

## Scott Kuban, Ph.D.

Sam M. Walton College of Business, University of Arkansas

1 University of Arkansas, WJWH 522

Fayetteville, AR 72701

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### EDUCATION

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#### TEXAS A&M UNIVERSITY, MAYS BUSINESS SCHOOL

Ph.D. in Management

Focus: Business Strategy & Entrepreneurship

Dissertation: *All the Places We've Been: Top Managers' Prior Ties' Influence on Unrelated Acquisitions*

Committee: Dr. Laszlo Tihanyi (chair), Dr. Michael A. Hitt, Dr. R. Duane Ireland, Dr. Alina Sorescu

#### UNIVERSITY OF TENNESSEE AT CHATTANOOGA

B.S. Business Administration with Highest Honors

Major: Management Minor: Computer Science

Departmental Honors Thesis: *A Practical Study of the Micro-Business*

### ACADEMIC EXPERIENCE

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University of Arkansas Sam M. Walton College of Business Assistant Professor Department of Strategy, Entrepreneurship, and Venture Innovation	2024 - Present
Tulane University A.B. Freeman School of Business Assistant Professor Department of Management	2016 - 2024
Texas A&M University Mays School of Business Research Assistant Department of Management	2011 - 2016

Kolomeitsev\*, S., Moergen\*, K., Ridge, J., Worrell, D., Kuban, S., “Peer Response to Regulatory Enforcement: Lobbying by Non-Sanctioned Firms”

*Journal of Management.* (in press)

#5 Management journal by impact factor (2020 report)

Abstract: This study explores the general deterrence mechanisms of fear and duty through which firms may alter their targeting of lobbying expenditures, specifically in response to competitor firms’ sanctioning by governmental agencies. To do so, we adopt a view of lobbying as an information-gathering action, where information asymmetries put firms in deficits and regulators as holders of critical information. Accordingly, we suggest that following a competitor firm being sanctioned, (1) non-violating peer firms will increase their lobbying targeted at the sanctioning agency relative to the violating firm and (2) increases in targeted lobbying will increase due to fear-based motivations (stronger penalty amounts) and duty-based motivations (organizational ideological alignment). We test our hypotheses using EPA violations as a context, and they largely receive support.

Nalick, M., Kuban, S., Ridge, J., M., Zardkoohi, A., Bierman, L., Schijven, M. “When I Am Not One of the Crowd: The effects of CEO Ideological Divergence on Lobbying Strategy”

*Journal of Management.* 2022.

Citations: 6

#5 Management journal by impact factor (2020 report)

Abstract: This paper explores the extent to which CEO ideological divergence influences firm lobbying strategy. Because a CEO’s political ideological disposition is shown to affect firm outcomes, we theorize there are nonmarket strategic implications when the governing party is divergent or convergent from their ideology. Accordingly, we integrate insights from organizational fit literature regarding value congruence and strategic complementarity in order to examine whether CEO political ideological divergence affects lobbying investment and changes the balance between internal and external lobbying activities. Further, we theorize that these outcomes are less pronounced for firms that are highly regulated. Our results support our theorizing, therefore, by identifying how CEO ideology interacts with the opposing political ideology, we unpack the ways in which CEO political ideology influences firm political behavior, thus extending research on CEO political ideology and lobbying.

Murray†, A., Kuban†, S., Josefy†, M., Anderson, J., “Contracting in the Smart Era: The Implications of Blockchain and Decentralized Autonomous Organizations for Contracting and Corporate Governance” † Denotes equal authorship.

*Academy of Management Perspectives.* 2021. (Preprint access online 2019)

Citations: 175

Financial Times 45 List, #18 Business journal by impact factor (Nov 2018 report)

Abstract: This paper explores blockchain technology’s potential to alter contracting both in the market and within organizations. We identify and discuss how blockchain reduces certain types of transaction costs while introducing additional costs that have not been present in traditional contracts. Blockchain technology also presents a new method to mitigate or avoid certain types of agency costs that stem from contracting with agents inside the firm. Through this theoretical discussion, our paper proposes several avenues for future research on how blockchain may alter contracting.

