

# MICHAEL J. MANNOR II

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## ACADEMIC EXPERIENCE

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- 2008 -**            **University of Notre Dame** (Mendoza College of Business)  
*John F. O'Shaughnessy Associate Professor of Family Enterprise (2016-present)*  
*Associate Professor of Management (2015)*  
*Assistant Professor of Management (2008-2014)*
- 2003 - 2008**    **Michigan State University** (Eli Broad College of Business)  
*Instructor*

## EDUCATION

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| <b>Ph.D.</b>  | <b>Michigan State University</b><br>Major: Strategic Management<br>Minor: Information Technology Management | <b>2008</b> |
| <b>M.B.A.</b> | <b>Grand Valley State University</b>  | <b>2004</b> |
| <b>B.S.</b>   | <b>Aquinas College</b><br>Major: Computer Information Systems   | <b>2002</b> |

## RESEARCH OVERVIEW

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I have two primary areas of focus in my research, spanning across micro-level and macro-level boundaries to study the complex influences of people on organizations and business strategy. First, I study the powerful role of executive leadership in organizations. This work focuses on how the experience, cognitive biases, personality, reputation, and capabilities of upper echelon executives can both help and hurt organizations through strategic action. A second line of research explores how organizations create and leverage unique knowledge to achieve superior performance. This work examines both the search and learning processes that contribute to new knowledge creation as well as the policies organizations can implement to optimally utilize both their tacit and explicit knowledge resources. My research spans across industries and levels of analysis and is often focused in the contexts of breakthrough innovation or entrepreneurship.

## REFEREED JOURNAL PUBLICATIONS

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- Mannor, M.J., Matta, F., Block, E., Steinbach, A. & Davis, J.H. (in press) Liability of Breadth? Biased Evaluations of Experience in Threatening vs. Opportunistic Environments. [Journal of Management](#).
- Wowak, A, Mannor, M.J, & Crossland, C. (2018) Do CEOs receive the pay they deserve? A new vantage on a familiar question. [Management Research](#), 16(1): 47-56.

- Arrfelt, M., Mannor, M.J., Nahrgang, J. & Christenson, A. (2018) All Risk-Taking is Not the Same: Examining the Competing Effects on Firm Risk and Firm Performance with Meta-Analysis. Review of Managerial Science, 12(3): 621-660.
- Block, E.S, Glavas, A., Mannor, M.J., & Erskine, L. (2017). Business for good? An investigation into the strategies firms use to maximize the impact of financial corporate philanthropy on employee attitudes. Journal of Business Ethics, 146(1): 167-183.
- Mannor, M. J., Wowak, A., Bartkus, V., & Gomez-Mejia, L. (2016) Heavy Lies the Crown? How Job Anxiety Affects Top Executive Decision Making in Gain and Loss Contexts. Strategic Management Journal, 37(9): 1968-1989.  
- *Harvard Business Review included a summary of this research in the "Idea Watch" section of the Jan-Feb 2017 HBR Magazine, written by Amy Meeker.*
- Mannor, M. J., Shamsie, J., & Conlon, D. E. (2016) Does Experience Help or Hinder Top Managers? Working with Different Types of Resources in Hollywood. Strategic Management Journal, 37(7): 1330-1340.  
- *Harvard Business Review published an article on our research for their leadership collection: "The More Experience You Have, the Worse You Are at Bootstrapping" by JM Olejarz, July 22, 2015.*
- Wowak, A., Mannor, M. J., & Arrfelt, M., McNamara, G. M. (2016) Earthquake or Glacier? How CEO Charisma Manifests in Firm Strategy over Time. Strategic Management Journal, 37(3): 586-603.
- Gamache, D., McNamara, G. M., Mannor, M. J., & Johnson, R. (2015) Motivated to Acquire? The impact of CEO regulatory focus on firm acquisitions. Academy of Management Journal, 58(4): 1261-1282.
- Wowak, A., Mannor, M. J., & Wowak, K. (2015) Throwing Caution to the Wind: The Effect of CEO Stock Option Pay on the Incidence of Product Safety Problems. Strategic Management Journal, 36(7): 1082-1092.  
- *Article profiled on the front page page of the NYTimes business section (9/13/15), as well as in Fortune, the Atlantic, MarketWatch, Bloomberg, WSJ, and other media outlets.*
- Shamsie, J. & Mannor, M. J. (2013). Looking Inside the Dream Team: Probing into the Contributions of Tacit Knowledge as an Organizational Resource. Organization Science, 24(2): 513-529.
- 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. *Winner of Oxford University's CCR best published paper of the year (~\$1,500).*
- Humphrey, S.E., Morgeson, F. P., & Mannor, M.J. (2009). Developing a Theory of the Strategic Core of Teams: A Role Composition Model of Team Performance. Journal of Applied Psychology, 94: 48-61.
- Hollenbeck, J.R. & Mannor, M.J. (2008). Life in the Organizational Sciences: Achieving Consensus on What is Reasonable, What is Possible, and What is Absolutely Required. Journal of Organizational Behavior, 29(6): 725-729.
- Hollenbeck, J.R. & Mannor, M.J. (2007). Research Career Success and Weak Paradigms: The Role of Activity, Resiliency, and True Scores. Journal of Organizational Behavior, 28(8): 933-942.

