

WALTER J. FERRIER, Ph.D.
Professor of Management
Department of Management
Gatton College of Business and Economics
University of Kentucky
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Educational Background

Ph.D. in Strategic Management, Smith School of Business, University of Maryland

M.A. in International Commerce, Patterson School of Diplomacy and International Commerce, University of Kentucky

B.S. in Economics, College of Arts & Sciences, University of Kentucky

Academic Experience

2017-present: Professor of Management, Department of Management, Gatton College of Business and Economics, University of Kentucky

2014-2015: Visiting Scholar, Department of Management Science and Engineering, Stanford University (*October-March*)

2008: Visiting Professor, Department of Industrial Engineering and Management, Aalto University, Helsinki, Finland (*January-April*)

2002-2004: Assistant Dean and Director of MBA Programs, School of Management, Gatton College of Business and Economics, University of Kentucky

2001-2016: Associate Professor of Management, Department of Management, Gatton College of Business and Economics, University of Kentucky

1995-2001: Assistant Professor of Management, Gatton College of Business and Economics, University of Kentucky

Published Research

Ofem, B., Bindu, A., Ferrier, W. & Borgatti, S. (forthcoming) Entrepreneurial orientation, collaborative engagement, and performance: Evidence from rural economic development organizations. *Economic Development Quarterly*.

Hughes-Morgan, M., Dykes, B., Kolev, K. & Ferrier, W. 2019. Organizational speed as a dynamic capability: Towards a holistic perspective. *Strategic Organization*, 17: 266-278.

Andrevski, G. & Ferrier, W. 2019. Does it pay to compete aggressively? Contingent roles of internal and external resources. *Journal of Management*, 45: 620-644.

Hughes-Morgan, M. & Ferrier, W. 2018. Clear signals or ambiguity? *Journal of Managerial Issues*, 30: 63-81.

Connelly, B., Tihanyi, L., Ketchen, D., Carnes, C. & Ferrier, W. 2017. Competitive repertoire complexity: Governance antecedents and performance outcomes. *Strategic Management Journal*, 38: 1151-1173.

Hughes-Morgan, M. & Ferrier, W. 2017. Short interest pressure and competitive behavior. *British Journal of Management*, 28: 120-134.

Uhlenbruck, K., Hughes-Morgan, M., Hitt, M., Ferrier, W. & Brymer, R. 2016. Rivals' reactions to mergers and acquisitions. *Strategic Organization*, 15: 40-66.

Ofem, B., Compion, S., Ferrier, W., Borgatti, S., & Jensen, J. 2015. The collaboration networks of economic development organizations in Eastern Kentucky. *Journal of Appalachian Studies*, 21: 105-127.

Andrevski, G., Richard, O., Shaw, J. & Ferrier, W. 2014. Racial diversity and firm performance: The mediating role of competitive intensity. *Journal of Management*, 40: 820-844.

Hughes-Morgan, M. & Ferrier, W. 2014. Competitive action repertoires and stock risk. *Journal of Managerial Issues*, 26: 55-61.

Andrevski, G., Brass, D. & Ferrier, W. 2013. Alliance portfolio configurations and competitive action frequency. *Journal of Management*, 42: 811-837.

Maggitti, P., Coff, R., Hatfield, D. & Ferrier, W. 2012. Dynamics of competitive rivalry. *Journal of Industrial Organization Education*, 6: 1-9.

Hughes-Morgan, M., Ferrier, W., & Labianca, J. 2011. The joint effect of top management team heterogeneity and competitive behavior on stock returns and risk. In M. Carpenter (Ed.) *The Handbook of Research on Top Management Team Research*. Edwin Elgar Publishing, pg. 261.

Rindova, V., Ferrier, W., & Wiltbank, R. 2010. Value from gestalt: How sequences of competitive actions create advantage for firms in nascent markets. *Strategic Management Journal*, 31: 1474-1497.

Ferrier, W., Holsapple, C., & Sabherwal, R. 2010. Digital systems and competition: Editorial commentary. *Information Systems Research*, 21: 413-422.

