

JOHN R. BUSENBARK

Assistant Professor, Management & Organization
University of Notre Dame | Mendoza College of Business
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EDUCATION

Doctor of Philosophy (PhD) | May 2017

Arizona State University
W.P. Carey School of Business
Concentration: Strategic Management

Dissertation: *Give it to me straight: How, when, and why managers disclose inside information about seasoned equity offerings*

Advisory Committee: S. Trevis Certo (Chair)
Albert Cannella
Matthew Semadeni

Master of Business Administration | May 2013

Indiana University
Kelley School of Business
Concentration: Finance
Class Rank: #1

Bachelor of Science in Business | May 2011

Indiana University
South Bend, IN
Concentration: Finance
Class Rank: High Distinction (Magna Cum Laude)

ACADEMIC EMPLOYMENT

University of Notre Dame, Mendoza College of Business (2019-Present)

Assistant Professor, Management & Organization

University of Georgia, Terry College of Business (2016-2019)

Assistant Professor of Management, Management Department

RESEARCH INTERESTS

Corporate governance
Information economics
Research methods
Behavioral capital markets
Top executives

PUBLISHED RESEARCH

- Busenbark, J.R., Marshall, N.T., Miller, B.P., Pfarrer, M.D. How the severity gap influences the effect of top actor performance on outcomes following a violation. **Strategic Management Journal**. Forthcoming.
- Certo, S.T, Busenbark, J.R., LePine, J.A., Kalm, M. Divided we fall: How ratios undermine research in strategic management. **Organizational Research Methods**. In Press.
- Oliver, A., Krause, R., Busenbark, J.R., Kalm, M. 2018. BS in the boardroom: Benevolent sexism and board chair orientations. **Strategic Management Journal**, 39(1): 113-130.
- Busenbark, J.R., Lange, D., Certo, S.T. 2017. Foreshadowing as impression management: Illuminating the path for security analysts. **Strategic Management Journal**, 12(38): 2486-2507.
- Busenbark, J. R., Wiseman, R., Arrfelt, M., Woo, H.S. 2017. A review of the internal capital allocation literature: Piecing together the capital allocation puzzle. **Journal of Management**, 43(8): 2430-2455.
- Certo, S. T., Busenbark, J. R., Woo, H.S., Semadeni, M. 2016. Sample selection bias and Heckman models in strategic management research. **Strategic Management Journal**, 37(1): 2639-2657.
- Busenbark, J. R., Krause, R., Boivie, S., Graffin, S. 2016. Toward a Configurational Perspective on the CEO: A review and synthesis of management literature. **Journal of Management**, 42(1): 234-268.
- Mendez, M. J. & Busenbark, J. R. 2015. Shared leadership and gender: All members are equal... but some more than others. **Leadership & Organization Development Journal**, 36(1): 17-34.
- Mehran, J., Meisami, A., & Busenbark, J. R. 2012. L'Chaim: Jewish holidays and stock market returns. **Managerial Finance**, 38(7): 641-652.

RESEARCH UNDER REVIEW

- Gamache, D., Lee, E.Y., Busenbark, J.R., Steinbach, A., Temporal orientations and institutional investors (title omitted to preserve the blind review process). **Administrative Science Quarterly**. *Under Review*.
- Busenbark, J.R., Wesley, C., Mitchell, M.S., Graffin, S.D., Top managers' moral cleansing after stock options backdating (title omitted to preserve the blind review process). **Personnel Psychology**. *Under Review*.
- Lee, E.Y., Busenbark, J.R., Withers, M., Connelly, B.L., Competitive perspective of staggered boards (title omitted to preserve the blind review process). **Strategic Management Journal**. *Under Review*.
- Jeong, S.H., Busenbark, J.R., Lam, S.K., Kim, Y., A polynomial approach to organizational ambidexterity (title omitted to preserve the blind review process). **Strategic Management Journal**. *Under Review*.
- Busenbark, J.R., Graffin, S.D., Campbell, R.J., Lee, E.Y., Interpreting a direct effect in the presence of a moderator (title omitted to preserve the blind review process). **Organizational Research Methods**. *Under Review*.

