

R. Michael Holmes Jr., Ph.D.
Jim Moran Professor of Strategic Management
Management Doctoral Program Coordinator
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ACADEMIC PROFESSIONAL EXPERIENCE

Florida State University	Tallahassee, FL
Jim Moran Professor of Strategic Management	2021-Present
Doctoral Program Coordinator	2015-2023, 2025
Jim Moran Associate Professor of Strategic Management	2017-2021
Associate Professor of Management (promoted with tenure)	2016-2017
Dean's Emerging Scholar	2014-2016
Assistant Professor of Management/Entrepreneurship	2010-2016
University of Johannesburg	Johannesburg, SA
Visiting Professor	2019-Present
Louisiana State University	Baton Rouge, LA
Assistant Professor of Management	2008-2010
Texas A&M University	College Station, TX
Graduate Student Instructor	2005-2008
Research Assistant	2003-2008

EDUCATION

Texas A&M University	College Station, TX
Doctor of Philosophy	2008
Business Administration	
Areas of Study: Strategic Management, Entrepreneurship, and Research Methods	
University of Alabama	Tuscaloosa, AL
Bachelor of Science, <i>cum laude</i>	2000
Commerce and Business Administration	
Areas of Study: Quantitative Finance and Economics	

PRIMARY RESEARCH FOCUS

Microfoundations of strategy, entrepreneurship, and international business
The emergence of institutions and their implications for management

CAREER RECOGNITION

College of Business Outstanding Research Award - Senior Faculty (Florida State University, 2022)
College of Business Core Values Award (Florida State University, 2021)
College of Business Graduate Teaching Award (Florida State University, 2020)
Nominated for six other University or College teaching awards (Florida State University, 2015-2020, 2024)
Dean's Award for Outstanding Teaching by a Doctoral Student (Texas A&M University, 2008)
Dean's Award for Outstanding Research by a Doctoral Student (Texas A&M University, 2006)

ACADEMIC PUBLICATIONS AND ACCEPTED ARTICLES

Bernerth, J. B., Pepe, J., Carter, M. Z., Holmes, R. M., & Hochwarter, W. A. in press. The unintended consequences of state policies on entrepreneurial activity and quality of work life: A social impact study: *Journal of Applied Psychology*.

Bouchra, N. H., Zahn, E., Aziz, H. A., Kirkland, C. M., & Holmes, R. M. in press. The impact of entrepreneurial cognition on opportunity-capitalizing capabilities and business model change: Evidence from Egypt. *Africa Journal of Management*.

Foss, N. J., Klein, P. G., Holmes, R. M., & Terjesen, S. A. in press. Counterpoint: Capitalism, socialism, and management and organization scholarship. *Journal of Management Studies*.

❖ Invited and editorially reviewed.

Holmes, R. M., Holcomb, T. R., & Hodge, A. M. in press. Creating and leveraging actionable mission statements. *Organizational Dynamics*.

❖ Special issue on “Strategy Implementation”

Holmes, R. M., & Nickerson, J. A. in press. A crisis of jealousy and despair: A theory of rising political polarization and why managers and business schools should care about it. *Strategic Management Review*.

❖ Authors contributed equally and are listed alphabetically

Holmes, R. M., Xu, K., & Hitt, M. A. in press. Political institutions, the institutional milieu, and inward foreign direct investment. *Journal of Business Research*.

❖ Special issue on “Democracy and International Business”

Paustian-Underdahl, S., Hideg, I., Lam, J., Devine, R. A., Holmes, R. M., & Lamont, B. T. in press. Mind the gap: A psychological and structural perspective on activist shareholders’ targeting of female CEOs. *Journal of Management*.

Klein, P. G., Holmes, R. M., Foss, N. J., Terjesen, S. A., & Pepe, J. A. 2024. Government and cronyism: A reply to Chalmers’s comment. *Academy of Management Perspectives*, 38: 106-119.

❖ Exchange paper

Smith, M. B., Wu, I.-H., Holmes, R. M., & Hodge, A. M. 2024. An integrative conceptual review of multi-perspective frameworks in personality research and a roadmap for extended applications in organizational psychology. *Journal of Applied Psychology*, 109: 1513-1532.

❖ Editor’s Choice Article

❖ Integrated Conceptual Review

❖ Lead article

Wang, G., Devine, R. A., Molina-Sieiro, G., & Holmes, R. M. 2024. Strategic leaders and corporate social responsibility: A meta-analytic review. *Journal of Management*, 50: 2675-2714.

DeGhetto, K., Holmes, R. M., Lamont, B. T., Licianetti, L., & Kasapoğlu, M. M. 2023. New ventures going global: Cognition and context. *Journal of Small Business Management*, 61: 2732-2761.

Galdino, K. M., Molina-Sieiro, G., Lamont, B. T., & Holmes, R. M. 2023. Factor markets, institutional quality, and firm formalisation: The contingent effect of economic conditions at the founding stage. *International Small Business Journal*, 41: 432-461.

Molina-Sieiro, G., Galdino, K. M., & Holmes, R. M. 2023. Ownership types, institutions, and the internationalization of emerging economy new ventures: Evidence from Africa. *Small Business Economics*, 60: 1121-1145.

