JAMES G. (JIM) COMBS

Professor of Management & Dr. Phillips Chair in American Private Enterprise

**Department of Management**

**College of Business**

**University of Central Florida**

**Cell: 850-241-3028**

**Email: james.combs@ucf.edu**

**EDUCATION**

Louisiana State University, Ph.D. in Business Administration (strategic management), 1995.

University of Central Florida, M.B.A., 1990; B.S. in Business Administration, 1986.

**RESEARCH** **INTERESTS**

Franchising as an entrepreneurial growth strategy, family business entrepreneurship, corporate governance, performance measurement, and knowledge aggregation.

**JOURNAL PUBLICATIONS**

Connelly, B.L., Crook, T.R., Combs, J.G., Ketchen, D.J., Aguinis, H. In press. Competence- and integrity-based trust in interorganizational relationships: Which matters more? Journal of Management.

Jaskiewicz, P. Block, J.H., Combs, J.G., Miller, D. In press. The Effects of Founder and Family Ownership on Hired CEOs’ Incentives and Firm Performance. Entrepreneurship: Theory & Practice.

Jaskiewicz, P., Block, J.H., Miller, D., Combs, J.G. In press. Founder vs. Family Owners’ Impact on Non-CEO Top Manager Pay Dispersion: Implications for Firm Performance. Journal of Management. doi: 10.1177/0149206314558487.

Jaskiewicz, P., Combs, J.G., Rau, S.B. 2015. Entrepreneurial legacy: Toward a theory of how some family firms nurture transgenerational entrepreneurship. Journal of Business Venturing, 30: 29-49.

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

Gillis, W.E., Combs, J.G., & Ketchen, D.J. 2014. Using resource-based theory to help explain plural form franchising. Entrepreneurship: Theory & Practice, 38(3): 449-472.

Penney, C.R., & Combs, J.G. 2013. Insights from family science: The case of innovation. Entrepreneurship: Theory & Practice, 37(6): 1125-1144.

Williams, D.W., Zorn, M.L., Crook, T.R., Combs, J.G. 2013. Passing the torch: Factors influencing transgenerational intent in family firms. Journal of Applied Family Studies, 62(3): 415-428.

Crook, T.R., Combs, J.G., Ketchen, D.J., Aguinis, H. 2013. Organizing around transaction costs: What we have learned and where do we go from here? Academy of Management Perspectives, 27(1): 63-79. *Best Paper winner for 2013*.

Perryman, A.A. & Combs, J.G. 2012. Who should own it? An agency-based explanation for multi-outlet ownership and co-location in plural form franchising. Strategic Management Journal, 33(4); 368-386.

Zorn, M.L., Martin, J.A., Combs, J.G. 2012. Lone-insider boards: Improved monitoring or a recipe for disaster? Journal of Managerial Issues, 24(3): 345-362.

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 Unites States Air Force. Journal of Organizational Design, 1(3): 64-72.

Combs, J.G., Ketchen, D.J., Ireland, R.D., & Webb, J.W. 2011. The role of flexibility in leveraging strategic resources. Journal of Management Studies, 48(5): 1098-1125.

Combs, J.G., Ketchen, D.J., & Short, J.C. 2011. Franchising research: Major milestones, new directions, and its future within entrepreneurship. Entrepreneurship: Theory & Practice, 35(3): 413-425.

Ketchen, D.J., Short, J.C., Combs, J.G. 2011. Is franchising entrepreneurship?: Yes, no, and maybe so. Entrepreneurship: Theory & Practice, 35(3): 583-595.

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.

Combs, J.C., Ketchen, D.J., Shook, C.L., and Short, J.C. 2011. Antecedents and consequences of franchising: Past accomplishments and future challenges. Journal of Management, 37(1): 99-126.

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

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

Holcomb, T.R., Combs, J.G., Sirmon, D.G., Sexton, J. 2010. Modeling levels and time in entrepreneurship research: An Illustration with growth strategies and post-IPO performance. Organizational Research Methods, 13(2): 348-389.

