

YURI MISHINA

Management Department
Imperial College Business School
Room 287, Tanaka Building
Imperial College London
South Kensington campus
London SW7 2AZ
Phone: +44 (0)20 7594 9415
e-mail: y.mishina@imperial.ac.uk

ACADEMIC EMPLOYMENT

Imperial College London:
Assistant Professor of Organisational Behaviour/Strategy, 8/11—present

Michigan State University:
Assistant Professor of Management, 8/04—8/11
Visiting Instructor—Business Policy and Strategic Management, 8/03–8/04

EDUCATION:

Ph.D.	University of Illinois at Urbana-Champaign Major Concentration: Organizational Theory Minor Concentration: Strategic Management	2004
M.B.A.	University of Illinois at Urbana-Champaign Concentration: Management	1996
B.A.	University of Chicago Major: Economics	1992

RESEARCH INTERESTS

My research interests lie at the intersection of strategy and organization theory with a particular interest in counter-intuitive effects and processes in organizations. Specifically, I examine informal corporate governance processes, with an emphasis on how top management team and stakeholder belief systems influence strategic choices and outcomes. I draw upon a variety of literatures to explore how social evaluations (e.g., reputations, stigma), expectations, and the cognitive biases of managers influence illegal activities, executive compensation, and firm performance.

PUBLICATIONS

Gomulya, D.M., & Mishina, Y. Forthcoming. Signaler credibility, signal susceptibility, and relative reliance on signals: How stakeholders change their evaluative processes after violation of expectations and rehabilitative efforts. *Academy of Management Journal*.

Mishina, Y. 2016. Capability reputations. In C. Carroll (Ed.) *The SAGE Encyclopedia of Corporate Reputation*. Thousand Oaks, CA. Sage. 1: 95-97

- Pollock, T.G., Mishina, Y., & Seo, Y. 2016. Falling stars: Celebrity, infamy, and the fall from (and return to) grace. In D. Palmer, R. Greenwood, & K. Smith-Crowe (Eds.) *Organizational Wrongdoing*. Cambridge University Press. 235-269.
- Mishina, Y., Block, E.S., & Mannor, M.J. 2012. The path dependence of organizational reputation: How social judgment influences assessments of capability and character. *Strategic Management Journal* 33(5): 459-477.
Oxford University Centre for Corporate Reputation Best Published Paper Award 2012
- Mishina, Y., & Devers, C.E. 2012. On being bad: Why stigma is not the same as a bad reputation. In M. Barnett & T. Pollock (Eds.) *The Oxford Handbook of Corporate Reputation*. Oxford: Oxford University Press. 202-220.
- Mishina, Y., Dykes, B.J., Block, E.S., & Pollock, T.G. 2010. Why “good” firms do bad things: The effects of high aspirations, high expectations and prominence on the incidence of corporate illegality. *Academy of Management Journal*. 53(4): 701-722.
Finalist, *Academy of Management Journal* Best Paper of 2010.
- Devers, C.E., Dewett, T., Mishina, Y., & Belsito, C.A. 2009. A general theory of organizational stigma. *Organization Science*. 20(1): 154-171.
- Mishina, Y., Pollock, T.G., & Porac, J.F. 2004. Are more resources always better for growth? Resource stickiness in market and product expansion. *Strategic Management Journal*. 25 (12): 1179-1197.
- Porac, J.F., Mishina, Y., & Pollock, T.G. 2002. Entrepreneurial narratives and the dominant logics of high growth firms. In A. Huff & M. Jenkins (Eds.) *Mapping Strategic Knowledge*. Thousand Oaks, CA: Sage. 112-136.
- Porac, J.F., Ventresca, M., & Mishina, Y. 2002. Interorganizational cognition and interpretation. In J.A.C. Baum (Ed.). *Companion to Organizations*. Oxford: Blackwell. 579-598.