Nalick, M., Kuban, S., Ridge, J., Hill, A. “Too Hot to Handle and Too Valuable to Drop: An Expanded Conceptualization of Firm’s Reactions to Exchange Partner Misconduct”

*Academy of Management Journal.* 2020.

Citations: 16

#4 Management journal by impact factor (Nov 2018 report)

Abstract: Multiple theories addressing firms’ reactions to exchange partner misconduct coalesce to depict a tradeoff. On the one hand, maintaining commitments to transgressors pose negative spillover risks, so theories posit firms are more likely to avoid such risks by ending commitments as negative spillover rises. On the other hand, exchange relationships often create embedded value, so theorizing also posits firms are more likely to avoid risking loss by maintaining commitments as relationships are more embedded. We argue this “maintain or end” choice oversimplifies a complex situation in which there are mixed gambles (i.e., choices offering both positive and negative outcomes). We integrate theorizing on mixed gambles and negative spillover to develop a broader conceptualization of alternative strategies for firms to reconcile these risk tradeoffs beyond a binary “maintain or end” reaction, theorizing firms may: (1) increase or decrease commitments to transgressors, (2) hedge against risks by adding new partners while maintaining existing ones, or (3) ‘boomerang’ by restarting exchange after previously ending commitments. Using firms’ relationships with politicians accused of misconduct to test our arguments, findings support our theorizing. Collectively, we offer a more complete understanding of firms’ reactions to exchange partner misconduct, extending theory and practical knowledge in multiple ways.

Nalick, M., Kuban S., “CEO Ideological Dissonance and its Impact on Lobbying Investment and Strategy”

*Academy of Management Proceedings.* 2019. - Best Paper Award Winner

Citations: 3

(Abridged 6-page version to prevent issues of pre-publication with top-tier peer-reviewed journals)

Abstract: This paper develops a conceptualization of and explores the extent to which CEO political ideological dissonance influences a firm's lobbying strategy. We find this ideological dissonance lowers lobbying investment, changes the balance between internal and external lobbying activities in favor of the latter, and that these outcomes are more pronounced for ideologically conservative CEOs.

Josefy\*, M., Kuban\*, S., Ireland, D., Hitt, M. "All Things Great and Small: Organizational Size, Boundaries of the Firm, and a Changing Environment."

*Academy of Management Annals*. 2015.

Citations: 262

#1 Management journal by impact factor (Nov 2018 report)

Abstract: Research findings have established a relationship between organizational size and a substantial set of organizational outcomes, resulting in size's distinction as "perhaps the most powerful explanatory organizational covariate in strategic analysis". We draw on the theory of the firm to provide a theory-driven definition of firm size and as a framework to organize the diverse research on firm size. We examine studies over the last 20 plus years since the last review of research on organizational size that have expanded our understanding of the advantages and disadvantages of larger firms, the environmental factors that have changed the merits of firms relative to markets, the managerial bias to pursue growth, and the most recent findings on the performance implications of organizational size. In doing so, the review provides extensions to our understanding of the theory of the firm, by integrating contingency theory, the resource-based theory of the firm, leadership theories, and the knowledge-based view of the firm. In addition, based on an extensive review of the measurement methodologies for the most common control variable employed by strategy scholars, this review outlines a rich and robust set of opportunities for future research to explore the nature of organizational size and its effects.

Nalick\*, M., Kuban\* S., Schijven, M., Xu\*, K. 2014 "Unmasking Firms' Political Ideological Associations"

*Academy of Management Proceedings*. 2014.

