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Department of Management  
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## **EDUCATION**

Ph.D., Michigan State University, 2015  
Broad College of Business, East Lansing, MI  
Major: Strategic Management

Dissertation: "After the announcement: How CEO motivational attributes shape their propensity to be influenced by stakeholder reactions to announcements of strategic actions."

Committee: Dr. Gerry McNamara (Chair)

Dr. Cynthia E. Devers

Dr. Russ E. Johnson

Dr. Albert A. Cannella, Jr.

Masters of Arts – Leadership & Management, Briercrest College & Seminary, 2000  
Caronport, SK, Canada  
Major: Human Resource Management

Bachelor of Arts, Brandon University, 1996  
Brandon, MB, Canada  
Major: Economics  
Minor: Mathematics

## **ACADEMIC EMPLOYMENT**

University of Georgia, Terry College of Business  
- Associate Professor (with tenure) (2020 – present)  
- Assistant Professor (2015 – 2019)

## **RESEARCH INTERESTS**

Strategic Leadership, Executive Decision Making, Executive Compensation, Corporate Governance, Corporate Reputation

## JOURNAL ARTICLES

(† denotes current UGA student at the time of submission; †† denotes former UGA student at the time of submission)

Busenbark, J.R., †Yoon, H., Gamache, D.L., & Withers, M. (2022). Omitted variable bias: Examining management research with the impact threshold of a confounding variable (ITCV). *Journal of Management*, 48: 17-48.

Gamache, D.L., Neville, F.P., ††Bundy, J., †Short, C. (2020). Serving differently: CEO regulatory focus and firm stakeholder strategy. *Strategic Management Journal*, 41: 1305-1335.

Gamache, D.L., & McNamara, G.M. (2019). Responding to bad press: How CEO temporal focus influences the sensitivity of negative media coverage to acquisitions. *Academy of Management Journal*, 62: 918-943.

Gamache, D.L., McNamara, G.M., Graffin, S.D., ††Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2019). Impression offsetting as an early warning signal of low CEO confidence in acquisitions. *Academy of Management Journal*, 62: 1307-1332.

Steinbach, A.L., Gamache, D.L., & Johnson, R.E. (2019). Don't get it misconstrued: Construal level shifts and flexibility in the upper echelons. *Academy of Management Review*, 44: 871-895.

Puranik, H., Koopman, J., Vough, H.C., & Gamache, D.L. (2019). They want what I've got (I think): The causes and consequences of attributing coworker behavior to envy. *Academy of Management Review*, 44: 424-449.  
\* Featured in *AOM Insights Newsletter*, August 1, 2019

Connelly, B.L., Haynes, K.T., Tihanyi, L., Gamache, D.L., & Devers, C.E. (2016). Minding the gap: Antecedents and consequences of top management-to-worker pay dispersion. *Journal of Management*, 42: 862-885.

Gamache, D.L., McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2015). Motivated to acquire? The impact of CEO regulatory focus on firm acquisitions. *Academy of Management Journal*, 58:1261-1282.

Seo, J., Gamache, D.L., Devers, C.E., & Carpenter, M.A. (2015). The role of CEO relative standing in acquisition behavior and CEO pay. *Strategic Management Journal*, 36:1877-1894.

## EDITORIALS

Devers, C.E., Misangyi, V.F., & Gamache, D.L. (2014) Editor's comments: On the future of publishing management theory. *Academy of Management Review*, 39, 245-249.  
(Invited)

## PROCEEDINGS

Neville, F., Bundy, J.N., & Gamache, D.L., (2022). Board political ideology polarization and the resolution of social activism: An information processing perspective. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

Busenbark, J.R., †Yoon, H., Gamache, D.L., Withers, M., & Certo, T. (2019) How much of a problem is omitted variable bias really? Examining strategic management research with the impact threshold of a confounding variable. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

Seo, J., Gamache, D.L., Devers, C.E., & Carpenter, M.A. (2014) The role of CEO relative standing in acquisition behavior and CEO pay. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

## OTHER PUBLICATIONS

Gamache, D.L., McNamara, G.M., Graffin, S.D., ††Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2019). Why CEOs surround M&A announcements with unrelated good news. *Harvard Business Review Online*, <https://hbr.org/2019/08/why-ceos-surround-ma-announcements-with-unrelated-good-news>

## MANUSCRIPTS UNDER REVIEW & REVISIONS

Gamache, D.L., Devers, C.E., Klien, F.B. & Hannigan, T. [A Contingency View of Gender in the Upper Echelons] *Under third review at the Strategic Management Journal*.

