

# ANNE D. SMITH, PH.D.

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Judy and King Rogers Professor in Business  
409 Stokely Management Center  
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## ACADEMIC QUALIFICATIONS AND EXPERIENCE

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### ACADEMIC EXPERIENCE:

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2013- Present	<i>Professor of Management</i>
2016- Present	<i>Judy and King Rogers Professor in Business</i>
2015- 2022	<i>Department Head</i>
2009- 2016	<i>Flaskerud Professor in Business</i> Department of Management, Haslam College of Business <b>The University of Tennessee, Knoxville, TN</b>
2006- 2013	<i>Associate Professor of Management</i> Department of Management <b>University of Tennessee, Knoxville, TN</b>
2001- 2006	<i>Assistant Professor of Management</i> Department of Management <b>University of Tennessee, Knoxville, TN</b>
1999- 2001	<i>Assistant Professor of Organizational Studies</i> <b>University of New Mexico, Albuquerque, NM</b>
1997- 1999	<i>Assistant Professor of Management, International Business</i> <b>Florida Atlantic University, Fort Lauderdale, FL</b>
1992- 1997	<i>Assistant Professor of Policy, Faculty of Management</i> Second three-year tenure track contract renewed in 1994 <b>McGill University, Montreal, Canada</b>

### EDUCATION:

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1988-1993	<b>Ph.D. (Strategic Management),</b> <b>University of North Carolina</b> Chapel Hill, NC Kenan-Flagler School of Business
1983-1985	<b>M.B.A. (Business Administration)</b> <b>University of North Carolina</b> Chapel Hill, NC
1977-1981	<b>B.S. (Commerce)</b> <b>The University of Virginia</b> Charlottesville, VA Bachelor of Science in Commerce

1977-1981

**The Westminster Schools** Atlanta, GA  
Cum Laude, National Honor Society**Academic Awards**

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2019 *Best Reviewer Award*, Strategizing Activities and Practices, Academy of Management

2016 *Undergraduate Research Faculty Mentor Awards* (one of 4 university awards per year).

2011 *Keally Outstanding Teacher Award* (2 awards per year), College of Business, University of Tennessee.

2008 *Outstanding Reviewer Award* (one of several awarded), Business Policy and Strategy Division, national Academy of Management meeting.

2004 *Keally Outstanding Teacher Award* (one of three award recipients), College of Business, University of Tennessee.

2003 *Keally Teaching Award for Assistant Professors* (one award per year), College of Business, University of Tennessee.

2003 *Outstanding Reviewer Award* (one of several awarded), Research Methods Division, national Academy of Management meeting.

2000 *MBA Professor of the Year* (one award per year), University of New Mexico.

1995 *Undergraduate Teaching Award* (one award per year), Faculty of Management, McGill University.

1993 *Best Paper Award from the International Management Division of the Academy of Management* one award per year, *The International Expansion Process: A Model and Empirical Evidence*.

1991 *Maurice W. Lee Award for Teaching Excellence as a Ph.D. student*, (one award per year) University of North Carolina at Chapel Hill.

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**RESEARCH (ALL PUBLISHED AS ANNE SMITH)**

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**REFEREED JOURNAL PUBLICATIONS:**

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O’Kane, P., Ott, D.L., **Smith, A.D.**, & Brown, T C. (2022). Understanding Computer-Assisted Qualitative Data Analysis Software as a tool to enhance systematic literature reviews in human resource development. *Human Resource Development Review*, 0(0). <https://doi.org/10.1177/15344843221144668>

Madden, L.T., Madden T.M., & **Smith, A.D.** (2022). Are we there yet: A microfoundational examination of motivation during early international expansion. *Int. J. of Multinational Corporation Strategy*, accepted for publication.

Köhler, T., **Smith, A.**, & Bhakoo, V. (2022). Templates in qualitative research methods: Origins, limitations, and new directions. *Organizational Research Methods*, 25(2), 183-210. doi: 10.1177/10944281211060710.

Lerman, M.P., Mmbaga, N., & **Smith, A.D.** (2022, *alphabet authorship*). Tracing ideas from Langley (1999): Exemplars, adaptations, considerations, and overlooked. *Organizational Research Methods*, 25(2), 285-307. <https://doi.org/10.1177/1094428120915510>.

O’Kane, P., **Smith, A.D.**, & Lerman, M.P. (2021). Building transparency and trustworthiness in inductive research through computer aided qualitative data analysis software. *Organizational Research Methods*, 24(1), 104–139.

Alexander, B., & **Smith, A.** (2019), Organizational access in qualitative research, *Qualitative Research in Organizations and Management*, 14(2): 172-193. <https://doi.org/10.1108/QROM-10-2017-1574>

Chen, R.J.C, & **Smith, A.D.** (2018). Strategic Management in Tourism and Communities. *Journal of Hospitality and Tourism*, 16(1), 16-31.

Mathias, B., & **Smith, A.D.** (2016). Autobiographies in organizational research. *Organizational Research Methods*, 19(2), 204-230.

Pieper, T.M., **Smith, A.D.**, Kudlats, J., & Astrachan, J.H. (2015). The persistence of multifamily firms: Founder imprinting, simple rules, and monitoring processes. *Entrepreneurship: Theory & Practice*, 39(6), 1313-1337.

**Smith, A.D.** (2015). Introduction: Grounded theory. *Organizational Research Methods*, 18(4), 578-580.

Barksdale, C. and **Smith, A.D.** (2014). Decisions, decisions... resources and tools for complex decision making. *Journal of Management Education*. 3(6), 894-898.

Madden, L. and **Smith, A.D.** (2014). Using photographs to integrate liberal arts learning in business education. *Journal of Management Education*, 39(1): 116–140.

