

RADINA R. BLAGOEVA

Assistant Professor, Department of Management
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ACADEMIC APPOINTMENT

University of Georgia, Terry College of Business
Assistant Professor, (2020 – present)

EDUCATION

Erasmus University Rotterdam, Rotterdam School of Management, The Netherlands
PhD Strategic Management, 2020, *cum laude*
Dissertation Title: The hard power of soft power: A behavioral strategy perspective on how power, reputation and status affect firms, <https://repub.eur.nl/pub/127681>
Promoters: Dr. Justin Jansen (Chair), Dr. Tom Mom
Committee Members: Dr. Gerard George, Dr. Scott Graffin, Dr. Vareska van de Vrande, Dr. Pursey Heugens, Dr. Flore Bridoux

Singapore Management University, Lee Kong Chian School of Business, Singapore
Visiting PhD, 2017 (3 months)
Sponsors: Dr. Gerard George, Dr. Heli Wang

Erasmus University Rotterdam, Rotterdam School of Management, The Netherlands
MPhil Strategic Management and Entrepreneurship, 2015
cum laude (top 5% of all graduates since program inception in 2004)

RESEARCH INTERESTS

I am interested in behavioral strategy, and more specifically, in the interactions and mutual influences of CEOs, firms, and financial markets. I focus on the impact of biases on (1) CEO decision-making and communication and (2) financial market evaluations of firms' strategic initiatives and communication efforts. I often look at those through a relational lens.

Behavioral strategy, corporate governance, corporate communications, power, reputation, M&A, CSR

REFEREED JOURNAL PUBLICATIONS

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

Blagoeva RR, Kavusan K, Jansen JJP. 2020. Who violates expectations when: How firms' growth and dividend reputations affect investors' reactions to acquisitions. *Strategic Management Journal*, 41: 1712-1742.

Blagoeva RR, Mom TJM, Jansen JJP, George G. 2020. Problem-solving or self-enhancement?: A power perspective on how CEOs change R&D search in the face of inconsistent feedback. *Academy of*

Management Journal, 63: 332-355.

PAPERS UNDER REVIEW

Blagoeva RR, Acharya A, Graffin SG, Reddick JJ[†]. (The Consequences of CEOs' Use of Powerful Language for CEOs and Their Firms). R&R at *Strategic Management Journal*

Blagoeva RR, Kavusan K, Graffin SG, Park H[†]. (Investor reactions to acquisitions of divested assets). Under review at *Academy of Management Journal*

WORK IN PROGRESS

CEO Power and the People. Preparing for submission. With James Matusik, Brady Shanklin[†] and Daniel Gamache. Target Journal: *Organization Science*

CEO overpay and stakeholder strategy. Writing stage. With Bettina De Ruyck and Daniel Gamache. Target journal: *Academy of Management Journal*

CEO power, CEO personality and CEO non-dismissals. Data analysis. With Meng Xu[†], Mirko Benischke, and Michael Withers. Target journal: *Academy of Management Journal*

Firms' response to economic crisis. Data analysis. With Farhan Iqbal[†], Justin Jansen and Gerry George. Target journal: *Strategic Management Journal*

Investors' reaction to an appointment of a director with a sin reputation. Data collection. With Ilaria Orlandi. Target journal: *Strategic Management Journal*

CONFERENCE PRESENTATIONS

Blagoeva RR, Kavusan K, Graffin SG, Park H[†]. Investor Reactions to Acquisitions of Divested Assets: In Search of Sellers' Ulterior Motives, *Strategic Management Society Annual Conference*, Toronto, 2023
* *Nominated for the SMS Annual Conference Best Paper Prize*

Matusik J, Blagoeva RR, Shanklin[†] B, Gamache D. Power and the People: CEO Structural Power Predicts Indifference Towards Social Stakeholders, *Academy of Management Annual Meeting*, Boston, 2023

