

Mid-south Management Research Consortium (MMRC)

March 2-4, 2012

Department of Management
Fogelman College of Business and Economics
University of Memphis
Memphis, TN
Web: <http://www.memphis.edu/management>

MMRC Coordinator: Dr. Chuck Pierce
Interim Chair, Department of Management
University of Memphis
E-mail: capierce@memphis.edu
Cell: (901) 484-7354



Meeting Itinerary

Friday March 2nd, 2012

- 3:00-4:00pm MMRC welcome reception (FedEx Institute of Technology (FIT), Fishbowl 203 & 205)
4:00-5:00pm Facilities tour (FIT Breakouts 102; FIT 226 & 227; FIT FedEx Cafe)
5:00-6:00pm Break/dinner preparation
6:00pm - Dinner & socializing off campus

Saturday March 3rd, 2012

- 9:00-9:30am MMRC planning (FIT Fishbowl 203 & 205)
9:30-12:00pm Roundtable sessions in five 30-minute rotations (FIT Fishbowl 203 & 205; FIT Breakouts 102; FIT 226 & 227; FIT FedEx Cafe):

1. Managerial/organizational ethics (Dr. Micki Kacmar, FIT 102A)
2. Workplace violence/aggression/harassment (Dr. Anne O'Leary-Kelly, FIT 102P)
3. Social networks (Dr. Joe Labianca, FIT 102Q)
4. Employee recruitment/job search (Dr. Brian Dineen, FIT 102R)
5. Strategy/resource-based view/dynamic capabilities (Dr. Paul Drnevich, FIT Fishbowl 203/205)
6. Strategic decisions & competitive action (Dr. Walter Ferrier, FIT 102T)
7. Entrepreneurship (Drs. Lou Marino & Frances Fabian, FIT 102U)
8. Family business (Drs. Franz Kellermanns & Clay Dibrell, FIT 226)
9. International business/management (Dr. Ben Kedia, FIT 227)
10. Healthcare management & employee wellness (Dr. Jonathon Halbesleben, FIT FedEx Cafe)
11. Organizational research methods (Drs. Russell Crook & David Woehr, FIT FedEx Cafe)
12. Writing & publishing management research (Dr. Jim Combs, FIT FedEx Cafe)

12:00-1:30pm Lunch meetings off campus

1:30-4:00pm Breakout sessions (FIT Breakouts 102; FIT Fishbowl 203 & 205; FIT 226 & 227; FIT FedEx Cafe)

1:30 in FIT 226: Josh Marineau, U of Kentucky: "*Individuals' Formal Power and Their Social Network Accuracy*"

2:00 in FIT 227: Travis Grosser et al., U of Kentucky: "*What Matters When: A Multistage Examination of Factors Contributing to Job Search Effort*"

2:30 in FIT 226: Chris Sterling, U of Kentucky: "*Social Comparison and Malicious Envy in Organizations: A Social Network Perspective*"

4:00-5:00pm MMRC future planning & closing reception (FIT Fishbowl 203 & 205)

5:00-6:00pm Break/dinner preparation or departure

6:00pm - Dinner & socializing off campus

Sunday March 4th, 2012

9:00-12:00pm Breakfast meetings off campus and departure

Participants

University of Alabama

Amine Abi Aad (aaabiaad@crimson.ua.edu) is a second-year Ph.D. student in management at the University of Alabama and is interested in international management.

Dr. James G. Combs (jcombs@cba.ua.edu) is the Will and Maggie Brooke Professor of Entrepreneurship at the University of Alabama. Dr. Combs' research interests include franchising, research synthesis (meta-analysis), corporate governance, and family business. He has published his research in journals such as *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management*, *Journal of Business Venturing*, *Entrepreneurship: Theory & Practice*, and *Organizational Research Methods*. Dr. Combs has served as an Associate Editor at *Academy of Management Journal*, and Special Issue Editor for *Organizational Research Methods* and *Entrepreneurship: Theory & Practice*.

John Donovan (djdonovan@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in strategic management.