- Holmes, R. M., Waldman, D. A., Siegel, D. S., & Pepe, J. A. 2022. Declining trust in capitalism: Managerial, research, and public policy implications. *Academy of Management Perspectives*, 36: 984-1006.
- ❖ Profiled in the Academy of Management Insights series, which highlights influential work
- Klein, P. G., Holmes, R. M., Foss, N. J., Terjesen, S. A., & Pepe, J. A. 2022. Capitalism, cronyism, and management scholarship: A call for clarity. *Academy of Management Perspectives*, 36: 6-29.
- ❖ Best Paper Award
 - ❖ Lead article
 - ❖ Profiled in the Academy of Management Insights series, which highlights influential work
- Palmer, J. C., Wang, G., Molina-Sieiro, G., & Holmes, R. M. 2022. Measuring in the dark? A discussion of and recommendations for measuring narcissism in micro and macro research. *Zeitschrift für Psychologie*, 230: 335-337.
- ❖ German journal (*Journal of Psychology*).
 - ❖ Special issue on “Dark Personality in the Workplace”
- Devine, R. A., Holmes, R. M., & Wang, G. 2021. Do executives’ aesthetic attributes matter to career and organizational outcomes? A critical review and theoretical integration. *The Leadership Quarterly*, 101478.
- ❖ Annual review issue
 - ❖ Second and third authors contributed equally and are listed alphabetically
- Hitt, M. A., Arregle, J.-L., & Holmes, R. M. 2021. Strategic management theory in a post-pandemic and non-ergodic world. *Journal of Management Studies*, 58: 257-262.
- ❖ Invited and editorially reviewed
 - ❖ Wiley Top Cited Article Award
- Hitt, M. A., Holmes, R. M., & Arregle, J.-L. 2021. The (COVID-19) pandemic and the new world (dis)order. *Journal of World Business*, 56(4): 101210.
- ❖ Nominated for Best Phenomenon-based Paper Award
- Holmes, R. M., Hitt, M. A., Perrewé, P. L., Palmer, J. C., & Molina-Sieiro, G. 2021. Building cross-disciplinary bridges in leadership: Integrating top executive personality and leadership theory and research. *The Leadership Quarterly*, 32: 101490.
- ❖ Annual review issue
- Sutton, T., Devine, R. A., Lamont, B. T., & Holmes, R. M. 2021. Resource dependence, uncertainty, and the allocation of corporate political activity across multiple jurisdictions. *Academy of Management Journal*, 64: 38-62.
- ❖ Referenced in *Salon*
- Vanacker, T., Zahra, S. A., & Holmes, R. M. 2021. Corporate entrepreneurship, country institutions, and firm financial performance. *Journal of World Business*, 56(3): 101129.
- ❖ Nominated for Best Paper Award
 - ❖ Special issue on “Corporate Entrepreneurship”
- DeGhetto, K., Lamont, B. T., & Holmes, R. M. 2020. Safety risk and international investment decisions. *Journal of World Business*, 55: 101129.

- Palmer, J. C., Holmes, R. M., & Perrewé, P. L. 2020. The cascading effects of CEO dark triad personality on subordinate behavior and firm performance: A multi-level theoretical model. *Group & Organization Management*, 45: 143-180.
- ❖ Best Conceptual Paper Award
 - ❖ Special conceptual issue
- Agarwal, R. A., & Holmes, R. M. 2019. Let's not focus on income inequality. *Academy of Management Review*, 44: 450-460.
- ❖ Dialogue paper
 - ❖ Authors contributed equally and are listed alphabetically
 - ❖ Referenced in *Forbes*
- Devine, R. A., Molina-Sieiro, G., Holmes, R. M., & Terjesen, S. A. 2019. Female-led high growth: Examining the role of human and financial resource management. *Journal of Small Business Management*, 57(1): 81-109.
- ❖ Special issue on "High Growth Women's Entrepreneurship"
- Pryor, C., Holmes, R. M., Webb, J. W., & Liguori, E. W. 2019. Top executive goal orientations' effects on environmental scanning and performance: Differences between founders and non-founders. *Journal of Management*, 45: 1958-1986.
- Ellis, K. M., Lamont, B. T., Holmes, R. M., Ro, S., Faifman, L., DeGhetto, K., Parola, H. 2018. Institutional determinants of ownership positions of foreign acquirers in Africa. *Global Strategy Journal*, 8: 242-274.
- Holmes, R. M., Hoskisson, R. E., Kim, H., Wan, W. P., & Holcomb, T. R. 2018. International strategy and business groups: A review and future research agenda. *Journal of World Business*, 53: 134-150.
- Wang, G., Holmes, R. M., Devine, R. A., & Bishoff, J. 2018. CEO gender differences in careers and the moderating role of country culture: A meta-analytic investigation. *Organizational Behavior and Human Decision Processes*, 148: 30-53.
- ❖ Selected for the journal's annual Research Insights series, which highlights influential studies
- Steinbach, A., Holcomb, T. R., Holmes, R. M., Devers, C. E., & Cannella, A. A. 2017. Top management team incentive heterogeneity, strategic investment behavior, and performance: A contingency theory of incentive alignment. *Strategic Management Journal*, 38: 1701-1720.
- Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K., & Sutton, T. 2016. The effects of location and MNC attributes on MNCs' establishment of foreign R&D centers: Evidence from China. *Long Range Planning*, 49: 594-613.
- ❖ Special issue on "China Business and International Competitiveness"
- Holmes, R. M., Zahra, S. A., Hoskisson, R. E. DeGhetto, T., & Sutton, T. 2016. Two-way streets: The role of institutions and technology policy for firms' corporate entrepreneurship and political strategies. *Academy of Management Perspectives*, 30: 247-272.
- ❖ Special symposium on "Economic Freedom"
- Wang, G., Holmes, R. M., & Oh, I-S., Zhu, W. 2016. Do CEOs matter to firm performance? A meta-analytic review, theoretical extension, and future agenda. *Personnel Psychology*, 69: 775-862.
- ❖ Society of Industrial Organization Psychology William A. Owens Scholarly Achievement Award
 - ❖ Lead article
 - ❖ *Web of Science* Highly Cited Paper (2025)
 - ❖ Synopsized for the Center for Executive Succession, University of South Carolina