Matusik J, Blagoeva RR, Shanklin[†] B, Gamache D. Power and the people: CEO structural power predicts indifference towards social stakeholders. *Strategic Management Society Annual Conference*, London, 2022

Blagoeva RR, Benischke M, Withers M. The configurational effect of CEO power and personality on CEO overpay. *Academy of Management Annual Meeting*, Seattle, 2022

Blagoeva RR, Acharya A, Graffin SG. The antecedents and consequences of CEOs' use of powerful language. *Southern Management Association Annual Meeting*, New Orleans, 2021

Matusik J, Blagoeva RR, Shanklin[†] B, Gamache D. Power and the people: CEO structural power predicts indifference towards social stakeholders. *Southern Management Association Annual Meeting*, New Orleans, 2021

* *Best Paper Award, Strategy Track*

Blagoeva RR, Benischke M, Withers M. The Influence of CEO power and personality on compensation: A configurational approach. *Strategic Management Society Annual Conference*, Toronto (virtual), 2021

Blagoeva RR, Benischke M, Withers M. The influence of CEO power and personality on compensation: A configurational approach. *International QCA Paper Development Workshop*, (virtual) 2020

Blagoeva RR. Do financial markets discriminate low status CEOs: A socio-linguistic perspective. Poster presentation. *Strategic Management Society Annual Conference*, Minneapolis, 2019

Blagoeva RR. Why do investors discriminate low status CEO: A socio-linguistic perspective. *Strategic Management Society Special Conference*, Las Vegas, 2019

Blagoeva RR, Mom TJM, Jansen JJP, George G. When the problem-solver becomes a self-enhancer: A cognitive perspective on how CEOs change R&D search in the face of inconsistent feedback. *International Corporate Governance Society Annual Conference*, Shanghai, 2018

Blagoeva RR, Kavusan K, Jansen JJP. Who violates expectations? Categorization, framing, and market reaction to acquisition announcements. *Strategic Management Society Annual Conference*, Paris, 2018

Blagoeva RR, Kavusan K, Jansen JJP. Categorization, framing, and market reaction to acquisition announcements. *Strategic Management Society Special Conference*, Costa Rica, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. The interactive role of negative external feedback and perceived feedback quality on R&D intensity. *Strategic Management Society Annual Conference*, Houston, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. When do managers not listen?: A behavioral perspective on negative feedback from financial analysts. *International Corporate Governance Society Annual Conference*, Rome, 2017

Blagoeva RR, Kavusan K, Jansen JJP. Use of framing to mitigate negative market reactions to acquisitions. *Academy of Management Annual Meeting*, Atlanta, 2017

Blagoeva RR, Kavusan K, Jansen JJP. The role of categorization and framing in explaining market reactions to acquisitions. *Frontiers in MOC-TIM Conference*, Zurich, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. Organizational non(responsiveness) to negative external feedback from financial analysts: A contingency model. *Academy of Management Annual Meeting*, Anaheim, 2016

SELECTED WORKSHOPS

- SL&G IG Professional Development Workshop, Strategic Management Society, 2022
- OMT Junior Faculty Consortium at the Academy of Management Annual Meeting, 2022
- Centre for Corporate Reputation Symposium Workshop, Oxford 2019
- STR Dissertation Consortium at the Academy of Management Annual Meeting, 2019
- Strategic Management Society Special Conference Las Vegas Early Career Workshop, 2019
- International Corporate Governance Society Doctoral Consortium, 2018
- Strategic Management Society SRF Workshop, 2018
- European Academy of Management Doctoral Colloquium, 2018

- Strategic Management Society Annual Doctoral Workshop, 2017

PROFESSIONAL ACTIVITIES

Professional Service

Member of Editorial Review Board, *Organization Science*, 2022 – Current

* *Best Reviewer Award*, 2023

Representative-at-large, *Strategic Management Society*, Research Methods Community, 2021- 2022

* *Outstanding Service as Representative-at-large*, 2022

Ad hoc Reviewer: *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management*, *Journal of Management Studies*, *Research Policy*