Dr. Paul L. Drnevich (dren@cba.ua.edu) is an Assistant Professor of Strategic Management at the University of Alabama. Dr. Drnevich's research interests include competitive advantage and value creation/appropriation and the effects of the dynamics of environmental uncertainty on performance, the implications of capabilities and environmental factors for innovation and performance in entrepreneurial ventures and small business, and the use of virtual environments and agent-based simulations to study strategic decision making in intra- and inter-organizational network. He has published his research in journals such as *Strategic Management Journal*, *MIS Quarterly*, *Decision Sciences*, *Academy of Management Learning & Education*, and *Journal of Small Business Management*.

Dr. Jonathon R. B. Halbesleben (jhalbesleben@cba.ua.edu) is the HealthSouth Chair of Health Care Management and Associate Professor of Management at the University of Alabama. His research interests include employee well-being (e.g., stress, burnout, work engagement), work-family issues, and organizational research methods.

Oscar Holmes (oholmesiv@cba.ua.edu) is a second-year Ph.D. student in management at the University of Alabama and is interested in organizational behavior.

Ali Jifri (aojifri@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in strategic management.

Dr. K. Michele (Micki) Kacmar (mkacmar@cba.ua.edu) is the Durr-Fillauer Chair of Business Ethics at the University of Alabama. Dr. Kacmar's research interests include ethics, impression management, organizational politics, and work-family conflict. She has published over 100 articles in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Human Relations*. Dr. Kacmar served as an Associate Editor for *Academy of Management Journal* from 2007-2010, served as the Editor of the *Journal of Management* from 2000-2002, and as an Associate Editor for *Human Resource Management Journal* from 1996-1999.

Dr. Louis D. Marino (lmarino@cba.ua.edu) is the Frank Mason C&BA Faculty Fellow in Family Business and Professor of Entrepreneurship and Strategic Management at the University of Alabama. Dr. Marino's research focuses on how entrepreneurial firms respond to environmental uncertainty and how a firm's entrepreneurial orientation impacts the nature and efficacy of their response. He has published his

research in journals such as *Academy of Management Journal*, *Journal of International Business Studies*, *Journal of Business Venturing*, and *Entrepreneurship Theory and Practice*.

Kristen Shanine (kkshanine@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in organizational behavior.

Oliver Stoutner (ostoutner@crimson.ua.edu) is a first-year Ph.D. student in management at the University of Alabama and is interested in organizational behavior.

University of Arkansas

Emilija Djurdjevic (edjurdjevic@walton.uark.edu) is a fourth-year PhD student in the Department of Management at the University of Arkansas. Her research interests include performance appraisal, social influence, organizational politics, motivation, and construct measurement and modeling.

Amy Guerber (aguerber@walton.uark.edu) is a fourth-year PhD student in the Department of Management at the University of Arkansas. Her research interests include antecedents and consequences of ethical/unethical behavior at the organizational and societal levels.

Dr. Anne M. O'Leary-Kelly (AO'Leary-Kelly@walton.uark.edu) is the William R. and Cacia Howard Chair in Management in the Sam M. Walton College of Business at the University of Arkansas. Dr. O'Leary-Kelly's research interests include aggressive work behavior (violence, sexual harassment) and individual attachments to organizations (psychological contracts, identification). She has published her research in journals such as *Academy of Management Review*, *Academy of Management Journal*, *Academy of Management Perspectives*, *Journal of Applied Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*.

Auburn University

Dr. LaKami T. Baker (lbaker@auburn.edu) is an Assistant Professor of Management at Auburn University. Dr. Baker's research interests include strategic leadership, strategic decision making, entrepreneurship, and corporate social responsibility. She has published her research in journals such as *Academy of Management Journal*, *Leadership Quarterly*, and *Entrepreneurship Theory and Practice*.

Dr. David J. Ketchen, Jr. (ketchda@auburn.edu) is a Lowder Eminent Scholar and Professor of Management at Auburn University. He has published over 100 journal articles, mainly on entrepreneurship and franchising, strategic supply chain management, and the determinants of superior organizational performance. He has served as an associate editor for seven journals and has served as an editorial board member for thirteen journals. He has consulted for a variety of private and public sector organizations, including serving as the lead consultant on a successful bid for an \$11.2 billion government contract. His current pro bono efforts include serving on the Steering Committee for the Michelin Development-East Alabama (an entity that provides low interest loans to fuel job creation) and on the teaching team for the Entrepreneurship Bootcamp for Veterans with Disabilities at Florida State University.

