

Timothy J. Quigley
University of Georgia
Terry College of Business
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Academic Positions:

University of Georgia, Terry College of Business		
	Georgia Athletic Association Professor of Management	2022 – present
	Associate Professor of Management	2017 – 2022
	Assistant Professor of Management	2013 – 2017
Lehigh University		
	Assistant Professor of Management	2011 – 2013
Pennsylvania State University		
	Director of Admissions, Executive MBA Program	2004 – 2006

Education:

PhD, Business Administration (Strategic Management)
Pennsylvania State University, 2011
Dissertation: *Increased CEO Influence or Romanticization? Shifts in Managerial Discretion and the Perception of CEO Influence, 1950-2009*
Committee: Donald Hambrick (Chair), Forrest Briscoe, Vilmos Misangyi, Mark Dirsmith

Master of Business Administration (Executive MBA Program)
Pennsylvania State University, 2004

Bachelor of Science, Exercise and Sports Science
Pennsylvania State University, 1996

Publications:

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

Quigley, T. J., Hill, A. D., Blake, A., & Petrenko, O. Improving our Field through Code and Data Sharing. (Forthcoming at *Journal of Management*).

Burris, E., McClean, E., Detert, J., & Quigley, T. J. The Agency to Implement Voice: How Target Hierarchical Position and Competence Changes the Relationship Between Voice and Individual Performance. (In press at *Organization Science*).

Jeong, S.-H., Mooney, A., Zhang, Y. and Quigley, T.J. (2022), How do Investors Really React to the Appointment of Black CEOs?. (In press at *Strategic Management Journal*).

Hu, S., Gentry, R., Quigley, T. J. & Boivie, S. “Who’s in the Driver’s Seat? Exploring Firm-level vs CEO-level Effects on Problemistic Search” (In press at *Journal of Management*)

Gentry, R., Harrison, J., Quigley, T. J., Boivie, S. (2021). A Database of CEO Turnover and Dismissal in S&P 1500 Firms, 2000 to 2018. *Strategic Management Journal*, 42(5): 968-991.

Quigley, T. J., Bau, M., & Chiraco, F. (2021). Do CEOs of Privately Held Firms Matter More or Less than Publicly Traded CEOs. *Strategic Organization*, 20(3): 652-673.

Quigley, T. J., Wowak, A., & Crossland, C. (2020). Board Predictive Accuracy in Executive Selection Decisions: How Do Initial Board Perceptions of CEO Quality Correspond with Subsequent CEO Career Effectiveness? *Organization Science*, 31(3): 720-741.

Quigley, T. J., †Hubbard, T., Ward, A. & Graffin, S. (2020). Unintended Consequences: Information Releases and CEO Stock Option Grants. *Academy of Management Journal*, 63: 155-180.

Quigley T. J., Hambrick D. C., Misangyi, V., & Rizzi, A. (2019). CEO Selection as Risk-taking: A New Vantage on the Debate about the Consequences of Insiders Versus Outsiders. *Strategic Management Journal*, 40(9): 1453-1470.

Quigley, T. J., Crossland, C., & †Campbell, R. (2015). Shareholder perceptions of the changing impact of CEOs: Market reactions to unexpected CEO deaths, 1950-2009. *Strategic Management Journal*, 38(4): 939-949.

Quigley, T. J. & Graffin, S. D. (2015). Reaffirming the CEO effect is significant and much larger than chance: A comment on Fitza (2014). *Strategic Management Journal*, 38(3): 793-801.

Quigley T. J. & Hambrick D. C. (2015). Has the “CEO effect” increased in recent decades? A new explanation for the great rise in America's attention to corporate leaders. *Strategic Management Journal*, 36(6): 821-830.

Hambrick D. C. & Quigley T. J. (2014). Toward more accurate contextualization of the CEO effect on firm performance. *Strategic Management Journal*, 35(4): 473-491.

Quigley, T. J. & Hambrick, D.C. (2012). “When the Former CEO Stays on as Board Chair: Effects on Successor Discretion, Strategic Change, and Performance.” *Strategic Management Journal*, 33(7): 834-859.

