

CURRICULUM VITAE

G. Tyge Payne, PhD, MBA, RPh

Georgie G. Snyder Professor of Strategic Management

Jerry S. Rawls Professor of Management

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EDUCATION:

PhD	Texas Tech University <i>Major Field:</i> Strategic Management <i>Minor Field:</i> Research Methods <i>Dissertation:</i> “Strategy and Structure Configurations: An Examination of Fit and Performance”	2001
MBA	Texas Tech University	1998
BS in Pharmacy	Southwestern Oklahoma State University <i>Texas Pharmacy License #34855</i>	1994

PROFESSIONAL EXPERIENCE / APPOINTMENTS:

Texas Tech University

Georgie G. Snyder Professor of Management (Endowed Professorship), 2015 – present.

Jerry S. Rawls Professor of Management (Endowed Professorship), 2010 – 2015, 2016 – present.

Professor of Management (Full Rank), 2015 – present.

PhD Student Advisor and Program Coordinator, Area of Management, 2013 – 2016.

Associate Professor of Management (with Tenure), 2009 – 2015.

Assistant Professor of Management, 2006 – 2009.

University of Texas at Arlington

Assistant Professor of Management, 2002 – 2006.

International Institute for Higher Education in Morocco

Visiting Assistant Professor of Management, Jan - Feb, 2005.

(Assignment part of exchange program facilitated by the *Texas International Education Consortium*).

Texas Tech University

Visiting Assistant Professor of Management, 2001 – 2002.

Graduate Teaching and Research Assistant, 1996 – 2001.

Professional Pharmacy Experience, 1994 – 2002

Includes various clinical, consultative, and managerial (full-time, part-time and contract) positions in: *Home Health, Independent & Chain Retail Pharmacy, Nursing Homes, Rural and Urban Hospitals, and Oncology.*

PROFESSIONAL INTERESTS:

Research Interests: Configurations and Equifinality; Family Business; Firm-level and Corporate Entrepreneurship; Networks and Social Capital; Organizational Research Methods; Organizational Virtue and Ethics; Venture Capitalism

Teaching Interests: Strategic Management; Technology and Innovation Management; Organizational Design and Theory; Entrepreneurship; Research Methods

PROFESSIONAL AWARDS / SPECIAL RECOGNITION:

- 2016 Jerry S. Rawls Endowed Professorship of Management, Texas Tech University, 2016-present.
- 2016 Outstanding Reviewer Award, *Entrepreneurship Theory & Practice*.
- 2016 Integrated Scholar of the Year, Jerry S. Rawls College of Business Administration.
- 2015 Georgie G. Snyder Endowed Professorship of Management, Texas Tech University, 2015-present.
- 2014 President's Mid-Career Faculty Award, Texas Tech University. Inaugural University-wide award (one of ten awarded) to “recognize and reward those faculty who are emerging leaders nationally and internationally in their disciplines and who serve as role models and mentors for our students.”
- 2012 *Family Business Review*, Excellent Reviewer Award.
- 2012 Coordinator’s Faculty Research Award. Area of Management, Rawls College of Business, Texas Tech University.
- 2011 Coordinator’s Faculty Research Award. Area of Management, Rawls College of Business, Texas Tech University.
- 2011 Texas Tech University Libraries’ 27th Annual Faculty Academic Contributions Exhibit (FACE) – “Recognizes faculty excellence, celebrates academic diversity, and fosters collaboration and dialogue across an array of disciplines.”
 - Recognized for: **Payne, G.T.**, Short, J.C. & Austin, R., with R. Anderson (Illustrator). 2011. *University Life: A College Survival Story*. Flatworld Knowledge.
- 2010 Chancellor’s Council Distinguished Research Award, Texas Tech University System. The University-wide award (one of four awarded) is the highest offered by the Texas Tech System and is intended “to recognize outstanding research, scholarship, and creative activity of faculty members.”
- 2010 Jerry S. Rawls Endowed Professorship of Management, Texas Tech University, 2010-2015.
- 2009 Bagley Chair Research Fellowship Award in the Area of Management, Texas Tech University. Given “in recognition of exemplary and meritorious research excellence.”
- 2009 Hemphill-Wells New Professor Excellence in Teaching Award Nominee, Texas Tech University Parents Association.
- 2008 Ranked #1 Overall Faculty Performer in the Rawls College of Business Merit Ranking (also in top 5 in 2007, 2009, 2010, 2011, 2013, 2014).

- 2008 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2007 Voted “My Favorite Professor” by Texas Tech Graduating MBA Students, Fall. (Nomination must originate from graduating student; popular vote wins.)
- 2007 Texas Tech University Libraries’ 23rd Annual Faculty Academic Contributions Exhibit (FACE) – “Recognizes faculty excellence, celebrates academic diversity, and fosters collaboration and dialogue across an array of disciplines.”
- Recognized for: **Payne, G.T.** 2006. “Examining Configurations and Firm Performance in a Suboptimal Equifinality Context.” *Organization Science*, 17(6): 756-770.
- 2006 Strategy Management/Entrepreneurship Track Best Reviewer Award, Southern Management Association.
- 2004 Entrepreneurship Division Best Reviewer Award, Academy of Management.
- 2003 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2002 Entrepreneurship Division Best Reviewer Award, Academy of Management.
- 2002 Strategy Management/Business Policy Track Best Reviewer Award, Southern Management Association.
- 2001 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2001 Entrepreneurship/Ethics Track Best Reviewer Award, Southern Management Association.

PAPER AWARDS / SPECIAL RECOGNITION:

- 2016 Emerald Group Publishing’s Citations of Excellence Award. Recognized for: Gedajlovic, E., Honig, B., Moore, C.B., **Payne, G.T.**, and Wright, M. 2013. “Social Capital and Entrepreneurship: A Schema and Research Agenda.” *Entrepreneurship Theory and Practice*, 37(3): 455-478.
- 2016 Southern Management Association’s Best Doctoral Student Paper for Strategic Management Track (first author must be doctoral student). Recognized for: Nicholas, K., Zachary, M.A., and **Payne, G.T.** “The Good, the Bad, and the Mixed: The Effects of Reputation, Infomediary Information, and Status Affiliation on Market Performance”.
- 2016 Highly Cited Paper Award, *Web of Science*, Thompson Reuters. As of March/April 2016, the paper received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year. (Data from *Essential Science Indicators*SM.) Recognized for: **Payne, G.T.**, Moore, C.B., Griffis, S., and Autry, C. 2011. “Multilevel Challenges and Opportunities in Social Capital Research.” *Journal of Management*, 37(2): 395-403.
- 2014 Southern Management Association’s Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track (first author must be doctoral student). Recognized for: Evert, R.E., **Payne, G.T.**, Moore, C.B., and McLeod, M.S. “The Influence of Top Management Team Composition on Organizational Virtues.”

- 2010 Best 2009 *Family Business Review* Article. Recognized for: Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. "Family Firms and Entrepreneurial Orientation in Publicly-Traded Firms: A Comparative Analysis of the S&P 500." *Family Business Review*, 22(1): 9-24.
- 2009 Southern Management Association's Best Paper for Entrepreneurship/Innovation/Information Technology Track. Recognized for: Bell, R.G., Moore, C.B., **Payne, G.T.**, and Davis, J.L. "Institutional Distance and Cross-Border Venture Capital Flows." Published in 2015 under same title in *Journal of Small Business Management*, 3(2): 482-500.
- 2007 Strategic Management Society, Best Conference Paper Award Nomination (San Diego, CA). Recognized for: Moore, C.B., **Payne, G.T.**, and Autry, C. "A Study of Networks, Entrepreneurship, and Performance: Examining Relational, Structural, and Brokerage Effects." Published in 2016 as: Moore, C.B., Payne, G.T., Autry, C., and Griffis, S. 2016 (*online available*). "Project Complexity and Bonding Social Capital in Network Organizations." *Group and Organization Management*.
- 2005 Southern Management Association's Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track and Best Overall Doctoral Student Paper (first author must be doctoral student). Recognized for: Davis, J.L., **Payne, G.T.**, and McMahan, G.C. "Scandalous Behavior of Mutual Fund Managers: An Exploratory Study." Published in 2007 as: "A Few Bad Apples? Scandalous Behavior of Mutual Fund Managers." *Journal of Business Ethics*, 76: 319-334.

JOURNAL PUBLICATIONS:

1. Zachary, M.A., **Payne, G.T.**, Moore, C.B., and Sexton, J. 2017 (*forthcoming*). Time to recalibrate? Exploring entrepreneurial orientation of family businesses before, during and after an environmental jolt. *International Journal of Management and Enterprise Development*.
2. Moore, C.B., **Payne, G.T.**, Autry, C., and Griffis, S. 2017 (*Online availability*: DOI: 10.1177/1059601116650556). Project complexity and bonding social capital in network organizations. *Group and Organization Management*.
3. McLeod, M.S., Moore, C.B., **Payne, G.T.**, Sexton, J., and Evert, R.E. 2017 (*Online availability*: DOI: 10.1007/s10551-016-3021-1). Organizational virtue and stakeholder interdependence: An empirical examination of financial intermediaries and IPO firms. *Journal of Business Ethics*.
4. **Payne, G.T.**, Pearson, A.W., and Carr, J.C. 2017. Process and variance modeling: Linking research questions to methods in family business research. *Family Business Review*, 30(1): 11-18.
5. McLeod, M.S., **Payne, G.T.**, and Evert, R.E. 2016. Organizational ethics research: A systematic review of methods and analytical techniques. *Journal of Business Ethics*, 134(3): 429-443.
6. Evert, R.E., Martin, J.A., McLeod, M., and **Payne, G.T.** 2016. Empirics in family business research: Progress, challenges, and the path ahead. *Family Business Review*, 29(1): 17-43 (*Alphabetical Author Listing*).
* *FBR's 4th Most Accessed Article – 1,261 downloads (May, 2015-16)*.