University of Kentucky

Dr. Brian R. Dineen (brian.dineen@uky.edu) is an Associate Professor of Management in the Gatton College of Business and Economics at the University of Kentucky. Brian's research interests include employee recruitment, person-environment congruence, and counter-productive behavior among employees and job seekers (e.g., resume fraud). He has published his research in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Human Resource Management Journal*, *Research in Personnel and Human Resources Management*, and *Journal of Management*.

Dr. Walter J. Ferrier (walter.ferrier@uky.edu) is a Gatton Endowed Associate Professor of Management in the Gatton College of Business and Economics at the University of Kentucky. Wally's research interests include patterns of competitive actions-reactions among rivals, top management team demographics and decision making, and inter-firm social networks and competitive strategy. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management*, and *Managerial & Decision Economics*.

Travis J. Grosser (tjgros2@uky.edu) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include social network analysis, innovation & creativity, and negative workplace relationships. He has published his research in journals such as *Group & Organization Management*, *Organizational Dynamics*, and *Academy of Management Best Paper Proceedings*.

Dr. Giuseppe (Joe) Labianca (joelabianca@gmail.com) is a Gatton Endowed Associate Professor of Management in the Gatton College of Business and Economics at the University of Kentucky. Joe's research interests include interpersonal conflict and social networks, social networks and groups, and individuals' schemas and cognitions about organizational change and justice as a function of social network ties. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, *Journal of World Business*, *Advances in Strategic Management*, and *Journal of MIS*.

Josh Marineau (joshmarineau@gmail.com) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include the study of interpersonal conflict and negative relationships relating to power as well as cognition and performance from a social network perspective. His dissertation research examines managers' social network perception of network ties and the performance outcomes related to social network accuracy.

Brandon Ofem (brandonofem@gmail.com) is a third-year Ph.D. student in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include strategic leadership, competitive dynamics, entrepreneurship, and social networks. He is serving as a project manager for research on economic development networks in Appalachia funded by the National Science Foundation.

Scott Soltis (scott.soltis@uky.edu) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include person-environment fit, social network analysis, social networks of HR professionals, perceptions of social networks, and interorganizational competition for human resources. He has published his research in *Organizational Psychology Review* and *Academy of Management Best Papers Proceedings*.

Chris Sterling (chris.sterling@uky.edu) is a fifth-year Ph.D. student (ABD) in Management in the Gatton College of Business and Economics at the University of Kentucky. His research interests lie at the intersection of organizational behavior and social network analysis and include social comparison, deviant behavior, social perception, competition, and time perception.

Nai Wu (nwu@mays.tamu.edu) is a third-year Ph.D. student in the Department of Management, Mays Business School, Texas A&M University. Her research interests include social networks, international business, and corporate social performance. She is currently a visiting student at the University of Kentucky.

University of Memphis

Rachida Aissaoui (rissaoui@memphis.edu) is a third-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include power and institutionalization of practices, social power and influence, organizational and institutional strategy, and organizational research methods.

Dr. David G. Allen (dallen@memphis.edu) is a Professor of Human Resource Management in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Allen's research interests include the flow of human capital into and out of organizations. He has published his research in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Personnel Psychology*, *Organizational Research Methods*, *Human Relations*, and *Human Resource Management Review*. Dr. Allen is interested in the role of social networks, reactions to technological and structural change, and research methods in understanding turnover, as well as the practical impact of turnover and retention management in organizations.

Dr. Rabi S. Bhagat (rbhagat@memphis.edu) is a Professor of Organizational Behavior and International Management in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Bhagat's research interests include job stress, international management, and the role of cultural variations in management and organizations. He has published his research in journals such as *Academy of Management Review*, *Journal of Applied Psychology*, and *Journal of International Business Studies*.

Jon Biggane (jbiggane@memphis.edu) is a second-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. With a focus on organizational behavior, his research interests include employee turnover, embeddedness, self-defeating behavior, and effects of social structure.