Citations: 5

Abstract: Contrary to prior scholarly suppositions that firms are pragmatic and therefore neutral when it comes to political ideology, we find that some firms (38% of Fortune 200) do consistently support one political party over another. This study examines how CEO personal ideologies, informal industry institutions and formal governmental institutions influence a firm's party preference. Our findings indicate the CEO's personal ideology can influence the firm's party association – particularly with higher power CEOs. Industry level informal institutions were also found to influence firm party support, especially in regulated industries. Finally, formal government institutions were weaker than expected (based on prior literature) at influencing firm choice of party. Our findings add to the debate within the CPA literature concerning the ideological motivations of firms.

\* Denotes Ph.D. student at project start.

## WHITE HOUSE SPONSORED RESEARCH

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Hitt, M., Ireland, D., Boss, D., Kuban, S., Josefy, M. "Formal and Informal Alliances in the Telecommunications Industry and Their Outcomes" sponsored research funded by the Department of Defense (DoD) and the National Institute of Standards and Technology on behalf of the Defense Production Act Committee's Telecom Study Group, which is co-chaired by the DoD and the White House Office of Science and Technology Policy (White Paper, March 2014)

Hitt, M., Ireland, D., Boss, D., Kuban, S. "Formal Alliances in the Telecommunications Industry and Their Outcomes" sponsored research funded by the Department of Defense (DoD) and the National Institute of Standards and Technology on behalf of the Defense Production Act Committee's Telecom Study Group, which is co-chaired by the DoD and the White House Office of Science and Technology Policy. (White Paper, March 2013)

## UNDER REVIEW

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Kuban, S., Nalick, M., Nehls\*, K., Hill, A., "Not Just Politics as Usual: The Benefits of Politician Directors' Prior Business Experience"

Abstract: Former politicians are often selected to boards of directors (known as politician directors) as their political connections, knowledge, and resources are argued to net beneficial firm outcomes. However, evidence of such beneficial firm outcomes is conflictive. We theorize the mixed findings stem from the effects of politician directors being more nuanced than previously understood; whereby, considering their heterogeneous experiences both in the political and business realms can clarify how they affect their firms. We argue that directors with more political capital are

associated with greater firm lobbying investments and beneficial political outcomes but are not connected to broader financial outcomes; whereas directors with more business experience are negatively associated with firm lobbying investments and beneficial political outcomes but are tied to broad financial outcomes.

### Nalick, M., Kuban, S., Chin, M.K., Josefy, M., Leonel\*, R., “Chasing Controversy: Firm Involvement in Sociopolitical Activism”

**Abstract:** When and how do CEOs take actions that are misaligned with their personal values? In this paper, we explore CEO motivations for engaging their firms in polarizing societal issues, through public pronouncements and side-taking on matters of social concern, and how CEOs balance their values with the demands of multiple stakeholders. Such sociopolitical activism (SPA) represents a distinct phenomenon where firms are engaging in a decision in which there are conflicting values among stakeholders and even potentially between stakeholders and the CEO. When this occurs, the influence of a CEO’s political ideology may be limited and as a result CEOs may act even contrary to their political ideology. Examining S&P 500 firms’ public statements supporting same-sex marriage over a decade timeframe and considering the joint and interactive effects of CEO ideology, employee ideology, public sentiment, and additional justification of these involvements, we find empirical support for our theorizing.

### Kuban, S., Merli\*, J., Malkoc\*, B., Lacek\*, D., Nalick, M., “Refining the Measurement of CEO Political Ideology: Unmasking Moderates”

**Abstract:** This paper offers a refined measurement of political ideology that better reflects CEOs’ values and perceptions along the entire political ideological continuum for both moderates and extreme ends of the political spectrum. By replicating Chin, Hambrick, and Treviño (2013) using this new measure and developing extension hypotheses that focus on the role of political moderate CEOs, we demonstrate that more than eighty percent of CEOs are ideologically moderate and reflect the norm, whereas the ideological extremes are the outliers. We also find a curvilinear relationship between CEO political ideology and CSR, where moderate CEOs are a greater driver of CSR than their ideological extreme counterparts. Thus, in general, we provide a more fine-grained indication of how CEO political ideology affects firm strategy.