CONFERENCE PROCEEDINGS

- Pollock, T., Mishina, Y., & Seo, Y. 2015. Falling stars: Celebrity, wrongdoing, and the fall from (and return to) grace. *Academy of Management Meeting Best Paper Proceedings*.
- Gomulya, D.M., Tan, S., & Mishina, Y. 2014. What Shareholders Do: Changing Signal Reliance Around Financial Misconduct and New CEO Appointment. *Academy of Management Meeting Best Paper Proceedings*.
- Mishina, Y., Pollock, T.G., & Bragaw, N.A. 2012. Know when to hold ‘em, know when to fold ‘em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. *Academy of Management Meeting Best Paper Proceedings*.
finalist for the Academy of Management OMT division’s Best Paper Award
- Mishina, Y., Block, E.S., & Mannor, M.J. 2008. The impact of capability and compatibility on favorable and unfavorable reputations. *Administrative Sciences Association of Canada Conference Proceedings*.
- Block, E.S., Dykes, B.J., & Mishina, Y. 2006. Too good to be true? The effect of social antecedents on corporate illegality. *Administrative Sciences Association of Canada Conference Proceedings*.
- Edelman, L.F., Friga, P.N., Mishina, Y., & Yli-Renko, H. 2004. Is what you see, what you get? The impact of entrepreneurial cognition and resource accumulation on new venture creation. In S.A. Zahra, C.G. Brush, P. Davidsson, J. Fiet, P.G. Greene, R.T. Harrison, M. Lerner, C. Mason, G.D. Meyer, J. Sohl, & A. Zacharakis (Eds.). *Frontiers of Entrepreneurship Research 2004*. Babson Park, MA: Babson College. 338-352.

PAPERS UNDER REVIEW

Fu, J., Mishina, Y., & Criscuolo, P. Not agreeing isn't the same as disagreeing: How directors try to balance competing stakeholder demands. Revise and resubmit at *Academy of Management Journal*.

Mishina, Y., Pollock, T.G., & Bragaw, N.A. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. Revise and resubmit at *Strategic Management Journal*.

PARTIAL LIST OF WORKING PAPERS AND PROJECTS AT OTHER STAGES

Devers, C.E., Graffin, S.D., Mishina, Y., O'Toole, J., & Carpenter, M. The limits of CEO expressions of humility. In preparation for submission to *Organization Science*.

Aadland, E., Mishina, Y., & Shamsie, J. Some of the praise or all of the blame: The performance effects of high status affiliations for new firms. In preparation for submission to *Strategic Management Journal*.

Mishina, Y., Dimotakis, N., Wilson, K.S., Devers, C.E., & Alexander, B.N. Style over substance: How emotional linguistic styles can influence shareholder perceptions. In preparation for submission to *Academy of Management Journal*.

Innovativeness and illegality. (with Gino, F.). In preparation for submission to *Academy of Management Journal*.

Firm reputations and reactions to negative outcomes. (with Devers, C.E., Conlon, D.E., & Connors, A.). Data collection underway.

Local heroes (with Mikolon, S. & Pfarrer, M.D.). Data collection underway.

CONFERENCE AND INVITED PRESENTATIONS

Mishina, Y., Dimotakis, N., Wilson, K.S., Devers, C.E., & Alexander, B.N. Style over substance: How emotional linguistic styles can influence shareholder perceptions. Presented at Nanyang Technical University, Singapore, March, 2016.

Gamache, D., Devers, C.E., Huo, D., Mishina, Y., & Weddell, M. When good is good enough: Threshold effects in the context of within-firm multiple reputations. Presented at the Strategic Management Society Annual International Conference, Denver, CO, October, 2015.

Conlon, D.E., Connors, A., Devers, C.E., & Mishina, Y. Is reputation a lightning rod or buffer? Cognitive and affective responses following negative events. Presented at the Oxford Centre for Corporate Reputation Symposium 2015, Oxford, U.K., September, 2015.

Mishina, Y. Ideation and research design in Management Journals. Presented at BML Munjal University, India, August, 2015.

Pollock, T., Mishina, Y., & Seo, Y. Falling stars: Celebrity, wrongdoing, and the fall from (and return to) grace. Presented at Academy of Management Meeting, Vancouver, B.C., August, 2015.

Gomulya, D., & Mishina, Y. What's more important? How the evaluative processes of stakeholders change after financial misconduct and CEO replacement. Presented at BI Norwegian Business School, Norway, April, 2015.