Tsvetomira Bilgili (tvkaneva@memphis.edu) is a first-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include multinationals, globalization, cross-cultural issues, and networks.

Jack Clampit (jclampit@memphis.edu) is a fourth-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include multinational enterprises, institutional theory, firm performance, and social outcomes.

Dr. Frances Fabian (ffabian@memphis.edu) is an Assistant Professor of Strategic Management and Entrepreneurship in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Fabian's research interests include applications to strategy of theories from cognition, perspectives on the conceptualization of environments and their implications for decision making, and complexity theory. She has published her research in journals such as *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management Studies*, and *Management International Review*.

Julie Hancock (jibarker@memphis.edu) is an ABD Ph.D. candidate in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include

employee turnover, job search behaviors, contagion effects, and the flow of information through social networks. Her research has been published in the *Journal of Management* and *Employee Responsibilities and Rights Journal*.

Dr. Ben L. Kedia (bkedia@memphis.edu) is the Robert Wang Professor of International Business and Director of the Wang CIBER, Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Kedia's research interests include cross-cultural and comparative management as well as international business strategy. He has published his research in journals such as *Academy of Management Review*, *Organization Science*, *Journal of Management Studies*, *Journal of International Management*, *Journal of World Business*, *International Business Review*, *European Management Journal*, *Journal of High Technology Management Research*, *Columbia Journal of World Business*, *Management International Review*, *California Management Review*, and *Personnel Psychology*.

Terry Nelson (tnelson4@memphis.edu) is a third-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include cross-cultural management, job stress & coping, leadership, diversity & social biases.

Dr. Charles A. (Chuck) Pierce (capierce@memphis.edu; [MMRC Coordinator](#)) is a Suzanne D. Palmer Professor of Human Resource Management and Interim Chair of the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Pierce's research interests include workplace romance, sexual harassment in organizations, test bias and discrimination in employee selection, managerial ethics and ethical decision making in organizations, and organizational research methods (e.g., meta-analysis). He has published his research in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Human Resource Management*, *Journal of Organizational Behavior*, and *Organizational Research Methods*.

Rama Reddy (rreddy1@memphis.edu) is a first-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include strategy, international management, and qualitative research.

Nicholas Rhew (ndrhew@memphis.edu) is a first-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include international management, organizational culture, and firm performance.

Kulraj Singh (ksingh1@memphis.edu) is a second-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include cross-cultural management, organizational culture, and organizational development.

Robert Steinbauer (rstnbuer@memphis.edu) is a second-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include organizational behavior, self-leadership and management, self-destructive behavior, and work motivation.

Robert Vickrey (rvickrey@memphis.edu) is a fifth-year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include emergent technologies, telepresence, international governance and structuration, and complexity theory.

Dr. Peter Wright (pwright@memphis.edu) holds the Endowed Chair of Excellence in Free Enterprise Management and is a Professor of Strategic Management in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Dr. Wright's research interests include corporate governance and valuation of firm investments. He has published over 100 articles in journals

such as *Strategic Management Journal*, *Academy of Management Journal*, *Academy of Management Review*, *Strategic Organization*, *Journal of Management*, *Academy of Management Executive*, *Journal of Banking and Finance*, *Journal of Academy of Marketing Science*, and *Harvard Business Review*.

University of Mississippi

Dr. Tony P. Ammeter (tammer@bus.olemiss.edu) is Associate Dean for Undergraduate Programs and holds a joint appointment as an Associate Professor in the Management Department and MIS Department in the School of Business Administration at the University of Mississippi. Dr. Ammeter's research focuses on the formation and maintenance of organizations made up of technical or knowledge-based workers and the impact of the age of Electronic Commerce and the Internet on working, managing, and leading in today's organizations. Particular interests are leadership, moral accountability, trust, communication in teams, the use of political skill in organizations, and open source software development.

Dr. Mark N. Bing (mbing@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. Dr. Bing's research interests include human resource selection, personality measurement, personality test faking, test development and validation, counterproductive workplace behavior, and organizational research methods. He has published his research in journals such as *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Research Methods*, *Academy of Management Learning and Education*, and *Journal of Personality Assessment*.