7. Brigham, K.H. and **Payne, G.T.** 2015. The transitory nature of the multi-family business. *Entrepreneurship Theory and Practice*, 39(6): 1339–1347. (Alphabetical Author Listing).
8. Zachary, M.A., Ganiotis, P., **Payne, G.T.** and Markman, G. 2015. Entry timing: Enduring lessons and future directions. *Journal of Management*, 41(5): 1388-1415. (Equal Authorship; Listed in Reverse Order of Seniority).
9. Hinojosa, A.S., Walker, H.J., and **Payne, G.T.** 2015. Precruitment organizational perceptions and recruitment website information processing. *International Journal of Human Resource Management*, 26(20): 2617-2631.
10. **Payne, G.T.** and Ireland, R.D. 2015. It takes a village: Publishing ethics in family business research. *Family Business Review*, 28(2): 96-103.
11. Moore, C.B., **Payne, G.T.**, Bell, R.G., and Davis, J.L. 2015. Institutional distance and cross-border venture capital flows. *Journal of Small Business Management*, 53(2): 482-500.
12. Drover, W., Wood, M. and **Payne, G.T.** 2014. The effects of perceived control on venture capitalist investment decisions: A configurational perspective. *Entrepreneurship Theory and Practice*, 38(4): 833-861.
13. Moss, T.W., **Payne, G.T.** and Moore, C.M. 2014. Strategic consistency of exploration and exploitation in family businesses. *Family Business Review*, 27(1): 51-71.
14. Brigham, K.H., Lumpkin, G.T., **Payne, G.T.** and Zachary, M.A. 2014. Researching long-term orientation: Construct validation and recommendations for future research.” *Family Business Review*, 27(1): 72-88. (Alphabetical Author Listing). [Corrigendum. *Family Business Review* (2016), 29(2): 231-233.]
15. Crockett, D.R., McGee, J.E and **Payne, G.T.** 2013. Employing new business divisions to exploit disruptive innovations: The interplay between characteristics of the corporation and those of the venture management team. *Journal of Product Innovation Management*, 30(5): 856-879. (Alphabetical Author Listing).
16. **Payne, G.T.**, Moore, C.B., Bell, R.G., and Zachary, M.A. 2013. Signaling organizational virtue: An examination of virtue rhetoric, country-level corruption and performance of foreign IPOs from emerging and developed economies. *Strategic Entrepreneurship Journal*, 7: 230–251.
17. Gedajlovic, E., Honig, B., Moore, C.B., **Payne, G.T.**, and Wright, M. 2013. Social capital and entrepreneurship: A schema and research agenda. *Entrepreneurship Theory and Practice*, 37(3): 455-478. (Alphabetical Author Listing).
* Emerald Group Publishing’s Citations of Excellence Winner (2016)
18. McKenny, A.M., Short, J.C., and **Payne, G.T.** 2013. Using computer-aided text analysis to elevate constructs: An illustration using psychological capital. *Organizational Research Methods*, 16(1): 152-184.
19. McKenny, A.M., Short, J.C., Zachary, M.A., and **Payne, G.T.** 2012. Assessing espoused goals in private family firms using content analysis. *Family Business Review*, 25(3): 298-317.
20. Short, J.C. and **Payne, G.T.** 2012. Super-Management: An examination of organizational images and management themes in comic books. *International Review of Management*, 1(1): 1-26.

21. **Payne, G.T.** and Hoffman, J.J. 2012. Using an informing strategy to manage moral legitimacy in health care organizations. *International Journal of Society Systems Science*, 4(3): 210-221. (Lead Article).
22. Moss, T.W., Short, J.C., **Payne, G.T.**, and Lumpkin, G.T. 2011. Dual identities in social ventures: An exploratory study. *Entrepreneurship Theory and Practice*, 35(4): 805-830.
23. **Payne, G.T.**, Moore, C.B., Griffis, S., and Autry, C. 2011. Multilevel challenges and opportunities in social capital research. *Journal of Management*, 37(2): 395-403.
*Web of Science Highly Cited Paper Award, 2016. Paper in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year.
24. Zachary, M.A., McKenny, A.M., Short, J.C., and **Payne, G.T.** 2011. Family firms and market orientation: Construct validation and comparative analysis. *Family Business Review*, 24(3): 233-251.
25. **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W., and Short, J.C. 2011. Organizational virtue orientation and family firms. *Business Ethics Quarterly*, 21(2): 257-285.
26. Davis, J.L., Bell, R.G. and **Payne, G.T.** 2010. Stale in the pulpit? Leader tenure and the relationship between market growth strategies and church performance. *International Journal of Nonprofit and Voluntary Sector Marketing*, 15(4): 352-368.
27. Davis, J.L., Bell, R.G., **Payne, G.T.** and Kreiser, P. 2010. Entrepreneurial orientation and performance and firm performance: The moderating role of managerial power. *American Journal of Business*, 25(2): 1-14.
28. **Payne, G.T.**, Kennedy, K.H., and Davis, J.L. 2009. Competitive dynamics among service SMEs. *Journal of Small Business Management*, 47(4): 421-442. (Lead Article).
29. **Payne, G.T.**, Benson, G.S., and Finegold, D. 2009. Corporate board attributes, team effectiveness, and financial performance. *Journal of Management Studies*, 46(4): 704-731.
30. Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. Are family firms entrepreneurial? Evidence from the S&P 500. *Family Firm Institute Practitioner*, 5(1).
31. **Payne, G.T.**, Davis, J.L., Moore, C.B., and Bell, R.G. 2009. The deal structuring stage of the venture capitalist decision-making process: Examining confidence and control. *Journal of Small Business Management*, 47(2): 154-179.
32. Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. Family firms and entrepreneurial orientation in publicly-traded firms: A comparative analysis of the S&P 500. *Family Business Review*, 22(1): 9-24. (Lead Article).
* Winner: Best Article for FBR, 2009.
* Identified as one of FBR's top 10 most downloaded articles in 2009 (Rank #4), 2010 (Rank #9), and 2011 (Rank #2; 801 full-text downloads).
33. Alhorr, H.S., Moore, C.B. and **Payne, G.T.** 2008. The impact of economic integration on cross-border venture capital investments: Evidence from the European Union. *Entrepreneurship Theory and Practice*, 32(5): 897-917. (Alphabetical Author Listing).
34. Perez-Nordtvedt, L., **Payne, G.T.**, Short, J.C. and Kedia, B.L. 2008. An entrainment-based model of temporal organizational fit, misfit, and performance. *Organization Science*, 19(5): 785-801.

35. Short, J.C., **Payne, G.T.**, and Ketchen, D.J. 2008. Research on organizational configurations: Past accomplishments and future challenges. *Journal of Management*, 34(6): 1053-1079. (Lead Article).
36. Short, J.C. and **Payne, G.T.** 2008. First movers and performance: Timing is everything. *Academy of Management Review*, 33(1): 267-269.
37. Davis, J.L., **Payne, G.T.** and McMahan, G.C. 2007. A few bad apples? Scandalous behavior of mutual fund managers. *Journal of Business Ethics*, 76: 319-334.
38. Dean, M.A., Shook, C.L and **Payne, G.T.** 2007. The past, present, and future of entrepreneurship research: Data analytic trends and training. *Entrepreneurship Theory and Practice*, 31(4): 601-618.
* Identified as one of ET&P's most downloaded articles in 2007.
39. **Payne, G.T.** 2006. Examining configurations and firm performance in a suboptimal equifinality context. *Organization Science*, 17(6): 756-770.
40. Kim, K-H., **Payne, G.T.**, and Tan, J.A. 2006. An examination of cognition and affect in strategic decision-making. *International Journal of Organizational Analysis*, 14(4): 277-294.
41. **Payne, G.T.**, Kennedy, K.H., Blair, J.D. and Fottler, M.D. 2005. Strategic cognitive maps of small business leaders. *Journal of Small Business Strategy*, 16(1): 27-40.
42. Shook, C.L., **Payne, G.T.**, and Voges, K.E. 2005. The 'what' in top management group conflict: The effects of issue labels and interpretations. *Journal of Managerial Issues* 17(2): 162-177.
43. Juma, N. and **Payne, G.T.** 2004. Intellectual capital and inter-firm collaboration: Effects on operating and market performance of new venture high-tech firms. *International Journal of Innovation Management*, 8(3): 297-318.
44. Kennedy, K.H., **Payne, G.T.**, and Whitehead, C.J. 2002. Matching industries between target and acquirer in high-tech mergers and acquisitions. *Technology Analysis & Strategic Management*, 14(2): 149-162.
45. **Payne, G.T.**, Nix, T., Hoffman, J. and Blair, J.D. 2001. An integrated doctoral educational model for researchers in strategy and health care. *Journal of Health Administration Education*, 19(3): 359-374.
46. Blair, J.D. and **Payne, G.T.** 2000. The paradox prescription: Leading the medical group of the future. *Health Care Management Review*, 25(1): 44-58.