Papers under Review and Working Papers:

Rizzi, A., Misangyi, V., Hambrick D. C., & Quigley, T. J. “CEO Prior Peak Attainment”.

Kang, J., Hambrick, D. C., & Quigley, T. J. “Performance of Outsider CEOs”.

†Lee, E., Quigley, T. J., & Graffin, S. “The Value of Succession Planning”.

Conference Presentations and Activities:

Moore, K. & Quigley, T. J. “Employed to be Exploited? Substantive Versus Symbolic Female Director Appointments and a Firm’s Stakeholder-orientation”, Strategic Management Society Annual International Conference, London, September 2022.

“Accumulating Evidence and Working as a Field”. Closing presentation at University of Florida Methodology Conference, April 2022.

Editor’s panel for Strategic Leadership & Governance Professional Development Workshop, Strategic Management Society Annual International Conference, Virtual, September 2021.

Symposium panelist: “The Role of Corporate Leaders in Firm Responses to Environmental Change”, Academy of Management Annual Meeting, Virtual, August, 2021.

Kang, J., Hambrick, D. C., & Quigley, T. J. “Outsider CEOs Who Disappoint: Directors’ Ties, Familiarity Bias, and Flawed Hires”, Academy of Management Annual Meeting, Virtual, August, 2021.

Rizzi, A., Misangyi, V., Hambrick D. C., & Quigley, T. J. “Prior Peak Attainments of New CEOs: How Task Specific Human Capital Affects Executive Performance”, Academy of Management Annual Meeting, August 2020.

- Rizzi, A., Misangyi, V., Hambrick D. C., & Quigley, T. J. “Chief Executive Career Credentials: The Requisite Experience for Successfully Leading Firms”, Academy of Management Annual Meeting, Boston, MA, August 2019.
- Rizzi, A., Misangyi, & Quigley, T. J. “Chief Executive Career Credentials: The Requisite Experience for Successfully Leading Firms”, Strategic Management Society Special Conference, Las Vegas, NV, March 2019.
- †Lee, E. & Quigley, T. J. “The Value of Succession Planning: Heirs, Market Reactions, and Performance Following Sudden CEO Death”, Strategic Management Society Annual International Conference, Paris, September 2018.
- Symposium presentation: “Changing of the Guard: Shifting the Conversation Surrounding CEO Turnover”, Academy of Management Annual Meeting, Chicago, IL, August 2018.
- †Short, C., †Hubbard, T., Quigley, T. J., & Graffin, S. “Who Gets It Right and When? Internal and External Evaluations of CEO Quality”, Strategic Management Society Annual International Conference, Houston, TX, October, 2017.
- Facilitator for Strategic Leadership and Governance Paper Development Workshop, Strategic Management Society Annual International Conference, Houston, TX, October, 2017.
- Presenter in Strategic Management Society Annual International Conference Panel Discussion titled “Board of Directors: Pawns or Potentates?”, Houston, TX, October 2017
- †Short, C., Quigley, T. J., & Ward, A. “Still in Control: Information Releases and CEO Stock Options,” Academy of Management Annual Meeting, Atlanta, GA, August 2017.
- Organizer of Academy of Management Research Methods Division Consortium – Macro Track June, 2017.
- Presenter in Druid 2017 Conference Professional Development Workshop titled “Strategic Leadership in Corporate Entrepreneurship and Innovation”, New York, NY, June 2017.
- †Campbell, R. & Quigley, T. J. “Louder Isn't Always Better: CEO Introversion, Analyst Recommendations, and Firm Reputation”, Strategic Management Society Annual International Conference, Berlin, Germany, September, 2016.
- Facilitator for Strategic Leadership and Governance Paper Development Workshop, Strategic Management Society Annual International Conference, Berlin, Germany, September, 2016.
- Presenter in Academy of Management Annual Meeting Professional Development Workshop titled “The Ins-and-outs of CEO Influence: Sources, Processes, and Extensions”, Anaheim, CA, August 2016.
- Wowak, A., & Quigley, T. J. “Does it make sense to overpay CEOs? CEO initial pay levels and subsequent effectiveness,” Academy of Management Annual Meeting, Anaheim, CA, August 2016.
- Presenter in Academy of Management Research Methods Division Consortium titled “Hints and tips for managing large research projects/dissertation”, June 2016.
- Quigley, T. J., & Graffin, S. “CEOs do Matter: A Response to the 2010 SMS Conference Best Paper Winner,” Strategic Management Society Annual International Conference, Denver, CO, October 2015.
- Quigley, T. J. & †Bundy, J. “Corporate Social Responsibility and Strategic Choice: Toward an Understanding of how Socially Responsible CEO Actions Lead to Positive Performance,” Academy of Management Annual Meeting, Philadelphia, PA, August 2014.