- Holmes, R. M., Miller, T., Hitt, M. A., & Salmador, M. P. 2013. The interrelationships among informal institutions, formal institutions, and inward foreign direct investment. *Journal of Management*, 39: 531-566.
- ❖ Emerald Citations of Excellence Award (recognizes highly cited and influential articles)
 - ❖ *Web of Science* Highly Cited Paper (2016-2024)
- Holmes, R. M., Bromiley, P., Devers, C. E., Holcomb, T. R., & McGuire, J. B. 2011. Management theory applications of prospect theory: Accomplishments, challenges, and opportunities. *Journal of Management*, 37: 1069-1107.
- ❖ Annual review issue
- Certo, S. T., Holcomb, T. R., & Holmes, R. M. 2009. A synthesis of IPO research in management and entrepreneurship: Moving the research agenda forward. *Journal of Management*, 35: 1340-1378.
- ❖ Annual review issue
- Holcomb, T. R., Holmes, R. M., & Connelly, B. L. 2009. Making the most of what you have: Managerial ability as a source of resource value creation. *Strategic Management Journal*, 30: 457-485.
- ❖ Lead article
 - ❖ Abstracted in Harvard Business School Working Knowledge Series (January 3, 2016)
- Holcomb, T. R., Ireland, R. D., Holmes, R. M., & Hitt, M. A. 2009. Architecture of entrepreneurial learning: Exploring the link among heuristics, knowledge, and action. *Entrepreneurship Theory and Practice*, 33: 167-192.
- ❖ Special issue on “Strategic Entrepreneurship”
- Certo, S. T., Holmes, R. M., & Holcomb, T. R. 2007. The influence of people on the performance of IPO firms. *Business Horizons*, 50: 271-276.
- ❖ Invited and editorially reviewed
- Devers, C. E., Wiseman, R. M., & Holmes, R. M. 2007. The effects of endowment and loss aversion in managerial stock option valuation. *Academy of Management Journal*, 50: 191-208.
- ❖ Referenced in *The Wall Street Journal* and on washingtontimes.com

BOOK CHAPTERS

- Hitt, M. A., Holmes, R. M., & Mistry, S. 2023. Agility, strategies, dynamic capabilities, stakeholders, and strategic leadership in the new normal environment. In S. Zaccaro, N. J. Hiller, & Klimoski, R. (Eds.). *SIOP Frontiers Book Series: Senior Leadership Teams and the Agile Organization*: 336-362. Oxfordshire, England, UK: Routledge.
- DeGhetto, K., Sutton, A. L., Holcomb, T. R., & Holmes, R. M. 2015. It's who you know and what you do: How SMEs from developing economies capitalize on personal ties to create bargaining power with foreign multinational alliance partners. In T. K. Das (Ed.), *Research in Strategic Alliances: Strategic Alliances for SME Development*: 121-155. Charlotte, NC: IAP-Information Age Publishing.
- Chen, J., & Holmes, R. M. 2006. Theory and empirical evidence on R&D globalization in Chinese firms. In H. Li (ed.), *Growth of New Technology Ventures in China's Emerging Market*: 261-286. Northampton, MA: Edward Elgar Publishing.
- Holcomb, T. R., Holmes, R. M., & Hitt, M. A. 2006. Diversification to achieve scale and scope: The strategic implications of resource management for value creation. In J.A.C. Baum, S. Dobrev, & A. van Witteloostuijn (eds.), *Advances in Strategic Management: Ecology and Strategy*, vol. 23: 549-587. Oxford, UK: JAI-Elsevier Science.

ARTICLES FOR PRACTITIONERS AND POPULAR PRESS

Holmes, R. M., & Nickerson, J. A. 2024. Risky business: Why executives keep finding themselves in political firestorms. *The Conversation*, May 28.

- ❖ Authors contributed equally and are listed alphabetically
- ❖ Reprinted in several media outlets, including *Yahoo Finance*, *Japan Today*, and msn.com

Siegel, D. S., & Holmes, R. M. 2023. How business can address waning trust in capitalism. *LSE Business Review*, June 13.

Devine, R. A., & Holmes, R. M. 2022. Corporate spending in state politics and elections can affect everything from your wallet to your health. *The Conversation*, October 20.

- ❖ Updated version of Devine & Holmes (2020) in the same outlet
- ❖ Reprinted in several media outlets, including *Yahoo News*.

Devine, R. A., & Holmes, R. M. 2020. Money talks: Big business, political strategy and corporate involvement in US state politics. *The Conversation*, June 29.

- ❖ Reprinted in several media outlets, including Salon.com and WallStreetWindow.com

Holmes, R. M. 2019. Why are there so few women CEOs? *The Conversation*, September 5.

- ❖ Referenced or reprinted in several media outlets, including CBS-affiliated WCTV, *Florida Trend* magazine, *Market Business News*, *Salon*, and *SciMag News*, among others

MANUSCRIPTS UNDER REVIEW (titles redacted to preserve double-blind review)

Holmes, R. M., Xu, K., Jha, S., & Hitt, M. A. Target: *Management Science*. Proposal submitted.

Smulowitz, S., Lu, A., & Holmes, R. M. Target: *Journal of Management*. Revise and resubmit.

OTHER MANUSCRIPTS IN PROGRESS

Holmes, R. M., Holcomb, T. R., Sutton, A. L., DeGhetto, K., & Molina-Sieiro, G. How do managers process information about expected returns? The impact of outcome magnitude, time, and intuitive decision making on opportunity exploitation in entrepreneurship. Target: *Journal of Management*.

Holmes, R. M., Lamont, B. T., Webb, J. W., Molina-Sieiro, G., Namatovu, R., & Bagire, V. The effects of informal and formal institutions on entrepreneurs' behavior and performance: Evidence from Uganda. Target: *Academy of Management Journal*.

Holmes, R. M., Lim, S., Hitt, M. A., & Choi, K. S. The roles of CEO personality and corporate governance in the development and exploitation of intangible capital. Target: *Strategic Management Journal*.

Holmes, R. M., Rousseau, H. E., Hodge, A. M., & Kirkland, C. M. A review of the management literature on marginalized populations. Target: *Journal of Business Ethics*.

Maslach, D., Holmes, R. M., King, D. R., & Devine, R. A. Motivations to engage in the sharing economy: Evidence from a field experiment. Target: *Strategic Entrepreneurship Journal*.

Molina-Sieiro, G. M., Holmes, R. M., & Lamont, B. T. The influence of family ownership, institutions, and factor markets on ownership positions in Latin American firms' cross-border M&As. Target: *Journal of International Business Studies*.