McGrath, R., Ferrier, W., & Mendelow, A. 2004. Real options as engines of choice and heterogeneity: A response to Adner & Levinthal. *Academy of Management Review*, 29: 86-101.

Ferrier, W. & Lyon, D. 2004. Competitive repertoire simplicity and firm performance: The moderating role of TMT heterogeneity. *Managerial and Decision Economics*, 25: 317-327.

Duffy, M. & Ferrier, W. 2003. Birds of a feather...? How supervisor-subordinate dissimilarity moderates the influence of supervisor behaviors on workplace attitudes. *Group and Organization Management*, 217-248.

Peteraf, M. & Ferrier, W. 2002. Conversations on the dynamics, context, and consequences of strategy: Introduction to the special issue. *Managerial and Decision Economics*, 23: 149-156.

Lyon, D. & Ferrier, W. 2002. Enhancing performance with product-market innovation: A note on the influence of the top management team. *Journal of Managerial Issues*, 14: 452-469.

Ferrier, W. & Lee, H. 2002. Strategic aggressiveness, variation, and surprise: How the sequential pattern of competitive rivalry influences stock market returns. *Journal of Managerial Issues*, 14: 162-180.

Ferrier, W., MacFhionnlaioich, C., Smith, K., & Grimm, C. 2002. The impact of performance distress on aggressive competitive behavior: A reconciliation of competing views. *Managerial and Decision Economics*, 23: 301-316.

Ferrier, W. 2001. Navigating the competitive landscape: The drivers and Consequences of competitive aggressiveness. *Academy of Management Journal*, 44: 858-877.

Smith, K., Ferrier, W., & Grimm, C. 2001. King of the hill: Dethroning the industry leader. *Academy of Management Executive*, 15: 59-70.

Smith, K., Ferrier, W., & Ndofor, H. 2001. Competitive dynamics research: Critique and future directions. In M. Hitt, R.E. Freeman, & J. Harrison (Eds.) *Handbook of Strategic Management*. Blackwell Publishers.

Folta, T. & Ferrier, W. 2000. The effect of national culture on partner buyouts in cross-border biotechnology alliances. *Journal of High Technology Management Research*, 11: 175-198.

Ferrier, W., Smith, K., & Grimm, C. 1999. The role of competitive action in market share erosion and industry dethronement: A study of industry leaders and challengers. *Academy of Management Journal*, 42: 372-388.

Chinese translation published in "Selected Collections of Award Winning Papers in Academy of Management Journal," Peking University Press, 2006.

Ferrier, W. 1997. 'Tough talk' and market leaders: The role of overt signaling and reputation-building behaviors in sustaining industry dominance. *Corporate Reputation Review*, 98-102.

Ferrier, W., Smith, K., Mitchell, T., & Rediker, K. 1995. Distributive justice norms and attributions for performance as a function of power. In M. Martinko (Ed.) *Advances in Attribution Theory*. St Lucie Press.

Work in Progress

Corporate social responsibility and competitive activity of firms: Substitutes or complements. (with Andrevski, G. & Lee, H.) Revised manuscript under review at *Academy of Management Journal*.

Competition, status, and markets. (with Ajit, T.) Manuscript under review at *Organization Science*.

Competing on and off the field: An empirical examination and extension of factor-market competition (with Soltis, S., Sterling, C. & Borgatti, S.) Manuscript under review at *Strategic Organization*.

Competitive aggressiveness in turbulent market contexts. (with Hughes-Morgan & M., Dykes, B.) Manuscript in preparation for *Strategic Organization*.

Competitive forbearance. (with Andrevski, G. & Nokelainen, T.) Manuscript in preparation for *Organization Studies*.

Presentations

Channagiri, T. & Ferrier, W. 2019. *Competition, status, and markets*. Academy of Management Annual Conference, Boston, MA.

Andrevski, G., Lee, H. & Ferrier, W. 2018. *Corporate social responsibility and competitive activity of firms: Substitutes or complements*. Strategic Management Society Annual Conference, Paris, France.

