

## PEGGY M. LEE (She/Her)

W.P. Carey School of Business  
Arizona State University  
Tempe, AZ 85287-4006  
[peggy.lee@asu.edu](mailto:peggy.lee@asu.edu)

### EDUCATION

Ph.D, University of North Carolina, Major: Strategic Management  
MA, University of North Carolina, Major: Sociology  
BA, Stanford University, Majors: Economics and Communication

### ACADEMIC POSITIONS HELD

Professor of Management W.P. Carey School of Business, Arizona State University	2024 - Present
Associate Professor of Management W.P. Carey School of Business, Arizona State University	2007 - 2024
Visiting Associate Professor of Management McCombs School of Business, University of Texas at Austin	2008 - 2010
Assistant Professor of Management W.P. Carey School of Business, Arizona State University	2005 - 2007
Assistant Professor of Management Goizueta Business School, Emory University	1997 - 2005

### PUBLICATIONS

- 1) Paik, E., T. Pollock, S. Boivie, S., D. Lange, and P. Lee, 2023. A Star is Born: The relationships between performance and achieving status through certification contests in the context of equity analysts. Organization Science, 34(1): 75-99.
- 2) Foss, N., P. Lee, S. Murtinu, and V. Scalera, 2022. “The XX Factor: Female managers and innovation in a cross-national setting. The Leadership Quarterly, 33(3): 101537.
  - Finalist in the XI Premio Annual de la Catedra UAM-Accenture.
- 3) Shropshire, C., S, Peterson, A. Bartels, A., E. Amanatullah, E., and P. Lee, 2021. Are female CEOs really more risk averse? Exploring job demands, decision orientation and CEO gender. Journal of Leadership and Organizational Studies, 28(2): 185-206.
- 4) Naumovska, I., E. Zajac, and P. Lee, 2021. Strength and Weakness in Numbers? Unpacking the role of prevalence in the diffusion of reverse mergers. Academy of Management Journal, 64(2): 409-434 (published online 20 March 2020).

- 5) Gomulya, D., K. Jin, P. Lee, and T. Pollock, 2019. Crossed Wires: Endorsement signals and the effects of IPO firm delistings on venture capitalists' reputations. Academy of Management Journal, 62(3): 641-666.
- 6) Pollock, T., P. Lee, K. Jin, and K. Lashley. 2015. (Un)tangled: Exploring the asymmetric coevolution of new VC firms' reputation and status. Administrative Science Quarterly, 60(3): 482-517.
  - We gratefully acknowledge the Oxford Centre for Corporate Reputation for funding this research.
- 7) Lee, P., T. Pollock, and K. Jin, 2011. The contingent value of venture capitalist reputation. Strategic Organization, 9(1): 33-69.
  - The Lee-Pollock-Jin VC Reputation Index has been made publicly available to all academics at [www.timothypollock.com](http://www.timothypollock.com). We gratefully acknowledge the support of the Oxford Centre for Corporate Reputation which allowed us to update our original index for the 1990-2000 time period and to extend the data from 2000-2010.
- 8) Lange, D., P. Lee, and Y. Dai, 2011. Organizational Reputation: A Review. Journal of Management 37(1): 153-184.
  - Recipient of the Sage Publishing Scholarly Impact Award, 2016.
- 9) Kim, H., H. Kim, and P. Lee, 2008. Ownership structure and the relationship between financial slack and R&D investments: Evidence from Korean firms. Organization Science, 19, pp. 404-418.
- 10) Lee, P. and E. James, 2007. She'-E-Os: Gender Effects and Investor Reactions to the Announcements of Top Executive Appointments. Strategic Management Journal, 28(3), pp.227-241.
  - Included in a Strategic Management Journal compendium in celebration of International Women's Day, 2014.
- 11) Coff, R. and P. Lee, 2007. Insider trading as a path to competitive advantage? Strategic Organization, 5(1), pp. 71-78.
- 12) Ahuja, G., R. Coff, and P. Lee, 2005. Managerial Foresight and Attempted Rent Appropriation: Insider Trading on Knowledge of Imminent Breakthroughs. Strategic Management Journal, 26, pp. 791-808.
- 13) Lee, P, 2005. A Comparison of Ownership Structures and Innovations of U.S. and Japanese Firms. Managerial and Decision Economics, 24(1), pp. 39-50.
- 14) Lee, P. and S. Wahal, 2004. Grandstanding, Certification and the Underpricing of Venture Capital Backed IPOs. Journal of Financial Economics, 73(2), pp. 375-407.
- 15) Lee, P. and H. O'Neill, 2003. Ownership Structures and R&D Investments of U.S. and Japanese Firms: Agency and Stewardship Perspectives. Academy of Management Journal, 46(2): 212-225.