RESEARCH GRANTS AND FUNDING

Florida State University College of Business (salary support): Dean's Summer Research (2012-2025)
 Charles C. Koch Foundation (\$150,000): Grant for Entrepreneurship Education (4-year stipend for one doctoral student) (2020-2023)
 Florida State University (\$1,500, \$1500, \$1,000): Provost Travel Grant (2014, 2017; 2019)
 Jim Moran Institute for Global Entrepreneurship (\$5,000; \$2,000): Entrepreneurship Research (2011; 2017)
 Florida State University (salary support): First Year Assistant Professor Program Summer Research (2011)
 Texas A&M University Center for New Ventures and Entrepreneurship (\$5,000): Entrepreneurship Research (2008)
 Texas A&M University Mays Business School (salary support): Summer Research Program (2004-2005)
 Texas A&M University Center for International Business Studies (\$1,000): International Business Research (2004)

CONFERENCE PROCEEDINGS, BEST PAPERS, AND BEST PAPER NOMINATIONS

Galdino, K. M., Molina-Sieiro, G., & Holmes, R. M. 2020. The effects of ownership and home country institutions on the internationalization of African new ventures. *Best Paper Proceedings African Academy of Management Biennial Conference* (nominated). Lagos, Nigeria.
 Webb, J. W., Holmes, R. M., Pryor, C. G., & Liguori, E. L. 2014. Top managers' goal orientations and their influence on environmental scanning behaviors and firm performance. *Outstanding Paper Award – Strategic Management Track. Southern Management Association Meetings*. Savannah, GA.
 Holmes, R. M., & Sutton, A. 2013. The effects of loss aversion, risk-taking propensity, and outcome timing on entrepreneurs' opportunity exploitation decisions. *Best Paper Prize at the Strategic Management Society Annual Conference* (nominated). Atlanta, GA.
 Holmes, R. M., Ireland, R. D., & Holcomb, T. R. 2008. Entrepreneurial risk and loss aversion in the evaluation of venture formation opportunities. *Frontiers of Entrepreneurship Research*. Chapel Hill, NC.
 Devers, C. E., Holcomb, T. R., Holmes, R. M., & Cannella, A. A. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. *Best Paper Proceedings of the Academy of Management*. Atlanta, GA.

PROFESSIONAL DEVELOPMENT WORKSHOPS AND RELATED ACTIVITIES

Co-chair. 2026. Doctoral Student and Junior Faculty Consortium. *Africa Academy of Management Biennial Conference*. Casablanca, Morocco.
 Moderator. 2025. Navigating uncertainty in entrepreneurship: Theoretical and practical perspectives. *Annual Meeting of the Academy of Management*. Copenhagen, Denmark.
 Co-chair. 2024. Doctoral Student and Junior Faculty Consortium. *Africa Academy of Management Biennial Conference*. Cape Town, South Africa.
 Smulowitz, S., Lu, A., & Holmes, R. M. Darkness and light: The influence of CEO psychopathy on strategic, financial, and social outcomes in organizations.
 ❖ *Academy of Management Journal* Paper Development Workshop (Athens, GA) (forthcoming)
 Paustian-Underdahl, S., Hideg, I., Holmes, R. M., Devine, R. A., Lam, J., & Lamont, B. T. 2022. CEO gender and shareholder activism: When and why do we see gender differences? *Academy of Management Annual Meetings*. Seattle, WA.
 ❖ Symposium: Fitting in: Antecedents and outcomes of increasing women's representation in leadership

Roundtable facilitator. 2021. Corporate political activity. Navigating R&Rs. *Southern Management Association Meetings*. New Orleans, LA.

- ❖ Symposium: Scholarly conversations on macro research and professional development (A. Hill, Facilitator)

Roundtable facilitator. 2021. Early-stage doctoral consortium. *Southern Management Association Meetings*. New Orleans, LA.

Holcomb, T. R., Holmes, R. M., Sutton, T., & DeGhetto, K. 2016. Is time money? How outcome magnitude and timing shape opportunity exploitation decisions. *Annual Meeting of the Academy of Management*. Anaheim, CA.

- ❖ Symposium: Interfaces of strategic leaders: Developing a future research agenda (B. Fox, Z. Simsek, & C. Heavy, Co-organizers)

Holmes, R. M. (substitute). 2013. Measuring the antecedents and implications of the institutional environment. *Annual Meeting of the Academy of Management*. Lake Buena Vista, FL.

- ❖ Professional Development Workshop: Entrepreneurship and economic freedom: Establishing a research agenda (S. Bradley, Moderator)

Holmes, R. M., Zardkoohi, A., Pustay, M. W., & Zorn, M. L. 2012. Risk-taking behavior in Major League Baseball: A field study of prospect theory. *Annual Meeting of the Academy of Management*. Boston, MA.

- ❖ Symposium: Sports as context for studying organizational phenomena (A. Hill and P. Johnson, Co-chairs)

Working paper reviewer. 2012. Entrepreneurship Doctoral Consortium (substitute). *Annual Meeting of the Academy of Management*. Boston, MA.

McGuire, J. B., Holmes, R. M., Devers, C. E., Holcomb, T. R., & Bromiley, P. (organizers). 2010. Prospect theory in strategy research: Meeting the challenges and developing the potential. *Annual Meeting of the Academy of Management*. Montreal, Canada.

- ❖ Professional Development Workshop

BEST PAPER AND BEST DISSERTATION COMMITTEES

Best Dissertation Award – Markets and Management (2023-2025)

Best Dissertation Proposal Competition – Product Development Management Association (PDMA) (2021)

Best Paper Committee – Strategic Management Track, Southern Management Association Meetings (2016, 2020)

Best Student Paper Committee – Strategic Management Track, Southern Management Association Meetings (2018)

Best Paper Committee – Entrepreneurship and Innovation Track, Southern Management Association Meetings (2015)

Best Paper Committee – Organization Theory and International Management Track, Southern Management Association Meetings (2014)

OTHER SERVICE TO THE PROFESSION

Guest Editor – *International Business Review*. Special issue on multinational dynamic capabilities (2026).

Editorial Review Board – *Journal of Management* (2015-Present)

Editorial Review Board – *Academy of Management Perspectives* (2024)

Editorial Review Board – *Group & Organization Management* (2014-2020); (2022-2024)

Steering Committee (Chair) – Market and Management Interest Group Formation (AOM) (2023-2024)

Secretary – Strategic Management (formerly Business Policy and Strategy) Division, Academy of Management (Communications Director, 2013-2017) (2011-2021)

Track Chair – Strategy (included Organization Theory and International Management), Southern Management Association Meetings (2012)

INVITED TALKS AND INTERVIEWS

Markets and Management (2024-2025)

Talent Development Workshop (Institutions)

BBC Radio - Business Daily Documentary (2024)

Selling Sark: Can a property deal save an island economy?