Combs, J.G. 2010. Big samples and small effects: Let’s not trade relevance and rigor for power (From the Editors). Academy of Management Journal, 53(1): 9-13.

Short, J.C., Ketchen, D.J., Combs, J.G., Ireland, R.D. 2010. Research methods in entrepreneurship: Opportunities and challenges. Organizational Research Methods, 13(1): 6-15.

Combs, J.G., Michael, S.C., & Castrogiovanni, G.J. 2009. Institutional influences on the choice of organizational form: The case of franchising. Journal of Management, 35(5): 1268-1290.

Gillis, W.E., & Combs, J.G. 2009. Franchisor strategy and firm performance: Making the most of strategic resource investments. Business Horizons, 52: 553-561.

Crook, T.R., Drnevich, P.R., 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, D.J., Combs, J.G., Todd, S.Y. 2008. How much do strategic resources influence performance: A meta-analysis. Strategic Management Journal, 29: 1141-1154.

Combs, J.G. 2008. The Servant, the Parasite, and the Enigma: A Tale of Three Ownership Structures and their Affiliate Directors. Entrepreneurship: Theory & Practice, 32(6): 1027-1033.

Combs, J.G. 2008. Using cases to discover theory: The case of the Poland-based restaurant operator. Cornell Hospitality Quarterly. 49(4): 450-453.

Michael, S.C., & Combs, J.G. 2008. Entrepreneurial failure: The case of franchisees. Journal of Small Business Management, 46(1): 73-90.

Combs, J.G., Ketchen, D.J., *Perryman*, A.A., & Donahue, M.S. 2007. The moderating effect of CEO power on the board composition – firm performance relationship. Journal of Management Studies, 44: 1299-1323.

Liu, Y., Combs, J.G., Ketchen, D.J., & Ireland, R.D. 2007. The value of human resource management for organizational performance. Business Horizons, 50: 503-511.

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

Crook, T.R., Todd, S.Y., & Combs, J.G., 2007. How are Sport Industry CEOs Compensated? Managerialist and Agency Theory Explanations. Academy of Taiwan Business Management Review, 3(1); 89-98.

Combs, J.G., Liu, Y. Hall, A.T., Ketchen, D.J. 2006. How much do high performance work practices matter? A meta-analysis of their effects on organizational performance. Personnel Psychology, 59: 501-528.

Castrogiovanni, G.J., Combs, J.G., & Justis, R.T. 2006. Shifting imperatives: An integrative view of resource scarcity and agency reasons for franchising. Entrepreneurship: Theory & Practice, 30(1): 23-40.

Combs, J.G., Ketchen, D.J., & Ireland, R.D. 2006. Effectively Managing Service Chain Organizations. Organizational Dynamics, 35(4): 357-371.

Castrogiovanni, G.J., Combs, J.G., & Justis, R.T. 2006. Resource scarcity and agency theory predictions concerning the continued use of franchising in multi-outlet networks. Journal of Small Business Management, 44(1): 27-45.

Ketchen, D.J., Combs, J.G., & Upson, J.W. 2006. When does franchising help restaurant chain performance? Cornell Hotel and Restaurant Administration Quarterly, 47(1): 14-26.

Combs, J.G., Michael, S.C., & Castrogiovanni, G.J. 2004. Franchising: A review and avenues to greater theoretical diversity. Journal of Management, 30(6): 907-931.

Combs, J.G., Ketchen, D.J., & Hoover, V.L. 2004. A strategic groups approach to the franchising-performance relationship. Journal of Business Venturing, 19: 877-897.

Combs, J.G. & Skill, M.S. 2003. Managerialist and Human Capital Explanations for Key Executive Pay Premiums: A Contingency Perspective. Academy of Management Journal, 46(1): 63-73.

Combs, J.G., & Ketchen, D.J. 2003. Why do firms franchise as an entrepreneurial strategy?: A meta-analysis. Journal of Management, 29(3): 443-465.