Gamache, D.L., Pfarrer, M.D., & Curran, K. [Theory on Hubris] *Revise and Resubmit at the Strategic Management Journal*.

Gamache, D.L. Busenbark, J.R., Steinbach, A. L., & †Lee, E. [Temporal fit between firms and institutional investors] *Revise and Resubmit at Personnel Psychology*.

Matusik, J.G., Blagoeva, R., †Shanklin, B., & Gamache, D.L. [The effects of CEO Power Distance] *Under initial review at the Strategic Management Journal*. ***A previous version of the paper was awarded the 2021 Southern Management Association Best Paper – Strategy Track.***

†Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. [Efforts to promote new CEOs] *Under initial review at Organization Science*. ***A previous version of the paper was awarded the 2021 Southern Management Association Best Student Paper – Strategy Track and the 2021 Southern Management Association Best Overall Student Paper.***

## SAMPLE WORKING PAPERS

Gamache, D.L., Steinbach, A.L., Pan, L., †Iqbal, F., Johnson, R. Shifting gears: The influence of CEO construal shifts on novel strategic decision-making. *Preparing manuscript for submission to the Academy of Management Journal.*

Neville, F.P, †† Bundy, J., & Gamache, D.L. Board Political Ideology Polarization and the Resolution of Social Activism: An Information Processing Perspective. *Preparing Manuscript for submission to the Strategic Management Journal.*

Gamache, D.L., McNamara, G.M., & Chaffin, T.D. Batman and Robin or Superman: How CEO/COO duos impact firm performance. *Preparing manuscript for submission to Organizational Science.*

††Oliver, A., McSweeney, K., Gamache D.L., Devers, C.D., & McNamara, G.M. An analysis of CEO job demands. *Preparing manuscript for submission to the Academy of Management Journal.*

Faqihi, H., Lee, J., Gamache, D.L., & McNamara, G.M. Director motivational orientation: How new director regulatory focus shapes market reactions. *Preparing manuscript for submission to the Strategic Management Journal.*

## CONFERENCE PRESENTATIONS

Matusik, J.G., Blagoeva, R, †Shanklin, B., & Gamache, D.L. (2022). The effects of CEO Power Distance. *Presented at the Strategic Management Society Annual Conference – London.*

Gamache, D.L., Steinbach, A.L., Pan, L., Iqbal, F., Johnson, R.E., (2022). Shifting gears: The influence of CEO construal shifts on firm strategic conformity. *Presented at the Academy of Management Annual Conference – Seattle.*

Neville, F.P, †† Bundy, J., & Gamache, D.L. (2022) Board political ideology and the resolution of social activism. *Presented at the Academy of Management Annual Conference – Seattle.*

†Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. (2021). Elevating the CEO: The beneficial and detrimental effects of efforts to promote the CEO through firm communication. *Presented at the Southern Management Association Annual Conference.*  
**Winner: Best Overall Doctoral Student Paper – SMA 2021**  
**Winner: Best Doctoral Student Paper – SMA 2021 Strategy Track**

Matusik, J.G., †Shanklin, B., Blagoeva, R., & Gamache, D.L. (2021). The effects of CEO Power Distance. *Presented at the Southern Management Association Annual Conference.*  
**Winner: Best Paper – SMA 2021 Strategy Track**