Medill News Service (2024)

Rationale and consequences of lobbying public officials

University of Johannesburg (2022) (Johannesburg, South Africa)

Publishing in Top-Tier Outlets

Generating Publishable Ideas

Africa Academy of Management (2019-Present)

Setting the hook: Writing effective introductions (2023 Doctoral Student & Junior Faculty Consortia – Cairo, Egypt)

Writing academic papers (2021 Research Workshop – Virtual)

Writing academic papers (2020 Doctoral Student & Junior Faculty Consortia – Lagos, Nigeria)

Writing academic papers (2019 Research Workshop – Cairo, Egypt)

Entrepreneurship Bootcamp for Veterans (2014-Present) (Tallahassee, FL)

Entrepreneurial Strategy (2022 EBV Families)

Entrepreneurial Strategy (2019 EBV Accelerate)

Entrepreneurial Strategy (2019 EBV Families)

Entrepreneurial Strategy (2017 EBV Families)

Entrepreneurial Strategy (2015 EBV)

Panelist (2014 Venture Business Plan Pitch)

Asia Management Research and Case Conference (2022) (Al Ain, United Arab Emirates)

Keynote: The pandemic's impact on strategic management. A fundamental shift or business as usual?

Entrepreneurship Development in Higher Education (2021) (Pretoria, South Africa)

The entrepreneurial university (attended virtually)

Markets and Management *Working Paper Series* (2021)

A crisis of jealousy and hope: Broken national social contracts, political adjustment costs, and their implications for business and strategic management (virtual)

Strategic Management Division *Meet the Scholar Series* (2020)

Interview with Donald C. Hambrick (virtual)

Innovation Research Interchange (2020)

The promises and challenges of global R&D: Recognizing and managing the tradeoffs (virtual)

Cass Business School (2019) (London, UK)

Resource dependence, uncertainty, and the allocation of corporate political activity across multiple jurisdictions

Florida Trend Magazine (2019)

Interview for article (“Why are there so few female CEOs?”)

Florida Trend Magazine (2018)

Interview for article (“Businesses as people”)

Reformed Presbyterian Church in Uganda (2017-2018) (Kampala, Uganda)

Opportunity identification and exploitation (2018)

30 rules for running a successful business (2017)

Makerere University (2017) (Kampala, Uganda)

Publishing in leading management and entrepreneurship journals

Teaching strategy: Addressing key debates in the field

University of Alabama (2016)

The role of behavioral effects and individual differences in opportunity exploitation decisions (Tuscaloosa, AL)

Wallet Hub (2013)

Interview for article (“Ask the Experts: Why is Wall Street all Atwitter about IPOs?”)

University of Memphis (2012)

The value of a holistic approach to theory: Illustrations from prospect theory and institutional theory (Memphis, TN)

Jim Moran Institute for Global Entrepreneurship (2012) (Tallahassee, FL)

Entrepreneurship research (presented once in the spring and again in the fall – Tallahassee, FL)

REFEREED CONFERENCE PRESENTATIONS

Holmes, R. M., Xu, K., & Hitt, M. A. 2025. Political institutions, the institutional milieu, and inward foreign direct investment. *Annual Meeting of the Academy of Management*. Copenhagen, Denmark.

Smulowitz, S., & Holmes, R. M. 2025. The bright side of a dark trait? CEO triarchic psychopathy and firm innovation output. *Annual Meeting of the Academy of Management*. Copenhagen, Denmark.

Smulowitz, S., & Holmes, R. M. 2023. CEO triarchic psychopathy and firm innovation output. *Strategy Management Society Annual Conference*. Toronto, Canada.

Hodge, A., & Holmes R. M. 2022. Spinning the pitch: Negative framing, environmental/social goals, and entrepreneur attributes in crowdfunding. *Strategic Management Society Annual Conference*. London, UK.

Holmes R. M., & Nickerson, J. A. 2022. A crisis of jealousy and hope: The social contract, rising political party polarization, and why managers and business schools should care. *Strategic Management Society Annual Conference*. London, UK.

Molina-Sieiro, G., Holmes, R. M., & Lamont, B. T. 2022. The influence of TMT cultural distance on the completion of cross-border acquisitions. *Southern Management Association Meetings*. Little Rock, AR.

Holmes, R. M., Waldman, D. A., Siegel, D. S., & Pepe, J. 2020. The role of executives in enhancing trust in capitalism. *Annual Meeting of the Academy of Management*. Virtual Meeting.

Maslach, D., King, D. R., Devine, R. A., & Holmes, R. M. 2020. Motives in the sharing economy: Evidence from field experiments on a new online task platform. *Annual Meeting of the Academy of Management*. Virtual Meeting.

Maslach, D., King, D. R., Devine, R. A., & Holmes, R. M. 2020. Gender differences in digital economy motives. *MICA 6th International Communication Management Conference*. Ahmedabad, Gujarat, India.

Galdino, K. M., Molina-Sieiro, G., & Holmes, R. M. 2020. The effects of ownership and home country institutions on the internationalization of African new ventures. *African Academy of Management Biennial Conference*. Lagos, Nigeria.