Hoover, V.L., Ketchen, D.J., & Combs, J.G. 2003. Why restaurant firms franchise: An analysis of two possible explanations. Cornell Hotel and Restaurant Administration Quarterly, 44(1): 9-16.

Combs, J.G., & Ketchen, D.J. 1999. Can capital scarcities help agency theory explain franchising? Revisiting the capital scarcity hypothesis. Academy of Management Journal, 42(2): 196-207.

Combs, J.G., & Ketchen, D.J. 1999. Explaining interfirm cooperation and performance: Toward a reconciliation of predictions from the resource-based view and organizational economics. Strategic Management Journal, 20(9): 867-888.

Ketchen, D.J., Combs, J.G., Russell, C.J., et al., 1997. Organizational configurations and performance: A meta-analysis. Academy of Management Journal, 40(1): 223-240.

Combs, J.G., & Ketchen, D.J., 1997. The effects of resource scarcities and agency costs on the choice of organizational form in the U.S. restaurant industry. Journal of Hospitality and Tourism Research, 21(2): 27-43.

Combs, J.G., & Ketchen, D.J., 1997. Toward a synthesis of the resource-based view and organizational economics in the context of grand strategies. Journal of Business Strategies, 14(2): 83-105.

Combs, J.G. 1995. An analysis of the administrative profiles of the first two mass productions systems in America. International Journal of Public Administration, 18(6): 987-1006.

Castrogiovanni, G.J., Bennett, N., & Combs, J.G. 1995. Franchisor types: Re-examination and clarification. Journal of Small Business Management, 33(1): 45-55.

Combs, J.G., & Castrogiovanni, G.J. 1994. Franchisor strategy: A proposed model and empirical test of franchise versus company ownership. Journal of Small Business Management***,*** 32(2): 32-48.

**BOOK**

Short, J.C., Ketchen, D.J., & Combs, J.G., Terrell, W. 2011 Tales of Garcón: The Franchise Players. Flat World Press (ISBN 13: 978-1-936126-03-3).

**OTHER PUBLICATIONS**

Tucker, R., Shanine, K.K.,& Combs, J.G. (In press). The Janus effect: Psychopathy in family business. In F. Kellermanns and F. Hoy (Eds.), *Family Business Companion*. London: Routledge Press.

Martin, J.A. & Combs, 2014. How do boards know when to fire the CEO – And does it pay? (Research Brief, Online only) Academy of Management Perspectives. DOI: 10.5465/amp.2014.0024

Crook, T. R., Ketchen Jr., D. J., Combs, J. G., & Patterson, J. D. 2012. Cutting fat – Without cutting substance. Contract Management(Magazine), May: 16-23.

Zorn, M.L. & Combs, J.G. 2011. Making themselves look good: Do peer group comparisons inflate CEO pay? (Research Brief) Academy of Management Perspectives, 25(3): 78-79.

Zorn, M.L. & Combs, J.G. 2011. Do early acquisitions sink IPO performance? (Research Brief) Academy of Management Perspectives, 25(3): 79-81.

Martin, J.A. & Combs, J.G. 2011. Better sooner than later: What triggers early CEO dismissal? (Research Brief) Academy of Management Perspectives, 25(2): 82-83.

Martin, J.A. & Combs, J.G. 2010. Does it take a village to raise a whistleblower? (Research Brief) Academy of Management Perspectives. 24(2): 83-85.

Martin, J.A. & Combs, J.G. 2010. Will the cost of Sarbaines-Oxley (SOX) knock your socks off? (Research Brief) Academy of Management Perspectives, 24(3): 103-104.

Combs, J.G. 2010. Forward. In I. Alon, Franchising Globally: Internationalization, Emerging Markets & Entrepreneurship, Palgrave MacMillan: New York.

