**T. RUSSELL CROOK**

**Department of Management & Entrepreneurship** • **Haslam College of Business**

**The University of Tennessee** • **Knoxville, TN 37996 • (865) 974-8764 • trc@utk.edu**

**ACADEMIC EMPLOYMENT**

Professor of Management, 2016-present

First Horizon Foundation Professor

Haslam College of Business

The University of Tennessee, Knoxville, TN

Associate Professor of Management, 2011-2016

Haslam College of Business

The University of Tennessee, Knoxville, TN

Assistant Professor of Management, 2007-2011

College of Business Administration

The University of Tennessee, Knoxville, TN

Assistant Professor of Management, 2005-2007

W. A. Franke College of Business

Northern Arizona University, Flagstaff, AZ

**EDUCATION**

Florida State University, Tallahassee, FL

Doctor of Philosophy

Areas: Strategic Management and Supply Chain Management

American University, Washington, DC

Master of Business Administration

Areas: Finance and Management Information Systems

Florida State University, Tallahassee, FL

Bachelor of Science

#### Major: Economics

**JOURNAL PUBLICATIONS**

Combs, J. G., Gentry, R., Lux, S., Jaskiewicz, P., & Crook, T. R. 2020. Corporate political activity and sensitivity to social attack: The case of family-managed firms. *Family Business Review*. In press.

Munyon, T. P., Jenkins, M. T., Crook, T. R., Edwards, J., & Harvey, N. P. 2019*.* Consequential cognition: Exploring how attribution theory sheds new light on the firm-level consequences of product recalls. *Journal of Organizational Behavior*, 40(5): 587-602.

Hayes, M. J., TerMaath, S. C., Crook, T. R., & Killeffer, J. A. 2019. A review on the effectiveness of surgical intervention for symptomatic intracranial arachnoid cysts in adults. *World Neurosurgery*,123: 259-272.

Combs, J. G., Crook, T. R. & Rauch, A. J. 2019. Meta-analytic research in management: Contemporary approaches, unresolved controversies, and rising standards. *Journal of Management Studies*, 56(1): 1-19.

Mathias, B. D., McKenny, A., & Crook, T. R. 2018. Managing the tensions between exploration and exploitation: The role of time. *Strategic Entrepreneurship Journal*, 12(3): 316-334.

Connelly, B. C., Crook, T. R., Combs, J. G., Ketchen Jr., D. J., & Aguinis, H. 2018. Competence- and integrity-based trust in interorganizational relationships: Which matters more? *Journal of Management*, 44: 919-945.

Lin, J., Madison, K., Kraiczy, N., Kellermanns, F. W., Crook, T. R., & Jing, X. 2017. Entrepreneurial team composition characteristics and new venture performance: A meta-analysis. *Entrepreneurship: Theory and Practice*, 41: 743-771.

Crook, T. R., Craighead, C. W., & Autry, C. W. 2017. Hold back or held back? The roles of constraint mitigation and exchange diffusion on power “nonuse” in buyer-supplier exchanges. *Journal of Supply Chain Management*, 53: 10-21.

Rousseau, M. B., Mathias, B. D., Madden, L. M., & Crook, T. R. 2016. Innovation, firm performance, and appropriation: A meta-analysis. *International Journal of Innovation Management*, 20: 1-29.

Kellermanns, F. W., Walter, J. W., Crook, T. R., Kemmerer, B., & Narayanan, V. K. 2016. The resource-based view in entrepreneurship: A content-analytical comparison of researchers’ and entrepreneurs’ views. *Journal of Small Business Management,* 54: 26-48.

Ketchen, D. J., Crook, T. R., Todd, S. Y., Combs, J. G., & Woehr, D. J. 2015. Managing human capital: A meta-analysis of links among human resource practices and systems, human capital, and performance. *Oxford Research Reviews*.

DOI: 10.1093/oxfordhb/9780199935406.013.19

Mathias, B. D., Lux, S., Crook, T. R., Autry, C. W., & Zaretzki, R. 2015. Competing against the unknown: Enabling and constraining institutions and the informal economy. *Journal of Business Ethics*, 27: 251-264.

Crook, T. R. & Esper, T. 2014. Do resources aid in supply chain functioning and management?: Yes, but more (and more precise) research is needed. *Journal of Supply Chain Management*, 50: 94-97.

Esper, T. & Crook, T. R. 2014. Supply chain resources: Advancing theoretical foundations and constructs. *Journal of Supply Chain Management*, 50: 3-5.

Ketchen, Jr., D. J., Crook, T. R., & Craighead, C. W. 2014. From supply chains to supply ecosystems: Implications for strategic sourcing research and practice. *Journal of Business Logistics*, 35: 165-171.