- 16) Coff, R. and P. Lee, 2003. Insider Trading as a Vehicle to Appropriate Rent from R&D. Strategic Management Journal, 24(2): 183-190.
- 17) Lee, P., 2001. What's in a name.com?: The effects of “.com” name changes on stock prices and trading activity. Strategic Management Journal, 22(8): 793-804.
- 18) Lee, P., 1997. A Comparative Analysis of Layoff Announcements and Stock Price Reactions in the U.S. and Japan. Strategic Management Journal, 18(11): 879-894.

## **BEST PAPER PROCEEDINGS AND CHAPTERS**

- 1) Pollock, T., P. Lee, K. Jin, and K. Lashley, 2014. Chicken or Egg: Exploring the coevolution of venture capitalist firm reputation and industry centrality. Included in the Academy of Management Best Paper Proceedings, Organization and Management Theory Division, Philadelphia, 2014.
- 2) Pollock, T., P. Lee, K. Jin, and K. Lashley, 2014. Chicken or Egg: Exploring the coevolution of venture capitalist firm reputation and industry centrality. Included in the 2014 edition of Frontiers of Entrepreneurship Research BCERC Proceedings (FER), the 2014 Babson College Entrepreneurship Research Conference, co-sponsored by IVEY Business School.
- 3) Boivie, S., D. Lange, P. Lee and E. Paik, 2014. Effects of Conformity to and Deviation from the Crowd: Reputation in the context of Equity Analysts. Included in the Academy of Management Best Paper Proceedings, Organization and Management Theory Division, Philadelphia, 2014.
- 4) Ward, A., A. Amason, P. Lee, and S. Graffin, 2011. The scapegoating premium: A rational view of new CEO compensation. Included in the Handbook of Research on Top Management Teams, edited by M. Carpenter, Elgar Publishing.
- 5) L. Jia, P. Lee, H. Moon, and A. Tsui, 2009. Me or We: The influence of CEO self-transcendence on long-term organizational performance through innovation and stakeholder orientation. Included in the Academy of Management Best Paper Proceedings, Business Policy and Strategy Division, Chicago, 2009.
- 6) Lee, P., T. Pollock, and K. Jin, 2007. Substance, symbolism, and the “Signal Strength” of Venture Capitalist Reputation. Included in the Academy of Management Best Paper Proceedings, Business Policy and Strategy Division, Philadelphia, 2007.
- 7) Lee, P. and E. James, 2003. She'-E-Os: Gender Effects and Investor Reactions to the Announcements of Top Executive Appointments. Included in the Academy of Management Best Paper Proceedings, Business Policy and Strategy Division, Seattle, 2003.

## **WORKING PAPERS AND WORKS-IN-PROGRESS**

- 1) P. Lee, S. Murtinu, V. Scalera, and H. Wang. Talk of the town: Stock price reactions to and media attention of male and female CEOs.
  - Presented at the Strategic Management Society conference, London, 2020 (Virtual).
  - This work was supported with funding from the New Governance Lab at the WP Carey School of Business, Arizona State University, 2022.
- 2) P. Lee, G. McNamara, and S. Maric. The price of human capital: How reputation and status influence transfer fees in the English Premier League.
  - Presented at the Strategic Management Society conference, 2021.
- 3) C. Custodio, and P. Lee. Three-points-for-a-win: Exogenous shocks and the changing demand for different skill sets.
  - Presented at the Strategic Management Society conference, London, 2022.
- 4) G. Liotta, A. Wadhwa, P. Lee and T. Pollock. Venture capitalist reputation and status, market attractiveness and the clean-technology sector.
  - Presented at the Strategic Management Society conference, London, 2022.
- 5) P. Lee, R. Hoskisson, S. Murtinu and V. Scalera. Gender and the agency relationship between owners and CEOs: The effect on internationalization.
  - Presented at the Strategic Management Society conference, Paris, 2018.
  - Presented at the Annual Meeting of the Academy of Management, Boston, 2019.
  - Invited for revision at the Global Strategy Journal.
- 6) Xu, J., J. Haleblian, P. Lee, and A. Wadhwa. The Dark Side of Reputation: Evidence from Venture Capital Exit.
  - Submitted for presentation at the Annual Meeting of the Academy of Management, Entrepreneurship division, Chicago, 2024.
- 7) M. (YM) Yu, D. Lange and P. Lee. Digging out or digging deeper? Firm reputation and executive dismissal in impression repair following controversy.
  - Presented at the Strategic Management Society conference, Toronto, 2023.
- 8) W. Lee, H. Chae, and P. Lee. Credit or Blame? Performance evaluation, Gender and CEO Pay.
  - This work was supported with funding from the New Governance Lab at the WP Carey School of Business, Arizona State University, 2023.
- 9) Balven, R., D. Lange, and P. Lee. A study of the effect of success on risk aversion in a naturally occurring experiment.
  - Presented at the Annual Meeting of the Academy of Management, Organizational Behavior division, Philadelphia, 2014.
  - Nominated for inclusion in the Academy of Management Best Paper Proceedings, Organizational Behavior Division, Philadelphia, 2014.