- Mishina, Y. An overview of my current projects on social evaluations... Presented at symposium on corporate reputation. Corporate Communication Centre, Rotterdam School of Management, Erasmus University Rotterdam, The Netherlands, September, 2014.
- Mishina, Y., Dimotakis, N., Wilson, K.S., Devers, C., & Alexander, B. How emotional language can influence investors and analysts. Presented at the Strategic Management Society Annual International Conference, Madrid, Spain, September, 2014.
- Mishina, Y. An academic perspective on reputation... Presented at the PRCA National Conference, London, UK, September, 2013.
- Devers, C.E., & Mishina, Y. With whom? For what? What they signal? Who says? Opportunities to advance reputation and social evaluation research. Presented at the Oxford University Centre for Corporate Reputation, Oxford, U.K., April, 2013.
- Mishina, Y., Pollock, T.G., & Bragaw, N.A. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. Presented at University of Cambridge, U.K., February, 2013.
- Mishina, Y., Pollock, T.G., & Bragaw, N.A. Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. To be presented at the Strategic Management Society Annual International Conference, Prague, Czech Republic, October, 2012.
- Mishina, Y., Pollock, T.G., & Bragaw, N.A. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. Presented at the National University of Singapore, Singapore, September, 2012.
- Mishina, Y., Block, E.S., & Mannor, M.J.. The path dependence of organizational reputation: How social judgment influences assessments of capability and character. Presented at the Oxford Centre for Corporate Reputation Symposium 2012, Oxford, U.K., September, 2012.
- Mishina, Y., Pollock, T.G., & Bragaw, N.A. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. Presented at the Academy of Management Meeting, Boston, MA, August, 2012.
- Mishina, Y. What don't we know about social evaluations: A rather non-social and idiosyncratic perspective. Submitted as part of a PDW titled, "A Pecha Kucha about social evaluations." Presented at the Academy of Management Annual Meeting, Boston, MA, August, 2012.
- Mishina, Y. How not to publish in top tier outlets: What I was doing wrong and how I fixed them. Presented at University of Limerick, Ireland, April, 2012.
- Alvarez, S., Mishina, Y., & Young, S.L. Some stakeholders are more equal than others. Presented at the Strategic Management Society Annual International Conference, Miami, FL, November, 2011
- Alvarez, S., Mishina, Y., & Young, S.L. Some stakeholders are more equal than others. Presented at the Academy of Management Annual Meeting, San Antonio, TX, August, 2011
- Mishina, Y., Alvarez, S.A., & Young, S. Effects of corporate illegality and corporate social performance on firm performance. Presented at the Fraud in Accounting, Organizations and Society Conference, London, U.K., April, 2011.
- Mishina, Y., & Devers, C.E. On being bad: Why stigma is not the same as a bad reputation. Presented at the Oxford Centre for Corporate Reputation Reputation Symposium 2010, Oxford, U.K., September, 2010.

