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**Jim Moran Professor of Strategic Management**  
**Management Doctoral Programs Coordinator**  
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#### **ACADEMIC PROFESSIONAL EXPERIENCE**

<b>Florida State University</b>	Tallahassee, FL
Jim Moran Professor of Strategic Management	2021-Present
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
<b>University of Johannesburg</b>	Johannesburg, SA
Visiting Professor	2019-2022
<b>Louisiana State University</b>	Baton Rouge, LA
Assistant Professor of Management	2008-2010
<b>Texas A&amp;M University</b>	College Station, TX
Graduate Student Instructor	2005-2008
Research Assistant	2003-2008

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#### **EDUCATION**

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

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#### **PRIMARY RESEARCH FOCUS**

Micro-foundations of strategy, entrepreneurship, and international business  
The emergence of institutions and their implications for management

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#### **PROFESSIONAL RECOGNITION**

College of Business Core Values Award (Florida State University (2021))  
College of Business Graduate Teaching Award (Florida State University (2020))  
Nominated for five other University or College teaching awards (Florida State University (2015-2020))  
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))

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**REFEREED JOURNAL PUBLICATIONS AND ACCEPTED ARTICLES**

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

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

Holmes, R. M., Waldman, D. A., Siegel, D. S., & Pepe, J. A. in press. Declining trust in capitalism: Managerial, research, and public policy implications. *Academy of Management Perspectives*.

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*, 31: 6-29.

❖ Lead article

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

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.

❖ Abstracted by *Salon*

Vanacker, T., Zahra, S. A., & Holmes, R. M. 2021. Corporate entrepreneurship, country institutions, and firm financial performance. *Journal of World Business*, 56: 101129.

❖ 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.

❖ Special conceptual issue

❖ Best Conceptual Paper Award

Agarwal, R. A., & Holmes, R. M. 2019. Let's not focus on income inequality. *Academy of Management Review*, 44: 450-460.

❖ Authors contributed equally and are listed alphabetically

❖ Dialogue paper

- 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: 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.
- ❖ Abstracted in several media outlets, including CBS-affiliated WCTV, *Florida Trend* magazine, *Market Business News*, *Salon* media, and *SciMag News*, among others
  - ❖ 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.
- ❖ Lead article
  - ❖ Synopsized for the Center for Executive Succession, University of South Carolina
  - ❖ Society of Industrial Organization Psychology William A. Owens Scholarly Achievement Award (for “best publication in the field of industrial organizational psychology” in 2016; SIOP website)
- 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 Article

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”

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.

❖ Abstracted in *The Wall Street Journal* (March 7, 2007, A16) and on washingtontimes.com (February 12, 2007)

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#### INVITED JOURNAL PUBLICATIONS AND ACCEPTED ARTICLES

Palmer, J. C., Wang, G., Molina-Sieiro, G., & Holmes, R. M. in press. Measuring in the dark? A discussion of and recommendations for measuring narcissism in micro and macro research. *Zeitschrift für Psychologie*.

❖ German journal (*Journal of Psychology*).

❖ Special issue on “Dark Personality in the Workplace”

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.

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.

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.

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#### BOOK CHAPTERS

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.

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**ARTICLES FOR THE POPULAR PRESS**

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 on Salon.com and WallStreetWindow.com

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

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

Galdino, K. M., Lamont, B. T., Molina-Sieiro, G., & Holmes, R. M. *International Small Business Journal*. Second revise and resubmit.

Wang, G., Devine, R. A., Molina-Sieiro, G., & Holmes R. M. *Journal of Management*. Revise and resubmit.

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**OTHER MANUSCRIPTS IN PROGRESS**

Holmes, R. M., Hodge, A., Rousseau, H., & Kirkland, C. A review of the literature on self-employment among ethnic minorities: Theoretical, practical, and public policy implications. Target: *Academy of Management Annals*.

