

## CURRICULUM VITAE

### **RICHARD JOHN GENTRY**

Assistant Professor  
Department of Management  
University of Mississippi  
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#### **REFEREED PUBLICATIONS**

- Gentry, R.J., Dalzeil, T. & Jamison, M. J. Who Do Start-up Firms Imitate? A Study of New Market Entries in the Competitive Local Exchange Carrier Industry. *In press at Journal of Small Business Management*. December, 2011
- Gentry, R. J. & Shen, W. Performance relative to financial analysts' earnings forecasts and firm R&D intensity: A behavioral perspective. *In press at Strategic Management Journal*, August, 2011.
- Dalziel, T., Gentry, R.J., & Bowerman, M. L. 2011. An Integrated Agency-Resource Dependence View of the Influence of Directors' Human and Relational Capital on Firms' R&D Spending. *Journal of Management Studies*, 48 (6): 1217-1242.
- Gentry, R.J. & Shen, W. 2011. The relationship between accounting and market performance measures: In search of convergence. *Journal of Managerial Issues*, 22(4), 514-530
- Litchfield, R. & Gentry, R. J. 2010. Perspective-taking as an organizational capability. *Strategic Organization*, 8(3): 187-205.
- Shen, W., Gentry, R.J. & Tosi, H.L. 2010. The impact of chief executive officer compensation on CEO turnover. *Journal of Business Research* 63: 729-734.
- Gentry, R.J. & Elms, H. 2009. Firm modularity and performance in the electronic manufacturing services industry. *Industry and Innovation*, 16(6): 575-592.
- Hauge, J. A., Jamison, M. A., & Gentry, R. J. 2008. Bureaucrats as entrepreneurs: Do municipal telecommunications providers hinder private entrepreneurs? *Information Economics and Policy*, 20(1): 89-102.
- Tosi, H. L., Shen, W., & Gentry, R.J. 2003. Why outsiders on boards can't solve the corporate governance problem. *Organizational Dynamics*, 32(2): 180-192.

## **PAPERS UNDER REVIEW**

Shen, W., Gentry, R. A cyclical view of the relationship between corporate governance and strategic management. *Under first review at Journal of Management and Governance*, January, 2009.

## **REFERRED BOOK CHAPTERS**

Gentry, R. J., Hurst, C., & Shen, W. 2005. Power and politics in relay CEO succession. In C.A. Schriesheim & L.L. Neider (Eds.), *Research in Management Volume 5* (pp. 105-128). Greenwich, CT: Information Age Press.

## **WORKING PAPERS**

Crook, R. & Gentry, R. J. Family Businesses and Political Contribution. Intended for *Journal of Management*

Gentry, R. J., Dibrell, C., & Kim, J. Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500. Intended for *Entrepreneurship Theory and Practice*.

Gentry, R.J. & Knippen, J. The Decision To Fire a CEO Immediately Versus Retain a Lame Duck: Industry Factors. Intended for *Strategic Management Journal*.

Litchfield, R., Ford, C., & Gentry, R. J. Scaling Individual Creativity to Organizational Innovation. Intended for *Journal of Management*.

Paddock, E. L., Gilliland, S. W., & Gentry, R. Does being fair really pay off? Linking fairness to the strategic human resources—economic performance relationship. Intended for *Journal of Applied Psychology*

Paruchuri, S. & Gentry, R. J. Competitive clusters: The survival implications for individual firms Intended for *Journal of Management*

## **PROFESSIONAL AND TEACHING EXPERIENCE**

University of Mississippi, Assistant Professor  
Strategic Management (Undergraduate, MBA, Ph.D.)  
Small Business Finance (Undergraduate) 2010 - present

West Virginia University, Assistant Professor  
Strategic Management (Undergraduate)  
Small Business Finance (Undergraduate) 2006-2010

University of Florida, Teaching Assistant  
Organizational Behavior (Undergraduate) 2003-2006

## Strategic Management (Undergraduate)

### Other:

- 2011 Visiting Assistant Professor, University of Florida
  - Entrepreneurship and Venture Finance (Internet MBA)
- 2010 Visiting Assistant Professor, Aalto University (formerly Helsinki School of Economics), Mikkeli, Finland
  - International Strategic Management (Undergraduate)
- 2010 Visiting Assistant Professor, University of Florida
  - International Strategic Management (Master of Arts in International Business)
  - Entrepreneurship and Venture Finance (Internet MBA)
- 2009 Visiting Assistant Professor, University of Florida
  - International Strategic Management (Master of Arts in International Business)
- 2004 Lecturer, Public Utility Research Center Executive Program, Abuja, Nigeria.
  - Instructed Nigerian government officials in managerial and micro-economics

## EDUCATION

- Ph.D. University of Florida, Department of Management (May, 2006)
  - Major Field: Strategic Management
  - Dissertation: *Aspiration and Real Options: A Behavioral Theory of Strategic Decision Making*
  - Committee: Wei Shen (Chair), Henry Tosi, Srikanth Paruchuri, Sanford Berg, Mark Jamison
- MBA University of Florida, Warrington College of Business (2001)
  - Major Field: Finance and Corporate Strategy
  - Rijksuniversiteit Groningen. Groningen, The Netherlands (2000)
- B.S. University of Florida (2001)
  - Major Field: Industrial Engineering (Honors)

## CONFERENCE PRESENTATIONS

- Gentry, R. J., Dibrell, C., & Kim, J. 2011. Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500. Paper presentation at the *Academy of Management Annual Meeting*. San Antonio, TX. August 16, 2011.
- Litchfield, R., Ford, C., & Gentry, R. J. 2011. Scaling Individual Creativity to Organizational Innovation. Paper presentation at the *Academy of Management Annual Meeting*. San Antonio, TX. August 15, 2011
- Paruchuri, S. & Gentry, R.J. 2009. Regional Industrial Clusters: What are the Implications for Individual Firms?. Paper presentation at the *Strategic Management Society Annual Meeting*. Washington, DC. October 13, 2009.