Ferrier, W. 2018. *Competitive dynamics at 30*. Competitive Dynamics Conference, Queen's University, Kingston, Ontario, Canada

Andrevski, G., Lee, H. & Ferrier, W. 2018. *The joint influence of CSR and competitive action on performance*. Competitive Dynamics Conference, Queen's University, Kingston, Ontario, Canada

Andrevski, G., Ferrier, W. & Nokelainen. 2017. *Competitive forbearance*. Boston College, Management and Organization Department seminar series.

Andrevski, G. & Ferrier, W. 2016. *Temporary competitive advantages, acceleration-cost tradeoffs, and firm profitability*. Strategic Management Society Summer Conference, Rome, Italy.

Edens, Z. & Ferrier, W. 2014. *Conversational dynamics: Strategic decision making as discourse*. Doctoral colloquium, Stanford University.

Ferrier, W., Andrevski, G. & Labianca. 2014. *Competitive strategy and alliance network formation*. European Academy of Management Annual Conference, Valencia, Spain.

Ferrier, W., Shane, R. & Fagan, J. 2014. *Survival and sustainability of non-profit organizations: A study of exchange networks of traveling art exhibits among museums*. Strategic Management Society Special Conference, Tel Aviv, Israel.

Compion, S., Ofem, B. & Ferrier, W. 2014. *Economic development networks in Appalachian Kentucky*. Appalachian Studies Association Annual Conference, Huntington, West Virginia

Ferrier, W., Edens, Z. & Floyd, T. 2013. *Decision making as verbal exchange: A study of the conversational sequence among team members*. Strategic Management Society International Conference, Atlanta, Georgia.

Ferrier, W., Shane, R. & Fagan, J. 2013. *Sharing success: A new look at the benefits of traveling exhibitions*. International Conference of Social Theory, Politics & the Arts, Seattle, Washington.

Ferrier, W., Nokelainen, T. & Andrevski, G. 2011. *Competitive dynamics: Exploring new textures and deep-structure processes of action*. Co-convenor, Sub-theme 44, 28th EGOS Colloquium, Helsinki, Finland.

Ferrier, W. *From cooperation and competition to coopetition strategy*. 2011. Strategic Management Society International Conference, Miami, Florida.

Hughes-Morgan, M. & Ferrier, W. 2011. *How "short-interest pressure" influences competitive behavior*. Strategic Management Society International Conference, Miami, Florida.

Andrevski, G., Ferrier, W., & Brass, D. 2010. *Network resources and competitive action: Awareness-Motivation-Capability Perspective*. Strategic Management Society International Conference, Rome, Italy.

Andrevski, G., Richard, O., Ferrier, W., & Shaw, J. 2010. *Managerial racial diversity, competitive aggressiveness and firm performance: A moderated mediation model*. Academy of Management Meeting, Montreal, Canada.

Soltis, S., Sterling, C., Borgatti, S., & Ferrier, W. 2010. *College football recruiting: A test of factor market competition theory*. Academy of Management Meeting, Montreal, Canada.

Uhlenbruck, K., Hitt, M., Brymer, R., Hughes-Morgan, M., & Ferrier, W. 2010. *Stock returns to mergers and acquisitions*. Strategic Management Society Special Conference, Levi, Finland.

Andrevski, G., Labianca, G. & Ferrier, W. 2010. *Competitive strategy as a driver of alliance network structure*. Strategic Management Society Special Conference, Levi, Finland.

Andrevski, G., Labianca, J., & Ferrier, W. 2010. *Strategic entrepreneurship and the alliance network formation*. INSEAD - Network Evolution Conference, Fontainebleau, France.

Hughes-Morgan, M. & Ferrier, W. 2009. *The Evaluation of competitive strategy by long-buyers and short-sellers*. Strategic Management Society International Conference, Washington, District of Columbia.

Andrevski, G., Richard, O., Shaw, J., & Ferrier, W. 2008. *Racial diversity in management, competitive actions and firm performance*. Academy of Management Meeting, Anaheim, California.