PUBLISHED IN CONFERENCE PROCEEDINGS

- Busenbark, J.R., Gamache, D., Yoon, H., Certo, S.T., Withers, M. 2019. How much of a problem is omitted variable bias really? Examining strategy research with the ITCV. *Academy of Management Proceedings (1)*. **Sage Publication 2019/Research Methods Division Best Paper Award.**
- Busenbark, J.R., Arrfelt, M., Semadeni, M. Withers, M. 2018. The role of firm performance aspirations in managers' internal capital allocation strategies. *Academy of Management Proceedings (1)*.
- Certo, S.T., Busenbark, J.R., Kalm, M., LePine, J.A. 2018. How scaling variables by firm size limits knowledge accumulation in strategic management. *Academy of Management Proceedings (1)*.
- Lee, E.Y., Busenbark, J.R., Graffin, S.D. 2018. When do managers disclose negative information? A voluntary disclosure theory perspective. *Academy of Management Proceedings (1)*. **Nominated for Best Student Paper in the Strategic Leadership and Governance Division at Strategic Management Society 2017 Annual Meeting in Houston.**
- Certo, S.T., Busenbark, J.R., Kalm, M., LePine, J.A. 2017. Divided we fall: How ratios undermine strategy research. *Academy of Management Proceedings (1)*.
- Busenbark, J.R., Certo, S.T., Lange, D. 2016. The use of foreshadowing as a means of anticipatory impression management for acquisitions. *Academy of Management Proceedings (1)*.
- Busenbark, J.R., Certo, S.T., Woo, H.S. 2015. Sample selection bias and Heckman models in strategic management research. *Academy of Management Proceedings (1)*.
- Busenbark, J.R., Wesley, C.L., Saxton, T., Saxton, M.K. 2014. Information uncertainty, risk, and orientation: Examining organizational social exchanges. *Academy of Management Proceedings (1)*.

BUSINESS AND POPULAR PRESS

- Over-Sensationalized scandal can actually be a job saver for strong performing leaders, *Latin American Post*. August 9, 2019.
- Over-Sensationalized scandal can actually be a job saver, *PhysOrg*. August 7, 2019.
- Dirty laundry: Over-Sensationalized scandal can actually be a job saver for strong performing leaders, *ND News*. August 7, 2019.
- Even at the top, women still face sexism. Just not the kind you'd think, *CNNMoney*. April 6, 2018.
- Study Says Female CEOs Face Unique Form Of Sexism, *GPB, NPR*. April 4, 2018.
- Management Researcher Looks At Sexism In The Boardroom, *KJZZ, NPR*. January 23, 2018.

CONFERENCE PRESENTATIONS

Academy of Management – Boston Conference 2019

Konig, A., Graf-Vlachy, L., Busenbark, J.R., DeOliveira Kuhn, H., Komander, V., CEO and CFO Role Consistency in Conference Calls with Security Analysts.

Busenbark, J.R., Gamache, D., Yoon, H., Certo, S.T., Withers, M. 2019. How much of a problem is omitted variable bias really? Examining strategy research with the ITCV. *Academy of Management Proceedings (1)*. **Sage Publication 2019/Research Methods Division Best Paper Award.**

Certo, S.T., Busenbark, J.R., Sirmon, D., On corporate inequality.

Strategic Management Society – Las Vegas Special Conference 2019

Lee, E.Y., Busenbark, J.R., Connelly, B., Withers, M. Staggered boards: A competitive perspective.

Cullen-Lester, K., Carter, D., Frear, K., Busenbark, J.R., Jones, J., Mohan, G., Tawse, A., Listyg, B. Leveraging social network approaches to examine strategic conversations in the upper echelons of organizations.

Strategic Management Society – Paris Conference 2018

Busenbark, J.R., Yoon, H.E., Gamache, D., Withers, M., How much of a problem is endogeneity really? Examining endogeneity in strategic management research with the impact threshold of a confounding variable.

Konig, A., Graf-Vlachy, L., Busenbark, J.R., DeOliveira Kuhn, H., Komander, V., CEO and CFO Role Consistency in Conference Calls with Security Analysts.

Campbell, R.J., Busenbark, J.R., Boivie, S., Graffin, S., Target have people, too: Examining when acquirers retain directors from targets.