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., & Nickerson, J. A. (authorship alphabetical) A crisis of jealousy and hope: A cause of rising political polarization and why managers and business schools should care about it. Target: *Journal of Management*.

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*.

Paustian-Underdahl, S., Hideg, I., Holmes, R. M., Devine, R. A., & Lamont, B. T. The effects of CEO gender and social activists' gender attitudes on shareholder proposals in response to corporate social irresponsibility. Target: *Academy of Management Journal*.

Smulowitz, S., Lu, A., & Holmes, R. M. Darkness and light: The influence of CEO psychopathy on strategic, financial, and social outcomes in organizations. Target: *Academy of Management Journal*.

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**RESEARCH GRANTS AND FUNDING**

Charles C. Koch Foundation (\$150,000): Grant for Entrepreneurship Education (5-year stipend for one doctoral student) (2019-2023)

Florida State University College of Business (salary support): Dean's Summer Research (2012-2021)

Jim Moran Institute for Global Entrepreneurship (\$5,000; \$2,000): Entrepreneurship Research (2011; 2017)

Florida State University (\$1,500, \$1500, \$1,000): Provost Travel Grant (2014, 2017; 2019)  
 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)

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**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. *Nominated for Best Paper Proceedings of the African Academy of Management Biennial Conference*. 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*.

Holmes, R. M., & Sutton, A. 2013. The effects of loss aversion, risk-taking propensity, and outcome timing on entrepreneurs' opportunity exploitation decisions. *Nominated for Best Paper Prize at the Strategic Management Society Annual Conference*.

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*.

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*.

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**INVITED PRESENTATIONS AND INTERVIEWS**

**Entrepreneurship Development in Higher Education** (Pretoria, SA) (2021)  
 Invited Panelist - Research for Entrepreneurship and Commercialization (attended virtually)

**Markets and Management Working Paper Series** (virtual) (2021)  
 A crisis of jealousy and hope: Broken national social contracts, political adjustment costs, and their implications for business and strategic management

**Strategic Management Division Meet the Scholar Series** (virtual) (2020)  
 Moderator – Interview with Donald C. Hambrick

**Innovation Research Interchange** (virtual) (2020)  
 Invited Panelist - Managing Global R&D

**Cass Business School** (London, UK) (2019)  
 Resource dependence, uncertainty, and the allocation of corporate political activity across multiple jurisdictions

**Entrepreneurship Bootcamp for Veterans** (2015; 2019)  
 Speaker (EBV Accelerate) - Entrepreneurial Strategy (2019)  
 Speaker - Entrepreneurial Strategy (2015)

**Entrepreneurship Bootcamp for Veterans - Families** (Tallahassee, FL) (2014, 2017, 2019)  
 Speaker - Entrepreneurial Strategy (2017, 2019)  
 Panelist - Venture Business Plan Pitch (2014)

*Florida Trend* Magazine (2019)  
 Interview for an article titled “Why are there so few female CEOs?”

*Florida Trend* Magazine (2018)  
 Interview for an article titled “Businesses as people”

**Kampala, Uganda** (2017, 2018)

Featured Speaker - Small business management (presented over two days to Ugandan entrepreneurs)

**Makerere University** (Kampala, Uganda) (2017)

Publishing in leading management and entrepreneurship journals

Teaching strategy: Addressing key debates in the field

**University of Alabama** (Tuscaloosa, AL) (2016)

The role of behavioral effects and individual differences in opportunity exploitation decisions

**Wallet Hub** website (2013)

Interview for article titled "Ask the Experts: Why is Wall Street all Atwitter about IPOs?" (J. S. Kiernan; November 14, 2013)

**University of Memphis** (Memphis, TN) (2012)

The value of a holistic approach to theory: Illustrations from prospect theory and institutional theory

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

Entrepreneurship research (presented once in the spring and again in the fall)

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**CONSORTIA, SYMPOSIA, AND WORKSHOPS DISCUSSANT**

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

Facilitator and presenter. 2021. Research Workshop. *Africa Academy of Management*. Virtual. (2021)

Facilitator and presenter. 2020. Junior Faculty and Doctoral Student Consortium. *Africa Academy of Management*. Lagos, Nigeria.