- Devine, R. A., Molina-Sieiro, G., Holmes, R. M., & De Melo Galdino, K. 2019. Transitioning to formal markets: An examination of informal women entrepreneurs. *Strategic Management Society Annual Conference*. Minneapolis, MN.
- Galdino, K. M., Molina-Sieiro, G., Lamont, B. T., & Holmes, R. M. 2019. Imprinting economic conditions on firm formalization: An institutional perspective. *Annual Meeting of the Academy of Management*. Boston, MA.
- Palmer, J., Perrewé, P. L., Holmes, R. M. 2019. A multi-level theoretical model of CEO dark triad personality on subordinate and firm performance. *Annual Meeting of the Academy of Management*. Boston, MA.
- Pepe, J., & Holmes, R. M. 2019. Pendulum of power: The dependent resource power relationship between governments and firms. *Southern Management Association Meetings*. Norfolk, VA.
- Holmes, R. M., Hitt, M. A., Perrewé, P. L., Molina-Sieiro, G., & Palmer, J. 2019. Top executive personality in micro and macro research: Implications for theory, measurement, and future research. *Strategic Management Society Special Conference. From Isolation to Integration in the C-Suite: Consolidating our Gains in Strategic Leadership Research*. Las Vegas, NV.
- Holmes, R. M., Galdino, K. M., & Molina-Sieiro, G. 2018. The interdependent effects of outside ownership and home country institutions on the internationalization of African startups. *Academy of Management Specialized Conference. From Start-up to Scale-up*. Tel Aviv, Israel.
- Galdino, K. M., Molina-Sieiro, G., & Holmes, R. M. 2018. Ownership types and institutions: Predicting the internationalization of SMEs in developing countries. *Southern Management Association Meetings*. Lexington, KY.
- DeGhetto, K., Lamont, B. T., Holmes, R. M., Lucianetti, L., & Kasapoğlu, M. M. 2018. The antecedents and implications of entrepreneurs' global mindsets. *Strategic Management Society Annual Conference*. Paris, France.
- Molina-Sieiro, G., Holmes, R. M., & Lamont, B. T. 2017. Do factor markets and institutions affect emerging market firms' acquisitions? Family governance as a moderator. *Strategic Management Society Annual Conference*. Houston, TX.
- Sutton, T., Lamont, B. T., & Holmes, R. M. 2017. Dependence threat activations and the selective use of corporate political contributions. *Southern Management Association Meetings*. St. Petersburg, FL.
- DeGhetto, K., Lamont, B. T., & Holmes, R. M. 2017. Drivers of international investment decisions: The role of safety risk. *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Vanacker, T. R., Zahra, S. A., & Holmes, R. M. 2017. Corporate entrepreneurship, firm performance, and institutions: Evidence from European firms. *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Harris, R. J., Holmes, R. M., & Devine, R. 2015. Both sides of the coin: Internal and external social capital in the presence of diversity. *Southern Management Association Meetings*. St. Petersburg, FL.
- Holcomb, T. R., Holmes, R. M., Klein, P. K., & Ireland, R. D. 2015. A motivated account of entrepreneurial action: Confidence and expectancy in judgmental decision making. *Strategic Management Society Annual Conference*. Denver, CO.
- Holmes, R. M., Hoskisson, R. E., Kim, H., Wan, W. P., & Holcomb, T. R. 2015. Business group research in strategy and its related fields: A review and research agenda. *Annual Meeting of the Academy of Management*. Vancouver, Canada.
- Wang, G., Bishoff, J., Holmes, R. M. 2015. CEO gender differences: A meta-analytic review. *Annual Meeting of the Academy of Management*. Vancouver, Canada.

- Webb, J. W., Holmes, R. M., Pryor, C. G., & Liguori, E. L. 2014. Top managers' goal orientations and their influence on environmental scanning behaviors and firm performance. *Southern Management Association Meetings*. Savannah, GA.
- Holmes, R. M., Holcomb, T. R., Klein, P. G., & Ireland, R. D. 2014. A judgmental decision-making approach to entrepreneurship: Toward a behavioral model. *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Holmes, R. M., Holcomb, T. R., Klein, P. G., & Ireland, R. D. 2014. A judgmental decision-making approach to entrepreneurship: Toward a behavioral model. *Strategic Management Society Special Conference. Micro-foundations of Strategic Management: Embracing Individuals*. Copenhagen, Denmark.
- Holmes, R. M., Holcomb, T. R., Klein, P. G., and Ireland, R. D. 2013. The role of judgment and decisions in new-venture formation: Toward a behavioral model. *Strategic Management Society Annual Conference*. Atlanta, GA.
- Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K., & Sutton, A. L. 2013. The effects of China's location advantages and location disadvantages on MNCs' establishment of China R&D centers. *Southern Management Association Meetings*. New Orleans, LA.
- Holmes, R. M., & Sutton, A. L. 2013. The effects of loss aversion, risk-taking propensity, and outcome timing on entrepreneurs' opportunity exploitation decisions. *Strategic Management Society Annual Conference*. Atlanta, GA.
- Liguori, E. L., Weaver, K. M., & Holmes, R. M. 2013. Extending social cognitive career theory into the entrepreneurship domain. *Southern Management Association Meetings*. New Orleans, LA.
- Holmes, R. M., Li, H., Hitt, M. A., & DeGhetto, K. 2012. What determines foreign MNCs' establishment of R&D centers in China over time? *China Business and International Competitiveness Conference*. Hong Kong.
- Holmes, R. M., Ndofor, H. A., & Coombs, J. E. 2011. Board prestige, IPO capital raised, and subsequent performance: A signaling perspective. *Annual Meeting of the Academy of Management*. San Antonio, TX.
- Holmes, R. M. & Holcomb, T. R. 2009. It's who you know and what you do: Managing resources to create host firm bargaining power in alliances. *Annual Meeting of the Academy of Management*. Chicago, IL.
- Holmes, R. M., Ndofor, H. A., & Coombs, J. E. 2009. Legitimacy for sale? The accuracy of board members as signals of firm quality in IPO firms. *Strategic Management Society Annual Conference*. Washington, D.C.
- Holmes, R. M., Ireland, R. D., & Holcomb, T. R. 2008. Entrepreneurial risk and loss aversion in the evaluation of venture formation opportunities. *Babson College Entrepreneurship Research Conference*. Chapel Hill, NC.
- Holcomb, T. R., Devers, C. E., Holmes, R. M., Yoder, M.E., & Cannella, A. A. 2007. CEO compensation and managerial risk taking: Interdependence among CEO pay comparisons, uncertainty, and acquisition behavior. *Annual Meeting of the Academy of Management*. Philadelphia, PA.
- Holcomb, T. R., Ireland, R. D., Holmes, R. M., & Hitt, M.A. 2007. An architecture of entrepreneurial learning and memory. *Max Planck Ringberg Conference on Entrepreneurship*. Tegernsee, Germany.