- 10) Jia, L. A. Tsui, P. Lee, and P. Fu. CEOs' personal values, Organizational Culture and Organizational Learning: An Ambidextrous Analysis.
  - Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Boston, 2012.
- 11) Graffin, S., P. Lee., and A. Ward. The Reputation Halo and Differences Between Expert and Non-expert Judgments: Evidence from Major League Baseball All Stars.
  - Presented at the Annual Meeting of the Academy of Management, Organization and Management Theory division, Anaheim, 2008.
- 12) Lange, D., D. Chandler, M. Hendron, and P. Lee. The role of firm reputation in shareholder reactions of financial restatements.
  - Presented at the 30<sup>th</sup> Annual Strategic Management Society Conference, Rome, Italy 2010.
- 13) K. Jin, P. Lee., and G. Labianca. Countering and clustering in interorganizational structural hole birth and decay: Evidence from Venture Capital Investment Networks.
  - Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Anaheim, 2008.

## PRESENTATIONS

- 1) Digging out or digging deeper? Firm reputation and executive dismissal in impression repair following controversy. Presented at the Strategic Management Society conference, Toronto, 2023.
- 2) Three-points-for-a-win: Exogenous shocks and the changing demand for different skill sets (with C. Custodio). Presented at the Strategic Management Society conference, London, 2022.
- 3) Venture capitalist reputation and status, market attractiveness and the clean-technology sector (with G. Liotta, A. Wadhwa and T. Pollock). Presented at the Strategic Management Society conference, London, 2022.
- 4) The price of human capital: How reputation and status influence transfer fees in the English Premier League (with G. McNamara and S. Maric). Presented at the Strategic Management Society conference, Toronto, 2021 (Virtual).
- 5) She-E-O's 2.0: The availability heuristic and stock price reactions to the announcements of male and female CEOs (with S. Murtinu, V. Scalera, and A. Wahal). Presented at the Strategic Management Society conference, London, 2020 (Virtual).
- 6) Gender and the agency relationship between ownership and the CEO: The effect on internationalization in small private firms (with R. Hoskisson, S. Murtinu, and V. Scalera). Presented at the Strategic Management Society conference, Paris, 2018 and at the Annual Academy of Management, Boston, 2019.