Harvey, N. P., Madison, K., Martinko, M., Crook, T. R., & Crook, T. A. 2014. Attribution theory in the organizational sciences: The road traveled and the path ahead. *Academy of Management Perspectives*, 28: 128-146.

Connelly, B. C., Tihanyi, L., Crook, T. R., & Gangloff, A. K. 2014. Tournament theory: Thirty years of contests and competitions. *Journal of Management*, 40: 16-47.

Crook, T. R., Combs, J. G., Ketchen Jr., D. J., & Aguinis, H. 2013. Organizing around transaction costs: What have we learned and where do we go from here? *Academy of Management Perspectives,* 27: 63-79. (Best Paper)

Williams, D., Zorn, M., Crook, T. R., & Combs, J. G. 2013. Passing the torch: Factors influencing transgenerational intent in family firms. *Family Relations*, 62: 415-428.

Lux, S., Crook, T. R., & Leap, T. 2012. Corporate political activity: The good, the bad, and the ugly. *Business Horizons*, 55(3): 307-312.

Ketchen, D. J., Crook, T. R., Combs, J. G., & Patterson, J. D. 2012. Improving supply chain performance through organizational design: Insights from key suppliers to the United States Air Force. *Journal of Organizational Design*, 1(3): 64-72.

Stank, T. P., Esper, T. L., Crook, T. R., & Autry, C. W. 2012. Creating relevant value through demand and supply integration. *Journal of Business Logistics*, 33: 167-172.

Crook, T. R., Todd, S. Y., Combs, J. G., Woehr, D. J., & Ketchen, D. J. 2011. Does human capital matter? A meta-analysis of the relationship between human capital and firm performance. *Journal of Applied Psychology*, 96(3): 443-456.

Gillis, W., McEwan, E., Crook, T. R., & Michael, S. 2011. Using tournaments to reduce agency problems: The case of franchising. *Entrepreneurship Theory and Practice*, 35(3): 427-447.

Drnevich, P.L., Armstrong, C., Crook, T.A., & Crook, T. R. 2011. Do research and education matter to business school rankings? *International Journal of Management in Education*, 5(2/3): 169-187.

Lux, S., Crook, T. R., & Woehr, D. 2011. Mixing business with politics: A meta-analysis of the antecedents and outcomes of corporate political activity. *Journal of Management*, 37(1): 223-247.

Combs, J. G., Ketchen, D. J., Crook, T. R., & Roth, P. 2011. Assessing cumulative evidence within 'macro' research: Why meta-analysis should be preferred over vote counting. *Journal of Management Studies*, 48(1): 178-197.

Crook, T. R., Shook, C. L., Morris, M. L., & Madden, T. M. 2010. Are we there yet? An assessment of research design and construct measurement practices in entrepreneurship research. *Organizational Research Methods*, 13: 192-206.

O’Brien, J., Drnevich, P.L., Crook, T. R., & Armstrong, C. 2010. Does business school research add economic value for students? *Academy of Management Learning & Education*, 9(4): 638-651.

Crook, T. R., Shook, C. L., Madden, T. M., & Morris, M. L. 2010. A review of current construct measurement in entrepreneurship. *International Entrepreneurship and Management Journal*, 6(4): 387-398.

Combs, J. G., Penney, C., Crook, T. R., & Short, J. 2010. The impact of family representation on CEO compensation. *Entrepreneurship Theory and Practice*, 34(6): 1125-1144.

Crook, T. R., Drnevich, P. L., Adams, G., & Combs, J. G. 2009. How important are transaction costs for service firm integration decisions? A meta-analysis. *International Journal of Services Technology and Management,* 11(2): 128-144.

Crook, T. R., Ketchen Jr., D. J., Combs, J. G., & Todd, S. Y. 2008. Strategic resources and performance: A meta-analysis. *Strategic Management Journal,* 29(11): 1141-1154.

Crook, T. R., Giunipero, L. G., Reus, T. H., Handfield, R., & Williams, S. K. 2008. Antecedents and outcomes of supply chain effectiveness: An exploratory investigation. *Journal of Managerial Issues,* 20(2): 161-177.

Crook, T. R., Todd, S. Y., & Combs, J. G. 2007. How are sport industry CEOs compensated? Managerialist and agency theory explanations. *Business Management Review*, 3(1): 88-97.

Crook, T. R., & Combs, J. G. 2007. Sources and consequences of bargaining power in supply chains. *Journal of Operations Management,* 25(2): 546-555.

Crook, T. R., Bratton, V., Hoover, V., & Ketchen Jr., D. J. 2006. Has strategic management shed the normal science straightjacket: Revisiting Bettis’ (1991) critiques. *Journal of Managerial Issues*, 18(3): 409-423.

Todd, S. Y., Crook, T. R., & Barilla, A. G. 2005. Hierarchical linear modeling of multilevel data. *Journal of Sport Management,* 19(4): 387-403.

