

## RADINA R. BLAGOEVA

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Terry College of Business, University of Georgia  
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Feb 2025

### ACADEMIC APPOINTMENT

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

### EDUCATION

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**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

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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/ESG

### REFEREED JOURNAL PUBLICATIONS

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(at time of submission: † denotes current or former UGA PhD student; †† denotes PhD student at other institutions)

**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

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Wu W<sup>††</sup>, Tong L, Blagoeva RR. (CEO political ideology and strategy uniqueness). 2<sup>nd</sup> Revise & Resubmit at *Strategic Management Journal*

Blagoeva RR, Kavusan K, Graffin SG, Park H<sup>†</sup>. (Investor reactions to acquisitions of divested assets). Revise & Resubmit at *Organization Science*

Blagoeva RR, Matusik J, Gamache D, Shanklin B. (CEO Power and the People). Under review at *Journal of Management*

## SELECTED WORK IN PROGRESS

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CEO power, CEO personality, and CEO non-dismissals. With Meng Xu<sup>†</sup>, Mirko Benischke, and Michael Withers. Preparation for submission. Target journal: *Academy of Management Journal*

CEO overpay and stakeholder strategy. With Bettina De Ruyck<sup>††</sup>, Alina Andrei, and Daniel Gamache. Writing stage. Target journal: *Academy of Management Journal*

Symbolic and substantive strategies to address feelings of relative deprivation. With Acharya A, Graffin SG, Reddick JJ<sup>†</sup>. Writing stage. Target Journal: *Strategic Management Journal*

Layoff waves. With Sarah Diaz-Rivera<sup>†</sup> and Daniel Gamache. Data collection stage. Target journal: *Academy of Management Journal*

Acquisitions of divested assets by different types of sellers. Data collection stage. With Paul Nary. Target Journal: *Strategic Management Journal*

## CONFERENCE PRESENTATIONS

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Xu M<sup>†</sup>, Blagoeva RR, Benischke M, Withers M. From potential to materialization: The configurational effect of CEO power and personality on CEO non-dismissal, *International Corporate Governance Society*, Phoenix (ASU), 2024

Blagoeva RR, Acharya A, Reddick JJ<sup>†</sup>. A Relational Perspective on CEOs' Use of Powerless Language, *Strategic Management Society Annual Conference*, Istanbul, 2024

Xu M<sup>†</sup>, Blagoeva RR, Benischke M, Withers M. From potential to materialization: The configurational effect of CEO power and personality on CEO non-dismissal, *Strategic Management Society Annual Conference*, Istanbul, 2024

Blagoeva RR, Acharya A, Graffin SG, Reddick JJ<sup>†</sup>. A Relational Perspective on CEOs' Use of Powerless Language, *Academy of Management Annual Meeting*, Chicago, 2024

Blagoeva RR, Kavusan K, Graffin SG, Park H<sup>†</sup>. 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<sup>†</sup> 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<sup>†</sup> 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<sup>†</sup> 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**

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- SL&G IG Professional Development Workshop, Strategic Management Society, 2022, 2024
- 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**

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### **Professional Service**

Member of Editorial Review Board, *Organization Science*, 2022 – Current  
\* *Best Reviewer Award*, 2023

Member of Editorial Review Board, *Journal of Management*, 2024 – Current

Track Co-chair, *International Corporate Governance Society Annual Conference (hosted by ASU)*, USA, 2023  
*Track A: Integrative Views of Corporate Governance*

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 Studies*, *Research Policy*, *Strategic Organization*, *Long Range Planning*

Reviewer for the SMS Annual Conference PhD Paper Prize, 2022-2024

Reviewer for the SMS Annual Conference Research Methods Paper Prize, 2021-2024

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

### **Professional Conference Service**

Session co-chair. CEO Succession and Top Management Team Dynamics. International Corporate Governance Society, Phoenix (ASU), 2024

Session chair. Examining the effects of CEO power. Strategic Management Society Annual Conference, Istanbul, 2024

PDW co-organizer. Testing Causal Mechanisms of the Decision-Making Process in Corporate Governance, Academy of Management Annual Meeting, Chicago, 2024

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

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

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

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

Co-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**

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- 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**

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- 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**

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**University of Georgia**, Terry College of Business, The US

*PhD courses*

Strategic Management IV, Spring 2023

*Undergraduate courses*

International Strategic Management, Spring 2021-2024

*Student Mentoring*

Supervised TOUR student, Spring 2022-2024

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**

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**Software:** Stata, LIWC, fsQCA, Diction, R

**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**

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**Justin J.P. Jansen**

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