Andrevski, G., Richard, O., Shaw, J., & Ferrier, W. 2008. *Managerial racial diversity, competitive actions, and organizational performance*. Academy of Management Meeting, Anaheim, California.

Hughes-Morgan, M. & Ferrier, W. 2008. *Investors' reactions to competitive actions among rivals: A step toward strategic asset pricing theory*. Strategic Management Society International Conference, Cologne, Germany.

Andrevski, G. & Ferrier, W. 2008. *Toward an 'Austrian' theory of sustainable competitive advantage: The role of value-enhancing actions*. Competitive Dynamics Research Conference, Helsinki, Finland.

Andrevski, G., Ferrier, W., & Brass, D. 2007. *Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers*. Academy of Management Meeting, Philadelphia, Pennsylvania.

Andrevski, G., Ferrier, W., & Brass, D. 2007. *Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers*. Academy of Management Meeting, Atlanta, Georgia.

Hughes, M. & Ferrier, W. 2007. *Competitive maneuvering, investor perceptions and stock risk: Strategic lucidity or mixed signals?* Academy of Management Meeting, Atlanta, Georgia.

Hughes-Morgan, M. & Ferrier, W. 2007. *The dark side of competitive dynamics. An empirical study of competitive strategies and short interest.* Academy of Management Meeting, Philadelphia, Pennsylvania.

Yao, E., Yu, T., & Ferrier, W. 2007. *Rivals by association: Competitive networks and firm performance.* Academy of Management Meeting, Atlanta, Georgia.

Clark, K., Maggitti, P., Ferrier, W., & Srivastava, A. 2006. *Top management teams and innovation performance.* Academy of Management Meeting, Atlanta, Georgia.

Ferrier, W. & Andrevski, G. 2006. *Behavior-eliciting options: Testing the waters prior to launching a competitive attack on rivals.* Strategic Management Society International Conference, Vienna, Austria.

Hughes, M. & Ferrier, W. 2006. *The fast and the furious: The assignment of stock risk based on investor perceptions of competitive maneuvering and who's in the drivers seat.* Academy of Management Meeting, Atlanta, Georgia.

Hughes, M. & Ferrier, W. 2005. *Strategic lucidity or mixed signals? An empirical study of competitive maneuvering and stock return risk.* Strategic Management Society International Conference, Orlando, Florida.

Ferrier, W. 2005. *Competitive dynamics: Evaluation, evolution, and future directions.* Competitive Dynamics Conference, Suomenlinna, Finland.

Kilty, D. & Ferrier, W. 2004. *The role of institutional forces on competitive strategy and Performance: Rudder or straightjacket?* Southern Management Association Annual Meeting, San Antonio, Texas.

Pfarrer, M. & Ferrier, W. 2004. *Celebrating 70 years of Schumpeterian & Austrian influence on management theory and research.* Symposium, Academy of Management Meeting, New Orleans, Louisiana.

Ferrier, W. & Madsen, T. 2004. *Conversations in business and competitive strategy IV.* Academy of Management Meeting, New Orleans, Louisiana.

Makadok, R. & Ferrier, W. 2003. *Conversations in business and competitive strategy III.* Academy of Management Meeting, Washington, District of Columbia.

Kilty, D. & Ferrier, W. 2003. *The impact of institutional forces on competitive interaction.* Strategic Management Society International Conference, Baltimore, Maryland.

Rindova, V., Ferrier, W., & Wiltbank, R. 2002. *Of market signals, chords, and tunes: An empirical examination of the relationship between strategic actions and market value of internet firms.* Academy of Management Meeting, Denver, Colorado.

