

Daniel L. Gamache

Terry College of Business // Department of Management // University of Georgia
C209 Benson Hall // 630 South Lumpkin Street // Athens, GA 30602

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EDUCATION

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

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

- Terry Dean's Advisory Council Distinguished Professor (2025 – present)
- Professor (with tenure) (2025 – present)
- Associate Professor (with tenure) (2020 – 2025)
- Assistant Professor (2015 – 2020)

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)

††Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. (In Press) Agent-oriented impression management: Who wins when firms publicize their new CEOs? *Journal of Management*.
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.

Gamache, D.L., Busenbark, J.R., Steinbach, A. L., & ††Lee, E., Matusik, J.G. (2024) Organization-investor fit: The role of temporal preferences in shaping investor attraction and organizational performance. *Personnel Psychology*, 77, 1159–1194.

Gamache, D.L., Pfarrer, M.D., & Curran, K. (2024) Organizational Hubris: Its Antecedents and Consequences for Stakeholder Relationships. *Strategic Management Journal*, 45: 1366-1392.

Gamache, D.L., Devers, C.E., Klien, F.B. & Hannigan, T. (2023) Shifting perspectives: How scrutiny shapes the relationship between CEO gender and acquisition activity. *Strategic Management Journal*, 44:3012-3041.

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

Diaz-Rivera, S. J., Gamache, D. L. (2025). Examining unwanted and unintended firm reputations. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

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 & REVISION

Pavićević, S. & Gamache, D.L. [Psychological Processes on Boards of Directors]
Revise and Resubmit at Academy of Management Review.

De Ruyck, B. & Gamache, D.L. [CEO Social Comparison Orientation]
Revise and Resubmit at Academy of Management Review – Under Second Review.

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

Wuorinen, S., Gamache, D.L., Shamsie, J., Schwab, A., Koopman, J.[Responses to Rivals' Change in Strategy]. *Revise and Resubmit at Strategic Organization – Under Second Review.*

†Diaz-Rivera, S., Gamache, D.L. & Pfarrer, M. [Advances in Firm Reputation Research].
Under review the Academy of Management Review.

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.*

Gamache, D.L., Li, S., Zhang, S., Zurbrugg, R., Xu, L., & Yu, C-F. TMT Harnessing confidence diversity: Exploring top management team confidence diversity and its influence on innovation efficiency. *Preparing manuscript for submission to the Academy of Management Journal.*

Gamache, D.L., Devers, C., †Diaz-Rivera, S., Hou, D., Matta, F., Mishina, Y. Cross category spillover effects among attribute specific firm reputations. *Preparing manuscript for submission to Administrative Science Quarterly.*

Gamache, D.L., Andrei, A., Blagoeva, R., & De Ruyck, B. (2025). Stuck in an Agency Mindset: Do Overpaid CEOs Prioritize Shareholders at the Expense of the Environment and Society? *Preparing manuscript for submission to the Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Gamache, D.L., Andrei, A., Blagoeva, R., & De Ruyck, B. (2025). Stuck in an Agency Mindset: Do Overpaid CEOs Prioritize Shareholders at the Expense of the Environment and Society? *Presented at the Strategic Management Society Annual Conference – San Francisco, CA*.

Gamache, D.L., Devers, C.D., †Diaz-Rivera, S., Mishina, Y., Hou, D., & Matta, F.K. (2025). Spillover Effects of Multiple Within-Firm Reputations. *Presented at the Academy of Management Annual Conference – Copenhagen, Denmark*.

†Diaz-Rivera, S., Gamache, D.L., & Pfarrer, M. (2025). Unwanted and Unintended Reputations. *Presented at the Academy of Management Annual Conference – Copenhagen, Denmark*.

†Diaz-Rivera, S., Gamache, D.L., & Pfarrer, M. (2024). Unwanted and Unintended Reputations. *Presented at the Strategic Management Society Annual Conference – Istanbul, Turkiye*.