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Hollenbeck, J.R., DeRue, D.S. & Mannor, M. (2006). Statistical Power and Parameter Stability When Participants are few and Tests are many: Comment on Peterson, Smith, Martorana, and Owens. Journal of Applied Psychology, 91(1): 1-5.

## **REFEREED BOOK CHAPTERS, BUSINESS PUBLICATIONS, & CONFERENCE PROCEEDINGS**

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- Bartkus, V.O., Mannor, M.J., Campbell, J., & Crossland, C. (2018). Fast and Rigorous: Configurational Determinants of Strategic Decision-Making Balance. Academy of Management Best Paper Proceedings, Chicago, IL.
- Mannor, M. J., Wowak, A., Bartkus, V., & Gomez-Mejia, L. (2016) How Anxiety Affects CEO Decision Making, Harvard Business Review (HBR.org), July 19, 2016.
- Mannor, M.J., Arrfelt, M., & Wowak, A. (2012). Arrogant but not Ignorant? How CEOs Manage Their Own Hubris with Conservative Coping Mechanisms. Academy of Management Best Paper Proceedings, Boston, MA.
- Mannor, M.J., Matta, F., Block, E., Steinbach, A., & Davis, J. H. (2012). Liability of Breadth? Biased Evaluations of Experience in Threatening vs. Opportunistic Environments. Academy of Management Best Paper Proceedings, Boston, MA.
- Mannor, M.J. (2008). The Hidden Deception of Knowledge Management Systems: Search, Rigidity, and Declining Radical Innovation. In Lytras, Russ, Meier, & Naeve (Ed.), Knowledge Management Strategies: A Handbook of Applied Technologies. Hershey, PA: IGI Global. 270-290.
- Mannor, M.J. (2008). Top Executives and Global Leadership: At the Intersection of Cultural Intelligence and Strategic Leadership Theory. In Ang & Van Dyne (Ed.), Handbook of Cultural Intelligence: Theory, Measurement, and Applications. Armonk, NY: M.E. Sharpe: 91-106.
- Mishina, Y., Block, E.S. & Mannor, M.J. (2008). The Impact of Capability and Compatibility on Favorable and Unfavorable Reputations. Administrative Science Association of Canada Conference Proceedings, Halifax, Canada.
- Mannor, M.J. (2007). Creating Breakthroughs: Exploring the Experiential Antecedents of Search and Knowledge Creation. Academy of Management Best Paper Proceedings, Philadelphia, PA.

## **GRANTS, HONORS, AND AWARDS**

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- Selected for Academy of Management *Best Paper Proceedings* in three different divisions BPS (2012, 2018), ENT (2012), & TIM (2007)
- St. Joseph County Chamber of Commerce "Forty under 40" honoree for workplace and civic contributions (2016)
- Grant: Mendoza Research Grant (2016-17: \$14,600)
- Grant: Deloitte Center for Ethical Leadership (2015-16: \$10,000)
- Grant: University of Notre Dame Competitive FRSP Grant (2012-2015: ~\$40,000)
- Nominated for Strategic Management Society Best Conference Paper (2012 & 2013)
- Nominated for Strategic Management Society Best Conference Paper for Practice Implications (2012 & 2014)
- Oxford University's CCR Award for Best Published Paper of the Year (~\$1,500) (2012)

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- Distinguished Paper Award / Finalist for Glueck Best Paper Award from AoM BPS (2012)
  - Outstanding Reviewer Award, Academy of Management BPS Division (2012 & 2013)
  - Grant: Kobayashi Competitive Research Grant (~1,000; University of Notre Dame; 2011)
  - Grant: Mendoza Research Grant (2011)
  - Michigan State *Excellence-in-Teaching Citation* (university-wide undergraduate teaching award)
    - Department of Management citation nominee (of 15 graduate students)
    - Eli Broad Graduate School of Management citation nominee (of 776 graduate students)
    - University winner (of 9,488 graduate students)
  - Honorable Mention for ASAC Conference Best Paper Award (2008)
  - Runner-Up for AOM TIM Division Best Student Paper Award (2007)
  - Michigan State University Harvey Wein Memorial Fellowship (2004 & 2006)
  - University Dissertation Completion Fellowship (2007)
  - International Finalist for Center for Cultural Intelligence Competitive Research Grant
  - Grand Valley State University Award of Excellence (1998)
  - Grand Valley Seidman Business Scholar (1998)
  - Rotary Club Scholarship (1998)
  - Eastern Star Scholarship (1998)
  - FIRST Robotics Competition (State Champions; 1998)
  - ThinkQuest Website Development Competition (National Semi-Finalist; 1998)

