effect on strategic entrepreneurship in Chinese business groups. *Strategic Entrepreneurship Journal*, 8(3): 195-213.
25. Gomez-Mejia, L., Campbell, J. T., Martin, G., Hoskisson, R. E., Makri, M. & Sirmon, D. G. 2014. Socioemotional wealth as a mixed gamble: Revisiting family firm R&D investments with the behavioral agency model. *Entrepreneurship Theory and Practice*, 38(6): 1351-1374.
26. Cording, M. Harrison, J. S. Hoskisson, R. E., & Jonsen, K. 2014. "Walking the talk": A multi-stakeholder exploration of organizational authenticity, employee productivity and post-merger performance. *Academy of Management Perspectives*, 28(1): 38-56.
27. Pathak, S., Hoskisson, R. E., & Johnson, R. A. 2014. Settling up in CEO compensation: The impact of divestiture intensity and contextual factors in refocusing firms. *Strategic Management Journal*, 35(8): 1124-1143.
28. Hoskisson, R. E., Wright, M., Filatotchev, I., & Peng, M. W. 2013. Emerging multinationals from mid-range economies: The influence of institutions and factor markets. *Journal of Management Studies*, 50(7): 1295-1321.
29. Hoskisson, R. E., Shi, W., Yi, X., & Jin, J. 2013. The evolution and strategic positioning of private equity firms. *Academy of Management Perspectives*, 27: 22-38.
30. Chahine, S. Arthurs, J. D., Filatotchev, I., & Hoskisson, R. E. 2012. The effects of venture capital syndicate diversity on earnings management and performance of IPOs in the US and UK: An institutional perspective. *Journal of Corporate Finance*, 18(1):179-192.
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12. Kim, H., Hoskisson, R. E., Tihanyi, L. and Hong, J. 2004. Evolution and restructuring of diversified business groups in emerging markets: The lessons from chaebols in Korea. In Jwa, S.-H. & Lee, I. K. (Eds.), *Competition and corporate governance in Korea*, London: Edward Elgar, 219-248. (Reprint of article in *Asia Pacific Journal of Management*).
13. Hoskisson, R. E., Kim, H., White, R. E. and Tihanyi, L. 2004. A framework for understanding international diversification by business groups from emerging economies. In M. A. Hitt and J. L. C. Cheng (Eds.), *Theories of the multinational enterprise: Diversity, complexity, and relevance. Advances in International Management* (Vol. 16), Oxford, UK: Elsevier/JAI Press, 137-163.

14. Hoskisson, R. E. & Busenitz, L. W., 2002. Market uncertainty and learning distance in corporate entrepreneurship entry mode choice. In M. A. Hitt, R. D. Ireland, S. M. Camp & D. L. Sexton (Eds.), *Strategic Entrepreneurship: Creating a New Mindset*, Oxford, U.K.: Blackwell Publishers, 151-172.
15. Hoskisson, R. E., Johnson, R. A., Yiu, D. & Wan, W. P. 2001. Restructuring strategies of diversified business groups: Differences associated with country institutional environments. In M. A. Hitt, R. E. Freeman, & J. S. Harrison (Eds.), *Handbook of Strategic Management*, Oxford, U.K.: Blackwell Publishers, 433-463.
16. Wright, M., Hoskisson, R. E., Busenitz, L. W. & Dial, J. 2001. Finance and management buyouts: From agency theory to entrepreneurship. In E. Hackner & R. Hisrich (Eds.), *Entrepreneurial Finance: Future Research Agenda*, Jonkoping, Sweden: Jonkoping International Business School Press.
17. Kim, H., Han, J. W. & Hoskisson, R. E. 2000. An evolution of Korean business groups: Resources, organizations, and business portfolios. In S. H. Jwa & I. K. Lee (Eds.), *Korean Chaebol in Transition: Road Ahead and Agenda*. Seoul, Korea: Korea Economic Research Institute, 263-303. (Book won the "Free Economy Publication Award" in 2001 and is sponsored by Federation of Korean Industries (an association of the chaebols) and by the Association of Korean Publishers.
18. Harrison, J. S., O'Neill, H. M. & Hoskisson, R. E. 2000. Acquisition strategy and target resistance: A theory of countervailing effects of pre-merger bidding and post-merger integration. In C. Cooper & A. Gregory (Eds.), *Advances in Mergers and Acquisitions* (Vol. 1). Greenwich, CT: JAI/Elsevier Inc.: 157-182.
19. Hoskisson, R. E., Yiu, D. & Kim, H. 2000. Capital and labor market congruence and corporate governance: Effects on corporate innovation and global competitiveness. In S. S. Cohen & G. Boyd (Eds.), *Corporate Governance and Globalization*, Northampton, MA: Edward Elgar, 129-154.
20. Hoskisson, R. E., Wan, W. P. & Hansen, M. H. 1998. Strategic alliance formation and market evaluation: Effects of parent firm's governance structure. In M. A. Hitt, J. E. Ricart, I. Costa & R. D. Nixon (Eds.), *Managing Strategically in an Interconnected World*. London: John Wiley & Sons, 207-228.
21. Gimeno, J. & Hoskisson, R. E. 1997. Competing to cooperate: Antecedents of "follow-the-leader" behavior in US joint ventures in Latin America. In H. Thomas, D. O'Neal & R. Alvarado (Eds.), *Strategic Discovery: Competing in New Arenas*. London: John Wiley & Sons, 139-153.
22. Kim, H. & Hoskisson, R. E. 1997. United States and Japanese M-form firms: Effects of financial system and managerial labor market differences. In K. Keasey, S. Thompson & M. Wright (Eds.), *Corporate Governance: Economic, Management and Financial Issues*. New York: Oxford University Press, 174-199.
23. Kim, H. & Hoskisson, R. E. 1996. Japanese Governance Systems: A Critical Review. In Benjamin Prasad (Ed.), *Advances in International Comparative Management*, Greenwich, CT: JAI, 165-189.