- 7) More women? More innovation? Evidence from an international dataset (with N. Foss, S. Murtinu and V. Scalera). Presented at the Strategic Management Society conference, Milan, 2016, the Annual meeting of the Academy of Management, Atlanta, 2016, and the Micro meets Macro conference, Arizona State University, 2017.
- 8) Great Expectations: The delisting of VC-backed firms and their influence on VC reputation (with D. Gomulya and T. Pollock). Presented at the 35<sup>th</sup> Annual Strategic Management Society Conference, Denver, CO, 2015. Presented at the Annual Academy of Management, Organization and Management Theory, Anaheim, 2016.
- 9) Chicken or Egg: Exploring the coevolution of venture capitalist firm reputation and industry centrality (with T. Pollock, K. Jin, and K. Lashley). Presented at the 33<sup>rd</sup> Annual Strategic Management Society Conference, Atlanta, GA, 2013, the Annual meeting of the Academy of Management, Organization and Management Theory, Philadelphia, 2014, and the 2014 Babson College Entrepreneurship Research Conference, London, Ontario, Canada. Included in the Best Paper Proceedings for both AOM and BCERC.
- 10) Effects of Conformity to and Deviation from the Crowd: Reputation in the context of Equity Analysts (with S. Boivie, D. Lange, and E. Paik). Presented at the Annual Meeting of the Academy of Management, Organization and Management Theory division, Philadelphia, 2014 and included in the AOM Best Paper Proceedings.
- 11) A study of the effect of success on risk aversion in a naturally occurring experiment (with R. Balven and D. Lange). Presented at the Annual Meeting of the Academy of Management, Organizational Behavior division, Philadelphia, 2014 and nominated for inclusion in the AOM Best Paper Proceedings.
- 12) Creating and maintaining reputation: How analysts earn and maintain “All-Star” certification (with S. Boivie, D. Lange, and E. Paik). Presented at and nominated for the Best Paper Award at the 33<sup>rd</sup> Annual Strategic Management Society Conference, Atlanta, GA, 2013.
- 13) From sizzle to fizzle: The unusual diffusion of quasi-institutionalized practices (with I. Naumovska and E. Zajac). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Boston, 2012, the 2012 Organization Science/INFORMS conference, Phoenix, and the Oxford Centre for Corporate Reputation, 2012.
- 14) A case of stock market prejudice? Evidence from the Chinese (Reverse Merger) Bubble (with I. Naumovska and E. Zajac). Presented at the 32<sup>nd</sup> Annual Strategic Management Society Conference, Prague, Czech Republic, 2012, the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Orlando, 2013, and the Research Forum on Strategic Management at the Shanghai University of Finance and Economics, 2013.
- 15) CEOs’ personal values and organizational outcomes: The mediating effects of organizational culture (with Jia, L. A. Tsui, P. Fu, and V. Lidz). CEOs’ personal values and organizational outcomes: The mediating effects of organizational culture. Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Boston, 2012.

- 16) The role of firm reputation in shareholder reactions of financial restatements (with D. Lange, D. Chandler, and M. Hendron). Presented at the 30<sup>th</sup> Annual Strategic Management Society Conference, Rome, Italy, 2010.
- 17) Me or We: The influence of CEO self-transcendence on long term organizational performance through innovation and stakeholder orientation (with L. Jia, H. Moon., and A. Tsui). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Chicago, 2009.
- 18) A Woman's Worth: Evolutionary Psychology and Differences in Compensation packages for male and female executives (with C. Shropshire and E. James). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Chicago, 2009.
- 19) Digging Out or Digging Deeper: The Roles of Reputation and Signal Cost in Impression Repair (with D. Lange and M. Castleton). Presented at the 28<sup>th</sup> Annual Strategic Management Society Conference, Cologne Germany, 2008.
- 20) The Reputation Halo and Compensation: Evidence from Major League Baseball (with S. Graffin and A. Ward). Presented at the 28<sup>th</sup> Annual Strategic Management Society Conference, Cologne Germany, 2008.
- 21) The Reputation Halo and Differences Between Expert and Non-expert Judgments: Evidence from Major League Baseball All Stars (with S. Graffin and A. Ward). Presented at the Annual Meeting of the Academy of Management, Organization and Management Theory division, Anaheim, 2008.
- 22) The evolution of network structure in the venture capital industry: Toward the balance between exploitation and exploration (with K. Jin and G. Labianca). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy division, Anaheim, 2008.
- 23) Corporate disclosure of competitive advantages: Secrecy, breakthrough patents and insider trading (with R. Coff and S. Hayward). Presented at the Wharton Technology and Innovation Conference, Philadelphia, 2008.
- 24) Alliances and Intellectual Property: The paradox of learning from partners while protecting firm capabilities (with R. Coff and H. Kim). Presented at the 27<sup>th</sup> Annual Strategic Management Society Conference, San Diego, CA, 2007.
- 25) A Woman's Worth: Composition of compensation packages for male and female executives (with C. Shropshire and E. James). Presented at the 27<sup>th</sup> Annual Strategic Management Society Conference, San Diego, CA, 2007.
- 26) Substance, symbolism, and the "Signal Strength" of Venture Capitalist Prestige (with T. Pollock and K. Jin). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Philadelphia, 2007.

