

## **BRUCE T. LAMONT**

*Jim Moran Eminent Scholar of Business Administration  
Director of Research, Jim Moran Institute for Global Entrepreneurship  
College of Business  
Florida State University  
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### **ACADEMIC APPOINTMENTS**

*Florida State University, Assistant/Associate/Professor/Eminent Scholar, Fall 1989-present.*

*Texas A&M University, Visiting Assistant Professor, Fall 1986-Summer 1988.*

*Temple University, Visiting Assistant Professor, Fall 1985-Spring 1986.*

### **EDUCATION**

*The University of North Carolina at Chapel Hill. Ph.D. in Business Administration, 1989.*

*Rutgers University, Camden, NJ. B.S. in Business Administration, 1982.*

### **RESEARCH INTERESTS**

*Effective strategic leadership, the integration of mergers and acquisitions, knowledge investments and transfer, and novel applications of theory to the African context.*

### **CURRENT PROFESSIONAL SCHOLARLY POSITIONS**

*Africa Journal of Management, Senior Associate Editor*

*Journal of Managerial Issues, Editorial Review Board*

*Journal of Management Studies, Editorial Review Board*

*Strategic Management Journal, Editorial Review Board*

## **SCHOLARLY RECOGNITIONS AND AWARDS**

- 2017 Fulbright Award, Dublin City University Business School, Dublin, Ireland.*
- 2016 Core Values Award, College of Business, Florida State University*
- 2016 Dr. Martin Luther King, Jr. Distinguished Service Award, Florida State University*
- 2015 Outstanding Service Award, Strategic Management Society, Strategy Process Interest Group*
- 2015 Elected as a SMA Fellow, Southern Management Association*
- 2012 William R. Jones Outstanding Mentor Award, for excellence in mentoring minority doctoral students, McKnight Foundation.*
- 2000 William R. Jones Outstanding Mentor Award, for excellence in mentoring minority doctoral students, McKnight Foundation.*
- 1998 Outstanding Reviewer Award, Business Policy & Strategy Division of the Academy of Management*
- 1998 Gold Key Outstanding Faculty Award for excellence in undergraduate teaching, Florida State University Gold Key Leadership Honorary*
- 1995 Teaching Incentive Program Award for undergraduate and graduate teaching, Florida State University*
- 1995 Outstanding Reviewer Award, Business Policy & Strategy Division of the Academy of Management*

## **REFEREED JOURNAL PUBLICATIONS**

39. Zorn, M., Sexton, J., Bhussar, M. & Lamont, B. In press. *Unfinished business: Nested acquisitions, managerial capacity, and firm performance.* **Journal of Management**, .
38. Galdino, K. M., Rezende, S. F. L., & Lamont, B. T. In press. *The internationalization process of the firm through an opportunity*

lens. *Revista de Administração da Universidade de São Paulo (RAUSP)*, Brazil.

37. Ellis, K., Lamont, B., Holmes, M., Ro, S., Faifman, L., DeGhetto, K. and Parola, H. In press. Institutional determinants of ownership positions of foreign acquirers in Africa. **Global Strategy Journal**,
36. Galdino, K. M., Rezende, S. F. L, & Lamont, B. T. In press. Pace of modal shifts in internationalization processes within a firm. **Organização & Sociedade (O&S)**.
35. Reus, T., Lamont, B. and Ellis, K. 2016. The darker side of knowledge transfer following international acquisitions. **Strategic Management Journal**, 37: 932-944.
34. Lux, S., Lamont, B., Ellis, K., Ferris, G. & Muchira, J. 2016. Developing and utilizing efficient ties in entrepreneurial networks. **Africa Journal of Management**, 2: 73-92.
33. Devine, R., Lamont, B. & Harris, R. 2016. Managerial control in mergers of equals: The role of political skill. **Journal of Managerial Issues**, 28: 50-66.
32. Ellis, K., Lamont, B., Reus, T., and Faifman, L. 2015. Mergers & Acquisitions in Africa. **Africa Journal of Management**, 1: 137-171.
31. Ro, S., Lamont, B. and Ellis, K. 2013. Managerial pay comparisons and information justice during the M & A integration process. **Journal of Managerial Issues**, 25: 360-380.
30. Swilley, E., Hofacker, C. and Lamont, B. 2012. The evolution from e-commerce to m-commerce: Pressures, firm capabilities and competitive advantage in strategic decision making, **International Journal of E-Business Research**, 8: 1-16.
29. Ellis, K., Reus, T., Lamont, B., and Ranft. A. 2011. Transfer effects in large acquisitions: How size-specific experience matters, **Academy of Management Journal**, 54: 1261-1276.

28. Street, V., Street, M., and Lamont, B. 2010. The influence of organizational capacity and environmental dynamism on the first move-performance relationship, **Academy of Strategic Management Journal**, 9: 107-124.
27. Reus, T. and Lamont, B. 2009. The double-edged sword of cultural distance in international acquisitions, **Journal of International Business Studies**, 40: 1298-1316.
26. Reus, T., Ranft, A., Lamont, B., and Adams, G. 2009. An interpretive systems view of knowledge investments, **Academy of Management Review**, 34: 382-400.
25. Ellis, K. , Reus, T, and Lamont, B. 2009. The effects of procedural and informational justice in the integration of related acquisitions, **Strategic Management Journal**, 30: 137-161.
24. Marlin, D., Ketchen, D. and Lamont, B. 2007. Equifinality and the strategic groups-performance relationship, **Journal of Managerial Issues**, 19: 208-232.
23. Marlin, D., Lamont, B. and Geiger, S. 2004. Diversification strategy and top management team fit, **Journal of Managerial Issues**, 16: 361-381.
22. Byerly, R., Lamont, B., and Keasler, T. 2003. Business portfolio restructuring, prior diversification posture and investor reactions, **Managerial and Decision Economics**, 24 (8): 535-548.
21. Adams, G. and Lamont, B. 2003. Knowledge Management Systems and Developing Sustainable Competitive Advantage, **Journal of Knowledge Management**, 7 (2): 142-154.
20. Dawley, D., Hoffman, J., Lamont, B. 2002. Choice situation, refocusing, and post-bankruptcy performance, **Journal of Management**, 28 (5): 695-717.
19. Hoffman, J, Williams, R., Lamont, B. and Geiger, S. 2000. Managerial tenure and recovery following M-form reorganization in diversified firms, **Journal of Business Research**, 50 (3): 287-305.

18. Forte, M., Hoffman, J., Lamont, B., and Brockmann, E. 2000. *Organizational form and environment: An analysis of between-form and within-form responses to environmental change*, **Strategic Management Journal**, 21 (7): 753-774.
17. Lamont, B., Sambamurthy, V., Ellis, K. and Simmonds, P. 2000. *Structure and vertical information flows in multinational enterprises*, **Management International Review**.
16. Irwin, J., Hoffman, J. and Lamont, B. 1999. *The effect of the adoption of technological innovations on hospital financial performance*, **Journal of Engineering and Technology Management**, 15: 25-54.
15. Hoffman, J., Couch, G. and Lamont, B. 1998. *The effect of firm profit versus personal economic well being on the level of ethical responses given by managers*, **Journal of Business Ethics**, 17: 239-244.
14. Hoffman, J., Lheureux, R. and Lamont, B. 1997. *The effect of inner and outer top management team size on the performance of international firms*, **Journal of Managerial Issues**, 9 (1): 121-134.
13. Whitfield, J.M., Lamont, B. and Sambamurthy, V. 1996. *The effects of organization design on media richness in multinational enterprises*, **Management Communication Quarterly**, 10: 209-226.
12. Lheureux, R., Hoffman, J., Lamont, B. and Simmonds, P. 1996. *The effect of international involvement on the relationship between managerial tenure and firm performance*, **Cross-Cultural Management: An International Journal**, 3 (2): 14-23.
11. Simmonds, P. and Lamont, B. 1996. *Product-market/international diversification and corporate performance*, **International Journal of Organizational Analysis**, 4: 252-267.