24. Hoskisson, R. E., Hitt, M. A. & Ireland, R. D. 1993. The effect of acquisition and restructuring (strategic refocusing) strategies on Innovation. In G. von Krogh, A. Sinatra & H. Singh (Eds.) *The Management of Corporate Acquisitions*. New York: Macmillan, 144-169.
25. Hitt, M. A. & Hoskisson, R. E. 1990. Strategic competitiveness. In L. Foster (ed.) *Advances in Applied Business Strategy*. Greenwich, CT: JAI, 1-35.
26. Johnson, R. A., Hoskisson, R. E. & Marguiles, N. 1990. Corporate restructuring: Implications for organizational change and development. In R. W. Woodman & W. A. Pasmore (Eds.), *Research in Organizational Change and Development* (Vol. 4). Greenwich, CT: JAI Press, 141-166.
27. Hoskisson, R. E., Hitt, M. A., Turk, T. & Tyler, B. 1989. Balancing corporate strategy and executive compensation: Agency theory and corporate governance. In G. R. Ferris & K. M. Rowland (Eds.), *Research in Personnel and Human Resources Management* (Vol. 7). Greenwich, CT: JAI Press, 25-57.

Book Reviews

1. Hoskisson, R. E. & Yiu, D. 2003. The dynamics of knowledge regimes: Technology culture and competitiveness in the USA and Japan (written by D. Jin, New York, NY: Continuum). *Asia Pacific Journal of Management*, 20: 283-286.
2. Buenger, V. & Hoskisson, R. E. 1995. The making of Harcourt General: A History of growth through diversification 1922-1992. (written by B. H. Pruitt and G. D. Smith, Boston, MA: Harvard Business School Press). *Business History Review*, 69: 598-600.

Publications -- National Conference Proceedings

1. "Venture capitalists and information asymmetries in the pricing of IPO securities." *National Academy of Management Best Paper Proceedings 2003*, (Available on CD-ROM) (co-authored with Jonathan D. Arthurs, Lowell W. Busenitz, and Richard A. Johnson).
2. "Country resource environments, corporate diversification strategies, and firm performance." *National Academy of Management Best Paper Proceedings 2001*, (Available on CD-ROM) (co-authored with William P. Wan).
3. "Agency and entrepreneurship perspectives on leveraged and management buyouts: Managing the downside versus the upside." *National Academy of Management Best Paper Proceedings 1998*, (Available on CD-ROM) (co-authored with Michael Wright and Jay Dial).
4. "Acquisitive growth strategy and relative R&D intensity: The effects of leverage, diversification, and size." *Academy of Management Best Paper Proceedings 1989*, pp. 22-26. (with Michael A. Hitt, R. Duane Ireland, & Jeffrey S. Harrison).
5. "Multidivisional structure and performance: The diversification strategy contingency." *Academy of Management Best Paper Proceedings 1987*, pp. 36-40.
6. "Strategic control and innovation in large multiproduct firms." *Academy of Management Best Paper Proceedings 1987*, pp. 323-327. (With Michael A. Hitt).

7. "A time series test of the structural performance relationship given general environmental influences." *Academy of Management Proceedings*, 1984, pp. 178-181.

Publications -- Regional Conference Proceedings

1. "Keiretsu system and power distribution: Diversification strategy and performance in large Japanese firms." *1999 Best papers Proceedings*, of the Association of Japanese Business Studies, Salt Lake City, Utah, 1999 (with Hicheon Kim and William P. Wan).
2. "The effects of internal governance and ownership heterogeneity on corporate innovation and entrepreneurship," published in the *Electronic Proceedings of the Academy of Management, Business Policy and Strategy Division*, 1996 Cincinnati (with Michael A. Hitt, Richard A. Johnson and Wayne Grossman).
3. "Tight financial controls and R&D intensity in large multiproduct firms." In L. R. Gomez-Mejia & M. W. Lawless (Eds.), *Proceedings "Managing the High Technology Firm" 1988*, Boulder, CO: Center for High Technology Management Research, University of Colorado, Boulder. (with Michael A. Hitt and Charles W.L. Hill).
4. "Acquisitive growth and firm innovation." In L. R. Gomez-Mejia & M. W. Lawless (Eds.), *Proceedings "Managing the High Technology Firm" 1988*, Boulder, CO: Center for High Technology Management Research, University of Colorado, Boulder. (with Michael A. Hitt and R. D. Ireland).
5. "Corporate growth strategy and implementation of the multidivisional structure: The effect on risk, return, and growth." *Southwest Division Academy of Management Proceedings*, 1987, pp. 33-37.