Lee, E.Y., Gamache, D., Busenbark, J.R., CEO temporal orientation and institutional investors.

Academy of Management – Chicago Conference 2018

Busenbark, J.R., Arrfelt, M., Semadeni, M. Withers, M., The role of firm performance aspirations in managers' internal capital allocation strategies. **Distinguished as a Best Paper in the STR Division.**

Certo, S.T., Busenbark, J.R., Kalm, M., LePine, J.A., How scaling variables by firm size limits knowledge accumulation in strategic management.

Lee, E.Y., Busenbark, J.R., Graffin, S., When do managers disclose negative information? A voluntary disclosure theory perspective.

Panelist and round table facilitator—Content analyses in organizational research: Techniques and applications.

Strategic Management Society – Houston Conference 2017

Withers, M., Busenbark, J.R., Certo, S.T., Semadeni, M., Losing control: The effects of an endogenous covariate on an exogenous variable.

Certo, S.T., Busenbark, J.R., Kalm, M., LePine, J.A., Divided we fall: How ratios undermine strategy research.

Oliver, A., Krause, R., Busenbark, J.R., Kalm, M., BS in the boardroom: Benevolent sexism and board chair orientations.

Southern Management Association – Tampa Conference 2017

Busenbark, J.R., Wesley, C.L., Graffin, S., Perception Balancing: Using Corporate Social Responsibility to Improve Organizational Perceptions Following Lucky Grants

Centre for Corporate Reputation Symposium – Oxford University (Oxford, UK) 2017

Gamache, D., Busenbark, J.R., Lee, E.Y., How does CEO temporal orientation influence the type of institutional investors who own shares of the firm?

Oliver, A., Pfarrer, M., Campbell, R.J., Busenbark, J.R., Time giveth and time taketh away: The paradox of high reputation firms consistently delivering value over time.

Academy of Management – Atlanta Conference 2017

Oliver, A., Krause, R., Busenbark, J.R., Kalm, M., BS in the boardroom: Benevolent sexism and board chair orientations.

Busenbark, J.R., Lange, D., Certo, S.T. Illuminating the path: Foreshadowing acquisitions for security analysts as a means of impression management.

Certo, S.T., Busenbark, J.R., Kalm, M., LePine, J.A., Divided we fall: How ratios undermine strategy research.

Panelist and round table facilitator—Content analyses in organizational research: Techniques and applications.

Panelist and presenter—Research Methods Consortium on omitted variables.

INSEAD Conference – Behavioral Corporate Governance 2017

Oliver, A., Krause, R., Busenbark, J.R., Kalm, M., BS in the boardroom: Benevolent sexism and board chair orientations.

University of Colorado - Entrepreneurship and Collaboration Conference 2017

Wesley, C., Busenbark, J.R., Saxton, T., Saxton, M.K., Should I give or should I go? Uncertainty, risk, and intangible resources.

Strategic Management Society – Berlin Conference September 2016

Busenbark, J.R., Arrfelt, M., Semadeni, M. Withers, M.C., What influences managers' internal capital allocation strategies? The behavioral theory of the firm and the role of performance aspirations.

Academy of Management – Anaheim Conference August 2016

Busenbark, J.R., Chin, M.K., Certo, S.T., The influence of board of directors' political ideology on CEO selection. *OMT Best Symposium.*

Busenbark, J.R., Certo, S.T., Lange, D. Illuminating the path: Foreshadowing acquisitions as a means of anticipatory impression management.

Strategic Management Society – Denver Conference October 2015

Busenbark, J.R., Certo, S.T., Lange, D. Illuminating the path: Foreshadowing acquisitions as a means of anticipatory impression management.

Busenbark J.R., Semadani, M., Controversial activities and investor information: Seasoned equity offerings in financial institutions.

Academy of Management – Vancouver Conference August 2015

Certo, S.T., Busenbark, J.R., Woo, H.S., & Semadani, M. Sample selection bias and Heckman models in strategic management research.

Strategic Management Society – Madrid Conference September 2014

Wesley, C., Busenbark, J.R., Saxton, T., Saxton, M.K., Should I give or should I go? Uncertainty, risk, and intangible resources.