10. Williams, R., Hoffman, J. and Lamont, B. 1995. The influence of top management team characteristics on M-form implementation time, **Journal of Managerial Issues**, 7: 466-480.
9. Marlin, D., Hoffman, J. and Lamont, B. 1994. Porter's generic strategies, dynamic environments, and performance: A profile deviation fit perspective, **International Journal of Organizational Analysis**, 2: 155-175.
8. Marlin, D., Lamont, B. and Hoffman, J. 1994. Choice situation, strategy, and performance: A re-examination, **Strategic Management Journal**, 15: 229-239.
7. Lamont, B., Williams, R. and Hoffman, J. 1994. Performance during M-form reorganization and recovery time: The effects of prior strategy and implementation speed, **Academy of Management Journal**, 37: 153-166.
6. Lamont, B., Marlin, D. and Hoffman, J. 1993. Porter's generic strategies, discontinuous environments, and performance: A longitudinal study of changing strategies in the hospital industry, **Health Services Research**, 28: 623-640.
5. Fornaciari, C., Lamont, B., Mason, B. and Hoffman, J. 1993. Incremental and revolutionary strategic change: An empirical test of basic premises, **International Journal of Organizational Analysis**, 1: 273-290.
4. Lamont, B., Hoffman, J. and Forte, M. 1993. Competitive decision making in declining industries, **International Journal of Organizational Analysis**, 1: 203-215.
3. Williams, R., Lamont, B. and Hoffman, J. 1992. The impact of firm strategy type on transition time for M-Form adoption, **Journal of Business Strategies**, 9: 114-123.
2. Kesner, I., Victor, B. and Lamont, B. 1986. Board composition and the commission of illegal acts: An investigation of Fortune 500 companies, **Academy of Management Journal**, 29: 789-799.

1. Lamont, B. and Anderson, C. 1985. Mode of corporate diversification and economic performance, **Academy of Management Journal**, 28: 926-934.

## **OTHER PUBLICATIONS**

13. Lamont, B. and Ndofor, H. (Eds.) In press. **Entrepreneurship in Africa**. Routledge.
12. Devine, R., Galdino, K. and Lamont, B. 2016. Managerial retention in Cross-Border Acquisitions: Examining institutional influence. In Weber, Y. and Tarba, S. (Eds.) **Mergers and Acquisitions, Entrepreneurship and Innovation**. Emerald.
11. Lamont, B. 2016. Are your results really robust? In Clark, T., Wright, M. and Ketchen, D. (Eds.) **How to Publish in the Best Management Journals**. Edward Elgar.
10. Kiggundu, M. and Lamont, B. 2015. Introduction to the Africa Journal of Management: The Journey, **Africa Journal of Management**, 1: 1-3.
9. DeGhetto, K., Ro, S., Lamont, B and Ranft, A. 2015. Antecedents of anticipatory justice among acquired firm employees. In A. Risberg, D. King and O. Meglio (Eds.) **Merger and Acquisition Companion**. NY: Routledge.
8. Reus, T, Ellis, K., Lamont, B. and Ranft, A. 2013. Placing process factors along with contextual factors in merger and acquisition research. In Y. Weber (Ed.) **Handbook of Merger and Acquisition Research**.
7. Baron, R., Lamont, B. and Lux, S. 2012. Organizational politics in strategic management and entrepreneurship. In G. Ferris and D. Treadway (Eds.) **Politics in Organizations: Theory and research considerations**. SIOF Frontier Series, Routledge Publishing, NY.

6. Lamont, B., and Anderson, C. 2008. *Mode of corporate diversification and economic performance*. In J. Krug (ed.), **Mergers and Acquisitions**. London: Sage.
5. Lamont, B., Sambamurthy, V., Ellis, K. and Simmonds, P. 2008. *The influence of organizational structure on the information received by corporate strategists of multinational enterprises*. In J. Daniels and J. Krug (eds.), **Multinational enterprise theory**. London: Sage.
4. Lamont, B. 2004. *Review of Redefining the Corporation by J. Post, L. Preston and S. Sachs*, **Administrative Science Quarterly**, 49: 145-147.
3. Ellis, K. and Lamont, B. 2004. *Ideal acquisition integration approaches in related mergers of equals: A test of long-held beliefs*. In C. Cooper and S. Finkelstein (eds), **Advances in Mergers and Acquisitions**. New York: Elsevier.
2. Ellis, K., Cordano, M., and Lamont, B. 2002. *The altering of a firm's environmental management capability during the acquisition integration process*. In S. Sharma and M. Starik (eds), **Research in Corporate Sustainability**. Northampton, MA: Edward Elgar Publishing.
1. Forte, M. and Lamont, B. 1998. *The bottom line effects of greening*, **Academy of Management Executive**, 12 (1): 89-90.

## **MANUSCRIPTS IN REVIEW PROCESS**

Wang, G., Ellen, B., DeGhetto, K. & Lamont, B. *Antecedents of CEO duality: A meta-analytic review and theoretical integration*. Under 3<sup>rd</sup> review at the **Journal of Management Studies**.



Lamont, B., King, D. & Maslach, D. *Managerial capacity and integration success in knowledge-based acquisitions. Under 2<sup>nd</sup> review at **R&D Management**.*

DeGhetto, K., Lamont, B. & Holmes, M. *Policy risk, MNC experience, and international investment decisions: The role of safety risk. Under 1<sup>st</sup> review at the **Journal of International Business Studies**.*

Devine, R. & Lamont, B. *Executive gender and activist challenges. Under 1<sup>st</sup> review at the **Strategic Management Journal**.*

Sutton, T., Lamont, B. & Holmes, R.M. *Dependence threats and opportunities: Allocating corporate political contributions across multiple jurisdictions. Revise and Resubmit at the **Academy of Management Journal**.*

Lamont, B., Ellis, K. & Arino, A. *Institutional determinants of ownership stake in intra-Africa cross-border acquisitions: Building a theory for emerging markets. Nearing submission at the **Journal of International Business Studies**.*

## **REFEREED CONFERENCE PRESENTATIONS**

80. DeGhetto, K., Lamont, B. & Holmes, M., Lucianetti, L. & Kasapoglu, M. 2018. *New Ventures Going Global: The Role of Domestic Mindset. Strategic Management Society Conference. Paris, France.*

79. Galdino, K., Sieiro, G., Lamont, B. & Ellis, K. 2018. *Born Globals in Africa: Home Country Institutional Determinants and the Double-Edged Sword of Bribery. Strategic Management Society Conference. Paris, France.*

78. Kiggundu, M., Lamont, B. & Ndofor, H. 2018. *How to publish in the Africa Journal of Management*. PDW at the Academy of Management Conference. Chicago, IL.
77. Lamont, B., Ellis, K. & Arino, A. 2018. *Institutional determinants of ownership stake in Intra-Africa cross-border acquisitions*. Africa Academy of Management Conference. Addis Ababa, Ethiopia.
76. Galdino, K., Kiggundu, M., Lamont, B. & Jones, C. 2018. *Informal economy in Pan-Africa: A review and directions for future research*. Africa Academy of Management Conference. Addis Ababa, Ethiopia.
75. Sutton, T., Lamont, B. and Holmes, M. 2017. *Dependence threat activation and corporate political contributions*. Southern Management Association Conference. St. Petersburg Beach, FL.
74. Devine, R. and Lamont, B. 2017. *CEO Gender and the legitimacy substitution effect of power*. Southern Management Association Conference. St. Petersburg Beach, FL.
73. Galdino, K., Sieiro, G. and Lamont, B. 2017. *Leaving home: A resource dependence framework of born global firms in Africa*. Southern Management Association Conference. St. Petersburg Beach, FL.
72. Sieiro, G., Holmes, M. and Lamont, B. 2017. *Do factor markets and institutions affect emerging market firms' acquisitions? Family governance as a moderator*. Strategic Management Society Conference. Houston, TX.
71. Galdino, K., Ellis, K., Lamont, B. and Arino, A. 2017. *Institutional determinants of ownership stake in intra-Africa Acquisitions: The moderating role of geographic distance*. Strategic Management Society Conference. Houston, TX.
70. Huy, Q., Reus, T. (organizers) 2017. Walsh, J., Ellis, K., Lamont, B., Naumovska, I., Sirower, M., Rogan, M., Vaara, E., Heimeriks, K., Graebner, M. (presenters). *Post-merger integration*

research. *Professional Development Workshop at the Academy of Management Conference in Atlanta, GA.*

