August, 2026

CRAIG CROSSLAND

John V. Roach Dean
Professor of Management
Neeley School of Business
Texas Christian University
Fort Worth, TX 76129

E-mail: craig.crossland@tcu.edu
Research tracking: Google Scholar; ResearcherID; ORCID

EDUCATION

2008	Ph.D., Business Administration Smeal College of Business Pennsylvania State University, U.S.A.
2001	Master of Business Administration Michael Smurfit Graduate School of Business University College Dublin, Ireland
1995	Bachelor of Physiotherapy University of Queensland, Australia

ADMINISTRATIVE APPOINTMENTS

Texas Christian University

2024 – current	John V. Roach Dean Neeley School of Business

University of Notre Dame

2022 – 2024	Sr. Associate Dean for Academic Programs Mendoza College of Business
2016 – 2021	Rev. Basil Moreau, C.S.C. Department Chair Management & Organization Dept.

ACADEMIC APPOINTMENTS

Texas Christian University

2024 – current	Professor of Management

University of Notre Dame

2020 – 2024	Professor of Management & Organization
2016 – 2020	Associate Professor of Management & Organization
2013 – 2016	Assistant Professor of Management & Organization

University of Texas at Austin

2008 – 2013	Assistant Professor of Management

SELECTED PROFESSIONAL & INSTITUTIONAL ROLES

2022 – current	Treasurer, Director, and Officer Strategic Management Society
2018 – 2020	Provost's Fellow University of Notre Dame
2019 – 2020	Member, Research Committee Strategic Management Division, Academy of Management
2018 – 2019	Program Chair, Las Vegas Special Conference Strategic Management Society
2017 – 2019	Associate Editor *Strategic Management Journal*
2015 – 2017	Interest Group Chair, Program Chair, Associate Program Chair Strategic Leadership & Governance IG, Strategic Management Society
2013 – 2015	Treasurer and Executive Committee Member Research Methods Division, Academy of Management

LEADERSHIP & ADMINISTRATIVE EXPERIENCE

Note: Effective academic leadership is inherently collaborative. The examples below are initiatives for which I provided leadership, stewardship, and active involvement. Most of these would not have been possible without the collaboration and hard work of talented colleagues, whose contributions were essential to their success.

Strategy, Management, and Oversight

- More than ten years' experience leading large, complex, high-profile academic entities.
    - Currently serving as the leader of the largest college at Texas Christian University, with an annual $60m budget, 60+ organizational sub-units, six

academic departments, six centers/institutes, 4,000+ students, 100 staff, and 130 full-time faculty, and a 50-member advisory board.
    - Previously responsible for all undergraduate and graduate degree programs offered by the Mendoza College at Notre Dame, including five undergraduate majors, eight undergraduate minors, and 12 graduate programs.
    - Served as the founding chair of the Management & Organization department at Notre Dame, with academic oversight of 35 regular faculty and several dozen adjunct faculty.
    - Held multiple elected and invited leadership roles in international academic societies, including current service as officer of the Strategic Management Society (2,700 members), past service as program chair of an international conference, and a term as associate editor of *Strategic Management Journal*, a consensus top-tier outlet within the management field.
- Example external rankings for the TCU Neeley School of Business – Undergraduate: #28 (P&Q); Full-time MBA: #37 (BloombergBusinessweek); Undergraduate experience: #5 (P&Q); Best-administered MBA: #10 (Princeton Review)
- Led the process of creating a new five-year strategic plan for the Neeley School. Ongoing work with college leaders to implement this strategic plan via unit-level plans, measurable objectives, and key metrics.
- Strong personnel management experience. As dean, this currently involves direct managerial oversight of 18 faculty and staff leaders, including associate deans, department chairs, advisors to the dean, and staff leaders of finance & administration, advancement, accreditation, and marketing communications.
- Responsible for the overall budget and financial performance of the Neeley School of Business. Previously responsible for the financial performance of the Mendoza College graduate programs (as associate dean) and the annual budget of the M&O department (as department chair).
- Held fiduciary responsibility for several 501(c) nonprofits – Strategic Management Society (treasurer and officer) and Sacred Heart Parish, South Bend (finance committee)
- Recognized for my leadership in, and engagement with, the local community through competitive designations such as the Fort Worth 500 (Inc) and Dallas 500 (D Magazine)