- Makadok, R. & Ferrier, W. 2001. *Conversations in business and competitive Strategy I*. Workshop at the Academy of Management Meeting, Washington, District of Columbia.
- Ferrier, W., Moran, J. C., Knight, W. D. , & Reger, R. 2001. *What were you thinking....?: How executive cognition and perceptions drive competitive strategy and action*. Strategic Management Society International Conference, San Francisco, California.
- Ferrier, W. & Lee, H. 2000. *Strategic aggressiveness, adaption, and surprise: How the sequential pattern of competitive rivalry influences stock market returns*. Strategic Management Society International Conference, Vancouver, British Columbia.
- Ferrier, W., Treat, J., Lee, H., & Moran, J. C. 2000. *Be nimble, be quick: Creating organizational and strategic capabilities for competitive flexibility, speed, and surprise*. Strategic Management Society International Conference, Vancouver, British Columbia.
- Ferrier, W. 2000. *The embeddedness of competitive behavior: Emerging perspectives*. Academy of Management Meeting, Toronto, Ontario.
- Duffy, M. & Ferrier, W. 1999. *Birds of a feather...? How supervisor-subordinate dissimilarity moderates the influence of supervisor behaviors on workplace attitudes*. Academy of Management Meeting, Chicago, Illinois.
- Ferrier, W. 1999. *Win or lose...How you play the game does matter: The process and consequences of dynamic competitive interaction*. Strategic Management Society International Conference, Berlin, Germany.
- Ferrier, W. & Amburgey, T. 1998. *Predicting your rival's next move: An action sequencing-based view of competitive interaction*. Strategic Management Society International Conference, Orlando, Florida.
- Lyon, D. & Ferrier, W. 1998. *Competitive repertoire simplicity and firm performance: The moderating role of TMT heterogeneity*. Academy of Management Meeting, San Diego, California.
- Lyon, D. & Ferrier, W. 1998. *The relationship between innovative firm behavior and performance: The moderating role of the top management team*. Academy of Management Meeting, San Diego, California.
- Ferrier, W. 1997. *'Tough talk' and market leaders: The role of overt signaling and reputation-building behaviors in sustaining industry dominance*. Conference for Corporate Reputation and Competitiveness, New York University, New York.
- Folta, T. & Ferrier, W. 1997. *International expansion through sequential investment: The effects of national culture on buyouts and dissolutions in biotechnology partnerships*. Academy of Management Meeting, Boston, Massachusetts.

Ferrier, W., Smith, K., & Grimm, C. 1996. *Creative Destruction and competitive dynamics: An action-based study of industry dethronement and market share erosion*. Academy of Management Meeting, Cincinnati, Ohio.

MacFhionnlaoidh, C. & Ferrier, W. 1996. *Holding their own: The rivalrous conduct of financially distressed firms*. Strategic Management Society International Conference, Phoenix, Arizona.

MacFhionnlaoidh, C., Ferrier, W., Smith, K., & Grimm, C. 1996. *The impact of financial condition on competitive behavior: Towards a reconciliation of competing views*. Academy of Management Meeting, San Diego, California.

Ferrier, W., Smith, K., Mitchell, T., & Rediker, K. 1994. *Distributive justice norms and attributions for performance as a function of power*. First Annual Symposium on Attribution Theory, Tallahassee, Florida.

Wally, S., Ferrier, W., & Osmond, C. 1994. *Political coalition formation and firm configurations: The Case of U.S. and EFTA multinationals in the European Community*. Annual Meeting of the International Association for Business and Society, Hilton Head, South Carolina.

Rediker, K., Mitchell, T., Smith, K., & Ferrier, W. 1993. *Group distributive justice norms and leader attributions for performance outcomes as a function of group power distribution*. Association of Management Meeting, Atlanta, Georgia.

Conference Proceedings

Soltis, S., Sterling, C., Borgatti, S., & Ferrier, W. 2010. College football recruiting: A test of factor market competition theory. *Academy of Management Best Paper Proceedings*.

Andrevski, G., Richard, O., Ferrier, W., & Shaw, J. 2010. Managerial racial diversity, competitive aggressiveness, and firm performance: A Moderated Mediation Model. *Academy of Management Best Paper Proceedings*.

Andrevski, G., Ferrier, W. & Brass, D. 2007. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers. *Academy of Management Best Paper Proceedings*.

Ferrier, W. 2000. Playing to win: The role of competitive disruption and aggressiveness. Strategic Management Society Book Series, *Winning Strategies in a Deconstructing World*. John Wiley & Sons.