69. DeGhetto, K., Lamont, B., and Holmes, M. 2017. *Drivers of international investment decisions: The role of safety risk. Academy of Management Conference. Atlanta, GA.*
68. Galdino, K., Rezende, S. and Lamont, B. 2017. *Market and internationalization knowledge in the entrepreneurial internationalization process. Academy of Management Conference. Atlanta, GA.*
67. Galdino, K., Rezende, S. and Lamont, B. 2016. *Connecting International Opportunities to the Internationalization Process of the Firm. AIB US Southeast Conference. Tampa, FL.*
66. Lamont, B and Bifano, L. 2016. *The practicality of M&A research: the Dupont-Dow merger. Southern Management Association Conference. Charlotte, NC.*
65. Lamont, B., Ellis, K. and Arino, A. 2016. *Partial equity ownership as signals in intra-Africa acquisitions. Strategic Management Society Conference. Berlin, Germany.*
64. Galdino, K., Rezende, S. and Lamont, B. 2016. *Re-embedding the internationalization of the firm in temporality: Paces in internationalization processes. AIB Conference. New Orleans, LA.*
63. Lamont, B. and Wang, G. 2016. *Antecedents of CEO duality: A meta-analytic review and theoretical extension. **Journal of Management Studies** Meta-analysis Workshop. Knoxville, TN.*
62. Beugre, C., Zoogah, D., Honig, B., Lamont, B. and Kiggundi, M. 2016. *Conducting meaningful research in management in Africa. Symposium at the Academy of Management Conference. Anaheim, CA.*
61. Weiss, T., Zoogah, D. (organizers) 2016. *Amaeshi, K., Asante, M., Lamont, B., Ndemo, B. and Walsh, J. Moving towards*

*meaningful management theories for and from Africa: what is next? Professional Development Workshop. Academy of Management Conference. Anaheim, CA.*

60. Devine, R.A., Galdino, K.D., and Lamont, B. 2016. *Managerial Retention in Cross-Border Acquisitions: Examining Institutional Influence. Academy of Management Conference. Anaheim, CA.*
59. Arevalo, J. (organizer) 2016. Zolin, R., Lamont, B., Ferri, L., Roumpi, D., Zoogah, D., Slade, A., White, M., O'Leary-Kelly, A., Gil, N., Msulwa, R., Kiggundu, M., Liou, R., Molteni, M., Cannatelli, B., Pedrini, M. *Elevating research and collaboration: Developing a research agenda in and on Africa. Professional Development Workshop at the Academy of Management Conference in Anaheim, CA.*
58. Huy, Q., Reus, T. (organizers) 2016. Chatterjee, S., Ellis, K., Laamanen, T., Lamont, B., Monin, P., Sirower, M., Vaara, E., Weber, Y., Graebner, M., Stensaker, I., Heimericks, K., Schijven, M., Vuori, N., Mirvis, P., Zollo, M., Haspeslagh, P., Capron, L., Faems, D., Malholtra, S., Teerikangas, S., Very, P., and Angwin, D. (presenters). *Post-merger integration: research, practice, and teaching. Professional Development Workshop at the Academy of Management Conference in Anaheim, CA.*
57. Devine, R., Lamont, B. & Harris, R. 2016. *Antecedents to M&A deal dissolution in mergers of equals. Presented at the Academy of Management Conference in Anaheim, CA.*
56. Ellis, K., Lamont, B., DeGhetto, K., Faifman, L., Parola, H. & Ro, S. 2016. *Ownership Decisions of Foreign Acquirers in Africa: The Role of Colonial Relationships and Experiences. Presented at the Africa Academy of Management Conference in Nairobi, Kenya.*
55. Lux, S., Lamont, B., Muchira, J., Ferris, G. and Ellis, K. 2016. *Developing and utilizing efficient ties in entrepreneurial networks in Africa. Presented at the Africa Academy of Management Conference in Nairobi, Kenya.*

54. Devine, R., Lamont, B. and Harris, R. 2015. *Impression management in the sale of ongoing firms. Presented at the Strategic Management Society Conference in Denver. Nominated for SMS Best Conference Paper.*
53. Lux, S. and Lamont, B. 2015. *The role of institutional knowledge costs in the decline of effective institutional environments, a process theory. Presented at the Strategic Management Society Conference in Denver.*
52. Huy, Q., Reus, T. (organizers) 2015. Chatterjee, S., Ellis, K., Laamanen, T., Lamont, B., Monin, P., Sirower, M., Vaara, E., Weber, Y., Graebner, M., Stensaker, I., Heimericks, K., Schijven, M., Vuori, N., Mirvis, P., Zollo, M., Haspeslagh, P., Capron, L., Faems, D., Malholtra, S., Teerikangas, S., Very, P., and Angwin, D. (presenters). 2015. *Post-merger integration: research, practice, and teaching. Symposium panel presentation at the Academy of Management meetings in Vancouver.*
51. O'Leary-Kelly, A., Lamont, B. (organizers) 2015. *Research on and on Africa: Opportunities and challenges in Data Collection and publishing, a caucus with Roumpi, D., Lamont, B., Bruton, G., Williamson, I., Reid, M., Honig, B., Kiggundu, M., Zander, L., and O'Leary-Kelly, A. (presenters). Academy of Management meetings in Vancouver.*
50. Ellis, K. and Lamont, B. 2015. *Cross-border acquisitions in Africa: Insights into processes and outcomes. A symposium panel presentation on Internationalization in Africa and from Africa with Arino, A. and Ameri, M. (organizers) and Nartley, L., Mezias, S., Ovadje, F., and Zander, L. (other panelists). Presented at the Academy of Management meetings in Vancouver.*
49. Devine, R., Lamont, B. and Harris, R. 2015. *Managerial control in mergers of equals: The role of political skill. Presented at the Academy of Management meetings in Vancouver.*

48. Sutton, T. & Lamont, B. 2014. *Dependence threat activation and corporate political activity*. Presented at the Strategic Management Society Conference in Madrid.
47. Huy, Q., Reus, T., Chatterjee, S., Ellis, K., Laamanen, T., Lamont, B., Monin, P., Sirower, M., Vaara, E., Weber, Y., Graebner, M., Stensaker, I., Heimericks, K., Schijven, M., Vuori, N. 2014. *Post-merger integration: research, practice, and teaching*. Symposium panel presentation at the Academy of Management meetings in Philadelphia.
46. Ellis, K., Reus, T. & Lamont, B. 2014. *Mergers and Acquisitions in the African Context: A review and roadmap for future research*. Presented at the Africa Academy of Management Conference in Gaborone, Botswana.
45. Huy, Q., Reus, T., Chatterjee, S., Ellis, K., Laamanen, T., Lamont, B., Monin, P., Sirower, M., Vaara, E., Weber, Y. 2013. *Post-merger integration: research, practice, and teaching*. Symposium panel presentation at the Academy of Management meetings in Orlando.
44. DeGhetto, K., Ro, S., Lamont, B. & Ranft, R. 2013. *Antecedents of anticipatory justice among acquired firm employees*. Presented at the Strategic Management Society Conference in Atlanta.
43. Lamont, B., Ellis, K. and Ro, S. 2012. *Status deference in large M&As of similar-sized firms*. Presented at the Strategic Management Society Conference in Prague, Czech Republic.
42. Ro, S., Lamont, B. and Ellis, K. 2012. *The effect of pay disparity between acquiring firm top managers and acquired firm top managers on information justice*. Presented at the Southern Management Association Meetings in Ft. Lauderdale.
41. Ellis, K., Reus, T. and Lamont, B. 2007. *Placing process in the context of merger and acquisition research*. Presented at the Strategic Management Society Conference in San Diego.