Crook, T. R., Ketchen, D. J., & Snow, C. C. 2003. Competitive edge: A strategic management model. *Cornell Hotel and Restaurant Administration Quarterly*, 44: 44-55.

**OTHER PUBLICATIONS AND REVIEWS**

Beorchia, A., & Crook, T. R. In press. Bloomberg supply chain analysis: A data source for investigating the nature, size, and structure of interorganizational relationships. Accepted for publication in *Research Methodology in Strategy and Management*, Vol. 12.

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.

Lewis, J., Lerman, M., Williams, D., & Crook, T. R. 2018. It ain’t easy being green: The role of technological uncertainty and green identity on purchase intentions. Frontiers of Entrepreneurship Research BCERC Proceedings.

Crook, T. R., Lerman, M., & Harris, M. 2016. Getting aligned: The benefits of integrating market, environmental, social, and political strategies within the organization. In C. W. Autry and M. A. Moon. *The Challenge of Supply Chain Integration: Building Bridges to Competitive Advantage*. Upper Saddle River, NJ: Prentice Hall.

Turner, K., Crook, T. R., & Miller, A. 2014. Construct measurement in social entrepreneurship: A review and assessment. In D. Ketchen & D. Bergh, (Eds); J. Short Special Issue Editor on Social Entrepreneurship. *Research Methodology in Strategy and Management,* (pp. 1-18).San Diego, CA: Elsevier.

Crook, T. R., Ketchen Jr., D. J., Combs, J. G., & Patterson, J. D. 2012. Cutting fat – Without cutting substance. *Contract Management*, 16-23. Summaries reported in 50 other publications and websites.

Crook, T. R. 2010. Book Review of *Atlas Black: Managing to Succeed* published in the *Academy* *of Management Learning & Education.*

Combs, J. G., Crook, T. R., & Shook, C. 2005. The dimensionality of organizational performance and its implications for strategic management research. In D. Ketchen & D. Bergh, (Eds). *Research Methodology in Strategy and Management,* (pp. 259-286). San Diego, CA: Elsevier.

**PROCEEDINGS & CONFERENCE PRESENTATION ACTIVITY**

Kacmar, K. M., Ashkanasy, N., Crook, T. R., Lambert, L., & Williams, M. 2019. The biggest mistake I made in my career: Candid thoughts from SMA Fellows. Southern Management Association. Norfolk, VA.

Cheng, L., Craighead, C., Crook, T. R., & Eckerd, S. 2019. Leaving it on the table? An experimental examination of underleveraged power in multimarket buyer-supplier exchanges. CSCMP Academic Research Symposium. Anaheim, CA.

Lerman, M. P., Munyon, T. P., Williams, D. W., & Crook, T. R. 2019. Clarifying the locus and extent of stressor impact on entrepreneur health and wealth: A meta-analysis. Babson College Entrepreneurship Research Conference (BCERC). Boston, MA.

Crook, T. R., Lambert, L., Combs, J. G., Martinko, M., Payne, T., & Pierce, C. 2018. Can being a one trick pony help you win (i.e., get promoted and tenured)? Southern Management Association. Lexington, KY.

Lewis, J., Lerman, M., Williams, D., & Crook, T. R. 2018. Zeroing in on your target: The demand-side approach to new market pioneering. Southern Management Association. Lexington, KY.

Lewis, J., Lerman, M., Williams, D., & Crook, T. R. 2018. It ain’t easy being green: The role of technological uncertainty and green identity on purchase intentions. Babson College Entrepreneurship Research Conference (BCERC). Waterford, Ireland.

Munyon, T. P., Jenkins, M. T., Crook, T. R., & Edwards, J. 2018. Managing recall risk: Examining how outsourcing and negligence attributions affect product recall outcomes. Third International Symposium on Attribution Theory. Tallahassee, FL.

Wang, X., Munyon, T., Yan, J., & Crook, T. R. 2017. Bad luck or is something broken?: Shareholder reactions to data breaches. Academy of Management Conference. Atlanta, GA.

Lux, S., Gentry, R., Combs, J. G., & Crook, T. R. 2016. Sensitivity to social attack and corporate political activity. Southern Management Association. Charlotte, NC.

Turner, K., Crook, T. R., Harris, M., & Ranft, A. L. 2016. Attention, competitive and cooperative actions, and firm performance. Southern Management Association. Charlotte, NC.

Combs, J. G. & Crook, T. R. 2016. Getting started with meta-analysis: Key issues and execution. Strategic Management Society Methods Workshop. Berlin, Germany.

Lux, S., Crook, T. R., & Combs, J. G. 2016. Do family and founder firms pursue non-economic goals over financial returns? Examining family and founder firms’ corporate political activity. Strategic Management Society. Berlin, Germany. (Best paper nominee)

Crook, T. R., Moore, C. B., Payne, G. T., Rutherford, M. W., & Williams, E. 2015. First mover research: The good, the bad, and the ugly. Southern Management Association. St. Petersburg, FL.

