

DAVID SOUDER

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ACADEMIC POSITIONS

2007 – **University of Connecticut, School of Business** Storrs, CT
Present *Assistant Professor, Department of Management*

EDUCATION

2007 **University of Minnesota, Carlson School of Management** Minneapolis, MN
PhD in Business Administration, concentration in Strategic Management
Dissertation: Choice of payoff horizon and firm performance: Strategic investments by cable TV operators
1972-1996
Committee: Myles Shaver and Aks Zaheer (co-advisors), Phil Bromiley, Jeff Long

1993 **The Wharton School of the University of Pennsylvania** Philadelphia, PA
BS in Economics, concentrations in Strategic Management and Finance, cum laude

RESEARCH INTERESTS

Corporate strategic choice and performance Mergers and acquisitions
Long term strategies Corporate governance

PUBLICATIONS

Harris, Jared, Scott G. Johnson, and David Souder. 2013. "Model-theoretic knowledge accumulation: The case of agency theory and incentive alignment," forthcoming at *Academy of Management Review*.

Zaheer, Aks, Xavier Castaner, and David Souder. 2012. "Complementarity, target autonomy, and acquisition performance," in press at *Journal of Management*.

Souder, David and Philip Bromiley. 2012. "Explaining temporal orientation: Evidence from the durability of firms' capital investments," *Strategic Management Journal*, 33(5): 550-569.

Souder, David, Zeki Simsek and Scott G. Johnson. 2012. "The differing effects of agent and founder CEOs on the firm's market expansion," *Strategic Management Journal*, 33(1): 23-41.

Souder, David and J. Myles Shaver. 2010. "Constraints and incentives for making long horizon corporate investments," *Strategic Management Journal*, 31(12): 1316-1335.

Simsek, Zeki, Ciaran Heavey, John F. Veiga, and David Souder. 2009. "A typology for aligning organizational ambidexterity's conceptualizations, antecedents, and outcomes," *Journal of Management Studies*, 46(5): 864-894.

Souder, David. 2008. "Which firms invest for the long term? Longitudinal evidence from cable TV operators," *Academy of Management Proceedings*.

Harris, Jared and David Souder. 2004. "Bad apples or bad bushel? Ethics, efficiency and capital market integrity," *Business and Professional Ethics Journal*, 23(1&2): 201-222.

WORKING PAPERS

Yamanoi, Junichi and David Souder. "Phased market entry: Avoiding multipoint competition by gaining footholds" invited for second review at *Long Range Planning*.

Souder, David and Rebecca Ranucci. "Payoff horizon in family firms," under review at *Entrepreneurship Theory and Practice*.

Souder, David, Greg Reilly, Phil Bromiley, and Scott Mitchell. "Horizon and firm performance: Antecedents and consequences of temporal choices related to investments"

Souder, David, Scott G. Johnson and Michael Willenborg. "Riding the wave without support: Predictable failure from inverted aspiration discrepancies."

Souder, David and Philip Bromiley. "Option exercisability, investment visibility, and long-term strategy."

Souder, David, Myles Shaver, and Jared Harris. "Interpreting long run performance."

Souder, David and Greg Reilly. "Unpacking uncertainty: Differences between investment horizon and production function uncertainty."

Souder, David and Jared Harris. "Shared stakeholder interest, leading indicators, and firm value creation."

INVITED CONFERENCE PRESENTATIONS

Yamanoi, Junichi and David Souder. "Phased market entry: Avoiding multipoint competition by gaining footholds," invited for presentation at a special conference on Entry Timing Strategies, Madrid, Spain, May 2012.

Souder, David and Rebecca Ranucci. "Payoff horizon in family firms" invited for presentation at the 2012 Theories of Family Enterprise conference, Edmonton, Alberta, May 2012.

Souder, David and Jared Harris. "Transparency in capital markets: Exposing bad apples or a bad bushel?" presented at the Joint Statistical Meetings, Minneapolis, MN, August 2005.

REFEREED CONFERENCE PRESENTATIONS

Souder, David and Jared Harris. "Shared stakeholder interest, leading performance indicators, and value creation," to be presented at the 2012 annual meeting of the Strategic Management Society, Prague, Czech Republic.

Maltriarch, Mark, Greg Reilly, and David Souder. "The interactive human capital resource: Performance gains from the configuration and bundling of human capital," to be presented at the 2012 annual meeting of the Strategic Management Society, Prague, Czech Republic.

