

David D. Dawley
West Virginia University
Department of Management
Robbins Center for Global Business & Strategy
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Education

Ph D, Florida State University, 1999.

Major: Strategic Management

Dissertation Title: The Effects of Refocusing, Size, Slack, and Munificence on Post-Bankruptcy Performance

MBA, University of Central Florida, 1995.

Major: Management

BS, Clemson University, 1983.

Major: Industrial Management

Professional Positions, Academic - post-secondary

Executive Director, Robbins Center for Global Business & Strategy (2015-Present)

Associate Professor, West Virginia University. (2005 - Present).

Assistant Professor, West Virginia University. (2000 - 2005).

Adjunct Professor, Florida State University. (1999 - 2000).

Doctoral Student/Teaching Fellow, Florida State University. (1996 - 1999).

Publications

Refereed Journal Articles

Dawley, D. (2021). Limits of Authenticity: How Organizational Politics Bound: Effects of Authentic Leadership on Follower Satisfaction and Performance the Positive. *Journal of Applied Social Psychology*, 2021(51), 594-609.

Tomlinson, E., Dawley, D. (2020). Revisiting the Trustworthiness-Trust Relationship: Exploring the Differential Predictors of Cognition- and Affect-based Trust. *Journal of Organizational Behavior*, 41(6), 535-550.

Xia, J., Dawley, D., Ma, R., Boal, K. (2016). Stakeholder Reaction and Post-bankruptcy Outcome: An Application of Signaling Theory. *Strategic Management Journal*.

Dawley, D. (2014). Women, Forensic Science, and STEM: An Initial Inquiry. *Journal of Forensic Science Policy and Management: An International Journal*, 3(3-4), 70-75.

Dawley, D. (2013). The Effects of Politics on Job Satisfaction in Crime Lab Employees. *Forensic Science Policy & Management: An International Journal*, 3(4), 159-164.

- Dawley, D., Munyon, T. P. (2012). Enhancing Employee Outcomes in Crime Labs : Test of a Model. *Forensic Science Policy and Management: An International Journal*, 3(3), 105-112.
- Dawley, D. (2012). Staying Put: Off-the-job Embeddedness as a Moderator of the Relationship Between On-the-job Embeddedness and Turnover Intentions. *Journal of Leadership and Organizational Studies*, 19(4), 467-475.
- Newman, J., Dawley, D., Speaker, P. (2012). Strategic Management of Forensic Laboratory Resources: From Project FORESIGHT Metrics to the Development of Action Plans. *Forensic Science Policy & Management: An International Journal*, 2(4), 164-174.
<http://www.tandfonline.com/doi/abs/10.1080/19409044.2012.693571>
- Houghton, J., Dawley, D. (2012). The Abbreviated Self-Leadership Questionnaire (ASLQ): A More Concise Measure of Self-Leadership. *International Journal of Leadership Studies*, 7(2), 216-232.
- DiLiello, T. C., Houghton, J., Dawley, D. (2011). Narrowing the Creativity Gap: The Moderating Effects of Perceived Support for Creativity. *Journal of Psychology*, 145(3), 151-172.
- Dawley, D., Houghton, J., Bucklew, N. (2010). Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit[2010]. *The Journal of Social Psychology* (150[3]), 238-257.
- Dawley, D., Bucklew, N. (2010). Enhancing the Ties That Bind: Mentoring as a Moderator. *Career Development International*, 15(3), 259-278.
- Dawley, D., Houghton, J., Bucklew, N. (in press). Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit. *Journal of Social Psychology*, 20.
- Dawley, D., Andrews, M., Bucklew, N. (2008). Mentoring, Supervisor Support, and Perceived Organizational Support: What Matters Most? *Leadership and Organization Development Journal*, 29(3), 12.
- Insch, G. S., McIntyre, N. H., Dawley, D. (2008). "Tacit Knowledge: A Refinement and Empirical Test of the Academic Tacit Knowledge Scale". *The Journal of Psychology*, 142(6), 19.
- Dawley, D. (2008). Privatization and Financial Performance: Can Value Be Created by Privatizing State Owned Enterprises in the Middle East & North Africa (MENA) Region?. *Journal of Business Valuation and Economic Loss Analysis*, 3(1), 22.
- Brockmann, E., Hoffman, Dawley, D. (2006). "A Contingency Theory of CEO Successor Choice and Post-Bankruptcy Strategic Change". *Journal of Managerial Issues*, 18, 213-231.
- Behn, B., Riley, R., Yang, Y., Dawley, D. (2006). "Deaths of CEOs: Are Delays in Naming Successors Associated with Subsequent Firm Performance?". *Journal of Managerial Issues*, 18(1), 32-46.
- Dawley, D., Stephens, R., Stephens, D. (2005). "Dimensionality of Organizational Commitment in Volunteer Workers: Chamber of Commerce Board Members and Role Fulfillment". *Journal of Vocational Behavior*, 67, 511-525.
- Hoelscher, M. L., Hoffman, J. J., Dawley, D. (2005). "Toward a Social Capital Theory of Competitive Advantage in Medical Groups". *Health Care Management Review*, 30(02), 103-109.

