**MATHIAS ARRFELT**

Clinical Associate Professor, W.P. Carey School of Business, Arizona State University

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Tempe, AZ 85287-4006

**EDUCATION**

Michigan State University, Eli Broad College of Business, Ph.D. 2008

Fordham University, Gabelli School of Business, MBA 1995

Murray State University, Arthur J. Bauernfeind College of Business, BA

**ACADEMIC APPOINTMENTS**

Clinical Associate Professor & Associate Department Chair

W.P. Carey School of Business, 2018 to present

Clinical Assistant Professor & Associate Department Chair

W.P. Carey School of Business, 2016 to 2017

Assistant Professor, W.P. Carey School of Business, 2008-2016

Instructor, San Francisco State University, College of Business, 2000-2002

Instructor, Golden Gate University, Ageno School of Business, 2000-2002

**TEACHING**

Arizona State University, W.P. Carey School of Business

W.P. Carey Capstone Course, WPC 480

Honors Organizational Strategies, Leadership & Behavior, MGT 303

International Management, MGT 459

Michigan State University, Eli Broad College of Business

Strategic Management, MGT 409

Introduction to Management, MGT 325

International Corporate Finance, FI 451

San Francisco State University, College of Business

Financial Management, BUS 785 (MBA course)

International Corporate Finance, FI 536

Golden Gate University, Ageno School of Business

International Corporate Finance, FI 343

**SERVICE**

Department of Management & Entrepreneurship

Associate Department Chair, 2016 to present

Assessment Coordinator WPC 480, 2016 to present

Assessment Coordinator for BA in Global Leadership

and for BS in Management, 2016 to present

Internship Coordinator for MGT 484

Scholarship Coordinator for W. P. Carey Outstanding Graduating Senior

Course Coordinator for MGT 303, 2016 to present

Brown Bag Coordinator, 2010-2011 and 2014

W.P. Carey School of Business

Faculty Council, 2017 to present & 2012-2014

Undergraduate Committee, 2016 to present

WPC Director of Teaching and Learning Recruiting Committee, 2019

W.P. Carey Forward Task Force, 2016-2017

Arizona State University

The Leadership Experiment, Faculty Advisor, 2020 to present

Alpha Kappa Psi, Faculty Advisor, 2017 to present

University Senate, 2013-2016

**RESEARCH: REFEREED PUBLICATIONS**

Arrfelt, M., Mannor, M.J., Nahrgang, J.D., & Christensen, A.L. 2018. All risk-taking is not the same: Examining the competing effects of risk-taking on firm risk and firm performance with meta-analysis. Review of Managerial Science*,* 12: 621-660.

Busenbark, J., Wiseman, R., Arrfelt, M. & Hyun-Soo Woo. 2017. A Review of the Internal Capital Allocation Literature: Piecing Together the Capital Allocation Puzzle. Journal of Management, 43: 2430-2455

Wowak, A.J., Mannor, M.J., Arrfelt, M*.* & McNamara, G. 2016. Earthquake or Glacier? How CEO Charisma Manifests in Firm Strategy over Time. Strategic Management Journal, 37: 586-603

*Citation count: 22 (Web of Science SSCI)*

Arrfelt, M., Wiseman, R.M., McNamara, G., & Hult, G.T.M. 2015. Examining a Key Corporate Role: The Influence of Capital Allocation Competency on Firm Performance. Strategic Management Journal, 36: 1017-1034.

*Citation count: 31 (Web of Science SSCI)*

Arrfelt, M., Wiseman, R.M, & Hult, G.T.M. 2013. Looking Backward Instead of Forward: Aspiration-driven Influences on the Efficiency of the Capital Allocation Process. Academy of Management Journal, 56: 1081-1103.

*Citation count: 51 (Web of Science SSCI)*

Devers, C.E., McNamara, G., Wiseman, R.M. & Arrfelt, M. 2008. Moving Closer to the Action: Examining Compensation Design Effects on Firm Risk. Organization Science, 19: 548-566.

*Citation count: 162 (Web of Science SSCI)*

Hult, G.T.M., Ketchen, D.J., & Arrfelt, M. 2007. Strategic Supply Chain Management: Improving Performance through a Culture of Competitiveness and Knowledge. Strategic Management Journal, 28: 1035-1052.

*Citation count: 287 (Web of Science SSCI)*

**WORKING PAPERS**

Busenbark, J., Arrfelt, M., Semadini, M. & Withers, M. Corporate-level Influences On Internal Capital Allocation: The Role of Financial Analyst Performance Projections In Allocation Strategies.