- †Moore, K., Gamache, D.L., & McNamara G.M. (2021) The effect of CEO Mortality Salienc on CEO Motivational Orientations? *Presented at the Strategic Management Society Annual Conference – Virtual Toronto.*
- †Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. (2021). Elevating the CEO: The beneficial and detrimental effects of efforts to promote the CEO through firm communication. *Presented at the Academy of Management Annual Conference - Virtual. Designated as a “Best Paper” for the STR Division*
- Faqihi, H., Lee, J., Gamache, D.L., & McNamara, G.M. (2021). Director motivational orientation: How new director regulatory focus shapes market reactions. *Presented at the Academy of Management Annual Conference - Virtual.*
- †Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. (2020). Elevating the CEO: The beneficial and detrimental effects of efforts to promote the CEO through firm communication. *Presented at the Strategic Management Society Annual Conference, Virtual Conference.*
- Gamache, D.L., Steinbach, A.L., Pan, L., Iqbal, F., Johnson, R.E., (2020). Thinking about Stakeholders: CEO Construal Level and Firm Stakeholder Strategy. *Presented at the Strategic Management Society Annual Conference, Virtual Conference.*
- Gamache, D.L., Curran, K., & Pfarrer, M.D. (2019). Simply the best: The development and consequences of organizational hubris. *Presented at the Strategic Management Society Annual Conference, Minneapolis, MN.*
- Gamache, D.L., Curran, K., & Pfarrer, M.D. (2019). Simply the best: The development and consequences of organizational hubris. *Presented at the Oxford Reputation Symposium, Oxford, U.K.*
- Busenbark, J.R., †Yoon, H., Gamache, D.L., Withers, M., & Certo, T. (2019) How much of a problem is endogeneity really? Examining endogeneity in strategic management research with the impact threshold of a confounding variable. *Presented at the Academy of Management Annual Conference, Boston: MA.*  
**Winner: 2019 Sage Publications/ RMD Best Paper Award.**
- Gamache, D.L., †Yoon, H., McNamara, G.M., & Mannor, M.J. (2019) Are market reactions to acquisitions driven by acquiring CEO traits? *Presented at the Strategic Management Society Special Conference: Las Vegas, NV.*
- Weiss, M. & Gamache, D.L. (2019) Measuring CEO perception of environmental conditions – CEO misperceptions and their impact on strategic change. *Presented at the Strategic Management Society Special Conference: Las Vegas, NV.*

- Lee, E.Y., Gamache, D.L., & Busenbark, J.R. (2018) Time in a bottle: The temporal alignment between firms and institutional investors. *Presented at the Strategic Management Society Annual Conference, Paris, France.*
- Busenbark, J.R., †Yoon, H., Gamache, D.L., & Withers, M. (2018) How much of a problem is endogeneity really? Examining endogeneity in strategic management research with the impact threshold of a confounding variable. *Presented at the Strategic Management Society Annual Conference, Paris, France.*
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D., (2018). Impression offsetting as an early warning signal of low CEO confidence in acquisitions. *Presented at the Oxford Reputation Symposium; Oxford, U.K.*
- †Lee, E.Y., Gamache, D.L., & Pfarrer, M.D. (2018), When is giving bad? The unintended signals of impression management. *Presented at the Academy of Management Annual Conference; Chicago, IL.*
- Neville, F.P, †† Bundy, J., & Gamache, D.L. (2018) Managerial political ideology and firm receptivity to social activism. *Presented at the Academy of Management Annual Conference; Chicago, IL.*
- Gamache, D.L., Curran, K., & Pfarrer, M.D. (2018) Flying too close to the sun: Organizational hubris and decision making biases. *Presented at the Academy of Management Annual Conference; Chicago, IL.*
- Neville, F.P, †† Bundy, J., & Gamache, D.L. (2018) Managerial political ideology and firm receptivity to social activism. *Presented at the 7<sup>th</sup> Sustainability, Ethics & Entrepreneurship Conference; Washington, DC.*  
**Finalist: Best Paper Award.**
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning of CEO self-interest in acquisitions. *Presented at the Strategic Management Society Special Conference; San Jose, Costa Rica.*
- Gamache, D.L., & McNamara, G.M. Responding to bad press: How CEO temporal focus influences sensitivity to negative media coverage of acquisitions. (2017) *Presented at the Strategic Management Society Special Conference; San Jose, Costa Rica.*
- Gamache, D.L., Chastain, A. (2017) Justified by doing good: Exploring the relationship between CEO relative overpayment and corporate social responsibility. *Presented at the Strategic Management Society Annual Conference, Houston, Texas.*
- Gamache, D.L., Busenbark, J.R., & †Lee, E. (2017) Firm reputation and investment time horizons. *Presented at the Oxford Reputation Symposium; Oxford, U.K.*