## EXPERT MEDIA COVERAGE

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- I've been quoted / interviewed as an expert or highlighted in research reviews in a wide range of major media outlets (*partial list*)
  - *NPR*
  - *CNN*
  - *Associated Press*
  - *BusinessWeek*
  - *NYTimes*
  - *WSJ*
  - *USA Today*
  - *LA Times*
  - *MSNBC*
  - *Washington Post*
  - *Fortune*
  - *The Atlantic*
  - *MarketWatch*
  - *Yahoo!*
  - *Boston Herald*
  - *US News & World Report*
  - *Huffington Post*
  - *Westwood One / CBS Radio*
  - *Washington Times*
  - *ND's "Ask More of Business"*

## CHAired CONFERENCE SESSIONS

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Mannor, M. J. Evaluating Upper Echelon Quality. Session chairperson at the *Strategic Management Society*, Houston, TX (September, 2017).

Mannor, M. J. We can work it out: TMT decision making. Session chairperson at the *Strategic Management Society Conference*, Atlanta, GA (September, 2013).

Mannor, M. J. & Wowak, A. A Darker Side of Upper Echelons: How Executives and Boards Can Unintentionally Harm Stakeholders. Symposium co-chairperson at the *Academy of Management Conference*, Orlando, FL (August, 2013).

Mannor, M. J. Strategy in times of uncertainty: CEO turnover and external change. Session chairperson at the *Academy of Management Conference*, Orlando, FL (August, 2013).

DeRue, D. S. & Mannor, M. J. Is it all about the CEO? How dare we ask? Symposium co-chairperson at the *Academy of Management Conference*, Anaheim, CA (August, 2008).

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Mannor, M. J., & Block, E. S. The Dark Side of Organizations: Bad Reputations, Stigma, and Organizational Identity. Symposium co-chairperson at the *Academy of Management Conference*, Atlanta, GA (August, 2006).

Mannor, M. J. Alliances and Joint Ventures. Chairperson of Technology and Innovation Management division session at the *Academy of Management Conference*, Honolulu, HI. (August, 2005).

## **REFEREED CONFERENCE PAPERS AND PRESENTATIONS**

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Gamache, D., Yoon, E., & Mannor, M. J. Are Market Reactions to Acquisitions Driven by Acquiring CEO Traits? Paper to be presented the *Strategic Management Society Special Conference*, Las Vegas, Nevada (March, 2019).

Shamsie, J., Mannor, M. J., Eisner, A., & Korn, H. Ruling The Airwaves: Sharing Knowledge Through Within-Industry Diversification. Paper presented the *Strategic Management Society Conference*, Paris, France (September, 2018).

Eklund, J. & Mannor, M.J. Keep Your Eye on the Ball or on the Field? Executive Strategic Attention and Performance. Paper presented at the *Academy of Management Conference*, Chicago, Illinois (August, 2018).

Bartkus, V.O., Mannor, M.J., Campbell, J., & Crossland, C. Fast and Rigorous: Configurational Determinants of Strategic Decision-Making Balance. Paper presented at the *Academy of Management Conference*, Chicago, Illinois (August, 2018).

Mannor, M.J. Strategic Leadership & Governance Interest Group Paper Development Workshop. Group moderator at the *Strategic Management Society*, Houston, TX (September, 2017).

Caldwell, AE, Bermiss, YS, Block, E., Mannor, MJ. Scaling Impact: Understanding How Growth is Conceptualized in Social Ventures. *Academy of Management Conference*, Atlanta, GA (August 2017).

Mannor, M.J. Strategic Leadership & Governance Interest Group Paper Development Workshop. Group Moderator at the *Strategic Management Society*, Berlin, Germany (September, 2016).

Mannor, M.J. Advances in Data Collection Methodologies and Analyses in Strategy Research: Historiometric Methods. Presentation at Research Methods Interest Group Session at the *Strategic Management Society*, Berlin, Germany (September, 2016).

Eklund, J. & Mannor, M.J. Cunning or Just Confused? Market Reactions to Sweeping Visions of Strategic Priorities. Paper presented at the *Strategic Management Society*, Berlin, Germany (September, 2016).

Bartkus, V., Mannor, M.J., & Crossland, C. Interfaces of Strategic Leaders: Developing a Future Research Agenda. Symposium (organized by Brian Fox) at the *Academy of Management Conference*, Philadelphia, PA (August, 2016).

Mannor, M. J. Research Methods Division Doctoral Student and Early Career Faculty Consortium: Getting access to data - Innovative ideas about how to get data. Faculty presenter at virtual symposium chaired by Craig Crossland for the *Academy of Management*, (June, 2016).