Wang, X., Crook, T. R., & Munyon, T. 2015. Do shareholders respond to information security breaches? An attributional model. Strategic Management Society. Denver, CO.

Lux, S., Crook, T. R., Combs, J. G., & Gentry, R. 2015. The role of sensitivity to social attacks and firm prominence on corporate political activity. Academy of Management. Vancouver, BC, Canada.

Hamilton, C., & Crook, T. R. 2015. A meta-analysis of university technology transfer empirical research. Babson College Entrepreneurship Research Conference (BCERC). Babson Park, MA.

Linlin, J., Kellermanns, F. W., Jing, X., & Crook, T. R. 2014. Entrepreneurial team composition characteristics and new venture performance: A meta-analysis. Academy of Management. Philadelphia, PA.

Lux, S., Crook, T. R., Combs, J. G., & Gentry, R. 2014. Corporate political activity and the fear of social sanction. International Association for Business and Society. Sydney, Australia.

Strickling, J. A., Jiang, D. S., Williams, D. W., & Crook, T. R. 2014. Age at initial international entry: A meta-analytic review of antecedents and consequences. Babson College Entrepreneurship Research Conference (BCERC). London, Ontario, Canada.

Mathias, B. D., McKenny, A., & Crook, T. R. 2014. Exploration, exploitation, ambidexterity and SME performance: A meta-analysis. Mid-Atlantic Strategy Colloquium.

Crook, T. R. 2014. Non-market strategy. Mid-south Management Research Consortium (MMRC). Tuscaloosa, AL.

Fleisher, M. S., Woehr, D. J., Crook T. R., & Gibby, R. E. 2013. Temporal patterns of functional/dysfunctional employee turnover and organizational performance*.* Society for Industrial and Organizational Psychology (SIOP). Houston, TX.

Mathias, B. M., Lux, S., Crook, T. R., & Autry, C. 2013. Competing against the unknown: Enabling and constraining institutions and the informal economy. US Association for Small Business and Economics (USASBE) Conference, San Francisco, CA.

Williams, D. W., Zorn, M., Crook, T. R., & Combs, J. G. 2012. **Passing the torch: Factors influencing transgenerational intent in family firms. Southern Management Association. Fort Lauderdale, FL.**

Todd, S. Y., Crook, T. R., Combs, J. G., Woehr, D. J., & Ketchen, D. J. 2012. High performance work practices/systems, human capital, and organizational performance: A meta-analytic test of key strategic human resource management theory predictions. European Academy of Management, Rotterdam, Netherlands.

Rousseau, M. B., Mathias, B. M., Madden, L. & Crook, T. R. 2012. Is innovation related to firm performance? A meta-analysis. Academy of Management Conference. Boston, MA.

Combs, J. G., Crook, T. R., Todd, S. Y., & Woehr, D. J. 2011. Conducting meta-analysis. Southern Management Association. Savannah, GA.

Crook, T. R., Combs, J. G., Woehr, D. J., Roth, P. L., & Dalton, D. R. 2011. Issues, challenges, and future directions in meta-analytic research trends in meta-analysis. Academy of Management Conference. San Antonio, TX.

Gillis, W. E., McEwan, E., Crook, T. R., & Michael, S. 2011. Using tournaments to reduce agency problems: The case of franchising. International Society of Franchising. Boston, MA.

Combs, J. G., Crook, T. R., 2010. Meta-analysis: Issues and applications for the macro-researcher. Southern Management Association. St. Petersburg, FL.

Gillis, W. E., McEwan, E., Crook, T. R., & Michael, S. 2010. Can tournaments help solve agency problems in franchising? Academy of Management Conference. Montreal, Canada.

Lux, S., Crook, T. R., & Woehr, D. 2010. Mixing business with politics: A meta-analysis of the antecedents and outcomes of corporate political activity. ISSWOV. Lisbon, Portugal. Southern Management Association. St. Petersburg, FL.

Crook, T. R., Shook, C. L., Madden, T. M., & Morris, M. L. 2009. A review of current construct measurement practices in entrepreneurship research. Southern Management Association Conference. Asheville, NC.

Drnevich, P. L., Armstrong, C. & Crook, T. R. 2009. Do research and education matter to business school rankings? Academy of Management Conference. Chicago, IL.

O’Brien, J., Drnevich, P.L., & Crook, T.R. 2008. Does business school research add economic value for students? Academy of Management Conference. Anaheim, CA.

Crook, T. R., Todd, S. Y., & Combs, J. G. 2007. To what extent does human capital shape performance? A meta-analytic examination. Southern Management Association Conference. Nashville, TN.