Folta, T. & Ferrier, W. 1997. International expansion through sequential investment: The effects of national culture on buyouts and dissolutions in biotechnology partnerships. *Academy of Management Best Paper Proceedings*.

Awards and Honors

Winner, Best Doctoral Student Paper (M. Hughes, student co-author). Booz-Allen & Hamilton/SMS Ph.D. Fellowship, Strategic Management Society International Conference, Orlando, Florida, 2005

Winner, Best Paper Award (with K. Smith & C. Grimm) for paper published in *Academy of Management Journal* in 1999. Academy of Management Meeting, Toronto, Canada, 2000.

Winner, Best Doctoral Student Paper Award (D. Lyon student co-author). Academy of Management Meeting, Business and Strategy Division, San Diego, California, 1998.

Finalist, Best Paper Award, 1999. Strategic Management Society International Conference, Berlin, Germany, 1999.

Runner-up, Best Dissertation Award. Academy of Management, Business Policy and Strategy Division, Cincinnati, Ohio, 1996.

Research Grants

Andrevski, G. Barling, J., Ferrier, W. & Nokelainen, T. 2014. Strategic forbearance: The role of purposeful non-actions in competitive behavior. *Social Sciences and Humanities Research Council of Canada*,
CAD 136,500.00

Ferrier, W., Borgatti, S., Knight, E., Nah, S., Cooke, P., Jensen, J., & Ofem, B. 2010. The cognitive and relational drivers of organizational action and innovation: A study of economic development organizations in a persistently distress. *National Science Foundation*,
USD 485,000.00

Teaching

Doctoral Dissertations, chair

Pres - Courtney Hart (Management)
2018 - Tejaswi Channagiri (Management)
2014 - Zackary Edens (Management)
2012 - Brandon Ofem (Management)
2009 - Goce Andrevski (Management)
2007 - Margaret Hughes (Management)
2002 - Duane Kilty (Management)

1997 - Douglas Lyon (Management)

Doctoral Dissertations, committee member (or outside examiner)

Pres - Jason Ross

2019 - Yosef Alamri (Agricultural Economics, outside examiner)

2017- Chelsea Woods (Communication)

2017 - Na Zou (Agricultural Economics, outside examiner)

2015 - Michael Morgan (Political Science)

2011 - Zachary Adams (Psychology)

2008 - Tomi Nokelainen (Management, Tampere University of Technology, Finland)

2008 - Pertti Aaltonen (Management, Helsinki University of Technology, Finland)

2007 - Lei Chi (Decision Science and Information Systems)

2006 - Ayi Ahadiat (Management, Gadjah Mada University, Indonesia)

2005 - Davide Girardelli (Communications)

2003 - Tammy Huffman (Management)

2003 - Scott Droge (Management)

2002 - D.K. Kang (Economics)

2002 - Abdul Minkara (Decision Sciences and Information Systems)

2001 - Roxana Toma (Economics)

2000 - Maryann Clifford (Economics)

2000 - Dinesh Mirchandani (Decision Science and Information Systems)

1999 - Rebecca Weems (Management)

1999 - Jay Janney (Management)

1997 - Orlando Richard (Management)

Doctoral Courses

MGT 714: Seminar in Strategic Management

Taught bi-annually in Management Department Doctoral Program

MGT 795: Special Topics in Management: I/O Economics and International Business

Spring 1997

HUT: Seminar in Advanced Competitive Dynamics

Spring 2008, Helsinki University of Technology (now Aalto University)

MBA Courses

MGT 699: Strategic Management

Taught yearly in: a) One-Year MBA Program, b) Professional Evening MBA Program, and c) UK MBA Program in Athens, Greece

EMBA 620: Strategic Management

Taught yearly in Executive MBA Program

MGT 610: Global Management
Taught yearly in: a) One-Year MBA Program and b) Professional Evening
MBA Program

Undergraduate Courses

MGT 499: Strategic Management
Taught: a) Spring 2009 for Gatton Global Scholars Program and b) annually
1995-2010