- Mannor, M.J. Big Game Hunting: Accessing and Interacting with Senior Executives for Empirical Research. Faculty panelist at the *Strategic Management Society*, Denver, CO (September, 2015).
- Mannor, M.J. Research Methods IG Professional Development Workshop. Faculty presenter at the *Strategic Management Society*, Denver, CO (September, 2015).
- Kolev, K.D., McNamara, G.M., Gamache, D., Mannor, M.J. Putting Back the Individual in BTOF: CEO Regulatory Focus and Firm Responses to Performance Cues. Paper presented at the *Strategic Management Society*, Denver, CO (September, 2015).
- Kolev, K.D., McNamara, G.M., Gamache, D., Mannor, M.J. Putting Back the Individual in BTOF: CEO Regulatory Focus and Firm Responses to Performance Cues. Paper presented at the *Academy of Management Conference*, Vancouver, B.C. (August, 2015).
- Mannor, M.J. & Bartkus, V. Heavy Lies the Crown? Top Executive Anxiety and Strategic Decision Making. Paper presented at the *Strategic Management Society*, Madrid, Spain (September, 2014). (*Nominated for SMS Best Conference Paper for Practice Implications award*)
- Bartkus, V., Mannor, M.J., & Crossland, C. Exploring The CEO-TMT Interface: Ceo Generalized Self-Efficacy And Strategic Decision-Making. Paper presented at the *Strategic Management Society*, Madrid, Spain (September, 2014).
- Mannor, M.J., Wowak, A., & Bartkus, V. Heavy Lies the Crown? Top Executive Anxiety and Strategic Decision Making. Paper presented at the *Academy of Management Conference*, Philadelphia, PA (August, 2014).
- Mannor, M.J., Nahrgang, J., Arrfelt, M., & Christensen, A. Objective Monitors? Meta-Analytic Evidence of Risk-Bearing as a Moderator of Shareholder and Director Influences. Paper presented at the *Academy of Management Conference*, Philadelphia, PA (August, 2014).
- Bartkus, V., Mannor, M.J., & Crossland, C. Exploring The CEO-TMT Interface: Ceo Generalized Self-Efficacy and Strategic Decision-Making. Paper presented at the *Academy of Management Conference*, Philadelphia, PA (August, 2014).
- Gamache, D., McNamara, G. M., Mannor, M. J., & Johnson, R. Being Motivated to Acquire: The Impact of CEO Regulatory Focus on Firm Acquisitions. Paper presented at the *Strategic Management Society Special Conference*, Copenhagen, Denmark (June, 2014).
- Mannor, M.J. & Bartkus, V. Peeking Inside the "Black Box" of Top Executive Decision-Making: A Mediated Model of Devil's Advocacy. Paper presented at the *Strategic Management Society Conference*, Atlanta, GA (October, 2013). (*Nominated for SMS Best Conference Paper award*)
- Mannor, M.J., Nahrgang, J., Arrfelt, M., & Christensen, A. Objective Monitors? Meta-Analytic Evidence of Risk-Bearing as a Moderator of Shareholder and Director Influences. Paper presented at the *Strategic Management Society Conference*, Atlanta, GA (October, 2013).
- Wowak, A., Mannor, M.J., & Arrfelt, M. Can't Buy Me Love? How Charismatic CEOs Supplement Their Charms with Instrumental Behaviors. Paper presented at the *Academy of Management Conference*, Orlando, FL (August, 2013).
- Wowak, A., Mannor, M.J., & Wowak, K. Take It Back: The Effect of CEO Stock Options on the Likelihood of Product Recalls. Paper presented at the *Academy of Management Conference*, Orlando, FL (August, 2013).