Crook, T. R., Todd, S. Y., & Ketchen, D. J. 2006. Do strategically value resources shape firm performance?: A meta-analysis. Strategic Management Society Conference. Vienna, Austria.

Crook, T. R., Combs, J. G., & Ketchen, D. J. 2006. Is transaction cost theory an empirical success story: A meta-analytic examination. Academy of Management Conference. Atlanta, GA.

Crook, T. R. 2005. Which firms appropriate supply chain rents?: The role of bargaining power. Southern Management Association Conference. Charleston, SC.

Royle, M. T., & Crook, T. R. 2005. Do human resources managers hire the best available candidates?: Agency theory explanations. Southwest Academy of Management Conference. Dallas, TX.

Todd, S. Y., & Crook, T. R. 2004. An agency theory explanation of CEO compensation in sport firms. Sport Management Conference. Tallahassee, FL.

Crook, T. R., Giunipero, L.G., & Reus, T. 2004. The human element behind supply chain effectiveness: A knowledge-based view. Academy of Management Conference. New Orleans, LA.

Ketchen, D., Bratton, V., Crook, T. R., & Hoover, V. 2002. Has strategic management shed the normal science straightjacket: Revisiting Bettis’ (1991) critiques. Academy of Management Conference. Denver, CO.

Crook, T. R. 2002. Can the resource-based view, agency theory, and institutional theory explain outsourcing decisions in the US airline industry? Southern Management Association Conference. Atlanta, GA.

**INVITED PRESENTATIONS**

Crook, T. R. 2019, 2017, 2015, 2014, 2013, 2012, 2011, 2010. Operations and your operating model. Entrepreneurship Bootcamp for Veterans with Disabilities. Florida State University, Tallahassee, FL.

Crook, T. R. 2019, 2018, 2017, 2015, 2014. What is meta-analysis? University of Tennessee, Knoxville, TN.

Crook, T. R. 2018, 2017. Building knowledge via meta-analysis: Getting started, key issues, and execution. Auburn University, Auburn, AL.

Crook, T. R. 2017. Preparing a strong application package: What should you be doing now. Pre-Doctoral Consortium. Southern Management Association. St. Petersburg, FL.

Crook, T. R. 2017. SMA Research and Teaching (SMART) Talk. Southern Management Association. St. Petersburg, FL.

Crook, T. R. & McKenny, A. 2017. How to become a methods guru. Babson College Entrepreneurship Research Conference (BCERC). Norman, OK.

Crook, T. R. 2017. Tilburg University, Netherlands.

Crook, T. R. & Butler, F. 2016. Meta-analysis: Background and key issues in execution. Florida State University, Tallahassee, FL.

Crook, T. R. 2016. Preparing a strong application package: What should you be doing now. Pre-Doctoral Consortium. Southern Management Association. Charlotte, NC.

Crook, T. R. 2012. Exploration, exploitation, and ambidexterity: A meta-analysis. University of Alabama. Tuscaloosa, AL.

Crook, T. R. 2012. High performance work practices/systems, human capital, and organizational performance: A meta-analytic test of key strategic human resource management theory predictions. Northern Arizona University. Flagstaff, AZ.

Crook, T. R. 2010. Operations and your operating model, and what are supply chains. Entrepreneurship Bootcamp for Veterans with Disabilities. University of Connecticut, Storrs, CT.

Crook, T. R. 2009. Negotiating contracts for entrepreneurs. Entrepreneurship Bootcamp for Veterans with Disabilities. Florida State University, Tallahassee, FL.

Crook, T. R. 2006. Do strategically valuable resources shape firm performance? A meta-analysis. Arizona State University. Tempe, Arizona.

Crook, T. R. 2005. The dimensionality of organizational performance and its implications for strategic management research. Academy of Management Conference. Honolulu, HI. With J. Combs and C. Shook.

Crook, T. R. 2003. Do institutional pressures influence the decision to franchise? Southern Management Association Conference. Clearwater, FL. With DJ Ketchen.

**COURSES TAUGHT**

Strategy: This course is geared toward teaching students to analyze external and internal environments, build and implement strategies, and evaluate performance. In the course, a variety of analytical tools are shared, including SWOT analysis, PEST analysis, Porter’s Five Forces analysis, competitor analysis, Blue Ocean Strategy, and Balanced Scorecard.

MBA – University of Tennessee

Executive MBA – University of Tennessee

Thesis Preparation Seminar: This course prepares students to write a thesis. The content includes basic topics of research, such as construct measurement and sampling, qualitative and quantitative methodologies, ethical issues related to various aspects of research, and how research should be presented. Students also learn about potential research topics across various business disciplines.

Undergraduate Global Leadership Scholars (Honors) – University of Tennessee

International Management: This course develops an awareness of the diversity among international business practices, including differences in socio-cultural, legal, political and economic environments. The course’s primary objectives are to explore issues surrounding international management and global competitiveness as well as help students translate management concepts to international contexts.