Gillis, W.E., & Combs, J.G. 2009. Acquisition Financing: Does how you pay for it have implications for success? (Research Brief) Academy of Management Perspectives, 23(4): 96-97

Martin, J.A. & Combs, J.G. 2009. Punishing managers for bad acquisitions: Does firm size matter? (Research Brief) Academy of Management Perspectives, 23(3): 92-93.

Gillis, W.E., & Combs, J.G. 2006. How much is too much? Board of director responses to shareholder concerns about CEO stock options (Research Brief). Academy of Management Perspectives, 20(6): 70-72

Combs, J.G., Crook, T.R., & Shook, C.L., 2005. The dimensionality of organizational performance and its implications for strategic management research. In D.J. Ketchen & D.D. Bergh (Eds.) Research Methodology in Strategy and Management (Vol. 2): 259-286.

Perryman, A.A., & Combs J.G. 2005. Collaboration Entrepreneurship: How Networked Firms Use Continuous Innovation to Create Economic Wealth (Book review). International Entrepreneurship and Management Journal, 1: 399-401.

Combs, J.G. & Hoover, V.L. 2002. Yesterday’s News or Cream of the Crop? Choosing Which Managers to Keep After an Acquisition (Research Brief). The Academy of Management Executive, 16(1): 159-160.

Combs, J.G. 2001. The Entrepreneurial Mindset (Book Review). Journal of Applied Management and Entrepreneurship, 6(2): 94-96.

Lohrke, F.T., Combs, J.G., & Castrogiovanni, G.J., 1993. Cadbury-Schweppes PLC. In B. Quinn & H. Mintzberg, The Strategy Process (3rd. ed.). Englewood Cliffs, NJ: Prentice Hall. Reprinted in nine additional strategy texts.

## PROCEEDINGS & RESEARCH PRESENTATIONS

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

Jaskiewicz, P., Combs, J.G, & Rau, S. 2014. Entrepreneurial legacy: How some family firms nurture entrepreneurship through succession across generations. *TRANSEO 2nd Best Paper Award*, Transeo Summit, Brussels.

Lux, S., Gentry, R.J., Crook, R.T., Combs, J.G. 2014. How family involvement affects corporate political activity. International Association for Business and society, Sidney, Australia.

Perryman, A.A., Gillis, W.E., Maalouf, J.T., & Combs, J.G. 2013. When to replicate or adapt organizational routines: The case of franchising. Academy of Management, Lake Buena Vista, FL.

Jaskiewicz, P., Block, J. H., Miller, D., Combs, J.G. 2013. Owners and their different agency problems: CEO incentives and firm performance among founder-owned, family-owned, and manager-controlled firms. International Family Enterprise Research Academy (IFERA), St. Gallen, Switzerland.

Williams, D.W., Zorn, M.L., 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.

Gillis, W.E. & Combs, J.G. 2012. The impact of franchise management capabilities on the propensity to franchise and franchisor performance. United States Association of Small Business and Entrepreneurship, New Orleans, LA. Winner: Best Empirical Paper.

Zorn, M., Combs, J.G., Ranft, A. 2011. The impact of the environment on the effectiveness of managerial incentives. Southern Management Association, Savannah, GA.

Gillis, W.E. & Combs, J.G. 2009. Beyond agency theory: Resource-based explanation for franchising and franchisor performance. Academy of Management Proceedings, Chicago, IL.

Martin, J.A., & Combs, J.G. 2009 Lone-insider boards: Improved monitoring or a recipe for disaster? Academy of Management, Chicago, IL.

Perryman, A.A. & Combs, J.G.2009. An agency theory explanation for multi-outlet franchising and dual distribution. Babson College Entrepreneurship Research Conference, Boston, MA.

Combs, J.G., Michael, S.C., & Castrogiovanni, G.J. 2008 Can institutional theory help explain franchising? An examination of panel data. Southern Management Association, Strategic Management/Entrepreneurship Track, St. Pete Beach, FL.