BOOK CHAPTERS AND OTHER PUBLICATIONS:

1. Chandler, J., Zachary, M.A., Brigham, K.H., and **Payne, G.T.** 2017. Long-term orientation: Reviewing the past and identifying future opportunities for family business research. In Hoy, F., & Kellermanns, F. (Eds.) *Family Business Companion*, Routledge, pgs. 70-89.
2. **Payne, G.T.** 2015. Entrepreneurial networks. In Audretsch, Hayter and Link (eds.), *The Concise Guide to Entrepreneurship, Technology, and Innovation*, Edward Elgar Publishing. ISBN: 978-1-78347-418-9, pgs. 65-69.
3. **Payne, G.T.**, Zachary, M.A., and LaFont, M. 2014. Configurational approaches to the study of social ventures. In Jeremy C. Short (ed.) *Social Entrepreneurship and Research Methods*

- (*Research Methodology in Strategy and Management, Volume 9; series editors: David Ketchen & Don Bergh*), Emerald Group Publishing Limited, pgs.111-146.
4. McKenny, A.M., **Payne, G.T.**, Zachary, M.A., and Short, J.C. 2014. Multilevel analysis in family business studies. In Sharma, P., Melin, L., & Nordqvist (Eds.) *Handbook of Family Business*, Sage, pgs. 594-608.
 5. McKenny, A.M., Short, J.C., and **Payne, G.T.** 2012. The challenge for researchers. In R.G. Seymour, (Ed.), *Handbook of Research Methods on Social Entrepreneurship*. London, Edward Elgar, 231-250.
 6. **Payne, G.T.**, Short, J.C., and Austin, R., with R. Anderson (Illustrator). 2011. *University Life: A College Survival Story*. Flatworld Knowledge. ISBN 13: 978-1-4533-1014-4.
 7. Crockett, D.R., **Payne, G.T.**, and McGee, J.E. 2007. Exploitation of entrepreneurial opportunities in the corporation: An exploration of functional-level support, decision autonomy, and performance. In J.A. Katz & T. Lumpkin, (Eds.), *Advances in Entrepreneurship, Firm Emergence, and Growth: Entrepreneurial Strategic Processes*, New York: JAI Press/Elsevier, 10: 33-64.
 8. **Payne, G.T.**, Davis, J.L. and Blair, J.D. 2007. Fit as moderation and matching: A test of strategy and structure congruence in relationship to performance. In Blair, J.D., Fottler, M.D., Ford, E., and Payne, G.T. (eds.) *Advances in Health Care Management: Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, JAI/Elsevier, 6: 59-98.
 9. Blair, J.D., Fottler, M.D., Ford, E. and **Payne, G.T.** 2007. Perspectives on strategic thinking and entrepreneurial action in the health care industry. In Blair, J.D., Fottler, M.D., Ford, E., and Payne, G.T. (eds.) *Advances in Health Care Management: Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, JAI Press/Elsevier, 6: 3-9.
 10. Blair, J.D., Nix, T.W., **Payne, G.T.**, Rotarius, T.M., and Whitehead, C.J. 2004. Stakeholder management—strategies and styles. In Lawrence, F. Wolper (ed.), *Health Care Administration: Planning, Implementing, and Managing Organized Delivery Systems*, 4th Ed., Gaithersburg, MD: Aspen Publishers, pgs. 157-189.
 11. **Payne, G.T.** 2003. Specialty hospitals: Are they good/ bad for health care? *Fort Worth Business Press*, August 15 ed., pg. 33.
 12. **Payne, G.T.** and Kennedy, K.H. 2003. Rivalry intensity and its relationship to socioeconomic prosperity, firm specialization, and firm performance in SMEs. In Bygrave, W.D. et al. (eds.) *Frontiers of Entrepreneurship Research, 2002*. (http://www.babson.edu/entrep/fer/Babson2002/X/X_P5/X_P5.htm)
 13. Blair, J.D., Blair S.A., Fottler, M.D., Nix, T.W., **Payne, G.T.**, and Savage, G.T. 2002. From stakeholder management strategies to stakeholder management styles: Serendipitous research on organizational configurations. In Blair, J.D., Fottler, M.D., and Savage, G.T. (eds.), *Advances in Health Care Management*, JAI Press, 3: 317-344.
 14. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 2000. The role of paradox in integrated strategy and structure configurations: Exploring integrated delivery in health care. In Blair, J.D., Fottler, M.D., and Savage, G.T. (eds.), *Advances in Health Care Management*, JAI Press, 1: 109-141.
 15. Blair, J.D., **Payne, G.T.**, Rotarius, T.M., Whitehead, C.J., and Whyte, E.G. 1999. Strategic management of stakeholder relationships. In Lawrence, F. Wolper (ed.), *Health Care*

Administration: Planning, Implementing, and Managing Organized Delivery Systems, 3rd Ed., Gaithersburg, MD: Aspen Publishers, pgs. 136-160.

INVITATIONS FOR REVISIONS / MANUSCRIPTS UNDER REVIEW:

Chandler, J., **Payne, G.T.**, Xu, L. and Zachary, M.A. Sensegiving in family firms: Examining the relationship between organizational psychological capital rhetoric and firm performance. Under 1st review for *Organization Studies*. (Manuscript Submitted: 9-30-16).

Evert, R.E., **Payne, G.T.** Moore, C.B., and McLeod, M.S. Organizational virtue and top management team characteristics: An empirical examination of IPO firms. Revise and resubmit for *Business Ethics Quarterly*. (Manuscript Submitted: 6-12-15; Revision Request: 9-13-16; Manuscript Resubmitted: 1-21-16).

Evert, R.E., Sears, J., Martin, J.A., and **Payne, G.T.** The direct and interactive effects of family control on strategic action: A survival analysis of initial internationalization. Revise and resubmit for *Journal of Business Research*. (Manuscript Submitted: 8-1-16; Revision Request: 10-25-16; Resubmitted Deadline: 3-15-16).

McKenny, A.F., Short, J.C., Ketchen, D.J., **Payne, G.T.**, and Moss, T.W. Entrepreneurial orientation and firm performance: A configurational approach. Under 2nd Review for *Strategic Entrepreneurship Journal*. (Manuscript Submitted: 8-27-15; Revision Request Received: 12-21-15; Manuscript Resubmitted: 12-21-15).

Moore, C.B., **Payne, G.T.**, and Bruton, G. Filling institutional gaps: Linking crossborder entrepreneurship to inward foreign direct investment. Revision requested for *Strategic Entrepreneurship Journal*. (Manuscript Submitted: 10-9-15; Revision Request Received: 2-15-16).

Moore, C.B., **Payne, G.T.**, Filatotchev, I., and Zajac, E. Reinterpreting the winner's curse: A social constructionist perspective. Revise and resubmit for *Organization Science*. (Manuscript Submitted: 7-27-16; Revision Request Received: 12-27-16).

Payne, G.T., Moore, C.B., Zachary, M.A., and Brigham, K.H. Business sustainability: A firm-level reconceptualization and examination using signaling theory. Under 1st review for *Journal of Management*. (Manuscript Submitted: 2-1-17).

Payne, G.T., Sears, J., Zachary, M.A., and Assaf, A. A governance model of joint venture value creation. Under 1st review for *Journal of World Business*. (Manuscript Submitted: 1-27-17).

Payne, G.T., Zachary, M.A. and Short, J.C. Temporal fit, event salience, and windows of opportunity: An examination of product release timing. Under 1st review for *Journal of Management*. (Manuscript Submitted: 11-8-16).

OTHER WORKS IN PROGRESS:

Nicholas, K., Moore, C.B., and **Payne, G.T.** Knowledge and firm boundaries: The impact of product innovativeness and industry experience on vertical integration.

Sears, J., McLeod, M.S., Evert, R.E., and **Payne, G.T.** Corporate venture capital, credible commitments, and calculative trust.

Tribble, L.L., Zachary, M.A., and **Payne, G.T.** When organizations don't walk the talk: The consequences of failing to uphold organizational virtue rhetoric

Xu, L., Sears, J., Lu, Q., **Payne, G.T.**, and Chandler, J. Reputation and status inconsistency: An examination of venture capital firm investment realization.

Zachary, M.A., Nicholas, K., Sexton, J., and **Payne, G.T.** The good, the bad, and the mixed: The effects of reputation, infomediary information, and status affiliation on market performance.

Zachary, M.A., **Payne, G.T.**, and Neubaum, D. Organizational resilience following periods of crisis.

PROCEEDINGS AND CONFERENCE PAPER PRESENTATIONS:

1. Tribble, L.L., Zachary, M.A., and **Payne, G.T.** 2017. When organizations don't walk the talk: The consequences of failing to uphold organizational virtue rhetoric. To be presented at the Sustainability, Entrepreneurship and Ethics (SEE) Conference in San Juan, Puerto Rico.
2. Chandler, J., **Payne, G.T.**, and Xu, L. 2016. Signaling organizational positivity: Examining the relationship between positive psychological capital rhetoric and firm performance. Presented at the Strategic Management Society Annual Conference in Berlin, Germany.
3. Nicholas, K., Zachary, M.A., and **Payne, G.T.** 2016. The effects of reputation, infomediary information, and status affiliation on market performance. Presented at the Southern Management Association Meeting in Charlotte, NC.
4. Nicholas, K., Moore, C.B., and **Payne, G.T.** 2015. Knowledge and firm boundaries: The impact of product innovativeness and industry experience on vertical integration. Presented at the Strategic Management Society Annual Conference in Denver, Colorado.
5. Zachary, M.A., Sexton, J., Nicholas, K., and **Payne, G.T.** 2015. The good, the bad, and the mixed: Interactive effects of concurrent signals on receiver response. Presented at the Strategic Management Society Annual Conference in Denver, Colorado.
6. **Payne, G.T.**, Moore, C.B., Zachary, M.A., and Brigham, K.H. 2015. Business sustainability in entrepreneurial firms: Examining the impact of temporality and virtue dimensions on market performance. Presented at the Sustainability, Entrepreneurship and Ethics (SEE) Conference in Denver, CO.
7. Markman, G., **Payne, G.T.**, Zachary, M.A., and Gianiodis, P. 2014. What do we know about entry? Presented at the Strategic Management Society Meeting in Madrid, Spain.
8. Zachary, M.A., **Payne, G.T.**, Neubaum, D. 2014. Organizational resilience following periods of crisis: How family control and firm age influence changes in innovativeness over time. Presented at the Theories of Family Enterprises Conference in Edmonton, AB, Canada.
9. **Payne, G.T.**, Assaf, A., and Zachary, M.A. 2014. A governance model of joint venture value creation. Presented at the Academy of Management Meeting in Philadelphia, PA.
10. Moore, C.M, **Payne, G.T.**, and Filatotchev, I. 2012. Economic and social perspectives on competitive rivalry: Untangling ceremonies, status, and firm performance. Presented at the Strategic Management Society Annual Conference in Prague, Czech Republic.
11. Zachary, M.A. and **Payne, G.T.** 2012. Temporal fit and performance of event-specific product releases. Presented at the Strategic Management Society Annual Conference in Prague, Czech Republic.
12. Drover, W., M. Wood and **Payne, G.T.** 2012. Embracing the iron cage: The effects of perceived control on venture capital investment decisions. Presented at the 2012 Babson