- Quigley, T. J., “The CEO Effect, Managerial Discretion, and the Impact of Individual CEOs,” a Caucus organized for Academy of Management Annual Meeting, Philadelphia, PA, August 2014.
- Quigley, T. J. “Introduction to the Measurement of CEO or Leader Effects with Variance Decomposition Analysis.” Southern Management Association Annual Meeting, New Orleans, LA, November 2013 (Invited professional development presentation).
- Quigley, T. J. & Ward, A. “Skinning the Cat with a New Knife: How CEOs Continue to Manipulate Option Strike Price following the Backdating Scandal,” Strategic Management Society Annual International Conference, Atlanta, GA, October 2013.
- Fehn, A., König, A., Quigley, T.J., & Enders, A. “Conceptual Metaphors as Windows into Executives’ Minds,” Academy of Management Annual Meeting, Orlando, FL, August 2013.
- Quigley, T. J. “Corporate Social Responsibility and Strategic Choice: Toward an Understanding of how Socially Responsible CEO Actions Lead to Positive Performance,” Mid-Atlantic Strategy Colloquium – Virginia Tech, Blacksburg, VA, February 2013.
- Quigley, T. J. “The Changing Value and Impact of CEOs: Evidence from Market Reactions and Firm Performance Following Unexpected CEO Death,” Strategic Management Society Annual International Conference; Prague, Czech Republic, October 2012.
- Hambrick, D. C. & Quigley, T. J. “Toward More Accurate Contextualization of the CEO Effect on Firm Performance: A New Method and Implications.” Academy of Management Annual Meeting; Boston, MA, August 2012.
- Quigley, T. J. “The changing value of CEOs: Evidence from Market Reaction to Unexpected CEO Death, 1950 – 2009,” Academy of Management Annual Meeting; Boston, MA, August 2012.
- Burris, E., McClean, E., Detert, J., & Quigley, T. J. “Speaking Sideways or Speaking Up: How the Choice for Voice Impacts Employee Performance,” Academy of Management Annual Meeting; Boston, MA, August 2012.
- Quigley, T. J. “The changing value of CEOs: Evidence from Market Reaction to Unexpected CEO Death, 1950 – 2009,” Mid-Atlantic Strategy Colloquium - University of North Carolina, Chapel Hill, NC, December 2011.
- Quigley, T. J. “Temporal shifts in CEO Impact on US firm outcomes, 1950 – 2009,” Academy of Management Annual Meeting; San Antonio, TX, August 2011.
- Quigley, T. J. & Hambrick, D.C. “When the Former CEO Remains Board Chair: Effects on Discretion, Organizational Change, and Performance,” Academy of Management Annual Meeting; Chicago, IL, August 2009 (Best paper proceedings).
- Quigley, T. J. & Hambrick, D.C. “When the Predecessor CEO Remains on The Board: An Exploratory Analysis,” Academy of Management Annual Meeting; Anaheim, CA; August 2008.
- Quigley, T. J., Detert, J., Burris, E., & Pettit, N. “Speaking Up Sideways: Asking for and Giving Help to Coworkers in the Voice Process,” Academy of Management Annual Meeting; Anaheim, CA; August 2008.

Invited Presentations:

Towards a Strategic Governance Perspective of Digital Platform Ecosystems, University of Passau, October 2022.

The Impact of CEO Succession Planning: Crisis Versus Ordinary Times, Auburn University, June 2022.

The Impact of CEO Succession Planning: Crisis Versus Ordinary Times, Seoul National University (Virtual), October 2021.