Combs, J.G., Ketchen, D.J., Ireland, R.D., & Webb, J.W. 2008. Unlocking the black box in the resource-based view: Resources, actions, and performance. Trajectories, Paths, Patterns and Practices of Organising and Strategising Conference, St. Anne’s College, Oxford.

Gillis, W.E. & Combs, J.G. 2007. Beyond agency theory: Resource-based and relational explanations for franchising. Southern Management Association, Nashville, TN. Winner Best paper in Track (Strategic Management) and Best Paper Overall.

Perryman, A.A. & Combs, J.G. 2007. Toward a symbiotic theory of franchising: Implications for outlet size, location, and ownership. Academy of Management, Philadelphia, PA.

Butler, F.C., Martin, J.A., Perryman, A., Upson, J.W., & Combs, J.G. 2006. Examining the dimensionality, reliability, and construct validity of firm financial performance. Southern Management Association, Clearwater, FL.

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, Atlanta, GA.

Michael, S.C., & Combs, J.G. 2006. Entrepreneurial failure: The case of franchisees. 2nd Annual Office Depot Small Business Research Forum. Ft. Lauderdale, FL.

Combs, J.G., & Crook, T.R., & Shook, C.L. 2005. The dimensionality of organizational performance and its implications for strategic management research. Symposium presentation. Academy of Management, Honolulu, HI. Presented again as part of a Professional Development Workshop, Academy of Management, 2009, Chicago, IL.

Castrogiovanni, G.J., Combs, J.G., & Justis, R.T. 2004. Franchise organization life-cycles: A reconciliation of resource scarcity and agency theory implications. Academy of Management, New Orleans, LA.

Combs, J.G., Hall, A.T., & Liu, Y. 2003. High performance work practices and organization performance: A meta-analysis. Southern Management Association, Clearwater, FL

Combs, J.G. (Chair), Michael, S.C., Castrogiovanni, G.J., Ketchen, D.J., Crook, R., & Ilan A., 2003. Franchising research: Where do we go from here? Symposium at the Southern Management Association, Clearwater, FL.

Hoover, V.L., Combs, J.G., & Ketchen, 2003. Unlocking the ‘black box’ in the resource-based view: Resources, strategic actions, and performance. Academy of Management, Seattle, WA.

Castrogiovanni, G.J., Combs, J.G., & Justis, R.T. 2001. Resources and transactions: Can theory predict the continued use of franchising in multi-unit networks. Southern Management Association, New Orleans, LA.

Combs, J.G. & Skill, M.S. 2001. The Moderating Effects of Position Power on the Governance Structure-Performance Relationship: An Examination of Stockholder Reaction to Key Executive Deaths. Academy of Management, Washington, DC.

Combs, J.G., & Ketchen, D.J. 2000. Explanations for franchising: A meta-analysis. Southern Management Association Meeting. Orlando, FL. Winner best paper: Entrepreneurship/Ethics track.

Combs, J.G., & Ketchen, D.J. 1998. Hybrid organizational forms and performance: A configurational study of franchising. Academy of Management, San Diego, CA.

Lohrke, F.T., & Combs, J.G., 1997. Transaction costs and entry mode: Considering the effects of resource scarcity. Southeastern Association of International Business Meeting. Atlanta, GA.

Combs, J.G., & Ketchen, D.J., 1997. Can resource scarcities help agency theory explain franchising? Revisiting the capital scarcity hypothesis. Academy of Management Meeting. Boston, MA.

Combs, J.G. 1995. A synthesis of resource and governance theories of strategy. Proceedings. 1995 Southern Management Association, New Orleans, LA.

Ketchen, D.J., Combs, J.G., Russell, C.J., et al. 1995. Organizational configurations and performance: A meta-analysis. Academy of Management Meeting. Vancouver, B.C. Canada.

Combs, J.G., & Castrogiovanni, G.J. 1993. Franchising strategy: A proposed model and empirical test of franchise versus company ownership in franchisor systems. Proceedings. 1993 Academy of Management. Atlanta, GA.