Papers under Review

Papers under review at *Academy of Management Review*, *Academy of Management Journal*, *Strategic Management Journal*, *Leadership Quarterly*, among others.

Edited Books Series in Progress

Editing Strategic Management book series (with Michael A. Hitt and R. Duane Ireland) for Oxford University Press on topics in strategic management. We have signed the following authors to write about the listed topics below.

1. *Strategic Leadership* – Don Hambrick, Sidney Finklestein, 1st edition published in 1996, 2nd edition published in 2008 with Albert Cannella added as 3rd author.
2. *Strategy as Action: Industry Rivalry and Coordination* – Ken Smith and Curt Grimm, 1st edition published in 1997, 2nd edition published in 2005.
3. *Global Strategy* – Andrew Inkpen and Kannan Ramaswamy, 1st edition published in 2005.

Working Papers

Kim, H. & Hoskisson, R.E. 2013. Reluctance to divest foreign subsidiaries: Family ownership endowment effect on multinational enterprises.

Venture capital syndication and performance of IPO firms in the US and UK. Co-authored with Filatotchev, I., Salim, C., Hoskisson, R. E., & Arthurs, J. D.

Schuler, D., Wu, J., Kim, H., & Hoskisson, R. E. Local institutions and political connections as determinants of emerging market firms' international diversification. Paper drafted and under revision for submission to a journal.

Mesquita, L. & Hoskisson, R. E. *E Pluribus Unum: A Club Model of Collective Action and Innovation in Fashion-Oriented Contexts*. Paper submitted to Academy of Management meetings, December 2014.

Jin, J., Zhang, Y. & Hoskisson, R.E. Do CEOs care about directors? CEOs management directors' impression over M&A deals. Draft paper with Rice doctoral student.

Jin, J., Zhang, Y. & Hoskisson, R.E. The effect of stock option backdating on CEO risk taking: Are CEOs more aggressive or more conservative?

Old Working Papers

“Foreign Subsidiary Survival in Emerging Versus Developed Economies: A Co-Evolutionary Perspective” (with Heechun Kim).

“Principal Opportunism” (with Robert E. White).

“Ownership Management” (with Robert. E. White).

“Can Governance Mechanisms Interfere with Corporate Elites' Fiduciary Duties? The Case of Chapter 11 Bankruptcy” (with Robert E. White).

“Governance in Small and Medium-Sized Entrepreneurial Firms: The Case for Team Production Theory” (with Morten Huse, Jonas Gabrielsson and Robert E. White).

“The Agency Problem during Bankruptcy: When do Directors Protect Shareholders' Interests over Creditors' Interests?” (with Robert E. White and Jonathan D. Arthurs).

Research in Progress

Project examining local versus distant learning using the behavioral theory of the firm examining patent citations as the dependent variable. Paper will be co-authored with Eni Gambeta, Haiyang Li, and Robert E Hoskisson.

Developed a 10 page proposal entitled “The Effects of Institutional and Factor Market Development on Business Groups,” which was submitted in 2014 to the *Journal of Managment* to review the theory and research on business groups. Submission in January 2015. Co-authored with Michael Holmes, Robert E Hoskisson, William Wan, Hicheon Kim and Tim Holcomb.

Developed a 10 page proposal entitled “Behavioral Effects of Corporate Governance: Beyond the Rationality of Agency Theory,” which was submitted in 2014 to the *Strategic Management Journal* to review the theory and research on managerial risk taking. Co-authored with Robert E Hoskisson, Gerry Sanders, Francesco Chirico, Daniel Zyung and Eni Gambeta.

Project on Family owners and divestitures and acquisitions (with Seemantini Pathak, Francesco Chirico, Massimo Bau, and Pakaj Patel), data from Sweden

Project examining post governance characteristics of Restructuring (Downscoping) (with Seemantini Pathak, Chiu, Shih-Chi, and Richard Johnson).

Conference Papers and Presentations (Most Recent Eight Years)

“Is my Firm-specific Investment Protected? Overcoming the Stakeholder Investment Dilemma in Resource-Based Theory,” Paper presentation, Strategic Management Society Special Conference, Zurich, 2016.

“Portfolio Restructuring in Family and non-Family Controlled Firms,” Paper presentation, Academy of Management Conference, Anaheim, CA, 2016.

“Early Academy Career Management and Publication,” Lead Plenary Presentation, Doctoral Workshop, Strategic Management Society Special Conference, Hong Kong, 2016.

“Outward International Diversification: The Influence of Institutions and Factor” Panel Presentation, Strategic Management Society Special Conference, Hong Kong, 2016.

“Ripple effects of CEO awards: Investigating the acquisition activities of superstar CEOs’ competitors,” Presentation, Singapore Management University, Singapore, 2016.

“Puzzles to Solve in Stakeholder Research,” Presentation and Discussant at Annual Strategic Management Society Extension Conference, Zion’s National Park, September, 2015.

“Mergers and Acquisitions, Reconfiguring Resource Bases and Value Creation,” Presentation and Panel discussion on this topic at Strategic Management Society, Denver, September, 2015.