- College Entrepreneurship Research Conference (BCERC), Texas Christian University, Fort Worth, TX.
13. Brigham, K.H., Lumpkin, G.T., **Payne, G.T.** and Zachary, M.A. 2012. Long-term orientation and firm performance: Construct validation and comparative analysis in public and private high-growth entrepreneurial firms. Presented at the 2012 Babson College Entrepreneurship Research Conference (BCERC), Texas Christian University, Fort Worth, TX.
 14. Moss, T.W. and **Payne, G.T.** 2012. Exploration/exploitation and firm performance: A longitudinal examination of magnitude, balance, and strategic consistency. Presented at the Western Academy of Management Conference, La Jolla, CA.
 15. Moore, C.B. and **Payne, G.T.** 2011. Social capital research. Presented at the Annual Academy of Management Conference in San Antonio, Texas.
 16. **Payne, G.T.**, Zachary, M.A., and Short, J.C. 2010. Temporal fit, misfit, and performance: Testing pace entrainment in the movie production industry. Presented at the Annual INFORMS Meeting, Austin, TX.
 17. Moore, C.B., **Payne, G.T.**, Davis, J.L., and Bell, R.G. 2010. Social capital research in entrepreneurship: Conceptualizations, measurements and future considerations. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 18. McKenny, A.M., Short, J.C., and **Payne, G.T.** 2010. Examining multiple organizational identity alignment: A comparison of university and college of business mission statements. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 19. Zachary, M.A., **Payne, G.T.**, McKenny, A.M., and Short, J.C. 2010. Family firms and market orientation: A comparative analysis of the S&P 500. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 20. **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W., and Short, J.C. 2010. Organizational virtue and family firms: An exploratory analysis of the S&P 500. Presented at the Academy of Management Conference in Montreal, Canada.
 21. Yu, A., Lumpkin, G.T., Sorenson, R.L., Howell, R., Brigham, K.H., and **Payne, G.T.** 2010. Entrepreneurial orientation and family business outcomes: Two competing configurational models. Presented at the Academy of Management Conference in Montreal, Canada.
 22. McKenny, A.M., Short, J.C., **Payne, G.T.**, and Rutherford, M. 2010. Organizational optimism: Construct validation and exploratory analysis. Presented at the Academy of Management Conference in Montreal, Canada.
 23. Bell, R.G., Moore, C.B., **Payne, G.T.**, and Davis, J.L. 2009. Institutional distance and cross-border venture capital flows. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Asheville, NC.
Winner: Best Paper for Entrepreneurship/Innovation/IT Track.
 24. Moss, T.W., Short, J.C., **Payne, G.T.**, and Lumpkin, G.T. 2009. Dual identities in social ventures: An empirical examination. Presented at the Academy of Management Conference in Chicago, IL.

25. Short, J.C. **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2008. Family firms and entrepreneurial orientation in publicly traded firms: A comparative analysis of the S&P 500. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
26. Moore, C.B., Autry, C., Griffis, S., and **Payne, G.T.** 2008. A social perspective on interorganizational competitive rivalry. Presented at the Strategic Management Society Annual Conference in Cologne, Germany.
27. Broberg, J.C., Short, J.C. **Payne, G.T.**, Conover, J. and McKelvie, A. 2008. National political institutions and resource environments as determinants of national entrepreneurial activity. Presented at the 28th Babson-Kauffman Entrepreneurship Research Conference (BKERC), The University of North Carolina in Chapel Hill, NC.
28. Voges, K.E., Shook, C.L., and **Payne, G.T.** 2008. Buyer-seller publicness dissimilarity and red tape in privatized relationships. Presented at and in the Proceedings of the Annual Meeting of the Southwest Academy of Management, Houston, TX.
29. Davis, J.L., **Payne, G.T.** and McGee, J.E. 2007. A meta-analytic investigation of moderators and measures of the entrepreneurial orientation-firm performance relationship. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Nashville, TN.
30. Davis, J.L., R. Greg Bell, **Payne, G.T.** and Kreiser, P. 2007. Entrepreneurially-oriented top managers and firm growth: The moderating role of organizational power. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Nashville, TN.
31. Bell, R.G., **Payne, G.T.**, and J. Lee Whittington. 2007. A longitudinal study of strategic leadership and performance in non-profit religious organizations. Presented at the Festschrift, honoring James (Jerry) G. Hunt, Institute of Leadership Research at Texas Tech University, Lubbock, TX.
32. Moore, C.B., **Payne, G.T.**, and Autry, C. 2007. A study of networks, entrepreneurship, and performance: Examining relational, structural, and brokerage effects. Presented at the Strategic Management Society Annual Conference in San Diego, CA.
33. Davis, J.L. and **Payne, G.T.** 2007. Firm-level entrepreneurship and performance: A meta-analytic investigation of moderators and measures of the entrepreneurial orientation construct. Presented at the Strategic Management Society Annual Conference in San Diego, CA.
34. Alhorr, H.S., Moore, C.B., **Payne, G.T.**, and Bell, R.G. 2007. Economic integration and cross-border entrepreneurial activity: Evidence from the EU. Presented at the Academy of Management Conference Philadelphia, PA.
35. Nuno, D. and **Payne, G.T.** 2007. Investing in social and human capital to improve NPO growth. Presented at the Academy of Management Conference Philadelphia, PA.
36. Crockett, D.R., **Payne, G.T.**, and McGee, J.E. 2007. Launching successful corporate entrepreneurial initiatives: The role of functional-area support and decision autonomy. Presented at the Academy of Management Conference Philadelphia, PA.
37. Bell, R.G., Davis, J.L. and **Payne, G.T.** 2006. Growth strategies and leader tenure: An examination of non-profit organizations. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Clearwater Beach, FL.

38. Davis, J.L., **Payne, G.T.** and McMahan, G.C. 2006. Ethics of mutual fund managers: An international perspective. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Clearwater Beach, FL.
39. **Payne, G.T.** and Davis, J.L. 2006. Venture capital and the entrepreneur's network. Presented at the Annual Meeting of the Southwestern Academy of Management, Oklahoma City, OK.
40. Kennedy, K.H and **Payne, G.T.** 2006. Commerce versus art: Entrepreneurial strategies in the global motion picture industry. Presented at the 26th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Indiana University, Bloomington, IN.
41. Davis, J.L., **Payne, G.T.** and McMahan, G.C. 2005. Scandalous behavior of mutual fund managers: An exploratory study of the influence of management fees and fund control on unethical behavior. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Charleston, SC.
Winner: Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track and Best Overall Doctoral Student Paper (first author must be doctoral student).
42. Crockett, D.R., McGee, J.E. and **Payne, G.T.** 2005. Corporate venturing: The role of the venture management team and decision autonomy. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Charleston, SC.
43. Dean, M.A., Shook, C.L and **Payne, G.T.** 2005. Data analytic trends and training in entrepreneurship research. Presented at the Academy of Management Conference in Honolulu, HI.
44. Davis, J.L and **Payne, G.T.** 2005. Confidence and control as determinants of initial venture financing. Presented at the 25th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Babson University, Wellesley, MA.
45. Kim, K. and **Payne, G.T.** 2004. The role of emotion in strategic decision-making. Presented to the Academy of Management Conference New Orleans, LA.
46. Kim, K. and **Payne, G.T.** 2004. Implications of paradigm conflicts on theory development in strategic management. Presented to the Academy of Management Conference in New Orleans, LA.
47. O'Brien, R. and **Payne, G.T.** 2004. Decision applications for organizations in crisis situations: Creating and utilizing social capital. Presented to the Academy of Management Conference in New Orleans, LA.
48. Kennedy, K.H. and **Payne, G.T.** 2003. The role of market hostility, prosperity and privatization on international entrepreneurship in the 21st Century: A reflection on the effects of market systems. Presented to the Irish Academy of Management Conference in Dublin, Ireland.
49. Juma, N. and **Payne, G.T.** 2003. An assessment of the use of regression in international business research. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Tampa, FL.
50. Juma, N. and **Payne, G.T.** 2003. Intellectual capital and inter-firm collaboration: Effects on operating and market performance of new venture high-tech firms. Presented to the Academy of Management Conference in Seattle, WA.

51. Kim, K. and **Payne, G.T.** 2003. Organizational homogeneity and heterogeneity: Incorporating the decision maker. Presented to the Academy of Management Conference in Seattle, WA.
52. **Payne, G.T.** and Kennedy, K.H. 2003. Alternatives to acquisitions: Strategic use of interorganizational relationships in an uncertain global environment. Presented to the Eastern Academy of Management International Conference in Porto, Portugal.
53. **Payne, G.T.** 2002. Configurational equifinality and organizational performance in small firms operating under environmental uncertainty. Presented to the Academy of Management, Denver, CO.
54. **Payne, G.T.** and Kennedy, K.H. 2002. Rivalry intensity and its relationship to socioeconomic prosperity, firm specialization, and firm performance in SMEs. Presented at the 22nd Babson-Kauffman Entrepreneurship Research Conference (BKERC), University of Colorado, Boulder, CO.
55. Kennedy, K.H. and **Payne, G.T.** 2001. An institutional view of international business: Key actors, organizations in organizational fields, the state, and its macro environment. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, New Orleans, LA.
56. **Payne, G.T.** and Blair, J.D. 1999. Rising with the institutional tide: Strategies for enhancing organizational legitimacy in the health care industry. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta, GA.
57. Payne, D.T. and **Payne, G.T.** 1999. HMO liability for failure to disclose: Legal issues and insights for health care managers. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta, GA.
58. Blair, J.D., Blair, S.A., Fottler, M.D., Nix, T.W., **Payne, G.T.**, and Savage, G.T. 1999. Relationship navigator or relationship ostrich? Linking stakeholder management styles to key firm resources. Presented to the Academy of Management, Chicago, IL.
59. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 1998. Multiple paradoxes in the strategic web: Leadership challenges in the health care industry. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, New Orleans, LA.
60. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 1997. Parallel dimensions of strategic enactment: Linking strategic identity, image and behavior. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta GA.
61. **Payne, G.T.** 1997. "Does planning matter? The impact of the formal planning process on the content of strategic intentions and tactical actions. Presented to the Academy of Management, Boston, MA.