- Gamache, D.L., Neville, F.P., †† Bundy, J., †Short, C. (2017) Serving differently: CEO regulatory focus and firm social strategy. *Presented at the Academy of Management Annual Conference; Atlanta, GA.*
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning of CEO pessimism on acquisition-value creation. *Presented at the Academy of Management Annual Conference; Atlanta, GA.*
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning signal of CEO pessimism on acquisition-value creation. *Presented at the Conference on Behavioral Perspectives on Corporate Governance – INSEAD; Fontainebleau, France.*
- Neville, F.P., Gamache, D.L., †† Bundy, J., †Short, C. (2016) Serving Differently: CEO regulatory focus, and firm social strategy. *Presented at the Strategic Management Society Annual Conference; Berlin, Germany.*  
**Winner: Best Paper for Strategic Leadership & Governance Division.**
- †Oliver, A., McSweeney, K., Gamache D.L., Devers, C.D., McNamara, G.M., Klien, F.B. (2016) An analysis of CEO job demands. *Presented at the Strategic Management Society Annual Conference; Berlin, Germany.*
- Gamache, D.L., Huo, D., Devers, C.D., Matta, F.K., & Mishina, Y. (2016) Multiple reputations: The influences of hospital specialty and general reputation. *Presented at the Oxford Reputation Symposium; Oxford, UK.*
- Klien, F.B., Gamache, D.L., Devers, C.E., & Hannigan, T. (2016) Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior. *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Gamache, D.L., & McNamara, G.M. Responding to bad press: How CEO temporal focus influences sensitivity to negative media coverage of acquisitions. (2016) *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Gamache, D.L., Shamsie, J, Schwab, A., & Koopman, J. (2016) The best defense is a good offense: Responding to innovative strategy in the National Football League. *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Kolev, K., McNamara, G.M. & Gamache, D.L., & Mannor, M.J. (2015) Putting back the individual in the behavioral theory of the firm: CEO regulatory focus and firm responses to performance. *Presented at the Strategic Management Society Annual Conference; Denver, CO.*
- Gamache, D.L., Huo, D., Devers, C.D., Matta, F.K., & Mishina, Y. (2015) Multiple reputations: The influences of hospital specialty and general reputation. *Presented at the Strategic Management Society Annual Conference; Denver, CO.*

- Gamache, D.L., Steinbach, A.L., Devers, C.E., & Otner, S. (2015) The impact of firm reputation and CEO incentives on acquisition activity. *Presented at the Reputation Symposium; Oxford, United Kingdom.*
- Klien, F.B., Gamache, D.L., Devers, C.E., & Hannigan, T. (2015) Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior. *Presented at the Reputation Symposium; Oxford, United Kingdom.*
- Kolev, K., McNamara, G.M., Gamache, D.L. & Mannor, M.J. (2015) Putting back the individual in the behavioral theory of the firm: CEO regulatory focus and firm responses to performance. *Presented at the Academy of Management Annual Conference; Vancouver, BC*
- Gamache, D.L., Johnson, R.E., McNamara, G.M., & Mannor, M.J. (2014) CEO emotionality and the strategic actions of firms. *Presented at the Strategic Management Society Annual Conference; Madrid, Spain.*
- Gamache, D.L., Steinbach, A.L., Devers, C.E., & Otner, S. (2014) The impact of firm reputation and CEO incentives on acquisition activity. *Presented at the Strategic Management Society Annual Conference; Madrid, Spain.*
- Seo, J., Gamache, D.L., Devers, C.E. & Carpenter, M.A. (2014) The role of CEO relative standing in acquisition behavior and CEO pay. *Presented at the Academy of Management Annual Conference; Philadelphia, PA.*  
**Winner: Distinguished Paper Award**
- Chaffin, T.D., Gamache, D.L., & McNamara, G.M. (2014) Batman and Robin or Superman: How CEO/COO duos impact firm performance. *Presented at Academy of Management Annual Conference; Philadelphia, PA.*
- Gamache, D.L, McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2014) Being motivated to acquire: The impact of CEO regulatory focus on firm acquisitions. *Presented at Strategic Management Society Special Conference; Copenhagen, Denmark.*  
**Finalist: Best Student Proposal Prize**
- Gamache, D.L, McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2013) CEO regulatory focus: The impact on firm acquisitions. *Presented at Academy of Management Annual Conference, Orlando, Florida.*
- Chaffin, T.D., Gamache, D.L., & McNamara, G.M. (2013) The Lone Ranger or the Dynamic Duo: When do firms benefit, and when are they harmed from having a COO? *Presented at Strategic Management Society Annual Conference, Atlanta, Georgia.*
- Gamache, D.L. & Shamsie, J. (2013) The best defense is a good offense: Responding to an innovative strategy in the National Football League. *Presented at the Strategic Management Society Annual Conference; Atlanta, Georgia.*