- 27) Does Organizational Slack Facilitate or Inhibit R&D Investments? Moderating Effects of Ownership Structure (with H. Kim and H. Kim). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Philadelphia, 2007, the 2007 Organization Science Conference on Corporate Governance at the Kellogg School of Management, Northwestern University, and 26<sup>th</sup> Annual Strategic Management Society Conference, Vienna, Austria, 2006.
- 28) Corporate secrecy, breakthrough patents and insider trading (with R. Coff and S. Hayward). Presented at the 26<sup>th</sup> Annual Strategic Management Society Conference, Vienna, Austria, 2006.
- 29) Newly appointed CEOs: A qualitative inquiry into the reactions of the media to gender (with J. Myrowitz and E. James). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Atlanta, 2006.
- 30) Certifiably Bad: The Responses of Boards and Individual Directors to Being Labeled a Bad Board (with K. Schnatterly and A. Ward). Presented at the 26<sup>th</sup> Annual Strategic Management Society Conference, Vienna, Austria, 2006 and the Annual Meeting of the Academy of Management, Management of Organizational Change Division, Atlanta, 2006.
- 31) The scapegoating premium: A rational view of new CEO compensation (with A. Ward and A. Amason). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Honolulu, 2005.
- 32) Corporate secrecy, breakthrough patents and insider trading: Loose lips make the ship come in . . . for some (with R. Coff and S. Hayward). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Honolulu, 2005 and the 2<sup>nd</sup> Annual Atlanta Competitive Advantage Conference, Goizueta Business School, Emory University, 2005.
- 33) Corporate names as frames: Symbolic management during the “.com” era (with E. Zajac). Presented at the 24<sup>th</sup> Annual Strategic Management Society Conference, Puerto Rico, 2004 and the 6<sup>th</sup> International Conference on Organizational Discourse: Artefacts, Archetypes and Architexts, Amsterdam, 2004.
- 34) The public broadcasting of technological breakthroughs (with R. Coff and S. Hayward). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, New Orleans, 2004.
- 35) Knowledge Asymmetries in Theories of Value Creation and the Efficacy of Insider Trading (with R. Coff). Presented at the Annual Meeting of the Academy of Management, Business Policy and Strategy Division, New Orleans, 2004.
- 36) Grandstanding, Certification, and the Underpricing of Venture Capital Backed IPOs (with S. Wahal). 2004 BYU-University of Utah Strategy Winter Conference, Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Seattle, WA, 2003,



Western Finance Association, Cabo San Lucas, 2003, and the 22<sup>nd</sup> Annual Strategic Management Society Conference, Paris, France, 2002.

- 37) She'-E-Os: Gender Effects and Stock Price Reactions to the Announcements of Top Executive Appointments (with E. James). UT-Austin Interdisciplinary Conference on Corporate Governance, 2004, Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Seattle, WA, 2003, and the 22<sup>nd</sup> Annual Strategic Management Society Conference, Paris, France, 2002.
- 38) Venture Capital, Certification and IPOs (with S. Wahal). Yale School of Management Conference on Entrepreneurship, Venture Capital and Initial Public Offerings, New Haven, CN, 2002.
- 39) Insider Trading on Strategic Knowledge of Technological Breakthroughs: Profiting from unannounced patent applications (with G. Ahuja and R. Coff). 21<sup>st</sup> Annual Strategic Management Society Conference, San Francisco, CA, 2001.
- 40) New Service Development Competence and Performance: An Empirical Examination in Retail Banking (with L.J. Menor and A.V. Roth). Annual Meeting of the Academy of Management, Operations Management Division, Washington D.C., 2001.
- 41) Insider Trading and Knowledge Based Assets: Human capital, R&D intensity and Rent Appropriation (with R. Coff). Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Washington D.C., 2001.
- 42) New Service Development Competence and Performance: An Empirical Examination in Retail Banking (with L.J. Menor and A.V. Roth). INFORMS International Conference, Maui, Hawaii, 2001.
- 43) Insider Trading and Knowledge-Based Assets: Human capital, R&D intensity, and Opportunism (with R. Coff). 20<sup>th</sup> Annual Strategic Management Society Conference, Vancouver, Canada, 2000.
- 44) What's in a name.com? The effects of ".com" name changes on stock prices and trading activity. Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Toronto, Canada, 2000.
- 45) A Comparison of Ownership Structures, R&D Investments, and Innovations of U.S., and Japanese Firms. Annual Meeting of the Academy of Management, Business Policy and Strategy Division, San Diego, California, 1998.
- 46) A Comparison of Accounting and Stock Market Performance Measures: A Downsizing Context. Annual Meeting of the Southern Management Association, New Orleans, Louisiana, 1996.
- 47) Corporate Ownership Structures and R&D Investments of U.S., German, and Japanese Firms. 16<sup>th</sup> Annual Strategic Management Society Conference, Phoenix, Arizona, 1996.