Castrogiovanni, G.J., Bennett, N. & Combs, J.G. 1993. Franchisor types: Re-examination and clarification. Proceedings. 1993 Annual World Conference, International Council for Small Business. Las Vegas, NV.

Combs, J.G., Justis, R.T., & Castrogiovanni, G.J. 1993. An investigation of franchisor growth rates by industry. Excellence '93: A Bridge to Success: 1993 Proceedings. Society of Franchising. San Francisco, CA.

Castrogiovanni, G.J., Combs, J.G., & Julian, S.D. 1992. Franchisor geographic expansion. Proceedings of the 1992 Annual Meeting. Southern Management Association. New Orleans, LA.

Combs, J.G. 1992. An analysis of the strategic profiles of the first two mass production systems in America. Proceedings of the 1992 Annual Meeting. Southwest Academy of Management. San Antonio, TX.

Combs, J.G. 1992. Indirect and direct exporting: A model from the transaction cost perspective. Proceedings of the 1992 Annual Meeting. Southwest Academy of International Business. San Antonio, TX.

**GRANTS AWARDED**

The effects of strategic resources and franchising on financial performance. 2008. University of South Alabama Research Council, $5,000, and Florida State University Council on Research and Creativity, $3,000 (both with William Gillis).

High performance work practices and organizational performance: A meta-analysis. Committee on Faculty Research Support, Florida State University, Summer 2005. $8,000.

Firm vs. industry effects on the choice of organizational form: The case of franchising. 1st year Assistant professor grant program, Florida State University, Summer 2002. $6,667.

KauffmanEntrepreneur Internship Program (KEIP). University of Dayton, 2001-2002. $24,415.

Coleman Foundation Entrepreneurship Awareness and Education Grant, University of Dayton, 1999-2000. $25,000.

A meta-analysis of the reasons firms franchise. Research Council Seed Grant Award, University of Dayton, Summer 2000. $3,000.

A configurational approach to the franchising-performance relationship. Research Council Seed Grant Award, University of Dayton, Summer 1999. $3,000.

A synthesis of resource- and governance-based views of organizations: Implications for growth strategy and performance. Summer Research Grant, School of Business Administration, University of Mississippi, 1996. $3,500.

**HONORS**

2009- Fellow of the Southern Management Association.

2007-2008- Outstanding Reviewer, Academy of Management Journal.

1998 Outstanding Reviewer, Academy of Management, Business Policy & Strategy Division.

MBA Teacher of the Year, University of Mississippi, 1995-1996.

Initiated into Sigma Iota Epsilon, 1994.

## PROFESSIONAL AFFILIATIONS

 Academy of Management

 Southern Management Association

 Strategic Management Society

# PROFESSIONAL SERVICE

Editorial Service

 Editor, Entrepreneurship: Theory & Practice. 2012-

 Associate Editor, Academy of Management Journal. 2008-2010.

#  Co-Guest Editor with Jeremy Short, David Ketchen, and Duane Ireland for the 2009 Special Issue on Research Methods in Entrepreneurship: Opportunities and Challenges, Organizational Research Methods.

Co-Guest Editor with Jeremy Short and David Ketchen for the 2011 Special Issue on New Directions in Franchising Research, Entrepreneurship: Theory & Practice.

Editorial Review Boards

 Academy of Management Journal, 2007-2008, 2011-2013

 Journal of Management, 2002, 2008-2014

 Entrepreneurship: Theory & Practice, 1995-2000; 2005-2012

 Cornell Hotel and Restaurant Administration Quarterly, 2006-

 Strategic Management Journal, 2013-

*Ad hoc* Reviews

 Journal of Management, 2000-2002, 2004-2008, 2014-

 Academy of Management Journal, 2003, 2013-

 Journal of Management Studies, 2004-

 Journal of Business Venturing, 2004-

 Entrepreneurship: Theory & Practice, 2004-2005

 Journal of Operations Management, 2004-2005.