### Nalick, M., Kuban, S., Chin, M.K., Josefy, M., Leonel, R., “Talk Left, Walk Right: How Firms Respond to the Political Risk of Corporate Sociopolitical Activism”

**Abstract:** When firms engage in controversial sociopolitical issues, their activism may satisfy some stakeholders while alienating others. In this paper, we develop theory to explain how firms recognize such engagement as a mixed gamble, with expected gains and potential losses. We develop a baseline expectation that firms will act to mitigate loss by engaging in political hedging, which we define as the act of shifting political support towards politicians who are expected to be aggrieved by the activism. We then outline three conditions under which this action would be more or less likely—specifically, the extent to which there is legislative certainty regarding the specific sociopolitical issue in a firm’s headquarter state; the degree of regulation in the firm’s primary industry; and the expressed motivation for the firm’s activism. To test these hypotheses, we examine S&P 500 firms following expressions of support for same-sex marriage and evaluate changes in their contributions to political candidates. Evidence from our study supports the broad notion that firms may broadcast a public position on an issue, while, perhaps less visibly, taking steps to indicate support to actors on the other side of a partisan debate.

- Academy of Management Social Issues in Management Division Best Paper Award Nominee 2024

### Nalick, M., Kuban S., Hill, A., Gangloff, A., Ridge, J. “Sex, Drugs, and... Financial Restatements? How Firms’ Post-Misconduct Actions Differ by Misconduct Context and CEO Attribution”

**Abstract:** When corporate misconduct occurs, observers often judge CEOs’ behaviors as violating ethical principles and as a result, their character is significantly maligned. Such circumstances are argued to lead to corrective actions taken by firms including CEO exit and succession, which are aimed at signaling to observers that the organization is remedying problems at the top. However, while extant research has observed that corrective actions against the CEO commonly transpire after corporate misconduct, disentangling such actions for different misconduct contexts has yet to be addressed. Accordingly, in this study, we theorize the degree of CEO attribution for a character indiscretion, whether it be ambivalent or concentrated, helps to better understand differences in firm corrective actions for misconduct. We test our arguments on two misconduct contexts (CEO personal misconduct and organizational-level financial misconduct) that are representative of our attribution categories and find that CEO exit, executive succession type, and in our post-hoc analysis shareholder reaction to CEO exit is all contingent on the context- attribution type. Thus, we provide a deeper understanding of theory on corporate misconduct and firm corrective actions.

\* Denotes Ph.D. student at project start.

## WORKS IN PROGRESS

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### Kuban, S., Trzebiatowski, T., Fuller, N., Franklin, D., & Turillo, C. “Breaking Through the Stress Barrier: A Technological Intervention to Mitigate the BIPOC Entrepreneurial Stress Differential”

Kuban, S., Josefy, M., Hitt, M., Ireland, R., “A Tale of Two Networks: How Inventor Collaboration and Knowledge Structure Networks Shape Innovations Following Acquisitions”

Nalick, M., Kuban, S., Hill, A., Ridge, J., “The Stain of Stigma: Do Firms Punish Parties When Reestablishing Political Ties After a Scandal”

Kuban, S. “All the Places We’ve Been: Top Managers’ Prior Ties’ Influence on Unrelated Acquisitions”

Kuban, S., Nalick, M., Ridge, J., Hill, A. “Picking A Side: The Outcomes of the Increased Polarization of Firm Political Activities.”