Programs and Initiatives

- Served in instrumental leadership roles for the creation of a Ph.D. in Business Administration at two different universities: TCU (as Dean); Notre Dame (as Department Chair). In both cases, these were the first ever Ph.D. programs in the history of their respective colleges.
- Created and funded several new college-wide programs and initiatives to respond to strategic opportunities and environmental challenges, including the Neeley AI Forward Initiative; Neeley Office of Community Engagement; Undergraduate Alternative Investments Program; Financial Literacy Initiative; and Undergraduate Student Engagement Initiative.
- Substantial experience with creating, reconfiguring, and sunsetting graduate degree programs, such as the creation of a new Master of Science in Business at TCU, and the redesign of the former Executive Master of Business Administration at Notre Dame into a new Global EMBA program

- Expanded or enhanced multiple student development programs, including a new comprehensive college-wide orientation program, a new student-led speaker series, an interdisciplinary program supporting student-athlete Name, Image, & Likeness (NIL) opportunities, and an increase to 200+ students participating in the college-wide Neeley Mentorship Program
- Oversaw the creation of a new college website and a significant expansion in the college's social media activity

Advancement and Fundraising

- Extensive, ongoing work with a range of college and university Advancement professionals to attract philanthropy, via both short-term flexible funding and long-term endowment contributions
- Substantially increased the number and breadth of advancement interactions with potential donors, and increased annual college-wide gifts and pledges by 45% in the first year after taking office
- Introduced a range of new philanthropic and donor-engagement approaches at TCU, including increased synergy with university-wide events, greater integration with college athletics, stronger links with intra-college advisory boards, improved alignment with centers/institutes, and enhanced coordination with TCU advancement professionals across different portfolios and geographic regions
- Successfully raised philanthropic contributions for multiple endowed chair professorships and faculty positions, endowed full student scholarships, endowed new program creation, and temporary funding for existing and new initiatives
- Seven years' professional experience outside academia across several roles, industry sectors, and countries.

Faculty Recruiting, Evaluation, and Support

- Extensive experience with recruiting, hiring, and appointing a wide range of staff and faculty positions. As Dean, served as the final college approver for 100+ faculty and staff appointments. As department chair, led the process of hiring 19 regular faculty (tenure-line, teaching, and research).
- Chaired or served on multiple recruiting committees for senior university roles, such as Provost, Executive Vice President, and Dean
- Chaired several dozen reappointment, promotion, and tenure committees; also contributed dozens of external letters for outside promotion and tenure cases
- Provided enhanced faculty research support, including expansion and staffing of the Neeley behavioral lab, increased summer grants, increased research funding, and increased overall stipend support

Institution-building and Community-building

- Extensive experience with cross-functional and cross-departmental collaboration with faculty and staff at all points along the student journey.
- Created new representative bodies to enhance student, staff, and faculty voice. Also created and funded a range of new annual awards to recognize institutional service and prosocial behavior (e.g., Neeley Program of the Year; Staff Member of the Year)

- Met individually with all 230 full-time Neeley School staff and faculty within six months of taking office as dean
- Over 10+ years, authored almost 400 issues of a weekly in-house newsletter to provide a forum for recognizing staff, faculty, and students
- Created and organized several new informal college-level social events to build community and provide opportunities for cross-boundary collaboration

RESEARCH & SCHOLARSHIP

Research Interests

Strategic leadership; corporate governance; behavioral strategy; managerial discretion; executive characteristics and experiences; executive succession

Summary

My research interests lie in the field of strategic management, with an emphasis on strategic leadership – the study of senior executives and their effects on organizational outcomes. Most of my work examines managerial discretion – the extent to which executives are able to influence their firms' strategic actions and eventual performance outcomes. Relatedly, I am interested in the topics of executive characteristics, corporate governance, and behavioral strategy. My work in this domain examines how strategic leaders' personal characteristics and experiences affect the nature of firm-level strategic decisions and behaviors.

Publications

Crossland, C., Campbell, J.T., & Hill, A.D. 2024. What is strategic leadership? In: Z. Simsek, C. Heavey, & B. Fox (Eds.) ***The Handbook of Research on Strategic Leadership in the Fourth Industrial Revolution***. Edward Elgar, forthcoming

Crossland, C. 2023. Letter to a newly-invited department chair. ***Journal of Management Inquiry***, 32: 243-247.

Campbell, J.T., Bilgili, H., Crossland, C., & Ajay, B. 2023. The background on executive background: An integrative review. ***Journal of Management***, 49: 7-51.