48) A Comparative Analysis of Layoffs and Stock Market Reactions in the U.S. and Japan. Annual Meeting of the Academy of Management, Business Policy and Strategy Division, Vancouver, Canada, 1995.

49) Work Orientations of Taiwanese and American Workers, 7th Annual Conference of the International Association for Conflict Management, Eugene, Oregon, 1994.

Invited presentations at: Arizona State University, Columbia University, Emory University, Hong Kong University of Science and Technology, Illinois State University, Miami University, Northwestern University, Purdue University, Simmons College, University of California – Irvine, University of Connecticut, University of Georgia, University of Utah, University of Virginia, and University of Western Ontario, Oxford University, Shanghai University of Finance and Economics, University of Illinois – Champaign Urbana, Georgetown University

## **COURSES TAUGHT**

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

- Strategic Management (Evening MBA and undergraduate programs)
- Strategic Management (Executive MBA, in the ITAM-ASU program)
  - Recipient of the Class of 2006 teaching award
- Multinational Strategy (full-time MBA and executive MBA programs)
- Seminar on Corporate Governance (Doctoral program)
- Doing Business in China (Evening and full-time MBA programs)
- Cross-Cultural Management (Undergraduate, online, and Masters in Global Logistics Management programs)
- Entrepreneurial Thought Leaders' Speakers Series (All levels)

### **McCombs School of Business, University of Texas at Austin**

- Strategic Management (Evening MBA and BBA programs)

### **Goizueta Business School, Emory University**

- Strategic Management (full-time MBA and undergraduate programs)
- Global Perspectives II: The Environment of Business (full-time MBA program)
- Multinational Enterprise Strategy (evening MBA and undergraduate programs)

### **Kenan-Flagler Business School. University of North Carolina at Chapel Hill.**

- Strategic Management (undergraduate program)

## **UNIVERSITY AND COMMITTEE SERVICE**

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

- Member of the Department Search committee for two Entrepreneurship positions on ASU West Campus, 2023.
- Department Scholarship Chair, 2018-present.
- Member of the Post-Doctoral Position Search committee, 2023
- Member of the Entrepreneurship Assistant Professor Search committee 2022
- Member of the Department Search for WPC Distinguished Chair 2020.

- Member of the Department Chair Search Committee 2020.
- Member of the Micro Meets Macro Conference Committee, 2016-2017.
- Member of the Masters Standards Committee, 2010-2017.
- Member of the Masters Curriculum Committee, 2010-2017.
- Member of Faculty Council, 2011-2013, 2014-2016.
- Member of Faculty Search Committee for Department of Information Systems, 2011-2012.
- Chair of the Strategic Management – Evening Program Task Force, 2010.
- Course coordinator for Strategic Management (Evening MBA Program), 2007-2008.
- Member of the Search Committee for Department Chair, 2007-2008.
- Co-chair of the Seminar Speaker Series, 2005-2006.
- Member of the Faculty Search Committee for Entrepreneurship and Ethics Positions, 2005-2006.
- Member of Dissertation Committees for Kathryn Jacobson (Arizona State University, 2009), Robert White (Arizona State University, 2008), and Ye Dai (University of Texas, current)

### **Goizueta Business School, Emory University**

- Member of the Executive MBA Program Committee, 2002-2004
- Member of the External Affairs Committee, 2000-2001
- Co-chair of the Hightower Speaker Series, 1997-1999, 2003
- Member of the Faculty Search Committee for Organizational Behavior, 1997-1998
- Member of the Woodruff Scholars Selection Committee, 2000
- Faculty Advisor for the Graduate Women in Business, 1998-2001