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- Mannor, M.J. & Bartkus, V. *Façades of Rigor? The Spillover of Top Executive Insecurity into Team Construction, Decision-Making Process, and Strategic Conformity*. Paper presented at the *Strategic Management Society Conference*, Prague, Czech Republic (October, 2012). (Nominated for SMS Best Conference Paper for Practice Implications award)
- Arrfelt, M., Mannor, M.J., Nahrgang, J. & Christenson, A. *All Risk-Taking is Not the Same: Examining the Competing Effects on Firm Risk and Firm Performance with Meta-Analysis*. Paper presented at the *Strategic Management Society Conference*, Prague, Czech Republic (October, 2012). (Nominated for SMS Best Conference Paper award)
- Mannor, M.J., Arrfelt, M., & Wowak, A. *Arrogant but Not Ignorant? How CEOs Manage Their Own Hubris with Conservative Coping Mechanisms*. Paper presented at the *Academy of Management Conference*, Boston, MA (August, 2012). (Included in AoM Conference Best Paper Proceedings; Distinguished Paper Award from BPS Division at AoM / finalist for Glueck Award)
- Mannor, M.J., Matta, F., Block, E., Steinbach, A. & Davis, J.H. *Liability of Breadth? Biased Evaluations of Experience in Threatening vs. Opportunistic Environments*. Paper presented at the *Academy of Management Conference*, Boston, MA (August, 2012). (Included in Conference Best Paper Proceedings)
- Arrfelt, M., Mannor, M.J., Nahrgang, J. & Christenson, A. *All Risk-Taking is Not the Same: Examining the Competing Effects of Risk-Taking on Firm Risk and Firm Performance with Meta-Analysis*. Paper presented at the *Academy of Management Conference*, Boston, MA (August, 2012).
- Mannor, M. J., & Arrfelt, M. *CEO Hubris, Firm Debt, and Profitability: Arrogant but Not Ignorant*. Paper presented at the *Strategic Management Society Conference*, Miami, FL (November, 2011).
- Mannor, M. J., McNamara, G. M., & Gamache, D. *Framed for Action: The Influences of Positive, Negative, and Ambivalent CEO Perceptions on Organizational Action*. Paper presented at the *Strategic Management Society Conference*, Miami, FL (November, 2011).
- Mannor, M. J. Shamsie, J., & Conlon, D. E. *Bringing Experience to Resources: Examining the Contribution of Producers to Hollywood Film Projects*. Paper presented at the *Academy of Management Conference*, San Antonio, Texas (August, 2011).
- Mannor, M. J., Block, E., & Davis, J. H. *An Entrepreneur Experience Paradox: Focused Rigidity vs. Broad Information Networks in New Venture Strategy Formation*. Paper presented at the *Strategic Management Society Conference*, Rome, Italy (September, 2010).
- Shamsie, J., Conlon, D. E., & Mannor, M. J. *Bringing Experience to Resources: Examining the Contribution of Producers to Hollywood Film Projects*. Paper presented at the *Strategic Management Society Conference*, Rome, Italy (September, 2010).
- Shamsie, J. & Mannor, M. J. *Looking Inside the Dream Team: Tacit Knowledge as a Driver of Performance*. Paper presented at the *Atlanta Competitive Advantage Conference (ACAC)*, Atlanta, GA (May, 2010).
- Mannor, M. J. *Depth, Breadth, and Diversity: Experiential Learning and Knowledge Creation in the Pharmaceutical Industry*. Paper presented at the *Strategic Management Society Conference*, Washington, D.C. (October, 2009).
- Mannor, M. J. *Creating Blockbusters? Experiential Learning and Creative and Commercial Performance in Hollywood*. Paper presented at the *Strategic Management Society Conference*, Washington, D.C. (October, 2009).

- Mannor, M. J. Depth, Breadth, and Diversity: Experiential Learning and Knowledge Creation in Drug Discovery. Paper presented at the *Academy of Management Conference*, Chicago, IL (August, 2009).
- Shamsie, J. & Mannor, M. J. Looking Inside the Dream Team: Tacit Knowledge as a Driver of Performance. Paper presented at the *Academy of Management Conference*, Chicago, IL (August, 2009).
- Morgeson, F. P., Peterson, E., Humphrey, S. E., & Mannor, M. J. Antecedents and Consequences of Team Leader Adaptability. Paper presented at *Society of Industrial Organizational Psychology Conference*, New Orleans, LA (April, 2009).
- Shamsie, J., Mannor, M. J., Korn, H., & Eisner, A. Moving First into a Market: Introduction of New Formats among U.S. Radio Stations. Paper presented the *Strategic Management Society Conference*, Cologne, Germany (October, 2008).
- DeRue, D. S., Peterson, E., Mannor, M. J., & Morgeson, F. M. A Two-Horse Race? The Impact of CEO Characteristics and Governance Structures on Firm Performance. Paper presented at the *Academy of Management Conference*, Anaheim, CA (August, 2008).
- Arrfelt, M., Mannor, M. J. & Wiseman, R. M. A Second Look at CEO Hubris: Assessing the Measurement and Viability of CEO Hubris as a Predictor of Firm Strategy and Performance. Paper presented at the *Academy of Management Conference*, Anaheim, CA (August, 2008).
- Mishina, Y., Block, E.S. & Mannor, M.J. The Impact of Capability and Compatibility on Favorable and Unfavorable Reputations. Paper presented at the *Administrative Science Association of Canada Conference*, Halifax, Canada (May, 2008). (*Included in Conference Proceedings and Honorable Mention for Best Conference Paper Award*)
- Mishina, Y., Shamsie, J., Mannor, M. J., & Aime, F. The Role of Financial Resources, Experience, and Working Relationships on the Success of Film Projects. Paper presented at *Grief Entrepreneurship Research Symposium*, Los Angeles, CA (March, 2008).
- Mannor, M. J. Building Ambidexterity: Generating Knowledge-Based Diversity to Promote Creative Balance in Organizations. Paper presented the *Strategic Management Society Conference*, San Diego, California (October, 2007).
- Mannor, M. J. Creating Breakthroughs: Deconstructing the Experiential Antecedents of Search and Knowledge Creation. Paper presented at *Academy of Management Conference*, Philadelphia, PA (August, 2007). (*Included in Conference Best Paper Proceedings & Finalist for TIM Division Best Student Paper Award*)
- Shamsie, J., Mannor, M. J., Eisner, A., Korn, H. Ruling the Airwaves: Untangling the Effect of Resources on the Performance of Commercial Radio Stations. Paper presented at *Academy of Management Conference*, Philadelphia, PA (August, 2007).
- Shamsie, J., Mannor, M. J., & Conlon, D. Lights! Camera! Conflict? Evaluating the Success of Knowledge Integration among Partnerships in the Motion Picture Industry. Paper presented at *International Association of Conflict Management Conference*, Budapest, Hungary (July, 2007).
- Mannor, M. J., Mishina, Y. & Shamsie, J. The Role of Resources and Experience on the Success of Film Projects. Paper presented at *Babson College Entrepreneurship Research Conference*, Madrid, Spain (June, 2007). (*Shortened version published in the Frontiers of Entrepreneurship Research*)