†Diaz-Rivera, S., Blagoeva, R., & Gamache, D.L. (2024). An Examination of Layoff Waves. *Presented at the Strategic Management Society Annual Conference – Istanbul, Turkiye*.

De Ruyck, B. & Gamache, D.L. (2024). The Role of Executive Social Comparison Orientation in the Behavioral Theory of the Firm. *Presented at the Strategic Management Society Annual Conference – Istanbul, Turkiye*.

†Diaz-Rivera, S., Gamache, D.L., & Pfarrer, P. (2024). Unwanted and Unintended Reputations. *Presented at the Oxford Reputation Symposium; Oxford, U.K.*

De Ruyck, B. & Gamache, D.L. (2024). The Role of Executive Social Comparison Orientation in the Behavioral Theory of the Firm. *Academy of Management Annual Meeting – Chicago*

Gamache, D.L., Li, S., Zhang, S., Zurbrugg, R., Xu, L., & Yu, C-F. (2023) TMT Confidence Diversity and Innovation Efficiency. *Presented at the Strategic Management Society Conference – Toronto*.

Matusik, J.G., Blagoeva, R., †Shanklin, B., & Gamache, D.L. (2023). The effects of CEO Power Distance. *Presented at the Academy of Management Annual Conference – Boston*.

Gamache, D.L., Steinbach, A.L., Pan, L., Iqbal, F., Johnson, R.E., (2023). Shifting gears: The influence of CEO construal shifts on firm strategic conformity. *Presented at the INSEAD Behavioral Corporate Governance Conference – France*.

- De Ruyck, B. & Gamache, D.L. (2023). CEO social comparison orientation and responses to performance feedback. *Presented at Strategic Leadership Idea Development Event (SLIDE) Conference – Gainesville, FL.*
- 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 Salience on CEO Motivational Orientations? *Presented at the Strategic Management Society Annual Conference – Virtual Toronto.*
- 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. (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
- †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 7th Sustainability, Ethics & Entrepreneurship Conference; Washington, DC.*

Finalist: Best Paper Award.

Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblian, 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., Haleblian, 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., Haleblian, 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, SYMPOSIUM, AND PANEL DISCUSSIONS

- The Give-and-Take of Media Evaluations and Organisational Behavior (2025) – Session Co-organizer – The Oxford Centre for Corporate Reputation Annual Symposium.
- Endogeneity: Myths, Legends, and Facts – Fifth Annual (2025) – *Co-organizer and Moderator – Academy of Management Annual Conference – Copenhagen.*

Exploring Specific Social Evaluations (2025) – *Symposium Co-organizer – Academy of Management Annual Meeting – Copenhagen.*

The Role of Executives in the BTOF (2024) – *Symposium Co-organizer – Academy of Management Annual Meeting - Chicago.*

Top Executive Cognition and Business Ecosystems (2024) – *Panelist – Academy of Management Annual Conference – Chicago.*

Endogeneity: Myths, Legends, and Facts – Fourth Annual (2024) – *Co-organizer and Moderator – Academy of Management Annual Conference – Chicago.*

Endogeneity: Myths, Legends, and Facts – Third Annual (2023) – *Co-organizer and Moderator – Academy of Management Annual Conference – Boston.*

Mergers & Acquisitions: Research, Practice, & Teaching (2023) – *PDW Invited Panelist – The CEO effect in M&A behavior and performance: The role of psychological attributes. Academy of Management Annual Conference – Boston.*

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

Aligning CEO traits with corporate strategic evolution. *Executive Remuneration Research Centre Residential Seminar* (Utrecht, Netherlands) – Invited Presentation to Practitioners.

TMT Harnessing confidence diversity: Exploring top management team confidence diversity and its influence on innovation efficiency (2025) – *University of Hong Kong* (Hong Kong) – Invited Research Presentation.