- Stephens, R., Dawley, D., Stephens, D. (2004). "Director Role Potential and Personal Characteristics as Antecedents of Commitment on Nonprofit Boards". *Journal of Organizational Analysis*, 12(4), 395-413.
- Dawley, D., Hoffman, J., Smith, A. R. (2004). "Leader Succession: Does Gender Matter?". *Leadership and Organization Development Journal*, 25(8), 678-690.
- Daake, D., Dawley, D., Anthony, W. P. (2004). "Formal Data Use in Strategic Planning". *Journal of Managerial Issues*, 16(2), 232-247.
- Stephens, R., Dawley, D., Stephens, D. (2004). "Commitment on the Board: A Model of Volunteer Directors' Levels of Organizational Commitment and Self-reported Performance". *Journal of Managerial Issues*, 16(4), 483-504.
- Brockmann, E., Hoffman, J., Dawley, D., Fornaciari, C. (2004). "The Impact of CEO Duality and Prestige on a Bankrupt Organization". *Journal of Managerial Issues*, 16(2), 178-196.
- Dawley, D., Anthony, W. P. (2003). "User Perceptions of Email at Work". *Journal of Business and Technical Communication*, 17(2), 170-200.
- Dawley, D., Hoffman, J. J. (2003). "Do Size and Strategy Matter? An Examination of Post-Bankruptcy Outcomes". *Journal of Managerial Issues*, 15(4), 413-429.
- Dawley, D., Hoffman, J., Lamont, B. (2002). "Choice Situation, Refocusing, and Post-Bankruptcy Performance". *Journal of Management*, 28(5), 695-717.
- Simmonds, P., Dawley, D., Ritchie, W., Anthony, W. (2001). "Knowledge Transfer from the Academy (the Academic Environment) to Practicing Managers". *Journal of Managerial Issues*, 8(3), 360-375.
- Giunipero, L., Dawley, D., Anthony, W. P. (1999). "The Impact of Tacit Knowledge on Purchasing Decisions". *The Journal of Supply Chain Management*, 35(1), 44-49.
- Dawley, D., Schniederjans, M., Hoffman, J., Irwin, J. (1999). "Goal Programming and International Expansion in the Hospital Industry". *Journal of Managerial Issues*, 11(3), 259-279.
- Book Chapters**
- Dawley, D., Hoffman, J. (2002). "A Strategic Change/Organizational Ecology Based Theory of Post-Bankruptcy Performance in Healthcare Firms" (vol. 3, pp. 297-316). Advances in Healthcare Management.
- Anthony, W. P., Dawley, D. (2000). In D. Fedor (Ed.), "Achieving Quality in a Deregulating Environment: Top Management Team Decision Making and the Search For Meaning" in *Advances in the Management of Organizational Quality* (pp. 155-192). JAI Press.

Courses Taught

West Virginia University

- BADM 541 Business Strategy
- BADM 543 Seminar in Leadership
- BADM 551 Global Planning and Strategy
- BADM 562 International Business
- BADM 591A International Business-London & Brexit
- BADM 591G International Business - China
- BADM 591H Business in India
- BADM 591I Business in Brazil
- BADM 591T MBA Strategy.
- BADM 593A Special Topics in Business Strategy.
- BADM 612 Managerial and Team Skills
- BADM 613 Business Strategic Environment
- BADM 623 Strategy
- BADM 650 Global Trade and Supply Chain
- BADM 653 Integrated Global Business
- BADM 793 Foundations of Strategy and International Business Research
- BCOR 200 Faculty-Led Study Abroad
- BCOR 460 Contemporary Business Strategy
- BUSA 101 Introduction to Business
- BUSA 101H Intro to Business for Honors Students
- BUSA 320, Survey of Management.
- INBS 310 Intercultural Business Communication
- INBS 480, Global Strategic Issues
- MANG 293A London and Brexit
- MANG 360 International Business
- MANG 770 Strategic Management Theory

Awards and Honors

- Dean's Award of Distinction - Teaching, College of B&E. (2017).
- MBA Program Professor of the Year Award. (2016).
- Outstanding MBA Faculty Award, WVU B&E. (2015).
- EMBA Outstanding Teaching Award, WVU. (2012).
- Beta Gamma Sigma Professor of The Year (2011).
- Advisor of the Year, Steel Valey Region 2011, Delta Sigma Pi. (2011).
- Advisor of the Year, Steel Valley Region, Delta Sigma Pi. (2010).
- National Advisor of the Year, Delta Sigma Pi Business Fraternity. (2010).
- Provencial Advisor of the Year, Delta Sigma Pi Business Fraternity. (2010).
- Chapter Advisor of the Year Northeastern Province, Delta Sigma Pi. (2009).
- Chapter Advisor of the Year Steel Valley Region, Delta Sigma Pi. (2009).
- Chapter Advisor of the Year Steel Valley Region, Delta Sigma Pi. (2008).
- Chapter Advisor of the Year Northeastern Province, Delta Sigma Pi. (2008).
- Chapter Advisor of the Year Award, Steel Valley Region, Delta Sigma Pi. (2007).
- Teaching Award, West Virginia University, Department of Management. (2007).
- National Advisor of the Year Award, Delta Sigma Pi. (2007).
- Provincial Advisor of the Year Award, Delta Sigma Pi. (2007).
- Chapter Advisor of the Year Award, Steel Valley Region, Delta Sigma Pi. (August 2006).
- National Advisor of the Year Award, Delta Sigma Pi. (August 2006).
- Provincial Advisor of the Year Award, Delta Sigma Pi. (August 2006).
- College Research Award, Dean's Award of Distinction - College of B&E. (2005).
- Highly Commended Award, Emerald Publishing Group. (2005).
- Researcher of the Year, College of Business and Economics. (2005).
- Golden Apple Award for Outstanding Teaching, WVU Chapter of the Golden Key International Honour Society. (2004).
- Florida State University Graduate Assistant Teaching Award, College of Business. (1998).
- Florida State University Graduate Assistant Teaching Award, Department of Management. (1998).