- Devers, C. E., Holcomb, T. R., Holmes, R. M., & Cannella, A. A. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Hitt, M. A., Holmes, R. M., Miller, T., & Salmador, M. P. 2006. Modeling country institutional profiles: The dimensions and dynamics of institutional environments. *Strategic Management Society Annual Conference*. Vienna, Austria.
- Holcomb, T. R., Devers, C. E., Holmes, R. M., & Cannella, A. A. 2006. TMT pay, uncertainty, and risky choice: The influence of pay comparison on firm behavior. *Strategic Management Society Annual Conference*. Vienna, Austria.
- Holmes, R. M., Ireland, R. D., & Holcomb, T. R. 2006. Risk evaluation in the decision to found a new venture: Conceptual model and theoretical extension. *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Devers, C. E., Holcomb, T. R., & Holmes, R. M. 2005. TMT incentive structure, incentive dispersion, and industry risk influences on risk taking: A multilevel analysis. *Strategic Management Society Annual Conference*. Lake Buena Vista, FL.
- Holcomb, T. R., & Holmes, R. M. 2005. Bridging competitive dynamics and population ecology: An integrated model of firm success. *Southern Management Association Meetings*. Charleston, SC.
- Holmes, R. M., & Holcomb, T. R. 2005. Bargaining power in strategic alliances in emerging markets: A host firm perspective. *Southern Management Association Meetings*. Charleston, SC.
- Holmes, R. M., & Holcomb, T. R. 2005. What about the ‘other firm?’ A view on alliance formation in emerging markets from the perspective of the host firm. *Academy of International Business Annual Conference*. Quebec City, Canada.
- Li, H., & Holmes, R. M. 2005. Why do multinational corporations establish R&D facilities in an emerging market? Theory and empirical evidence from China. *Annual Meeting of the Academy of Management*. Honolulu, HI.
- Wiseman, R. M., Devers, C. E., & Holmes, R. M. 2005. Subjective stock option valuation and the Black-Scholes pricing formula: Empirical evidence of divergence. *Annual Meeting of the Academy of Management*. Honolulu, HI.
- Zardkoohi, A., Pustay, M. W., & Holmes, R. M. 2005. A field test of prospect theory: Risk taking in Major League Baseball, 1985-1992. *Annual Meeting of the Academy of Management*. Honolulu, HI.
- Devers, C. E., Wiseman, R. M., & Holmes, R. M. 2004. Moving past the Black-Scholes: Domain, optimism, and volatility effects on managerial valuation of stock options. *Strategic Management Society Conference*. San Juan, Puerto Rico.
- Holmes, R. M. 2004. Strategic alliances in emerging economies: A theoretical framework. *Annual Meeting of the Academy of Management*. New Orleans, LA.

DISSERTATION

Strategic alliance announcements and new venture stock market returns: Signaling and resource-based perspectives on the effects of partner firm, new venture firm, and alliance characteristics

Advisors: Michael A. Hitt, R. Duane Ireland (Co-chairs), S. Trevis Certo, Dudley L. Poston, Jr.

DISSERTATION COMMITTEES

As Chair

Andréa Hodge (Florida State University) (ongoing)
 Christine Kirkland (Co-chair) (Florida State University) (2024)
 Justin Pepe (Florida State University) (2023)
 Gonzalo Molina-Sieiro (Florida State University) (2021)

As Member

Kalan Horton (Florida State University) (ongoing)
 Janice Gordon (Florida State University) (2024)
 Ashok Bhandary (Florida State University) (2018)
 Richard A. Devine (Florida State University) (2018)
 Katia de Melo Galdino (Florida State University) (2018)
 Reginald Harris (Co-chair) (Florida State University) (2018)
 Kaitlyn DeGhetto (Florida State University) (2015)
 Andrew L. (Trey) Sutton III (Florida State University) (2015)
 Michelle L. Zorn (Florida State University) (2014)
 Eric L. Liguori (Louisiana State University) (2011)
 Christopher Robert Penney (Florida State University) (2011)

As Outside Representative

Amira Magdy (German University in Cairo) (2023)
 Dan Liu (Florida State; Business Analytics) (2023)
 David Murphy (Florida State; Occupational and Career Psychology) (2021)
 Harrison B. Pugh (Florida State; Marketing) (2019)

TEACHING

Florida State University (teaching evaluations on 5-point scale)

Management 6795/6931 – Doctoral Seminar – Microfoundations of Strategy (doctoral)
 Average teaching evaluation: 4.97

Management 6795 – Doctoral Seminar – Strategic Management III (doctoral)
 Average teaching evaluation: 4.87

Management 5721 – Business Policy and Strategy (MBA)
 Face-to-face average teaching evaluation: 4.67
 Online average teaching evaluation: 4.51
 Hybrid average teaching evaluation: 4.52

Management 5627 – Healthcare Innovation and Medical Entrepreneurship (College of Medicine)
 Average teaching evaluation: 4.65

Management 4720 – Strategic Management and Business Policy (undergraduate)
 Average teaching evaluation: 4.52

Management 3600 – Multinational Business Operations (Valencia, Spain)
 Average teaching evaluation: 5.00

Management 3240 – Organizational Behavior (Valencia, Spain)
 Average teaching evaluation: 4.86

Entrepreneurship 3003 – Introduction to Entrepreneurship (undergraduate)
 Average teaching evaluation (main campus): 4.73
 Average teaching evaluation (Valencia, Spain): 4.82

Entrepreneurship 2802 – Entrepreneurship in Contemporary Society (undergraduate) (Valencia, Spain)
 Average teaching evaluation: 4.80

Entrepreneurship 2802 – Entrepreneurship in Contemporary Society (undergraduate) (London, UK)

Average teaching evaluation: N/A

Experimental Psychology 3604C – Cognitive Psychology with Laboratory (undergraduate) (Guest)

Average teaching evaluation: N/A

General Business 1030 – Introduction to Careers in Business (undergraduate) (Guest)

Average teaching evaluation: N/A

Lecture now available to students online

General Business 6931 – Professional Development Seminar (doctoral) (Guest)

Organizer (2021-2023)

Average teaching evaluation: N/A

Interdisciplinary Studies 3003r – Transfer Connections and Success (undergraduate) (Guest)

Average teaching evaluation: N/A

Management 3025 – Concepts of Management (Guest)

