
CODOU SAMBA, Ph.D.

Assistant Professor of Management & Entrepreneurship

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EDUCATION

- August 2016 PhD in Business Administration – Emphasis: Strategic Management
Department of Management, University of Houston; Houston, Texas
Supporting area: Research Methods
Dissertation: *Intuition in Strategic Decision Making: A Research Program, Development and Validation of New Measures, and an Exploratory Study.*
Chair: Dusya Vera
- May 2013 MBA with Honors
University of Houston; Houston, Texas
- May 2004 BS in Chemical Engineering with *Summa cum Laude* Honors
University of Tennessee – Knoxville; Knoxville, Tennessee

EMPLOYMENT

Academic

- 2016 - present *Assistant Professor of Management & Entrepreneurship*
Haslam College of Business, The University of Tennessee—Knoxville
- 2010 - 2016 *Instructor, and Research Assistant*
Bauer College of Business, University of Houston

Corporate

- 2007 - 2009 *Production Engineer*
Dow Chemical (former Rohm & Haas Company)
Provided engineering and technical support for Houston Sulfuric Acid Recovery units.
- 2004 - 2007 *Process Engineer*
Rohm & Haas Company
Provided engineering and technical support for the manufacturing sites of Rohm & Haas around the world.

RESEARCH INTERESTS

Primary:

- Intersection of strategic leadership and decision-making
- Socio-psychological foundations of strategic management
- Theories grounded in African experience

Tangential: (1) Mergers & Acquisitions; (2) Entrepreneurship; (3) Emotions in Organizations

RESEARCH PUBLICATIONS

Samba C, Williams DW & Fuller RM (2019). The Forms and Use of Intuition in Top Management Teams. **The Leadership Quarterly**, <https://doi.org/10.1016/j.leaqua.2019.101349>

Samba C, Tabesh P, Thanos IC & Papadakis VM (2020). Method in the madness? Meta-analysis on the strategic implications of decision comprehensiveness. **Strategic Organization**, 19(3):414-440.

Vera D, **Samba C**, Kong DT & Maldonado TM (2020). Resilience as thriving: The role of positive leadership practices. **Organizational Dynamics**.

Pathak S, **Samba C** & Li M. (2020). Audit Committee Diversity and Financial Restatements. **Journal of Management & Governance**, 1-33

Samba C, van Knippenberg D & Miller CC (2018). The Impact of Strategic Dissent on Organizational Outcomes: A Meta-Analytic Integration. **Strategic Management Journal**, 39(2), 379-402.

MANUSCRIPTS UNDER REVIEW - Title Replaced by Topic to Facilitate Blind Review

1. Pollock TG, Beorchia A*, **Samba C** and Crook TR. Which matters more? A meta-analysis of reputation, status, and firm performance. Under review at **Strategic Management Journal**.
2. **Samba C**, Zoogah BD & van Knippenberg D. How Africa-Based Studies Matter in Management and Organization Research. Reject & Resubmit at **Academy of Management Annals**.
3. Lou B, **Samba C**, Bauer F & Shepherd NG. *Transactive Memory System and Acquisition Performance*. Revise and resubmit, 2nd round at **Journal of Management Studies**.
4. Yan J*, Xu L, **Samba C**, and Reger RK. *Too much of good things: addressing the shape of relationship between media sentiment and IPO outcome*. Under 2nd review at **Long Range Planning**.
5. Fuller RM, Vera DM, **Samba C** and Williams DW. *Virtual Team Decision Making: The Value of Team Intuition and its Enabling Media Capabilities*. Reject and Resubmit at **MIS Quarterly**.
6. Lewis JT*, Gras DG, **Samba C** and Cadotte ER. Knowledge versus effort in entrepreneurial performance: an inductive quantitative study of simulated new ventures. Under review at **Journal of Business Research**.