Zardkoohi, A., Nalick, M., Kuban, Leonel\*, R., Bierman, L., “Competing for the Breadwinner: Firm Location Strategy and Local Government Competition”

Gangloff A., Hersel, M., Kuban, S., Nalick, M., (alphabetical as author order is not finalized)  
“Legitimacy Loss Following a Data Breach: Examining Contract Awards and Firm Lobbying”

Leonel, R., Nalick, M., Fabian, F., Kuban, S. “Seeking Attention Through Controversy: The Role of CEO Narcissism on Firm Engagement in Socially Contentious Issues”

Kuban, S., Wesley, C., Nalick, M., “The Influence of Politician Directors on Regulatory Penalties in the Aftermath of Executive Malfeasance”

#### CURRENT SPONSORED RESEARCH

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Kuban, S., Trzebiatowski, T., Fuller, N., Franklin, D., & Turillo, C. “Breaking Through the Stress Barrier: A Technological Intervention to Mitigate the BIPOC Entrepreneurial Stress Differential”  
*Awarded an Albert Lepage Center for Entrepreneurship and Innovation at Tulane’s A. B. Freeman School of Business research grant in the amount of \$20,000 as part of its Count the Costs research initiative to support projects that investigate barriers BIPOC (Black, Indigenous, and People of Color) experience in society, the economic costs of those barriers and viable approaches to addressing them.*

#### CONFERENCE PRESENTATIONS

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Nalick, M., Kuban, S., Chin, M.K., Josefy, M., Leonel, R., “Talk Left, Walk Right: How Firms Respond to the Political Risk of Corporate Sociopolitical Activism” Academy of Management Conference (August 2024)

Nalick, M., Kuban, S., Chin, M.K., Josefy, M., Leonel, R., “Talk Left, Walk Right: How Firms Respond to the Political Risk of Corporate Sociopolitical Activism” The Sumantra Ghoshal Strategy Conference on Managerially Relevant Research (June 2024)

Nalick, M., Kuban, S., Chin, M.K., Josefy, M., Leonel, R., “Jumping In Cold Water or Waiting For It To Warm? Why Liberal and Conservative CEOs Engage in Sociopolitical Issues” Strategic Management Society Special Conference in Washington D.C. (June 2024)

Nalick, M., Kuban, S., Chin, M.K., Josefy, M., R., Leonel, “Chasing Controversy: Firm Involvement in Sociopolitical Activism” Southern Management Association Conference (Oct 2023)

Malkoc, B., Kuban, S., Merli, J., Lacey, D., Nalick, M., “Refining the measurement of CEO political ideology: Unmasking Moderate Groups” Academy of Management Conference (August 2023)

Malkoc, B., Merli, J., Lacey, D., Nalick, M., Kuban, S., “Refining the measurement of CEO political ideology: Unmasking centrists and other moderates” Strategic Management Society Conference (Oct 2022)

Nalick, M., Kuban S., Hill, A., Gangloff, A., Ridge, J. “One of These Things is Not Like the Other: How Firms’ Post-Misconduct Actions Differ by Misconduct Context and CEO Attribution” Academy of Management Conference (August 2022)

Leonel, R., Nalick, M., Fabian, F., Kuban, S. “Seeking Attention Through Controversy: The Role of CEO Narcissism on Firm Engagement in Socially Contentious Issues” formerly “For the Cause of Self-aggrandizement: CEO Narcissism and Sociopolitical Issue Engagement”

Nalick, M., Kuban S., Leonel, R., “Flying to Too Close to the Sun: Firm Political Donations in a Hyper-Partisan Environment” Strategic Management Society Conference (Oct 2021)

Ridge, J., Kolomeitsev, S., Moergen, K., Kuban, S., Worrell, D., “For Fear and Duty: Peer Firm Lobbying Following Government Sanctions of Competitors”, Academy of Management Conference (August 2021)

Nalick, M., Kuban S., Gangloff, A., “How Salience and Attribution Affect Firm and Investor Reactions to CEO Personal and Organizational Misconduct”, Strategic Management Society Conference (Oct 2020)

Gangloff, A., Hersel, M., Nalick, M., Kuban S., “Legitimacy Loss Following Data Breach: Examining Government Contract Awards and Firm Lobbying”, Academy of Management Conference (August 2020)