Ray, J. and **Smith, A.D.** (2012). Creating and executing in-class exercises to complement published cases: “Ice Beer to Japan” implementation exercise to accompany Craig’s Asahi beer case. *Journal of Higher Education Theory and Practice*, 12(4), 11-23.

Ray, J. and **Smith, A.D.** (2012). Using photographs to research organizations: evidence, considerations, and application in a field study. *Organizational Research Methods*, 15(2), 288-315.

Plowman, D. and **Smith, A.D.** (2011). Too hot to handle, still. *Qualitative Research in Organizations and Management*, 6(1), 100-105

Plowman, D. and **Smith, A.D.** (2011). The gendering of organizational research methods: evidence of gender patterns in qualitative research. *Qualitative Research in Organizations and Management*, 6(1), 64-82. [Per Digital Commons Nebraska-Lincoln, has been downloaded 1648 times]

**Smith, A.D.**, Plowman, D., and Duchon, D. (2010). Every day sense giving: a closer look at successful plant managers. *Journal of Applied Behavioral Science*, 46 (2), 220-244. [Per Digital Commons Nebraska-Lincoln, has been downloaded 3,376 times]

**Smith, A.D.**, Plowman, D., and Duchon, D. (2009). A qualitative study of high-reputation middle managers: political skills and successful outcomes. *Journal of Operations Management*, 27(5), 428-443.

Houghton, S., **Smith, A.D.**, and Hood, J. (2008). The influence of social capital on strategic choice: an examination of the effects of external and internal network relationships on strategic complexity. *Journal of Business Research*, 62(12), 1255-1261.

Bach, S. and **Smith, A.D.** (2007). CEO power and IPO survival: an empirical investigation. *Journal of High Technology Management Research*, 18(1), 31-42.

**Smith, A.D.**, Houghton, S., Hood, J., and Ryman, J. (2006). Power relationships among top managers: does top management team power dispersion matter for organizational performance. *Journal of Business Research*, 59 (5), 622-629.

Bartholomew, S. and **Smith, A.D.** (2006). Improving survey response rates from CEO in small firms: the importance of social networks. *Entrepreneurship: Theory and Practice*. 30 (1), 83-96.

**Smith, A.D.** (2002). From process data to publication: a personal making sense. *Journal of Management Inquiry*, 11 (4), 383-406.

Pitcher, P. and **Smith, A.D.** (2001). Top management team heterogeneity: personality, power, and proxies. *Organization Science*, 1-18.

**Smith, A.D.** and Zeithaml, C. (1999). The intervening hand: contemporary international expansion processes of the regional bell operating companies. *Journal of Management Inquiry*, 34-64.

**Smith, A.D.**, Golden, P., and Pitcher, P. (1999). The clock is ticking: surviving privatization and deregulation by utilizing the running time. *European Management Journal*, 17 (4), 409-421.

**Smith, A.D.** and Reney, M. (1997). The mating dance: a case study of local partnering processes in developing countries. *European Management Journal*, 15(2), 174-182. [Article Translated into Spanish in 1997 and Reprinted in Ediciones Pmp, Parcelona.]

**Smith, A.D.** and Zeithaml, C. (1996) Garbage cans and advancing hypercompetition: the creation and exploitation of new capabilities and strategic flexibility to two regional bell operating companies. *Organization Science*, 7 (4), 388-390.

#### **BOOK CHAPTERS, BOOK REVIEWS, & RESEARCH TRANSLATIONS**

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Mmbaga, N., Mathias, B., & Smith, A. (Accepted July 2022) Autobiographies and identity: Using autobiographies to study identity in organizational research. Reissner, S., Winkler, I., and Cascon, R. (Eds.), *Handbook of Research Methods for Studying Identity*,

Madden, T., Madden, L.T., & **Smith, A.** (2022) PechaKucha-based Participatory Video for Organizational Research. Hill, McKenny, O’Kane, & Paroutis (Eds.) *Research Methodology in Strategy and Management*, Vol. 13, Emerald Publishing Limited.

Hill, A., Lê, J., McKenny, A., O’Kane, P., Paroutis, S., & **Smith, A.** (2021). Research in Crisis: Research Methods in the Time of COVID-19. Hill, Lê, McKenny, O’Kane, Paroutis, & Smith (Ed.) *Research Methodology in Strategy and Management*, Vol. 12, Emerald Publishing Limited.

Crook, T.R., Lê, J. & **Smith, A.** (2020, alphabetical), Introduction: Is It all a Game? Rankings, Journal Lists, and the Contemporary Role of Book Chapters, Crook, T.R., Lê, J. & Smith, A.D. (Ed.) *Research*

*Methodology in Strategy and Management*, Vol. 12, Emerald Publishing Limited, pp. 1-12.  
<https://doi.org/10.1108/S1479-838720200000012012>.

Madden, T.M., Madden, L.T. and **Smith, A.D.** (2020), Capturing Organizational Compassion Through Photographic Methods, Crook, T.R., Lê, J. and Smith, A.D. (Ed.) *Research Methodology in Strategy and Management*, Vol. 12, Emerald Publishing Limited, pp. 55-71. <https://doi.org/10.1108/S1479-838720200000012016>

Lê, J. K., Smith, A.D., Crook, T. R., & Boyd, B. K. 2019. Why research methodology in strategy and management remains as important as ever. In Boyd, B. K., Crook, T. R., Lê, J. K., & Smith, A. D. (Eds). *Research Methodology in Strategy and Management*, Vol. 11 (pp. 1-15). Bingley, UK: Emerald Group Publishing Limited.