PROFESSIONAL SERVICE (NATIONAL / INTERNATIONAL):

Leadership Activities

- Chair of Southern Management Association PhD Consortia, 2012-2013.
- Co-Coordinator of Southern Management Association PhD Consortia, 2010-2012.
 - Late Stage Coordinator, 2012.
 - Early Stage Coordinator, 2011.

- Board of Governors, Southern Management Association, 2009 – 2012. Selected by general election by membership for three year appointment.
- Southern Management Association Track Chair, 2009: Strategic Management/Organizational Theory/International Management Track. Responsible for soliciting manuscripts, overseeing reviewing and acceptance processes, organizing program, and determining best paper and reviewer awards.

Editorial Positions

- Editor-in-Chief (Elect), *Family Business Review*, Appointment begins January 1, 2018.
- Associate Editor, *Family Business Review*, 2013 – 2017.
- Co-Editor (Special Issue), with Eric Gedajlovic, Peter Gianiodis, Reddi Kotha, Gideon Markman, and Christopher Tucci, 2019 (Scheduled). “The Who, Where, What, How, and When of Market Entry”, *Journal of Management Studies*.
- Co-Editor (2nd Biennial Review Issue), with Daniel Holt, Allison Pearson, and Pramodita Sharma, 2018 (Scheduled). *Family Business Review*.
- Co-Editor (Special Issue), with Allison Pearson and Jon Carr, 2017. “Process and Variance Methods”, *Family Business Review*, 30(1).
- Co-Editor (Special Issue), with Eric Gedajlovic, Benson Honig, Curt Moore, and Mike Wright, 2013. “Social Capital and Entrepreneurship”, *Entrepreneurship Theory and Practice*, 37(3).
 - Special Developmental Conference held April 19-22, 2012 in Vancouver, CA.
- Co-Editor (Special Issue), with John D. Blair, Myron D. Fottler, and Eric S. Ford, *Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, Volume 6 of *Advances in Health Care Management*, 2007 JAI/Elsevier Science.
- Assistant Editor, JAI/Elsevier Science, *Advances in Health Care Management*, 1998-2001.

Advisory and Editorial Review Board Memberships

- Advisory Board, Sustainability, Ethics, and Entrepreneurship (SEE) Conference, 2015 - present.
- Editorial Review Board, *Strategic Entrepreneurship Journal*, 2015 – present.
- Editorial Review Board, *Entrepreneurship Theory & Practice*, 2014 – present.
- Editorial Review Board, *Group and Organization Management*, 2014 – present.
- Editorial Review Board, *Journal of Management*, 2008 – present.
- Editorial Review Board, *Journal of Small Business Management*, 2005 – present.
- Editorial Review Board, *Family Business Review*, 2011 – 2013.

Other Reviewer Services

- Reviewer for Academy of Management, 1997-2012
 - Business Policy and Strategy Division (1999-2012)
 - Entrepreneurship Division (2001-2004, 2006-2012)
 - Health Care Management Division (1997-1999).
- Reviewer for Southern Management Association, 1997-2011
 - Business Policy and Strategy, Entrepreneurship/Ethics, Technology/Innovation, and/or Health Care/Hospitality Management Tracks.
- Family Enterprise Research Conference (FERC) Review Board, 2012.

- Ad Hoc Reviewer for:
 - *Academy of Management Review*
 - *Business and Society*
 - *Business Ethics Quarterly*
 - *Entrepreneurship Theory & Practice*
 - *European Journal of Work and Organizational Psychology*
 - *Family Business Review*
 - *Group and Organization Management*
 - *Health Care Management Review*
 - *Human Relations*
 - *Human Resource Management Review*
 - *Journal of Business Ethics*
 - *Journal of Business Research*
 - *Journal of Business Venturing*
 - *Journal of Family Business Management*
 - *Journal of Healthcare Management*
 - *Journal of Management*
 - *Journal of Management Studies*
 - *Journal of Managerial Issues*
 - *Journal of Small Business Management*
 - *Journal of Supply Chain Management*
 - *Leadership Quarterly*
 - *Nonprofit and Voluntary Sector Quarterly*
 - *Organizational Research Methods*
 - *Organization Science*
 - *Strategic Entrepreneurship Journal*
 - *Strategic Management Journal*
 - *Venture Capital: An International Review*

Discussant Services

- 2012 Discussant for Southern Management Association, Entrepreneurship/Information Technology/Innovation Track. Session title: "Social Entrepreneurship."
- 2007 Discussant for Southern Management Association, Entrepreneurship/Innovation/Information Technology Track. Session title: "Regional Influences on Entrepreneurship."
- 2005 Discussant for Southern Management Association, Strategic Management/Entrepreneurship Track. Session title: "The Role of Risk in Strategic Decision Making."
- 2004 Discussant for Southern Management Association, Strategic Management/Entrepreneurship Track. Session title: "Entrepreneurship."
- 2004 Discussant for Southern Management Association, Global Management/Information Technology/Innovation Track. Session title: "Cross Cultural Management: Leadership, Personality, and Expatriate Failure."
- 2003 Discussant for Southern Management Association, Strategy Management/Entrepreneurship Track. Session title: "New Theory for Strategy."
- 2002 Discussant for Southern Management Association, Strategic Management/Business Policy Track. Session title: "New Directions in Strategic Management Theory."
- 2001 Discussant for Southern Management Association, Entrepreneurship/Ethics Track.
- 2000 Discussant for Southern Management Association, Strategic Management/Business Policy Track.

Session Chair Services

- 2011 Session Chair for Academy of Management, Business Policy and Strategy Division. Session title: "Melding Internal and External Drivers of Innovation."
- 2006 Session Chair for Southern Management Association, Strategic Management/Entrepreneurship Track. Session title: "CEOs and Strategy Issues."
- 2006 Session Chair for Academy of Management, Entrepreneurship Division. Session title: "Investors and the Balance of Power."
- 2000 Session Chair for Southern Management Association, Strategic Management/Business Policy Track.

1997 Symposium Chair for Southern Management Association.

Committee Services

- 2015 – 2017 Research Committee (Member) – Entrepreneurship Division of the Academy of Management.
- 2011 Best Paper Committee (Member) – Eastern Academy of Management and Southern Management Association International Conference.
- 2010 Doctoral Student Consortium Committee (Member), Southern Management Association – Responsible for overseeing annual consortium geared toward new doctoral students in management.
- 2009 Best Paper Committee (Chair) – Strategy/International Management/ Organizational Theory Track, Southern Management Association.
- 2009 Best Doctoral Student Paper Committee (Chair) – Strategy/International Management/ Organizational Theory Track, Southern Management Association.
- 2004 Best Overall Doctoral Student Paper Award Committee (Member) – Southern Management Association Annual Conference.
- 2002 Best Track Paper Review Committee (Member) – Strategic Management/Business Policy Track, Southern Management Association.

Mentoring and Career Development

- 2015 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in St. Pete’s Beach, FL.
- 2015 Round Table Discussant for Careers Academy, Family Enterprise Research Conference (FERC) Meeting in Burlington, VT. Topic: “Keys to a Successful Career.”
- 2014 Round Table Discussant for Early-Stage Doctoral Consortium, Southern Management Association Annual Meeting in Savannah, GA.
- 2014 Collaboration Luncheon Round Table Facilitator for “Research on Social Capital”. Southern Management Association Annual Meeting in Savannah, GA.
- 2013 Round Table Discussant for Early-Stage Doctoral Consortium, Southern Management Association Annual Meeting in New Orleans, FL.
- 2013 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in New Orleans, FL.
- 2012 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in Ft. Lauderdale, FL.
- 2012 Collaboration Luncheon Round Table Facilitator for “Research on Organization/Environment Fit”. Southern Management Association Annual Meeting in Ft. Lauderdale, FL.
- 2011 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in Savannah, GA.
- 2006 PhD Student Mentor for Entrepreneurship/Small Business/Consulting Track, Southwestern Academy of Management.

PROFESSIONAL SERVICE (INSTITUTIONAL):

Texas Tech University

University

- Chancellor's Council Distinguished Research Award Selection Committee: Social Science, Humanities and Creative Arts (2014).
- NSF Ethics Inquiry Committee, Whitacre College of Engineering (2011) – Special committee charged with initiating an inquiry into specific allegations of research misconduct and to determine if an investigation is warranted. Other members: William M. Marcy (Chairman), John Kobza, and Sindee Simon.
- Taught session of IS1100: Tech Transition: The Freshman Seminar. Voluntary teaching, but by invitation only. Intended to help new freshmen prepare for and be successful in their college journey.
 - Fall, 2011
 - Fall, 2009
 - Fall, 2008
- Judge for McNair Scholars Research Program (2007) - Evaluated student research presentations. The McNair program is intended to prepare “First Generation College (FGC) undergraduate students from low-income backgrounds for doctoral study.”

Rawls College of Business

- Credentials Committee, *Management Representative*, 2015 – present.
 - Responsible for evaluating faculty qualifications and making recommendations for research, teaching and service appointments.
- PhD Programs Committee, *Management Representative*, 2013 – present.
 - Committee responsible for overseeing and coordinating Rawls college PhD programs. Includes making decisions regarding admissions, allocation of scholarships and other resources, and curriculum for five Area programs.
- MBA Program Grade Appeals Committee (Single Case), July, 2015.
- MBA Program Committee, *Management Representative*, 2007 – 2012.
 - Committee responsible for 1) the development, implementation and maintenance of MBA Program for the college and 2) overseeing the admissions to the program, including reviewing applications and interview students.
 - Completely revised curriculum and program during tenure.
 - Acted to develop and integrate MBA Concentration in Entrepreneurship and Innovation into existing MBA Program.
- MBA Program Scholarship Sub-Committee, *Member*, 2012.
 - Oversee policies for administering scholarships to students.
- MBA Weekend Program Admissions Committee, *Member*, 2008 – 2012.
 - General oversight committee to ensure standards are being met in admissions to the special weekend MBA Programs.
- Dean's Advisory Council, *Management Representative*, 2011 – 2012.
 - Analyzing and making strategic recommendation for improving College operations and stakeholder relationships.