Undergraduate – Northern Arizona University

International Strategic Management: This course reveals the economic, political, and cultural complexities involved with conducting business beyond a firm’s national borders. In short, the course shows that international business operations are more complex than domestic operations and suggests that multinational firms need sound external analyses. The course is intended to prepare students to manage international business operations effectively.

Undergraduate – University of Tennessee, Florida State University

Management and Finance Practices: Studying and comparing practices across industries in the United States and the United Kingdom. This study abroad course was developed to show differences between cultures and business practices. The course is taught in London.

Undergraduate, University of Tennessee

Marketplace Simulation: This course is a simulation, and a ‘capstone’ course. The course brings together corporate-, business-, and functional-level strategies, where student teams are coached and compete against other teams over the course of the semester. The course is intended to develop an understanding of how functional decisions in one area affect the performance of others and the entire organization.

MBA – University of Tennessee

Undergraduate Global Leadership Scholars (Honors) – University of Tennessee

Overview of Strategic Management: This course offers doctoral students a broad understanding of the strategic management research field. In short, the course reviews the major content areas, theoretical perspectives, and methodological practices that are used in the field.

PhD – University of Tennessee

Principles of Management: This course presents techniques and strategies for successfully organizing and managing resources to improve performance. In short, the course introduces students to the environment of organizations, the core management functions—planning, organizing, leading, controlling, and management processes and systems.

Undergraduate – Northern Arizona University

Strategic Management and Business Policy: This course shows how managers create visions and goals, plan, implement, and evaluate functional, business, and corporate level strategies. The course integrates the various functional level business courses students have taken and shows how strategies in one function impact others. The course’s overall purpose is to equip students with the requisite tools to ensure their firm’s survival and prosperity.

##### Undergraduate – Florida State University

**GRANT ACTIVITY**

Principal Investigator: Factors Affecting Prime Contractor-Supplier Transaction Costs. United States Air Force and National Defense Business Institute. $389k.

**AWARDS & HONORS**

Haslam Summer Scholar, University of Tennessee, 2015-present.

Southern Management Association Fellow, Inducted 2018.

Haslam College of Business Martin & Carol Robinson Excellence in Teaching, Research, and Service Award, University of Tennessee, 2018.

Haslam College of Business Vallett Family Outstanding Researcher Nominee, University of Tennessee, 2018.

Nominee for L.R. Hesler Award for teaching and service, University of Tennessee, 2018.

One of three papers selected for *Journal of Supply Chain Management* interview and post, 2017.

Boyd Center for Business and Economic Research Faculty Fellow, 2016-2019

Associate Editor Award, *Journal of Supply Chain Management*, 2014, 2015.

2013 Best Paper, *Academy of Management Perspectives*.

Bank of America Leadership Award Finalist, University of Tennessee, 2014.

Alumni Outstanding Teacher Award Finalist, University of Tennessee, 2014.

Haslam College of Business Researcher of the Year Winner, University of Tennessee. 2013.

Haslam College of Business Researcher of the Year Finalist, University of Tennessee. 2011, 2012.

Best Paper, Organizational Behavior Track, European Academy of Management, 2012.

Best Paper First Runner-up, *Academy of Management Learning & Education*, 2011.

Quest Scholar of the Week for Research, Scholarship, and Creative Activity. University of Tennessee, 2009.

Best Paper, Management Education and Development Track, Academy of Management, 2008.

Best Student Paper, Strategic Management/Entrepreneurship Track, Southern Management Association, 2005.

College of Business Teaching Award, Florida State University. 2004.

**PROFESSIONAL SERVICE**

Associate Editor: *Journal of Supply Chain Management*, 2013-present.

Editorial Board: *Journal of Management*, 2008-2020 (reappointed for 4th term).

Special Issue Editor: *Strategic Entrepreneurship Journal*, 2020/1.

*Journal of Management Studies*, 2019.

*Journal of Business Logistics*, 2014.

*Journal of Supply Chain Management*, 2014.

Board Member: Southern Management Association, 2013-2016.

Leadership Track: Southern Management Association, 2019-2024.

Editor Selection Committee: *Journal of Management*, 2019.

Pre-doctoral Consortium Coordinator: Southern Management Association, 2020.

Discussant: Southern Management Association Conference, Mid-Atlantic Strategy Colloquium.

*Ad Hoc* Reviewer: Academy of Management Conference, American Accounting Association Conference, International Conference on Information Systems, Southern Management Association Conference, Strategic Management Society, *Academy of Management Journal*, *Academy of Management Perspectives*, *Business and Politics, Business & Society*, *Entrepreneurship Theory and Practice*, *International Entrepreneurship and Management Journal*, *International Journal of Hospitality Management*, *International Journal of Management Reviews, International Journal of Operations and Productions Management*, *International Journal of Physical Distribution & Logistics Management, International Journal of Production Economics*, *Journal of Business Ethics*, *Journal of Business Research*, *Journal of Business Venturing*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of Managerial Issues, Journal of Operations Management*, *Journal of Small Business Management*, *Organization Studies, Organizational Research Methods, Strategic Entrepreneurship Journal*, *Strategic Management Journal*.