Chen, G., Crossland, C., & Huang, S. 2020. That could have been me: Director deaths, CEO mortality salience, and corporate prosocial behavior. ***Management Science***, 66: 3142-3161.

Quigley, T., Wowak, A., & Crossland, C. 2020. Board predictive accuracy in executive selection decisions: How do initial board perceptions of CEO quality correspond with subsequent CEO career performance? ***Organization Science***, 31: 720-741.

Hambrick, D.C., & Crossland, C. 2018. A strategy for behavioral strategy: Appraisal of small, midsize, and large tent conceptions of this embryonic community. In: M. Augier, C.

Fang, & V. Rindova (Eds.) ***Advances in Strategic Management, Volume 39 (Behavioral Strategy in Perspective)***: 22-39. Bingley, U.K.: Emerald.

Wowak, A.J., Mannor, M.J., & Crossland, C. 2018. Do CEOs receive the pay they deserve? A new vantage on a familiar question. ***Management Research: Journal of the Iberoamerican Academy of Management***, 16: 47-56.

Quigley, T., Crossland, C., & Campbell, R. 2017. Shareholder perceptions of the changing impact of CEOs: Market reactions to unexpected CEO deaths, 1950-2009. ***Strategic Management Journal***, 38: 939-949.

Chen, G., Crossland, C., & Huang, S. 2016. Female board representation and corporate acquisition intensity. ***Strategic Management Journal***, 37: 303-313.

Kilduff, M., Crossland, C., Tsai, W., & Bowers, M.T. 2016. Magnification and correction of the acolyte effect: Initial benefits and ex post settling up in NFL coaching careers. ***Academy of Management Journal***, 59: 352-375.

Li, M., Lin, Y., Huang, S., & Crossland, C. 2016. The use of sparse inverse covariance estimation for relationship detection and hypothesis generation in strategic management. ***Strategic Management Journal***, 37: 86-97. (*SMJ* Special Issue: Question-based innovations in strategy research methods).

Chen, G., Crossland, C., & Luo, S. 2015. Making the same mistake all over again: CEO overconfidence and corporate resistance to corrective feedback. ***Strategic Management Journal***, 36: 1513-1535.

Crossland, C., Zyung, J., Hiller, N.J., & Hambrick, D.C. 2014. CEO career variety: Effects on firm-level strategic and social novelty. ***Academy of Management Journal***, 57: 652-674.

Chen, G., & Crossland, C. 2014. Can you believe it? Managerial discretion and financial analysts' responses to management earnings forecasts. In: B. Villalonga (Ed.) ***Advances in Strategic Management, Volume 31 (Finance and Strategy)***: 103-143. Bingley, U.K.: Emerald.

Crossland, C., & Chen, G. 2013. Executive accountability around the world: The sources of cross-national variation in firm performance-CEO dismissal sensitivity. ***Strategic Organization***, 11: 78-109.

Crossland, C., & Hambrick, D.C. 2011. Differences in managerial discretion across countries: How nation-level institutions affect the degree to which CEOs matter. ***Strategic Management Journal***, 32: 797-819.

Crossland, C., Ketchen, D. J., & Snow, C. C. 2008. Multi-firm collaboration and international competitive dynamics. In: A.Y. Lewin, S.T. Cavusgil, G.T.M. Hult, & D.A. Griffith

(Eds.), ***Thought Leadership in Advancing International Business Research:*** 190-204. New York: Palgrave MacMillan.

Kilduff, M., Crossland, C., Tsai, W., & Krackhardt, D. 2008. Organizational network perceptions versus reality: A small world after all? ***Organizational Behavior and Human Decision Processes***, 107: 15-28.

Crossland, C. 2008. Do Chief Executive Officers matter more in some countries than others? The antecedents and consequences of cross-national differences in managerial discretion. ***Ph.D. Dissertation, Pennsylvania State University***.

Crossland, C., & Hambrick, D.C. 2007. How national systems differ in their constraints on corporate executives: A study of CEO effects in three countries. ***Strategic Management Journal***, 28: 767-789.

Kilduff, M., Crossland, C., & Tsai, W. 2007. Pathways of opportunity in dynamic organizational networks. In: M. Uhl-Bien & R. Marion (Eds.), ***Complexity Leadership Part 1: Conceptual Foundations (Series: Leadership Horizons)***: 83-99. Charlotte, NC: Information Age Publishing.