Nalick, M., Kuban S., R., Leonel, Josefy, M., Chin, M.K., “CSR or CEO Opportunism? Why Firms Wade into Controversial Social Issues”, Strategic Management Society Conference (Oct 2019)

Nalick, M., Kuban S., “CEO Ideological Dissonance and its Impact on Lobbying Investment and Strategy” Academy of Management Conference (August 2019) \*Best Paper Award Winner

Nalick, M., Kuban S., Gomez-Mejia, L., Campbell, J. “Executive capital vs. stigma: A configurational examination of executive exit after personal misconduct”, Strategic Management Society Special Conference (March 2019)

Zardkoohi, A., Nalick, M., Kuban, Leonel, R., Bierman, L., “When Governments Lobby Firms: The Politicking of Firm Location Strategy”, Southern Management Association Conference (Nov 2018)

Wesley, C., Kuban, S., Nalick, M., “The Influence of Politician Directors on Regulatory Penalties in the Aftermath of Executive Malfeasance”, Strategic Management Society Conference (Sept 2018)

Howard, M., Li, J., Kuban, S., Josefy, M., Hitt, M., Ireland, D. “How Inventor Ties and Knowledge Structure Networks Shape Innovations following Acquisitions”, Academy of Management Conference (August 2018)

Howard, M., Li, J., Kuban, S., Josefy, M., Hitt, M., Ireland, D. “Knowledge Creation after Acquisition: A Knowledge Structure Perspective” Strategic Management Society Conference (October 2017)

Nalick, M., Kuban, S., Ridge, J., Hill, A. “When are Firms More Likely to (dis)continue Association with Scandalized Politicians? Theory and Evidence” Strategic Management Society Conference (October 2017)

Nalick, M., Zardkoohi, A., Schijven, M., Kuban, S., Bierman, L. “Make or buy corporate political activity?” Symposium, Academy of Management Conference (August 2016)

Kuban, S., Nalick, M., Bierman, L. “Friend or asset: Does the selection of former government officials to the board of assist in political strategy?” Strategic Management Society Conference (October 2015)

Josefy, M., Kuban, S., Boss, D., Hitt, M., & Ireland, D. “The flow of innovation: How human and social capital explain firm innovative capabilities” Strategic Management Society Conference (October 2015)

Hitt, M., Ireland, D., Boss, D., Kuban, S. & Josefy, M. “Formal alliances in the telecommunications industry and their outcomes” Strategic Management Society Conference (September 2014)

Nalick, M., Kuban S., Schijven, M., Xu, K. “Unmasking firms’ political ideological associations: How managerial preferences and the institutional environment influence firms’ political party preferences” Academy of Management Conference (August 2014)

Kuban, S., Carnes, C., Josefy, M. “Strategic reinvention: Changing the game when the rules change” Strategic Management Society Special Conference in Tel Aviv (March 2014)

Nalick, M., Kuban S., Carnes, C. “Board of directors’ disentanglement of impartial performance measures in Post-IPO firms” Strategic Management Society Special Conference in Tel Aviv (March 2014)

Nalick, M., Kuban S., “The CEO guide to misconduct: Why infidelity might be worse than firm embezzlement” Southern Management Association Conference (Nov 2013)

Stoverink, A., Kuban S., Nalick, M., Harris, B. “Elite-threatening actions: The impact of corporate corruption” Southern Management Association Conference (Nov 2013)

Nalick, M., Kuban S., Xu, K. “CEO and firm political affiliations” Strategic Management Society Conference (Sept 2013)

#### TEACHING EXPERIENCE

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Daniels College of Business  
University of Denver

Invited Guest Lecturer, Applied Research Practicum for Exec. Ph.D. (BUS 6502) Fall, 2022

Invited Guest Lecturer, Applied Research Practicum for Exec. Ph.D. (BUS 6502) Fall, 2020