Area of Management

- Area of Management Coordinating Council, *Member*, 2011 – 2015.
- PhD Committee, *Chair*, 2013 – present; *Member*, 2006 – 2007.
 - Oversees the doctoral program including the recruiting, acceptance and development of PhD students in the Management Area.

- Research Committee, *Chair*: 2011 – 2013; *Member*: 2008 – 2011, 2013 - present.
 - Oversees the Area of Management's goals regarding research productivity and rewards systems. This includes making decisions and taking action to promote and support our faculty's research interests.
 - Monitors and makes recommendations for changes to the Rawls College's journal list. Completely revised this list in 2011.
- Entrepreneurship Standing Committee, *Member*, 2006 – 2015.
 - Committee responsible for: 1) Development and implementation of Entrepreneurship and Family Business Programs at undergraduate, graduate, and doctoral levels, 2) Development of an extensive outreach program and a campus-wide entrepreneurship initiative.
- Curriculum and Instruction Committee, *Member*, 2007 – 2012.
 - Oversees and coordinates the many teaching and programmatic activities of the Area of Management.
- Area Task Force for the Creation of a Comprehensive Top-Tier Doctoral Program, *Member*, 2010 – 2011.
 - Charged with developing a comprehensive proposal for capitalizing on the unique strategic opportunity provided to the RCOBA and the Area for enhancing the content and support of the doctoral program as TTU strives to achieve Tier One research status. Components of the existing doctoral program to evaluate/redesign include, but are not limited to, the statistical course sequence, content seminars offered, areas of specialization, and funding sources.
- Hance Chair Recruitment Committee, *Member*, 2009 – 2011.
 - Responsible for recruiting and making hiring recommendations for the Hance Endowed Chair in Entrepreneurship and Family Business.
- Management Doctoral Student Comprehensive Exam Committee, *Member*, 2008 – 2012.
 - Committee oversees doctoral student comprehensive exams including its development, testing, and grading. Some tailoring required for each student.
- Faculty Recruitment Committee, 2006 – 2007 (*Member*); 2011-2012 (*Chair*); 2012-2013 (*Member*); 2012-2013 (*Member*); 2013-2014 (*Member*).
 - Responsible for recruiting and making hiring recommendations for faculty, visiting faculty, or instructors. Committee formed as needed.
- Entrepreneurship & Innovation MBA Concentration Committee, *Chair*, 2008 – 2009.
 - Responsible for the development and implementation of MBA concentration in entrepreneurship and innovation.
- HOM (Health Organization Management) Executive Committee, *Member*, 2006 – 2007.
 - Committee responsible for the oversight and development of the HOM program.
 - Aided in the development of the CAHME accreditation document, which was successfully received in 2007.

As doctoral student (1996 – 2000):

- Faculty Search Committee, *Doctoral Student Representative*, 1999 – 2000.
- Academic Programs Committee, *Student Representative*, 1997 – 1998.

The University of Texas at Arlington

College of Business Administration

- HCAD (Health Care Administration) Graduate Studies Committee, 2003 - 2006.
- HCAD Management Curriculum Review Committee, 2003 - 2006.

Management Department

- Doctoral Student Program Committee, 2004 – 2006.
- Doctoral Student Admissions Committee, 2003 – 2006.
- Management Faculty Search Committee, 2003 and 2004.
- Faculty Recruitment Interviewer, Academy of Management, 2002, 2003, and 2005.
- Strategy Textbook Selection Committee, 2002 – 2006.
- Comprehensive Exam Committees (given individually):
 - Research Methods Exam Committee Chair, Marshall Pattie, 2005.
 - Major Exam Committee, Justin Davis, 2005.
 - Minor Exam Committee, Vishnu Vinekar (Information Systems Major), 2005.
 - Major Exam Committee, Kong-Hee Kim, 2004.
 - Minor Exam Committee, Cynthia Claybrook (Accounting Major), 2004.
 - Minor Exam Committee, Amer Qureshi (Information Systems Major), 2004.
 - Research Methods Exam Committee Chair, Eva Dodd-Walker, 2004.
 - Research Methods Exam Committee Chair, Norma Juma, 2004.

PROFESSIONAL SERVICE (LOCAL COMMUNITY / REGION):

Board of Governors, *Texas Specialty Hospital of Lubbock.*

4302 Princeton St Unit B, Lubbock, TX

Appointment: 2010 – 2016 (discontinued service due to acquisition of hospital)

- Chair of Board in 2014-2015 (two year term).

- Oversee operations and strategic decisions for hospital including approval of policies, procedures, and medical staff.

Board of Governors, *Southwest Regional Hospital and Skilled Nursing Facility.*

1409 9th Street, Lubbock, TX

Appointment: 2007 - 2013.

- Oversee operations and strategic decisions for hospital including approval of policies, procedures, and medical staff.

Personnel Committee, *Indiana Avenue Baptist Church.*

8315 Indiana Avenue, Lubbock, TX

Appointment: 2011 - 2013.

Chair of Committee: 2012.

- Oversee all staff hiring, evaluation, dismissal, and budgetary decisions for church personnel.

DISSERTATION COMMITTEES:

Texas Tech University

College of Business Administration – Area of Management

Committee Chair

Mike McLeod – PhD Dissertation Committee, *Chair*

Tentative Title: “The Role of Rhetorical Modes in IPO Firm Uncertainty and Performance.” Spring, 2017. (Initial Placement: Wichita State University)

Robert Evert – PhD Dissertation Committee, *Chair*

Tentative Title: “Entry Timing and Family Business: The Effect of Family Control on Internationalization.” December, 2016. (Initial Placement: U.S. Air Force Academy)

Miles Zachary – PhD Dissertation Committee, *Chair*

Title: “How and Why Strategic Orientation Configurations Change: A Multilevel Configurations Approach.” May, 2014. (Initial Placement: West Virginia University; Now: Auburn University)

Todd Moss – PhD Dissertation Committee, *Chair*

Title: “Organizational Exploration and Exploitation in High-tech Industries: Magnitude, Balance and Strategic Consistency.” August, 2011. (Initial Placement: Oregon State University; Now: Syracuse University)

Committee Member

Angela Randolph – PhD Dissertation Committee, *Member*

Chair: Keith H. Brigham

Title: “Hypomanic Personalities and Opportunity Development.” August, 2015.

Xiaodan (Abby) Wang – PhD Dissertation Committee, *Member*

Chair: William (Bill) Wan

Title: “Three Studies on the Roles of Venture Capital Ownership in Funded Ventures’ Inter-Firm Collaboration.” August, 2011.

Chris Broberg – PhD Dissertation Committee, *Member*

Chair: Jeremy C. Short

Title: “Charismatic Leadership and Firm Performance in the S&P 500.” August, 2010.

Andy Yu – PhD Dissertation Committee, *Member*

Chair: G. Tom Lumpkin

Title: “Issues and Impact of Various Dependent Variables in Family Business Research.” August, 2009.

College of Business Administration – Area of Marketing

Pelin Bicen – PhD Dissertation Committee, *Outside Representative*

Chair: Shelby Hunt

Title: “The Role of Alliance Market Orientation and Alliance Competence in New Product Development Success.” May, 2009.

*College of Mass Communications – Department of Electronic Media and Communications*Alan Abitbol – PhD Dissertation Committee, *Outside Representative*

Chair: Weiwu Zhang

Title: “The Importance of Communicating Stakeholder Value: Examining the Impact of Value-Driven Company CSR Communication on OPRs, Reputation and Attitude.”
May, 2016.

Kris Boyle – PhD Dissertation Committee, *Outside Representative*

Chair: Thomas Johnson

Title: “Transforming the News: The Impact of Leadership and Organizational Factors on the Adoption and Use of Interactive Elements on Mid-sized Newspaper Web Sites.”
August, 2008.

The University of Texas at Arlington*College of Business Administration – Management Department*Justin L. Davis – PhD Dissertation Committee, *Co-Chair*

with Jeffrey E. McGee (Co-chair necessary due to transition to Texas Tech).

Title: “Firm-Level Entrepreneurship and Performance: A Study of Common Measures and Moderators.” May, 2007. (Initial Placement: Ohio University; Now: University of West Florida)

Hussam Al-Shammari – PhD Dissertation Committee, *Major Field Representative*

Chair: Abdul Rasheed

Title: “Executive compensation, corporate governance, risk-taking behavior, and firm performance: A contingency framework.” August, 2006.

Nattharika Rittipant – PhD Dissertation Committee, *Research Methods Representative*

Chair: Abdul Rasheed

Title: “Multinational strategies as options creation and exercise: An analysis of country, industry, and firm specific characteristics.” December, 2005.

Kong-Hee Kim – PhD Dissertation Committee, *Major Field Representative*

Chair: Abdul Rasheed

Title: “CEO Duality: Double-Edged Sword? Implications of CEO Duality on Corporate Strategic Management.” August, 2005.

Norma Juma – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “Intellectual capital – performance relationship among high tech corporate new ventures: An empirical investigation of the moderating role of environment and governance.” May, 2005.

Dilene Crockett – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “Hire the Best and Get Out of the Way: Evaluating the Venture Management Team’s Dominant Effect on Corporate Venture Performance.” December, 2004.

Jennifer Sequeria – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “The effect of network ties and entrepreneurial self-efficacy on immigrant new venture intentions.” December, 2004.

Kathleen Voges– PhD Dissertation Committee, *Research Methods Representative*
 Chair: Chris L. Shook
 Title: “An Analysis of the Effect of Social Capital on Performance Outcomes in Privatized Operations.” December, 2003.

Scott Scarborough – PhD Dissertation Committee, *Research Methods Representative*
 Chair: Chris L. Shook
 Title: “An Empirical Study of the Antecedents of Board Activism: Knowledge Domains, Independence, and Effort Norms.” May, 2003.