Souder, David, Scott G. Johnson, and Michael Willenborg. "Riding the wave without support: Predictable failure from inverted aspiration discrepancies," to be presented at the 2012 Academy of Management conference, Boston, MA.

Souder, David and Philip Bromiley. "Does temporal myopia hurt firm performance?" presented at the 2011 annual meeting of the Strategic Management Society, Miami, FL; finalist for the SMS Best Conference Paper for Practical Implications prize.

Souder, David and Philip Bromiley. "Option exercisability, investment visibility, and firm investment behavior" presented at the 2011 Academy of Management conference, San Antonio, TX.

Harris, Jared, Scott G. Johnson, and David Souder. "Corporate governance and boundary testing: Advancing the usefulness of models by engaging in non-paradigmatic empirical research" presented at the SMS Special Conference in memory of C.K. Prahalad, San Diego, CA, June 2011.

Souder, David and Jared Harris. "Shared stakeholder interest, leading indicators, and firm value creation," presented at the 1st Interdisciplinary Conference on Stakeholders, Resources, and Value Creation, Barcelona, Spain, June 2011.

Souder, David and Philip Bromiley. "Short-termism, stock options, and visibility in firm investment behavior," presented at the 2010 annual meeting of the Strategic Management Society, Rome, Italy.

Souder, David. "Interpreting long term performance," presented in a symposium at the 2010 Academy of Management conference, Montreal, Quebec.

Souder, David and Scott G. Johnson. "Firm growth by replication over agents and founders' time in office," presented at the 2010 Academy of Management conference, Montreal, Quebec.

Castaner, Xavier and David Souder. "Synergy sources, target autonomy, and integration in acquisitions," presented at the 2010 Academy of Management conference, Montreal, Quebec.

- Souder, David and Greg Reilly. "Unpacking uncertainty: Differences between investment horizon and production function uncertainty," presented at the 2009 annual meeting of the Strategic Management Society, Washington, DC.
- Simsek, Zeki and David Souder. "The impact of CEO tenure on exploration and exploitation: A longitudinal modeling," presented at the 2008 annual meeting of the Strategic Management Society, Cologne, Germany; selected as runner-up for SMS Best Conference Paper Prize.
- Souder, David. "Which firms invest for the long term? Longitudinal evidence from cable TV operators," presented at the 2008 Academy of Management conference, Anaheim, CA; selected for Best Paper Proceedings.
- Harris, Jared and David Souder. "Good theories gone bad: What happens when theory holds, even if the assumptions don't," presented at the 2008 Academy of Management Conference, Anaheim, CA.
- Souder, David and Aks Zaheer. "Routine compatibility, tacit knowledge, and M&A implementation success," presented at the 2006 Strategic Management Society annual meeting, Vienna, Austria; selected as a finalist for the Booz Allen Hamilton/SMS PhD Fellowship.
- Souder, David. "Challenges of temporal discounting and the firm-level horizon problem," presented at the 2006 Academy of Management conference, Atlanta, GA.
- Souder, David. "A proposed structure for comparing definitions of long run performance across research studies," presented at the 2006 Academy of Management conference, Atlanta, GA.
- Zaheer, Aks, Xavier Castaner, and David Souder. "The moderating effect of integration on dimensions of M&A relatedness," presented at the 2005 Academy of Management conference, Honolulu, HI.
- Zaheer, Aks, Xavier Castaner, and David Souder. "When does complementarity add value in mergers and acquisitions?," presented at the 2004 Strategic Management Society Conference, San Juan, PR.
- Souder, David. "Knowledge transfer in mergers and acquisitions: An empirical test," presented at the 2004 Academy of Management Annual Meeting, New Orleans, LA.
- Harris, Jared and David Souder. "Bad apples or bad bushel? Ethics, efficiency and capital market integrity," presented at the 2004 Conference on Ethics in the Financial Services after Sarbanes-Oxley, Minneapolis, MN.