- Shamsie, J., Mannor, M. J., Eisner, A., Korn, H. The Effects of Knowledge Resources on Commercial Radio Stations. Paper presented at the *Strategic Management Society Conference*, Vienna, Austria (October, 2006).
- Mannor, M. J. The Hidden Deception of Knowledge Management Systems: Search, Rigidity, & Declining Radical Innovation. Paper presented at *Academy of Management Conference*, Atlanta, GA (August, 2006).
- Mannor, M. J. & Shamsie, J. Looking Inside the Dream Team: Reconciling Divergent Perspectives of Resources. Paper presented at *Academy of Management Conference*, Atlanta, GA (August, 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. In M.J. Mannor and E.S. Block (Chairpersons), *The Dark Side of Organizations: Bad Reputations, Stigma, and Organizational Identity*. Symposium presentation at the *Academy of Management Conference*, Atlanta, GA (August, 2006).
- Mannor, M. J. Global Leadership: The Intersection of Cultural Intelligence and Strategic Leadership Theory. Paper presented at *The International Cultural Intelligence Conference*, Dallas, TX (May, 2006).
- Mannor, M. J. & Shamsie, J. Looking Inside the Dream Team: Reconciling Divergent Perspectives of Resources. Paper presented at *The Strategic Management Society Conference*, Orlando, FL (October, 2005).
- Humphrey, S. E., Morgeson, F. P. & Mannor, M. J. Understanding Team Performance: The Importance of Experience & Ability in Core and Non-Core Team Roles. Paper presented at *Society of Industrial Organizational Psychology Conference*, Los Angeles, CA (April, 2005).

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## **PROFESSIONAL SERVICE, EDITORIAL BOARD MEMBERSHIPS, AND ACTIVITIES**

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- Elected Associate Program Chair for the Strategic Leadership and Governance division of the *Strategic Management Society* (2018-2020)  
Elected Representative-at-Large for the Strategic Leadership and Governance division of the *Strategic Management Society* (2015 & 2016)  
Editorial Board Member for the *Academy of Management Journal*  
Ad Hoc Reviewer for *Strategic Management Journal*  
Ad Hoc Reviewer for *Administrative Science Quarterly*  
Ad Hoc Reviewer for *Organizational Behavior and Human Decision Processes*  
Ad Hoc Reviewer for *Personnel Psychology*  
Ad Hoc Reviewer for *Organization Science / INFORMS Dissertation Competition*  
Ad Hoc Reviewer for *Journal of Organizational Behavior*  
Ad Hoc Reviewer for *Journal of Business Research*  
Conference Reviewer for BPS, OMT, and TIM divisions of the Academy of Management  
Conference Reviewer for Strategic Management Society Conference & special conferences  
Textbook Reviewer for Blackwell Publishing (Grant 6<sup>th</sup> ed. Contemporary Strategy Analysis)  
External Grant Reviewer for the Research Grants Council of Hong Kong  
Reviewer for Best Paper Award in the OB Division of the Academy of Management (2015)
- Member of the Academy of Management (BPS, OMT, & TIM)  
Member of the Strategic Management Society (Friend of SMS distinction)  
Academy of Management BPS Dissertation Consortium (2007)  
Strategic Management Society Doctoral Consortium (2006)  
Academy of Management BPS Doctoral Consortium (2006)

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MSU Agent-Based Simulation Modeling Interest Group (2006-2008)  
Program Committee – New Doctoral Student Consortium @ AOM (2005)  
Entrepreneurship in the University: University Venture Private Equity Summit (Utah, 2006)