Editorial Support: Academy of Management BPS Newsletter, 2003-2005.

Session Chair: Academy of Management Conference, 2009.

Grant Reviewer: Social Sciences and Humanities, Research Council of Canada, 2008-2009.

Best Paper Committee: Southern Management Association, 2009, 2018.

Strategic Management Society, 2019.

Panelist: Southern Management Association Doctoral Consortium, 2009, 2011.

Mentor: Paper workshop, Southern Management Association, 2011.

Track Chair: Southern Management Association, Strategic Management Track, 2013.

External Reviewer: Promotion and Tenure, Salisbury University, 2011.

Promotion and Tenure, University of West Georgia, 2012.

Promotion and Tenure, University of Mississippi, 2015.

Promotion and Tenure, Indiana University Southeast, 2015.

Promotion and Tenure, Wright State University, 2016.

Promotion and Tenure, Louisiana State University, 2017.

Faculty Research Awards, University of Idaho, 2018.

Promotion and Tenure, Florida Atlantic University, 2018.

Promotion and Tenure, Penn State University (Harrisburg), 2018.

Promotion, Oklahoma State University, 2019.

Promotion and Tenure, Auburn University, 2018/2019.

Dissertation External Reviewer, University of Maryland, University College, 2012.

**INSTITUTIONAL SERVICE**

**Dissertations Committees:**

Conny Sidi Kazungu, PhD, 2019.

Li Cheng, PhD, 2019.

Adam Hepworth, PhD, 2019.

Mike Lerman, PhD, 2019.

Jason Strickling, PhD, 2016.

Kyle Turner, PhD, 2015. (Co-Chair).

Justin Roush, PhD, 2015.

Xiaowen Liu, PhD, 2014.

Adam Smith, PhD. 2013.

Matt Fleisher, PhD. 2011.

Joshua Ray, PhD. 2011.

Jon Kirchoff, PhD. 2011.

Mary Lynn Berry, PhD. 2009.

John Meriac, PhD. 2008.

**Thesis Advisor:**

Pranav Jain, MD, MBA, 2019.

Caroline Cassidy, BS, 2019.

Aziza Omrani, MD, MBA, 2019.

Mike Bivens, MBA, 2019.

Richard Tate, MBA, 2019.

Radu Ciocan, MBA, 2018.

Travis Motsinger, MBA, 2018.

Dwight Warnock, MBA, 2017.

Juan Munoz, MBA, 2017.

Richard Consoli, MBA, 2016.

Mary Katherine Wormsley, MBA, 2016.

David Schreck, MBA, 2016.

Andy McElhannnon, MD, MBA, 2016.

Art Whaley, MBA, 2015.

Eric Hoffman, MBA, 2015.

Casey Casad, MBA, 2015.

John Parker, MBA, 2015.

David Garrett, MBA, 2015.

Kimberly Boyd, MBA, 2015.

Jeremiah Chatham, MBA, 2014.

Tamarah Duperval-Brownlee MD, MBA. 2014.

Jody Allan Sanchez Junia, MD, MBA. 2014.

Kashif Raza, MD, MBA. 2014.

Helen Vu, MD, MBA. 2014.

D. Aaron Brink, GLS. 2014.

Michael Templin, MBA. 2014.

Steve Southworth, MD, MBA. 2013.

Erin Sullivan, MD, MBA. 2013.

John Whittington, MD, MBA. 2013.

Connor Miles, GLS. 2013. (Award Winner).

Abe Shahim, MD, MBA. 2012.

JW Beard, MD, MBA. 2012.

Giancarlo Mari, MD, MBA. 2012.

Chris Kodama, MD, MBA. 2011.

**Committee Assignments and Other Service:**

Search Committee, Director of Diversity and Community Relations, 2019-present.

Management Search Committee, 2019-present.

Takeoff Mentoring, 2017-present.

Department Teaching Committee, 2018-present.

Department Executive Committee, 2017-present.

Diversity Council, 2013-present.

MBA Program Committee, 2012-present.

Organizations and Strategy Doctoral Committee, 2008-present.

EMBA Program Committee, 2013-present.

Management Department Research Committee, 2008-2019.

Supply Chain Management Lecturer Search, 2018.

Pro-bono consulting for Cherokee Farm Business, 2018.

Nestlé Professor of Business Search Committee, 2017 (Co-Chair).

Management Department Bylaws Revision Sub-Committee, 2016-2017.