Ranft, A. and **Smith, A.D.**, (2016). You miss 100% of the shots you don't take. In T. Clark, M. Wright, & D. Ketchen (Eds.), *How to Get Published in the Best Management Journals* (pp.121-124). Northampton, MA: Edward Elgar Publishing, Inc. (republished in 2019 edition)

**Smith, A.D.**, Madden, L.T., & Plowman, D.A. (2014). Red-headed no more: Tipping points in qualitative research in management. In C.E. Lance & R.J. Vandenberg (Eds.), *More Statistical and Methodological Myths and Urban Legends* (pp. 67-84). New York, NY: Routledge.

Ray, J. and **Smith, A.D.** (2011). Worth a Thousand Words: Photographs as a Novel Methodological Tool in Strategic Management, Invited Chapter accepted for publication *Research Methodology in Strategy and Management*. [Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence 2012, Emerald Publications.]

**Smith, A.D.** (2005). Book review: Interactive qualitative analysis: A systems method for qualitative research. *Organizational Research Methods*, 481-484.

**Smith, A.D.** (1999). Opening new frontiers: Do early entrants really reap long-term rewards? *Academy of Management Executive*, 13(1), 111-112.

**Smith, A.D.** and Zeithaml, C. (1998). Garbage Cans and Hypercompetition. In *Managing in Times of Disorder: Hypercompetitive Organizational Responses*, Eds. Ilinitich, D'Aveni, & Lewin. Sage Publications.

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#### **PUBLISHED PROCEEDINGS**

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**Smith, A.D.** and Rentsch, J., (2007). Discovery Processes within our Research Team: Providing Theoretical Insights for Work Teams and Top Management Teams Literatures *Published Proceedings Research Methods/ISEOR Conference*, Lyon France, March 26-28, pages 913-925, Volume 2.

**Smith, A.D.** and Bach, S., (2004). Early International Expansion as a Sensemaking Process, *Proceedings of AIB-SE Conference*, 2004.

**Smith, A.D.** and Zeithaml, C., (1993). The International Expansion Process: A Model and Empirical Evidence *Proceedings of the Academy of Management Meeting*.

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#### **CURRENT/ACTIVE MANUSCRIPTS OR UNDER REVIEW**

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Hansen, H., Elias, S.R.S.T.A., **Smith, A.**, Alexander, B., Barros, M., Stevenson, A. Keeping qualitative research weird: Prevalent silences in interview-based research and practices to unsilence non-interview data, researchers, and context. *Organizational Research Methods*, Second revise and resubmit, due February, 2023.

Jung, J., Zhou, W., & **Smith, A.D.**, Construct Measurement in Textual Documents Using Machine Learning Techniques: Demonstrated with an Investigation of Organizational Innovation. *Organizational Research Methods*, Revised and resubmitted, December 2022.

Hymer, C. & **Smith, A.** Leveraging lack of fit for theoretical insights: Approaches for sensing, analyzing, and integrating non-conforming data during qualitative data analysis. (Best Paper in Research Methods Division, Academy of Management, 2022). Accepted for *Journal of Management* review paper, due February, 2023.

Madden, T., Madden, L., & **Smith, A.D.** Are we there yet: A microfoundational examination of motivation during early international expansion. *International Journal of Multinational Strategy*. Second revise and resubmit, December 2022.

Jones, J., Jung, J., **Smith, A.**, & Weaver, J. Seeing together: Collaborative photo-voice in organizational field research. Presented at Research Methods division of Academy of Management conference, 2022. Revise and resubmit received, *Organizational Research Methods*, due February 2023.

Samba, C., Bolumole, Y., Zoogah, D., & **Smith, A.** Africa-Focused Qualitative Research: A Synthesis and Agenda for Future Work, accepted to 2022 Southern Management conference, under review.

## RESEARCH GRANTS

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May 2001 –2004      Member of Canadian SSHRC Standard Research Grant with principle researchers from HEC (University of Montreal). “Mobilizing and Mastering Diversity in Leadership Constellations: People, Process and Performance.” Principle Investigator: Vera Kisfalvi.

September, 1994      ADSSM/CIDA grant for the study of international expansion in emerging Markets (grant awarded with Farid Harianto, University of Toronto, and Deborah Dougherty, McGill University).

## PUBLISHED PEDAGOGICAL MATERIALS

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**Smith, A.D.** and Quinn, A.G., (2010). DenTek’s UK Decision, Case published in Michael Peng’s *Global Business* textbook (2008, Thompson). Reprinted in Cengage Learning, *International Business Portal*.

Halter, C., **Smith, A.D.**, and Dry, E., (2003). “Paradise Farm Organics” Case published (4<sup>th</sup>) of *Strategic Management: An Integrated Approach*, by Hitt, Ireland, and Hoskisson (Southwestern Publishing).

Exercises and teaching notes published in Helen Deresky’s *International Management* textbook (4<sup>th</sup> edition, 1999) and Instructor’s Manual (Prentice Hall/Addison Wesley): “Myths and Realities of Globalization” and teaching note (textbook); “AB Telecom Exercise” and teaching note (instructor’s

manual); “International Expansion Process” and teaching note (IM); and “RBOC Partnering Exercise” (textbook) and teaching note (IM).