“Club Networks and Innovation in Fashion-Oriented Contexts,” Paper Presentation at Academy of Management, Vancouver, August, 2015 (Co-authored with Luiz Mesquita).

“Comparative Strategic Governance in Developed and Emerging Economies,” Presentation and discussant in PWD on this topic at Academy of Management, Vancouver, August, 2015.

“The Corporate Headquarters in the Contemporary Corporation: What do we know and what should we know about it?” Presentation and Panel discussion on this topic at Academy of Management, Vancouver, August, 2015.

“Opening Governance: The Question of Shareholder Empowerment,” Presentation and Panel discussant on this topic at Academy of Management, Vancouver, August, 2015.

“An Endowment Effect Perspective on Foreign Divestment: The Asymmetric CEO Effect in Family Multinationals,” Paper presentation at the Academy of International Business, Bangalore, India, June, 2015 (Co-authored with Heechun Kim).

“Family Holding Companies and Family Offices: Governance and Strategic Challenges,” Presentation and panel discussion on this topic at Strategic Management Society Special Conference, St. Gallen, Switzerland, May, 2015.

“Theoretical Contribution” Presentation in Paper Development Workshop, Jönköping International Business School, Jönköping University, Jönköping, Sweden, September, 2014. (Also made three feedback presentations on papers presented by PhD students and junior faculty in the workshop).

“CEO Human and Social Capital and Corporate Divestitures: An Investigation of Endowment Effects,” Paper presentation, Strategic Management Society, Madrid, September, 2014. (Co-authored with Shih-Chi Chiu, Seemantini Pathak, Robert E. Hoskisson, and Richard Johnson).

“Explore or Exploit? Institutional Shareholder Influences on Joint Venture Strategy” Presentation in professional development workshop sponsored by the Corporate Governance and Leadership Interest Group, Strategic Management Society, Madrid, September, 2014.

“CEO Human and Social Capital and Corporate Divestitures: An Investigation of the Endowment Effect” Paper presentation, Business Policy and Strategy Division, Academy of Management, Philadelphia, August, 2014. (Co-authored with Shih-Chi Chiu, Seemantini Pathak, Robert E. Hoskisson, and Richard Johnson).

“Managerial Self-Determination and Securities Fraud,” Paper presentation, Business Policy and Strategy Division, Academy of Management, Philadelphia, August, 2014. (Co-authored with Wei Shi, Robert E. Hoskisson, Brian Connelly and Lazlo Tihanyi).

“The effect of stock options backdating on CEO risk taking,” Paper presentation, Business Policy and Strategy Division, Academy of Management, Philadelphia, August, 2014. (Co-authored with Jing Jin, Yan Anthea Zhang and Robert E. Hoskisson).

“Diversified Business Groups and Refocusing in Emerging Economies” Presentation in professional development workshop sponsored by the Business Policy and Strategy and International Management Divisions, Academy of Management, Philadelphia, August, 2014.

“Institutional diversity among Emerging Economies” Presentation in professional development workshop sponsored by the International Management and Business Policy and Strategy Divisions, Academy of Management, Philadelphia, August, 2014.

“New” Multinationals: The Influence of Institutions and Infrastructure” Presentation at the Academic of International Business, Vancouver, B.C., June 2014.

“How to Publish in Peer-Reviewed Journals,” Presentation at the Ph.D. Workshop, Atlanta Competitive Advantage Conference (ACAC), Atlanta, Georgia, May, 2014. (Also participated in providing feedback on five papers submitted by Ph.D. students in this paper workshop.)

“Diversified Business Groups and Refocusing in Emerging Economies,” Presentation at the Strategic Management Society Special Conference in Mohali, India, at the Indian School of Business, December 18, 2013.

“Managing Strategic Risks to the Enterprise,” Presentation to Corporate Counsels at a breakfast sponsored by Ernst and Young, Presented at the Houstonian Hotel, Houston, TX, December 5, 2013. (Dean K. Ramesh asked that I consider participating in this Breakfast meeting sponsored by E&Y).

“Reluctance to Divest Foreign Subsidiaries: Family Ownership Endowment Effect on Multinational Enterprises,” Paper presentation at the Strategy & Environment Group Brown Bag Seminar to Faculty and Ph.D. students, Jones School of Business, Rice University, October 18, 2013.

“New Multinationals from Emerging Economies,” Presentation at the Houston Extension Conference, Strategic Management Society, Houston, TX, September, 2013 (Conference in the Jones School of Business).

“The adoption of chief diversity officers among S&P 500 firms: Institutional and resource dependence explanations,” Paper presented at the Strategic Management Society Meeting, Atlanta, (Co-authored with Wei Shi, Robert E. Hoskisson, and Seemantini Pathak). September, 2013.

“Junior Faculty Workshop - Paper Development Workshop,” Participated in reviewing three (3) papers for this paper development workshop sponsored by the Business Policy and Strategy Division, Academy of Management, Orlando, Florida, August, 2013.

“The Evolution and Strategic Positioning of Private Equity Firms,” Presentation of paper in an all academy symposium on private equity for papers published in the *Academy of Management Perspectives*, (co-authored with Robert E. Hoskisson, Wei Shi, Xiwei Yi, and Jing Jin), Academy of Management meetings, Orlando, Florida, August, 2013.