Busenbark, J.R., Arrfelt., M.. The capital allocation puzzle: The influence of institutional investors' in the internal capital allocation process.

Academy of Management – Philadelphia Conference August 2014

Wesley, C., Busenbark, J.R., Saxton, T., Saxton, M.K., Should I give or should I go? Uncertainty, risk, and intangible resources.

Academy of Management (ENT Research Exemplars) – Colorado Conference March 2014

Saxton, T., Saxton, M.K., Wesley, C., Busenbark, J.R., Activating the entrepreneurial ecosystem: Why do non-founders help entrepreneurs move forward?

Academy of Management (Research Exemplars) – Italy Conference May 2013

Saxton, T., Saxton, M.K., Wesley, C., Busenbark, J.R., Activating the entrepreneurial ecosystem: Why do non-founders help entrepreneurs move forward?

Indiana University Research Day Presentation – April 2013

Bemenderfer, T.M., Busenbark, J.R., Kansal, J. Bedside to Benchside: The Launch of a Novel Bone Healing Solution

MBAA International (Managerial Finance, Academy of Finance Proceedings) – Chicago Conference March 2011

Mehran, J., Meisami, A., Busenbark, J.R., L'Chaim: Jewish holidays and stock market returns.

TEACHING

University of Georgia, Terry College of Business

Econometrics for Strategic Management (Doctoral Seminar)—2018, 2019

Instructor Evaluation (Median): 5.00/5.00

International Strategic Management (Undergraduate)—2017, 2018, 2019

Instructor Evaluation (Median): 5.00/5.00

Arizona State University, W.P. Carey School of Business

Capstone Course in Strategic Management (Undergraduate)—2016

Instructor Evaluation (median): 7.00/7.00

SERVICE & REVIEWING

Strategic Management Society, Research Methods Division – Officer (Representative at Large)
Academy of Management Journal – Ad Hoc Reviewer
Academy of Management Review – Ad Hoc Reviewer
Strategic Management Journal – Ad Hoc Reviewer
Journal of Management – Methodology Task Force (Ad Hoc Reviewer)
Organizational Research Methods – Ad Hoc Reviewer
Journal of Business Venturing – Ad Hoc Reviewer
Leadership Quarterly – Ad Hoc Reviewer

FELLOWSHIPS AND GRANTS

National Science Foundation (NSF) Science of Organizations (SOO) Grant, Co-Investigator
Arizona State University Graduate School Fellowship 2016
Arizona State University Graduate School Fellowship 2015
Arizona State University Graduate School Fellowship 2013
Innovation-to-Enterprise Research Fellowship
Department of Defense Technological Diffusion Grant
Roger Schmenner Fellowship for Scholars in Emerging Markets
Innovation-to-Enterprise, OsteoFuse, Research Grant
Lightworks Energy and Innovation Grant

AWARDS AND HONORS

Best Reviewer Award – Academy of Management (BPS Division, OMT Division)
Outstanding Reviewer Award – Strategic Management Society (SLG Division, RM Community)
Anne Tsui Outstanding Doctoral Student Award, ASU
UGA Career Center Acknowledgement for Influential Faculty
Kelley MBA Academic Excellence Award – Dedicated to the top student in the class
CTS Finance Award for Excellence in Finance at Indiana University
George A. Wing Academic Scholarship Award for Academic Excellence at Indiana University
Financial Management Association Honors Society
Beta Gamma Sigma Award for the top finance student
IU South Bend Student Government Association's Leadership Award

ASSOCIATIONS AND CLUBS

Academy of Management Member
Strategic Management Society Member
Beta Gamma Sigma Member
Who's Who Among Students in American Universities and College

REFERENCES

S. Trevis Certo, PhD
Professor of Management
Arizona State University
W.P. Carey School of Business
(480) 965-6824
trevis.certo@asu.edu

Matthew Semadeni, PhD
Professor of Management
Arizona State University
W.P. Carey School of Business
(480) 965-8008
semadeni@asu.edu

Michael Withers, PhD
Associate Professor of Management
Texas A&M University
Mays Business School
mwithers@mays.tamu.edu