### **COMPETITIVE PAPER PRESENTATIONS**

**\*presenter**

- August, 2022 O’Kane, P. & Smith, A. Computer Aided/Assisted Qualitative Data Analysis Software in Management and Organizational Research, Research Methods Division, Paper Presentation, National Academy of Management Meeting, Seattle.
- August, 2022 Hymer, C. & Smith, A. Harnessing the Positive Side of Negative Cases: Exemplars and Queries for Qualitative Researchers, Research Methods Division, Paper Presentation, National Academy of Management Meeting, Seattle.
- August, 2022 Jung, J., Jones, J., Smith, A., & Weaver, J.D. Seeing Together: Collaborative Photo-Voice in Organizational Field Research, Research Methods Division, National Academy of Management Meeting, Seattle.
- October, 2017 Paroutis, S., Knight, E., & **Smith, A.** Changing How We See Change: How Visuality Enhances our View of Organizational Change. Strategic Management Society Meeting, Houston.
- August, 2016 Lerman, M. & **Smith, A.** Coding for Trustworthiness. Research Methods Division, Paper Presentation, AOM Atlanta.
- August, 2016 Franco, N., & **Smith, A.** Building Dictionaries to Elaborate Theory in Organizational Research. Research Methods Division, Paper Presentation, AOM Atlanta.
- November, 2015 Madden, T.M. and **Smith, A.D.** Let’s try it – Countering environmental complexity with complexity leadership to achieve organizational ambidexterity Presented at 2015 Southern Management Meeting.
- August, 2015 Alexander, B.A., and **Smith, A.D.** Crossing organizational boundaries in qualitative field research, competitive paper session, Research Methods Division, Academy of Management, Vancouver.
- August, 2015 Madden, T.M, Madden, L.T, and **Smith, A.D.** PechaKucha presentations in the management classroom, Academy of Management Teaching and Learning Conference, Vancouver.
- November, 2013 Kincy Madison\* and **Smith, A.D.**, Considering geography: A novel approach to measuring geographically dispersed teams, Accepted for presentation at Southern Management Meeting, 2013, New Orleans.
- August, 2013 **Smith, A.D.** and Laura Madden\*, How we research and how we teach: Connecting research approaches to uses of photography in the Management classroom, Manuscript to be submitted Fall 2013.
- August, 2013 Madden, L., Madden, T.\*, Ray, J., & **Smith, A.D.**

- Capturing compassion through photographic methods, Accepted for presentation in RMD Division of AOM 2013, Orlando.
- July, 2013      **Smith, A.D.**, Madden, L., Madden, T.\*, Bridging the hierarchical divide: Sensemaking and sensegiving between top and middle managers during strategic change, Accepted for 2013 EGOS conference, Montreal.
- July, 2012      **Smith, A.D.**, Photographs and field studies: Ongoing insights, European Group for Organizational Studies, Helsinki, Finland.
- October, 2011      Madden, L. \*, Madden, T., Stiefel, D., and **Smith, A.D.**, Who lives, who dies: A methodology to determine firm survival after mergers and acquisitions, Presented at Midwest AOM.
- August, 2011      Ray, J.\* and **Smith, A.D.**, Peering through the lens: A review of photograph use in sociology and anthropology and suggestions for organizational researchers, Presented at AOM 2011 conference, Research Methods Division.
- August, 2011      Ray, J.\* and **Smith, A.D.**, Seeing strategy in practice: linking photographic methods within an SAP perspective, Accepted for AOM 2011 conference, SAP interest group. 7248125827
- October, 2010      Rousseau, M.B.\* , **Smith, A.D.**, McEwen, E., and Hood, J., Influences on SME executive response rate to surveys: A multi-year analysis of published studies, October 2010, Southern Management Association conference. Accepted July, 2010.
- October, 2010      **Smith, A.D.** and Ray, J.\*, Creating and Executing In-Class Exercises to Complement Published Cases: Ice Beer to Japan, Implementation Exercise to Accompany Craig's Asahi Beer Case, Management History/Management Education track, Southern Management Association conference. Accepted July, 2010.
- August, 2010      **Smith, A.D.**, Stiefel, D., Madden, T.\*, Ray, J., Smith, A., Zondag, M., A sensemaking model of leadership and long-term firm survival: Evidence from the Baby Bells, 1984-2008, presented in the Managerial and Organizational Cognition Division, paper presentation, national Academy of Management meeting, Montreal.
- November, 2008      **Smith, A.D.**, Plowman, D., and Duchon, D. \*, Symbols and Effective Middle Management, selected for Best Paper Competition at Strategic Management Society, November.
- August, 2008      Plowman, D.\* and **Smith, A.D.**, Patterns in qualitative research: Why are women drawn to this methodology? Research Methods Division, National Academy of Management Meeting.
- August, 2008      **Smith, A.D.\***, Plowman, D., and Quinn, A., High reputation managers: Power, political skills, and successful outcomes Business and Policy Division, National Academy of Management Meeting. Per Digital Commons, Readership is 3376 Times]



- October, 2005 **Smith, A.D.\*** and Hood J., The influence of imprinting, adaptation, and managerial choice on product offerings in small businesses, Strategic Management Society Meeting, Entrepreneurship and Strategy Poster session.
- August, 2005 **Smith, A.D.\*** and Rentsch, J., Examining the discovery process within a research team, Paper Presentation, Research Methods Division, National Academy of Management Meeting, Honolulu.
- August, 2005 Hood, J., **Smith, A.D.\***, and Houghton, S., To join, to lead, or to create: Network effects and small business product offerings, Poster Presentation, Entrepreneurship Division, National Academy of Management Meeting, Honolulu.
- August, 2004 Bartholomew, S. and **Smith, A.D.\***, Improving survey response rates from CEOs in small firms: A social embeddedness perspective, Poster Presentation at National Academy of Management meeting, New Orleans.
- August, 2003 **Smith, A.D.\***, Presentation Panel on Top Management Team Research Stream, Research Methods Division, National Academy of Management Meeting, Seattle.
- August, 2002 **Smith, A.D.\*** and Bach, S., Early international expansion as sense making process: A new framework, National Academy of Management Meeting, Denver.
- August, 2001 **Smith, A.D.\***, Pitcher, P., Hood, J., and Houghton, S., TMT heterogeneity, power, and performance: An investigation in the turbulent hospital industry, Business Policy and Strategy Division, National Academy of Management Meeting, Washington, D.C.
- August, 2000 **Smith, A.D.**, Pictures, patience, and pattern-matching: Sharing insights from my four-year journey to make sense of qualitative interview data, Research Methods Division, National Academy of Management Meeting, Toronto.
- September, 1994 **Smith, A.D.**, The Changing Nature of Trust in International Partnerships, Strategic Management Society Conference, Panel on Power and Trust, Paris, France.
- April, 1994 **Smith, A.D.**, Collaborative structures for innovative transformation: The regional bell operating companies, ORSA/TIMS Conference, Panel on Collaboration, Boston.
- August, 1993 **Smith, A.D.\*** and Zeithaml, C., The international expansion process: A model and empirical evidence, Presented at the Academy of Management Meeting, International Management Division, Atlanta.
- August, 1991 **Smith, A.D.\*** and Aldrich, H., Learning to trust: Transaction contexts and governance structures in U.S. manufacturer-supplier relations, Presentation at the Academy of Management Meeting, Organization Management and Theory Division, Miami.