 Organization Science, 2005.

 Administrative Science Quarterly, 2006-

 Journal of Small Business Management, 2005-

 Organizational Research Methods, 2006-

 Academy of Management Review, 2006-

 Academy of Management Executive, 2006.

 Journal of Business Research, 2007.

 International Journal of Hospitality Management, 2009.

 Journal of Retailing, 2009-.

 Strategic Management Journal, 2010-2013.

Service to Professional Organizations

Southern Management Association

Board of Directors, 2005-2008

Best Paper Committee 2008-2011

Chair, Finance Committee, 2008-2009

Vice President and Program Chair Elect, 2011-2012

Vice President and Program Chair, 2012-2013

President Elect, 2013-2014

President 2014-2015

Past-President 2015-1016

Business Policy and Strategy Division, Academy of Management:

 Executive Committee, 2002-2006.

Associate Newsletter Editor, 2002-2003.

Secretary & Newsletter Editor, 2003-2006

Co-chair, Mid-Career Workshop, 2006-2007.

Participation in Professional Meetings

 Conference Track Chair

 Entrepreneurship/Ethics Track, Southern Management Association, 2001.

Strategic Management/Entrepreneurship Track, Southern Management Association, 2005

 Reviewer for Conferences

 Academy of Management, 1992-2007

 Southern Management Association, 1993-2007

 Southwestern Academy of Management, 1991-1993

 Discussant

 Academy of Management, 1998; 2006

 Southern Management Association, 1995, 2000, 2003, 2010

 Southwest Academy of Management, 1992.

 Session Chair

 Southern Management Association, 1992, 2006, 2008

 Academy of Management, 2005.

 Featured Speaker/Panelist/Organizer

 Doctoral consortium, Southern Management Association, 2008-2012.

Professional Development Workshop, Academy of Management, 2009, 2010, 2011, 2012, 2013.

 The PhD Project, Management DSA conference, 2010-2012

Fellow’s “Career Horror Stories,” Southern Management Association, 2010

Professional Development Institute (Workshop on Meta-analysis), Southern Management Association, 2010-2012.

Doctoral consortium, Entrepreneurship Division, Academy of Management, 2011

Promotion Letters written

 University of Minnesota Duluth (Promotion to Associate)

 Penn State Erie (Promotion to Associate)

 Texas Tech (Promotion to Associate)

 University of Alabama (Promotion to Full)

 University of Central Florida (Promotion to Associate)

 Missouri State University, (Promotion to Associate)

 New Jersey Institute of Technology (Promotion to Full)

 University of South Carolina (Promotion to Associate)

 North Carolina State University (Promotion to Full)

 University of Memphis (Promotion to Associate)

 Babson College (Promotion to Associate)

 University of Dayton (Promotion to Associate)

Campus Visits/Talks (Not Job Talks)

 Auburn U., May, 2007. Finals Judge, Alabama Launchpad Business Plan Competition.

 Baylor U., April, 2009. Surviving the Publishing Gauntlet at *AMJ* and Elsewhere.

WHU Otto Beisheim School of Management, 2012. Five lectures on writing.

University of Tennessee, April, 2014. Research colloquium.

Texas A&M University, April, 2014. Research colloquium.

**EMPLOYMENT HISTORY**

University of Alabama: Will & Maggie Brooke Chair in Entrepreneurship, 2011-

Florida State University:

 Jim Moran Professor of Management, 2008-2011

 Executive Director of the Jim Moran Institute for Global Entrepreneurship, 2008-2010

 Professor of Management, 2008-2011

 Associate Professor of Management, 2003-2008

 Assistant Professor of Management, 2001-2003

University of Dayton: Assistant Professor, 1998-2001

University of Mississippi: Assistant Professor, 1995-1998

Senior Assistant Manager, 1987-1989. Morrison's Cafeterias Inc., Specialty Restaurant Division.