College of Social Work

Delissa Nuno – PhD Dissertation Committee, *Outside Representative*
 Chair: Joan Rycraft
 Working Title: “The Social Capital Effect in Nonprofit Human Service Organizations: An Examination of the Relationship Between Social Capital and Program Effectiveness and the Impact of Mediating Variables.” May, 2008.

THESIS COMMITTEES:

Texas Tech University

College of Engineering – Department of Industrial Engineering
 Jorge Delosrios-Hurtado – Master’s Thesis Committee, *Member*
 Chair: David Wyrick; Title: “Technology and Cross-Campus Entrepreneurship.”

Graduate School – Interdisciplinary Studies

Haldo Jose Rodriguez-Lopez – Master’s Portfolio Committee, *Member*
 Chair: John R. Durrett; Title: “Interdisciplinary Studies: An Approach to Sustainability.”
 December, 2007.

GRANTS AND MONETARY AWARDS:

- President's Mid-Career Faculty Award, Texas Tech University, 2014. \$10,000.
- Chancellor’s Council Distinguished Research Award, Texas Tech University, 2010. \$5000.
- Family Firm Institute, Best Paper Award. Given for Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. “Family Firms and Entrepreneurial Orientation in Publicly-Traded Firms: A Comparative Analysis of the S&P 500.” *Family Business Review*, 22(1): 9-24, \$2500.
- Rawls College Research Grant (Spring, 2010) for “Exploration and Exploitation in High-Tech Enterprises: A Configurations Approach.” Funding provided by Texas Tech University, Rawls College of Business, \$800.
 - Support result: Moss, T.W., **Payne, G.T.** and Moore, C.M. 2014. “Strategic Consistency of Exploration and Exploitation in Family Businesses.” *Family Business Review*, 27(1): 51-71.
- Rawls College Research Grant (Summer, 2010). Funding provided by Texas Tech University, Rawls College of Business, \$18,571.

- Support result: **Payne, G.T.**, Moore, C.B., Griffis, S., and Autry, C. 2011. “Multilevel Challenges and Opportunities in Social Capital Research.” *Journal of Management*, 37(2): 395-403.
- Rawls College Research Grant (Summer, 2009). Funding provided by Texas Tech University, Rawls College of Business, \$16,884.
 - **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W., and Short, J.C. 2011. “Organizational Virtue Orientation and Family Firms.” *Business Ethics Quarterly*, 21(2): 257-285.
- Rawls College Research Grant (Spring, 2008) for “Temporal Fit, Misfit, and Performance: Testing Pace Entrainment in the Movie Production Industry.” Funding provided by Texas Tech University, Rawls College of Business, \$5000.
- Venture Capital Assessment Project, 2003. Funding provided by the Center for Research on Organizational and Managerial Excellence (CROME), University of Texas at Arlington, \$1500.
 - Project result: **Payne, G.T.**, Davis, J.L., Moore, C.B., and Bell, R.G. 2009. “The Deal Structuring Stage of the Venture Capitalist Decision-Making Process: Examining Confidence and Control.” *Journal of Small Business Management*, 47(2): 154–179.

TEACHING EXPERIENCE:

*Texas Tech University*¹

Undergraduate:

- IS 1100: Tech Transition: The Freshman Seminar.²
 - Fall, 2011 (20, NA³)
 - Fall, 2009 (23, NA)
 - Fall, 2008 (18, NA)
- MGT 4380: Strategic Management – Undergraduate Course.
 - Fall, 2016 (25, NA)
 - Spring, 2016 (2 sections: 35, 4.70; 34, 4.67)
 - Fall, 2015 (31, 4.52)
 - Spring, 2012 (40, 4.59)
 - Spring, 2011 (42, 4.69)
 - Fall, 2009 (33, 4.81)
 - Spring, 2007 (37, 4.51)

Graduate:

- MGT 5381: Managing Innovation & Change – MBA for Working Professionals.⁴
 - Fall, 2015 (28, NA) , co-taught with K. Brigham & R. Mitchell.
 - Spring, 2015 (29, NA) , co-taught with K. Brigham & R. Mitchell.

¹ Additional information on TTU courses includes number of students completing evaluation form and the general score of “overall” effectiveness on a 1 to 5 scale (5 = high).

² Special introduction course for incoming Texas Tech freshmen to facilitate their transition to university life.

³ NA = not available or standard evaluations not used

⁴ Special program for full-time working professionals delivered on weekends or in week-block format.

- Fall, 2014 (34, NA), co-taught with K. Brigham & R. Mitchell.
- Summer, 2011 (34, NA), co-taught with K. Brigham.
- Summer, 2010 (32, NA), co-taught with K. Brigham.
- MGT 5391: Strategic and Global Management – MBA for Physicians and Dentists.⁵
 - Spring, 2011 (31, NA)
 - Summer, 2009 (34, NA)
- MGT 5391: Strategic and Global Management – MBA for Working Professionals.
 - Fall, 2016 (42, NA)
 - Fall/Spring, 2016/7 (28, NA)
 - Summer, 2016 (43, NA)
 - Spring, 2016 (40, NA)
 - Fall/Spring, 2015/6 (25, NA)
 - Spring, 2013 (32, NA)
 - Summer, 2012 (2 sections: 33, NA; 55, NA)
 - Summer, 2011 (3 sections: 34, NA; 38, NA; 40, NA)
 - Summer, 2010 (3 sections: 38, NA; 42, NA; 47, NA)
 - Fall, 2009 (2 sections: 68, NA; 39, NA)
 - Fall, 2008 (2 sections: 32, NA; 32, NA)
- MGT 5391: Strategic and Global Management – MBA Lead Course.⁶
 - Spring, 2013 (2 sections: 17, 4.79; 15, 4.73)
 - Fall, 2012 (2 sections: 16, 4.81; 17, 4.65)
 - Fall, 2011 (2 sections: 25, 4.52; 12, 4.67)
 - Fall, 2010 (3 sections: 33, 4.58; 25, 4.50; 18, 4.50)
 - Fall, 2009 (3 sections: 28, 4.63; 23, 4.44; 25, 4.63)
 - Fall, 2008 (3 sections: 35, 4.51; 25, 4.84; 28, 4.79)
 - Spring, 2008 (19, 4.84)
- MGT 5391: Strategic and Global Management – MBA Capstone Course.
 - Summer, 2015 (31, NA)
 - Fall, 2008 (42, 4.62)
 - Fall, 2007 (2 sections: 30, 4.17; 33, 4.41)
 - Spring, 2007 (21, 4.52)⁷
 - Fall, 2006 (26, 4.15)
- MGT 6305: Independent Study: Applied Multivariate Statistics.
 - Spring, 2014 (2, NA)
 - Spring, 2013 (3, NA)
- MGT 6380: Colloquium in Management Research.
 - Fall, 2015 (6, 5.00)
 - Spring, 2015 (9, 5.00)
 - Fall, 2014 (11, 5.00)
 - Spring, 2014 (3, 5.00)
 - Spring, 2013 (8, NA)
 - Fall, 2013 (8, NA)

⁵ Special program for full-time medical professionals delivered on weekends.

⁶ MBA Core Curriculum was altered in Spring 2008 to make MGT 5391 the lead course rather than capstone. Many of the sections were also converted to truncated 8-week courses. In 2014, MGT 5391 reverted back to capstone.

⁷ Course was special section for Health Organization Management majors only.

- MGT 6381: Special Topics in Management: Management Research Overview.
 - Spring, 2014 (8, 5.00)
- MGT 6381: Special Topics in Management: Applied Multivariate Statistics.
 - Fall, 2013 (8, 4.67)
- MGT 6381: Special Topics in Management: Scholarly Writing and Paper Development.
 - Summer, 2013 (9, 4.67)
 - Summer, 2011 (12, 5.00)
- MGT 6395: Advanced Strategic Management.
 - Fall, 2016 (8, NA)
 - Fall, 2014 (7, 4.75)
 - Fall, 2012 (8, 4.88)
- MGT 6392: Advanced Organizational Theory.
 - Spring, 2015 (5, 4.80)
- BA 7000: Independent Study in Management (Various Topics/Multiple Years).
- BA 8000: Dissertation in Management (Multiple Years).

*The University of Texas at Arlington*⁸

Undergraduate:

- BUSA 4322: Organizational Strategy – Undergraduate Capstone Course.
 - Fall, 2005 (38, 1.26)
 - Summer, 2004 (20, 1.21)
 - Spring, 2004 (2 sections: 40, 1.42; 41, 1.26)
 - Fall, 2003 (2 sections: 39, 1.15)
 - Summer, 2003 (9, 1.11)
 - Spring, 2003 (2 sections: 34, 1.21; 38, 1.52)
 - Fall, 2002 (2 sections: 28, 1.53; 35, 1.41).

Graduate:

- MANA 5321. Complex Organizations – Graduate Organizational Theory Course.
 - Fall, 2004 (14, 1.43)
 - Fall, 2003 (14, 1.43)
- HCAD 5390: Seminar in Health Care Administration – Strategy Capstone Course
 - Fall, 2005 (18, 1.82)
 - Summer, 2005 (31, NA).
 - Fall, 2004 (20, 1.40)
 - Summer, 2004 (29, 1.62)
 - Summer, 2003 (25, NA)
- BUSA 5333: Business Policy and Strategic Management – MBA Capstone Course.
 - Summer, 2006 (2 sections: 9, NA; 16, NA)
 - Spring, 2006 (2 sections: 21, 1.39; 15, 1.52)
 - Spring, 2005 (33, 1.23)

⁸ Additional information on courses includes number of students completing evaluation form and the mean score of the student evaluations. UTA student evaluations are represented by a 4-question comprehensive average on a scale of 1 (excellent) to 5 (bad).

- Summer, 2002 (13, 1.29)
- BUSA 6390. Seminar in Strategy and Business Policy – Two-Part Doctoral Research Course. (Four person rotation for credit.)
 - Spring, 2005 (organizer: 7, 1.18).
 - Fall, 2004 (team taught).
 - Spring, 2003 (team taught).
 - Fall, 2002 (team taught).