October, 1990      **Smith, A.D.\*** and Anderson, C., Building a bridge between organizations: Measuring strategic choice and interorganizational distance within a contingency framework, Presented at the Strategic Management Society Meeting, Stockholm.

**PROFESSIONAL DEVELOPMENT WORKSHOPS OR INVITED ACADEMIC PRESENTATIONS/CONFERENCES**

October, 2022      University of Zurich, PhD Seminar Qualitative Methods, Seidl Chair

August, 2022      Professional Development Workshop, National Academy of Management meeting, Reconsidering Template Use in Qualitative Research: Where do we go from here and how do we get there, with Tine Koehler and Vikram Bhakoo.

June, 2022      CARMA Short Course over Zoom “Interpretive Process Data Analysis”

August, 2021      Invited speaker, “Advice for new department heads” at Department Head Orientation.

June, 2021      CARMA Short Course co-led by Paula O’Kane, Otago University, New Zealand, course taught over Zoom

June, 2018      CARMA Short Course, Boston College.

January, 2018      CARMA Short Course, University of South Carolina.

November, 2017      CARMA Short Course and Featured Speaker. Uni South Australia, Adelaide.

August, 2017      Presenter. The Role of Visuality in Strategy: How Seeing, Influences “Saying” and “Doing”. SAP Interest Group. AOM Atlanta. [was unable to attend AOM]

August, 2017      Organizer and Participant. Coding in the Trenches: Qualitative Analysis Boot Camp II. SAP Interest Group (co-sponsored with Research Methods Division). AOM Atlanta. [was unable to attend AOM]

August, 2016      Organizer and Participant. Coding in the Trenches: Qualitative Analysis Boot Camp. SAP Interest Group (co-sponsored with Research Methods Division). AOM Anaheim.

August, 2016      Participant. So you Finished your Dissertation... Now What? Advice for Managing Academic Careers Worldwide. SAP Interest Group, pre-conference workshop. AOM Anaheim.

June, 2016      CARMA Short Course, Detroit (Wayne State University). Three-day course on content analysis.

June, 2015      CARMA Short Course, Boston (Boston College). Three-day course on content analysis.

November, 2015      CARMA Short Course at the University of South Australia, Adelaide, Australia. Three-day course on content analysis.

- August, 2008-2013 Professional Development Workshop, Research Methods Division, Content Analysis software with Paula O’Kane (Otago University, New Zealand), Jane Le (University of Sydney).
- February, 2012 Invited CARMA talk on Qualitative Research Methods. Live feed to universities and archived for future viewing. Topic, Using photo elicitation as a data source February 24, 2012. Wayne State University.
- August, 2010 Invited paper presentation and session discussant, Strategy as practice: Text, talk and tools. Montreal Canada, HEC
- August, 2000 Discussant, Joint symposium, Business Policy and Strategy and Management Education and Development Divisions, titled “New and Winning Conceptual Approaches to Teaching Strategy,” National Academy of Management Meeting, Toronto.
- August, 1997 Translating Cases into Academic Research, Panel Member at Preconference Workshop. Academy of Management Annual Meeting, Boston.
- February, 1997 Luncheon Keynote Speaker to 250 Montreal executives, global MBA students, and McGill faculty members, Dimensions of Hypercompetition: 1997 Conference Wrap-Up, McGill 1997 Graduate Business Conference.
- February, 1997 Invited Speaker, International telecommunications alliances: Lessons for Indian firms, workshop on telecom policy research, Indian Institute of Management, Ahmedabad, India. Representative of McGill University’s Centre for Regulated Industries.
- October, 1995 Invited presenter at McGill Law School’s Centre for Regulated Industries, Conference on International Telecommunications. Participants included telecommunications officials from China, India, Pakistan, and Malaysia.
- September, 1995 Invited speaker at AIESEC McGill International Careers and Opportunities Forum, Liberalization, convergence and globalization: The worldwide transformation of the telecommunications service industry.
- February, 1995 Invited by Indosat executives to present my research on RBOCs’ International expansion. Presentation took place during research trip to Jakarta, Indonesia.
- September, 1994 Invited academic participant at the Whittemore Conference on Hypercompetition, Tuck Business School, Dartmouth College. One-day academic conference for authors of papers under consideration for *Organization Science* Special Issue on Hypercompetition.
- May, 1994 Presentation on U.S. Telecommunications Providers and their Deregulated Activities at the Rate Design Seminar, Centre for Regulated Studies Conference, Faculty of Law, McGill University.
- February, 1994 Invited participant in University of Michigan, International Organization Studies Conference. Discussion paper, Network realities of the international expansion process: A case study of two RBOCs.