Refereed Conference Proceedings

Bartkus, V.O., Mannor, M.J., Campbell, J.T., & Crossland, C. 2018. Fast and rigorous: Configurational determinants of strategic decision-making balance. ***Academy of Management Best Paper Proceedings***; Chicago, IL.

Crossland, C. 2009. Why do CEOs matter more in some countries than others? Managerial discretion at the national level. ***Academy of Management Best Paper Proceedings***; Chicago, IL.

Crossland, C. 2007. National institutions and managerial discretion: A taxonomy of 24 countries. ***Academy of Management Best Paper Proceedings***; Philadelphia, PA.

Crossland, C. 2005. How national systems influence executive discretion: A study of CEO effects in three countries. ***Academy of Management Best Paper Proceedings***; Honolulu, HI.

Non-refereed Publications

Crossland, C. 2017. Here's the one glaring problem with the Amazon-Whole Foods deal. ***CNBC***, June 16. link

Kilduff, M., Crossland, C., Tsai, W., & Bowers, M.T. 2016. Why Jose Mourinho's protégés failed when they became managers. ***London School of Economics Business Review***, June 8. link

Selected Conference and Workshop Activity

2026

- (Organizer) Moving into academic administration: Department Chair, Associate Dean, and other leadership roles. ***Academy of Management annual conference***; Philadelphia, PA
- (Panelist) Then and now: Upper echelons theory. ***Academy of Management annual conference***; Philadelphia, PA

2025

- (Panelist) Expanding the SLG community in the broader STR field. ***Strategic Leadership Idea Development Event***; Fort Worth, TX
- (Facilitator) Strategic leadership & governance paper development workshop. ***Strategic Management Society annual conference***; San Francisco, CA

2024

- (Panelist) Behavioral integration at 30: Progress, pitfalls, and prospective directions. ***Academy of Management annual conference***; Chicago, IL
- (Facilitator) Strategic leadership & governance paper development workshop. ***Strategic Management Society annual conference***; Istanbul, Turkey

2023

- (Author) Strategic leadership: Critiques and challenges in the 4IR. ***Academy of Management annual conference***; Boston, MA
- (Author) Managerial discretion as negotiated ground. ***Strategic Leadership Idea Development Event***; Gainesville, FL

2022

- (Presenter) Corporate leadership. ***Corporate Governance & the Effectiveness of Boards Summer Workshop***. University of Groningen; Netherlands
- (Discussant) Strategic leadership and corporate governance workshop. ***ESADE Center for Corporate Governance***; Barcelona, Spain

2021

- (Chair) Examining the effect of CEO attributes on actions and performance. ***Strategic Management Society annual conference***; Virtual
- (Panelist) Scholarly conversation on macro research and professional development. ***Southern Management Association annual conference***; New Orleans, LA.

2019

- (Facilitator) AMR: Writing theoretical papers – A workshop from the editors. ***Academy of Management annual conference***; Boston, MA.
- (Panelist) Clearing methodological hurdles in the publication process: Ask the editors. ***AOM Research Methods Division-CARMA Consortium***; Online delivery.

2018

- (Author) Pathways to the top: A configurational understanding of female under-representation in the upper echelons. ***European Group for Organizational Studies annual colloquium***; Tallinn, Estonia.
- (Panelist) Optimizing the link between corporate governance research and practice. ***European Academy of Management annual conference***; Reykjavik, Iceland.

2017

- (Panelist) Editors panel – Strategic Leadership & Governance IG. ***Strategic Management Society annual conference***; Houston, TX.
- (Organizer) Glass ceilings, walls, and cliffs: Gender biases in academia and in practice. ***Academy of Management annual conference***; Atlanta, GA.

2016

- (Keynote Speaker) Optimism, overconfidence, and hubris in strategic leadership: One construct or many? ***2nd Global Governance and Management Research Workshop***; University of Sydney, Australia.
- (Keynote Speaker) Integrating cognition and context in strategic leadership research. ***European Institute for Advanced Studies in Management***; 7th Workshop on Top Management Teams and Business Strategy Research; Groningen, Netherlands.

2015

- (Organizer) Strategic Leadership & Governance paper development workshop. ***Strategic Management Society annual conference***; Denver, CO.
- (Author) That could have been me: CEO relational identification, mortality salience, and reprioritization following director deaths. ***London Business School Sumantra Ghoshal Conference***; London, U.K.