International Institute for Higher Education in Morocco

- MNG 450: Strategic Management — Undergraduate Capstone Course. January - February, 2005. Guest lecturer and facilitator of team project and presentations (2 sections).

Texas Tech University (As Graduate Student)⁹

- MGT 4371: Health Organization Management – Undergraduate Senior Elective.
 - Fall, 2001 (62, 4.74)
- MGT 4380: Strategic Management – Undergraduate Capstone Course.
 - Summer, 2001 (NA)
 - Spring, 2001 (85, 4.63)
 - Fall, 2000 (59, 4.41)
 - Spring, 2000 (18, 4.59)
 - Fall, 1999 (47, 4.43)
 - Spring, 1999 (29, 4.63)
 - Spring, 1998 (29, 4.56)

EXECUTIVE EDUCATION AND PROFESSIONAL DEVELOPMENT:

Keynotes and Invited Speaking Activities

- Guest Lecture for Medical Students, School of Medicine, Texas Tech Health Science Center. January 12, 2016. Presentation Title: “An Introduction to the Strategic Management Process”.
- Invited Scholar, School of Entrepreneurship, Spears College of Business at Oklahoma State University. November 20, 2015. Presentation Title: “Business Sustainability in IPOs”.
- Keynote Speaker and Special Guest for the 5th Scientific Conference on Family Business (June, 2015) in Lodz, Poland. Presentation Title: “Empirics in Family Business Research: Current Trends and Future Opportunities.”

Symposia/Professional Development Workshop Presentations

- Ramachandran, I. (coordinator), Wright, P.M., **Payne, G.T.**, Boyd, B., Gavin, M.B., and Gooty, J. To bridge or not to bridge: Re-examining the micro-macro divide in

⁹ Additional information on courses includes number of students completing evaluation form and the mean score of the student evaluations. TTU student evaluations, at this time, were represented by a 3-question comprehensive average on a scale of 1 (poor) to 5 (excellent).

management research. Symposium presented at the 2016 Southern Management Association Meeting, Charlotte, NC.

- Siqueira, A.C.O. (co-coordinator), Honig, B. (co-coordinator), Meyer, A., Kickul, J., Spence, L., Meek, B., Gianiodis, P., and **Payne, G.T.** “Ethics as a Source of Innovation and Entrepreneurial Opportunity.” Professional Development Workshop presented at the 2016 Academy of Management Meeting, Anaheim, California.
- Crook, T.R., Moore, C.B., **Payne, G.T.**, Rutherford, M. and Williams, E.N. "First Mover Research: The Good, the Bad, and the Ugly." Symposium presented at the 2015 Southern Management Association Meeting, St. Pete's Beach, FL.
- Chrisman, J., Dibrell, C., Mueller, C., **Payne, G.T.**, and Reuber, B. 2015. Panel Symposium: “Family Business Research from Basics to Hot Topics: Editors and Experts.” Presented at the Family Enterprise Research Conference (FERC) Meeting in Burlington, VT.
- Phelps, C.C. (co-coordinator), Paruchuri, S. (co-coordinator), Goossen, M.C. (co-coordinator), Berends, J.J., Grigori, K., **Payne, G.T.**, Rothaermel, F., Salter, A., Wenpin, T., Zhao, J. Professional Development Workshop, "Multilevel Innovation Networks." Presented at the 2013 Academy of Management Meeting, Lake Buena Vista (Orlando), Florida.
- Pfarrer, M. (co-coordinator), Reger, R.K. (co-coordinator), Zachary, M.A., **Payne, G.T.**, Benjamin, S., Ray, J., Bundy, J.N., McKenny, A.F. 2012. Professional Development Workshop, “Content Analysis as an Empirical Tool.” Presented at the 2012 Southern Management Association meeting in Ft. Lauderdale, FL.
- Jones, R. (coordinator), Adams, G., Amason, A., Combs, J., Graffin, S., Kellermanns, F., Moore, C., **Payne, G.T.**, Pfarrer, M., and Shook, C.L. 2011. Panel Symposium: “Emerging Paradigms: The Evolution and Future Directions of Strategic Management.” Presented at the Southern Management Association meeting in Savannah, Georgia.

Training and Judging

- Judge for 4th Annual *Family Enterprise Case Competition*, Burlington, VT (January, 2016). Evaluated teams of Undergraduate and Graduate Students over the course of the 3-day competition. Evaluation included assessment of content, style, and Q&A.
- Representative of Texas Tech in the *Experiential Classroom XIII: Entrepreneurship Program Development Track* (September, 2007). Worked with other Big 12 Conference University representatives to develop individual entrepreneurship programs and a collective initiative to promote entrepreneurship education in the Big 12 Conference.
- “Strategic Management: More than Just Planning.” Presenter for the *Mini-MBA for Physicians and Health Care Executives*, sponsored by Texas Health Resources.
 - Frisco, Texas, May, 2005.
 - Dallas, Texas, December, 2004.
 - Ft. Worth, Texas, December, 2003.

PROFESSIONAL INTERVIEWS AND MEDIA COVERAGE:

Management INK. Podcast interview by Karen Vinton, Assistant Editor, *Family Business Review*, about “Empirics in Family Business Research: Progress, Challenges, and the

- Path Ahead,” published in *Family Business Review* by Evert, Martin, McLeod and Payne. Posted: February, 2016. (<http://managementink.wordpress.com/>)
- Management INK*. By Cynthia Nalevanko, SAGE Editor. “Robert E. Evert on Empirics in Family Business Research”, about “Empirics in Family Business Research: Progress, Challenges, and the Path Ahead,” published in *Family Business Review* by Evert, Martin, McLeod and Payne. Posted: July 27, 2015. (<http://managementink.wordpress.com/>)
- Management INK*. By Lori L. Hart, Contributor. “Reflections on Academic Research and Writing (Part 2): Ethical Publishing” about editorial, “It Takes a Village: Ethical Publishing of Family Business Research,” in *Family Business Review* by Payne and Ireland. Posted: June 3, 2015. (<http://managementink.wordpress.com/>)
- Management INK*. By Cynthia Nalevanko, SAGE Editor. “Assessing Espoused Goals in Private Family Firms Using Content Analysis,” about article of same name in *Family Business Review* by McKenny, Short, Zachary, and Payen. Posted: January 5, 2012. (<http://managementink.wordpress.com/>)
- The Library Journal*. By Martha Cornog. “Graphic Novels Reviews, September 15, 2011.” (http://www.libraryjournal.com/lj/reviews/book/891720-421/graphic_novels_reviews_september_15.html.csp) States, “VERDICT: While a table of contents and a few resources would have enhanced its value, this entertaining and useful title will appeal to most young people interested in college as well as help parents understand the challenges facing their future grads and assist career counselors initiate discussions.”
- Management INK*. By Cynthia Nalevanko, Editor. “Free Access to Top-Read Family Business Review Articles,” about “Family Firms and Entrepreneurial Orientation in Publicly Traded Firms: A Comparative Analysis of the S&P 500” in *Family Business Review* by Short, Payne, Brigham, Lumpkin, and Broberg. Posted: May 13, 2011. (<http://managementink.wordpress.com/>)
- Texas Tech Today*. By Leslie Cranford. “Texas Tech Rawls College Author: Surviving College by Reading Comics. No pop-up pictures, but rather a modern take on creating engaging textbooks.” May 4, 2011. (<http://today.ttu.edu/2011/05/texas-tech-rawls-college-author-surviving-college-by-reading-comics/>)
- Publishers Weekly*. By Calvin Reid. “More Graphic Textbooks from Flat World Knowledge.” April 12, 2011. (<http://www.publishersweekly.com/pw/mobile/digital/article/46847-more-graphic-textbooks-from-flat-world-knowledge.html>)
- KCBD NewsChannel 11*. *KCBD.com*. “Chancellor’s Council Distinguished Teaching, Research Awards Announced.” December 10, 2010. (<http://www.kcbd.com/Global/story.asp?S=13652106>)
- Lubbock OnLine: Lubbock Avalanche-Journal*. “Tech Management Profs Honored for Article.” November 14, 2010. (<http://lubbockonline.com/money/2010-11-14/business-bulletin-board>)
- Management INK*. By Cynthia Nalevanko, Editor. “2010 Family Business Review Best Paper Awards,” about “Family Firms and Entrepreneurial Orientation in Publicly Traded Firms: A Comparative Analysis of the S&P 500” published in *Family Business Review* by J.C. Short, G.T. Payne, K.H. Brigham, G.T. Lumpkin, and J.C. Broberg. Posted: August 24, 2010. (<http://managementink.wordpress.com/>)

The Daily Toreador (Texas Tech's Daily Newspaper), by Staff Writer Sherrel Jones. "Satirical Shows Inspire Tech Professor's Graphic Novel Textbook." Friday, August, 28, 2009. Personal interview and quote in article.

Research Trends, Volume 12: 11, by Editor Andrew Plume, "Why did you cite...a classic paper?" (*Research Trends* is a bi-monthly newsletter providing objective, up-to-the-minute insights into scientific trends based on bibliometric analysis.) July, 2009. Email interview and quote in article.

Texas International Education Consortium (TIEC) Gazette, by Editor Ernie Wood. "Texas Business Faculty Praise Moroccan Teaching Experience," January, 2005. Phone interview and quote in article.

KTVT-TV Dallas, TX (CBS 11) "WorldCom and Ethics Education in Business Schools," May, 2002. Personal television interview.

PROFESSIONAL MEMBERSHIPS AND HONORARIES:

- Academy of Management (1997 - present)
- Southern Management Association (1997 - present)
- Strategic Management Society (2003 - present)
- INFORMS (Organization Science) (1998 – 2003, 2006 – 2012)
- Beta Gamma Sigma (Business Honor Society, Inducted in 1996)
- Sigma Iota Epsilon (Management Honor Society, Inducted in 1996)
- Kappa Psi (Professional Pharmacy Fraternity, 1991 – 1994)