## **GRADUATE DISSERTATIONS**

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### **Chair:**

- 2019 - 2022 Co-Chair with Tim Pollock, Jaewoo Jung, SEO.
- 2013 - 2014 Ph.D. Chair, Blake Mathias, Organizations & Strategy. Placement: LSU.
- 2012 - 2014 Ph.D. Co-Chair (with David Woehr), Mark Collins, Organizations & Strategy, Defended 2014.
- 2011- 2012 Ph.D. Chair, Laura Madden, Organizations & Strategy, Proposal defended, May, 2012. Dissertation Defense April, 2013. Placement: East Carolina University.
- 2010- 2012 Ph.D. Chair, Tim Madden, Organizations & Strategy, Defended, May, 2012. Placement: Old Dominion University, now at East Carolina University.

### **Committee Member:**

- 2018 Ph.D. Committee, Erika Williams, Strategy, Entrepreneurship, & Strategy, Proposal defended April 2018. Defense anticipated June 2018.
- 2016 Ph.D. Committee, Nastaran Simarasl, Organizations & Strategy, Defended, May, 2016. Placement: California State Polytechnic University (Chair: David Williams)
- 2014 Ph.D. Committee, Kyle Turner, Organizations & Strategy, Defended, July, 2014. (Chairs: Russell Crook and Annette Ranft)
- 2012-2013 Ph.D. Committee, Natalie Franco, Tulane University. Defended June, 2014. (Chair: Bert Cannella)
- 2012-2013 Ph.D. Committee, Adam Smith, Organizations & Strategy, Defended Dissertation, June, 2013 (Chair: Franz Kellermanns)
- 2011-2012 Ph.D. Committee, Karen Ford Eickhoff, Organizations & Strategy. Defended Dissertation June, 2012. (Chair: Dennis Duchon)
- 2010-2011 Ph.D. Committee, Irina Cozma, Industrial Organization Psychology. Defended Dissertation August, 2011. (Chair: David Woehr)
- 2009-2010 Ph.D. Committee, Josh Ray, Organizations & Strategy. Defended Dissertation 2010. (Chair: Donde Plowman)
- 2009-2010 Ph.D. Committee, Dawn Drake, Department of Geography. Defended, 2011.
- 2008-2010 Ph.D. Committee, Heather McMillan, Defended, 2010. (Chair: Lane Morris)

2008-2009	Ph.D. Committee, Taylor Poling. Defended June, 2009. (Chair: David Woehr)
June, 2003	External reviewer for dissertation for HEC Montreal doctoral student.
April, 1996	External Examiner of a Master's Thesis in Economics, McGill University.
July, 1993	External Reviewer on two dissertations at McGill University, Management Ph.D. student.

### **UNDERGRADUATE THESIS**

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2018	Supervised Global Leader Scholar: Kendall Grafton
2017	Supervised Global Leader Scholar: Maggie Potente
2016	Supervised Global Leader Scholar: Rani Zaouk
2015	Supervised three Global Leader Scholars: Wayne Taylor (University Bronze awarded to undergraduate research); Piper Davis; Amira Sakalla.
2014	Supervised Global Leader Scholar Rickey Dandridge, Book of Knives: The proof is in the pudding, <i>Pursuit: The Journal of Undergraduate Research at The University of Tennessee</i> , 2016, 7(1): 57-70.
2012	Supervised honors thesis for College of Business Global Leadership Scholar –Ann-Catherine Nave. Financial Services Innovation: Local Strategy, Management, and Change – A Field Investigation, Selected for publication in <i>Pursuit: The Journal of Undergraduate Research at The University of Tennessee</i> , 2013, 4(1): 89-106.
2011	Supervised honors thesis for College of Business Global Leadership Scholar – Samantha Avery.
2010	Supervised honors thesis for three College of Business Global Leadership Scholars– Alice Kehinde, Phelps, Amanda Weddington.
2008	Supervised 2 UT Undergraduate Honors Thesis – Nathan DeKornfeld, Chris Wary.

### **DOCTORAL GRANTS/AWARDS**

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1991	Richard D. Irwin Foundation Doctoral Dissertation Fellowship
1990-1992	Kappa Kappa Gamma Graduate Alumnae Fellowship
1990	Berry Scholarship - National Association of Purchasing Managers, Graduate Student Award

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## **Teaching**

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**DOCTORAL TEACHING**

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Spring, 2015	Managing the Strategy Process (MGT 624).
Spring, 2013	Seminar in Qualitative Research Methods (BUSN 8320) Tulane University.
Spring, 2011	Managing the Strategy Process (MGT 624).
Spring, 2011	Seminar in Qualitative Research Methods (BUSN 8320) Tulane University.
Spring, 2010	The scholarship of organizational science, team taught with Donde Plowman and Dennis Duchon (MGT 625).
Spring, 2009	Managing the Strategy Process (MGT 624).