40. Reus, T. and Lamont, B. 2007. *Cultural influences on the emotional capability of international acquisitions. Presented at the Academy of Management Meetings in Philadelphia.*
39. Street, V., Street, M., Lamont, B., and Marble, H. 2007. *The influence of organizational capacity and environmental dynamism on first moves. Presented at the Academy of Management Meetings in Philadelphia.*
38. Reus, T. and Lamont, B. 2005. *The double-edged sword of cultural distance in developing combinative capability of international acquisitions. Presented at the Association of International Business conference in Quebec City, Canada.*
37. Street, V., Street, M. and Lamont, B. 2005. *Effects of organizational capacity and environmental dynamism on the first move-performance relationship. Presented at the Academy of Management Meetings in Honolulu.*
36. Reus, T., Ellis, K. and Lamont, B. 2005. *Placing process in the contingency framework of merger and acquisition performance. Presented at the Academy of Management Meetings in Honolulu.*
35. Reus, T., Adams, G., Ranft, A., and Lamont, B. 2003. *Managing knowledge eagerness: creating value through investments in knowledge transfer capabilities. Presented at the Academy of Management Meetings in Seattle.*
34. Ellis, K. and Lamont, B. 2001. *Does procedural justice matter in integrating large acquisitions of similar sized firms? Presented at the Strategic Management Society Meetings in San Francisco.*
33. Ellis, K. and Lamont, B. 2001. *Using configurational theory to understand the acquisition integration process: A resolution of theoretical tensions, presented at the Strategic Management Society Meetings in San Francisco.*
32. Ellis, K. and Lamont, B. 2001. *Exploring determinants of post-acquisition performance in related acquisitions, presented at the Academy of Management Meetings in Washington, D.C.*

31. Adams, G. and Lamont, B. 2000. *The role of knowledge management systems in the development of sustainable competitive advantage: A conceptual examination*, Southern Management Association Proceedings.
30. Ellis, K. and Lamont, B. 2000. *Acquisitions and the altering of a firm's environmental management competence: An exploratory study*, presented at the Strategic Management Society Meetings in Vancouver.
29. Ellis, K. and Lamont, B. 2000. *The altering of a firm's environmental management competence during the acquisition integration stage*, presented at the Academy of Management Meetings in Toronto.
28. Domke-Damonte, D. and Lamont, B. 1999. *Antecedents of cross-industry cooperation: The case of the U.S. domestic airline industry, 1983-1996*, presented at the Academy of Management Meetings in Chicago.
27. Ellis, K., Lamont, B. and Sambamurthy, V. 1999. *Environmental, structural and strategic complexity as determinants of CEO compensation in multinational corporations*, presented at the Academy of Management Meetings in Chicago.
26. Domke-Damonte, D. and Lamont, B. 1999. *Navigating between the Scylla of competition and the Charybdis of cooperation: Antecedents to cooperation and competition in the airline industry*, Southern Management Association Proceedings.
25. Ellis, K. and Lamont, B. 1998. *Global Strategy and Performance: A Multidimensional View*, Southern Management Association Proceedings.
24. Lamont, B and Thomas, A. (Co-chairs) w/panelists Hitt, M., Hofer, C and Pearce, J. 1996. *The boundaries of Strategic Management: The role of rigor and relevance*, symposium presented at the Southern Management Association Meetings.



23. Forte, M. and Lamont, B. *Form and environment: 1996. An analysis of organizational responses to environmental change, Southern Management Association Proceedings.*
22. Lamont, B. and Marlin, D. 1996. *A longitudinal comparison of performance enhancing payer-source strategies in proprietary skilled nursing facilities, Southern Management Association Proceedings.*
21. Fornaciari, C., Lamont, B. and Fiorito, J. 1996. *Diversification strategy and information technology centralization, Southern Management Association Proceedings.*
20. Simmonds, P. and Lamont, B. 1996. *Relationships between product-diversity, internationalization, and performance and their temporal stability, Northeast Decision Sciences Institute Proceedings.*
19. Lheureux, R., Hoffman, J. and Lamont, B. 1996. *The effects of international involvement on the relationship between managerial tenure and firm performance, Northeast Decision Sciences Institute Proceedings.*
18. Marlin, D. and Lamont, B. 1996. *Nursing home payer-mix strategy and financial performance, the Southwest Academy of Management Proceedings.*
17. Lamont, B. and Sambamurthy, V. 1995. *Structure and vertical information flows in multinational enterprises, the Southern Management Association Proceedings.*
16. Whitfield, J. M., Lamont, B. and Hoffman, J. 1994. *Top management team power and corporate risk, Southern Management Association Proceedings.*
15. Whitfield, J. M. and Lamont, B. 1994. *The effects of structure on media richness in multinational enterprises, the Southern Management Association Proceedings.*

14. *Fornaciari, C., Mason, B. and Lamont, B. 1993. An empirical test of Tushman and Romanelli's proposed internal antecedents of corporate strategic change, Southern Management Association Proceedings.*
13. *Marlin, D. and Lamont, B. 1993. IT coordination behavior in acquisitions and mergers, Southwest Management Association Proceedings.*
12. *Greenwood, R., Lamont, B. and Hoffman, J. 1993. Reinventing the corporation through restructuring: Prior diversification posture and performance outcomes, presented at the Academy of Management Meetings in Atlanta.*
11. *Williams, K., Mitchell, V., Lamont, B., and Hart, P. 1992. The strategic nature of information technology: An integrative approach, symposium presented at the Southeast Decision Sciences Institute Meetings in Savannah.*
10. *Marlin, D., Hoffman, J., Lamont, B., and Forte, M. 1992. An empirical test of Hrebiniak and Joyce's model on organizational adaptation in the hospital industry, presented at the Academy of Management Meetings in Las Vegas.*
9. *Marlin, D., Hoffman, J., Lamont, B. and Forte, M. 1992. Porter's generic strategies, discontinuous environments, and performance: a longitudinal study of changing strategies in the hospital industry, Southern Management Association Proceedings.*
8. *Lamont, B. and Williams, R. 1992. M-Form Implementation and Performance: The impact of firm strategy and implementation speed, Southern Management Association Proceedings.*
7. *Lamont, B., Hoffman, J., and Forte, M. 1992. Competitive decision making in declining industries, Southern Management Association Proceedings.*
6. *Simmonds, P. and Lamont, B. 1991. Diversification strategy, internationalization, and corporate performance, presented at the Association of International Business Conference in Miami.*

5. *Simmonds, P., Lamont, B. and Lasseigne, T. 1991. The joint performance effects of diversification strategy and level of internationalization, Southern Management Association Proceedings.*
4. *Fornaciari, C. and Lamont, B. 1991. Strategic Change: Is it only incremental and revolutionary? Southern Management Association Proceedings.*
3. *Lamont, B. 1990. The environmental selection effects of magnitude of corporate strategic change, Southern Management Association Proceedings.*
2. *Jones, G., Lamont, B. and Pustay, M. 1988. A longitudinal study of formation and change in strategic groups, presented at the Academy of Management Meetings in Anaheim.*
1. *Lamont, B. and Anderson, C. 1984. Mode of corporate diversification, structure, and economic performance, presented at the Academy of Management Meetings in Boston.*

### **INVITED CONFERENCE PRESENTATIONS**

39. *Lamont, B. & Ellis, K. 2018. Contextualization in research and teaching. Management Faculty of Color Association Conference. Cave Hill, Barbados.*
38. *Lamont, B. 2018. Developing and maintaining high performing scholarship: Making a case for theoretical contextualization. Doctoral Consortium at the Africa Academy of Management Conference. Addis Ababa, Ethiopia.*
37. *Creary, S., Lamont, B. & Nelson, M. 2017. Writing the introduction. Writing workshop at the PhD Project Management Doctoral Student Association Conference. Atlanta, GA.*
36. *Combs, J. & Lamont, B. 2017. Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference. Atlanta, GA.*