- Mishina, Y., Dimotakis, N., Fulmer, I.S., & Wilson, K.S. Style over substance: How emotional linguistic styles can influence shareholder perceptions. Presented at the Strategic Management Society Annual International Conference, Rome, Italy, September, 2010.
- Mishina, Y., Dykes, B.J., Block, E.S., & Pollock, T.G. Why “good” firms do bad things: The effects of high aspirations, high expectations and prominence on the incidence of corporate illegality. Presented at the Queen’s School of Business Advancing Fraud Research Conference, Kingston, Canada, September, 2009.
- Mishina, Y., Dykes, B.J., Block, E.S., & Pollock, T.G. The dark side of positive firm outcomes. Presented at the European Group for Organizational Studies Colloquium, Barcelona, Spain, July, 2009.
- Mishina, Y., Shamsie, J., Mannor, M.J., & Aime, F. The role of financial resources, experience, and working relationships on the success of film projects. Presented at the Greif Research Symposium, Los Angeles, California, March, 2008.
- Mannor, M.J., Mishina, Y., Shamsie, J., & Aime, F. The role of resources and experience on the success of film projects. Presented at the Babson College Entrepreneurship Research Conference, Madrid, Spain, June, 2007.
- Mishina, Y., Summers, J., Humphrey, S., Conlon, D., & Morgeson, F. What you see and who you are: Effects of visibility and status on change evaluations. Presented at the Strategic Management Society Annual International Conference, Vienna, Austria, October, 2006.
- Mannor, M.J., Block, E.S., & Mishina, Y. Climbing up a hill vs. falling off a cliff: Toward a new theoretical perspective of good and bad reputations. Submitted as part of a symposium titled, “The dark side of organizations: Bad reputations, stigma, and organizational identity.” Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006.
- Summers, J.K., Humphrey, S.E., & Mishina, Y. A model of the independent and interactive effects of role and member change on team effectiveness. Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006.
- Mishina, Y., Humphrey, S.E., Summers, J.K., Conlon, D., & Morgeson, F. Visibility, status, and external evaluations of organizational change. Presented at the European Group for Organizational Studies Colloquium, Bergen, Norway, July, 2006.
- Block, E.S., Dykes, B.J., & Mishina, Y. Too good to be true? The effect of social antecedents on corporate illegality. Presented at the Administrative Sciences Association of Canada, Banff, Alberta, Canada, June, 2006.
- Mishina, Y., Johnson, B., & Block, E. Too good to be true? Social evaluations and the sociopolitics of corporate illegality. Presented at the Academy of Management Annual Meeting, Honolulu, HI, August, 2005.
- Edelman, L.F., Friga, P.N., Mishina, Y., & Yli-Renko, H. Is what you see, what you get? The impact of entrepreneurial cognition and resource accumulation on new venture creation. Presented at the Babson/Kauffman Entrepreneurship Research Conference, Glasgow, Scotland, June, 2004.
- Mishina, Y. Are firms governed differently in good times vs. bad? Governance characteristics of IPOs. Presented at the Academy of Management Annual Meeting, Seattle, WA, August, 2003.
- Mishina, Y., Pollock, T.G., & Porac, J.F. Are more resources always better for growth? Presented at the INFORMS Annual Meeting, San Jose, CA, November, 2002.
- Mishina, Y. Is anyone watching managers during a speculative bubble? The effect of investor sentiment on control and monitoring mechanisms. Presented at the Academy of Management Annual Meeting, Denver, CO, August, 2002.

- Mishina, Y., Pollock, T.G., & Porac, J.F. Are more resources always better for growth? The impact of managerial logics and resource slack on short-term growth. Presented at the Academy of Management Annual Meeting, Denver, CO, August, 2002.
- Mishina, Y. Going public during speculative bubbles: How investor sentiment influences the choice of corporate governance structure for initial public offering firms. Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boulder, CO, June, 2002.
- Mishina, Y. The effect of speculative bubbles on the prospectus content of initial public offering firms. Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boulder, CO, June, 2002.
- Mishina, Y., Pollock, T.G., Porac, J.F., Rao, H., & Wade, J.B. Symbolic protest in delegitimizing attacks on organizations: The use of shareholder resolutions by corporate gadflies. Presented at the Institutions, Conflict & Change Conference, Evanston, IL, December, 2000.
- Mishina, Y., Pollock, T.G., & Porac, J.F. Antecedents of entrepreneurial growth: The effects of growth logics, resource slack, and environmental munificence. Presented at the Strategic Management Society Annual Meeting, Vancouver, BC, November, 2000.
- Mishina, Y., Pollock, T.G., Porac, J.F., Rao, H., & Wade, J.B. Shareholder activism as symbolic voice: The effect of managerial and organizational characteristics on the incidence of shareholder resolutions. Presented at the Annual Academy of Management Meeting, Toronto, Canada, August, 2000.
- Mishina, Y., Pollock, T.G., & Porac, J.F. The effects of growth logics, resource slack, and environmental munificence on short-term revenue growth. Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.
- Porac, J.F., Rosa, J.A., Mishina, Y., & Spanjol, J. Markets as cognitive systems: Identities and equivocality in the US minivan market, 1982-1988. Presented at the Academy of Management Annual Meeting, Chicago, IL, August, 1999
- Mishina, Y., Pollock, T.G., & Porac, J.F. & S. Michael Camp Entrepreneurial narratives and the dominant logics of high growth firms. Presented at the Babson/Kauffman Entrepreneurship Research Conference, Columbia, SC, May, 1999.
- Porac, J.F., Rosa, J.A., Mishina, Y. Identities and equivocality in the social construction of the U.S. minivan market: 1982-1988. Presented at the Midwest Academy of Management Meeting, Lincoln, NE, April, 1999.