RESEARCH AWARDS

- Finalist, SMS Conference Best Paper for Practical Implications prize, 2011.
- Co-winner, Best Paper Award, University of Connecticut School of Business, 2011
- Best Paper Honorable Mention, University of Connecticut School of Business, 2010
- Winner, The State Farm Companies Foundation Dissertation Award, 2006
- Winner, Austin W. Shanfelter Dissertation Grant Award (from The Cable Center's Magness Institute), 2006
- Finalist, Booz Allen Hamilton/SMS PhD Fellowship, 2006.
- Winner, University of Minnesota Graduate School Dissertation Fellowship competition, 2006-2007
- Finalist, Joseph M. Juran Center Doctoral Fellowship competition, 2006-2007

TEACHING

University of Connecticut	<i>Doctoral Education:</i> MGMT 6202, <i>Research Methods in Strategic Management</i>	Fall 2011
	Dissertation Committees: Elizabeth Lim, Junichi Yamanoi, Nesij Huvaj, Rebecca Ranucci (Chair)	
	Qualifying Paper Committees: Nesij Huvaj, Jennifer Ma (Chair), Rebecca Ranucci (Chair), Nicole Jones	
	<i>Executive Education:</i> MGMT 5894, <i>Graduate Business Studies in Strategic Management</i> NU Finance Academy Case Studies Program	Summer 2009 Spring 2009-12
	<i>Masters' Education:</i> MGMT 5800, <i>Strategy, Policy, and Planning</i> <ul style="list-style-type: none">- Full-time MBAs- Part-time MBAs	Spring 2008-12 Summer 2012
	<i>Undergraduate Education:</i> MGMT 4900, <i>Strategy, Policy, and Planning</i>	Fall 2007- Fall 2011
	Average student evaluation: 9.2 / 10.0	
University of Minnesota	<i>Undergraduate Education:</i> MGMT 4004, <i>Strategy Formulation and Implementation</i>	Summer 2003 – Fall 2005
	Average student evaluation score: 6.2 / 7.0	

TEACHING AWARDS

Recipient of Provost's Faculty Development Abroad Grant, University of Connecticut, 2011
Nominated for Educator of the Year, University of Connecticut, 2007-08
Outstanding PhD Student Teaching Award, University of Minnesota, 2004-05, 2005-06

SERVICE & MEMBERSHIPS

Ad hoc reviewer, *Academy of Management Journal*, 2009-12
Ad hoc reviewer, *Organization Science*, 2011-12
Ad hoc reviewer, *Time & Society*, 2012
Ad hoc reviewer, *Journal of Business Research*, 2011-12
Ad hoc reviewer, *Administrative Science Quarterly*, 2010, 2012
Ad hoc reviewer, *Management Science*, 2010-12
Ad hoc reviewer, *Strategic Entrepreneurship Journal*, 2008-09
Ad hoc reviewer, *Organization Studies, Managerial and Decision Economics*, 2008
EMBA Review Committee, University of Connecticut School of Business, 2012
Faculty Advisor, INTD 3999 Student Strategic Advisory Program, 2012

Discussant, U21 Research Conference, 2012

Faculty Advisor, Undergraduate Consulting Club, 2012-present

Faculty Search Committees, Management Department, University of Connecticut School of Business, 2010-12
(Chair of Assistant Professor Search Committee, 2012)

Masters Program Committee, University of Connecticut School of Business, 2009-12

MBA Redesign Committee, University of Connecticut School of Business, 2008-09

PhD Committee, Management department, University of Connecticut School of Business, 2007-12

Ad hoc reviewer, INFORMS Dissertation Proposal competition, 2010, 2012

Ad hoc reviewer, Strategic Management Society conference, 2010-2012

Ad hoc reviewer, Academy of Management conference (BPS), 2003-2012

Outstanding Reviewer Award, Academy of Management (BPS), 2005-10, 2012

Strategy Case Competition Advisor, MBA competition held at the University of Illinois, 2011-12

CIBER Case Competition Advisor, MBA competition held at the University of Wisconsin, 2008-10

New Faculty Recruitment Committee, Strategic Management and Organization department (UMN), 2006-07

Doctoral student liaison to Strategic Management and Organization faculty (UMN), 2004-06

Teaching Assistant Liaison Committee, University of Minnesota, 2003-04

Strategic Management Research Council (SMRC) Student Representative, 2002-04

Member, Academy of Management (BPS, SIM), Strategic Management Society, Society for Business Ethics, INFORMS

Member, International Honor Society of Phi Beta Delta

Member, Phi Kappa Phi Honor Society

PROFESSIONAL EXPERIENCE

Manager, Enterprise Strategy & Marketing Strategy, Luminant Worldwide, New York	2000-2002
Founder, Attollo Consulting, New York	1999-2002
Finance Director, The Learning Project, Inc., New York	1998-1999
Sr. Associate, Associate, Business Analyst, SCA Consulting, New York and London	1993-1998
Subscriptions Manager, Philadelphia Festival Theatre for New Plays, Philadelphia	1992-1993