Average teaching evaluation: N/A

Louisiana State University (teaching evaluations on 4-point scale)

Independent Study - Entrepreneurship Seminar (doctoral)

Average teaching evaluation: N/A

Management 7811 - Strategic Management Doctoral Seminar (doctoral) (Guest)

Average teaching evaluation: N/A

Business Administration 7190 - Managing Sources of Competitive Advantage (MBA)

Average teaching evaluation: 3.37

Management 3830 - Strategically Managing Organizations (undergraduate)

Average teaching evaluation: 3.74

Texas A&M University (teaching evaluations on 5-point scale)

Management 466 - Strategic Management (undergraduate)

Average teaching evaluation: 4.68

SERVICE TO THE COLLEGE AND TO THE UNIVERSITY

Florida State University

Promotion & Tenure Committee (2023-Present)

Undergraduate Policy Committee (2012-2013)

Florida State University College of Business

MBA Selection Committee (2024-Present)

Promotion and Tenure Committee (2023-Present)

MBA Curriculum Committee (2016-Present)

Service Awards Committee (2011-Present) (Chair since 2013)

Doctoral Program Committee (2016-2023, 2025)

Research Awards Committee (2023)

Doctoral Student Professional Development Seminar Organizer (multiple programs) (2020-2023)

Teaching Awards Committee (2020-2023)

Diversity in Leadership Day Roundtable Participant (2019-2020)

Ethics Roundtable (2011-2014)

Leadership Day Organizer (2011, 2015)

New Building Committee (2010-2011)

SERVICE TO THE DEPARTMENT

Florida State University

Scholarly Speaker Series Coordinator (2018-Present)
Bylaws Committee (2016-Present)
Graduate Programs Committee (2016-Present)
Peer Evaluation Committee (2016-Present)
Organizational Behavior and Human Resource Management Faculty Hiring Committee (2021)
Faculty Panelist, MBA Elevator Speech Competition (2019)
Human Resource Management Analytics Faculty Hiring Committee (2017)
Department Chair Search Committee (2017)
Committee on Online Courses and Budgets (2016)
Human Resource Management Faculty Hiring Committee (2016-2017)
Entrepreneurship Curriculum Committee (2013-2016)
Promotion and Tenure Committee (2014)
Faculty Panelist, MBA Case Competition (2012)
Strategy Faculty Hiring Committee (2011, 2012, 2016)

Louisiana State University

Management Department - Committee on Strategy Curriculum (2008-2010)

AD HOC REVIEWER - REFEREED JOURNALS

Academy of Management Discoveries
Academy of Management Perspectives (Best Reviewer Award, 2022).
Academy of Management Journal
British Journal of Management
Cross Cultural Management: An International Journal
Entrepreneurship Theory and Practice
Global Strategy Journal
International Journal of Technology Management
Journal of Business Research
Journal of Business Venturing
Journal of International Business Studies
Journal of Management
Journal of Management & Governance
Journal of Management Studies
Journal of Small Business Management
Journal of Service Research
Journal of World Business
Long Range Planning
MIT Sloan Management Review
Organization Science
Oxford Research Reviews
Regulation & Governance
Strategic Entrepreneurship Journal
Strategic Management Journal
Technovation
Thunderbird International Business Review

REVIEWER - TEXTBOOKS

Bamford, C. E., & Bruton, G. D. 2014. *Entrepreneurship: A small business approach (Edition 1e)*.
 Dess, G. G., Lumpkin, G. T., Eisener, A. B., & McNamara, G. 2014. *Strategic Management: Text & Cases (Edition 7e)*.
 Daniels, C. 2013. *Entrepreneurship and Small Business* (proposal).
 Rothaermel, F. T. 2013. *Strategic Management: Concepts and Cases*.

REVIEWER OR SESSION DISCUSSANT - REFEREED CONFERENCES

Strategic Management Society Annual Conference

Outstanding Reviewer - Strategic Leadership and Governance Interest Group (2021)

Africa Academy of Management

Session Chair (2020)

Academy of Management Specialized Conference: From Startup to Scale Up

Session Discussant (2019)

Annual Meeting of the Academy of Management

Best Reviewer - International Management Division (2005)

Southern Management Association Meetings

Session Discussant (2014, 2016)

PROFESSIONAL MEMBERSHIP AND CONSORTIA ATTENDED

Florida State University Faculty Leadership Development Program - Emerging Leaders (2023-2024)
 Association to Advance Collegiate Schools of Business Workshop (2015)
 Academy of Management BPS Managing Your Dissertation Workshop (2007)
 Academy of Management Entrepreneurship Division Doctoral Consortium (2006)
 Academy of Management New Doctoral Student Consortium (2004)
 Member - Academy of Management
 Member - Strategic Management Society
 Member - Southern Management Association

ACADEMIC SCHOLARSHIPS AND FELLOWSHIPS AS A STUDENT

Texas A&M University

Mays Business School Doctoral Scholarship (2003-2008)
 Mays Business School Regents Graduate Fellowship (2003-2008)

University of Alabama

Alumni Honors Scholarship (1996-2000)
 Elks Foundation National Scholarship (1996)
 Jack and Elizabeth Warner Scholarship (1996)

NON-ACADEMIC PROFESSIONAL EXPERIENCE

Acuity Brands	Atlanta, GA
Six Sigma Project Manager	2002-2003
Managed or co-managed Six Sigma projects with total net savings of \$1.5 million	
Six Sigma Financial Analyst	2001-2003
Monitored finances for Six Sigma projects with annual net savings of \$10 million	
Financial Analyst	2001-2002
Consolidated financial statements for three divisions; about \$1.5 billion in revenue	
Gulf States Paper Corporation	Tuscaloosa, AL
Graduate Intern, Packaging Division	2000-2001
Analyzed restructuring initiatives to reallocate \$40 million in capital investments	
Intern, Packaging Division	1999-2000
Provided management and sales support for over \$1 million in corporate accounts	

REFERENCES**Michael A. Hitt** (Texas A&M University)mhitt@mays.tamu.edu**R. Duane Ireland** (Texas A&M University)direland@mays.tamu.edu**Bruce T. Lamont** (Florida State University)blamont@fsu.edu