35. Creary, S., Lamont, B. & Nelson, M. 2016. *Writing the introduction. Writing workshop at the PhD Project Management Doctoral Student Association Conference. Anaheim, CA.*
34. Combs, J. & Lamont, B. 2016. *Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference, Anaheim, CA.*
33. Lamont, B. 2016. *Context-specific theorizing in the formal sector. Doctoral student consortium, Africa Academy of Management Conference, Nairobi, Kenya.*
32. Lamont, B. 2015. *Making a theoretical contribution in your research. Doctoral Consortium Roundtable, Southern Management Association Conference, St. Pete Beach, FL.*
31. Lamont, B. 2015. *Are your results really robust? Presentation at the African Faculty Development Conference, Pretoria, South Africa.*
30. Lamont, B. 2015. *Responding to a revise and resubmit: Demystifying the review process, presented at the PhD Project Management Doctoral Student Association Conference, Vancouver, BC, CA.*
29. Lamont, B. & Combs, J. 2015. *Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference, Vancouver, BC, CA.*
28. Canales, I. & Lamont, B. 2015. *The process of publishing strategy process research, workshop presentation at the Strategic Management Society Conference in Denver.*
27. Lamont, B. 2014. *The future of strategic management research, roundtable presentation at the Southern Management Association Conference, Savannah, GA.*
26. Lamont, B. 2014. *Power, status, and stigma in mergers and acquisitions, discussant presentation at the Southern Management Association Conference, Savannah, GA.*

25. Lamont, B. 2014. *Making a theoretical contribution in your research. Doctoral Consortium Roundtable, Southern Management Association Conference, Savannah, GA.*
24. Lamont, B. & Combs, J. 2014. *Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference, Philadelphia, PA.*
23. Lamont, B., Ellis, K. & Harris, R. 2014. *Positive Partnerships Panel: How to Build Successful Adviser-Advisee Relationships. Panel presentation at the PhD Project Management Doctoral Student Conference, Philadelphia, PA.*
22. Lamont, B. 2014. *Writing theory and hypotheses in empirical research. Speaker at the doctoral consortium for University of Botswana PhD students at the Africa Academy of Management Conference, Gaborone, Botswana.*
21. Lamont, B. and Lee, G. (organizers) 2013. *Merger and Acquisition Process Colloquium. Co-sponsored by the Strategy Process and Corporate Strategy Interest Groups at the Strategic Management Society Conference, Atlanta, GA.*
20. Miller, T., Lamont, B, Nadkarni, S., Geletkanycz, M., Nag, R., Wiersema, M., Boeker, W. 2013. *Strategic leadership and strategic change. Co-chair of panel presentation for the Corporate Strategy Interest Group at the Strategic Management Society Conference, Atlanta, GA.*
19. Combs, J. & Lamont, B. 2013. *Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference, Orlando, FL.*
18. Verbos, A., Holmes, J. and Lamont, B. 2013. *Tao of Teaching, presented at the PhD project MDSA, Orlando, FL.*
17. Lamont, B. 2013. *Emerging research in strategic management. Roundtable discussion at the New Doctoral Student Consortium, Academy of Management Conference, Orlando, FL.*

16. Friday-Stroud, S. & Lamont, B. 2013. *Administration as a career path in academia. Panel session at the Annual McKnight Conference in Tampa, FL.*
15. Lamont, B. 2013. *Survival strategies for your doctoral program. Roundtable speaker at the Annual McKnight Conference in Tampa, FL.*
14. Lamont, B. 2013. *Making impactful contributions in your research. Doctoral Consortium Roundtable, Southern Management Association Conference, New Orleans, LA.*
13. Lamont, B. 2012. *Positioning yourself for success in your scholarly career: A life-long journey of learning. Plenary Speaker at the annual McKnight Conference in Tampa, FL.*
12. Price, R. & Lamont, B. 2012. *Surviving and thriving in your doctoral program. Roundtable at the annual McKnight Conference in Tampa, FL.*
11. Haleblian, J., Finkelstein, S., Zollo, M., Lamont, B. and Castaner, X. 2012. *Capabilities that help or hurt acquisition processes. Panel presentation for the Strategy Process Interest Group at the Strategic Management Society Conference, Prague, Czech Republic.*
10. Laamanen, T., Lamont, B., McNamara, G. and Schulze, B. 2012. *Trade-offs in career choices in academia. Panel presentation for the Strategic Leadership and Governance Interest Group at the Strategic Management Society Conference, Prague, Czech Republic.*
9. Combs, J and Lamont, B. 2012. *Making a theoretical contribution in empirical research, presented at the PhD Project Management Doctoral Student Conference, Boston, MA.*
8. Lamont, B. 2012. *The good, the bad, and the ugly: How to Choose Research Collaborators, Survive Pitfalls and Juggle Multiple Projects, presented at the PhD Project Management Doctoral Student Conference, Boston, MA.*

7. Lamont, B. 2012. *Status Deference in large M&As of similar-sized firms.* Center for Human Resource Management Conference, Tallahassee, FL.
6. Lamont, B. 2011. *Making impactful contributions in your career.* Doctoral Consortium Roundtable, Southern Management Association Conference, Savannah, GA.
5. Lamont, B., Bingham, C., Jemison, D., Laamenen, T., and McNamara, G. 2011. *Strategy process, acquisition process, and activity sequences.* Panel presentation at the Strategy Process Interest Group Pre-Conference Workshop, Strategic Management Society Conference, Miami, FL.
4. Bermiss, S. and Lamont, B. 2011. *Nailing the campus visit and job talk, presented at the PhD Project Management Doctoral Student Association Conference, San Antonio, TX.*
3. Nyberg, A., Lamont, B., and Roberson, Q. 2011. *Responding to a revise and resubmit: Demystifying the review process, presented at the PhD Project Management Doctoral Student Association Conference, San Antonio, TX.*
2. Thomas-Hunt, M., Lamont, B., and Gavino, M. 2010. *Responding to a revise and resubmit: Demystifying the review process, presented at the PhD Project Management Doctoral Student Association Conference, Montreal, CA.*
1. Lamont, B. 2010. *What is a theoretical contribution in management research?* Doctoral Consortium Roundtable, Southern Management Association Conference, St. Petersburg, FL.

#### **EDITORIAL AND OTHER INVITED PRESENTATIONS**

13. Lamont, B. and Kiggundu, M. 2018. ***Africa Journal of Management*** Going Forward, AFAM Executive Committee. Addis Ababa, Ethiopia.

12. Lamont, B. 2018. Editorial Review Board Meeting, **Africa Journal of Management**, Africa Academy of Management Meetings. Addis Ababa, Ethiopia.
11. Lamont, B. 2017. Editorial Review Board Meeting, **Africa Journal of Management**, Academy of Management meetings, Atlanta, GA.
10. Lamont, B. and Maslach, D. 2016. What is a theoretical contribution and how do you generate and refine the idea? Professional Development Seminar, Florida State University.
9. Lamont, B. 2016. Editorial Review Board meeting, **Africa Journal of Management**, Academy of Management meetings, Vancouver.
8. Lamont, B. 2016. **Africa Journal of Management** progress report, Africa Academy of Management Social, Academy of Management meetings, Vancouver.
7. Lamont, B. 2016. Why it is important to have faculty from underrepresented groups in front of the classroom, commUNITY Dialogue Series, Florida State University.
6. Lamont, B. 2016. Publishing in the **Africa Journal of Management**, African Faculty Development Workshop, University of Nairobi, Nairobi, Kenya
5. Lamont, B. 2016. **Africa Journal of Management** progress report, Africa Academy of Management meetings, Strathmore Business School, Nairobi, Kenya.
4. Lamont, B. 2015. **Africa Journal of Management** progress report, Africa Academy of Management Social, Academy of Management meetings, Vancouver.
3. Lamont, B. 2015. Publishing in **the Africa Journal of Management**, African Faculty Development Workshop, Pretoria, South Africa.