## **DEPARTMENT, COLLEGE, AND UNIVERSITY SERVICE**

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### Notre Dame

Dean's MBA Program Strategy Committee (2018-present)  
M&O Committee on Appointments and Promotions (2016-present)  
EMBA Curriculum Committee (2017-present)  
Faculty Advisor for the Mendoza PhD Exploration Group for MBAs (2018-present)  
Faculty Advisor for the Mendoza Professional Services MBA club (2017-present)  
Faculty Advisor for the SCNO undergraduate student club (2015-present)  
MBA Curriculum Committee (2016-2017)  
Management / M&O Department Recruiting Committee (most years 2010-2018)  
M&O Recruiting Committee Chair (several years 2012-2017)  
M&O Department Curriculum Committee (2016-2017)  
Faculty Panelist for MBA Preview Weekend Program (2012 – 2015)  
Faculty Moderator for MBA Marketing Symposium – Industry Panel (2015)  
Faculty Presenter for MBA Diversity Conference (2013 & 2014)  
Faculty Participant for MBA Recruiting Event (2014)  
Faculty Presenter for MBA Women in Business Conference (2013)  
Faculty Presenter for MNA Catholic Charities Executive Program (2012-2015)  
Korth Chair in Strategic Management Search Committee (2010-2012)  
Management Department Curriculum Committee (2009-2012)  
Management Department Summer RA Coordinator (2012 & 2013)  
Faculty Presenter for the Reilly Scholars Program (2011)  
"Ask More of Business" Faculty Perspective / Mendoza Media (2011-2012)  
Uganda Martyrs University Faculty Collaboration Initiative (2009 & 2011)  
Teaching Reviewer for Strategy Faculty Re-Appointment (2010)  
Faculty Panelist for the Hesburgh-Yusko Scholars Program (2010)  
GE Inter-Term MBA Case Competition Judge (2009)  
Notre Dame - Academic Contributor for the MNA 2009 Non-Profit Trend Report (2009-10)  
Member of AACSB Re-Accreditation Faculty Meeting Group (2009 & 2014)

### Michigan State

MBA Big Ten Case Team Practice Judge (2006 & 2007)  
Student Member of the AACSB Re-Accreditation Meeting Group (2006)

## **TEACHING EXPERIENCE**

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### **Doctoral Committees & Service**

Tessa Recendes (PhD at Oklahoma State 2019; placement: Penn State)  
Oleg Petrenko (PhD at Oklahoma State 2016; placement: Texas Tech)

Chris Patrick (PhD at Notre Dame - External Chair for Dissertation Proposal Defense 2009)

### **Graduate Teaching**

Strategic Planning for Growth (MBAC 60541 & MBAE 70634)

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*University of Notre Dame – EMBA Chicago and South Bend (2017-present)*

Business Model Innovation (MGT 709)

*University of Notre Dame - MBA Elective (2012 - present)*

Strategic Decision-Making Essentials (MGT 609)

*University of Notre Dame – 1-Year MBA (2013, 2016)*

The Challenges of Implementing Strategy / Thinking Strategically

*University of Notre Dame – Certificate in Executive Education (2015)*

Strategic Decision-Making (MGT 609)

*University of Notre Dame - MBA Core (2012 - 2018)*

Doctoral Seminar in Strategic Management

*Oklahoma State University (guest lecture; 2010)*

Global Leadership & Cultural Intelligence Professional Development Seminars

*Michigan State University (Full Time MBA, Weekend MBA, Executive MBA; 2005-2007)*

### **Undergraduate Teaching**

Entrepreneurship: New Venture Strategy

*Michigan State University (MGT 352 / 491)*

Social Entrepreneurship

*Michigan State University (MGT 490)*

Strategic Management

*University of Notre Dame (BAMG 309)*

*Michigan State University (MGT 409)*

Introduction to Management

*University of Notre Dame (MGT 202)*

*Michigan State University (MGT 325)*

### **Course Development Experience**

Business Model Innovation (Notre Dame)

- Created a new MBA strategy elective for the MBA program
- Development of all course content, exercises, and materials
- Attracted ~100 students in first two years as an offered elective

Entrepreneurship: New Venture Strategy (Michigan State)

- Created a new entrepreneurship undergraduate elective for the department
- Development of all course content, exercises, and materials

Social Entrepreneurship (Michigan State)

- Created all course content, exercises, and materials

Global Leadership / Cultural Intelligence Professional Development Series (Michigan State)

- Part of a team to develop content and materials for global leadership capability development program to be integrated across all graduate programs in the Eli Broad Graduate School
- Program featured in Broad school publications and AACSB re-accreditation application

Online Course on Strategic Management (Michigan State)

- Part of a team to develop and administer a completely online business strategy class
- Delivery of all online content, quizzes, case assignments, and exams