Dr. Walter D. Davis (wdavis@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. Dr. Davis' research interests include employee proactivity, self-management, goal orientation, and strategic human resource management. He has published his research in journals such as *Journal of Management*, *Personnel Psychology*, *Journal of Organizational Behavior*, *Human Performance*, *Leadership Quarterly*, and *Group and Organization Management*.

Dr. H. Kristl Davison (kdavison@bus.olemiss.edu) is a Clinical Assistant Professor of Management at the University of Mississippi. Her research interests include organizational justice and ethics, employment discrimination, gender and diversity issues, counterproductive workplace behavior, applicant faking, and personnel selection.

Dr. C. Clay Dibrell (cdibrell@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi, a research fellow with the Australian Centre for Family Business at Bond University, and a US Fulbright Scholar. Dr. Dibrell's research interests include innovation, stewardship, and the influence of family on firm processes in small- to medium-sized firms. He has published his research in journals such as *Entrepreneurship Theory & Practice*, *Journal of Small Business Management*, *Small Business Economics*, *Family Business Review*, *Journal of Family Business Strategy*, *Journal of Business Research*, *Journal of World Business*, *Management International Review*, and *Industrial Marketing Management*. Additionally, Dr. Dibrell serves as an associate editor for *Journal of Family Business Strategy*.

Dr. Richard J. Gentry (rgentry@bus.olemiss.edu) is an Assistant Professor of Management at the University of Mississippi. Dr. Gentry's research interests include the behavioral theory of the firm and entrepreneurship. He has published his research in journals such as *Strategic Management Journal*, *Journal of Management Studies*, *Strategic Organization*, and *Journal of Small Business Management*.

Andrew Hebdon (ahebdon@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests include leadership, stress, accountability, and impaired manager projects.

Logan Jones (jjones@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests include leadership, selection, motivation, and job design.

Jaemin Kim (jkim@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests include family business, natural environment strategy, entrepreneurship, and foreign direct investment.

Dr. James A. Meurs (jmeurs@bus.olemiss.edu) is an Assistant Professor of Management at the University of Mississippi. Dr. Meurs' research interests include occupational health and well-being, political skill, personality, work-family issues, and the prediction of job performance. He has published his research in journals such as *Journal of Management*, *Journal of Vocational Behavior*, *Journal of Occupational Health Psychology*, *Human Performance*, *Journal of Managerial Psychology*, and *Journal of Applied Social Psychology*.

Foster Roberts (froberts@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests include team member fluidity and the effects of leadership on fluid teams, organizational justice perceptions, relational contracting, and organizational stewardship.

Jack Smothers (jsmothers@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests include leadership, entrepreneurship, business history, personnel selection, job design, business education, and workplace stress.

Dr. Christopher H. Thomas (cthomas@bus.olemiss.edu) is an Assistant Professor of Management at the University of Mississippi. Dr. Thomas' research interests include mentoring, career development, employee engagement and burnout, leadership, and organizational learning. He has published his research in journals such as *Personnel Psychology*, *Journal of Management*, *Human Resource Management*, *Journal of Vocational Behavior*, *Educational and Psychological Measurement*, and *International Journal of Selection and Assessment*.

Alex Williams (wwilliams@bus.olemiss.edu) is a management Ph.D. candidate at the University of Mississippi. Alex's dissertation research involves an empirical test of the stewardship theory of servant leadership. His research interests include leadership and management history. Alex has published his research in journals such as *Management and Organizational History*, *Leadership & Organization Development Journal*, *Journal of Management History*, and *Business Horizons*.

Mississippi State University

Hanqing "Chevy" Fang (hf133@msstate.edu) is a second-year Ph.D. student in the Department of Management and Information Systems at Mississippi State University. His research interests include family business professionalization, family business performance, prevalence of non-economic goals in family firm's decision-making, and entrepreneurship and family business studies at the macro level.