2. Lamont, B. 2015. *Editorial Review Board meeting, **Africa Journal of Management**, Academy of Management meetings, Vancouver.*
1. Lamont, B. 2014. ***Africa Journal of Management** progress report, African Caucus meeting, Academy of Management, Philadelphia.*

**UNDERGRADUATE HONORS IN THE MAJOR THESIS COMMITTEE  
CHAIR**

*Clint Shea (ongoing) Determinants of Anticipatory Justice.  
Management.*

**UNDERGRADUATE HONORS IN THE MAJOR THESIS COMMITTEE MEMBER**

*Carlin McCrory (2013) Machine-based gambling: Do I win the lottery or spin the wheels each time I play? Risk Management.*

*Darya Gilmore (ongoing) Music.*

**MASTERS THESIS COMMITTEE MEMBER**

*Margit Graeber (1999) An investigation of store managers' interest in mass customization, College of Human Sciences.*

*Stephanie Leimer (1994) Comparison of environmentally friendly textiles. College of Human Sciences.*

**PH.D. ADVISEES (ONGOING)**

*Ashok Bhandary, Florida State University*

*Reginald Harris, Florida State University*

*Clever Gumbo, Botho University, Botswana*

*Katia Galdino, Florida State University*

*John Muchira, Florida State University*

**Ph.D. DISSERTATION COMMITTEE MEMBER (COMPLETED)**

39. *Hye In Jun (2017) Change management in business: An empirical investigation of practitioner competencies. Educational Psychology and Learning Systems.*

38. *Charn McAllister (2017) Three essays examining the role of self-regulation in the workplace. Organizational Behavior.*

37. *Bryan Hochstein (2016) B2C sales interactions: Empowered consumers, sales influence tactics, and salespeople as knowledge brokers. Marketing.*
36. *Heather R. Parola (2015) The role of interorganizational trust in the merger and acquisition process. Strategy, Florida Atlantic University.*
35. *Yvette Holmes Nelson (2014) Deal or no deal: An examination of customer concessions in automobile negotiations. Marketing.*
34. *Rachel Kane (2014) Leader political skill, work relationship quality, and multi-target benefitting outcomes: a moderated multi-mediational model. Organizational Behavior.*
33. *Chris Penney (2011) Alliance portfolio, vertical integration, and firm performance: A transaction cost view. Strategic Management.*
32. *Doug Johansen (2011) Opportunity dominant logic: Creating and deploying market capabilities under uncertainty. Marketing.*
31. *Faye Jones (2011) The future competencies of department chairs: A human resources perspective. Educational Leadership and Policy Studies.*
30. *Denise Mohylsky Weeks (2011) The invisible woman in the retail apparel industry. Human Sciences.*
29. *Carrie Blanchard (2010) Local government decisions regarding Wal-Mart development in Florida counties. Public Administration.*
28. *Frank Butler (2009) Retention of acquired board members and implications for post-acquisition performance: A resource dependence perspective. Strategic Management.*
27. *Tom Yoon (2009) An empirical investigation of factors affecting organizational adoption of virtual worlds. Management Information Systems.*

26. Alexa Perryman (2008) *Linking celebrity to firm performance: A multi-level analysis*. *Strategic Management*.
25. John Upson (2008) *Why do firms exercise foothold options?: Explanations from multipoint competition and real options theory*. *Strategic Management*.
24. Bill Gillis (2007) *Resource-Based and Relational Antecedents of Firms' Propensity to Franchise and Their Effects on Firm Performance*. *Strategic Management*.
23. Ester Swilley (2007) *An Empirical Examination of the Intent by Firms to Adopt Mobile Commerce as a Marketing Strategy for Strategic Competitive Advantage*. *Marketing*.
22. Yongmei Liu (2005) *The antecedents and consequences of emotion regulation at work*. *Organizational Behavior*.
21. Kevin Duffy (2000) *IT planning as a coordination mechanism: Impacts on partnering and learning*. *Information and Management Science*.
20. Natalia Trogen (1999) *Strategic alliances in health care: How to enhance the effectiveness of non-profit multihospital organizations*. *Public Administration*.
19. D. Herb Smaltz (1999) *Antecedents of CIO effectiveness: A role-based perspective*, *Information and Management Science*.
18. David Dawley (1999) *The effects of refocusing, size, slack, and munificence on post-bankruptcy performance*, *Strategic Management*.
17. Melinda Cline (1999) *The impact of information technology investment on productivity improvements in the railroad industry between 1986 and 1995*, *Information and Management Science*.
16. Scott Geiger (1998) *Does the left foot follow the right when going uphill and downhill? An extension of strategy and structure dynamics*, *Strategic Management*.

15. Kathy Shelfer, (1998) *Transaction log analysis as a method to evaluate the extent of searcher use of library research guides, Information Studies.*
14. Erich Brockmann, (1997) *The relationship between corporate governance patterns and the potential for surviving a bankruptcy episode, Strategic Management.*
13. He Yan, (1997) *Cad/cam adoption in American textiles and apparel industries, Textiles and Consumer Sciences.*
12. Dave Chatterjee, (1997) *Managing the deployment of web technology: Influence of organizational and web management characteristics, Information and Management Science.*
11. Floyd Tyler, (1996) *Essays on corporate control and strategic restructuring, Finance.*
10. Shu-hwa Lin, (1996) *Apparel manufacturing strategies and production analysis, Textiles and Consumer Sciences.*
9. Tom Delaughter (1996) *An examination of the effect of environmental munificence on the relationship between magnitude of change and performance, Strategic Management.*
8. Don Daake (1995) *An investigation of the utilization of information in strategic planning within a loosely coupled organization, Strategic Management.*
7. Curtis Armstrong (1995) *Creating business value through information technology: The effects of the chief information officer and top management team characteristics, Information and Management Science.*
6. John Irwin (1994) *The effect of the adoption of technological innovations on firm financial performance: A firm resource-based view, Strategic Management.*
5. Russell Purvis (1994) *The effects of knowledge embeddedness on the diffusion and infusion of case technologies within organizations, Information and Management Science.*

4. Rick L'heureux (1994) *The effect of internationalization on the relationship between TMT characteristics and firm performance*, *Strategic Management*.
3. Vicki Mitchell (1993) *An exploration of the relationship between business process redesign and information technology infrastructures*, *Information and Management Science*.
2. Robert Williams (1993) *The effect of managerial characteristics on M-form implementation time and performance recovery time in M-form adoption*, *Strategic Management*.
1. Peter Stanwick (1993) *CEO characteristics, strategy, and performance: An empirical study of declining organizations*, *Strategic Management*.

#### **Ph.D. DISSERTATION COMMITTEE MEMBER (ONGOING)**

*Shermin Murji, Education, data collection*

#### **Ph.D. DISSERTATION CHAIR (COMPLETED)**

19. Rich Devine (2018) *An institutional lens on firm responses to activism*.
18. Kaitlyn DeGhetto (2015) *Drivers of international investment decisions: the role of safety risk*.
17. Andrew (Trey) Sutton (2015) *Firm-state dependencies, threat activation, and corporate political activity*.
16. Sangbum Ro (2014) *Liability of foreignness in legitimacy evaluation: The legitimacy challenge facing foreign firms*.