**MASTERS EDUCATION**

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2003-2013	Aerospace MBA, core faculty. Part of start-up of this new program (teaching - on load; around 30 students each year). Teach 12 in-class sessions and four distance classes.
Fall, 2010- 2011	Regular MBA, core faculty. BA512 Managing Complex Organizations (74 students, 78 students).
2002-2009	Professional MBA, Instructor and project advisor (on load). At least five advisees, six in-class sessions, and two distant learning sessions per year.
1993-2001	Taught core Strategy course in regular MBA programs at University of New Mexico (2 sections per year); Florida Atlantic (2 sections per year); McGill University (1 section per semester)

**UNDERGRADUATE COURSES (all courses at UT on load, unless otherwise noted)**

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Fall, 2017 – Current	Global Strategic Management (BUAD 453), average class size, 50 students.
Spring, 2017	Online Introduction to Management (MGT 201), 130 students.
Spring, 2015	Thesis Preparation: Global Leaders Scholars (Business BUAD 317). 26 students.
Fall, 2011-2013	First Year Seminar FY 129 (1 hour credit for incoming freshmen), Making sense of the transition to UT through photographs, 14-18 students per section.
Fall & Spring 2010- 2013, 2015- 2016	Solving Complex Business Problems. Part of management major curriculum. (MGT 435) 37 students.
Miniterm, 2013, 2007- 2010	Global Competition: From a French Perspective. Bordeaux Study Abroad course (IB 459). Between 10- 18 students.

- Spring, 2010-2012 Honors Undergraduate Global Strategy Course: 1 Section.
- Spring, 2001- 2008 Undergraduate Global Strategy Course: 1 section (Between 30 to 60 students).

Other Undergraduate: Taught basic strategy course to undergraduates across many sections at the University of North Carolina at Chapel Hill, McGill University, Florida Atlantic University, and University of New Mexico.

### **OTHER TEACHING**

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- 2009-2014 Instructor in Executive Development (non-degree) - Plant Manager Program.
- 2005-2015 Instructor, Tennessee Government Executive Institute. Day on decision making.
- Fall, 2008 & Spring, 2010-2012 Advanced undergraduate/MBA Course at Bordeaux Ecole de Management in AMP program. Advanced Strategic Management course – (25 to 45 students) 3 half-days.
- 2006-2007 Coach, MBA Case Competition Team. Co-coached 5-person MBA team to John Molson International Case Competition in Montreal 2007 (semi-finals).
- Spring, 2000, 2000 McGill MBA Japan Program. Managing in the New Economy. 35 second-year MBA students in Tokyo.
- Spring, 1999 Florida Atlantic University Weekend MBA Class – Strategy Core Course.

## **Service**

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### **UNIVERSITY SERVICE**

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- 2014 Member, Graduate Student Fellowship Review Committee, Graduate School.
- 2012 Member, College of Business Dean's Search Committee (Spring '12; Fall '12).
- 2010-2011 Chair, Faculty Benefits and Professional Development, Faculty Senate. Member of Faculty Senate Executive Committee.
- 2008-2010 University-level Scholarly Communications Committee (2 year commitment).
- 2008-2009 Chair, Faculty Senate Library Committee, Faculty Senate. Faculty Senate Executive Committee member.
- 2006-2009 Faculty Senate Representative, Department of Management. Faculty Senate Library Committee Member.
- 2008 Search Committee Member, System-level search for Institute for Public Service, Assistant Vice President.

### **COLLEGE SERVICE**

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2022 Chair, School of Architecture Director, College of Architecture and Design.

2018 Chair, Business Analytics and Statistics Department Head search.

2015 Member, Dean Executive Committee

2011- 2015 Chair, College Graduate Policies Committee

2014 Chair, College Task Force on Faculty Development

2014 Member, College Awards committee – faculty and staff awards

2013 Member, Teaching Excellence Committee

2007-2013 Member, Faculty Recognition Committee (annual teaching awards)

2008 - 2013 Member, Undergraduate Scholarship Awards.

2010 Member, College Graduate Curriculum Committee, Management Department representative.

2010-2011 Member, MBA Program Committee (regular MBA program)

2009-2010 Interim Ph.D. Director, Organizations & Strategy.

2007-2009 Member, College of Business Undergraduate Honors Faculty, Admissions committee.

2005-2010 Member, College of Business Faculty Awards Committee.

2008 Member, MBA Review Committee.

2005-2007 Member, College of Business Staff Awards Committee.

Fall, 2006 Member, Search Committee, Assistant Director of Executive Program.

1998-99 Member, Scholarship Committee, Florida Atlantic University.

1995-96 Chair, Library Committee, Faculty of Management, McGill University.  
Member, Dean's Overview Committee, McGill University.  
Member, University Senate Committee on University Bookstore, McGill.

Fall, 1996 Acting Director, Centre for Regulated Industries, McGill University.

1996-97 Faculty advisor, MBA 1997 International Conference, McGill University.

1995-97 Board Member, Centre for Regulated Industries, McGill University.

1993-1995 Course Coordinator, Organizational Policy, a core course for McGill Undergraduates, 10 sections per year, 450 students.



- 1993-95 Member, Undergraduate Program Committee, Faculty of Management, McGill University.
- 1992-93 Member, MBA Review Committee, Faculty of Management, McGill University.

### **DEPARTMENT SERVICE AT UT**

- 2015-current Department Head, one five-year term followed by 2-year term (agreed at beginning of second term, Fall 2019).
- 2014 Member, Search Committee for Haslam Professor of Management
- 2013 Chair, Search Committee for Haslam Professor of Management
- 2013 Organizer, two-day Provalis Software training for graduate students and UT community (25 in attendance).
- 2010-Spring 2012 Chair, Department of Management Curriculum committee
- 2012 Chair, Search Committee for Strategy position. (Reger Hired)
- 2011 Member, Search Committee for OB/Strategy positions (Munyon hired)
- 2010-2012 Member, Department of Management Executive committee
- 2010 Member, Management Department Head Search Committee (Leap hired)
- 2009 Member then Chair, Management Department Search Committee, 2 faculty tenure track positions. (Kellermanns; Williams hired)
- 2008-Current Member, Department Teaching Committee
- Fall, 2008 Member, Management Department Curriculum Review Committee.
- Fall, 2007 Member, Strategy Ph.D. Committee to re-start program
- 2006-2007 Chair, Strategy Search Committee, Department of Management (Plowman; Duchon; Crook)
- 2004-2007 Coordinator, Strategy Capstone Course – 8-10 sections per semester, UT College of Business. Organizer of Semester “Event Week” – Boat Week (Sea Ray), Health Care week (Covenant Health)
- 2003-2006 Library Representative, Department of Management