MGT 309: Introduction to International Business
Summer 2019, Florence, Italy

HON 395: Independent Work in Honors
Spring 1999 for Honors Student, Henry Curtis
Spring 2010 for Honors Student, Meg McKinney

UK 300: Special Topics - Evolution of Happy, Prosperous and Peaceful Societies
Spring 2010; co-taught with Dr. APJ Kalam, President of India, 2002-07

EXP 396: Experiential Education
1998-present: Supervised experiential education credit-for-internships for
approximately 20 undergraduate students

Service to Academic Organizations

2016-17 *Academy of Management Journal*, editorial board member

2010 *Information Systems Review*, Guest Editor of special issue on “Digital
Systems and Competition” (with Clyde Holsapple)

2008-12 *Strategic Management Journal*, editorial board member

2008 Academy of Management Annual Conference, BPS Division Mid-Career
Faculty Workshop co-organizer

2007 Academy of Management Annual Conference, BPS Division Mid-Career
Faculty Workshop co-organizer

2005 Academy of Management Annual Conference, Caucus Chair

2004-07 *Academy of Management Journal*, editorial board member

2002 *Managerial & Decision Economics*, Guest Editor of special issue on
“Competitive Strategy” (with Margaret Peteraf)

2000	Academy of Management Annual Conference, BPS Division, Best Dissertation Judge
1999-01	<i>Journal of Management</i> , editorial board member
1997	Academy of Management Annual Conference, BPS Division Dissertation Workshop Co-organizer

Service to the University of Kentucky

Standing Committees, Gatton College of Business & Economics

2011-pres	Gatton Faculty Council, Chair (2016-pres)
2017-pres	Gatton College Safety Committee
2016-17	Merit Review Appeals Committee
2014-pres	Management Department Advisory Committee
2015-pres	Executive MBA Policy Committee
2014-16	MBA Policy Committee
2013	Merit Review Appeals Committee
2011-12	MBA Policy Committee
2009-pres	Gatton Honors Pathway Advisory Committee
2009-11	Undergraduate Studies Committee
2009-11	Von Allmen Center for Green Marketing
2002-09	MBA Policy Committee
2000-2001	Undergraduate Studies Committee
1996-00	International Programs Committee

Ad hoc Committees, Gatton College of Business & Economics

2010-2018	Gatton MBA Alumni Association of Greece, faculty adviser
2006	School of Management Director Search Committee
2004-05	MBA New Curriculum Development Committee
2002-03	EMBA in Sports Marketing Program Development Committee
1997-98	School of Management Self-Study Committee

Standing Committees, University of Kentucky

2018-pres	Academic Area Committee for Social Sciences
2016-pres	Faculty Sustainability Council
2016-pres	Heidelberg Scholarship Committee
2010-16	University Senate Academic Planning and Priorities Committee, chair
2001-05	University Senate Academic Standards and Admissions Committee, chair
2002-03	Asian Studies Program Advisory Committee

Ad hoc Committees, University of Kentucky

2019-pres	Ad Hoc Committee for Faculty Oversight of Athletics
2015	Ad Hoc Committee for Review of Arts Administration Program
2014-15	Ad Hoc Committee for Review of UK Confucius Institute, chair
2013-14	University of Kentucky Strategic Plan, Provost's Integration Committee
2004-05	Provost's Workgroup on International Affairs and Public Policy
2000	Chancellor's Ad Hoc Committee for Civility and Social Responsibility

Misc. University Service

2019-pres	Faculty Adviser, UK College Republicans (student organization)
2019-pres	Faculty Adviser, UK Young America's Foundation (student organization)
2019-pres	Faculty Adviser, UK Turning Point USA (student organization)
2016-18	Faculty Adviser, UK Students for Concealed Carry (student organization)
2014-pres	World Trade Center-Kentucky, board member (representing UK)
2016	College of Pharmacy Faculty Strategic Planning Retreat, facilitator
2015	College of Medicine, Graduate Medical Education Strategic Planning Meeting, facilitator
2007	Center for Applied Energy Research, Strategic Plan, facilitator/consultant