- Gentry, R.J. & Knippen, J. 2009. The Decision To Fire a CEO Immediately Versus Retain a Lame Duck: Industry Factors. Paper presentation at the *Strategic Management Society Annual Meeting*. Washington, DC. October 12, 2009.
- Gentry, R.J. & Jamison, M. 2009. Trait-based imitation among entrepreneurial market entrants. Paper presentation at the *Academy of Management Annual Meeting*. Chicago, IL. August 8, 2009.
- Gentry, R.J. & Shen, W. 2008. The relationships between accounting and market measures of firm performance: How strong are they? Paper presentation at the *Academy of Management Annual Meeting*. Anaheim, CA. August 12, 2008.
- Litchfield, R. & Gentry, R. J. 2008. Entrepreneurial, managerial, and academic perspectives on management knowledge. Paper presentation at the *Academy of Management Annual Meeting*. Anaheim, CA. August 13, 2008.
- Gentry, R.J. & Shen, W. 2007. External expectations and aspirations: The behavioral outcomes of stock analyst forecasts. Paper presentation at the *Academy of Management Annual Meeting*, Philadelphia, PA. August 8, 2007.
- Gentry, R. J. 2007. Options and aspirations: Behavioral theory applied to option decision making. Paper presentation at the *Academy of Management Annual Meeting*, Philadelphia, PA. August 8, 2007.
- Gentry, R.J. & Jamison, M. J. Trait-based imitation among entrepreneurial market entrants. Paper presentation at the *Strategic Management Society Annual Meeting Special Conference on Entrepreneurship*, May 23, 2007. Catania, Italy
- Liang, X. & Gentry, R.J. 2006. The internalization of external expectations: A look at earnings forecasts and firm aspirations. Paper presented at the *Academy of Management Annual Meeting*, Atlanta, Georgia. August 15, 2006.
- Gentry, R.J. & Jamison, M. J. 2005. Trait-based imitation among entrepreneurial market entrants. Paper presented at the *Strategic Management Society Annual Meeting*, Orlando, FL. October 25, 2005.
- Hauge, J., Jamison, M. J., & Gentry, R. 2005. An empirical analysis of municipal entry in the local exchange market. Paper presented at *The London Business School/Public Utility Research Center Global Communications Consortium*, Gainesville, FL. February 24, 2005.
- Gentry, R.J. & Jamison, M. J. 2004. Explaining CLEC survival through resource stocks- The power of being nimble and new. Paper presented at the *Strategic Management Society Annual Meeting*, San Juan, Puerto Rico. November 1, 2004.

Gentry, R.J. & Jamison, M. J. 2004. Explaining CLEC survival through resource stocks- The power of being nimble and rich. Paper presented at *The 32nd Research Conference on Communication, Information and Internet Policy*, Arlington, VA. October 2, 2004.

Gentry, R.J. & Jamison, M. J. 2004. Explaining CLEC survival through resource stocks- The power of being nimble and rich. Paper presented at *The London Business School/Public Utility Research Center Global Communications Consortium*, London, UK. May 14, 2004.

Gentry, R.J. & Elms, H. 2003. Make, buy, or be given: The performance implications of consignment inventory in the electronic manufacturing service industry. Paper presented at the *Strategic Management Society Annual Meeting*, Baltimore, Maryland. November 11, 2003.

Shen, W., Tosi, H.L. & Gentry, R.J. 2003. The CEO as sandbagger in the compensation tournament. Paper presented to the *Academy of Management Annual Meeting*, Seattle, Washington. August 5, 2003.

Gentry, R.J. & Jamison, M.J. 2003. Explaining CLEC survival through lock-in and diseconomies of size. Paper presented to the *Western Economic Association Annual Meetings*, Denver Colorado. July 13, 2003.

## **FELLOWSHIPS AND AWARDS**

2009 Recipient, WVU Faculty Senate Research Grant

2005 Recipient, Booz Allen Hamilton/SMS PhD Fellowship

- Competitive \$1500 awarded to the five most outstanding first-authored student papers submitted to the Strategic Management Society Meetings in Orlando

2004 Kauffman Entrepreneurship Fellow

- \$15,000 award to study competitive dynamics of entrepreneurial firms in the telecommunications industry. The Fellowship is awarded to ten finalists every year by the Kauffman Foundation, an endowment dedicated to the advancement of entrepreneurship education and development.

2003 Finalist, Booz Allen Hamilton/SMS PhD Fellowship

- Competitive \$500 awarded to the ten best first-authored student paper submitted to the Strategic Management Society Meetings in Baltimore

## **PROFESSIONAL SERVICE RECOGNITION**

BPS Division Outstanding Reviewer, Academy of Management: 2004, 2006, 2007, & 2011

Selected to the Center for International Business Education and Research Ph.D. Symposia for  
International Research: Durham, North Carolina, 2002

### **OTHER EMPLOYMENT EXPERIENCE**

2000 Ford Motor Company

- Logistical planning for future model production

1998 Asea Brown Boveri (ABB)

- Manufacturing process design and implementation

### **PROFESSIONAL ACTIVITIES AND ASSOCIATIONS**

Ad hoc reviewer for

*Academy of Management Annual Meeting (BPS, OMT, ENT): 2003 - present*

*Academy of Management Journal: 2004, 2008 - 2011*

Finance committee, New Doctoral Student Consortium

*Academy of Management Annual Meeting: 2004*

Member

*Academy of Management*

*Strategic Management Society*