Facilitator and presenter. 2019. Research Workshop. *Africa Academy of Management*. Cairo, Egypt.

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

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#### REFEREED CONFERENCE PRESENTATIONS

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.

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### **SERVICE TO THE PROFESSION**

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

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

Editorial Review Board - *Group & Organization Management* (2014-2020)

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

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### **BEST PAPER AND BEST DISSERTATION COMMITTEES**

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)

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### **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.

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### **DISSERTATION COMMITTEES**

#### **As Chair**

Justin Pepe (Chair) (Florida State University) (ongoing)

Gonzalo Molina-Sieiro (Chair) (Florida State University) (2021)

#### **As Member**

Janice Gordon (Florida State University) (ongoing)

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 University Representative**

Dan Liu (University Representative) (ongoing)

David Murphy (University Representative) (Florida State University) (2021)

Harrison B. Pugh (University Representative) (Florida State University) (2019)

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**TEACHING**

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

Management 6795 - Doctoral Seminar in Strategic Management III (doctoral)

Average teaching evaluation: 4.83

Management 5721 - Business Policy and Strategy (MBA)

Face-to-face average teaching evaluation: 4.66

Online average teaching evaluation (5-point): 4.47

Management 5627 - Healthcare Innovation and Medical Entrepreneurship (College of Medicine)

Average teaching evaluation: 4.97

Management 4720 - Strategic Management and Business Policy (undergraduate)

Average teaching evaluation: 4.48

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 (forthcoming)

Experimental Psychology 3604C - Cognitive Psychology with Laboratory (undergraduate) (Guest Lecturer)

Average teaching evaluation: N/A

General Business 1030 - Introduction to Careers in Business (undergraduate) (Guest Lecturer)

Average teaching evaluation: N/A

Lecture now available to students online

General Business 6931 - Professional Development Seminar (doctoral) (Guest Lecturer)

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 Lecturer)

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

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**SERVICE TO THE COLLEGE AND TO THE UNIVERSITY**

**Florida State University**

College of Business Representative to the Undergraduate Policy Committee (2012-2013)

**Florida State University College of Business**

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

Doctoral Program Coordinator (includes service on Doctoral Program Committee) (2016-Present)

Teaching Awards Committee (2020-Present)

MBA Curriculum Committee (2016-Present)

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

Diversity in Leadership Day Roundtable Participant (2019-2020)

Ethics Roundtable (2011-2014)

Leadership Day Organizer (2011, 2015)

New Building Committee (2010-2011)

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**SERVICE TO THE DEPARTMENT**

**Florida State University**

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)

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**AD HOC REVIEWER - REFEREED PUBLICATIONS**

*Academy of Management Discoveries*

*Academy of Management Journal*

*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*

*MIT Sloan Management Review*

*Organization Science*  
*Oxford Research Reviews*  
*Regulation & Governance*  
*Strategic Entrepreneurship Journal*  
*Strategic Management Journal*  
*Technovation*  
*Thunderbird International Business Review*

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**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*.

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**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)

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**PROFESSIONAL MEMBERSHIP AND CONSORTIA ATTENDED**

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

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**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)

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**PREVIOUS NON-ACADEMIC PROFESSIONAL EXPERIENCE**

<b>Acuity Brands</b>	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	2001-2002
Monitored finances for Six Sigma projects with annual net savings of \$10 million	
<b>Gulf States Paper Corporation</b>	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	

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**REFERENCES**

**Michael A. Hitt** (Texas A&M University)

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**R. Duane Ireland** (Texas A&M University)

+1 (979) 845-4851; [direland@mays.tamu.edu](mailto:direland@mays.tamu.edu)

**Bruce T. Lamont** (Florida State University)

+1 (850) 644-9846; [blamont@fsu.edu](mailto:blamont@fsu.edu)