2014

- (Chair) What happens after the CEO has (been) gone? ***Strategic Management Society annual conference***; Madrid, Spain.
- (Author) Steady as she goes: Female board representation and corporate mergers and acquisitions activity. ***Strategic Management Society special conference***; Copenhagen, Denmark.

2013

- (Panelist) Measurement in executive research: Obstacles, opportunities, and observations. ***Southern Management Association annual conference***; New Orleans, Louisiana.
- (Chair) Strategic human capital. ***Academy of Management annual conference***; Orlando, FL.

2012

- (Author) Seeing the error of one's ways: How CEO (over)confidence influences corporate resistance to feedback. ***Strategic Management Society annual conference***; Prague, Czech Republic.

- (Organizer) Strategic Leadership Interest Group panel. ***Strategic Management Society annual conference***; Prague, Czech Republic.

2011

- (Author) Managerial discretion and financial analysts' responses to management earnings forecasts. ***Strategic Management Society annual conference***; Miami, FL.
- (Chair) Executive and director compensation. ***Academy of Management annual conference***; San Antonio, TX.

2010

- (Author) Partners or pariahs? Firm engagement with open innovation communities. ***Academy of Management annual conference***; Montreal, Canada.
- (Organizer) Managerial discretion across levels of analysis (Caucus). ***Academy of Management annual conference***; Montreal, Canada.

2009

- (Author) Titular figureheads and unconstrained managers: How does the role of the CEO differ cross-nationally? ***Strategic Management Society annual conference***; Washington, DC.
- (Author) Why do CEOs matter more in some countries than others? The antecedents and consequences of cross-national differences in managerial discretion; ***Academy of International Business annual conference***; San Diego, CA.

2008

- (Author) Does national context affect the likelihood of CEO departure following poor firm performance? ***Academy of Management annual conference***; Anaheim, CA.
- (Chair) Do CEO characteristics matter during succession? ***Academy of Management annual conference***; Anaheim, CA.

2007

- (Author) National institutions and managerial discretion: A taxonomy of 24 countries. ***Academy of Management annual conference***; Philadelphia, PA.

2006

- (Author) The influence of national systems on global competitive dynamics: An integrated framework; ***Strategic Management Society annual conference***; Vienna, Austria.

2005

- (Author) How national systems influence executive discretion: A study of CEO effects in three countries. ***Academy of Management annual conference***; Honolulu, HI.

2004

- (Author) Pathways of opportunity in dynamic organizational networks; ***Academy of Management annual conference***; New Orleans, LA.

External Research Affiliations

2022	Visiting Academic Finance & Strategy Disciplines, School of Business University of Queensland, Australia
2017 – 2020	Visiting Scholar Faculty of Economics & Business University of Groningen, Netherlands
2015 – 2018	International Affiliate Global Governance and Management Research Group University of Sydney, Australia

Invited Research Presentations

Boston College, Dartmouth College, Indiana University, University College Dublin, University of Cambridge, University of Cincinnati, University of Groningen, University of Michigan, University of Notre Dame, University of Texas at Austin, University of Virginia

Research Influence

Citations (Google Scholar)
-Total cites: 4500+
-Most-cited article (*Crossland & Hambrick, 2011*): 900+
-H-index: 16
-i10-index: 18

U.S. Media Coverage
Arizona Daily Independent; Atlanta Journal Constitution; The Atlantic; Austin-American Statesman; Austin Business Journal; Barron's; Business News Daily; Business Record; Business Standard; Charleston Gazette Mail; Chicago Daily Herald; Chinook Observer; CNBC; The Conversation; Crosscut; Daily Astorian; Dow Jones Newswire; Entity Magazine; Greater Diversity News; Harvard Business Review Daily Stat; Inc. Magazine; IndUS Business Journal; Marketwatch; Minnesota Public Radio; *MoneyWeek*; *Morningstar; National Affairs; NPR Marketplace; Omaha World-Herald; Post Online Media; PsyPost*; *Quartz; RealClearMarkets*; *Science Daily; The Strategist.Media; strategy+business; Sun Sentinel; The Tab; U.S. News and World Report; Wall Street Journal; Washington Post*; *Yareah Magazine*.