Josip Kotlar (kotlar@unibg.it) holds an institutional scholarship for attending the Ph.D. Program in Economics and Management of Technology at University of Bergamo (Italy). He is currently in North America to conduct collaborative research at the Haskayne School of Business (University of Calgary) and Center of Family Enterprise Research (Mississippi State University). His research interests include family business management, entrepreneurial strategy, innovation management, ownership and corporate governance, and strategic management.

Robert Van de Graaff Randolph (rvr22@msstate.edu) is a second-year Ph.D. student in the Department of Management and Information Systems at Mississippi State University. His research interests include family business, strategy, entrepreneurship, and social exchange theory.

Dr. James M. Vardaman (jvardaman@cobilan.msstate.edu) is an Assistant Professor of Management at Mississippi State University. Dr. Vardaman's research interests include employee retention, motivation, and individual responses to organizational change. He has published his research in journals such as *Academy of Management Perspectives*, *Human Relations*, and *Human Resource Management Review*.

University of North Carolina at Charlotte

Dr. David J. Woehr (dwoehr@uncc.edu) is a Professor of Management and Chair of the Department of Management, Belk College of Business, University of North Carolina at Charlotte. Dr. Woehr's research interests include performance measurement, managerial assessment centers, work ethic, and applied psychometrics. He has published his research in journals such as *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Journal of Management*, *Journal of Vocational Behavior*, and *Journal of Organizational Behavior*. He is currently the Associate Editor of *Human Performance*.

University of Tennessee

Dr. Russell Crook (tcrook@utk.edu) is an Associate Professor of Strategic Management at the University of Tennessee. Dr. Crook's research concentrates on strategy and entrepreneurship topics related to why some firms perform better than others. He has published his research in journals such as *Academy of Management Learning & Education*, *Cornell Hotel and Restaurant Administration Quarterly*, *Entrepreneurship Theory and Practice*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Management Studies*, *Journal of Managerial Issues*, *Journal of Operations Management*, *Organizational Research Methods*, and *Strategic Management Journal*. His current research interests relate to why and how firms use corporate political activity (e.g., lobbying) to influence government, and how that influence, in turn, affects government action and, ultimately, firm performance. Dr. Crook is also interested in human capital and interventions that make human capital more 'strategic' in nature.

Kristen ("Kincy") Madison Day (kday6@utk.edu) is a Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. Her research interests are at the intersection of human resources practices and organizational strategic initiatives and include focusing on the topics of diversity, leadership, downsizing, and the strategic aspects and uniqueness of family firms.

Laura D'Oria is a third-year Ph.D. student and teaching assistant at IULM University in Milan, Italy. She is currently a visiting Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. Her research interests include entrepreneurial orientation, growth, and communication.

Blake Mathias (bmathis@utk.edu) is a second-year Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. His research interests include entrepreneurial cognition, decision-making, organizational failure, and organizational politics.

Dr. Franz W. Kellermanns (fkellerm@utk.edu) is an Associate Professor of Management at the University of Tennessee. Dr. Kellermanns holds a joint appointment with WHU (Otto Beisheim School of Management) in Germany. His research interests include strategy process and entrepreneurship with a focus on family business research. He is an Associate Editor of *Family Business Review*. He has published

his research in journals such as *Organization Science*, *Journal of Management*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of Business Venturing*, *Entrepreneurship Theory and Practice*, *Family Business Review*, and *Academy of Management Learning and Education*. He is a co-editor of the recent books "Innovating Strategy Process" and the "Handbook of Research on Strategy Process."

Laura Madden (lmadden1@utk.edu) is a third-year Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. Her research interests include organizational compassion, leadership charisma, and contingent employment arrangements.

Mary Beth Rousseau (mroussea@utk.edu) is a third-year Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. Her research interests include innovation, narcissism, and entrepreneurship. Mary Beth is working on developing her dissertation proposal in the area of open innovation and technology transfer.

Nastaran SimarAsl (nsimaras@utk.edu) is a first-year Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. Her research interests include management development systems, qualitative research in organizations, behavioral implications of strategic decision making, positive organizational scholarship, and human capital management.

Kyle Turner (kturne10@utk.edu) is a first-year Ph.D. student in the Organizations and Strategy doctoral program at the University of Tennessee. His research interests include entrepreneurship, social entrepreneurship, and the risk strategy of organizations.