## **PROFESSIONAL ACTIVITIES AND HONORS**

### **Editorial and Referee Activity**

- Associate Editor of the Journal of Management, 2023-present
- Appointed to the editorial board of the Strategic Management Journal, 2004-present.
- Appointed to the editorial board of the Journal of Management, 2008-2015.
- Appointed to the editorial board of the Journal of International Business Education, 2001.
- Outstanding Reviewer Award, Business Policy and Strategy Division of the Academy of Management, 2003.
- Ad hoc reviewer for the Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Management Science, Organization Science, Journal of International Business, British Journal of Industrial Relations, Journal of Management Inquiry, Academy of Management Business Policy and Strategy Division, Organization and Management Theory Division
- Dissertation committee member, Robert White (Arizona State University, 2008), Kathryn Jacobson (Arizona State University, 2009), Ye Dai (University of Texas, 2012)
- WP Carey School of Business, Arizona State University, DBA thesis chair for Youming Ye (2016), and committee member for Jianxian Huang (2016), Quan Xu (2016), and Cheng Meng (2016), Fenghua Xie (2017).
- WP Carey School of Business, Arizona State University, Honors Thesis chair for Andrew Carlson (2013), Audree Baker (2015), Robert McCormick (2015), Alysa McCormick (2017), Alyssa Niren (2017), Rachel Davidson (2017).
- WP Carey School of Business, Arizona State University, Honors Thesis committee member for Hector Vogliotti Simental (2017), Matthew Jirak (2017).

### **Other Professional Activities and Honors**

- Finalist (with Professors Nicolai Foss, Samuele Murtinu, and Vittoria Scalera) in the XI Premio Annual de la Catedra UAM-Accenture.
- Recipient (with Professors Donald Lange and Ye Dai) of the Sage Publishing Scholarly Impact Award, 2016 (Journal of Management article).
- Recipient (with Professor Tim Pollock, Penn State) of £25,500 (\$41,769) grant from the Oxford Centre for Corporate Reputation, 2011-present.
- Member of the Academy of Management, Business Policy and Strategy Irwin Awards Committee, 2012-2014.
- Advisory Board Member of the Sustainability, Ethics, and Entrepreneurship (SEE) conference, 2013-present.
- Founding member of the Strategic Management Society (SMS) Behavioral Strategy Interest Group.
- Co-chair of the Academy of Management, Business Policy and Strategy Mid-Career Consortium, 2011, 2012.
- Chair of the Cross-Divisional Paper Sessions, Academy of Management, 2010.
- Faculty Judge for the Organization Science/INFORMS Dissertation Competition, 2009, San Diego, CA
- Co-chair of the Corporate Governance Track, Business Policy and Strategy Division, Academy of Management, 2008.
- Visiting Scholar, Academia Sinica, Taipei (Nankang), Taiwan, May 2008.
- Honorary speaker on Strategic Leadership, ITAM, Mexico City, 2007.
- Recipient of the Class of 2006 Award of Excellence Teaching Award, ITAM-ASU Executive MBA program.
- Elected to the Executive Committee of the Academy of Management, Business Policy and Strategy Division, 2005-2007.
- Elected to Representative-at-Large of the Strategic Management Society, Competitive Strategy Interest Group, 2005-present.
- Appointed as Regional Representative (Southwest) of the Academy of Management, Business Policy and Strategy Division, 2005-2006.
- Faculty participant in the Doctoral Consortium at the Academy of Management Business Policy and Strategy Division, Philadelphia, 2007.
- Faculty participant in the Junior Faculty Consortium at the Academy of Management, Business Policy and Strategy Division, Atlanta, 2006.
- Co-chair of the Corporate Governance Track, Business Policy and Strategy Division, Academy of Management, 2006.
- Faculty participant in the Doctoral Consortium at the Academy of Management, Business Policy and Strategy Division, Honolulu, 2005.
- Appointed to the Research Committee of the Academy of Management, Business Policy and Strategy Division, 2003-2004.
- Invited speaker to the Arizona Women Bankers Association, Scottsdale, Arizona, 2008.
- Invited speaker to the NCR Women Leaders conference, Atlanta, Georgia, 1999.
- Recipient of Funding for Dissertation from the Cato Center for Applied Research at UNC-Chapel Hill.
- Best doctoral paper in the Strategic Management and Business Policy Track of the Southern Management Association, 1996.

- Rupert Vance Scholar, National Merit Scholar, Presidential Scholar, Optimist Scholar, Las Vecinas Scholar, California Mathematics Scholar, Who's Who in America, Who's Who in Business Higher Education
- Participant of the International Teachers Program (1998-1999), Business Policy and Strategy Junior Faculty Consortium (AOM, 1999), Organizational Theory Junior Faculty Consortium (AOM, 1998), International Management Doctoral Consortium (AOM, 1996)
- Academy of Management, member, 1994-present
- Strategic Management Society, member, 1994-present
- Academy of International Business, member, 1994 -2000