15. *Michelle Zorn (Co-chair with Jim Combs) (2014) Competitive action and corporate governance: How do boards and managers influence competitive outcomes.*
14. *Jennifer Sexton (Co-chair with Annette Ranft) (2012) The creation of new knowledge through the transfer of existing knowledge: Examining the conundrum of creation and control in innovation.*
13. *Sean Lux (2008) Nonmarket effects on strategic fit and performance: An economic institutional change perspective.*
12. *Vera Hoover Street (2006) The influence of organizational capacity and environmental dynamism on the first move-performance relationship.*
11. *Taco H. Reus (2004) A knowledge-based view of international acquisition performance.*
10. *Garry Adams (2004) Power dynamics in board/CEO relationships.*
9. *Nejat Capar (2003) A dynamic analysis of the relationships between international diversification, product diversification, firm resources and firm performance.*
8. *Kimberly Ellis, (2000) Acquisition integration approach, size differentials and outcomes: Are there better ways to reel in big and small fish?*
7. *Darla Domke-Damonte, (1998) An investigation of antecedents and outcomes of cooperative and competitive strategic repertoires: The case of the commercial airline industry. (Dr. Paul Simmonds, co-chair).*
6. *Ben Mason, (1996) The performance effects of aligning diversification mode and scope.*
5. *Mike Whitfield (1996) Excursions on environment-organization-performance relationships: The remapping of familiar territory and exploration of new frontiers.*
4. *Charles Fornaciari (1996) Diversification strategy and information technology centralization.*

3. *Robin Greenwood Taylor (1995) Antecedents and performance consequences of corporate refocusing and repositioning.*
2. *Dan Marlin (1995) Diversification strategy and top management team fit.*
1. *Monique Forte (1994) Organizational form and core competencies: An analysis of organizational responses to environmental change.*

**Ph.D. DISSERTATION CHAIR (ONGOING)**

*John Muchira (co-chair with S. Zuilkowski), Educational Leadership and Policy Studies, data collection.*

*Reggie Harris (co-chair with Michael Holmes), data collection*

*Ashok Bhandary (co-chair with David Maslach), proposal development stage*

*Katia Galdino, proposal development stage*

**PHD PROPOSAL/DISSERTATION EXTERNAL EVALUATOR**

*Wan Ting Chiu 2013. Rotterdam School of Management, Erasmus University*

*Ron Maas 2015. Rotterdam School of Management, Erasmus University.*

*Sam Dawa 2017. Gordon Institute of Business Science, University of Pretoria*



## **PROFESSIONAL SERVICE ACTIVITIES**

### **DEPARTMENT**

*Ad Hoc Committee on Online Courses and Budgets, 2016-present*

*Peer Evaluation Committee, 2014-present*

*Faculty Recruitment Chair, 2016*

*Faculty Recruitment Committee, FA 14- SP16*

*Strategic Planning Committee, FA14-SP16*

*Bylaws Committee, FA14-present*

*Diversity and Inclusion Representative, SU14-SP16*

*Department Reorganization Committee, SP13*

*Honors in the Major Liaison, FSU Honors Program, FA07-present*

*AACSB Learning Outcomes Committee Chair, SP05*

*Doctoral Student Teaching & Research Awards Committee, Chair, SP00*

*Coordinator of Doctoral Studies in Management, 1998-2002, 2014-2016*

*Co-coordinator of Doctoral Studies in Management, 1991-1996*

*Sustained Performance Evaluation Committee, SP98, SP99*

*Promotion and Tenure Committee Chair, FA 97, FA01, FA02, FA03, FA15/SP16*

*Department Chairman, FA96-SU97, SU04-FA07*

*Doctoral Program Review Committee, Co-Chair, FA96-SU99*

*Doctoral Student Teaching & Research Awards Committee, SP95, SP96, SP98*

*Teaching Incentive Program Evaluation Committee member, SP94, FA94*

*Promotion and Tenure Committee member, FA92, FA94, FA98, FA99, FA01, FA02, FA04-present*

*Doctoral Examining Committee Chair, SP91, SU91, FA91, FA94, SP95, SU95, FA95, SU96, SU98, SU11, SU16*

*Doctoral Examining Committee Member, SP90, SU90, SP92, SU92, SU93, SU97, FA99 - present*

*Faculty Performance Evaluation Committee member, SP90, SP92, SP95, SP96, SP98, SP99, SP08, SP09, SP12, SP13, SP14*

*Summer Teaching Policy Committee Chair, FA07/SP08*

*Summer Research Award Selection Committee, SP08, SP09*

*Faculty Travel Policy Committee Chair, FA07/SP08*

*Quality Enhancement Review, Management Department, Coordinator, FA07/SP08*

*Undergraduate Curriculum Revision Coordinator for majors, FA07/SP08*

### **COLLEGE**

*AACSB Review, senior faculty representative, SP18*

*AACSB Review, P&T committee representative, SP18*

*Management Department Chair Search Committee, Chair, FA 16-SP17*

*Jim Moran Institute Director of Research, FA15-present*

*Distinguished Doctoral Alumni Award Committee, SP15-present*

*International Programs Committee, FA14-present*

*Professorship Naming Policy Committee, FA14*

*Assurance of Learning Review Committee, Chair, SP13-SU13*

*Associate Dean of Graduate Programs, FA07-FA11*

*Enrollment Management Committee, FA07-FA11*

*Behavioral Lab Committee, SU05, FA05, SP06*

*College of Business Strategic Planning Committee, FA04/SP05*

*Blue Ribbon Strategic Planning Committee, FA02-SP04*

*Ph.D. Student Awards Evaluation Committee, 1998-2002*

*Promotion & Tenure Committee Chair, FA97, FA99, FA01, FA02, FA03*

*Instructional Development Proposal Evaluation Committee, SP96*

*Promotion & Tenure Committee Member, FA94, FA98, FA01, FA13, FA15, FA16, FA17, FA18*

*Ph. D Admission & Retention Committee, 1991-1996; 1998-2002, SP08-FA11, FA13-present*

*Ph.D Policy Committee, 1991-1996, 1998-2002, SP08-FA11, FA13-present*

*Quality Enhancement Review Coordinator for Graduate Programs, SP08-FA11*

*JMI Enhancement Coordinator, FA07/SP08*

*Graduate Faculty Mentor Award Coordinator, Sp08-FA11*

*Masters Policy Committee, Chair, SP08-FA09*

*Masters Policy Committee, Ex-officio member, FA09-FA11*

*Executive Committee, FA96-SU97, SU04-FA11*

*Graduate Admissions Appeals Committee, Chair, SP08-FA11*

*MBA Alumni/Early Career Board Reception, College Representative, Miami, SP10, SP11*

*MBA Alumni/Early Career Board Reception, College Representative, Jacksonville, SP09, SP11*

*MBA Alumni/Early Career Board Reception, College Representative, Orlando, SP09, SP10, SP11*

*MBA Alumni/Early Career Board Reception, College Representative, Tampa, FA08, FA09, FA10*

*MBA Alumni/Early Career Board Reception, College Representative, Atlanta, FA09, FA10*

*MBA Alumni/Early Career Board Reception, College Representative, Tallahassee, FA09*

*MBA Early Career Board meeting, Chair, FA08, SP09, FA09, SP10, FA10*

*MBA Hooding Ceremony, MC, SP08, SP09, FA09, SP10, FA10, SP11.*

*MBA Graduation reception, speaker, FA08.*

*MBA recruiting event speaker, Panama City, FA08, SP09.*

*Building Maintenance and Repairs Coordinator, SP08-FA11.*

*PhD Project for Minority Doctoral Education, College representative and coordinator, Annual Conference in Chicago, FA08-FA11*

*PhD Project for Minority Doctoral Education, College representative, annual meeting of Management participants, FA08-present*

*Coordinator of the Jim Moran Scholar Program for African-American Achievers at Florida State University, SP10-present*

## **UNIVERSITY**

*Dr. Martin Luther King, Jr. Distinguished Service Award Selection Committee, 2016-2017*

*Diversity and Inclusion Committee for the Office of Faculty Development and Advancement, 2016-2017*

*College of Business Dean Search Committee, 2016*

*Florida State University Honorary Degree Committee, 2015-2018*

*Florida State University Diversity and Inclusion Council, FA11-present*

*Florida State University Diversity and Inclusion Council, Subcommittee on Recruitment and Retention, SP12-present*

*Florida State University Diversity and Inclusion Council, Co-chair of the Subcommittee on Recruitment and Retention, FA15-present*