Keynote speaker for EIASM Conference on Top Management Teams and Business Strategy Research, University of Passau, June 2019.

Board Predictive Accuracy in Executive Selection Decisions: How Do Initial Board Perceptions of CEO Quality Correspond with Subsequent CEO Career Effectiveness?, Frankfurt School and Finance & Management, February 2019.

Guest panelist, Technology Association of Georgia event on Executive Decision Making in partnership with UGA's Terry College Executive Education, May 2017.

From "How much do CEOs matter" to "Which CEOs matter," Management and Organization Department, Notre Dame University, February 2017.

Board predictive accuracy in executive selection decisions: How do initial board perceptions of CEO quality correspond with subsequent CEO career effectiveness? Organization Behavior Department, Harvard Business School, November 2016.

Invited keynote speaker to "Georgia Association of Community Hospitals" conference for healthcare executives, Lake Oconee, GA, October 2016.

Invited keynote speaker to "HealthLeaders Media CEO Exchange" conference for healthcare CEOs, Hot Springs, VA, September 2016.

Does it make sense to overpay CEOs? CEO initial pay levels and subsequent effectiveness. University of Passau, Germany, July 2014

Has the 'CEO Effect' Increased in Recent Decades? A New Explanation for the Great Rise in America's Attention to Corporate Leaders. University of Passau, Germany, July 2014

Media Coverage and Invited Articles:

Washington Post, October 12, 2022: Taylor Telford: "Study: When Companies Hire Black CEOs, their Stock Jumps"

Forbes, March 17, 2022: Jena McGregor: "Howard Schultz's Third Run As Starbucks CEO Brews Up Succession Questions"

Forbes, November 12, 2021: Jena McGregor: "GE Groomed Insiders for Years. An Outsider Is Finally Breaking It Apart"

Insigniam Quarterly, Q1, 2020: Sally Parker: "A short history of the CEO Role"

Texas CEO Magazine, Q1, 2020: Timothy Quigley: "Outsider CEOs generate more extreme results"

NBCNews.com, February 20, 2019: Eric Sherman: "New study details the sneaky way some CEOs can make money when the company's stock falls"

Fortune.com, March 25, 2019: Eric Sherman: “CEOs get big pay raises for being in the right place at the right time”

Bloomberg.com, September 28, 2018: Marine Strauss and Wei Lu: “Majority of CEOs Around the World Aren't Recession-Tested”

WION News (India) Live TV Interview, December 29, 2017: Commenting on BusinessWeek article on Global CEO Pay Index.

BusinessWeek, December 28, 2017: Anders Melin and Wei Lu: “CEOs in U.S., India Earn the Most Compared With Average Workers.”

Quartz (Qz.com), April 29, 2016: Jason Karaian: “The best way to judge a CEO’s worth is to watch what happens when they suddenly drop dead.”

Inc.com, April 11, 2016; Will Yakowicz: “Why CEOs Matter Even More Than They Used To.”

MarketWatch.com, April 1, 2016; Brett Arends: “Opinion: We’re increasingly obsessed with the rock-star CEO.”

City A.M. (London), March 4, 2016; “Just like Tidjane Thiam's departure from Prudential for Credit Suisse showed us, chief executives are becoming increasingly important to share prices.”

Atlanta Journal Constitution, December 2, 2015; Matt Kempner: “Smart? Georgia’s Gamble for a Profitable Football CEO after Richt.”

True Magazine, August, 2015; Maggie Sieger: “Fighting the Power of Disease through Leadership.”

USA Today, May 28, 2015; Matt Krantz: “What CEOs are really Worth.”

Marketplace by American Public Media and Marketplace.org, November 11, 2014; Nova Safo: “How Important is a CEO to a Company’s Success? It Depends.”

US News and World Report, April 1, 2014; Casey Quinlan: “When Superstar Executives Become a Company Liability.”

The Wall Street Journal, August 15, 2012; Leslie Kwoh: “How CEO Death Affects Markets.”

The Financial Times, July 26, 2012; Andrew Hill: “The imperial CEO is dead, long live the imperial CEO.”

Society for Human Resource Management Online, October 26, 2010; Pam Babcock: “Former CEO on board can stifle business.”