ACADEMIC HONORS AND AWARDS

- Academy of Management Journal, Best Reviewer Award, 2015
 Oxford University Centre for Corporate Reputation Best Published Paper Award 2012 (for Mishina, Block, & Mannor, 2012)
 Finalist for Academy of Management Journal 2010 Best Paper Award (for Mishina, Dykes, Block, & Pollock, 2010)
 Outstanding Reviewer Award for the BPS division of the Academy of Management, 2005 and 2011
 ABCD (Above and Beyond the Call of Duty) Award for the OMT division of the Academy of Management for outstanding reviewing efforts, 1999 and 2003

FELLOWSHIPS & SCHOLARSHIPS

- Special Foreign Travel Fund, 2006, 2009
 Harry Gray Fellowship - University of Illinois, 1997-2001
 Sudman Fellowship, 1997
 MBA Student Management Leadership Grant

University Research Association Scholarship

PROFESSIONAL SERVICE ACTIVITIES

International Research Fellow, Oxford University Centre for Corporate Reputation, 2014 - present

Editorial Review Board Academy of Management Journal, 2010 – present
Academy of Management Review, 2013 - present
Strategic Management Journal, 2013 - present

Ad Hoc Reviewer Administrative Science Quarterly
Organization Science
Corporate Governance: An International Review
Journal of Management Studies
Journal of Business Ethics
Journal of Business Research
Journal of Business Venturing
Organization Studies

Rep-At-Large, Strategic Leadership & Governance Interest Group, Strategic Management Society, 2017

Reviewer for Israel Science Foundation (ISF), 2011

Reviewer for Swiss National Science Foundation (SNSF), 2016

OMT Research Committee, 2011-2016

Reviewer for Organization Science Dissertation Proposal Competition, 2005-2007, 2009, 2013

Reviewer for Academy of Management Annual Meetings, BPS Division (2002-2013), OMT Division (1999-2013), ENT Division (2002-2005)

Reviewer for Strategic Management Society Annual International Conference, Strategic Leadership and Governance Track (2013, 2015, 2016), Corporate Governance Track (2012), Corporate Strategy and Governance Track (2010-2011), Strategy Process Track (2011), Multi-Level Governance Relationships in a Networked Environment (2014)

Reviewer for Sustainability, Ethics and Entrepreneurship Conference, 2015

Panelist, PDW: Research on Stigmatization: Understanding Stigma across Audiences, Categories and Levels, Academy of Management Annual Meetings, 2016

Panelist, Closing Session: Themes, Variations, Future Directions, Oxford Reputation Symposium, 2013

Facilitator, Professional Development Workshop, Oxford Reputation Symposium, 2015

Panelist, Shareholder Primacy and Corporate Policy, Corporate Strategy and Governance Interest Group, Strategic Management Society Annual International Conference, 2009

Discussant, Smith Entrepreneurship Research Conference, 2007-2008

Session Chair, Academy of Management Annual Meetings, OMT (2007, 2012, 2014), ENT (2002)

Session Chair, Strategic Management Society Annual International Conference, Strategic Leadership and Governance Track (2015)

Discussant, Academy of Management Annual Meetings, BPS (2007), OMT (2005)

Facilitator, Academy of Management Annual Meetings, BPS (2006, 2011), SIT (2003)

Assisted Professor Joseph Porac in organizing the OMT division program for the 1999 Academy of Management Annual Meetings in Chicago

UNIVERSITY SERVICE

Imperial College Business School Education Committee, 2015-2016

Imperial College Panel on Student Disciplinary and Examination Offence Hearings, 2015-2016

Executive MBA New Vision Task Force, 2015

University Appeals Board, Michigan State University, 2007-2009

Faculty advisor for Undergraduate Research Fellows (URF) scholarship program for the following students:

Mark Woodring, 2010-2011

Sarah Savoie, Spring, 2010

Jessica Benton, Beverly Blaze, Alex Carson, D. Andrew Gambel,
and Angelica Leigh, 2009-2010

Faculty advisor for Undergraduate Research Scholarship awarded to the following students:

D. Andrew Gambel and Sarah Savoie, Spring, 2009

Elise Brzoska, Spring, 2008

Mentor for Broad Scholars Program, Michigan State University for the following students:

Sam Ockwell, 2009-2011

Nathan Clark and Ross Kraynak, 2007-2009

Daniel Milam and Michael Warakowski, 2007-2008

Elise Brzoska and Gabriel Iocco, 2005-2007

University Committee on Faculty Tenure, Michigan State University, Fall, 2006

Strategy Faculty Recruiting Committee, Management Department, Michigan State University, 2004-2005