TMT Harnessing confidence diversity: Exploring top management team confidence diversity and its influence on innovation efficiency (2025) – *Hong Kong Polytechnic University* (Hong Kong) – Invited Research Presentation.

TMT Harnessing confidence diversity: Exploring top management team confidence diversity and its influence on innovation efficiency (2025) – *Tilburg University* (The Netherlands) – Invited Research Presentation.

Why did they do that? Understanding the strategic choices of CEOs – an overview of strategic leadership research. (2023) – *Vlerick Business School* (Belgium) – Invited Research Presentation.

Shifting gears: The influence of CEO construal shifts on strategic conformity (2023) – *Frankfurt School of Finance and Management* (Germany)– Invited Research Presentation.

Shifting gears: The influence of CEO construal shifts on strategic conformity (2023) – *University of Zurich* (Switzerland)– Invited Research Presentation.

Shifting perspectives: How CEO job demands shape the relationship between CEO gender and acquisition activity (2022) – *University of Passau* (Germany – presented virtually) – Research Presentation and Paper Development Masterclass.

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

The implication of COVID on scholarship (2020) – Panel Discussion. *Cambridge Judge Business School* (United Kingdom, presented virtually) – *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

University of Georgia

* Sarah Diaz-Rivera (Dissertation Advisor) – Expected Graduation 2028

* Hyunjung (Elle) Yoon (Dissertation Advisor)– Graduated 2022 – Placement: Iowa State University

External Committees

* Betina De Ruyck (Vlerik Business School, External Advisory Committee Member and External Dissertation Jury Member)

* Alina Andrei (Rotterdam School of Management; Erasmus University, External Dissertation Committee Member)

* Stefan Wuorinen (Michigan State University, External Committee Member, Graduated 2022)

SELECTED SERVICE

Search Committee Chair – Strategy Hire (2025) – Hired Jeff Lovelace

International Research Fellow, Oxford University Centre for Corporate Reputation, 2024 - present

Representative-At-Large for the Strategic Leadership & Governance Interest Group – Strategic 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 – Strategic Management Society – 2017-2018.

REVIEWING AND EDITORIAL ACTIVITIES

Associate Editor, *Strategic Management Journal*, 2026 - present

Editorial Board, *Administrative Science Quarterly*, 2021 – present

Editorial Review Board, *Academy of Management Review*, 2017 – present

Outstanding Reviewer Award, 2025

Outstanding Reviewer Award, 2024
Best Developmental Reviewer, 2022
Bridge Reviewer Mentor Award, 2022
Outstanding Reviewer Award, 2018
Mentor, AMR Paper Development Program, 2025-
Editorial Review Board, *Academy of Management Journal*, 2019 – present
Best Reviewer Award, 2025
Best Reviewer Award, 2023
Best Reviewer Award, 2020
Editorial Review Board, *Strategic Management Journal*, 2020 – 2025
Ad hoc reviewer for Strategic Organization, 2025 - present
Ad hoc reviewer for Strategic Entrepreneurship Journal, 2023 - present
Ad hoc reviewer for Research Policy, 2023 – present
Ad hoc reviewer for Personnel Psychology, 2023 – present
Ad hoc reviewer for Strategy Science, 2022-present
Ad hoc reviewer for Organization Science, 2018 - 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 Administrative Science Quarterly, 2019 – 2021
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
2024 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
2024 Outstanding Reviewer Award – Stakeholder Strategy Interest Group
Reviewer for Strategic Management Society Special Conferences, 2016 - present

HONORS & AWARDS

Outstanding Reviewer Award – Stakeholder Strategy Interest Group at Strategic Management Society Annual Conference, 2024
Best Reviewer Award – Behavioral Strategy Interest Group at Strategic Management Society Annual Conference, 2024
Outstanding Reviewer – Academy of Management Review, 2024
UGA Career Center Acknowledgement (contributions to students' career success), 2016, 2019, 2023

Best Reviewer Award – Academy of Management Journal, 2023
Research Methods 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
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