CONFERENCE PRESENTATIONS

1. Fuller RM, **Samba C** and Williams DW. *Virtual Team Decision Making: The Value of Team Intuition and Its Enabling Media Capabilities*. Symposium on Intuition in Organizations. Presented at the 2023 annual meeting of Strategic Management Society in Toronto, ON, Canada
 2. Fuller RM, Vera DM, **Samba C** and Williams DW. *Virtual Team Decision Making: The Value of Team Intuition and Its Enabling Media Capabilities*. Symposium on Intuition in Organizations. Presented at the 2023 annual meeting of Academy of Management, in Boston, MA.
 3. Ellis KM, Lamont BT, Zoogah BD and **Samba C**. *Grounding Theoretical Contributions in Practices and Experiences Indigenous to Africa*. Symposium presented at the 2023 Africa Academy of Management biennial conference in Cairo, Egypt.
 4. Lou B, **Samba C** & Bauer F. *Transactive Memory System and Acquisition Performance*. Presented at the 2022 annual meeting of Strategic Management Society, in London, UK.
 5. Bolumole, Y, Samba C, Smith, AD and Zoogah BD. *Africa-Focused Qualitative Research: A Synthesis and Agenda for Future Work*. Presented at the 2022 annual meeting of Southern Management Association, in Little Rock, AR.
 6. Lou B, **Samba C** & Bauer F. *Transactive Memory System and Acquisition Performance*. Presented at the 2022 conference of the British Academy of Management, in Manchester, UK.
 7. Fuller RM, Vera DM, **Samba C** and Williams DW. *Virtual Team Decision Making: The Value of Team Intuition and its Enabling Media Capabilities*. Presented at the 2021 annual meeting of Academy of Management, Virtual.
 8. Yan J, Wang XJ, Xu L and **Samba C**. *Too Much of Good Things: Addressing the Shape of Relationship Between Media Sentiment and IPO Outcome*. Presented at the 2020 annual meeting of Academy of Management, Virtual.
- Samba C**, Williams DW and Fuller RM. *The Forms, Development, and Use of Intuition in Strategic Leadership Teams*. Presented at the 2019 annual meeting of Academy of Management, in Boston, MA.
- Samba C**, Williams DW and Vera DM. *Collective Intuition: Toward a Theory of Intuition in Strategic Decision Making*. Presented at the 2017 annual meeting of Strategic Management Society, in Houston, TX. **Nominated for Best Paper Award**.
- Tabesh, P. and **Samba C**. *Comprehensiveness and Performance: Paradoxical Implications in Turbulent Environments*. Presented at the 2017 annual meeting of Strategic Management Society, in Houston, TX.

Samba C, Vera DM, Kong DT and Maldonado TM. *Organizational Resilience and Positive Leadership: An Integrative Framework*. Presented at the 2017 annual meeting of Academy of Management, in Atlanta, GA.

Samba C, Pathak S and Li M. *Audit Committee Diversity and Financial Restatements*. Paper presented at the 2016 annual meeting of Academy of Management, in Anaheim, CA.

Samba C and Miller CC. *Collective Intuition: Toward a Theory of Intuition in Strategic Decision Making*. Paper presented at the 2015 annual meeting of Academy of Management, in Vancouver, BC, Canada.

Samba C, Pathak S and Li M. 2014. *Effects of Diversity in Boards' Audit Committee on Financial Restatements*. Paper presented at the 2014 annual meeting of Southern Management Association, in Savannah, GA.

Samba C, van Knippenberg D and Miller CC. *Strategic Dissent among Senior Managers: An Analysis and Extension of Existing Research*. Paper presented at the 2014 annual meeting of Strategic Management Society, in Madrid, Spain.

Samba C et al. *A More Effective Doctoral Process: Engaging today's Graduate Students*. Organizational Behavior Teaching Conference, in Nashville, TN.

Jolly P, Krylova K, Latheef Z and **Samba C**. *What I Wish I Knew Before I Started Teaching*. Southwestern Business Administration Teaching Conference, in Houston, TX.

Samba C and Miller CC. *Cognitive Diversity among Senior Managers: An Analysis and Extension of Existing Research*. Paper presented at the 2013 annual meeting of Strategic Management Society, in Atlanta, GA.

Samba C and Vera D. *Toward a Theory of Organizational Resilience: The Assessment- Acceptance-Amendment Model*. Paper presented at the 2013 annual meeting of Academy of Management, in Orlando, FL.

Rude D and **Samba C**. *Master the Craft of Teaching*. Workshop conducted at the 21st Annual Southwestern Business Administration Teaching Conference. Theme: Motivating Students, Sharing Resources and Leveraging Technology, in Houston, TX.

MANUSCRIPTS IN PROGRESS

1. **Samba C**, van Knippenberg D & Harris MC. It's not all bad: Reconsidering the effects of cognitive diversity on strategic decision outcomes.
Status: Data collection completed
Target: *Academy of Management Journal*
2. §Bolumole, Y, **Samba C**, and Smith, AD. Africa-Focused Qualitative Research: A Synthesis and Agenda for Future Work.

Status: Data collection completed
Target: *Journal of International Business*

3. Molina-Sieiro G, Lamont BT, **Samba C**, Ellis K, Gordon J, Galdino KM, King DR. Use It or Lose It: The Degradation of M&A Advisors' Market Knowledge.

Status: Data analysis completed; theoretical reframing in progress
Target: *Journal of Management*

Lamont BT, Ellis K, **Samba C**, Zoogah BD and Gordon J. *Kgotla* and Community-Building in Post-Merger Integration.

Status: On hold
Target: *Academy of Management Review*

Samba C, Williams DW, Vera DM and Fuller RM. *The Strategic Value of Collective Intuition*.

Status: On hold
Target: *Strategic Management Journal*

Samba C. Personal indiscretions, executive departure, and the role of the media.

Status: On hold
Target: *Academy of Management Journal*

Munyon TP, Harris MC, Lucianetti L and **Samba C**. Employment liability.