*Status: 4th round at Strategic Management Journal*

Nahrgang, J.D., Seo, J., Christensen, A.L., & Arrfelt, M. A Meta-Analytic Summary of the Leadership Emergence Process – An Expectations States Theory Approach***.***

*Status: Revision for submission to Journal of Applied Psychology*

**REFEREED CONFERENCE PRESENTATIONS**

Kull, T., Shah, P., Arrfelt, M., & Tan, A.C.H. Unraveling Purchasing Alignment. *Academy of Management Annual Conference, Atlanta, GA (August, 2017)*

Nahrgang, J., Seo, J.J., Christensen, A.L, & Arrfelt, M. A Meta-Analytic Summary of the Leadership Organizing Process. *Academy of Management Annual Conference, Vancouver, British Columbia (August, 2015)*

Arrfelt, M. Starting to Understand Capital allocation: A Variance Decomposition Study. *Strategic Management Society Conference, Madrid, Spain (September, 2014)*

Mannor, M.J., Nahrgang, J.D., Arrfelt, M & Christensen, A.L. Evidence of Risk-Bearing Affecting Shareholder and Director Influences on Diversification. *Academy of Management Annual Conference, Philadelphia, PA (August, 2014).* Published in *Academy of Management Proceedings.*

Nahrgang, J., Seo, J.J., Christensen, A.L, & Arrfelt, M. Broadening the Mechanisms of Leadership Emergence: A Meta-Analytic Summary. *Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI (May 2014)*

Mannor, M.J., Nahrgang, J.D., Arrfelt, M. & Christensen, A.L. Objective Monitors? Meta-Analytic Evidence of Risk-Bearing as a Moderator of Shareholder and Director Influences.  *Strategic Management Society Conference, Atlanta, GA (October, 2013)*

Wowak, A.J., Mannor, M.J., & Arrfelt, M*.* Can’t Buy Me Love? How Charismatic CEOs Supplement Their Charms with Instrumental Behaviors. *Academy of Management Annual Conference, Orlando, FL (August, 2013).* Published in *Academy of Management Proceedings.*

Arrfelt, M., Mannor, M.J., Nahrgang, J.D., & Christensen, A.L. All Risk Taking is Not the Same: Examining Competing Effects of Risk-Taking on Firm Risk and Firm Performance with Meta-Analysis***.*** *Strategic Management Society Conference, Prague, Czech Republic (October, 2012)*

Wowak, A.J., Mannor, M.J., & Arrfelt, M*.* Can’t Buy Me Love? How Charismatic CEOs Supplement Their Charms with Instrumental Influence Behaviors. *Strategic Management Society Conference, Prague, Czech Republic (October, 2012)*

Arrfelt, M., Mannor, M.J., Nahrgang, J.D., & Christensen, A.L. All Risk Taking is Not the Same: Examining Competing Effects of Risk-Taking on Firm Risk and Firm Performance with Meta-Analysis***.*** *Academy of Management Annual Conference, Boston, MA (August, 2012)*

Mannor, M.J., Arrfelt, M., & Wowak, A.J. Arrogant but not Ignorant? How CEOs Use Coping Mechanisms to Overcome the Aggressive Biases of Hubris and Improve Firm Performance. *Academy of Management Annual Conference, Boston, MA (August, 2012)*

Mannor, M.J., Arrfelt, M., & Wowak, A.J. Arrogant but not Ignorant? How CEOs Manage the Biases of their own Hubris with Conservative Coping Mechanisms. *Strategic Management Society Conference, Miami, FL* (October, 2011)

Goel, S., Arrfelt, M., & Wiseman, R.M. Does Corporate Governance Matter? Evidence of Complementarities between Monitoring and Incentive Alignment in Firm Risk Contingency. *Strategic Management Society Conference,* Rome, Italy (September, 2010)

Arrfelt, M., Wiseman, R.M., & Hult, G.T.M. Aspiration Driven Influences on the Efficiency of the Internal Capital Allocation Process. *Academy of Management Annual Conference*, Chicago, IL (August, 2009)

Arrfelt, M., Wiseman, R.M., & Hult, G.T.M. Performance Implications of Capital Allocation Efficiency on the Corporate Effect. *Academy of Management Annual Conference*, Chicago, IL (August, 2009)

Arrfelt, M., Mannor, M.J. & Wiseman, R.M. A Second Look at CEO Hubris: Assessing the Measurement and Viability of CEO Hubris as a Predictor of Firm Strategy and Performance. *Academy of Management Annual Conference*, Anaheim, CA (August, 2008)

Arrfelt, M., Wiseman, R.M. & Devers, C. A More Dynamic View of CEO Pay: The In-the Money Effect and Opportunity Costs of Stock Options. *Academy of Management Annual Conference,* Honolulu, Hawaii (August, 2005)

**PROFESSIONAL EXPERIENCE**

Skandinaviska Enskilda Banken, New York NY

Head of Interest Rate Trading and Deputy Chief Foreign Exchange Trading, 1996-1999

Vice President and Chief Dealer, Interest Rate Trading, 1994-1996

Foreign Exchange/Interest Rate Dealer, 1991-1994

Trading Intern, Summers 1989 and 1990

Massive Media, San Francisco CA

Director, Outdoor and Alternative Advertising, 1999-2002