International Media Coverage
ABC Ciencia (Spain); *Affaritaliani* (Italy); *AnlegerPlus* (Germany); *América Economica* (Chile); *Business Grapevine* (U.K.); *Business Insider Australia* (Australia); *City A.M.* (U.K.); *Daily World* (India); *Dawn* (Pakistan); *The Economic Times* (India); *Financial Mirror* (Cyprus); *Financial Times* (U.K.); *Forskning.no* (Norway); *Handelsblatt* (Germany); *Hindustan Times* (India); *India Live Today* (India); *The Indian Economist* (India); *Maeli Business Newspaper* (South Korea); *The National* (United Arab Emirates); *New Kerala* (India); *The Press* (New

Zealand); *Roklen24* (Czech Republic); *Stuff.co.nz* (New Zealand); *Talouselämä* (Finland); *Taloussanomat* (Finland); *Trick or Heart?* (Japan); *Yahoo Finance U.K.* (U.K.).

Academic, Consulting, and Industry Outlets
The Advisory Board; American Institute of Health Care Professionals; Australian Institute of Company Directors; *Bizwomen; Borderless Consulting; Carrier Management; Corporate Vision; The CSR Journal; Deloitte Research Briefs; Desjardins Wealth Management; E2W; Envision Business Consulting; Executive Grapevine; Government Executive; Hampton O'Bannon Partners; HR Asia; HR News; Human Resources; Innovative Connections; INSEAD Knowledge*; *Investopedia*; *Learning & Development Professional*; *LinkedIn Talent Solutions*; *The Lion's Pride*; *Marshall-James*; *McCombs Today*; *Mendoza Business Magazine*; *Notre Dame Magazine*; *Practical Ecommerce*; *Science 2.0*; *Skyline University College*; *Softpact*; *Texas Enterprise; University of South Carolina Center for Executive Succession; Women Executive Leadership*; *Women in Academia Report*.

Media Examples

ABC Ciencia	*MoneyWeek*
Barron's	*Notre Dame Magazine*
CNBC	*NPR Marketplace*
Faculti.net	*strategy+business*
Financial Times	*Quartz*
Handelsblatt	*US News & World Report*
Inc	*Wall Street Journal*
Investopedia	*Washington Post*

Research Grants

- McCombs Research Excellence Grant, University of Texas at Austin
- 3M Nontenured Faculty Grant, University of Texas at Austin
- Smeal Dissertation Research Grant; Pennsylvania State University

Interesting Irrelevancy

My Erdős number is 3: Erdős → Harary → Krackhardt → Crossland.
(My Erdős-Bacon-Sabbath number is 11, but that's a longer story)

TEACHING

Degree Program Courses (Notre Dame, Penn State, UT-Austin)

Ph.D.:
-Philosophy of Science

Executive MBA:
-Strategic Thinking

Full-time MBA:
-Strategic Management

Master of Science in Management:
-Strategic Decision Making

Undergraduate Honors:
-General Management and Strategy

Undergraduate:
-Strategic Management
* James Dincolo Outstanding Teaching Award, 2023

Dissertation Advising

Co-Chair, Ph.D. Dissertation Committee

Jonathan Sims; Graduated 2013, University of Texas at Austin
- Associate Professor of Strategic Management, Babson College

Member, Ph.D. Dissertation Committee

Ye Dai; Graduated 2012, University of Texas at Austin
- Associate Professor of Management, Southern Illinois University

Bruce Rudy; Graduated 2011, University of Texas at Austin
- Professor of Instruction-Management, University of Texas at San Antonio

Outside Member, Ph.D. Dissertation Committee

Seunghwan Jeong; Graduated 2018, University of Texas at Austin
- Associate Professor of Management, University of Georgia

Bina Ajay; Graduated 2022; University of Cincinnati
- Assistant Professor of Management, Sam Houston State University

SERVICE

Editing & Reviewing

Associate editor (with decision-making authority over manuscripts):
Strategic Management Journal; 2017, 2018, 2019

Editorial review board member:
Academy of Management Review; 2010-2024
- Developmental Reviewer of the Year Award, 2016 (interview)

- Editorial Board Outstanding Reviewer Award, 2015, 2016, 2018, 2019

Strategic Management Journal; 2013-2022
Academy of Management Journal; 2013-2020

- Editorial Board Outstanding Reviewer Award, 2017

Journal of Management; 2017-2020

- Editorial Board Outstanding Reviewer Award, 2019

Ad hoc reviews:

Administrative Science Quarterly; Global Strategy Journal; Journal of International Business Studies; Journal of Management; Journal of Management Inquiry; Journal of Management Studies; Leadership Quarterly; Management Science; Managerial and Decision Economics; Organization Science; Organization Science Dissertation Proposal Competition; Organizational Behavior and Human Decision Processes; Oxford Bibliographies in Management; Research Foundation Flanders (FWO); Strategic Entrepreneurship Journal; Strategic Organization; Swiss National Science Foundation

Conference reviews:

Academy of Management annual conference; 2004-present
Strategic Management Society annual and special conferences; 2009-present

- Best Reviewer Award, Behavioral Strategy Interest Group, 2015, 2017

Award reviews:

Academy of Management

- William H. Newman award; BPS/STR Division best paper and best dissertation awards; RM Division best paper, best student paper, career, and early career awards

Strategic Management Society

- SMS best paper and best student paper awards; SLG interest group best paper, best student paper, and best reviewer awards

Professional Society Activities

Memberships

Academy of Management
European Academy of Management
INFORMS
International Corporate Governance Society
Strategic Management Society

Elected and Invited Roles

Academy of Management
Strategic Management Division
Faculty advisor, Doctoral Consortium; 2022
Faculty advisor, Mid-Career Consortium; 2021
Member, Research Committee; 2019, 2020

Co-chair, Junior Faculty Paper Development Workshop; 2017, 2018

Research Methods Division
Consortium Chair; 2017
Consortium Macro Track Chair; 2016
Treasurer and Executive Committee Member; 2013, 2014, 2015

Strategic Management Society
General
Treasurer and Director; 2022-current
-Board committee experience: Executive Committee; Awards & Honors (chair); DEI; Ethics (chair); Finance (chair); Research
Program Chair, SMS Las Vegas Special Conference; 2019
Strategic Leadership & Governance Interest Group
IG Chair; 2017
Program Chair; 2016
Associate Program Chair; 2015
Representative at large; 2013, 2014
Behavioral Strategy Interest Group
Representative at large; 2019, 2020

Selected Service Roles

University
- University Council; 2024-current
- Provost's Cabinet; 2024-current
- Initiative Owner, TCU Strategic Plan; 2024-current
- Co-chair, College of Science & Engineering Dean Search Committee; 2025-26; 2026-27
- Provost Search Committee; 2024-25
- Faculty Grievance Committee; 2023-2024
- University Committee on Appeals; 2023-2024
- Provost's Fellow; 2018/19, 2019/20
- Reappointment, Promotion, & Tenure (RPT) Guide Revision; 2019/20

College
- Dean's Cabinet; 2024-current (chair), 2022-2024 (member)
- Host, Tandy Executive Speaker Series; 2024-current
- Strategic Plan Development Committee; 2024-25
- AI Working Group; 2024-25
- Various recruiting, promotion, and evaluation committees; 2022-current
- Mendoza Emergency Response Committee; 2019-2021
- College Council, Mendoza College of Business; 2016-2021; 2022-2024

Department
- External Review Committee; 2022-2023

- Ex Officio Chair, Committee on Reappointment, Promotion, & Tenure; 2016-2021
- Recruiting Committee; 2016-2021; 2023-2024
- Graduate Studies Committee; 2009-2013
- Co-chair, Speaker Series; 2010-2013

External

- AACSB review team, Louisiana State University; 2026-27
- Outside reviewer, University of Richmond Management Dept.; 2021/2022
- Finance Council member, Sacred Heart Parish; 2016-2020
- External reviewer for promotion and tenure cases:
    - Arizona State University; Auburn University; Bentley University; HEC Paris; Indiana University; Marquette University; Oklahoma State University; Peking University HSBC Business School; Rice University; Stevens Institute of Technology; Texas A&M University; Texas Christian University; Tulane University; University of Arkansas; University of Florida; University of Hong Kong; University of Pittsburgh; University of South Carolina; University of Tennessee

NON-ACADEMIC POSITIONS

2001-2003: Group Product Development Manager; BMR Neurotech; Galway, Ireland.

- Responsible for management of the division's new product development process and management of primary and secondary clinical research.

1995-2000: Physiotherapist (Physical Therapist); Multiple organizations; Australia and Ireland

- Responsible for physiotherapeutic assessment and treatment of a wide range of musculoskeletal, orthopedic, and neurological conditions.

REFEREES

References available upon request