Gamache, D.L., Steinbach, A.L., & Shamsie, J. (2013) Pursuing a creative vision: Is less more? *Presented at Asian Perspectives of Creative Industries; Singapore.*

Gamache, D.L., McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2012) CEO regulatory focus: The impact on firm acquisitions. *Presented at the Strategic Management Society Annual Conference; Prague, Czech Republic.*

Mannor, M.J., McNamara, G.M., & Gamache D.L. (2011). Framed for Action: The influences of positive, negative, and ambivalent CEO perceptions on organizational action. *Presented at the Strategic Management Society Annual Conference; Miami, FL.*

Kolev, K. Gamache, D.L. & Wiseman, R.M. (2011). CEO bargaining power versus firm bargaining power: The missing links in the CEO compensation debate. *Presented at the Strategic Management Society Annual Conference; Miami, FL.*

#### **PROFESSIONAL DEVELOPMENT WORKSHOPS AND PANEL DISCUSSIONS**

Strategic Leadership & Governance Professional Development Workshop (2022) – Co-organizer and Co-Session Chair. *Strategic Management Society Annual Conference – London.*

Endogeneity: Myths, Legends, and Facts – Second Annual (2022) – *Co-organizer and Moderator – Academy of Management Annual Conference; Seattle.*  
**Winner: RM Division—Wharton Research Data Services Best PDW Award**

Mergers & Acquisitions: Research, Practice, & Teaching (2022) – PDW Invited Presenter – The CEO effect in M&A behavior and performance: The role of psychological attributes. *Academy of Management Annual Conference – Seattle.*

Upper Echelons Theory and its Psychological Roots: Increasing our Understanding of Top Executives (2021) – Co-organizer and Co-Session Chair. *Strategic Management Society Annual Conference – Toronto Virtual.*

Strategic Leadership & Governance Professional Development Workshop (2021) – Co-organizer and Co-Session Chair. *Strategic Management Society Annual Conference – Toronto Virtual.*

Endogeneity: Myths, Legends, and Facts (2021) – *Co-organizer and Moderator – Academy of Management Annual Conference; Virtual Conference.*

Publishing in AMJ: Tips from the Editors (2021) – Best Reviewer Panel. Panelist – *Academy of Management Annual Conference; Virtual Conference.*

Gamache, D.L. Publishing Papers with Content Analysis (2020) *Presented as part of the Content Analysis PDW at the Academy of Management Annual Conference; Virtual Conference.*

Gamache, D.L. Validating and using dictionaries for measuring psychological attributes. (2016) *Presented as part of the Content Analysis PDW at the Academy of Management Annual Conference; Anaheim, CA*

Preparing for the U.S. Job Market (2016) *Presentation to the Doctoral Consortium at the Strategic Management Society Annual Conference.*

Preparing for the U.S. Job Market (2015) *Presentation to the Doctoral Consortium at the Strategic Management Society Annual Conference.*

### **OTHER INVITED PRESENTATIONS**

Shifting perspectives: How CEO job demands shape the relationship between CEO gender and acquisition activity. – *University of Passau* – Research Presentation and Paper Development Masterclass.

Shifting gears: The influence of CEO construal shifts on strategic conformity (2021). *University of Central Florida* – Brownbag presentation.