### **Directed Student Learning and Research Assistance**

PhD students

- Advised over 50 current and former ND students interested in getting a PhD
- Presented a structured pitch to hundreds of Mendoza students regarding the myths & truths about getting a PhD to generate enthusiasm for pursuing PhDs
- Eight former ND students I've advised have entered PhD programs at top research universities

CEO Values & Influence in the Strategic Decision-Making Process (2013 - present)

- Notre Dame: over 40 students (graduate & undergrad)

Business Model Generation in Community Banking & Wealth Management (2013)

- Notre Dame: 2 MBA students

Academic Research Methods (2013 & 2018)

- Notre Dame: 4 MBA students

Entrepreneurial Experience, Advice Networks, and New Venture Strategies (2008-2012)

- Notre Dame: over 15 students (graduate & undergrad)

What Makes a CEO Great? Leadership, Strategic Decisions, and Firm Performance (2005-2008)

- Notre Dame: 1 student (undergrad)
- Michigan State: 5 students (graduate & undergrad)

Adaptive Leadership and Major League Baseball Managers (2004)

- Michigan State: 1 student (undergrad)

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## BUSINESS EXPERIENCE

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- **Choice One Communications** (startup telecom firm; formerly CWON on NASDAQ)
  - Network Routing and Engineering (2002-2003)
  - Voice and Data Diagnostics (2001-2002)
  - Repair Diagnostics, Special Projects, & Training Management (1999-2001)
  - Customer Service / Technical Support (1998-1999)
- **Digital City Design (.com)**
  - Entrepreneur (1998-1999)

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## CONSULTING

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**United States Army Chief of Staff Strategic Studies Group** (2016)

- Focused on identification of economic factors that could influence the future of conflict
- Part of a multi-sector engagement platform informing the 20-30 yr. long term strategic plan

**Eaton Corporation** (2010)

- Top management team development for South Bend plant
- Development of a new strategic plan

**Global Leadership & Cultural Intelligence Development Program** (2004-2007 w/ Linn Van Dyne)

- Development and delivery of a global leadership development program for organizations
- Consulting work included both academic faculty and business partners (*listed below*)
- Work generally included 360° skill assessments, development plans, and presentations

*University Faculty Partners:*

University of California – Berkeley      - Executive MBA Program

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University of Colorado	- Executive MBA Program
University of Geneva	- International MBA Program
University of Minnesota	- Engineering
University of Minnesota	- Psychology
Michigan State University	- Office of Racial and Ethnic Student Affairs
Michigan State University	- Residence Life Leadership & Central Staff
Michigan State University	- University Study Abroad Programs

*Business Partners:*

Center for Creative Leadership  
U.S. State of California Judicial System  
Intersect Community Consulting

**Non-Profit Consulting and Advising**

*LuMind Foundation Board of Directors (2015-present); Chair of the Board (2018-present)*

- Member of board for one of the largest Down syndrome foundations in the world
- Member of executive committee; held several officer roles (secretary, vice-chair, chair)
- Foundation has granted ~\$20 million to researchers at leading research institutions

*A Night of Art & Blues Down Syndrome Fundraiser (2012-present)*

- Conceptualized & created a new major fundraiser to support cognitive research on Down syndrome
- Led a team of faculty, staff, alumni, & student supporters from Notre Dame to create event
- Brought in over \$250,000 in first seven years for cognitive research ([www.artandblues.com](http://www.artandblues.com))

*SCNO (Students Consulting for Non-Profit Organizations; MSU: 2007-2008; ND: 2015 - present)*

- Advised the MSU SCNO executive board on long-term strategic initiatives ([www.msuscno.org](http://www.msuscno.org))
- Aided development of national expansion kit; advised on development of national organization
- Advised Notre Dame students on charter of new chapter; faculty advisor to the group ([scnonotredame.wordpress.com](http://scnonotredame.wordpress.com))
- Provide strategic guidance for non-profit projects and recruit new clients for future projects

*University of Notre Dame and the Alliance for Children and Families (2009-2010)*

- Provided an academic strategic management perspective on the 2009 and 2010 Non-Profit Trend Reports from the Severson National Information Center ([www.alliancetrends.org](http://www.alliancetrends.org))

*South Bend Regional Airport – Survey Research Strategy (2010)*

- Advised marketing team members on principles of effective survey research for projects
- [www.sbnair.com](http://www.sbnair.com)

*South Bend Ignition Park – Industry Targeting Strategy (2011)*

- Advised an MBA-led team on industry targeting strategies for new venture 'ignition park'
- [www.ignitionpark.com](http://www.ignitionpark.com)

**Technical & Website Development Projects**

- The Lanthorn Newspaper (*Grand Valley State University publication; 2000*)
- Wojo's Greenhouse & Nursery (*1999*)

*Current: December 2018*