Reviewer for the SMS Annual Conference PhD Paper Prize, 2022-2023

Reviewer for the SMS Annual Conference Research Methods Paper Prize, 2021-2023

Conference Reviewer: Academy of Management Annual Meeting, Strategic Management Society Conferences, and International Corporate Governance Society Annual Conference

Professional Conference Service

Organizer. How to Identify and Test Causal Mechanisms of the Decision-Making Process in Corporate Governance, Academy of Management Annual Meeting, Boston, 2023

Organizer. Addressing Endogeneity in Strategic Leadership and Governance Research. Strategic Management Society Annual Conference, Toronto (virtual), 2021

Panelist. Research Methods Community Doctoral Student and Junior Faculty Consortium, Strategic Management Society, (virtual), 2021

Organizer. How to Identify and Test Causal Mechanisms of the Decision-making Process in Corporate Governance, Academy of Management Annual Meeting, Boston, 2019

Organizer. OMT Eats, Academy of Management Annual Meeting, Boston, 2019

Discussion table recorder. Global Responsible Research Summit in Business and Management, hosted by the Erasmus University Rotterdam, 2019

University of Georgia Service

Management department, BBA Accreditation process (selected management courses) (2022-Present)

AWARDS

- Best Reviewer Award, *Organization Science*, 2023
- Outstanding Service as Representative-at-large, Research Methods Community, Strategic Management Society, 2022

- Outstanding Reviewer Award, Strategic Management Society Annual Meeting, SL&G IG, 2022, 2021 & 2020
- ERIM Dissertation Award, Erasmus Research Institute of Management, 2020
- PhD Teacher of the Year Award, SM&E Department, Erasmus University Rotterdam, 2020
- Above and Beyond the Call of Duty (ABCD) Award, OMT, Academy of Management Annual Meeting, 2019

GRANTS AND SCHOLARSHIPS

- Centre for Corporate Reputation stipend **€300**, 2019
- Strategic Management Society Special Conference Las Vegas Early Career Workshop scholarship **\$385**, 2019
- Erasmus University Rotterdam Talent Placement Programme, 2018
- Strategic Management Society SRF Dissertation Research Program Grant **\$10,000**, 2017
- Strategic Management Society Annual Doctoral Workshop scholarship **\$815**, 2017
- Erasmus Trustfond research visit grant **€750**, 2017
- Erasmus Trustfond conference participation grant **€500**, 2016, 2018

TEACHING

University of Georgia, Terry College of Business, The US

PhD courses

Strategic Management IV, Spring 2023

Undergraduate courses

International Strategic Management, Spring 2021-2023

Student Mentoring

Supervised TOUR student, Spring 2022-2023

Supervised UGA Young Dawgs Program Internship, Summer 2021, Summer 2022

Erasmus University Rotterdam, Rotterdam School of Management, The Netherlands

MSc Strategic Management courses

Strategic Leadership and Corporate Governance (co-instructor) 2018-2020 (Avg. **4.7/5.0**)

Master Thesis Supervision 2016-2020 (Avg. **4.7/5.0**)

BSc (International) Business Administration courses

Bachelor Internship (instructor) 2017-2018 (Avg. **4.2/5.0**)

Erasmus Consultancy Project: Indonesia (co-instructor) 2018 (**4.1/5.0**)

Research Training and Bachelor Thesis (co-instructor) 2017 (**4.9/5.0**)

OTHER SKILLS AND INTERESTS

Software: Stata, R, Diction, LIWC, fsQCA

Statistical skills: Content analysis, panel data analysis, Arellano–Bond dynamic panel estimator, 2SLS regression, Heckman two-stage estimation, sample matching techniques, endogeneity checks, fuzzy set qualitative comparative analysis (fsQCA)

Languages: English (fluent), Dutch (basic), Bulgarian (Native)

Hobbies: travelling, dancing, jigsaw puzzles

REFERENCES

Justin J.P. Jansen

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