The implication of COVID on scholarship (2020) – Panel Discussion. *Cambridge Judge Business School* – *Winter Doctoral Conference.*

Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior (2015) *Presentation at Pontificia Universidad Catolica de Chile (Catholic University of Chile) hosted by Entrepreneurial Strategy Under Uncertainty.*

### **DOCTORAL MENTORING**

Hyunjung (Elle) Yoon (Dissertation Chair) - Expected Graduation in 2022

### **SERVICE**

Representative-At-Large for the Strategic Leadership & Governance Interest Group – Strategy Management Society – 2021-2022.

Search Committee Chair – Strategy Hire (2019) – Hired Radina Blagoeva

Search Committee Chair – Strategy Hire (2019) – Hired Seung Jeong

Track Co-Chair, Strategic Management Society Special Conference – Las Vegas, March 2019

Representative-At-Large and Engagement Officer for Behavioral Strategy Interest Group – Strategy Management Society – 2017-2018.

## REVIEWING ACTIVITIES

Editorial Board, *Administrative Science Quarterly*, 2021 – present  
Editorial Review Board, *Strategic Management Journal*, 2020 – present  
Editorial Review Board, *Academy of Management Journal*, 2019 – present  
Best Reviewer Award, 2020  
Editorial Review Board, *Academy of Management Review*, 2017 – present  
Outstanding Reviewer Award, 2018  
Best Developmental Reviewer, 2022  
Bridge Reviewer Mentor Award, 2022  
Ad hoc reviewer for *Administrative Science Quarterly*, 2019 – present  
Ad hoc reviewer for *Journal of Business Research*, 2014 – present  
Ad hoc reviewer for *Journal of Management Studies*, 2015 – present  
Ad hoc reviewer for *Journal of Management*, 2015 – present  
Ad hoc reviewer for *Long Range Planning*, 2016 – present  
Ad hoc reviewer for *Management Science*, 2016 – present  
Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, 2018 – present  
Ad hoc reviewer for *Leadership Quarterly*, 2018 – present  
Ad hoc reviewer for *Journal of Product and Innovation Management*, 2019 – present  
Ad hoc reviewer for *Academy of Management Journal*, 2012 – 2019  
Ad hoc reviewer for *Academy of Management Review*, 2014 – 2017  
Ad hoc reviewer for *Strategic Management Journal*, 2016 – 2020  
Reviewer for the *Academy of Management Annual Conference*, 2011 – present  
2021 Outstanding Reviewer Award – STR Division  
Reviewer for the *Strategic Management Society Annual Conference*, 2014 – present  
2017 Best Reviewer Award – Behavioral Strategy Interest Group  
2018 Outstanding Reviewer Award – Stakeholder Strategy Interest Group  
Reviewer for *Strategic Management Society Special Conferences*, 2016 - present

## HONORS & AWARDS

RM Division—Wharton Research Data Services Best PDW Award, *Academy of Management Annual Conference*, 2022  
Best Developmental Reviewer – *Academy of Management Review*, 2022  
Bridge Reviewer Mentor Award – *Academy of Management Review*, 2022  
Institute for Leadership Advancement Research Scholar, 2021-2023  
Best Reviewer Award – *Academy of Management Journal*, 2020  
Sage Publications/ RMD Best Paper Award – 2019 *Academy of Management Annual Conference*, Research Methods Division  
Terry College of Business Outstanding Teacher, 2019  
UGA Career Center Recognition – 2017, 2019  
Outstanding Reviewer Award – *Academy of Management Review*, 2018, 2020  
Outstanding Reviewer Award – Stakeholder Strategy Interest Group at *Strategic Management Society Annual Conference*, 2018  
Best Reviewer Award – Behavioral Strategy Interest Group at *Strategic Management*

Society Annual Conference, 2017  
Academy of Management, BPS Division Outstanding Reviewer 2014, 2015  
Distinguished Paper Award – BPS Division – 2014 Academy of Management Annual  
Conference  
Selected for the 2014 Doctoral Consortium – Micro Meets Macro Conference, Arizona State  
University  
Selected for the 2013 Doctoral Workshop – Strategic Management Society Annual  
Conference  
Selected for the 2013 BPS Doctoral Consortium – Academy of Management Annual  
Conference