*Graduate Policy Committee Subcommittee for Management, 2015.*

*University Committee on Faculty Sabbaticals, member, 2014/2016, 2016/2018*

*FSU Athletic Department Strategic Planning Workshop, SU12.*

*Sigma Alpha Lambda, Faculty advisor, FA10-present*

*Harold and Barbara Chastain Eminent Scholar Search Committee Chair, SP08*

*Council for Associate Deans of Research, SP08-FA11*

*Council of Associate and Assistant Deans, SP08-FA11*

*Haywood and Betty Taylor Endowed Scholar Search Committee, FA07/SP08*

*Faculty Senate subcommittee on 4 credit hour conversion, SP08*

*Fulbright Scholar Awards, College representative, SP08*

*Business Etiquette Dinner, College representative, SP08*

*COFRS Research Proposal Evaluation Committee, SP03*

*Chair, Thomas L. Williams, Jr. Endowed Scholar Search Committee,  
FA98/SP99*

*Promotion & Tenure Committee member, FA97/SP98, FA98/SP99,  
FA99/SP00, FA01/SP02, FA02/SP03, FA03/SP04, FA15/SP16*

*Teaching Incentive Program Evaluation Committee member,  
FA96/SP97*

*Lecture Capture Technology Evaluation and Oversight Committee  
member, SP11-FA11*

## **COMMUNITY**

*Board of Directors, Distinguished Young Gentlemen, African-American  
male youth support organization, Tallahassee, FL, 2012-2015*

## **PROFESSION**

### **Regional Activities**

*Hunt Sustained Outstanding Service Award Committee, member,  
Southern Management Association, 2015-2016.*

*Hunt Sustained Outstanding Service Award Committee, Chair,  
Southern Management Association, 2014-2015.*

*Southern Management Association Writing and Paper Development  
Workshop, 2015.*

*Southern Management Association Writing and Paper Development Workshop, 2012.*

*McKnight Doctoral Mid-Year Research and Writing Conference for Minority Doctoral Students, panelist for Business, 2012-present.*

*Associate Deans of the ACC and SEC annual meeting, 2008, 2009, 2010.*

*Doctoral Consortium Panelist, 2007 Southern Management Association Meetings.*

*Junior Faculty Consortium Chair, 2001 Southern Management Association Meetings.*

*Junior Faculty Consortium, Chair, 2000 Southern Management Association Meetings.*

*Research Committee, Southern Management Association, 1998, 1999.*

*Board of Governors, Southern Management Association, 1996-1998.*

*Networking Round Table participant, Southern Management Association, 1995, 1996.*

*Track Chair , Strategic Management Track, 1995 Southern Management Association Meetings.*

*Reviewer:*

*Eastern Academy of Management Meetings*

*Southern Management Association Meetings*

*Southwest Academy of Management Meetings*

*Northeast Decision Sciences Institute*

*Discussant:*

*McKnight Foundation, Writers Workshop, 2012, 2013, 2014, 2015*

*Southern Management Association Meetings*

## ***National/International Activities***

*Senior Faculty Discussant, SMS Junior Faculty Paper Development Workshop, Strategic Management Society, Paris, France, 2018.*

*Faculty Facilitator and Mentor, Doctoral Consortium, Africa Academy of Management, Addis Ababa University, Addis Ababa, Ethiopia, 2018.*

*Faculty Facilitator and Mentor, Doctoral Consortium, Africa Academy of Management, Strathmore Business School, Nairobi, Kenya, 2016.*

*Invited Faculty Mentor, Africa Faculty Workshop, University of Nairobi School of Business, Nairobi, Kenya.*

*MDSA Job Candidate Workshop, PhD Project, Vancouver, CA, 2015*

*Invited Faculty Mentor, African Faculty Development Workshop, Africa Academy of Management, Pretoria, South Africa, 2015.*

*Session Organizer and Chair, Simple Rules and Other Seminal Contributions: A Tribute to Kathy Eisenhardt, Strategic Management Society, 2015.*

*Strategy Research Foundation, Dissertation Grant Coordinator, Strategic Management Society, 2014-present*

*Strategy Research Foundation dissertation grant reviewer, Strategic Management Society, 2013-present*

*MDSA Job Candidate Workshop (w/Adams, Poole, Duhaime, Huff, Reger, Williamson, Davis & Harper), PhD Project, Philadelphia, PA, 2014.*

*Representative-at-Large of the Corporate Strategy Interest Group, Strategic Management Society, 2013*

*Research Paper Development Session, Strategic Leadership and Governance Interest Group, Strategic Management Society, Prague, Czech Republic, 2012.*

*Representative-at-Large of the Strategy Process Interest Group of the Strategic Management Society, 2009-2011*

*MBA Roundtable, FSU representative, 2008, 2009*

*Strategic Management Society Best Paper Award Committee, 2004-present*

*Strategic Management Society Best Paper PhD Student Award Committee, 2011-present*

*Strategic Management Society Best Paper Award Committee, Singapore Special Conference, 2012*

*Organization Science Dissertation Competition Evaluator, 2003-2008*

*Research Committee, Business Policy and Strategy Division of the Academy of Management, 2002-2004.*

*Executive Committee, Business Policy and Strategy Division of the Academy of Management, 2000-2002.*

*Secretary & Newsletter Editor, Business Policy and Strategy Division of the Academy of Management, 1997-2000.*

*Member Communications Chair, Business Policy and Strategy Division of the Academy of Management, 1997-2000.*

*Associate Editor, Newsletter of the Business Policy and Strategy Division of the Academy of Management, 1996-1997.*

*Member Communications Committee, Business Policy and Strategy Division of the Academy of Management, 1994-1996.*

*Reviewer:*

*Academy of Management Meetings, 1986-2008, 2010.*

*North American Case Research Association Meetings*

*Session Chair:*

*Strategic Management Society Meetings, 2010, 2011.*

*Discussant:*



*Academy of Management Meetings, 1991, 1995, 1997, 1998, 2003*

## **Journals**

*Senior Associate Editor:*

***Africa Journal of Management (current)***

*Editorial Review Board:*

***Academy of Management Journal***

***Journal of Managerial Issues (current)***

***Journal of Management***

***Journal of Management Studies (current)***

***Strategic Management Journal (current)***

*Ad hoc reviewer:*

***Academy of Management Discoveries***

***Academy of Management Review***

***Administrative Science Quarterly***

***Health Services Research***

***Journal of Management Studies***

***Management International Review***

***Organization Studies***

***Strategic Entrepreneurship Journal***

*Editor Search Committee, **Journal of Management**, 1997-1998*

*Editor Search Committee, **Journal of Management**, 2015-2016*

## ***Outside Evaluator for Promotion and Tenure Decisions (Representative)***

*Appalachian State University*

*Auburn University*

*Clemson University*

*Iowa State University*

*Louisiana State University*

*Louisiana Tech University*  
*Morgan State University*  
*North Carolina A&T University*  
*Northeastern University*  
*Oklahoma State University*  
*Queen's University*  
*Salisbury University*  
*Samford University*  
*Stetson University*  
*Texas Tech University*  
*University of Central Florida*  
*University of Connecticut*  
*University of Delaware*  
*University of Denver*  
*University of Miami*  
*University of Missouri*  
*University of Missouri – Kansas City*  
*University of New Orleans*  
*University of South Alabama*  
*University of Tennessee*  
*University of Texas at Dallas*  
*University of Virginia*  
*Wright State University*

## ***Outside Evaluator for Endowed Chairs***

*William Stamps Farish Professorship in Free Enterprise, McIntire School of Commerce, University of Virginia*

## ***External Program Reviewer***

*Florida Atlantic University, College of Business, Management Department*

*University of Tennessee, Department of Management*

## ***External Research Grant Evaluator***

*Israel Science Foundation*

## ***Memberships***

*Academy of Management*

*Africa Academy of Management*

*Southern Management Association*

*Strategic Management Society*

*INFORMS*

*Spring 2018*