“Pro-Market Reforms and Global Competition,” Provided a presentation as part of a panel of speakers focused on emerging economies and the effect of pro-market reforms on global competition, professional development workshop sponsored by the International Management Division, Academy of Management, Orlando, Florida, August, 2013.

“A Meta-Analysis Perspective into the Multimarket-Performance Relationship,” Paper presentation (co-authored with Wei Shi & Javier Gimeno) at the Business Policy and Strategy Division, Academy of Management, Orlando, Florida, August, 2013.

“Ownership Influences on Exploratory and Exploitative Joint Ventures: A Multiple Agency Perspective,” Paper presentation (co-authored with Wei Shi, Brian L. Connelly, and Robert E. Hoskisson), Business Policy and Strategy Division, Academy of Management, Orlando, Florida, August, 2013.

“Research Examples in Family Ownership and Corporate Governance,” Keynote presentation at the International Family Enterprise Research Academy (IFERA) Annual Conference, St. Gallen, Switzerland, July, 2013.

“Keys to Success in Being a Model Doctoral Student,” Presentation at the Beginning Doctoral Student Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.

“Developing a Research Stream,” Presentation at the Advanced Doctoral Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.

“Models for Managing Early-Stage Careers,” Presentation at the Faculty Development Consortium, International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland, July, 2013.

“Socioemotional Wealth as a Mixed Gamble: Revisiting Family Firm R&D Investments with the Behavioral Agency Model,” paper presentation (co-authored by Luis R. Gomez-Mejia, Joanna Tochman Campbell, Geoffrey Martin, Robert E. Hoskisson, Marianna Makri, and David G. Sirmon), at the Family Business Special Issue Conference sponsored by a journal, *Entrepreneurship, Theory & Practice*, London, U.K., May, 2013.

“How to Publish in Peer-Reviewed Journals,” Presentation at the Ph.D. Workshop, Atlanta Competitive Advantage Conference (ACAC), Atlanta, Georgia, May, 2013. (Also participated in providing feedback on two papers submitted by Ph.D. students.)

“Private Benefits from Government Officials: Using Event Study to Estimate Value to Business Firms from Hosting Visits of Senior Central Government Officials in China.” Paper presentation at the Midwest Political Science Association Meetings (co-authored with Douglas Schuler, Wei Shi, and Tao Chen), Bloomington, Indiana, April, 2013.

Opening Welcome Conference Plenary Speech for the Strategic Management Society Special Conference, Lausanne, Switzerland (Co-sponsored with IMD, a Swiss business school), March, 2013.

“Discussion: Does Management of Intellectual Property Matter?” Provided presentation serving as discussant for paper entitled “Does Management of Intellectual Property Matter? Co-authored by Bhaskarabhatla, A. and Hedge, D. (2013), Paper and discussion presented at Utah-BYU Winter Strategy Conference, Salt Lake City, Utah, March, 2013.

“Publishing Theory Papers focused on Emerging Economy Contexts,” Presentation as part of a panel in a paper development workshop at the Strategic Management Society Meeting in Guangzhou, China, December 2012. (Also, I reviewed three papers and gave individual written feedback to the authors of these papers.)

“Entrepreneurship Opportunities in Emerging Economies” Presentation at a conference entitled Innovation & Entrepreneurship in China’s Emerging Economy, China Europe International Business School (CEIBS), Shanghai, China, December 2012.

“Publishing in Peer-reviewed Journals,” as part of an Editors’ panel at the China Europe International Business School (CEIBS), conference entitled Innovation & Entrepreneurship in China’s Emerging Economy, Shanghai, China, December 2012.

“CEO Human Capital, Environmental Munificence and Corporate Divestiture Intensity,” presented at the Annual Strategic Management Society Conference (with Shih-Chi Chiu, Seemantini Pathak and Richard Johnson), Prague, Czech Republic, October 2012.

“Portfolio Restructuring in Family and Founder-controlled Firms,” presented at the Annual Strategic Management Society Conference (with Seemantini Pathak, Francesco Chirico and Marianna Makri), Prague, Czech Republic, October 2012.

“Publishing Strategic Management Research,” presentation as part of a panel as part of the Pre-Conference activities for the Corporate Strategy Interest Group at the Annual Strategic Management Society meetings, Prague, Czech Republic, October 2012.

“Entrepreneurship and Stakeholders: The Future Research Addenda.” Presentation as part of a panel at the Annual Strategic Management Society meetings, Prague, Czech Republic, October 2012.

“Aspiration Formation and Measurement: The Varying Effects on Strategic Behavior and Risk Taking.” Presented at a professional development workshop on aspirations at the Annual Academy of Management Meetings, Boston, MA, August 2012.

“Organizational Authenticity during Post-Merger Integration, Employee Productivity and Performance.” Presentation at the Annual Academy of Management meetings (with Margaret Cording and Jeffrey S. Harrison), Boston, MA, August 2012.

“Why Strategic Factor Markets Matter: ‘New’ Multinationals’ Internationalization and Performance.” Presentation at Nanyang Technological University (NTU) to the faculty and Ph.D. students, Singapore, June 2012.

“Making Scholarly, Theoretical Contributions: Proven Practices for ‘Hitting the Target.’” Presentation at a Ph.D. seminar, Bocconi University, Milan, Italy, June 2012.