## PROFESSIONAL DEVELOPMENT

The Entrepreneurial Classroom, Miami University, 2000.

Price-Babson Entrepreneurship Educators Fellow, Babson College, 1998.

New Faculty Consortia: Academy of Management, Business Policy and Strategy Division, 1997, and Entrepreneurship Division, 1999.

An Introduction to LISREL with Organizational Applications, Southern Management Association, New Orleans, 1995.

Doctoral Consortia: Academy of Management, 1992 (SIM), 1993 (BPS); Southern Management Association, 1992; Southwest Academy of Management, 1992.

**INSTITUTIONAL SERVICE**

University of Alabama

 Faculty Chair, Alabama Entrepreneurship Institute, 2011-2012

 Chair, Research Committee, Department of Management, 2014-2015

 Entrepreneurship Curriculum Committee, Department of Management, 2013-2015

 Summer Grant Committee, Culverhouse College of Commerce, 2014 & 2015

Florida State University

 Executive Director, Jim Moran Institute for Global Entrepreneurship, 2008-2010

 Library Committee, Florida State University College of Business, 2003-2004.

 Scholarship Committee, Florida State University College of Business, 2003 & 2004.

 Coordinator, Doctoral Programs in Management, 2005-2008

 Chair, Annual Review Committee for untenured faculty, 2006-2009

University of Dayton

 Chair, committee charged with writing the proposal for the capstone experience in the redesigned business core, University of Dayton, 1999.

Chair, Undergraduate Entrepreneurship Curriculum Design and Implementation Committee, University of Dayton, 1998-2000.

University of Mississippi

Advisor of Society for the Advancement of Management, Student Chapter, University of Mississippi, 1995-1997.

Chair, Doctoral Program in Management Review Committee, University of Mississippi, 1996-1997.

Chair, International Business Curriculum Committee, University of Mississippi, 1996.

Undergraduate Curriculum Committee, University of Mississippi, 1995-1996.

**DOCTORAL EDUCATION**

Doctoral Committees, Chair:

Kristen Shanine, 2015. University of Alabama. Placed: University of Middle Tennessee

Jamal Maalouf, 2014. University of Alabama. Placed: Lebanese American University.

Amine Abi Aad, 2014. University of Alabama. Placed: Lebanese American University.

Michelle Zorn, 2014. Florida State University. Placed: Auburn University (Co-Chaired with Bruce Lamont)

Chris Penney, 2011. Florida State University. Placed: Mississippi State University

John Martin, 2008. Florida State University. Placed: U.S. Airforce Academy.

William Gillis, 2006. Florida State University. Placed: University of Southern Alabama.

Russell Crook, 2005, Florida State University. Placed: Northern Arizona University. Now Associate Professor of Management, University of Tennessee. (Co-Chair with David Ketchen).

Doctoral Committees, Member:

Anthony Hood (OB/Entrepreneurship), 2011. Placed: University of Alabama Birmingham

 Marko Horn (Strategic Management), 2010. Placed: Millsaps College.

 Melinda Andrews (Marketing), 2008. Placed: University of Southern Mississippi.

 Alexa Perryman (Strategic Management), 2008. Placed: Texas Christian University

 Susan Budvig (Marketing), 2007. Placed: Assistant Professor of Marketing, Bowling Green University.

 Taco Reus (Strategic Management), 2003. Placed. Assistant Professor, Florida Atlantic University.

**COURSES TAUGHT**

Strategy Implementation – MBA

Entrepreneurship – undergraduate, doctoral

Strategic Management – undergraduate, MBA

1st year Seminar in Strategic Management – doctoral

2nd year Seminar in Strategic Management – doctoral

2nd year module in Corporate Governance – doctoral

2nd year module in Entrepreneurship -- doctoral

International Management – undergraduate, MBA

Small Business Management – undergraduate

Principles of Management – undergraduate

Business and Society – undergraduate

Competitive Dynamics – undergraduate

## Business Planning – undergraduate