Status: On hold
Target: *Administrative Science Quarterly*

*denotes doctoral student co-author at project inception

§denotes equal contribution and alphabetic author listing

TEACHING

Haslam College of Business, The University of Tennessee

Fall 2023	MGT 331: Leadership Skills
	MGT 201: Introduction to Business Management
Spring 2023	MGT 331: Leadership Skills
	MGT 201: Introduction to Business Management
Fall 2022	MGT 331: Leadership Skills
Spring 2022	MGT 331: Leadership Skills (2 courses)
Fall 2021	MGT 331: Leadership Skills
Spring 2021	MGT 201: Introduction to Business Management
Fall 2020	MGT 201: Introduction to Business Management (2 courses)
Spring 2020	Marketplace Coach for BUAD 453: Global Strategic Management
Fall 2019	BUAD 453: Global Strategic Management (2 courses)
Spring 2019	BUAD 453: Global Strategic Management
Fall 2018	BUAD 453: Global Strategic Management (2 courses)
Spring 2018	BUAD 453: Global Strategic Management (2 courses)
Fall 2017	BUAD 453: Global Strategic Management

TEACHING

- Spring 2017 BUAD 453: Global Strategic Management: Concepts and Application.
MGT 331: Leadership Skills.
- Fall 2016 MGT 201: Introduction to Business Management

C.T. Bauer College of Business, University of Houston

- Spring 2016 MANA 3335: Introduction to Organizational Behavior and Management.
- Fall 2015 MANA 3335: Introduction to Organizational Behavior and Management.
- Fall 2013 MANA 3335: Introduction to Organizational Behavior and Management.
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ACADEMIC SERVICE AND MEMBERSHIP

Leadership Committee

- 2023-Present Elected Representative-at-Large, Strategy Process IG, Strategic Management Society

Professional Development

- 2023 Faculty Women of Color Conference, Arlington, VA
- 2022 2022 Virtual Summer Seminar in Entrepreneurship Research
- 2022 Bridge Reviewer program, Academic of Management Review
- 2021– 2022 UTK Research Development Academy, Cohort 2
- 2021 AMR Idea Development Workshop on Developing Theories Grounded in African Experience
- 2021 Fall 2021 Faculty Success Program
- 2019 Spring 2019 Faculty Success Program
- 2018 Marketplace Train-the-Trainer, by *Innovative Learning Solutions*
- 2018 Case Method Teaching Seminar, Part I, by *Harvard Business Publishing*.
- 2017 Conference for Pre-Tenure Women, Purdue University
- 2017 Marketplace Train-the-Trainer, by *Innovative Learning Solutions*
- 2016 Conference for Pre-Tenure Women, Purdue University

Reviewer Activities

- 2022 – Present Academic of Management Review Ad-hoc Reviewer
- 2021 – Present Journal of Business Venturing Ad-hoc Reviewer
- 2019 – Present Strategic Organization Ad-hoc Review
- 2014 – Present Strategic Management Society Conference Ad-hoc Reviewer
- 2014 – Present Southern Management Association Conference Ad-hoc Reviewer
- 2012 – Present Academy of Management Conference Ad-hoc Reviewer

Committee Participation

- 2023 Workshop Session organizer – SMS Annual Conference, Toronto, ON
- 2023 IG&C Panel Session chair – SMS Annual Conference, Toronto, ON
- 2015 Paper session chair – Managerial and Organizational Cognition division AOM Annual Conference, Vancouver, BC.
- 2015 Representative for the MOC New Member Orientation & QUAD

- AOM Annual Conference, Vancouver, BC.
2014 Teaching Excellence Awards Committee, University of Houston
2013 Doctoral Student Volunteer – SMS Annual Conference, Atlanta, GA

Service to Department

- Management of the M&E publication information and communication
- Library Representative for the Management & Entrepreneurship department
- Doctoral student recruitment and development
- Faculty recruitment
- Fall 2020 OB faculty search committee
- 2017 Management department review

Service to College and University

- Spring 2022 AACSB Session Participation
- Fall 2020 College Scholars Program - Wednesday Seminars

Service to College and University

- 2022 – Present: BoD Member, Big Brothers Big Sisters (BBBS) of East Tennessee
- 2020 – Present: Member, Special Education Parent Advisory Council (SPED PAC)

Professional Societies Membership

- Academy of Management
- Strategic Management Society
- Africa Academy of Management
- National Center for Faculty Development & Diversity

ACADEMIC HONORS AND AWARDS

- 2022 Research Development Academy Award and Stipend
- 2014–2015, the Robert and Ruth Kneebone Scholarship
- 2014, the OBTC Doctoral Institute Scholarship
- Dean's Award: Academic Excellence, MBA degree
- 2004, the UTK Engineering Academic Achievement Scholarship

LANGUAGES

- Fluent in English, French, and Wolof