“Why Strategic Factor Markets Matter: ‘New’ Multinationals’ Internationalization and Performance.” Presentation to the faculty and Ph.D. students at Bocconi University, Milan, Italy, June 2012.

“New' Multinationals' and Internationalization: A New Publishing Theme.” Presentation at the Strategy & Emerging Markets Mini-Conference, Rice University, Houston, TX, April 2012.

“Why Strategic Factor Markets Matter: ‘New’ Multinationals’ Internationalization and Performance.” Presentation at Concordia University, Montreal, Canada, March 2012.

“Corporate restructuring and governance change” presented at the annual Strategic Management Society Conference (with Seemantini Pathak, Shih-Chi Chiu and Richard Johnson), Miami, FL, October 2011.

Panel Presentation under the topic of “From Cooperation and Competition to Coopetition Strategy” at the annual Strategic Management Society Conference, Miami, FL, October 2011.

Pre-conference Panel Presentation “Corporate Governance: The influences of stakeholders and behavioral biases” at the annual Strategic Management Society Conference, Miami, FL, October 2011.

“The Endowment Effect: Divestiture Aversion for Foreign Subsidiaries of Family-Controlled MNEs.” Paper presented at the Academy of Management Meeting, San Antonio, TX, August 2011 (with Heechun Kim).

“Implicit Contracts in the Post-merger Integration Process: Organizational Authenticity and Performance.” Presentation as part of a panel on “incomplete contracting” at the Academy of Management Meeting, San Antonio, TX, August 2011.

Conference Introductory Address, Opening Plenary Session, at the Strategic Management Society Special Conference seeking to extend the work of C. K. Prahalad, San Diego, CA, June 2011.

Panel presentation on “*Strategy and the Bottom of the Pyramid*” at the Strategic Management Society Special Conference seeking to extend the work of C. K. Prahalad, San Diego, CA, June 2011.

“Developing Strategy Theory from Qualitative and Quantitative Data” Presentation at Doctoral Student Workshop at the Strategic Management Society Special Conference at Rio de Janeiro, Brazil, March 2011.

“From the Editors: How to successfully publish in leading journals” Panel presentation at Doctoral Student Workshop at the Strategic Management Society Special Conference at Rio de Janeiro, Brazil, March 2011.

“International Strategy of Business Groups from Emerging Economies” Panel presentation at Conference of the Strategic Management Society Special Conference at Rio de Janeiro, Brazil, March 2011.

“Consistency between Espoused and Realized Values during Merger Integration: Influence on Productivity and Performance” Paper presented at the Strategic Management Society Meetings (with Margaret Cording and Jeffrey S. Harrison), Rome, Italy, September 2010.

“Refocusing and Ex-Post Settling Up: The Impact of Prior Governance Characteristics on CEO Turnover” Paper presented at the Strategic Management Society Meetings, Rome, Italy (with Shih-chi Chiu, Richard A. Johnson and Seemantini Pathak), September 2010.

Participated in a panel entitled “Emerging Scholar Presentation: Research on Strategy and Strategic Leadership in Emerging Markets: Opportunities and Challenges at the Strategic Management Society Meetings, Rome, Italy, September 2010.

Participated in a panel entitled “Entrepreneurship at the Crossroads: New Challenges & Emerging Issues” at an extension of the Strategic Management Society Conference in Catania, Italy, at the University of Catania in Sicily, September 2010.

“Publishing in Peer-Reviewed Journals” presentation to PhD students as part of the extension of the Strategic Management Society Conference in Catania, Italy, at the University of Catania in Sicily, September 2010.

“Corporate Entrepreneurship in Family Owned Firms,” Paper presented in a symposium entitled “Managers, Owners and Ownership Heterogeneity” at the Academy of Management Meeting (with Luis Gomez-Mejia and others), Montreal, Canada, August 2010.

“Multiple Agency Theory” Panel presentation in a symposium entitled “Agency Theory: Re-tooling and Re-tasking” at the Academy of Management Meeting, Montreal, Canada, August 2010.

Keynote address: “Multiple Agency Theory: An Emerging Theory of Agent Owners (Institutional Investors)” at the Ibero-Academy of Management (in Buenos Aires, Argentina) December 11-12, 2009.

I made a presentation on “Trends in CEO Compensation” as part of a panel examining aspects of corporate governance in light of the recent financial crisis, Strategic Management Society, October 2009.

“The Effects of CEO Succession on Corporate Restructuring and Strategic Change” paper presented at the Strategic Management Society (Presented by Shih-chi Chiu with Richard Johnson and Seemantini Pathak) October 2009.

Participated in a Panel discussion “Competitive Dynamics of Business Groups” where I made a presentation on “Corporate Governance of Business Group Affiliated Firms” Strategic Management Society, October 2009.

“Foreign Subsidiary Survival: In Emerging Versus Developed Economies” presented at the Academy of Management Meetings (Presented by Heechun Kim) August 2009.

“Resource-Base Erosion in Spin-Offs: Relatedness and Environmental Dynamism” presented at the Academy of Management Meetings (with Sang Khun Kim, Jonathan D. Arthurs, Richard Johnson and Robert E. White) August 2009.