Fogelman College of Business & Economics  
University of Memphis

Invited Guest Lecturer, Strategic Management Ph.D. Seminar (MGMT 7500) Spring 2019

Sam M. Walton College of Business 2024 - Present  
University of Arkansas

Strategic Management - 3 Sections (Senior Capstone) Fall 2024

A.B. Freeman School of Business 2016 - 2024  
Tulane University

Strategic Management (MGMT 4010) - 3 Sections (Senior Capstone) Spring 2024

Strategic Management (MGMT 4010) - 3 Sections Fall 2022

Strategic Management (MGMT 4010) - 3 Sections Fall 2021

Entrepreneurial Management (MGMT 4140) - 2 Sections *New Prep.* Spring 2021

Strategic Management (MGMT 4010) - 1 Section Spring 2021

Strategic Management (MGMT 4010) - 3 Sections Spring 2020

Strategic Management (MGMT 4010) - 3 Sections Spring 2019

Strategic Management (MGMT 4010) - 3 Sections Spring 2018

Strategic Management (MGMT 4010) - 3 Sections Spring 2017

Mays Business School 2014 – 2016  
Texas A&M University

Strategic Management (MGMT 466) - 2 Sections (Senior Capstone) Spring 2016



Strategic Management (MGMT 466) - 2 Sections  
Strategic Management (MGMT 466) - 1 Sections

Fall 2014  
Summer 2014

#### PROFESSIONAL SERVICE

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Freeman Business School ESG Data Acquisition Sub-Committee Fall 2024  
Freeman Business School Online MBA Curriculum Committee Fall 2023-Spring 2024  
Freeman Business School ESG Data Subcommittee Fall 2023  
Journal of Management Ad hoc Reviewer 2023  
Strategic Management Society Conference 2023 Best Paper Award Reviewer  
Freeman Business School Online MBA Program Development Committee Fall 2022  
Freeman Business School Entrepreneurial Minor Development Committee Fall 2022 (creating minor for the school)  
Freeman Business School Entrepreneurial Minor Development Task Force Spring 2022 (providing recommendations for the Dean)  
Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Faculty Networking 2022  
TU Innovation Institute's Community Support and Engagement and Talent Attraction/Retention Subcommittee 2021 (providing recommendations for the Provost)  
Participated in the Albert LePage Center for Entrepreneurship and Innovation at Tulane's A. B. Freeman School of Business 2021 Count the Costs Research Weekend as part of the initiative to develop research proposals that investigate barriers BIPOC (Black, Indigenous, and People of Color) experience in society, the economic costs of those barriers and viable approaches to addressing them.  
Freeman Business School Career Management Center, Career Consultant Selection Committee 2021  
Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Faculty Networking 2021  
Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Faculty Networking 2020 (Organized periodic informal networking events for the Freeman faculty. \*The COVID outbreak paused these in-person gatherings)  
Freeman Business School Management Major Panel 2020 (Annual Career Management Center informational program panel for students considering a management major)  
Shepherded a potential pilot program for a new online educational model for Tulane University to the Senior Vice President for Strategic Initiatives and Institutional Effectiveness. 2019 (Facilitated several meetings between the CEO of a firm specializing in educational membership programs and the Senior VP for Strategic Initiatives as a potential additional revenue source for the university, leveraging our expertise and alumni base.)  
Strategic Management Society Conference 2019 Best PhD Paper Award Competition Reviewer  
Strategic Management Society Conference 2019 Corporate Governance Division Reviewer  
Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Faculty Networking 2019 (Organized periodic informal networking events for the Freeman faculty.)