### **ACADEMY OF MANAGEMENT**

- 2012-2017 Elected to 5-year Leadership Rotation (PDW Chair, Program Chair, Chair Elect, Chair, Past Chair), Strategizing Activities and Practice Interest Group, Academy of Management (800+ members)

2013-2014	Invited Panel member for Research Methods Division, Virtual Doctoral program on Topics: “Having a Career as a Methodologist” and “Crafting a Methodological Contribution.”
2011-2013	Chair, Awards committee, Strategizing Activities and Practice Interest Group, Academy of Management.
2001- 2015	Reviewer for Research Methods Division, national Academy of Management meeting.
1999-2015	Reviewer, Business Policy Division, national Academy of Management Meeting.
2010	Facilitator, paper session, MOC Division, AOM national meeting Montreal.
2009	Discussant, paper session, GDO Division, AOM national meeting, Chicago.
2010-2012	Representative-at-large, Strategy as Practice Interest Group, AOM.
2006-2007	Division and Interest Group Relations Committee of the Academy of Management Board. (Review division performance).
2004-2009	Historian, Research Methods Division, Academy of Management.
2003-2009	Member of Research Methods Awards Committee.
1995-1997	Representative for the East, Business Policy and Strategy Division, Academy of Management.

### **BOOK AND TEXTBOOK REVIEWS**

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2012	Reviewed <i>Strategy as Practice</i> textbook, Sage Publications.
2004	Reviewed pre-publication book Roberto (Wharton Press), <i>Why Great Leaders Don't Take Yes for an Answer: Managing for Conflict and Consensus</i> .
2004	Textbooks Review for McGraw-Hill/Irwin strategy textbooks.
2002	Textbook Review: Wiley strategy text.
2000	Reviewed textbook proposal for strategy textbook, Prentice-Hall.
1998	Reviewed textbook International Management, Third Edition (Deresky) for Addison Wesley Longman.

### **ACADEMIC JOURNALS**

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2013-2017	Associate Editor, <i>Organizational Research Methods</i> .
2007-Current	Editorial Board, <i>Organizational Research Methods</i> .

- Ad Hoc Reviewer *Organizational Studies, Organization Science, African Journal of Management; Journal of Business Research; Journal of Management Inquiry; Journal of Management Studies; Organization Science (Special Issue); Strategic Management Journal (Special Issue); Canadian Journal of Administrative Science.*
- 1995 Program Review Committee, International Federation of Scholarly Associations of Management. SSHRC Strategic Research Grants.

## **PROFESSIONAL SERVICE**

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- June, 2020 Video interview part of the UT Libraries an oral history project on the [Chimney Tops 2 Wildfires](#). My archived interview: <https://rfta.lib.utk.edu/interviews/object/anne-smith-2020-06-11>
- Summer, 2013 Sub-theme convenor (with 2 other faculty from University of Lancaster and HEC Montreal), EGOS Sub-theme 53: Behaviour, Management and Work.
- Spring, 2008 Presentation at joint meeting of Y-12, ORNL, and Oak Ridge Associated Universities, Decision Making under Stress. Over 150 in attendance.
- Spring, 2007 Presentation to University Honors Luncheon Research Talk.
- Spring, 2000 Strategic Planning Sessions with School of Medicine, Management Development Center, University of New Mexico.
- Fall, 1999 Consulting participant in creation of Department of Population Health Sciences in the School of Medicine, University of New Mexico.
- Spring, 1998 Two-day Seminar on Managing Change for Indonesian IAIN University
- Fall, 1995, 1996 Administrators. Program part of McGill Islamic Studies Grant.
- Fall, 1996 Two-day International Policy Seminars for Executive Development
- Summer, 1996 Course (65 middle-level managers), McGill Executive Institute.
- Fall, 1995 Two-day International Policy Seminars for Executive Development Course (65 middle-level managers), McGill Executive Institute.
- October, 1995 Presentation at Hydro-Quebec Marketing Luncheon Series, "From Divestiture to Hypercompetition: The RBOCs and their Transformation."
- Summer, 1995 Consulting study for COGECO, fourth largest Canadian cable company. "Managing the Canadian Regulatory Environment."
- May, 1995 Guest Speaker, University of Memphis Executive MBAs, Visit to Montreal. "Business/Government Relations: The Bombardier Case."
- May, 1995 Seminar through the McGill Management Institute

- May, 1994 “Envisioning, Initiating, and Implementing Strategic Change,” to Participants from Botswana, Lesotho, Swaziland, and Malawi.
- October, 2004 Invited and attended McGraw-Hill/Irwin focus group on strategy teaching and textbooks, Chicago.
- Summer, 1995 Completed “Faculty Development in International Business” Course, University of South Carolina.

## **PROFESSIONAL EXPERIENCE**

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- 1987-1988 Andersen Consulting  
Atlanta, GA *Strategic Planning Consultant.*
- 1985-1987 SIECOR  
Hickory, NC (Joint Venture between Siemens and Corning)  
*Manufacturing Systems Internal Consultant*  
*Government Accounts Controller.*  
Defended Siecor’s defense contract accounting for the Ground Launch Cruise Missile to the DOD’s Defense Contract Audit Agency.
- 1981-1983 NCNB (now Bank of America)  
Charlotte, NC *International Banking Officer*

## REFERENCES (please allow me to contact them before reaching out for a formal reference)

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