“Principal-principal agency theory: Ownership conflict and complementarity regarding international diversification” presented at the Academy of International Business meetings (with Heechun Kim, Hicheon Kim, and Albert A. Cannella), San Diego, June 29, 2009.

“Governance in Small and Medium-Sized Firms: The Case for Team Production Theory” presented at the Strategic Management Society (with Robert E. White, Morten Huse and Jonas Gabrielsson) October 2008.

“Can Corporate Governance Mechanisms Interfere with Corporate Elites’ Fiduciary Duties? The Case of Chapter 11 Bankruptcy” presented at the Strategic Management Society (with Robert E. White, Jonathan Arthurs and Thomas Dalziel) October 2008.

“The Multinational Enterprise’s Dilemma: Where to Exploit and Explore Its Technological Assets,” presented at the Academy of International Business Meeting (with Heechun Kim, Hicheon Kim and Jay Barney) July 2008.

“CEO Compensation as Post-Refocusing Settling-Up,” presented at the Academy of Management Meetings (with Seemantini Pathak and Richard Johnson) August 2008.

“An Extra Organizational Model of Selective Retention and Adaptation in Innovative Contexts,” presented at the Academy of Management Meetings (with Luiz Mesquita and Viet Duc Nguyen) August 2008.

“CEO Compensation after Refocusing: The Impact of Divestment Intensity, R&D Intensity, and Board Composition,” paper presented at the Strategic Management Society meetings, San Diego (with Seemantini Pathak) October 2007.

“Who Benefits from Business Group Affiliation: A Value Appropriation Perspective,” paper presented at the Academy of Management Conference, Business Policy and Strategy Division, Philadelphia (with Hicheon Kim and William P. Wan) August 2007.

“Ownership Structure and International Diversification: Principal-Principal Agency Problems,” paper presented at the Academy of Management Conference, Business Strategy and Policy Division, Philadelphia (with Heechun Kim) August 2007.

“Clusters of Innovation: Exploring Institutional, Interfirm, and Firm Level Factors” paper presented at the Academy of Management Conference, Business Policy and Strategy Division, Philadelphia (with Luiz Mesquita and Viet D. Nguyen) August 2007.

“Trends in Entrepreneurship and Governance,” Presentation at a panel discussion on the topic at a Strategic Management Conference, co-sponsored by University of Catania, Catania, Italy, May 2007.

Guest Lecture Presentations

Singapore Management University (Singapore)
 Indian School of Business, Mohali, India
 China Europe International Business School (Shanghai, China)
 Nanyang University (Singapore)
 Bocconi University (Milan, Italy)
 Concordia University (Montreal, Canada)
 Indiana University
 Louisiana State University
 Georgia State University
 University of Texas, Arlington
 Utah State University
 University of St. Gallen (St. Gallen, Switzerland)
 University of Colorado, Boulder
 Georgia State University
 Federico II University (Naples, Italy)

Rice University
 University of Houston
 Texas A&M University
 Purdue University
 University of Washington
 Nankai University (Tiangin, China)
 Xian Jiaotong University (Xian, China)
 Thunderbird
 SUNY Buffalo
 Cornell University
 National University of Singapore
 University of Arkansas
 University of Missouri
 Western Ontario University
 Indiana University, Bloomington
 University of Texas, Dallas
 Case Western Reserve University
 Saint Mary's University, Halifax, Canada
 Tilburg University, Tilburg, Netherlands
 Chinese University of Hong Kong
 Hanyang University, Seoul, Korea
 University of Texas, Austin
 Ohio State University
 University of Florida
 University of Notre Dame
 London Business School, United Kingdom
 University of Nottingham, United Kingdom
 University of Bologna, Italy
 Lund University, Sweden
 Uppsala University, Sweden
 Brigham Young University
 University of Utah

Recent Consulting and Executive Education Projects

Taught two days, 25 Top Executives from China National Offshore Oil Company (CNOOC) in a two week Seminar contracted by OCCE, Norman. Oklahoma.

Taught Executives in the Accelerated Development Program, London Business School

Texas Instruments – Cultural Audit of all domestic divisions.

Tenneco – Reorganization of Government Relations Office – Washington, D.C.

Grants and Grant Proposals

2012 “Southwest Alliance for Entrepreneurial Innovation” I submitted a piece of this grant to the NSF as a research investigator as part of the Rice team (would pay for 1.5 months of my salary and additional PhD student support-overall Rice grant proposal-\$1,250,000).