Faculty Participant, HCB JUMP Program, 2017.

Supply Chain Management Faculty Search Committee, 2016-2017.

National Diversity Case Competition, Help with Student Preparation, 2016-2017.

Undergraduate Core Curriculum Review Committee, 2013-2016.

Financial Secretary, Knights of Columbus, University of Tennessee St. John 23rd Council, 2014-2016.

Management Department Executive Committee, 2012-2015.

Strategy/Entrepreneurship Faculty Search Committee, 2013-2015 (Chair, 2015).

Representative, Graduate Council, 2012-2015 term.

Academic Policy Committee, 2012-2015 term.

Faculty Research Council, 2013-2015 term.

Dean’s Faculty Advisory Council, 2010-2015.

Management Department Head Search Committee, 2015.

Director of Graduate Programs Search Committee, 2013.

Tennessee Teaching and Learning Center study participant, 2013.

E-Webinar-EMBA-Strategic Management in Global Context, Summer, 2013.

Strategy/Entrepreneurship Faculty Search Committee, 2011-2012.

Panelist, Venture Living and Living Community discussion on business schools, 2011.

Chair, Management Faculty Search Committee, 2011.

Undergraduate Core Curriculum Committee, 2007-2012.

Business Strategy Course Coordinator, 2007-2012.

Panelist, University New Faculty Orientation – Work Life Balance, 2011.

Management Department Strategy Task Force, 2010.

Management Department International Business Task Force, 2010.

Entrepreneurship Faculty Search Committee, 2009-2010.

Pilot test for Digital Measures cutover, 2008.

Departmental By Laws Committee, 2008.

Strategic Management Doctoral Startup Committee, 2007-2008.

Graduation Marshall, 2006, 2007.

Faculty Mentor, 2006.

National Advisory Board Presentation, 2006.

Panel Participant, New Faculty Orientation, 2006.

Management Area Curriculum Redesign, 2006.

Mock Interviewer for MBA Candidates, 2005, 2006.

President, Seminole Flying Club, 2004-2005.

Advisor, FSU Rugby Team, 2003-2004.

Secretary, Doctoral Business Student Association, 2002-2003.

**COMMUNITY SERVICE**

Salvation Army, 2018, 2019.

Co-Den Leader, Cub Scouts Pack 251, 2016-2018.

Board Member, Rocky Hill Elementary School Foundation, 2015-2018.

Big Brother. Big Brother Big Sisters, 2012-2013.

President, New Kensington Homeowners Association, 2010-2013.

Mentor, Men Moving Forward for Columbus Home Boys, Catholic Charities of East Tennessee, 2008-2010.

Judge, Alabama Launchpad Business Plan Contest, 2008.

Flag Football Coach, YMCA, 2006-2007.

**PROFESSIONAL DEVELOPMENT**

UTK Leadership Development Program, 2019-2020.

Principal for a Day, Knox County Schools, West Valley Middle School, 2017.

Faculty Development Leave, Spring, 2015.

Business Policy and Strategy Mid-Career Workshop, Academy of Management, 2014.

Train the Trainers, Marketplace Simulation, 2013.

Intersection of Operations Management and Entrepreneurship, Academy of Management, 2012.

UPstart Webinar, University of Pennsylvania. 2011.

Meta-analysis Workshop: Southern Management Association, 2009.

An Evening with the Federal Reserve, 2009.

PDW Participant, The Questions We Ask and the Theories and Methods We Use to Study Competitive Advantage, Academy of Management Conference, 2008.

QDA Miner Training, 2008.

An Evening with the Federal Reserve, 2008.

Faculty Consortium, Southern Management Association, 2007.

PDW Participant, Sustaining Competitive Advantages, Academy of Management, 2007.

BPS New Faculty Consortium, Academy of Management, 2006.

Quantile Regression Workshop (Roger Koenker), 2005.

Grant Writing Seminar: Florida State University, 2004.

Business Policy and Strategy Doctoral Consortium: Academy of Management, 2004.

Doctoral Student Consortia: Southern Management Association, 2003.

Hierarchical Linear Modeling Workshop: Southern Management Association, 2002.

New Doctoral Student Consortia: Academy of Management, 2002.

Teaching Workshop: Florida State University, 2001, 2002.

Methods Workshop: Southern Management Association, 2001.

Theory Building Workshop: Southern Management Association, 2001.

Dispute Resolution Workshop: Northwestern University, 1996.

**OTHER EXPERIENCE**

Global Procurement Team Lead

IBM, Research Triangle Park, NC

Lead Strategic Planning Analyst

US Airways, Arlington, VA

Senior Technical Systems Specialist

US Airways, Arlington, VA

Teaching Assistant

American University, Washington DC

Electronic Commerce and Distribution

US Airways, Arlington, VA

Flight Service Manager

American Airlines, Miami, FL