Austin American Statesman, September 25, 2010; Brian Gaar: “At Whole Foods, team management goes all the way to the top.”

Editorial Service:

Strategic Management Journal – Associate Editor (January 2020 – present)

Strategic Management Journal – Editorial Board (May 2014 – December 2019)

Reviewing Activities:

Academy of Management Journal

Administrative Science Quarterly

Strategic Management Journal

Academy of Management Review

Organization Science

Strategic Organization
 Strategy Science
 OBHDP
 Journal of Management
 Journal of Management Studies
 Corporate Governance and International Review
 INFORMS/Organization Science Dissertation Proposal Competition
 Journal of Business Economics
 Strategic Management Society Annual International Conference
 Academy of Management Meeting, BPS Division
 Academy of Management Meeting, OMT Division
 Academy of Management Meeting, SIM Division

Doctoral Student Mentoring:

- Kathryn Moore (First Year Advisor, 2020-2021)
- Eric Lee: Pennsylvania State, Smeal College of Business (Committee Member)
- Robert Campbell: Nebraska – Lincoln, College of Business (Committee Member)
- Abbie Oliver: Georgia State, Robinson College of Business (Committee Member)
- Timothy Hubbard: Notre Dame Committee Member)
- Cole Short: Pepperdine, Graziadio Business School (First Year Advisor)

Undergraduate Student Mentoring:

- Supervised two Terry College “Tour” undergraduate research assistants, Summer 2021
- Supervised CURO undergraduate research fellow, Spring 2015

Other Service Activities:

Research Methods Division of the Academy of Management Annual Awards Committee (2021)
 Treasurer for Research Methods Division of the Academy of Management (2018 – 2021)
 Faculty Advisor for Delta Sigma Pi Business Fraternity, University of Georgia (2013 – present)

Honors and Awards:

Recognition by UGA Career Center as having “contributed greatly” to career development of a student, 2015, 2021
 Best Reviewer Award, Strategic Management Journal, 2018-2019
 Best Reviewer Award, Strategic Management Journal, 2017-2018
 Best Reviewer, Corporate Strategy Interest Group, Strategic Management Society Annual International Conference, Berlin, Germany, September 2016
 MBA Teaching Excellence Award for MBA Core Class, Lehigh University, Spring 2013
 Academy of Management, BPS Division Outstanding Reviewer 2009, 2011
 Academy of Management, OMT Division Outstanding Reviewer, 2010
 Academy of Management, BPS Division Best Paper Proceedings (Top 10%), 2009
 Smeal Competitive Dissertation Summer Stipend Award, 2010
 Smeal Family Endowment Award, Penn State University, 2009, 2008, 2007
 Business Endowment Award, Pennsylvania State University, 2006
 Miltenberger Endowment Award, Pennsylvania State University, 2006
 Selected for Academy of Management BPS Dissertation Consortium, 2010
 Selected for Academy of Management BPS Doctoral Student Consortium, 2009
 Selected for SMS Doctoral Student Workshop, 2009

Graduated top of class, Executive MBA, Penn State Smeal College of Business, 2004

Previous Work Experience:

GHR Systems, Wayne, PA – Project Manager
Refinery, Inc., Huntingdon Valley, PA – VP/Director of Operations
Rodale Press, Emmaus, PA – Programmer/Database Administrator
Lehigh Valley Velodrome, Trexlertown, PA – Program Manager

Athletic Accomplishments:

Completed the six-day, 500-mile Pennsylvania Perimeter Ride Against Cancer in 2013, 2015, 2017, 2019, & 2022 (3-days) personally raising more \$35,000 for American Cancer Society and Dream Come True

Competitive Cyclist / US National Cycling Team (1989-1993)
Alternate, US Olympic Team (1992)
Pan-American Games Silver Medalist (1991) Havana, Cuba
Junior World Cycling Championships, 12th Place (1989) Moscow, USSR
Two Time US National Cycling Champion and former National Record Holder
Multiple US Collegiate Cycling Individual and Team National Championships

Other Activities and Interests:

Woodworking, gardening, bicycling, running, licensed private pilot