Freeman Business School Management Major Panel 2019 (Annual Career Management Center informational program panel for students considering a management major)

Strategic Management Society Special Conference (Theme: From Isolation to Integration in the C-Suite) Executive Traits and Values Track Reviewer 2018

Journal of Management Studies Ad hoc Reviewer 2018

Strategic Management Society Conference 2018 Best PhD Paper Award Competition Reviewer

Strategic Management Society Conference 2018 Corporate Governance Division Reviewer

Freeman Business School Management Speaker Series Fall 2017-Spring 2018

Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Junior Faculty Networking 2018

Tulane Faculty Orientation Faculty Panel Summer 2017

Strategic Management Exit Exam Assessment of Learning Content Coordinator (for Southern Association of Colleges and Schools Commission on Colleges SACSCOC & AACSB accreditation) Fall 2017

Freeman Business School Interdepartmental Liaison and Logistical Coordinator for Junior Faculty Networking Fall 2017

AACSB Writing Assessment Strategic Management Writing Center Liaison Spring 2017

Strategic Management In-Course Assessment of Learning Content Coordinator Spring 2017

Mays School of Business Interdepartmental Liaison and Logistical Coordinator for Junior Faculty & Doctoral Student Networking Fall 2015-Spring 2016

Academy of Management Conference New Doctoral Student Consortium Program Volunteer

Academy of Management Conference Business Policy and Strategy Division Reviewer

Academy of Management Conference Entrepreneurship Division Reviewer

Southern Management Association Conference Entrepreneurship & Innovation Reviewer

## COMMUNITY SERVICE

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Board of Directors - After God's Heart, Inc. 2000-Present  
(AGH is a private foundation that gives grants to selected non-profits. The board oversees the selection of organizations and awarding grants administration.)

Founding member of the Nieux Society. 2022-Present  
(Nieux Society was founded by 504 of the city's creative, business, and professional leaders seeking to catalyze a golden age of creativity in New Orleans through providing education to explore the financial and creative promise of web3, and developing blockchain-based entrepreneurial projects in food, art, music, and cultural experiences.)

Served as an advisor to the international non-profit Mercy Project in strategic planning. 2022

Assisted local non-profit Crossroads NOLA in modernizing its contact management system. 2018

Built a house for a needy family in Tecate, Mexico, with Amor Ministries (Mexican Habitat for Humanity). 2017

## PROFESSIONAL ASSOCIATIONS

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Academy of Management  
Social Issues in Management

Strategic Management  
Entrepreneurship  
Strategic Management Society  
Competitive Strategy  
Entrepreneurship & Strategy  
Southern Management Association  
Entrepreneurship & Innovation

## SCHOLARSHIPS & AWARDS

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- Nominated for the Albert LePage Faculty Award for Equity, Diversity, and Inclusion. 2022
- Recognized by Tulane Athletics as a faculty member that has made a positive impact on student-athletes' academic careers. 2021
- Awarded an Albert LePage Center for Entrepreneurship and Innovation at Tulane's A. B. Freeman School of Business research grant in the amount of \$20,000 as part of its Count the Costs research initiative to support projects that investigate barriers BIPOC (Black, Indigenous and People of Color) experience in society, the economic costs of those barriers and viable approaches to addressing them. 2021
- *Academy of Management Proceedings* Best Paper Award for "CEO Ideological Dissonance and its Impact on Lobbying Investment and Strategy" 2019
- Texas A&M University's PhD Excellence Fellowship
- Texas A&M University's Graduate Merit Fellowship
- Awarded University of Tennessee's Scholars in Residence and Provost Scholarship
- Member of Numerous Undergraduate Academic Honor Societies and Professional Societies

## INDUSTRY EXPERIENCE

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<i>President &amp; Lead Programmer</i>	ConvergX Corp.
<i>IT Consultant</i>	Tennessee Valley Authority (TVA)
<i>District Manager over Photo for East Tennessee (&amp; previously in-store Manager)</i>	Walgreens Co.
<i>Managing Partner</i>	12 Volt Warehouse LLC
<i>Lead Marketing Consultant</i>	TMG Solutions Inc.
<i>Sales Manager for AT&amp;T's Global Sales &amp; Service Organization</i>	Convergys Corp.

Other experience includes sales, marketing, and assisting in other small business startups.