Ph.D. Design Team Committee, Goizueta Business School, Emory University, 1999-2000

University of Illinois Department of Business Administration Graduate Student Advisory Council, 1997-1999

Office for the Study of Business Issues -- Project Leader, University of Illinois, 1995-1996

Capstone '96 Committee, University of Illinois, 1996

Cornerstone '95 Orientation Committee, University of Illinois, 1995

Community Affairs Committee, University of Illinois, 1996

DISSERTATION COMMITTEES

Bernadine Johnson Dykes, Management, Michigan State University (Chair: Gerry McNamara)

RESEARCH GRANTS

Yuri Mishina (Principal Investigator) \$5,000, Summer Research Grant, Broad College Research Committee, 2009

Yuri Mishina (Principal Investigator) \$14,000, Summer Research Grant, Broad College Research Committee, 2008

Yuri Mishina (Principal Investigator) \$5,000, Kauffman Foundation Content Analysis Category Identification
Project. Ewing Marion Kauffman Foundation, 1998

PROFESSIONAL ASSOCIATIONS

Academy of Management (BPS and OMT divisions)

Strategic Management Society

COURSES TAUGHT

Imperial College London

BS 1415: Strategic Management

MSc Innovation, Entrepreneurship, & Management course on competitive strategy

BS 0922: Strategy and Leadership Pathway

MSc Management course on corporate strategy and leadership (co-taught with S. Chaturvedi)

BS 1708: Corporate Strategy

MSc Economics & Strategy for Business course on corporate strategy

BS1207: Readings in Strategy

Doctoral seminar in strategy, OT, and OT/strategy

BS 0845 Strategic Management

Undergraduate course in BPES programme on business-level strategy

Michigan State University

MGT 409: Business Policy and Strategic Management
Undergraduate strategy capstone course

MGT 908: Seminar in Organizational Theory
Doctoral seminar in organizational theory

University of Illinois at Urbana-Champaign

Business Administration 210: Management and Organizational Behavior
Undergraduate introduction to management course

Business Administration 323: Organization Design and Environments
Undergraduate organizational theory course

EXECUTIVE EDUCATION

Imperial College London

Creating and Competing in Novel Markets

Session on Blue Ocean strategy for the Global Leadership and Innovation Programme

London Business School

Faculty advisor to participants for several of the Business and Industry Insight Programs and Global Strategic Conversations Programs

Abu Dhabi School of Management

20 hour executive MBA course on strategy in Abu Dhabi

TEACHING INTERESTS

Strategic Management, Organizational Theory, Entrepreneurship

NON-ACADEMIC EMPLOYMENT

Prior to my doctoral studies, I was employed as a director of marketing at a small, early-learning furniture manufacturer and as an internal training consultant for a large, professional service firm. I have also worked in purchasing, software support, and desktop publishing.

CONSULTING PROJECTS

- Developed strategy for international expansion into Latin America for major sporting goods manufacturer
- Devised entry strategy into new geographic market for machine/job shop
- Recommended appropriate mode of entry for entrepreneurial technology company in the analytical instrumentation field
- Conducted industry analysis of electronic currency and electronic payment systems as an outside contractor to a small consulting firm.

REFERENCES

Professor Donald E. Conlon
Eli Broad Professor of Management
N475 Business Complex
Michigan State University
East Lansing, MI 48824
P: (517) 884-1680
conlon@bus.msu.edu

Cynthia E. Devers Ph.D.
Associate Professor of Management & Mays
Research Fellow
Mays Business School
Texas A&M University
College Station, TX 77843-4221
cdevers@mays.tamu.edu

Professor Gerry McNamara
Michigan State University
Broad Graduate School of Management
N475 North Business Complex
East Lansing, MI 48824
P: (517) 432-5527
mcnamara@bus.msu.edu

Professor Timothy G. Pollock
Farrell Professor of Entrepreneurship
The Pennsylvania State University
Smeal College of Business
417 Business Building
University Park, PA 16802
P: (814) 863-0740
tpollock@psu.edu

Professor Robert M. Wiseman
Eli Broad Legacy Fellow of Management
Michigan State University
Broad Graduate School of Management
N475 North Business Complex
East Lansing, MI 48824
P: (517) 355-1878
wiseman@bus.msu.edu