- 2007 “Beyond Principal-principal Agency Theory: The Rising Influence of Foreign Minority Principals in an Emerging Economy” submitted to the Family Owned Business Institute, Grand Valley State University (with Heechun Kim). Proposal funded for \$5000.
- 2004 “Government Ownership, Business Group’s Control Mechanisms, and Corporate Innovations during Institutional Transition,” Submitted to the Hong Kong Government (with Daphne Yiu and Yuan Lu, Chinese University of Hong Kong).
- 2003 “Central versus Local Governments: The Effects on Business Groups’ Innovation Strategies during Institutional Transition in China,” Submitted to the Hong Kong Government (with Daphne Yiu, Chinese University of Hong Kong).
- 2002 “Central versus Local Governments: The Effects on Firm's Growth Strategies during Institutional Transition in China,” Submitted to the Hong Kong Government (with Daphne Yiu, Chinese University of Hong Kong).
- 1998-00 “Diversified Firms in China,” Funded by the Hong Kong government (with Lu Yuan and Garry Bruton, Chinese University of Hong Kong).
- 1998-99 “Performance and Restructuring of Korean Chaebols,” Project funded by Korean Economic Research Institute (KERI) (with Hicheon Kim, Hanyang University, Seoul, Korea).
- 1996 “Latin American Conglomerates or Grupos: Trade Liberalization and Restructuring,” Grant proposal submitted to the Center for Western Hemispheric Trade, College of Business Administration and Graduate School of Business, Texas A&M University, April 1995 (with Albert Cannella) (Proposal funding extended).
- 1996 “Antecedents and Effects of ‘Follow-the-Leader’ Behavior in U.S. Latin American Equity Linkages,” Grant proposal submitted to the Center for Western Hemispheric Trade, College of Business Administration and Graduate School of Business, Texas A&M University, April 1995 (with Javier Gimeno) (Proposal funding extended).
- 1995 “Latin American Conglomerates or Grupos: Trade Liberalization and Restructuring,” Grant proposal submitted to the Center for Western Hemispheric Trade, College of Business Administration and Graduate School of Business, Texas A&M University, April 1995 (with Albert Cannella) (Proposal funded for \$26,000).
- 1995 “Antecedents and Effects of ‘Follow-the-Leader’ Behavior in U.S. Latin American Equity Linkages,” Grant proposal submitted to the Center for Western Hemispheric Trade, College of Business Administration and Graduate School of Business, Texas A&M University, April 1995 (with Javier Gimeno) (Proposal Funded for \$13,000).
- 1993 “Effects of International Diversification on Firm Innovation and Performance: Interaction with Product Diversification,” Grant proposal submitted to The Fulbright Scholar Program, Council for International Exchange of Scholars (Travel funded to University of Bologna, Italy, April & May, 1994).
- 1992 “Appropriating Value from Innovation,” Grant proposal submitted Marketing Science Institute (with Michael A. Hitt and Robert D. Nixon), proposal funded for \$15,000.
- 1992 “Effects of Global Diversification on Firm Innovation and Performance,” Grant proposal submitted to the Center for International Business, Texas A&M University (provided funds for graduate student support for summer 1992).

- 1991 "Effects of Global Diversification on Firm Innovation and Performance: Interaction with Product Diversification," Grant proposal submitted to the Center for Innovation Management Studies, Lehigh University, September 1991 (funds requested, \$43,006).
- 1991 "Cultural Audit of Texas Instruments," Grant proposal funded by Texas Instruments Corporation to perform audit of corporate culture and its relationship to utilization of human resources for competitive advantage. (Co-Principal Investigator with Jay B. Barney; Received funding of \$77,000).
- 1990 "The Market for Corporate Control and Managerial Commitment to Innovation: Acquisitive Growth and Restructuring (Divestiture) Strategies," Grant proposal funded by the Decision, Risk and *Management Science* Program of the National Science Foundation, January 1990 (Co-Principal Investigator with Michael A. Hitt; Received one year funding at \$35,791).
- 1989 "The Effects of Corporate Restructuring on Managerial Commitment to Innovation," Grant proposal funded by the Texas Advanced Research Program coordinated through the Texas Higher Education Coordinating Board (Co-Principal Investigator with Michael A. Hitt; Received two year funding at \$58,817).
- 1989 "Corporate Entrepreneurship: New Course Proposal, Conference, and Research Proposal," Grant submitted to Center for Entrepreneurship, College of Business Administration, Texas A&M University, (funded \$8733 for summer 1990).
- 1989 "The Market for Corporate Control and Managerial Commitment to Innovation: Acquisitive Growth and Restructuring (Divestiture) Strategies," Grant proposal submitted to the Decision, Risk and *Management Science* Program of the National Science Foundation, August 1989 (Co-Principal Investigator with Michael A. Hitt).
- 1989 "Acquisitive Growth and R&D Intensity in Large Multiproduct firms," Grant submitted to Center for Entrepreneurship and New Venture Management, College of Business Administration, Texas A&M University, (funded \$8220 for summer 1989).
- 1988 "Internal Control Attributes of Multiproduct Firms and Commitment to Innovation," Grant proposal submitted to the Decision, Risk and *Management Science* Program of the National Science Foundation, August 1988 (Co-Principal Investigator with Michael A. Hitt).
- 1987 "Strategy and Structural Control Patterns: A Comparison of U.S. and Japanese Multiproduct Firms," Proposal submitted to the Center for International Business Studies, Texas A&M University. Submitted Fall 1986. (Funded \$7500 for Summer 1987).
- 1986 "Structural Controls and Performance of Vertically Integrated Oil Companies," Proposal submitted to the Center of Energy and Mineral Studies. Submitted Summer 1986.
- 1985 "Factors Affecting Corporate Venture Strategies," Proposal submitted to the Policy Research Analysis Division, National Science Foundation (with R.L. Daft).
- 1985 "The Effects of Strategy and Environment in Four Market Share/Profitability Outcome Settings," Proposal funded by the College Research Committee, Summer 1985, (with Carl Zeithaml) (Funded for \$5,500).